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UFCW Canada Local 1006A • Union News

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Us Sick?

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Cynthia, Sharon, Karen, Jeff, Dakota and Kyle
Rome's Your Independent Grocer

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



Monica DeFreitas-Gingell
Loblaws Queen & Portland



Gary Dunsdon
Walker's No Frills Brantford



Jessica Stein
TOK Transit Orillia



Shiva Gorji
Lenscrafters Yorkdale

Ford Attacks Ontario



Wayne E. Hanley

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

Ontario is feeling the pain as Premier Doug Ford continues to slash programs and services that workers and their families depend on.

The cuts are frequent and massive, affecting healthcare, education, and the environment. Read about 1006A members' reactions on page 8.

It's clear that working families are losing out from a Ford government that claimed to be for the people.

It wasn't enough the Ford government cut the free tuition program for low-income students. They went further to chop \$670 million from the OSAP program, leaving students unable to cover the cost of their education. Also gone is the six-month interest free grace period after graduation for OSAP recipients.

Students are speaking out on social media, with one saying: "I am receiving HALF the amount of #OSAP funding that I received last year. I'm nearly in tears, as I worry about being able to afford school this year. So thank you @fordnation for making it nearly impossible to go to school and shaping our future for the worse."

The Ford government is hurting vulnerable families, slashing autism services and creating immense hardship. Hundreds of frontline therapists, supervisors and applied behaviour analysts who work directly with autistic children are losing their jobs. Job losses are occurring despite the Ford government's promise of no job cuts. Moreover, an internal review found that the government deliberately misled Ontarians about their changes to autism funding, according to the Globe and Mail.

Our universal public healthcare system is also under attack. Most recently, more than 800 positions are being cut at several health agencies, including Cancer Care Ontario. OHIP+, which provided free medication for children and youth under 24, was chopped, placing more pressure on parents without benefit coverage.

In addition, Ford is aiming to cut \$1 billion from public health care, putting lives at risk. Childcare, affordable housing, homeless prevention programs are also being attacked. Programs, which the most vulnerable in our society depend on like Ontario Works and Ontario Disability Support Program, are being slashed.

These are only a few of the many cuts that the Ford government is implementing, which will devastate Ontarians in the coming years. While undertaking these cuts, the Conservatives have also adjourned legislature for an extra long summer break, hoping voters forget about the havoc they are creating.

While the provincial election is in 2022, the federal election is this fall. The stakes are high for all voters. If Conservatives are also elected federally, no one will be left to protect families from the endless cuts – see page 9.

The good news is we are not powerless to effect change.

Unions are at the forefront of protecting workers and their livelihoods at Queen's Park and Parliament Hill but also at the bargaining table. We advocate to improve your working conditions and you have protection because of your union contract. However, we still need you to be active in standing up against the cuts .

I encourage you to have one-on-one conversations with your family and friends about the cuts and about what is at stake. These cuts will hurt workers and families for years to come.

These conversations are vital in electing progressive governments to stand up for your interests.

Your voice and your votes are your most powerful tools to create change. I have committed to talking to at least five people about the changes taking place, and I hope this summer, you will do the same with your co-workers, friends, and family. Conversation by conversation, we will change our province and country for the better.

Hidden Danger of Sales Receipts

Could toxic sales receipts be making you sick?

Simply touching thermal receipt papers, which are widely used at workplaces throughout Ontario, exposes workers and consumers to the harmful hormone disruptor, BPA (Bisphenol A). The presence of BPA has a huge impact on our health, affecting male and female reproduction, breast development, risk of cancer, obesity, thyroid, metabolism, and cardiovascular endocrinology.

Environmental Defence, a Canadian advocacy organization, reports that even when steps are taken by governments and industry to eliminate BPA, nearly identical chemicals such as Bisphenol S (BPS) have replaced it. In fact, BPS is believed to not only have the same adverse health risks as BPA, but is also suspected to be more easily absorbed by our bodies. Switzerland has banned BPA and BPS as a substitute.

“Due to our capacity to quickly absorb large quantities of BPA/BPS after very short exposure times, these products are hazards anywhere thermal receipt paper is present,” said Rick Young, 1006A Health and Safety Representative.

Young said **thermal receipt papers are found in many of Local 1006A’s bargaining units. These include grocery stores (receipts) restaurants (order slips), movie theaters (tickets), public transportation (tickets and transfers) hotels and warehouses.**

Environmental Defence researchers found **BPA levels were up to 42 per cent higher and BPS levels were up to 115 per cent higher after handling thermal receipts for just 17 minutes.** Wet or moist hands increase the absorption rate of the toxic substance into our bodies. Using hand sanitizer or moisturizing creams also cause a faster absorption rate of these substances.

Your union believes it is vital to take action on this important issue. According to the Occupational Health and Safety Act, your employer must take every precaution reasonable to protect your health and safety.

“Your union encourages you to insist on non-allergenic Nitrile and/or Neoprene disposable gloves from your employer to handle thermal receipt paper,” said Young. In addition, contact your union’s Health and Safety

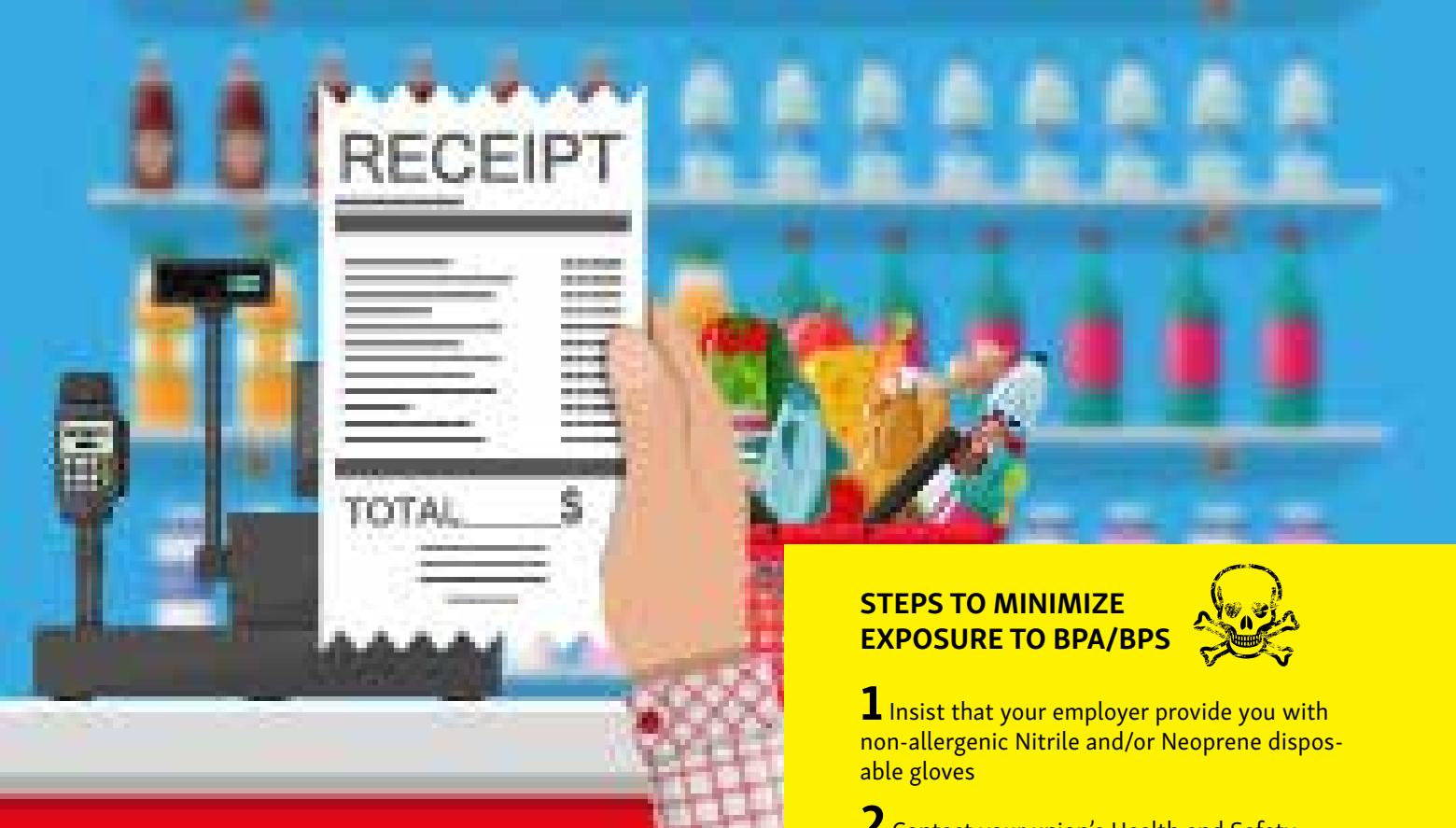
Department so we can assist you should your employer choose not to provide you with the proper personal protective equipment. If you have any questions, contact Rick Young at 416.557.6939 or ryoung@ufcw1006a.ca.

The amount of BPA in receipts can be

1,000x greater

than the amount put into the lining of a food can.





Q What Are BPAs?

A BPA stands for Bisphenol A – a chemical used to produce plastics, resins and consumer goods such as food containers, hygiene products and thermal receipt paper. Used commonly since the 1950s, it's only recently that their potential harmful effects have been researched and understood.

Q How do BPAs enter your body?

A BPAs enter your body through ingestion and skin absorption. Thermal receipt paper contains BPA and leaves a fine undetectable dusty residue on your hands and fingers, which increases the chances of accidental ingestion and cross contamination into food products. Just touching thermal receipt paper is a hazard as BPA is easily absorbed through the skin.

Q How does BPA affect your endocrine system?

A BPA is an endocrine disruptor. The endocrine system is responsible for hormone production and affects every organ and cell in your body. The system regulates vital body functions like fertility, tissue function, metabolism, growth and development, sleep, mood, sexual function, heart rate, and digestion. It is comprised of the thyroid gland, pituitary gland, adrenal gland, parathyroid gland, the pancreas, ovaries and testicles.

STEPS TO MINIMIZE EXPOSURE TO BPA/BPS



- 1** Insist that your employer provide you with non-allergenic Nitrile and/or Neoprene disposable gloves
- 2** Contact your union's Health and Safety Department to assist you should your employer choose not provide you with the proper personal protective equipment.
- 3** Speak to your Worker Health and Safety Committee Member and ask that they discuss this issue at the next Joint Health and Safety Committee meeting.
- 4** In general, avoid contact with thermal receipts at stores, theatres and restaurants, etc. Be aware that BPA may also be found in the lining of canned food and reusable plastic food containers.
- 5** Work to educate co-workers and others about the need to completely remove this hazard from our workplaces and to advocate for safer alternatives.

Q What If My Employer Says That They Have Switched To BPS Receipt Paper?

A Some of our largest employers have switched from BPA receipts to BPS, however there are no studies that suggest that BPS is any safer than BPA. In fact, two recent studies have shown that BPS exposure carries all the same adverse health risks as BPA.

HOPE PRIDE EQUALITY LOVE SOLIDARITY QUEER 2SLGBTQI+

Benjamin Castillo is grateful to have a union.

As a member of the 2SLGBTQI community, he has found a second home with 1006OUTreach, a committee defined by its support, activism and acceptance.

Since it was founded seven years ago, the 1006OUTreach committee has grown in numbers and scope, participating in more initiatives to foster inclusion and equality at work and in the community.

“It’s important to raise awareness because we still have a long way to go to achieve equality for everyone – having a union means we are not fighting alone,” said Castillo, who works at a Toronto No Frills store.

Members, activists and staff regularly participate in Pride Parades across Ontario, including in London, Durham, Brockville, and Toronto. 1006OUTreach will be at Ottawa Pride on August 25. We also took part in Day of Pink (April 10) and the International Day against Homophobia, Transphobia and Biphobia (May 17).

“Through the committee, we have an opportunity to educate others on what the 2SLGBTQI community has gone through and how people can be better allies,” said Castillo.

An overarching purpose for the committee remains combating the discrimination, prejudice and violence faced by members of the 2SLGBTQI in our communities and society as a whole.



“We are proud of the outstanding work of our 1006OUTreach committee in standing up for equality and for being an incredible source of strength, comfort and empowerment for our members from the 2SLGBTQI community,” said President Wayne Hanley.

Members of 1006OUTreach say fundamental issues of discrimination and prejudice remain in communities.

“Despite great progress in the last decade, homophobia, biphobia, and transphobia still exist in the workplace and 2SLGBTQI members remain under-represented in diversity and inclusion conversations,” said Tania Liu, Coordinator of 1006OUTreach.

In addition, statistics show that one-third of Canadians don’t see their workplace as 2SLGBTQI+ inclusive and that the community is disproportionately affected by bullying, violence, homelessness and mental health issues. Members of the 2SLGBTQI+ community are the targets of the most violent forms of hate crimes.

“Unfortunately, misinformation and hate still exists in our society today and we still need to do more to create safe spaces and acceptance across the board,” said Josie Barberi, a 1006OUTreach member. “Until we get there, we need to continue educating and advocating for equality. Having the union allows people to have a voice. We need allies and when we all stand together, it leaves no room for hate.”

“It means a lot to know my union is with me as an openly gay man fighting for equality for everybody,” said Ian Stables, a 1006OUTreach member. “The 1006OUTreach committee is important because we help spread knowledge and awareness about important issues the 2SLGBTQI community faces every day. Everyone deserves the right and freedom to be who they are.”

“For me, the support of the union feels like gaining a family,” said 1006OUTreach member Dani Hayes. “It’s important to have a community at your back and a network of support. It helps amplify one small voice and turn it into something stronger, louder and more effective for change. All people should be able to live as they choose without judgement or fear.”



Bullying in the Workplace

Bullying, discrimination and prejudice comes in many different forms. It could be a supervisor addressing you with the wrong pronoun, a colleague commenting on the way you dress or walk, or someone questioning if you were in the right washroom at work. If you see something like this happening at your workplace, we encourage you to speak up or contact your union representative. **Your union is here to support you.**

2SLGBTQI – Acronym Explained

Two-Spirited, Lesbian, Gay, Bisexual, Queer/Questioning, Intersex



What is an ALLY?

An Ally is someone who may or may not be 2SLGBTQI themselves, but supports and defends the human rights of all 2SLGBTQI individuals.

HEAR IT, STOP IT! An Ally stands up to disrespectful remarks and jokes. Allies have been an important component in ALL fights for equality.

Allies have always been a critical part of equal-rights movements. In July of 2005, Canada passed the Civil Marriage Act and became the fourth nation in the world to grant full legal rights to same-sex couples. In May 2017, Bill C-16, was passed in the Senate. This law prohibits discrimination against transgender Canadians and affords them protections against hate crimes. None of this could be possible without the advocacy and perseverance of activists, grassroots organizations and the labour movement. Organized labour has long supported movements aimed at increasing the rights of all people in the workplace.

When you become an Ally of 2SLGBTQI individuals, your actions help to make our society a better and safer place for all people, many of whom do not conform to gender expectations. Allies use the appropriate pronouns and understand the need to create a supportive and inclusive work environment. Allies are secure in who they are and know the importance of supporting others as they seek to live their authentic lives.

Members Worry As Ford's Cuts Devastate Communities

Like much of Ontario's voters, Local 1006A members are not impressed by premier Doug Ford's massive cuts.



Joshua Robichaud, a member of 1006A's Executive Board, said the cuts will negatively impact workers and their families.

"Doug Ford's cuts are not for the people," said Robichaud. "He's taking away supports for people who need it the most, making changes that seem to only benefit people with money, and he's not taking climate change seriously. He's wasting tax dollars on license plates, updating the Trillium symbol, and gas station stickers about the carbon tax. I feel these actions are going to set Ontario back instead of moving us forward as a province."

Robichaud said it is important to get out and let Ford know how workers are feeling by signing petitions and supporting rallies that are taking place against his changes.

"The best thing we could do is get out next election and vote against Doug Ford."

"The best thing we could do is get out next election and vote against Doug Ford."

Valrie Francis, a member of 1006A Young Workers Network, said the cuts will squeeze workers and their families more at a time when cost of housing, education and childcare are high.

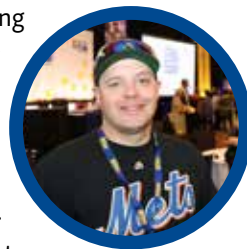


"Young adults, middle and lower-class families will be most impacted," said Francis. The cuts to OSAP and the elimination of the 6 month grace period for OSAP loan payment will make it even harder, she said. "The next generation may not have the experience of a well-structured education system nor have the opportunities of receiving grants and scholarships, which will make it difficult for many."

Francis said members still have the ability to create change.

"Having an open dialogue is a great way to create awareness," she said. "Attend meetings within your community, contact your MPP, participate in a protest, take a few minutes of your time to speak to individuals that are canvassing, and use your social media to share and post pictures or videos. We must be the change and that entails being united, supporting each other and being present."

Adam Nott, 1006A member, is among the activists who uses social media to take action.



"Doug Ford's cuts are going to impact my family a great deal," he said "My brother suffers from a mental illness and currently receives help from our government, but now with the new cuts being implemented, some of my brother's help and assistance is going to be removed."

The wide range of the cuts will jeopardize the livelihoods of Ontario families, he said, and he is hoping to raise awareness through social media.

"I think the biggest thing in this day in age is taking some of these concerns to social media," he said. "We may be able to create change the more people know about these issues. These Ford cuts need to go viral."



1006A member **Nancy Prout** is worried about the changes that are coming.

"Our healthcare system will be negatively impacted," she said. "Education cuts will have a drastic impact on our students and their future."

Prout said the cut in funding for specialized school programs has impacted opportunities for her granddaughters. She said health and safety will also be comprised through cutbacks.

"These cuts will hurt our workers as fewer funds go to work safety education and aid in accessing workers' compensation," she said. "The Ford government is not concerned about middle-class workers and their families. His main agenda is to increase the wealth of the big-business conglomerates."



5 Things to Know Before The Federal Election

Canadians head to the polls this fall — much is at stake.

1. Conservatives Set for Power Grab

Changing the Constitution of Canada requires a two-thirds rule. In order to make a constitutional change, we require the agreement of the federal government plus enough provincial governments that represent two thirds of the population of Canada. If Andrew Scheer wins, Conservatives will become unstoppable. They will play on divisive politics to distract us from what is at stake as they implement massive cuts. Canadians will have no power to stop their agenda, which caters to the richest in society at the expense of workers and their families.

2. Be Careful of The Fake News

Fake news is literally taking over. A recent survey found that 90 per cent of Canadians have fallen for fake news, most often on Facebook. Experts believe the upcoming federal election will be ripe for manipulation with voters being targeted through social media. Foreign and local interests are engaging in spreading false information to help their candidate of choice. Our advice? Turn to reputable sources like CBC News, CTV news, Canadian Press and the Toronto Star to get fair and accurate stories.

3. Privatization of Healthcare Under Scheer

Andrew Scheer's Conservatives recently held a \$250/person strategy session/fundraiser on privatizing healthcare. The Ford government is already attacking our healthcare system. What happens if they team up to gut our healthcare system. There will be no one left to stand up for workers and their families. Protect our public health care system and ensure quality universal healthcare for not just the rich but all Canadians. Money shouldn't be a barrier to saving lives.

4. Universal Pharmacare Needed More Than Ever

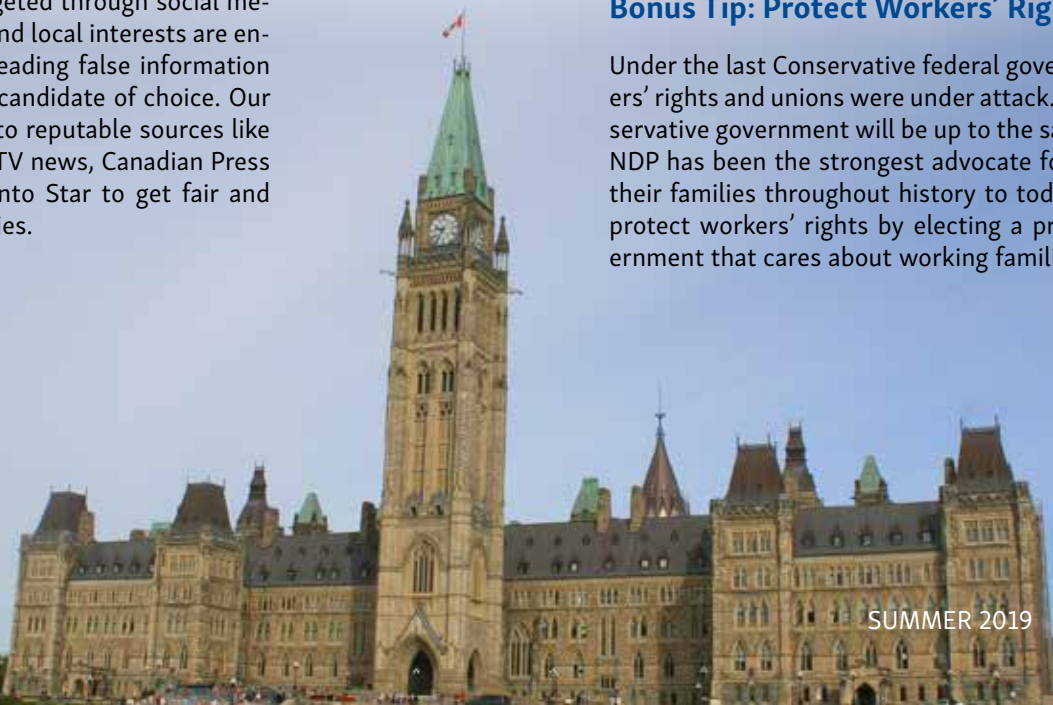
Did you know the first party to propose a universal pharmacare program is the Federal NDP? This plan will ensure everyone gets the essential medications they need. With the increase in precarious jobs, many families and children do not have access to a benefits program. This problem would ensure no one has to go without lifesaving medications due to their illness. The Conservatives do not support this initiative and the Liberals are jumping on board.

5. Climate Change is Coming For You

Conservatives have no specific targets or concrete plan to reduce emissions and are instead focused on slamming and misrepresenting the efforts of the other parties. Party members are still downplaying the effects of climate change, as related to extreme weather and human activity. Climate change is one of the central issues of our time, and Scheer's Conservatives do not have a serious plan to address it.

Bonus Tip: Protect Workers' Rights

Under the last Conservative federal government, workers' rights and unions were under attack. A federal Conservative government will be up to the same tricks. The NDP has been the strongest advocate for workers and their families throughout history to today. Ensure you protect workers' rights by electing a progressive government that cares about working families.





1006A again marked the annual Day of Mourning for workers killed, injured or made ill on the job.



Due to the amazing fundraising of members and staff, Local 1006A donated \$51,006 to the Leukemia and Lymphoma Society of Canada – together, we can find a cure to this deadly disease!



Local 1006A supports members working as Bus Drivers at the annual York Region Bus Roadeo.



Your union marked Equal Pay Day to bring awareness to the gender pay gap, which is best eliminated through achieving union representation.



Members



Members gained skills and knowledge at UFCW Canada's Young Worker Internship Program.



Your union provides Training & Education to more than 400 stewards annually.

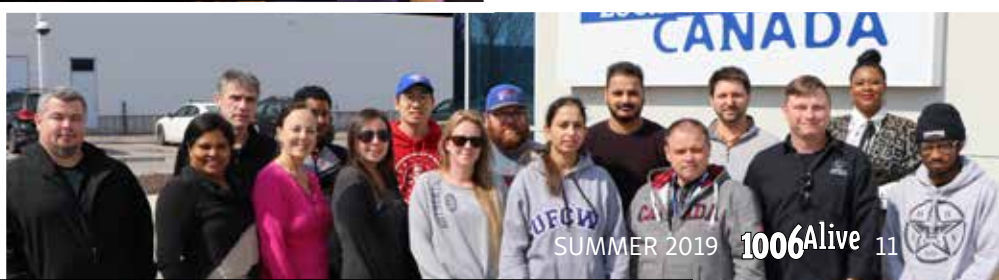


Members' Day at Canada's Wonderland was a huge success, drawing hundreds of workers and their families from a variety of workplaces and sectors across Ontario.

Make Their Mark



UFCW Canada's Young Worker Conference brought workers together from across the country to set political priorities for the upcoming federal election.



Stewards improve their ability to help their co-workers through the knowledge and skills they gain.

WELCOME!

1006A continues to grow, thanks to the determination and hard work of your union's Organizing Department.

"Achieving fairness, respect and dignity in the workplace begins with union representation," said President Wayne Hanley. "Local 1006A is proud to be the number one union for workers across Ontario. Congratulations to these members on their victory and welcome to our union family."

Now, the union will begin the next step of negotiating a union contract for our newest members, ensuring they have a voice for the first time in their workplace.

"Reaching out to an organizer is easy and might be the key to changing your life at work and for your family," said Lesley Prince, Coordinator of Organizing for 1006A.

If you know anyone who would benefit from union representation, you can contact us at gounion@ufcw1006a.ca or 647.518.3973



1

1 PLITEQ – 70 Workers

Pliteq Inc is based in Vaughan. The company is a designer and manufacturer of items from recycled rubber. They manufacture products for residential and commercial sound and vibration control. They make a variety of products including rubber flooring underlay.



2

2 COURTYARD BY MARRIOTT TORONTO MISSISSAUGA WEST – 50 workers.

1006A members at this hotel work in a variety of positions, including front desk, bistro, kitchen, porters, housekeeping, night auditors and maintenance.



3

3 ONTARIO CANNABIS STORE – 20 Workers

The call centre is operated by Line One Contact Centres Inc. Our members provide customer support and mail tracking services for Ontario's online cannabis store. The cannabis industry is a precarious one, from which workers were seeking fairer working conditions, job security and just cause protection.

4 MILLER TRANSIT – 300 Workers

Miller Transit provides transit services for Markham and drive York Region buses. Our newest members work as drivers, mechanics and cleaners.



4

5 SSP Billy Bishop Airport – 60 Workers

Our members work as bartenders and servers at Billy Bishop Airport.

Building Bridges Towards Reconciliation

1006A members of the Indigenous community joined with allies and leaders for the 2019 Canada National Indigenous Peoples Day Conference, which focused on reconciliation and solidarity through community activism and member engagement.

“The union is stronger when all people are recognized...and not just from a collective agreement aspect but from a cultural aspect,” said Lorrie Russell, who works at Joe’s No Frills.



Participants heard from Indigenous leaders and activists and also visited the Wandering Spirit School, Ashbridges Bay Gardens for a Food Sovereignty Tour, and the Anishnawbe Health Centre.

“The traditions, culture and history of Canada’s Indigenous people make our union, communities and country stronger,” said President Wayne Hanley. “We are proud to stand with our members from the Indigenous community helping to raise awareness and paving the path for justice and true reconciliation. We all have a role to play in taking action to end prejudice and discrimination, and in eliminating violence against Indigenous women and girls.”

“The union is one of the greatest resources to bring communities, workplaces, governments together to address issues,” said Shane Morse, a 1006A member from No Frills.



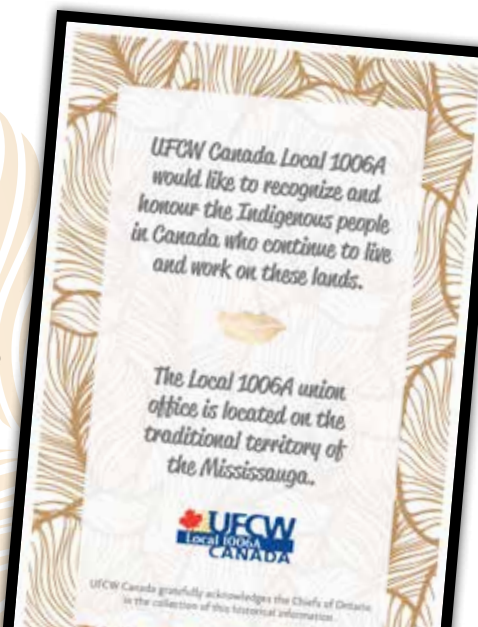
“It’s important for the union to participate in events like this because it builds understanding, unity and strength,” said Sandy Bissonette, a 1006A member from Manitoulin Hotel & Conference Centre.

“I learned and gained more knowledge about my culture and ways to improve mental health,” said Heaven Southwind, a 1006A member from Townplace Suites.



“Events like these allows us to come together as a union, to know how each of us lives,” said Autumn Abotossaway, a 1006A member from Manitoulin Hotel & Conference Centre.

Pictured here is the special Indigenous recognition posted at your union offices.



Recommendations from the report from the National Inquiry into Missing and Murdered Indigenous Women and Girls:

- Denounce and speak out against violence against Indigenous women, girls, and 2SLGBTQI people.
- Decolonize by learning the true history of Canada and Indigenous history in your local area.
- Using what you have learned and some of the resources suggested, become a strong ally ... actively working to break down barriers and to support others in every relationship and encounter in which you participate.
- Confront and speak out against racism, sexism, ignorance, homophobia, and transphobia, and teach or encourage others to do the same, wherever it occurs, in your home, in your workplace, or in social settings.
- Protect, support, and promote the safety of women, girls, and 2SLGBTQQIA people by acknowledging and respecting the value of every person and every community, as well as the right of Indigenous women, girls, and 2SLGBTQQIA people to generate their own, self-determined solutions.

Information Courtesy of CBC



“Our negotiating committees did an outstanding job in improving our members’ rights and working conditions in a variety of workplaces and sectors. Membership participation during the negotiating process is important to the outcome at the bargaining table. I want to thank our members for their support and encourage them to stay informed and engaged with their union.”



– President Wayne Hanley

1006A negotiating committees have been busy at work this year, improving the rights and working conditions of members 20+ workplaces across Ontario. Below are some of the many agreements ratified this year:

CINEPLEX



Congratulations to members at Cineplex on their new three-year contract with strong gains.

“We asked the membership what they wanted changed in the collective agreement, and along with Dustin, Gord, and Owais, we were able to achieve those changes and go above and beyond what was asked of us,” said Kerrin Jalandra, a bargaining committee member. “Overall, we negotiated a new agreement that the membership was happy to accept.”

Bargaining was led by Union Rep Dustin Magee with support from Union Rep Gord Jackson and members Kerrin Jalandra and Owais Khan.

Highlights included: More language surrounding time off for students who have exams; language that allows our members more flexibility with their schedule; and signing bonuses for all workers.

BATON ROUGE OTTAWA

Congratulations to restaurant workers at Baton Rouge in Ottawa who achieved a three-year contract.

“All in all, the negotiations went well, better than we expected and the staff are happy,” said John Conway, a member of the bargaining committee. “We were able to improve things including achieving 100% health and welfare benefits.” Previously, the workers had to pay 50% for the benefits.

Union Representative Greg Penner led negotiations, with support from Executive Assistant to the President Frank Ragni, Union Representative Jackie Graticola and members, John Conway, Jarod Cook and Andrew Lach.

Gains included: 100% benefit coverage for single and family for full-time (majority who work are full-time); improved language for representation with return to work meetings; scheduling language improvement; and wage increases for back of house.

VALU-MART OXFORD



1006A members at Oxford Valu-Mart have ratified a new three-year union contract.

“We found the members were more engaged during these negotiations — there was more interest in what was going on at the bargaining table,” said bargaining committee member Robin Davies. “It’s a liveable contract and we were able to make some gains.”

Negotiations were led by Union Representative Bill Vantol with support from members Dan Allen and Robin Davies.

Gains included: wage increases; minimum wage plus language in the part-time wage grid; reduction of number of hours in the student wage grid; \$1 per hour premium for all hours worked past 6 pm for a part-time employee assigned to lock the store; and increased educational leave from one employee to two on the front end.

MANITOULIN HOTEL & CONFERENCE CENTRE



Workers at Manitoulin Hotel & Conference Centre achieved several improvements in their new contract.

“It is a good contact, we made improvements from the first one and the bargaining committee did a great job,” said Autumn Abotossaway, a member of the negotiating committee. “For the next four years, we still feel safe, the union helped us and they did that for us, so it was very well done.”

Abotossaway said members were particularly happy with the significant increase in reimbursements for health benefit claims. She was also happy that housekeepers will also have a team lead premium.

Negotiations were led by Union Rep Ric Pereira with support from members, Autumn Abotossaway and Sandy Bissonnette.

Gains included: Over 55% increase in reimbursements for health benefit claims; increase in paid time off for bereavement; introduction of team leader premium in housekeeping and inclusion of team leader in restaurant/catering into the job classifications/wage grid; 2.35% to the end rates of pay in each of the 4 years – a cumulative increase of approximately 10% over the term of the agreement and reduction in the sunset clause to twelve (12) months for disciplinary issues.

RESIDENCE INN TORONTO



1006A members at Residence Inn Toronto saw significant improvements to their working conditions and rights in their new four-year contract.

“Overall, we think we did a very good job,” said Ann Marie Duncan, a bargaining committee member. “We worked together as a team to achieve a good contract for the mem-

bers.” She said the bargaining committee was hoping for a bit more but was pleased about gains like the wage increases.

The negotiations were led by Daiana Dumitru with support from members, Ann Marie Duncan and Randolph Peacock.

Gains included: improvement in vacation language; increase in health and welfare benefits; improved health and safety training through the Workers Health and Safety Centre Program; enhanced union protection language; one floating holiday annually, until 2022, when employees will have two floating holidays; retroactive pay to March 3, 2019; wage increases: 3% in first year, 3.5% in second year, 3.5% in third year and 2% in fourth year; and new banquet gratuity language

UNICO



1006A members at Unico have ratified their new union contract.

“Overall at the end of the day, it was a fair contract,” said Lou Vernace, member of the negotiating committee. “We were satisfied with everything and we made gains. There was strong participation and support from the membership.”

Negotiations were led by Regional Director Don Taylor with support from Union Representative Frank Mensah and bargaining committee members, Lou Vernace and Rooplall Surujnarine.

Highlights include: wage increases of \$0.35 (retroactive to date of expiry), \$0.35 in 2019, \$0.40 in 2020, \$0.40 and in 2021 over the course of the four year agreement; enhanced union representation during discipline cases; right to review personnel file; improved leave of absence language; improvement to bereavement leave language; and increase in vision care benefit.

To read about more contract negotiations, please visit www.ufcw1006a.ca

Telephone Town Hall Proves Popular with Members

Local 1006A General Membership telephone town halls are a success, drawing hundreds of participants from a variety of sectors and cities across Ontario.

Members listened and participated in the general meeting through their phones on February 28 and May 21.

“This format is designed to be more convenient for members and will empower more people to participate,” said President Wayne Hanley. “The feedback from our members has been enthusiastic and positive and we strongly encourage all our members to tune in for our next townhall on September 24 at 7 pm.”

During the telephone town hall, members heard about the latest union news, initiatives and opportunities and asked questions. Guest speakers engaged in discussions regarding:

- The massive political changes taking place in Ontario and the implication for workers and their families.
- The struggles faced by members of the 2SLGBTQ+ community at work and in their communities and 1006A’s role in advocating for equality and empowering members.
- How organizing new workplaces protect our members’ livelihoods and helps workers achieve a voice and increased rights at work.
- The resolution of a three-month strike at Baxtrom’s YIG in Cornwall.

To increase accessibility and participation, we have included recordings and minutes of the town halls on our website. The next town hall is scheduled for Tuesday, September 24 at 7 pm.

How Can I Participate?

On September 24, the local union will call members home/cell phone numbers that we have on record and connect them to the general membership meeting. An invite call will go out a few days in advance of the meeting. **The call will come from “UFCW Your Union” 1.800.637.5936. – simply pick up to participate.**

If you miss the call, dial in at 7 pm —

1.877.229.8493 and enter ID Code 118307

Update Your Contact Info Online – www.ufcw1006a.ca/update

“Strong member participation is at the core of a strong union and that begins with each and everyone of our members,” said Hanley. “Your engagement and support is vital to achieving strong contracts and it starts with participating in these meetings.”

Ian Stables, a steward from a Brockville store, has seen first-hand how much impact the union telephone town halls are having.

“The telephone town halls are reaching members in a positive way and are making a difference in connecting members to their union,” said Ian Stables, a steward from a Brockville Superstore.

Thank you to everyone who participated and we look forward to many more of you joining us for future general meeting telephone town halls.

Join Us for Your Chance to Win!

During the last two telephone town halls, participants had the opportunity to enter our Membership Contest to win Blue Jay tickets or a tablet computer. Congratulations to our first two contest winners: Ramandeep Bawa, who works at Loblaws in Toronto (left) and Charlotte Beal, who works at No Frills in Brantford (right w. Union Rep Kevin Bacon).



Strike Fund Established



Local 1006A has established a Strike Fund for strike pay and strike assistance for the membership.

The fund is consistent with the local union bylaws and the UFCW International constitution.

“We are proud to establish this fund which will strengthen our members’ power at the bargaining table and provide them with additional security in the event of a labour dispute,” said President Wayne Hanley.

The internal local fund will be financed from the general fund.

The Strike Fund will provide strike pay, in addition to the strike pay members would receive from UFCW International, UFCW Canada National Council and/or the UFCW National Defence Fund.

The fund would also provide additional support as per the local union strike assistance program as well as strike appeal requests from other UFCW local unions and other unions.

IMPORTANT NOTICE

Vote to amend the local union bylaws



Your local union Executive Board is recommending the removal of “Article XIX Divisional Structure” from the bylaws as it is now redundant. It reads: *“The Executive Board shall, by policy, establish a Divisional structure and shall convene an advisory conference of the Divisions at least once every four (4) years.”*

If you have any questions prior to the meeting, please contact Executive Assistant to the President Dan Gilbert at dgilbert@ufcw1006a.ca.

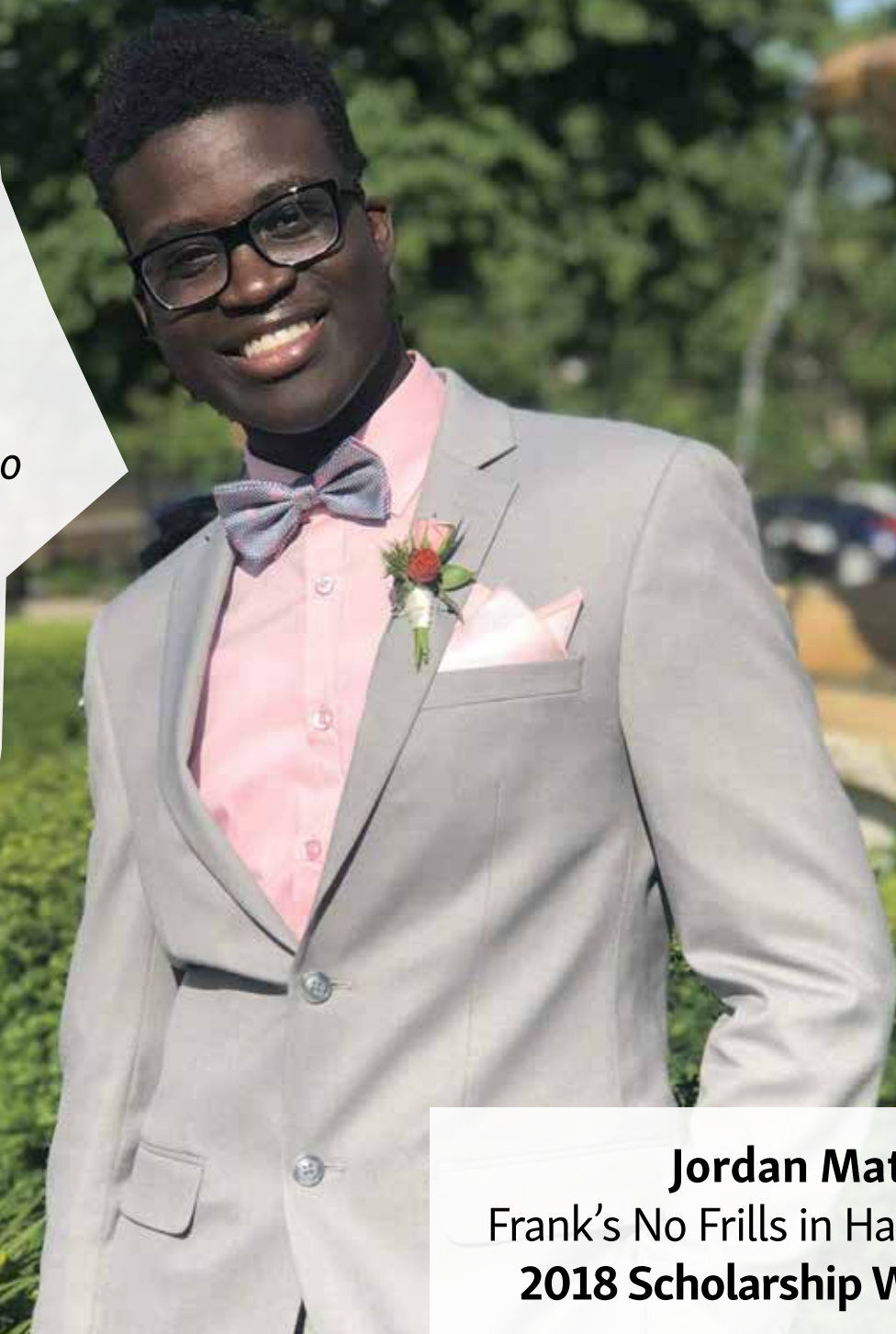
To cast your ballot, please attend the meeting most convenient for you.

CITY	DATE/TIME	LOCATION	ADDRESS
Chatham	Thursday, Oct 24th at 7pm	John D Bradley Convention Centre	565 Richmond St
London	Monday, Oct 21st at 7pm	Doubletree by Hilton	300 King St
St. Catherines	Tuesday, Oct 29th at 7pm	Best Western Hotel	2 North Service Rd
Cambridge	Thursday, Oct 24th at 7pm	Sunbridge Hotel & Conference Centre	200 Holiday Inn Dr
Mississauga	Tuesday, Oct 15th at 6pm	Holiday Inn & Suites	2565 Argentia Rd
Toronto	Tuesday, Oct 22nd at 6pm	Holiday Inn Yorkdale	3450 Dufferin St
Scarborough	Wednesday, Oct 23rd at 6pm	Delta Hotels Toronto East	2035 Kennedy Rd
Whitby	Wednesday, Oct 2nd at 6pm	Quality Suites Whitby	1700 Champlain Ave
Peterborough	Tuesday, Oct 1st at 6pm	Comfort Inn & Suites	1209 Lansdowne St W
Kingston	Monday, Oct 7th at 6pm	Courtyard Marriott	103 Dalton Ave
Ottawa	Tuesday, Oct 29th at 6pm	Holiday Inn	1199 Joseph Cyr St

NOTE: If you work at a location **listed below** and want to participate in the vote, contact the union office between September 16 to September 20 between 9 am - 4:30 pm to receive a vote package — 1.800.637.5936 or ufcw@ufcw1006a.ca. Please provide your full name, workplace, home address. Please note “Bylaw Vote” in the email subject line.

Best Western Mariposa, [Canada Catering](#), Comfort Inn North Bay, [Cintas Sudbury](#), Loblaw Great Food Collingwood, [Manitoulin Hotel](#), No Frills: [Andrew Dykeman](#), Jim & Leanne Mohr, [Paul Gibbon](#), Tim & Heathers Cauthers, [Jeff & Tanis Buckton](#), Richard Bergen, [Harry Reurink](#), Jason King, [John Teunenbroek](#), Paul & Nancy Healey, [Alan Heys](#), Tony & Jill McLaughlin, [Tok Transit Orillia](#), Swiss Chalet 1211 & 1767, [Towneplace Suites Sudbury](#), RCSS Thunder Bay, [ValuMart Deep River](#), YIGs: [Stuart Parker](#), Scott Rowland, [Chris Rome](#).

“Having gained aid from my union as a No Frills employee, I am honoured to be a recipient of the scholarship. It will go well to aiding me in funding my post secondary studies.”



Jordan Mathurin
Frank's No Frills in Hamilton
2018 Scholarship Winner

42 Scholarships Worth \$1006 Each

for Local 1006A members and their dependents



www.ufcw1006a.ca/scholarships

Hate Must Be Confronted

Much of Canada's greatness is defined by its diversity and inclusivity. Throughout the decades, our country has become home to immigrants and refugees from all over the world. The richness of our culture can be defined by Canada's first nations, and the waves of migrations that followed.

Through these experiences, we have seen the best of Canadians, our capacity for compassion, inclusion, and our desire to look out for one another. Together, we continue to build a better country where everyone belongs.

However, the great country we strive to build is under threat.

Hate crimes in Canada are on the rise.

More than 2,000 hate crimes were reported to police in 2017, the most recent year that Statistics Canada has data for. There were 130 far right extremist groups in Canada in 2017, up 30% from two years prior. These groups are motivated by their hate towards Muslims, Jews, Indigenous People, 2SLGBTQI, immigrants, women and other groups.

One could blame increasing dehumanizing and hateful rhetoric coming from south of the border from Donald Trump. But that is only part of the equation because the truth is we have our own problems with racism, discrimination and hate here in Canada.

It is up to us to take action.

We have to be aware of those who seek to divide us for political gain by catering to right-wing extremists. Earlier this year, Conservative leader Andrew Scheer spoke at the same rally, where white nationalist Faith Goldy spoke. He has also agreed to be interviewed by Goldy in the past. Maxime Bernier's People's Party of Canada has blatantly been courting these same extremists for votes, attacking the idea of a more diverse Canada.

For votes, they are willing to divide Canadian against Canadian, sow division, fear and hate. We, as Canadians, must not fall for those who attempt to turn us against each other.

We must do better by and for each other.

Our racialized sisters, brothers and friends continue to face discrimination at work and in their communities.

The Toronto Star reports that racialized women are the most disadvantaged in Ontario's labour market with higher unemployment rates and earn 58 cents to every dollar that a white male makes.

Our communities also need to do better by Indigenous Canadians, who face extreme discrimination in a variety of areas, from housing, to employment, to living conditions.

It is clear we still have a long way to go. It is up to us to be allies, to stand up to prejudice when we see it, and ensure we live up to our values as Canadians, of being exceptionally compassionate and inclusive.

It will take a lot of work but together, we will create a more tolerant and inclusive society for all.

Statistics Courtesy of CBC and the Toronto Star



Kevin Benn

Secretary-Treasurer,
UFCW Canada Local 1006A




*We want your
feedback*



**A Chance to Win
\$1,000 in PC Gift Cards!**
www.ufcw1006a.ca/survey

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