

1006Alive

UFCW Canada Local 1006A • Union News

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independent
YOUR INDEPENDENT GROCER



Grocery Workers Strike for Fair Deal



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Rob Murphy 1961-2018

UFCW Canada Local 1006A mourns the loss of our brother and friend, Rob Murphy.

Rob dedicated his life to making life better for UFCW members across Ontario.

A member of UFCW since the late 1970s, he became a Union Representative in 1995. For the next 23 years, Rob worked to protect and improve the rights and livelihoods of members at a variety of workplaces and negotiated several union contracts.

Rob held many roles with the union, including Trustee on the UFCW Health & Welfare Plans, Assistant to the President at Local 206, and most recently, as Vice President on Local 1006A's Executive Board.

He loved to fish, ride his motorcycle and go hiking.

Rob was a devoted father to Kyle and Danielle, and loved by his family, friends, and co-workers.

Brother Rob, you will be greatly missed.



Erlinda De Vera & Margeline Olita, Superstore

Local 1006A's 36,000 members work in a variety of workplaces and industries across Ontario. Check out our *Members at Work* series at www.ufcw1006a.ca



Jennifer McDermid, Heather's No Frills



Narges Kazemi & Thomas Scuccimarri, Swiss Chalet

BUILDING STRENGTH TOGETHER



Wayne E. Hanley

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

I want to thank the membership for your support and participation during the recent local union election. Serving our membership is a responsibility that I hold very close to my heart, and you have my word that I, along with your executive board, will do everything we can to make life better for our members and their families.

2018 has been a year of building strength and creating change for our great union.

Across all our departments and committees, we enhanced our ability to provide outstanding member representation by finding new ways to serve our members better and make a difference at work and in our communities.

In the past year, our union grew as we welcomed workers at AuctionMaxx, Emseal, Best Western Oshawa, Plaza Premium Lounge, Comfort Inn Guelph, and Grail Springs to our union. Read more on pg. 22.

We negotiated fair contracts with improvements to wages and working conditions at Compass-Tim Hortons and Rogers, Ecotex, Topper Linen, Ramada Plaza Hotel, Elbee Meat Packers, Impulse Graphic Solutions, Aspect, UniFirst, Gibson Cleaners, Feather Industries, and Nitta Gelatin. Read more on pg. 15.

In addition, we improved our servicing routes, our grievance and arbitration process and contract negotiations.

We defended injured workers as our WSIB Department won 36 WSIB appeals and hundreds of thousands of dollars in compensation for our members in 2018.

Our Health & Safety Department is empowering workers with training so members can return home healthy and safe.

In 2018, 400 stewards attended our outstanding Training and Education program to gain skills and knowledge to help better serve our membership.

In addition, we came together to strengthen our union and reflect on our shared values of Unity, Family, Community and Worth at our Stewards' Conference. Read more on pg. 18.

Meanwhile, our committees (WIN, 1006OUTreach, Young Workers) continue to advance equality, justice and fairness. In this spirit, I'm proud our union hosted our first ever 1006Access Conference. Read more on pg. 4.

Finally, we are also making a difference in the fight against Leukemia and Lymphoma as our members raised \$51,006 this year.

As we say goodbye to 2018, I want to thank you for being part of the UFCW 1006A family. Remember, the union movement is a force for good at work and in our communities. We invite you to join us and become active in building a fairer society for all.



A woman in traditional Indigenous dress, featuring a beaded headband and a patterned tunic with a wide black belt, holds a large circular object made of many colorful beaded bands. The background is dark with some blurred lights.

Strength Through Diversity

1006A Hosts Groundbreaking Equity Conference

The 1006Access Conference, focused on equity issues, was a great success, drawing members and activists from across the province.

The conference focused on issues and challenges faced by women, young workers, LGBTQI2S, workers with disabilities, Indigenous and racialized workers. It was the first conference of its kind to be hosted by a UFCW local union.

“In 2018, the doors of opportunity are not equally open for everyone because of racism, sexism, homophobia, classism, ageism and ableism. This is the sad reality,” said President Wayne Hanley. “This conference is about breaking down the barriers and widening the doors of access.”

“Diversity is at the core of our great union. Our differences are what make our union strong and our province and country great. In our union, everybody belongs. Everybody has a home,” said Hanley

“I loved the conference,” said Tachani Bishop, a union steward who works front-end at Loblaw Empress. “It was good to meet with people from different workplaces and learn about the issues faced by other equity groups. I’m proud to be part of our union and the movement for equality.”

“I am really happy to have attended the conference,” said Gerardo Jeremiah, who works at Ramada Hotel in downtown Toronto. “It is great to see the work UFCW is doing with different communities.”



Matthew Green, Hamilton's first black city councillor shared his story of struggle and the importance of civic engagement to create inclusive communities.

United Through Struggle

INDIGENOUS: Surviving and Thriving

Indigenous people in Canada are facing third world conditions, said leading indigenous leaders. The CBC reports problems include “unsafe drinking water, crowded homes, high unemployment, high suicide rates, limited access to quality health care, and thousands of children being looked after by provincial child-welfare authorities.” Generations continue to be impacted by the wounds of the residential school system. Meanwhile, high rates of violence remain the reality for many Indigenous women.

1006A activists are part of the UFCW Canada Indigenous Sub-Committee and are working to empower Indigenous members within the local union.

LGBTQI2S: Proud and Strong

Even though Canada continues to lead the way in LGBTQI2S issues, much work remains to be done. Thirty per cent of LGBTQI2S members experience discrimination at work compared to 3% for those who are not part of the community. In addition, homophobia, biphobia and transphobia remains the isolating and terrifying reality at schools for many children and LGBTQI2S youth confront high rates of homelessness and suicide. Statistics Canada reports “crimes motivated by hatred of a sexual orientation continued to be among the most violent hate crimes.”

1006OUTreach continues to empower LGBTQI2S activists in a safe and welcoming space to raise awareness and take action on these important issues.

WOMEN: Rising for Change

Women are the largest equity seeking group within our province, making up more than half of Ontario's population. Despite their numbers, they earn 31.5% less than men an-

nually in non-union workplaces. The gap for racialized and Indigenous women is even greater.

The inequality extends to women in leadership roles. Women make up half of Canada's population but they hold less than one per cent of senior management positions. Your union is working to empower women leaders, with women now making up 50% of the UFCW Canada National Council and our Local Executive Board.

WORKERS OF COLOUR: Inclusive & Strong

Canada is home to more than 7.5 million Canadians who are racialized. In Toronto, Ajax, Mississauga, Brampton, Markham, Richmond Hill – some of Ontario's most populous cities – racialized people make up more than 50 per cent of the population. Many of our workplaces reflect this great diversity and many workplaces that are not yet unionized also reflect this diversity.

1006A is strengthening our union through reaching out to Canada's diverse communities, and empowering activists to create change.

YOUNG WORKERS: Stepping Up

The explosion of precarious work in recent years means young workers are facing an economy where they go from job to job, contract to contract to make ends meet. Today's youth grapple with the high cost of post-secondary education, gas and housing. In an increasingly inequal world, young people are struggling to get ahead.

1006A continues to empower young workers to affect change in their unions and communities through UFCW Canada's Young Worker Internship Program. We also offer a generous scholarship program to help youth cope with the high cost of post-secondary education.



Members participated in interactive issues-based workshops to build knowledge, empathy and understanding.

Our Voice

After his eight-hour shift at No Frills, Rechev Browne sets off on a two-hour commute. He is not going home yet – Rechev is on his way to help Felicia Samuel in her campaign to become the next MPP of Scarborough-Rouge Park.

It will be seven more hours before he is finally home again. “Time and distance is a small price for social change,” Rechev said.

At the campaign office, Rechev is a familiar face, coming to help out three times a week. With his clipboard in his arm, he goes knocking from apartment building to apartment building, house to house in Scarborough making his case for progressive worker-friendly politicians like Felicia.



Rechev Brown knocking on doors with candidate Amber Morley.

“My inspiration to get involved came from seeing the Ontario NDP’s platform – they wanted to ensure everyone in the province was taken care of – with free dental, pharmacare and lowering hydro by 30%, that sounded like a cause I would want to give my time to.”

He draws his energy from those one-to-one conversations, he says, and from when he meets voters who really care and want to engage.

When the votes came in on election day and Felicia came second, Rechev was devas-

tated, writing in a text to his mother, “I cried, I was working so hard.” She replied, “I know.”

While the sting of the loss lingered, Rechev was back on the campaign trail with a new lesson that winning will require more organization and turnout of potential supporters on election day.

This time, he volunteered to help Amber Morley, another progressive candidate for City Councillor-Ward 6 along with Felicia for City Councillor-Ward 23.

As he was out knocking on doors, news broke that Ontario Premier Doug Ford planned to gut Bill 148.

Bill 148 was the culmination of three decades of advocacy from labour unions and community allies to improve workers’ rights and livelihoods in Ontario. Now, in one fell swoop, all those gains seemed poised to disappear.

Bill 148 modernized the province’s labour codes. It ensured a \$15 living wage in January 2019, two paid sick days (eight unpaid) for workers, five paid days leave for domestic violence victims, equal pay for equal work and improved vacation and personal leave language.

For Rechev, the attack on workers felt too personal as he knew so many family and friends would be affected. While he was already volunteering with the OFL’s Fairness & \$15 campaign, he increased his efforts further.

“I wanted to be part of protecting Bill 148,” Rechev said. “Being a union activist means being aware and being prepared to stand up for what we believe in and values we hold to be true whether it is at work, or in our communities.”

Kamil Siwula, a steward from a Mississauga Real Canadian Superstore, is also making his voice heard.



Rechev collecting signatures for \$15 & Fairness petition campaign.



Inspired by the work the union is doing on LGBTQ and youth issues, Siwula is helping out with the \$15 & Fairness Campaign. He has been collecting signatures for a petition campaign, and focused on having one-on-one chats with co-workers and friends about the need to protect workers’ rights.

Our Time



Kamil Siwula (left) with friend Laura Gulshani at \$15 & Fairness rally in Mississauga.

Recently, he came up with the idea of rallying at Mississauga's Celebration Square to raise awareness about the campaign. Kamil suggested it to the OFL and worked together with activists to organize the event, including a visit to the local MPP's office. The rally attracted nearly 100 participants.

"The Fight for \$15 was backed by many unions and gained ground and popularity because of their participation in political action," said Kamil. "We need unions being our voice to make the changes that everyday workers need and deserve."

His belief in the union as a force for positive change has grown greater, from when he began as an activist with 1006A's pride network. Being a part of the LGBTQ committee helped strengthen his voice and his desire to make a difference.

Since then, he became a steward, helping his co-workers, and a political advocate, volunteering for progressive candidates, like Scott Duvall and Paul Miller in recent elections.

"The union is the biggest voice in the labour movement and has the people-power to push

for real change," said Kamil. "Without unions pressuring the government, we wouldn't have the labour laws we have today."

What happens in government, at every level, affects workers' lives, said Katrina Miller, Program Director at the Broadbent Institute.

"The union movement, particularly within UFCW, is working for the collective good of all," said Miller. "We can't divide our working lives from our political lives – these two things go hand in hand and affect each other."

Government has the power to enact legislation to improve working standards, enabling workers to experience positive change in real terms, she said. It also has the power to worsen working conditions, leading to negative effects for workers.

There is a price to be paid for not participating politically, Miller said. "The consequence if union members do not participate or vote, is that they will have no assurance that the decision makers will have any of their interests at heart." By getting involved,



Marinel out canvassing for candidate Felicia Samuel with Local 1006A members.

Miller said union members can make their concerns and issues part of the dialogue to create change.

With all that is at stake, it still remains a challenge to get voters to participate in the electoral process. In Ontario, only 58% of eligible voters cast a ballot in the June provincial election. The totals for the municipal elections were even lower, with 42.5% in Ottawa, 41% in Toronto, 40% in London, 35% in Windsor and 34.5% in Brampton.



Marinel Erandio canvasses for Toronto Centre candidate Suze Morrison.

Activists like Marinel Erandio, who works at Maple Leaf Poultry, keep trying to engage voters. Marinel has found her voice growing stronger through political action and her work with 1006OUTreach. She has volunteered for progressive candidates, like Sue Morrison and Felicia Samuel.

"Participating in political action is my passion," said Marinel. "We need to get back the power of democracy by getting people to participate and vote. When voters don't see a need to participate, or vote, it hurts us all."



Molly's Hope

At 6, Molly is already a survivor.

A young girl who battled leukemia and who overcame 200 days and nights at Sick Kids Hospital to now be in remission.

Cara Weizenbluth knows how far they have come in the last four years, from when Molly was in a coma and the doctors told the family, her chances were slim.

To this day, it feels surreal, Cara said.

"When Molly was diagnosed, it was shattering," Cara said. "We had two incredibly healthy kids and we were happy and it came crashing down within seconds. It is very hard to accept and it takes time to accept."



Soon after the leukemia diagnosis, doctors found out Molly also had hypopituitarism. The latter causes complications and causes the body to be adrenal and growth hormone deficient. It was like being struck by lightning twice, doctors said.

The three years that followed the diagnosis were intense, with several

surgeries, chemotherapy, including IV injections, oral medications, and lumbar punctures.

Today, Molly is inspiring others with her courage and spirit, and sharing her story. At a Toronto park, she is on the swings, her feet high to the sky. She is racing through the park, with her sister, Maisie and mother, Cara, close behind her.

"It is incredible how far we have come. We take every day as it comes. We face everything head-on. We want to say thank you very much to the UFCW crew who has worked really hard to support the Leukaemia & Lymphoma Society of Canada who has helped us. Please continue to work hard to raise money and awareness."

Fundraising Efforts

Molly and her family were among those who took to the streets as part of Light the Night events across Ontario.

White, gold and red lanterns filled the sky as Local 1006A staff and members lit up the night in London, Ottawa and Toronto to raise more than \$20,000 for the Leukemia and Lymphoma Society of Canada (LLSC).

The Light the Night Walks are about honouring those who have survived, those who have died, and those who are fighting against blood cancers.

More than 138,000 people in Canada are living with some form of blood cancer. The LLSC reports there are more than 137 types of blood cancers, including lymphoma, leukemia, myeloma and myelodysplastic syndromes.

"I'm proud of the incredible generosity and compassion of our members and their families, who come together throughout the year to help us raise funds and awareness," said President Wayne Hanley. "As we march, we carry those we have lost in our hearts, and light the night to create hope in the fight against these deadly diseases. I want to thank all of our members, activists and staff for their support — together, we are making a difference."



Maisie (L) & Molly (R) with their mother Cara Weizenbluth

Activists Stepping Up For a Cure

Anita Hurley, a 1006A Executive Board Member who works at Swiss Chalet, helped fundraise for the Light the Night walk in London. Anita said she was moved to participate because of the struggle faced by her friend's daughter with leukemia.

"That was a big motivator for me to raise money and bring awareness to the darkness of cancer," she said. "It's a very touching and emotional night and I'm glad to be a part of it."

Adam Nott, a steward from Aspect Logistics, came with his co-worker Jonas Hanje to the walk.

"I wanted to show support to anyone who is or has battled cancer and all the families who have lost loved ones to this disease. Our local union has always shown tremendous generosity to this cause year after year and I wanted to do what I can to help them in this fight."



Kristine Seguin, a steward from Loblaws Great Foods in Ottawa, fundraised for Light the Night through organizing a Craft and Bake Sale at her store in Kanata.

"I wanted to participate to show my continued support for this wonderful cause," she said. "We must bring awareness and education as a community and support the families who are dealing with this cruel disease."

1006A is proud to support leukemia fundraising initiatives throughout the year, raising \$51,006 in 2018. Initiatives include our annual Golf Tournament, raffles, and craft & bake sales. Thank you to everyone who has participated and supported the LLSC!

Do you have a fundraising idea? Contact us at fundraising@ufcw1006a.ca

Members at Work



Joab Reyes & Servio Toro,
Joe Fresh



Crysanthi Pathmanathan,
Superstore



Devon Crick,
Broadbent Institute



Members Light the Night in London, Ottawa & Toronto in support of the Leukemia & Lymphoma Society of Canada.



1006A Members on Strike

They march in the bitter cold, day after day, hour after hour for a fair deal. 1006A members at Baxtrom's YIG in Cornwall began strike action on Friday, Nov 23, 2018.

Talks broke off as Loblaw refused to move off a final offer which would lock 150 workers into a long-term contract without a living wage increase, leaving members with more than 25 years of service 60 cents above minimum wage.

"It's cold, damp and raining but we need to do this...we are just a little town but we need to be treated fairly," said Valerie Rouleau, who works at the store.

Baxtrom's Your Independent Grocer is a franchise of Loblaw. Loblaw is bullying workers and their families in smaller communities like Cornwall because they think they can.

It is possible to run a good business without hurting the

hardworking people who give their best to make the company successful.

Workers are calling for a fair deal with a living wage increase so they can return to serving the customers and community they love.

The company's proposals would hurt the livelihoods of workers and their families in Cornwall.

Workers at Baxtrom's YIG are calling on friends and neighbours to support them by shopping elsewhere during the labour dispute.

"Honestly, the community of Cornwall has been extremely supportive," said Joey Jodoin, who works at the store. "We have seen strong support, day after day and night after night." For more info, visit ufcw1006a.ca





Local 1006A OUTreach & allies marched in cities throughout Ontario to advance LGBTQ rights.



Members' Day at Wet 'n' Wild was a huge success, drawing hundreds of members and their families from a variety of workplaces and sectors across Ontario.

Members In Action



Members at Best Western Brantford rally for a fair union contract.





Difference Makers

Rising
for
Change

The cheers erupted around Hailey Ivey as the news came in.

“We did it ladies,” yelled Organizer Anne Oulette to the workers at the crowded Tim Hortons at the Oshawa Courthouse.

As customers in the Tim Hortons watched, workers hugged each other.

“It was a huge relief when we won – we could finally see a light at the end of the tunnel,” said Hailey.

The youngest at her workplace at 22, Hailey worked months for this moment, contacting the union, signing cards, informing co-workers about the advantage of union representation.

A series of bad managers had taken a toll on the workforce and as a former union member, Hailey knew a union could be the answer.

“It wasn’t fair for the workers to leave a job they loved for someone who wouldn’t be here a year from now,” said Hailey. “When we won the vote, it felt like we really showed management that we were serious and that we weren’t going to take it anymore.”

Hailey, a young worker, a woman, a member of the LGBTQ community, is one of the many members from equity seeking groups stepping up to make a difference in the union and their community.

The growth in activism comes as the local union expands efforts through committees and events to encourage involvement from equity seeking groups, including women, young workers, LGBTQ, Indigenous and racialized workers.

Since the organizing victory, Hailey participated in UFCW Canada’s Young Workers Internship Program and served as a member of the negotiating committee for her workplace.

Working along side long-time Regional Director Roland Lapins and Union Representative Carla MacFarlane, she is learning the ropes and making a strong impression.

“We have the power to create change when we stand up for ourselves with the union supporting us – it showed me that each of us, as members, have the power to make a difference.” – Hailey

Embracing Our Roots

Shane Morse, a member for more than 20 years, is another member who is creating change in his community.

Morse is a man who lives between two worlds as a Black Indigenous Canadian.

From both his parents, he carries the stories of the pain and struggle of members of the Indigenous community as well the history of Nova Scotia's Black communities.

As a young child, he remembered being brought up in the black community and even then, longing to also connect with his Indigenous roots.

His mother and her ancestors lived through the large-scale displacement of Indigenous people from their lands, child separation policies and residential schools. They also dealt with persistent inequality in employment, quality of housing, education and medical care – issues which are still faced by Indigenous people today.

It wasn't an easy journey to reclaim his identity, Shane said, because from the outside, people assumed he was Black.

"I am almost an invisible person within my community," said Morse, of being from mixed background.

But he began to befriend people in his great grandfather's community and establish connections, and with time, finally reclaim part of his identity. Within UFCW Canada, Shane is now working to expand knowledge and pride within members who are Indigenous Canadians.

"Our union is one that includes everybody," Shane said. "We focus on issues not only at work but within the community."

Shane's work on UFCW Canada's Indigenous subcommittee is part of a natural progression after being involved with the union for more than 20 years.

"Being Indigenous is a part of my heritage – I wanted to help out with local and national issues that my people face whether it is at the workplace or the community."

For Shane, reconnecting has meant supporting the initiatives and events, of several Indigenous organizations and helping out Indigenous youth.

It means raising awareness of the persistent inequality many indigenous Canadians face. "It's an amazing feeling."

Shane also wants to empower and encourage others to embrace their Indigenous identity with pride.

"There is a lot of people in our membership who don't know about their Indigenous ancestry and it's about doing my part to raise awareness and empower community members about the Incredible impact and presence the indigenous community has in Canada."

Shane said, union representation is very important to Indigenous workers. He currently works as a grocery clerk at full-time at Andrew & Charlene's No Frills and part-time at Mike's No Frills.



"Unions ensure equality at work through the contract. They also give community members a voice and empower us to work to make life better for everyone." – Shane

"The union assists with issues at work and helps educate and connect Indigenous peoples from other workplaces to strengthen our communities."



Rising
for
Change

The Power of Our Identities

Kallisha Hoyes is also stepping up in her community. As a mother, a woman, a worker of colour, and a young worker, she is part of the growing group of activists from equity seeking groups who are leading the efforts for positive change in the workplace and community.

Kallisha, who works full-time at Marc's No Frills, said she was drawn to get involved as she got more familiar with the union, understood the benefits she had as a union member under her collective agreement.

"It just sparked something within me and I haven't stopped since," Kallisha said.

As a people-person, Kallisha said she enjoyed talking to and helping others.

"When the opportunity arose for me to become a steward I was excited, especially knowing I would be someone people at my workplace would feel comfortable coming to for any questions or concerns."

Since becoming a steward, she has participated and facilitated UFCW Canada's Young Workers Internship Program, undertaken Stewards' Training and has canvassed for political candidates.

She sees the union as a powerful force for good in workers' lives.

"I am a mother, a worker of colour and a worker under 30—The union has made a difference in my life as a worker in these demographics by giving me job security. As a young worker and mother, a guaranteed income comes before anything else."

Kallisha's experiences have given her a broader perspective on creating change in society.

"There was no turning back. Now I have a complete understanding of the union as a whole and the importance of mobilizing workers and being pro-active instead of reactive." – Kallisha

MEMBERS MAKE GAINS.

Members at Aspect Retail Logistics Make Significant Gains in New Union Contract

For union member Adam Nott, the newly ratified contract at Aspect Retail Logistics will make a big difference in his life.

Nott said the new language in the contract means more time with loved ones as he doesn't have to work every long weekend anymore.

"Now, there is a choice on whether I work the long weekend or not," said Nott, who is a member of the negotiating committee. "The new contract is good for me and my family."

Improvements to the overtime language were among the many key gains achieved in the union contract. Ratified on May 23, 2018, the union contract runs from January 28, 2018 to January 28, 2023.

"We bargained for past, present and future workers at Aspect so we all benefit from this new agreement," said chief steward and bargaining committee member Curtis Rodriques.

"For new hires, there are significant pay increases. For senior workers, there are pay increases along with sick days and more holidays. I am very proud of what we have achieved in this contract."

Bargaining was led by Union Representative Gord Albert with support from Director (East Region) Roland Lapins and stewards, Rodriques, Nott, Craig Saffier, Jonathan Hanje, Keegan Nicholson, Kwasi Agyeman, Kyle Gleason, Michael Burger, and Romario Mccalla.

The ratification meeting was attended by hundreds of members.

Jonathan Hanje, a steward and a member of the negotiating committee, said the contract was a fair one. **"We stuck together in true solidarity and I'm proud of what we achieved,"** said Hanje.

Highlights

Significant wage increases

Improvements to overtime language

An fifth week of vacation for those employed for 18 years or more

Improved bereavement leave language

Increased amount for safety shoes

Increased protections through seniority

5 sick days (up from 3 paid days)

Preferred job selection by seniority within the members' function



The Aspect negotiations committee includes members from various shifts and departments in the warehouse.

At Local 1006A, our highly skilled union negotiators work hard to improve and protect our members' rights. We are proud to provide outstanding representation with the incredible support, expertise and knowledge of our union negotiating committee members.

Thank you for all you do on behalf of our membership.



– President Wayne Hanley

Sysco Fine Meats



Negotiations were led by Central Region Coordinator Jonathan Lobo, with support from Union Rep Frank Mensah and members, Chris Buckingham and Aaron Grass.

Gains include: wage increases, gender neutral language, protection of healthcare and welfare and pension to ensure no reductions for term of agreement, improved vacation language, improvement to overtime pay language, language for victims of domestic violence/abuse, enhanced job protection for permanent employees, and language for cross-training employees.

The contract runs from Sept 1, 2018 to Aug 31, 2022.

Compass Group (Tim Hortons)



After joining 1006A last year, members at Compass Group (Tim Hortons) ratified their first contract, which runs from July 31, 2018 to July 31, 2021.

Gains achieved included wage increases, job posting language, secured benefits, overtime language recognizing seniority, health and safety language, and protection against discrimination and harassment.

The negotiating committee was comprised of Union Representative Carla MacFarlane, Director (Eastern Region) Roland Lapins and member Hailey Ivey.

Feather Industries

Negotiations were led by Union Representative Dustin Magee, with support from members Tony Cupello and Joemm Bermejo.

Gains: wage increases; gender neutral language; increase to boot allowance. increased employer contribution to pension; and improvements to vision care benefit.

The contract runs from July 31, 2018 to Aug 1, 2021.

Ecotex



With a strong negotiating committee on their side, 1006A members at Ecotex, a healthcare laundry service, won significant gains in their new contract.

Gains included overtime language, a 9 per cent increase over the term of the agreement, improved safety shoe allowance and improved scheduling language.

The contract covers more than 400 members and runs from Jan 1, 2018 to Dec 31, 2022.

The negotiating committee was comprised of Executive Assistants to the President Frank Ragni and Dan Gilbert, Union Representative Rob Murphy and 1006A members, Jatinder Khaira, Amrinder Pal Singh Sohal, Miguel Vargas, and Mohammed Kamaluddin.

Topper Linen Supply Limited

Negotiations were led by Union Representative Rob Murphy.

Gains include: wage increases; advance notice of shift cancellation; increase to safety shoes; increase to health and welfare benefits; and improvements to pension.

The contract runs from Jan 1, 2018 to Dec 31, 2022

Compass Group (Rogers)



After joining 1006A last year, workers at Compass Group (Rogers) have achieved their first union contract.

The new contract, runs from May 15, 2018 to April 30, 2021 and covers 82 members.

Negotiations were led by Director (Central Region) Don Taylor with support from Union Representative Frank Mensah, and members Nancy Moniz, Paramus Maunaguru and Maggie Williams.

Gains include: wage increases over term of agreement, a new drug card, improved benefits, enhanced union protection, establishment of grievance procedure and seniority & job posting language.

UNIFirst Dunwin & Orbitor



Improvements to wages, benefits and pensions were among the gains achieved by 1006A members working at UNIFirst Dunwin and UNIFirst Orbitor, laundry facilities located in Mississauga. The elimination of the two-tier wage-scale and 65 per cent of the workers getting 16 per cent increase in wages over the term of the agreement were among the most significant of the achievements.

The agreement, covering 110 workers at both locations, runs from April 1, 2018 to March 31, 2022.

Negotiations were led by Union Representative Rob Murphy with support from 1006A members at Unifirst Dunwin Sheela Sivanesan, Jamie Velasco, Gurmel Bhangu and members at UniFirst Orbitor Daljit Chahal and Halina Miernik.



Members support one another during the lockout at the Ramada.

Ramada Plaza Hotel & Suites Members Win Key Gains

Workers at Ramada Plaza Hotel & Suites voted to accept a new union contract, ending a three-day lockout.

Ratified on June 15, the contract runs from April 1, 2017 to May 31, 2021 and covers approximately 40 people.

The members were in the midst of negotiations, when they were locked out by the company. After three days of 24-hour pickets, the employer returned with an amended offer, which the workers accepted.

Negotiations were led by Union representatives Joe Blythe,

and Daiana Dumitru, and members, Sunita Bipta, Michael Oldford and Chato Wany.

Key gains included retroactive pay of 3%, and wage increases of 3% on date of ratification, 3% on April 1, 2019 and 3% on April 1, 2020.

In addition, workers achieved improved language to allow for more full time employees and the company will provide vacation pay if requested by the employee if the amount is \$500 or more.



Voice

for good, for fairness, for justice.



Over 200 Local 1006A activists attended the Stewards' Conference in Toronto. Union Stewards are amazing volunteers who ensure members in their workplace are treated fairly.

Stewards' Conference Draws Record Crowd

Unity
Family
Community
Worth



UFCW Canada Local 1006A was proud to welcome more than 200 stewards to our Stewards' Conference.

The conference on September 15 centered around the theme of *Unity, Family, Community and Worth* and featured multiple speakers and discussions on empowering members to create change at work and in our communities.

The conference focused on providing stewards with the necessary education and knowledge to better help their co-workers on the shop floor.

"Unity, family, community and worth are the shared values that define our union and our great labour movement," said President Wayne Hanley. "These core values are at the heart of our union and guide us in our work on behalf of our members. While we may serve in different ways, we are connected by our common mission to be a voice for fairness, equality and justice at work and in our communities."

President Hanley called on members to be active in defending workers' rights across Ontario.

"Our province does not only belong to the richest in our society, but to working families who have kept Ontario running," said Hanley.

"The information about politics and workers' rights were very useful," said David Hennigar, who works at Canadian Linen & Uniform. "The union has made a big difference in my life. It has helped save my job in the past. My union representative was there instantly and dealt with the problem and the union has kept our workplace fair for all."

"I would say the conference is awesome," said Anna Alers-Alers from Real Canadian Superstore. "It gives stewards an opportunity to continue learning, network and recharge so we can serve our members better."



**Unity
Family
Community
Worth**

650+ stewards helping members at 400+ work locations by enforcing 130+ union contracts

Awesome Team!

Local 1006A union stewards share why they've stepped up to help co-workers



"Being a steward is something I wouldn't change for anything. It means opportunity, knowledge, respect and family. The union provides my family the security and income we need to live a fulfilling life."

Adam Nott,
Aspect Logistics



"Being a 1006A activist means everything to me. It is my heart and soul. The union has made a huge difference in my life. It has provided me with over 45 years of a fair workplace, security and peace of mind for me and my family. Thank you UFCW."

Gord Knowles,
Laura's Independent



"It is about fighting for my sisters and brothers at the workplace and working to protect them. The union has made a great difference in my life. Thanks to the union, we have benefits including prescriptions for medications, and we have protection in the workplace."

Isabel Rodrigues,
Canadian Linen



"We are our members' voice. We represent and defend their interests, job security and safety. As a steward and member, I am more woke about labour issues such as fair wages, decent work hours and safe workplaces. I have an awesome union rep to turn to when I need some brotherly advice."

Natasha Grey,
Francois' No Frills



"I got involved with the union when it was time to renew our union contract. The thing that kept me going was seeing how the union actually worked and that it was going in the right direction. With education, we have the knowledge, voice and power to stand up for our rights. My union has provided me with a voice when I needed it by standing up for me."

Joshua Robichaud,
Summit Foods



Outstanding!

Members Honoured for Contributions to their Union & Communities

Five 1006A activists were recently recognized and celebrated for “Outstanding Member Achievement” and contributions to the union and their communities.

These annual awards are given in the following categories (each award is worth \$500):

The 2018 award winners are:

Dave Mallen – Leadership & Advancement of the UFCW

Maria Bocangel – Fundraising for Leukemia Research

Diane Wilmot – Contribution to the Community

April Inata – Promoting Health & Safety in the Workplace

Kamil Siwula – Eliminating Barriers for Human Rights

“I’m so proud to receive this award from my union. Being a steward to me means being there always for your brothers and sisters when they need you,” said Maria. “It means standing up for them and keeping the values of unity, family, community and worth close to our hearts.”

“Activism and being a steward is about helping others, and letting them know that our union will always have your back,” said Wilmot. “The union has made a big difference in my life—it has helped me cope with a lot of things and helped me to understand others.”

Our great union is home to many incredible members and activists dedicated to improving their workplace and/or their communities. This award is about honouring their outstanding efforts and encouraging increased activism among our membership base.

Recipients are announced at the Stewards’ Conference.

If you know a member who has demonstrated outstanding commitment, dedication and activism in any of the above categories, nominate them by completing an application form – www.ufcw1006a.ca

WELCOME!

UFCW Canada Local 1006A is continuing to grow, with more workers across Ontario voting to join our union.

In the last six months, 1006A welcomed hundreds of workers into the union family.

“Unions make workplaces better, and communities stronger,” said President Wayne Hanley. **“These workers have showed tremendous unity and courage in achieving union representation and we are proud to welcome them to the 1006A family.** We look forward to working with our newest members to improve their rights and livelihoods.”



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1 Plaza Premium Lounge

180 Workers

Members work in Terminal 1 and Terminal 3 of Toronto Pearson International Airport, in a variety of roles including Meet and Greet Service, Server, Cook, Lounge Assistance, Senior Guest Service Officer, Spa, Maintenance and Inventory, and the British Airways Lounge.

2 Auctionmaxx

50 Workers

AuctionMaxx is an online liquidation company based in Toronto. Our members work in Online Sales, Retail and Liquidation.

3 Best Western Oshawa

23 workers

Members work in Housekeeping, Laundry, Front Desk, Night Auditors and Breakfast Staff. Treatment and fairness were the key issues.

4 Emseal

Nearly 100 workers

With a culturally diverse workforce, Emseal manufactures and distributes structural expansion joints and pre-compressed sealants.

5 Comfort Inn Guelph

14 workers

Members work in Housekeeping, Front Desk, Porter, Maintenance and Breakfast.

6 Grail Springs Spa and Wellness

20 workers

Members work in various roles, including Guest Services, Housekeeping, Kitchen Staff, Servers and more.

Ford's Cuts mean it won't be a Happy New Year for millions of Ontario's Working Families

Ontario's workers and their families are under attack, from the very man who claimed to be for "the people."

As more time passes, it is becoming clear how little Doug Ford actually cares for "the people".

The dismantling of workers' rights in Ontario has been rapid. Ford and his Conservative government are catering to the richest and most powerful in our province by cancelling Ontario's \$15 minimum wage increase (set to take effect January 2019). This decision costs workers and their families \$2,000 a year.

Minimum wage increases help families, communities and actually promotes job creation. Meanwhile, Ford has resorted to lying to defend his position, stating with no evidence that businesses are leaving Ontario "in droves." He also inaccurately claimed the province's economy was "stagnant" before he gained office. In fact, Ontario's economy was booming and actually created tens of thousands of jobs when the minimum wage increased to \$14 this year.

Ford has gutted much of Bill 148, beyond the cancellation of the minimum wage increase. He has taken away two sick days from workers, ended equal pay for equal work, eliminated fairer scheduling rules, and clawed back personal leave language.

The Basic Income Project, which helped thousands of families out of poverty, is being chopped by Ford and his Conservative government. This program helped the most vulnerable in our society and ensured they could live with basic dignity. Now, thousands of families in Ontario are left facing a financial crisis.

Not satisfied with that, the Ford government is also weakening the WSIB compensation system by reducing its revenue source. Ontario employers will pay 30% less while injured workers suffer.

In addition, the government is cutting the social assistance increase by half, hurting the poorest in our society. This includes those living with disabilities and living in extreme poverty.

They are also setting the stage for further cuts.

Based on pure ideology, Ford has turned down billions of dollars in revenue from the federal government cap-and-trade program and now, is looking to make up the shortfall.

That's why we must pay more attention than ever and participate. At risk are the healthcare system you depend on, the schools your children attend, the education they receive, and the union security that protects your jobs and helps you live with dignity.

Unions, through our history, have fought hard to make life better for workers and their families. In the face of corporate interests, we work to ensure workers' voices are heard.

Together, we helped achieve universal healthcare, health and safety standards, the 8 hour work day, increases to minimum wages, vacation entitlements, pensions, fairer compensation and an end to child labour. We built a strong social safety net, through our union, so more families can live with respect and dignity.

With challenging years ahead, we encourage you to learn more about the issues and support a fairer society for all.

You can create the Ontario you want... a province where workers matter and where the hopes, dreams, security and future of your kids and grandkids are not sacrificed for the richest in our society. Be an active citizen. Pay attention to the issues. Educate family, friends and neighbours. Together, let us create a fairer Ontario for all.



Kevin Benn

Secretary-Treasurer,
UFCW Canada Local 1006A



FREE COURSES

Exclusively for UFCW
Canada members & family.

The logo for webCampusPLUS, featuring a stylized red maple leaf icon to the left of the text "webCampusPLUS" in a blue sans-serif font.

5 CERTIFICATES

Human Rights Advocate,
Labour Activist,
Media & Communications Specialist,
Occupational Health & Safety,
& Retail Sector Specialist.

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