

# 1006Alive

UFCW Canada Local 1006A • Union News

VOL 6, NO 1, SUMMER 2021



## *Retracing Our Indigenous Roots*

- page 10



**Paid Sick Days Save Lives**  
- page 4



**Share Your COVID-19 Story**  
for a Chance at \$250 - page 7



Wayne E. Hanley,  
President

Kevin Benn,  
Secretary Treasurer

Glacier Effs-Samuel,  
Recorder

Head Office  
70 Creditview Road  
Woodbridge, ON L4L 9N4

Affiliated With  
The Ontario Federation of Labour  
The Canadian Labour Congress

**ufcw1006a.ca**  
**1.800.637.5936**  
**ufcw@ufcw1006a.ca**

/ufcw1006a



Mail Publication Agreement No: 40065747

UFCW Canada Local 1006A © 2021

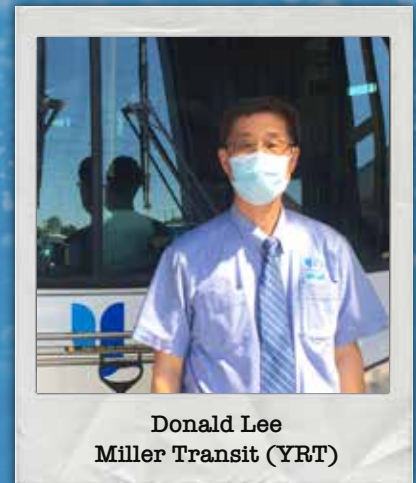


1006A has hosted multiple virtual training sessions for new union stewards this year. The training, developed in coordination with UFCW Canada, has been a great success.

Thank you to all the stewards who participated.



Local 1006A's 35,000 members work in a variety of workplaces and industries across Ontario.



# Emerging from the Darkness of the Pandemic



**Wayne E. Hanley**

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

There is light at the end of the tunnel for Canadian workers and their families, after a difficult year and a half.

Canadians are increasingly getting access to vital vaccines that will help save lives.

Across the country, Canadians are pulling together by rolling up their sleeves to get vaccinated to ensure our communities and country are protected.

As the economy begins to reopen, we need to rebuild a more inclusive and fair economy that values the contributions of all workers.

In the years to come, people must remember the vital and essential role that our members played and continue to play in feeding our communities and keeping our economy running.

Essential workers, 1006A members, helped get Canadians through this pandemic. Our members should be proud of their service.

Reduction in hours and layoffs have brought many challenges for our members. With the vaccinations increasing, and if re-openings are done responsibly, it is likely these sectors will begin to reemerge.

The immense and devastating toll of the pandemic has resulted in increasing awareness among workers and the public about several key issues, including the need for 10 permanent paid sick days for all workers, higher wages (permanent pandemic pay), universal public childcare and increased protections for workers.

Throughout the pandemic, your union and our community allies repeatedly advocated on behalf of our members and all workers on these vital issues.

The health and safety of our members on the frontlines is our number one priority, and we helped ensure workers had increased access to personal protective equipment (e.g. masks and protective transit shields) and enhanced safety protocols.

Imagine the lives that could have been saved if Ontario workers had 10 paid sick days during this pandemic. However, the Ford government voted to reject paid sick days for workers multiple times and instead once again, put the business interests over human lives. Though our advocacy resulted in three temporary paid sick days, the reality is a pandemic isn't the only time workers get sick.

In the year ahead, we will continue to build public awareness and mobilize our co-workers, friends and family to take action on these key issues. We will continue to hold employers and governments to account. We will keep up the pressure to improve the lives of workers and their families by creating positive change.

As the number of vaccinations continue to rise in this country, we are finally emerging from the dark days of the pandemic. I want to thank our members for rising to the challenge during the pandemic. Thank you for your commitment on the frontlines and your contribution to the community and Ontario.

As the summer begins, please stay vigilant to keep you and your co-workers safe. I hope you and your family are well and know that better days are ahead.



# Paid Sick Days Save Lives

*Throughout the pandemic,  
the Ford government repeatedly refused  
to provide workers the tools they needed to keep  
themselves and their co-workers safe.*

*Your union continues the fight.*



## All across Ontario, workers are joining the movement for 10 paid sick days.

“It’s important our government leaders put paid sick days at the front of the agenda,” said Josie Barberi, a 1006A steward and a Vice-President on 1006A’s Executive Board. “We are relying on our politicians to keep us safe and they need to do better. They call us heroes and essential—but the very least they can do is protect workers by giving us paid sick days.”

Natasha Grey, a 1006A steward and a Vice-President on 1006A’s Executive Board, said workers are less likely to come in sick, and potentially spread a virus if they have paid sick days.

“10 paid sick days would have made a huge difference for all workers, because we wouldn’t have to worry about losing pay while we are sick,” she said.

Josie and Natasha are part of the growing movement of Ontarians, making their voice heard on the issue of paid sick days.

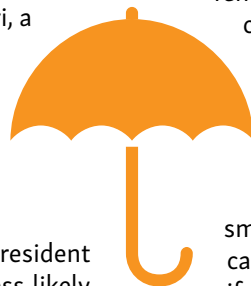
Since the beginning of the pandemic, unions, medical experts and community allies have called for the government to legislate 10 paid sick days to reduce the spread of COVID-19. This call has largely been ignored by Premier Ford and his government. In fact, the Ford conservatives eliminated the two-paid sick days workers had when they first took office.

“Paid sick days will save lives in Ontario, and we need our employers and the government to act to protect our members and all workers,” said President Wayne Hanley.

Even after seeing the impact of each wave on Ontario’s workers, the Conservative government refused to budge or listen to health experts or even the mayors of Canada’s largest cities, who also echoed the calls for paid sick leave.

“Access to 10 paid sick days for workers in Ontario would have very simply reduced the spread of COVID in the workplace and saved lives,” said Katrina Miller, Program Director at The Broadbent Institute. “Workers without access to sick days have reported going to work with COVID-like symptoms because they could not afford to lose income, shifts, or in some extreme cases their job.”

In Canada, the Decent Work and Health Network reported that 58 per cent of workers do not have paid sick days. The report notes that those being denied sick days need them the most, including those working in low-wage, precarious jobs who are disproportionately women, Black and racialized and workers with disabilities.



“Ten sick days would mean that we can really heal physically and mentally,” said Diane Wilmot, a 1006A steward. “In Ontario, workers are not able to stay home when they are sick and heal because they have bills to pay and because they are afraid of the repercussions of staying home.”

Miller said Ontario would have experienced a much smaller second wave and would have either significantly reduced or potentially avoided the third wave if workers had 10 paid sick days. “With less workplace transmission, we would have had less community transmission and the overall reduction may have allowed us to take less drastic lockdown measures,” she said. “For example, we may have been able to keep children in classrooms for much more of the year.”

With their big business donors, the provincial Conservatives in Ontario have been reluctant to move forward. They have repeatedly rejected the idea of paid sick days for workers in Ontario in vote after vote.

Rechev Browne, a 1006A steward, was among those who were advocating for *Bill 239: Stay Home if You Are Sick Act*, which included 7 permanent paid sick days and 14 additional paid sick days during health emergencies. This bill failed due to the Conservatives’ unwillingness to listen to workers.

***“Workers without access to sick days have reported going to work with COVID-like symptoms because they could not afford to lose income, shifts, or in some extreme cases their job.”***

***Katrina Miller,  
The Broadbent Institute***



**UFCW 1006A fights for paid sick days during negotiations.** Employers’ often outright refusal to consider paid sick day proposals mean workers are left in a precarious position to choose between their paycheck and health.

During the pandemic, we were able to make gains, adding paid sick days to union contracts at a number of workplaces, including:

- Mama Earth Organics
- Comfort Inn Airport North Hotel
- Superette Wellington (Ottawa)
- Canadian Linen

# Paid Sick Days Save Lives

Having paid sick days gives workers security, Browne said.

“You don’t have to worry about being reprimanded by employers or losing income required for groceries for the week and your rent for the month.”

After public pressure and the death toll increasing during the third wave, the government finally agreed to implement three temporary paid days. These sick days are set to expire in September. The problem with this is that workers do not only get sick during a pandemic.

“Paid sick days are quite simply a critical aspect of a healthy workplace and a healthy community,” Miller said.

She said paid sick days need to be a permanent feature of our workplace regulations in Ontario. “They should be paid for by the employer who stand to benefit the most from a healthy workforce.”



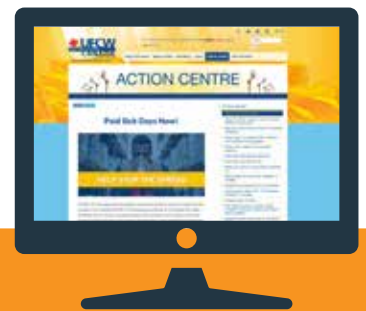
***“We will continue to fight for paid sick days for all workers at the negotiations table and in the halls of government. Workers deserve the tools to ensure they can keep themselves and their communities healthy and safe.”***

**Wayne Hanley  
President, UFCW 1006A**

Pramie Ramroop, a 1006A activist, hopes 10 paid sick days will become a reality in Ontario.

“For myself and my co-workers, 10 paid sick days will give us the time to get rest and get better when we are unwell, remove mental and physical stress instead of feeling unwell and ignoring the symptoms,” said Ramroop, whose whole family worked on the frontlines throughout the pandemic.

“We will continue to fight for paid sick days for all workers at the negotiations table and in the halls of government,” said President Hanley. “Workers deserve the tools to ensure they can keep themselves and their communities healthy and safe.”



Send a Letter in Support of Paid Sick Days > [www.ufcw.ca/paidsickdaysnow](http://www.ufcw.ca/paidsickdaysnow)



## The Facts

- 1 Paid sick days help vastly reduce outbreaks,** including influenza and H1N1
- 2 Outbreaks are more common in low wage, precarious jobs** where workers have little to no access to paid sick days
- 3 Research shows workers tend to rarely abuse their sick days,** and take fewer dates than they are entitled to.



# WHAT'S YOUR STORY?

Share your COVID-19 story for a chance to win \$250  
20 Prizes Up for Grabs

UFCW 1006A members from across the province continue to serve their communities throughout the COVID-19 pandemic. We want to hear from you, and share your stories.

**Enter a short 150-word submission** on what it is like to live/work during the pandemic for a chance to win one of 20 prizes (worth \$250 each).

### Story ideas *could* include:

- How has COVID-19 impacted your life?
- How has your union helped you through the challenges posed by COVID-19?
- What has changed for you and your family because of the pandemic?

**Submit:** [www.ufcw1006a.ca/story](http://www.ufcw1006a.ca/story)



*Deadline for submission: October 28, 2021*

*Open to all active UFCW 1006A members. Up to five stories to be selected each month and highlighted on the 1006A website. Select stories will be chosen for the Winter edition of the 1006Alive magazine.*





# THIS IS OUR SHOT

As 1006A members continue to get vaccinated, they join millions of Canadians in the national effort to get themselves and their loved ones protected from COVID-19.

“I found that getting vaccinated for COVID-19 provided a huge sense of relief for my mental health,” said Caroline Brisebois, a steward at a Loblaw Great Food location and a Vice-President on the local union’s Executive Board. “I’m still very careful at work but I do feel better protected against COVID.”

Even with the one dose, Brisebois knows the second one is necessary and is ready to get hers.

“I do find myself panicking when serving a person who doesn’t wear a mask in the store,” said Brisebois, who works on the frontlines in Ottawa.

Brisebois said she constantly worries about her children, one of whom works as a teacher, and her grandchildren.

“I can’t wait till I can get my second dose so I can see my daughter,” said Brisebois. “You don’t think that COVID affects your mental health but it does because it plays on your mind.”

So far, Canada is leading the world in rate of first dose vaccinations with more Canadians rolling up their sleeves every day. By late June, more than 75% of Canadians had been vaccinated with a first dose.

Moderna and Pfizer have shown to be about 94.1% to 95% effective at preventing infection. These vaccines, along with Astrazeneca, are highly effective at preventing most serious illness and hospitalization.

UFCW Canada Local 1006A has been persistent in advocating for vaccination prioritization for members who work on the frontlines, by reaching out to public health officials and government leaders and making sure our members’ issues are heard.

Experts say the more Canadians who are vaccinated with both doses, the safer our workplaces, public spaces, and communities will be. Estimates have ranged from 70% to 90% of the entire population needing to be fully vaccinated to stop the spread of COVID-19 in our communities.

While one mRNA dose provides significant protection, it is only 33% effective against the Delta variant, which is significantly more transmissible, so Canadians are encouraged to get their second dose when it is their turn.

The presence of quickly emerging variants and their ability to mutate to become more transmissible also poses challenges to Canada’s vaccination efforts. As the virus rages uncontrolled in various parts of the world, variants have more opportunity to develop.

“Vaccinations are vital in keeping workers and their loved ones safe,” said President Wayne Hanley. “It’s been inspiring to see Canadians’ enthusiasm and commitment to keep each other safe by getting the vaccine.”

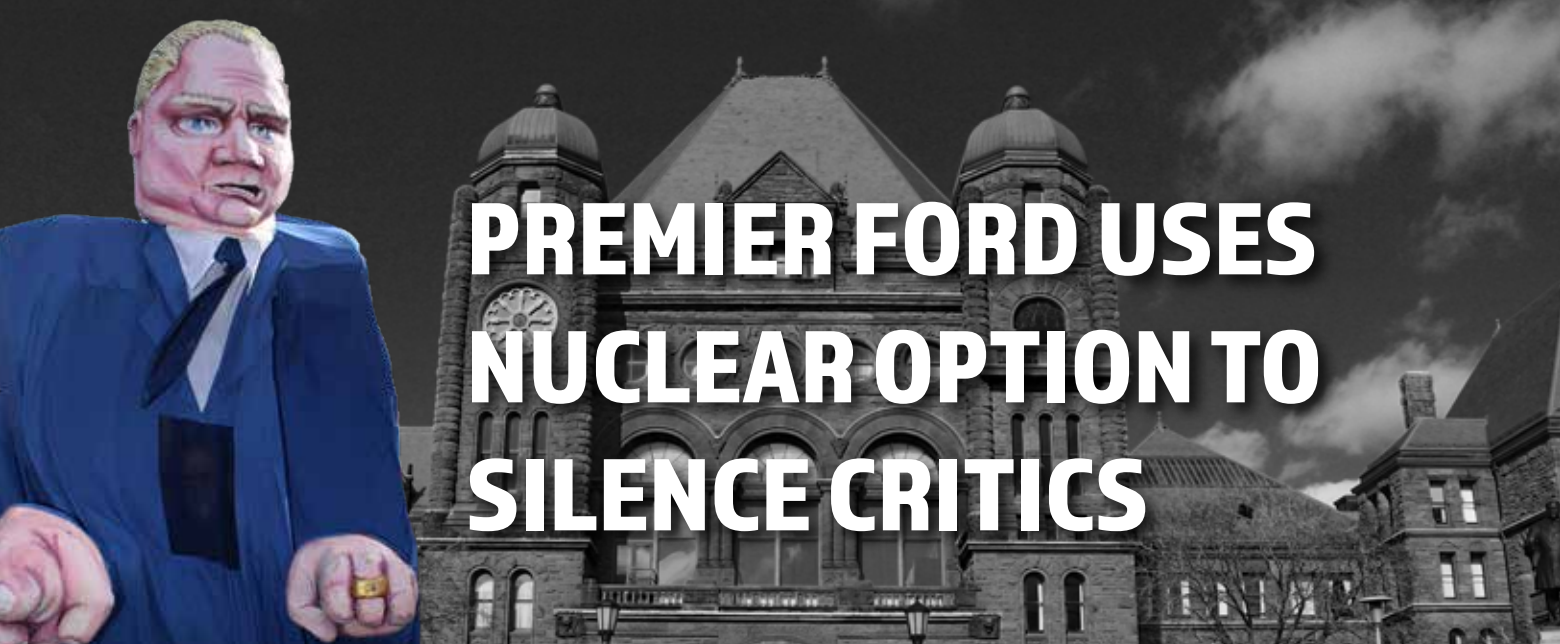


Gord Knowles, a steward at a YIG store and a Vice-President on the local union’s Executive Board, said most of the people he knows have been vaccinated, including himself. However, Knowles said there is a lot of misinformation regarding vaccinations.

“There is so much bad information on social media and some people are scared,” he said.

Your union encourages our members, who have not yet been vaccinated, to talk to their family doctors and health care professionals for guidance. In the meantime, keep yourself and your loved ones safe by continuing to follow public health measures like physical distancing and mask wearing.





# PREMIER FORD USES NUCLEAR OPTION TO SILENCE CRITICS

This June, Premier Doug Ford recalled the Ontario legislature for an emergency session to attempt to silence critics ahead of next year's provincial election. Ford's attack on free speech, the charter and his critics show how far Ford is willing to go to win.

The emergency session was not called for an urgent pandemic related issue – legislating paid sick days for workers, increasing protections for long term care, or improving the vaccination rollout. Instead, Ford was 'going nuclear' to fix his political problem of decreasing poll numbers.

Only a few days before, Justice Edward Morgan of the Superior Court ruled that elements of the Ford government's Bill 254 were unconstitutional – essentially meaning that it violated the freedom of speech guarantee we as Canadians have under our Charter of Rights and Freedoms.

Bill 254 changed the Elections Finances Act, and placed new limits on spending by third-parties months before an election is to take place. This bill was aimed squarely at silencing critics of the Ford government, including unions, parent associations, environmental groups, and others who have raised concerns about the government's record.

Rebranded as Bill 307, Ford recalled the legislature to ram through the legislation again. However, this time they were taking the unprecedented step of invoking Section 33, the not-withstanding clause of the constitution – the so called nuclear option that allows provincial legislatures to limit certain Charter rights. Never in Ontario's history has a government taken such an extreme and desperate step and invoked Section 33.

The Premier must be worried. And his poll numbers show why – Ford's approval rating has dropped from 69% in May 2020, to a dismal 35% in June 2021.

*There is a lot Ford hopes that workers and their families will forget, including his unprecedented restriction of our charter rights.*

It's clear that Ontarians are fed up with Ford's inadequate pandemic response. From the thousands who died in long-term care, to resisting protections for workers like paid sick days, to allowing and then forced to back down on random police stops to enforce pandemic protocols, to long line-ups for vaccinations – not to mention his finance minister breaching pandemic restrictions to take a Caribbean holiday.

Ford wants to silence his critics in hopes that Ontarians will forget about his mismanagement. Workers and their unions will not be silenced.

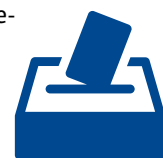
He will not keep us quiet on his cuts to planned mental health investment; taking away conservation authorities powers during one of the worst flood seasons on record; on cuts to public health funding; wasting millions on a failed and unnecessary licence plate redesign; cruelly cutting the basic income pilot program throwing thousands back into poverty with no warning; reverting back to a dated and problematic 1998 sex-education curriculum; cuts to legal aid funding; the list could go on.

There is a lot Ford hopes that workers and their families will forget, including his unprecedented restriction of our charter rights.

Ford's knee-jerk reaction to restrict fundamental rights and freedoms is frightening.

What politically inconvenient charter right will get in the way of his political aspirations next?

The Government of Canada website states that when governments use the not-withstanding clause, they must "say clearly what it is doing and accept the political consequences." The next provincial election will be June 2, 2022 – mark the date in your calendar, and let Ford know his actions have consequences.



# Retracing Our Indigenous Roots

## Members Speak Out and Remember Missing Children

1006A member Shane Morse wasn't surprised when he learned about the remains of the 215 children found at a former Kamloops residential school.

"It doesn't shock me – I think this is just the tip of the iceberg," said Morse, a steward and a member of UFCW Canada's Indigenous Subcommittee. "We have family members, people, who were taken and never returned."

The children's remains were found on the grounds of the former Kamloops Indian Residential School and made news across Canada. Started in 1883, Canada's residential school system lasted for more than 100 years until 1996 and separated more than 150,000 children from their families.

"The number of remains is probably in the thousands, if not higher," Morse said. "There is more to come – I think the rest of Canada will get a wake-up call when they find other remains."

*"The residential school system devastated families and communities, aimed to erase Indigenous people and culture and unleashed a cycle of pain and destruction that continues to this day."*

**Wayne Hanley**  
President, UFCW 1006A

Shortly after the children's remains were found in Kamloops, more than 751 unmarked graves, believed to be mostly children, were found at the site of the former Marieval Indian Residential School in Saskatchewan.

More than 4,100 children are estimated to have died while attending these schools, reported the CBC.

At these schools, children faced the realities of forced assimilation, physical and sexual abuse, neglect, poor living conditions, malnutrition, disease, poor quality education, degradation and the elimination of their culture and languages.

Morse, who is Indigenous and Black, said growing up, there was always a fear of being taken away. It wasn't just the residential school system, but also the foster care system which tore Indigenous families apart. To this day, Indigenous children in foster care are often placed outside of their communities.

From a young age, he was told by his mother, who was Indigenous and grew up in foster care, to identify as Black because it was safer.

"The residential system ripped apart whole communities and affected a whole people," said Morse. "It was a way to break up communities and a way of life for people."



**Shane Morse**



*A memorial in Stoney Creek for the 215 children whose remains were located in an unmarked grave at the former Kamloops residential school.*

*Similar memorials were held across Canada to remember the victims.*

As the Truth and Reconciliation Commission reported, the long-term consequences of the Canadian government's actions, or lack thereof, towards First Nations communities has been staggering, including: lack of clean water, poor quality housing, lower life expectancy rates, significant wage gaps, higher unemployment rates, health problems and illness and higher incarceration rates.

"A lot of our communities have been marginalized and left behind," said Morse. "The effects are multi-generational so I encourage others to be kind and show some understanding."

President Wayne Hanley said the union stands in solidarity with the Indigenous community in calling for justice and mourning the victims.

"The residential school system devastated families and communities, aimed to erase Indigenous people and culture and unleashed a cycle of pain and destruction that continues to this day."

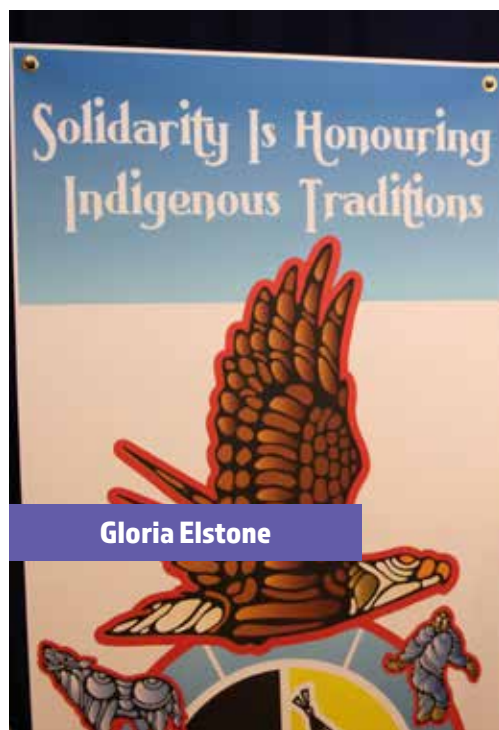
Gloria Elstone, also a member of UFCW Canada's Indigenous Sub-committee and a steward, said she hoped people take time to learn about the issues that affect Indigenous people in their daily lives.

Elstone said this includes the need for clean water in Indigenous communities.

"Indigenous people are the original people on our land, and it's unfair that they have over 60 water advisories across Canada," she said.

In February 2021, the federal auditor general reported these 60 water advisories were in effect in 41 First Nations communities, and that some communities will not have clean water for years.

Missing and murdered Indigenous women are another key concern for the community, Elstone said.



**Gloria Elstone**



# Reconciliation: Urgent Action Needed



“Everybody knows somebody affected—it’s really hard to go to work if you don’t know if you will be able to walk back safely or if your family member will be home or if they will be another statistic.”

The Assembly of First Nations reports that Indigenous women and girls are five times more likely to experience violence compared to other groups. Despite being only 4.3 per cent of the Canadian population, 16 per cent of all female homicide victims and 11 per cent of those missing are Indigenous.

Elstone encouraged members to educate themselves about colonialism and the effects of residential schools on people.

“Learn about Indigenous culture and history and get involved by reaching out to your MPs about the issues that affect Indigenous communities. Make your voice heard on clean water for Indigenous communities and missing and murdered aboriginal women.”

Elstone thanked the union for providing a space for Indigenous workers on key issues.

“I’d like to thank UFCW Canada for helping our Sub-Committee continue our work of connecting with Indigenous people in the workplace and letting them know, they are not alone, they have family and culture here and ensure more people are educated from an Indigenous perspective.”

Union Representative Diana O’Brien said government needs to do more to implement the recommendations of the Truth and Reconciliation Commission. In 2015, the final report released 94 calls to action covering topics, including child welfare, education, health, language and culture, justice, missing children and burial information, youth programs, church apologies and reconciliation.

“We need our leaders to act with urgency to ensure there can be true reconciliation,” she said. “So far, it’s sad to see how slow the progress has been. Canada’s first nations communities deserve better.”

As for Morse, he is left with one big question as the media coverage on the remains of the children continues.

“People are in shock and horror now, but my question is, in six months from now, will this be forgotten?”

***The Truth and Reconciliation Commission of Canada Calls to Action are available at [www.trc.ca](http://www.trc.ca)***

*The Indian residential Schools Crisis Line is available 24-hours a day for anyone experiencing pain or distress as a result of their Residential school experience: 1-866-925-4419*

Thank you #ufcw1006a for bearing witness.

First Nations children deserve to receive the services and supports they need when they need them.



#JordansPrinciple



# Green Goals

## Cannabis Workers Gain Union Representation

Workers in the cannabis sector are increasingly turning to UFCW Canada Local 1006A to be their voice at work.

In recent months, workers at Tokyo Smoke (Stoney Creek & Toronto) and Superette (Ottawa) have voted to join the union.

“It is very exciting to be on the edge of a budding industry,” said Kathleen Quinn, a new 1006A member from Tokyo Smoke in Stoney Creek.

“UFCW 1006A is proud to be the number one choice for cannabis workers seeking a voice and fairness at work,” said President Wayne Hanley. “Our newest members have shown the tremendous power workers have to create positive change in their workplace when they are united and committed to each other.”

Favouritism, harassment, bullying, and health and safety issues were key concerns that motivated workers at Tokyo Smoke to join the union. Lack of overtime pay, proper benefits and holiday pay also concerned workers.

At Superette, reduction of hours and shifts without notice, a lack of a clear path to full-time status and a benefit program were issues that workers faced.

According to United Weed Workers, a worker led advocacy group, the cannabis industry is plagued by precarious work (unstable hours, low wages) and health and safety concerns.

“This union is a win to ensure the cannabis space remains progressive, fair and just,” Quinn said. “We want to provide dignity and equity for all.”



***“Workers shouldn’t be left behind in the highly profitable cannabis sector – our union will help cannabis workers pave the path forward.”***

**Lesley Prince,  
Organizing Director,  
UFCW 1006A**

**ONTARIO’S  
CANNABIS WORKERS  
UNION** 

Through unionization, workers are beginning to make strides as they win gains. At Superette, workers now have paid sick days and wage increases thanks to their new union contract. At Tokyo Smoke, negotiations for their first union contract continue.

“Workers shouldn’t be left behind in the highly profitable cannabis sector – our union will help cannabis workers pave the path forward,” said Lesley Prince, Director of Organizing for 1006A.

UFCW is the union for cannabis workers, representing members in retail dispensaries, marijuana growing and production facilities across North America.

If you know anyone who could benefit from union representation, please contact Lesley Prince, Organizing Director at (647) 518-3973 or [gounion@ufcw1006a.ca](mailto:gounion@ufcw1006a.ca)

# Everything you wanted to know about Gender Pronouns

Signifying your preferred gender pronouns is becoming a more common practice. Together we can ensure our members feel safe and included at work, at home and in the community.

## Why do we use gender pronouns?

Gender pronouns are a good way to let members of the 2SLGBTQI+ community know that you provide a safe and inclusive space for everyone. As an ally, using gender pronouns also normalizes its usage and creates a 2SLGBTQI+ friendly environment.

Gender pronouns are also about showing your respect for the 2SLGBTQI+ community and letting members know they are not alone. You accept them for who they are and they have an ally and supporter in you.

It's a way to show you stand up for equality and human rights for all.

## When do I use pronouns?

You can include your pronouns along with your name in your emails or beside your name during virtual and in-person meetings.

You can also mention your pronouns when meeting others, to signal you are a person who supports 2SLGBTQI+ rights and provides a safe space.

For example: "My name is Jaya and I use the pronouns, she/her, what about you?"

Most times, the best way to know which pronouns to use is to carefully listen to the person you are talking to and use the pronouns they use to describe themselves.

## What are the different types of pronouns and who uses them?

Examples of commonly used gender pronouns include:

**She/Her/Hers | They/Them/Their | He/Him/His**

Be careful not to assume you know someone else's pronoun. Take the time to listen and find out what they prefer. For many people, their gender identity matches their assigned pronoun but remember, it may not always be the case.

## What is gender identity?

Gender identity is how you think about and experience the world. You may experience the world as a man, woman, neither or both.

## What is assigned sex?

The biological classification of a person as female, male or intersex. It's usually assigned at birth based on a visual assessment of external anatomy.

## What is gender expression?

It's how you express your gender in society by expressing femininity, masculinity, both or neither.

## Who is cisgender?

Cisgender or Cis are people whose gender identity matches their sex as assigned at birth.

## Who is transgender?

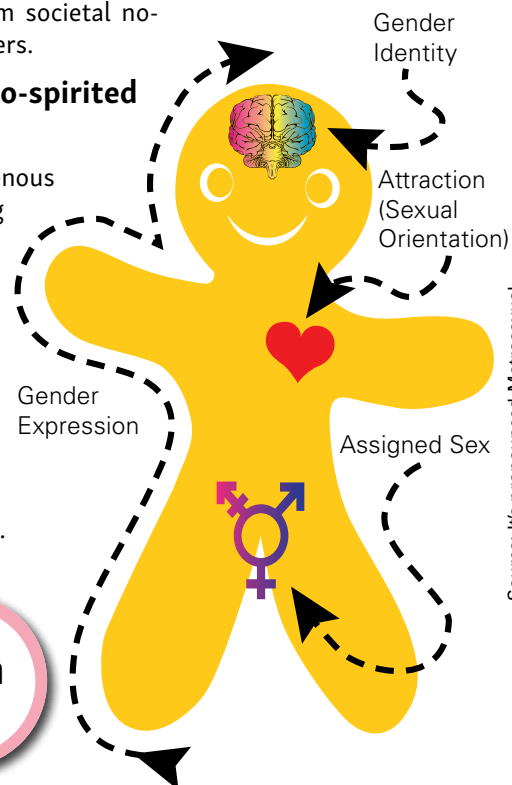
A person whose gender identity, outward appearance, expression and/or anatomy does not fit into conventional expectations of male or female—often used as an umbrella term to represent a wide range of non-conforming gender identities and behaviours.

## What is gender fluidity?

The belief that social constructions of gender identity and gender roles lie along a spectrum and cannot be limited to two genders; a feeling that one's gender varies from societal notions of two genders.

## What does two-spirited (2S) mean?

It is an Indigenous term, meaning a person with both a feminine and a masculine spirit living in the same body. This is often used to describe gender identity and/or sexual orientation.



Source: It's pronounced Metrosexual





## Steward Spotlight



# 1006A Steward Creates Change

At Loblaws Great Food in Collingwood, Pat McCarl thrives on helping people as a 1006A steward.

Pat is the type of activist who volunteers to drive members, when they have no access to a ride, to a doctor's appointment.

This is a small part of what makes McCarl, a member for 32 years, a standout steward.

From pay to scheduling questions to grievances, McCarl is always trying to find the best resolution for the membership.

"When I am able to help a member, I feel happy, useful and excited knowing I may have made a difference."

A steward for approximately 15 years, McCarl said providing privacy and confidentiality to members is vital to her role as she handles questions on everything from 'What is in the contract?' to "What is the company's stance on personal days?"

Being a steward has helped her grow as a person.

"I was and still am a bit shy so it helped to open me up socially," she said. "It gave me another purpose in the workplace that I wouldn't normally have."

***"When I am able to help a member, I feel happy, useful and excited knowing I may have made a difference."***

**Pat McCarl  
Union Steward**

As a proud steward, she knows the difference the union and the labour movement make.

"Unions negotiate better rates of pay, better work environments, better standards and better benefits," she said. "Unions ensure, overall, a better workplace."

Kevin Bacon, McCarl's union rep, commended her work.

"Pat is a steward that her members can rely on and that is a great help to our members," said Bacon. "Our union members are always best served when they have good workplace stewards, knowledgeable about the union contract, how the employer operates and what our members can expect from both."



**Local 1006A is home to over 700 Union Stewards who volunteer their knowledge and expertise to help their co-workers on the job!**



## Indigo Workers Write a New Chapter with New Union Contract

After voting to join UFCW Canada Local 1006A, members at Indigo Square One and Chapters Woodbridge are experiencing the union advantage with their newly ratified union contracts.

These first contracts at the respective bargaining units include: annual raises, minimum wage increase protection, two additional statutory holidays, three paid sick days, strict limits on sanitation duties and elimination of favouritism through seniority language.

***“With the contract, we gained a significant amount that we didn’t have before,” said Zaarin Bushra, a bargaining committee member from Indigo Square One. “I am happy with it and it’s a good step forward. It’s always hard to negotiate a first contract.”***

Workers at Indigo Square One joined the UFCW Canada family last year while workers at Chapters Woodbridge joined early this year.

***“We are thrilled to be the union for Indigo workers seeking fairness, respect and dignity at work,” said President Wayne Hanley. “With this first contract, our members at Indigo have achieved a strong foundation to build on for the future. This contract is a testament to the tangible difference unions can make in the lives of workers.”***

Negotiations at both locations were led by Union Representative Dustin Magee. Union Representative Joe Blythe and members, Meagan Caicedo and Zaarin Bushra assisted in the first set of negotiations at Indigo Square One. Union Representative Frank Mensah and members, Sabrina Querubin and Lena Demes assisted in the second set at the Woodbridge location.

***“I was very happy – it’s a stressful process to certify and I was very happy we were finally here with the new contract,” said Lena Demes, an Indigo worker at Woodbridge. “We now have a union contract to protect us when we need it. The union reps explained everything very well and supported us through the whole process.”***



# UnionYes

UFCW Canada continues to organize workers from Indigo and all sectors across Canada.

If you are interested in improving your workplace through unionization, contact:

Lesley Prince, Organizing Director  
 gounion@ufcw1006a.ca | (647) 518-3973



## NexCycle Brampton



Wage increases were among the contract improvements achieved by Local 1006A members at NexCycle Plastics in Brampton.

***“We are happy with what we got in the contract,” said Harry Balraj, a member of the bargaining committee. “It was a great experience being part of the committee.”***

The term of the contract is February 15, 2021 to February 14, 2025 and covers 45 bargaining unit members.

Negotiations were led by Union Representative Joe Blythe with support from members Harry Balraj, Sarbjit Mangat and Harcharan Garcha.

## Cintas

Members at Cintas locations in Toronto, Mississauga, Cambridge, Barrie, Hamilton, London and Windsor have voted for a new union contract. Gains include: two personal days, annual wage increases and a shortened wage progression.

The contract term is from January 1, 2021 to December 31, 2023 and covers 200 workers.

***“The new contract is good and I believe my fellow negotiating committee members have worked hard to get something like this,” said Bal Bhatt, member of the bargaining committee.***

Negotiations were led by Union Representative Kevin Bacon, with support from Union Representative Greg Penner, Daiana Dumitru, Rick Del Fiacco, Joe Blythe and Frank Mensah. They were joined on the bargaining committee by members Paul Goberdhan, Chandana Roy, Bal Bhatt, Travis Vanderwal and Florence Owusuaa.

***“As a first contract, I think the union negotiation team has done a good job,” said Chandana Roy, member of the bargaining committee. “My co-workers and I are happy about annual pay raise and particularly about two days leave for personal reasons. Overall, my co-workers are happy about the new contract.”***

## K-Bro Linen



1006A members at K-Bro Linen made significant progress with their new contract including: wage increases, vacation improvements and an increase to employer contributions for the health and welfare (benefits) plan.

***“The contract was good,” said Cecilia Marrelli, a member of the negotiations committee. “Overall, the feedback was great and people liked the contract. Our union fought for us until we got what we wanted.”***

The term of the contract is from October 10, 2020 to October 9, 2025 and covers 170 workers.

Negotiations were led by Union Representative Jonathan Lobo, with support from members, Cecilia Marrelli, Manjit Multani, and Jean Tabious.



## Frulact Canada

After joining the union last August, members at Frulact Canada have a new union contract with sick days, 40-hour work week, wage increases and strong union representation language.

The term of the three-year contract is from February 28, 2021 to February 27, 2024 and covers 51 workers.

Negotiations were led by Union Representative Dustin Magee, with support from Union Representative Gord Albert and members, Brenna Boucock and John Branton.

**To read about more contract negotiations, please visit [www.ufcw1006a.ca](http://www.ufcw1006a.ca)**

# Congratulations!

**Long-term union staff members Roland Lapins, Gord Jackson, Gary Brown and Mel Joseph have retired, after decades of service at the local union.**

“On behalf of UFCW 1006A, I am proud to congratulate Roland, Gord, Gary and Mel for their lifetime of service to the membership of our great union,” said President Wayne Hanley. “Thank you for helping to making a difference for so many of our members. We wish you well on the next great chapters in your lives.”



Roland got his start in 1974 working part-time in a meat department at a Loblaws in North York. Throughout the years, Roland served as a steward, president of the Toronto Loblaws Divisional Board, Vice-President on the local union’s Executive Board, Special Projects Union Representative, Organizer, No Frills Director, and later Director of the Eastern Region with the local union.

Gord has been helping members since 1978 when he began working as an assembler at Associated Freezers, a Loblaws-leased warehouse. During his career, he served as a steward, Secretary-Treasurer of the warehouse division, and was hired on staff as a union representative. During his final years at the local, Gord worked on special projects focused on enhancing our local’s connection to members.



From a front-end service clerk to a deli manager, Gary worked for Loblaws since 1979 in a variety of roles and locations. Gary served as a steward, a certified health and safety representative, Vice-President of the Toronto Divisional Board, a Vice-President of the Executive Board, and a union representative.



Mel started at the local union in 1988, processing dues payments for thousands of members. In 2002, she moved into a supervisory role, overseeing the office support staff and maintaining the local union’s membership records system. Until her retirement, she worked as Executive Administrative Assistant/Office Manager.



**Thank you, Roland, Gord, Mel and Gary and congratulations on your retirement.**

## New Hire

We are proud to announce the hiring of Michael Hancock for the role of general counsel. Michael has been practicing labour law since 2002, working at CUOE, UFCW 175, Koskie Minsky LLP and LIUNA 506. Michael is a former Vice-Chair at the OLRB. He has a strong labour background and is a social justice fighter.

Michael replaces Matt Masters who accepted a new position at Kosky Miniskie LLP. Congratulations Matt, and thank you for your years of service representing the members of 1006A!



# YOUR UNION IS CALLING

**August 17  
at 7 pm**

**Telephone Town Hall General  
Membership Meeting**

Join us for the latest news  
and information.



**+ Members can enter our contest  
to win a Tablet Computer**

Members will have the opportunity to hear about initiatives of the local union and ask questions.

We will call members’ home and/or cell phone numbers to connect you to the meeting.

**Our call will come from  
“UFCW Your Union”  
1.800.637.5936.**

**Simply pick up to participate.**

If you miss the call, dial in,  
1.877.229.8493 and  
enter ID Code 118307.



# Ontario Government In Crisis

**A series of bad decisions made the pandemic go from bad to worse.**

More than 9,000 Ontarians have died and half a million more that we know have been diagnosed with COVID-19.

Our hearts are filled with sorrow for the suffering these families have experienced.

Their tragic losses and the devastation they experienced will be Doug Ford's legacy as premier.

It didn't have to be this way.

Heading into the pandemic, the Conservative government had laid the groundwork, proposing massive cuts to the services we depend on, including slashing funding to mental health, long-term care, public health units and OHIP services.

The very agencies that would be tasked with protecting us were thrown into chaos and were under attack by Ford himself, as the pandemic erupted in Canada.

Our citizens and province were left vulnerable to the looming threat.

Ford's mismanagement of the first, second and third waves meant Ontarians had to pay the price.

When Ontario's own science table called for paid sick days and raised alarms about reopening too soon, Ford put the economy over people's lives to satisfy his business friends and donors. Unable to learn from his mistakes during the first two waves, Ford once again made the same error, leading to many lives being needlessly lost. As a result, our health care system struggled under immense strain, leading to the deaths of frontline workers. Meanwhile, our overflowing hospitals were forced to transfer patients to other cities hundreds of kilometres away.

The shutdown of the school year is also evidence of the lack of planning by the Ford government. The solutions to reduce school transmission, identified earlier in the pandemic, were never implemented, including reductions to class sizes, increased COVID-19 testing and improvements to ventilation systems. Even with the pandemic underway, Ford's attacks on education continue, with the province looking at making online learning permanent and raising fears about privatization.

***The constant chaos that has characterized Ford's time in office has hurt Ontario's families... Leaders who thrive on chaos depend on citizens to get exhausted, and to forget and forgive their misdeeds.***

Then, there is the Conservative's epic failure at long-term care homes. Our seniors died by the thousands due to the Conservative legacy of privatization, substandard conditions and neglect, including, insufficient food, care, medical supplies and protective measures. The lack of full-time, well-paid staff was also a factor. Instead of holding the long-term care homes accountable, the Ford government provided these businesses cover by passing legislation, making it more difficult for families to sue long term care for their negligence. Despite the desperate

conditions in many homes, the Toronto Star reported the three biggest publicly-traded long-term care homes paid out millions to shareholders instead of improving conditions at the homes.

The constant chaos that has characterized Ford's time in office has hurt Ontario's families. Far from taking responsibility, Ford has been busy trying to deflect the blame on the federal government, running attack ads during the pandemic instead of trying to solve problems. Leaders who thrive on chaos depend on citizens to get exhausted, and to forget and forgive their misdeeds.

As we head into the summer, I challenge you to stay engaged and learn more about Ford Conservative government's actions towards our healthcare and education systems. In under a year, Ontarians will head to the polls. Through our vote, we can hold this government accountable and demand a better, more compassionate government that puts working people and their families, not profits first.



**Kevin Benn**

Secretary-Treasurer,  
UFCW Canada Local 1006A



42

# \$1006 Scholarships

for members and dependents

#UFCW1006A is proud to support members' dreams of post-secondary education.



Apply in minutes at  
[www.ufcw1006a.ca/scholarships](http://www.ufcw1006a.ca/scholarships)

MAIL PUBLICATION AGREEMENT # 40065747

