

BLACK LIVES MATTER

1006Alive

UFCW Canada Local 1006A • Union News

VOL 7, NO 1, SPRING 2022



**WAVE OF WORKERS JOIN OUR
MOVEMENT FOR DECENT WORK**

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Notice of Nominations for the Local Union Executive Board Enclosed - page 12



Wayne E. Hanley,
President

Kevin Benn,
Secretary Treasurer

Glacier Effs-Samuel,
Recorder

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Affiliated With

The Ontario Federation of Labour
The Canadian Labour Congress

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Canada’s unions stand in solidarity with Ukraine and condemn unprovoked Russian aggression

UFCW Canada Local 1006A is a proud member of the Canadian Labour Congress – which released the following statement:

The world is watching with horror as Russia launches an unjustified attack on Ukraine and its people. Canada’s unions condemn this unprovoked act of aggression and stand in solidarity with the people of Ukraine who now face violence, hardship and an uncertain future.

Russia’s military assault will mean a terrible loss of life and will destabilize the lives of people throughout the region. Reverberations will be felt around the world.

We are concerned about civilian casualties and a massive displacement of people trying to flee the violence. As essential public services are disrupted and civil infrastructure destroyed, the urgent need for humanitarian assistance grows. It is vital that international agencies are allowed access so they can provide humanitarian assistance to the people affected.

We call on Canada’s government to open our country’s doors to those fleeing the conflict, including through visa-free access for Ukrainians, and provide substantial humanitarian aid to these victims of Russian hostility.

We further urge our government to work with like-minded multilateral organizations to press Russia to end hostilities, adhere to international human rights obligations and return to the path of dialogue and diplomacy. The international community must stand united in the cause of peace for a free and sovereign Ukraine.

This attack reminds us again of the dangers posed by tyrants and autocrats to all of us who value democracy. Ukrainians are now once again being called on to defend their right to self-determination. Canada’s unions stand in solidarity with Ukrainian workers and families who want peace.

Canada’s unions also reach out in solidarity to our nation’s proud Ukrainian-Canadian community, who fear today for the safety of family and friends tragically caught up in Russia’s armed confrontation.

BUILDING STRENGTH FOR OUR FUTURE



Wayne E. Hanley (he/him)

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

As we emerge from two years of the most unusual times in this generation, it is only appropriate we refocus and re-energize our efforts as a union. It's hard to believe six years have passed since our historic merger in 2016 which led to the creation of our great local union.

Since then, we have become stronger and more effective in every aspect. We are always improving and finding innovative ways to better serve our membership. From organizing to servicing to WSIB support, we are better at meeting the needs of our membership.

Together, we have transformed UFCW 1006A into the best local union in Canada.

With consistent budget surpluses, we are strong and able to take on employers in good times and tough times.

The strong financial foundation we built helped us weather the COVID-19 pandemic, which posed unprecedented challenges for people and organizations around the world.

Through the lockdowns and evolving public safety measures, our union adapted and met the needs of our members. I'm proud of the commitment and dedication of our leadership team, executive board and staff in rising to the occasion to serve the needs of our members.

As a union, we have so much to be proud of and to look forward to.

Our union has organized more members than ever before in our history. In the last six years, we've helped nearly 2,500 new members from a wide variety of sectors, including non-traditional food retail and the new cannabis sector, win unionization.

I'm proud of our union's exceptional work in negotiating nearly 200 new and renewal contracts, securing gains and improving the rights and livelihoods of our members.

In 2019, we negotiated one of the best Loblaw contracts in years. The contract improved life for 12,000 members across Ontario by securing strong annual wage increases and industry-leading shortened wage progressions for part-timers.

Today, our members' position at the bargaining table is stronger than ever thanks to a new additional strike fund we established to assist members in the event of hardships during a labour dispute. I'm proud to announce this fund, which was just started a few months ago, is now worth \$1.4 million.

We continue fighting for injured workers and winning cases at the WSIB, ensuring our members receive the compensation they are entitled. We provide regular Health and Safety online seminars, to empower stewards with the skills and knowledge to keep co-workers and workplaces safe. We are also returning to in-person stewards training now that pandemic restrictions are changing.

We have a strong track record of winning grievances and arbitrations and protecting our members' rights. This includes our arbitration against National Grocers Co, which paved the way for the recognition of *The National Day for Truth and Reconciliation* (September 30), as a statutory holiday for 15,000 of our members at Maple Grove distribution centre, Loblaw Great Food & RCSS locations.

Our union continues to inform and engage our members about union news and initiatives, through regular telephone town halls, social media, email updates and press coverage.

The local has ensured more women are now in leadership roles, established a staff BIPOC (Black, Indigenous, and people of colour) committee and provided regular Diversity and Inclusion Training for our staff.

From Black Lives Matter to Pride, our union has done immense work in campaigning for equality and justice. We stand in solidarity with Canada's Black community in the collective struggle for equality and justice to make it clear that Black Lives Matter. We continue our work with the 2SLGBTQ+ community to raise awareness that in our union, everyone belongs.

We also have a strong presence in UFCW Canada's Indigenous Committee, so that Indigenous members' voices are heard.

As you can see, we are creating a transformational legacy for our union and we are just getting started. There is much more we can achieve. Building a solid foundation together, we will reach greater heights.

As we return to a new normal, we encourage you to start getting active with your union again and join us to build a better future for all.



Member Participation is Crucial to Healthy & Safe Workplaces

Twenty years later, Gord Knowles still remembers picking up his co-worker's torn finger from the garbage compactor, putting it in crushed ice and giving it to the ambulance staff. His co-worker had his finger caught by the axel in the garbage compactor. Though Knowles dug through the garbage and found his co-worker's finger, the doctors were unable to reattach it.

"I saw how quickly things can happen and this opened my eyes to why we have to be really strict when it comes to health and safety even if people get upset," said Knowles.

Over the course of his 40 years, Knowles, a long-time Joint Health and Safety Committee (JHSC) member, has seen how health and safety standards have improved, thanks in large part to the advocacy of unions.

"Health and safety never entered the mind of workers back then," said Knowles, a Vice-President on 1006A's Executive Board. "In the early years, the enforcement was weak and management knew that. However, the unions were strong in demanding that the governments step up and start

protecting workers and making employers accountable. If it weren't for the unions, we would still be back in the old days."

At his workplace, he takes pride in being a JHSC member.

"The owner knows I won't tolerate anything that would put any one of the workers in harm's way, and if necessary, I would be on the phone with the ministry inspector," said Knowles.

Rick Young, a Health and Safety Union Representative with 1006A, said an effective JHSC is vital in all workplaces.

"Worker committee members are the ones that bring first-hand, experienced knowledge of specific tasks, risks and hazards that exist or may exist in their workplaces," said Young. "It's through the committees that our members have a strong voice. Worker committee members are able to identify hazards, evaluate risks, make recommendations to reduce or eliminate them and to ensure employers take workers' health and safety seriously."

Young encouraged members to find out who their JHSC members are and contact the local union's Health and Safety department if they need more information or have concerns at work.

"Workers always provide valuable input into maintaining a safe workplace and are the ones that are going to be able to provide the best solutions to safety problems," Young said.

Nancy Prout, a steward from a RCSS in Whitby, has been a member of the Joint Health and Safety Committee for eight years.

"It's important to me as a JHSC member to work and assist the employer in creating and maintaining a safe workplace environment," Prout said.

For Prout, her focus is on communicating with members about their rights.

This includes informing members about potential hazards, empowering them about their role and letting them know they have the right to refuse work that they believe is dangerous.

As for Knowles, he hopes JHSC members know how much of an impact they can have, particularly through the written recommendations the committee can make.

"Workers can make a difference," said Knowles. "As a JHSC member, you can make a written recommendation with your committee and the employer has 21 days to respond. That is a powerful tool to hold the employer accountable."

Lastly, he encourages JHSC members and all workers to be alert to any potential issues in the workplace.

"Think about health and safety every time you are in the building – you have to keep your eyes and ear open."



Union Helps Members Navigate Exasperating WSIB System

Theresa Spohn has seen first-hand the difference the union makes.

Spohn was working as a part-time meat clerk at Loblaw when she was injured. She was walking towards her prep area when she slipped on a piece of meat paper and fell. She broke her fall with her right hand, fracturing her wrist.

Having the union by her side helped her navigate through the Workplace Safety & Insurance Board (WSIB) compensation process.

Workers, who are injured or become ill as a result of work, are entitled to WSIB benefits if they cannot work and lose earnings because of their illness and injury. Though her initial claim was partially accepted by WSIB regarding the health benefits, the union helped her prevail with the wage compensation at the Workplace Safety and Insurance Appeals Tribunal (WSIAT).

“For nearly three years, the union fought tirelessly to help me obtain the funds that had been initially denied by the board,” said Spohn praising Martha Villeda, 1006A’s WSIB Advocate. “Every worker needs to know the union is there for them. I only won my case because Martha was in my corner.”

The compassion and dedication of the WSIB department meant a lot to Spohn.

“The union spent the time necessary to ensure I was properly prepared for my tribunal hearing and was willing to accommodate me, including reviewing my case with me after regular business hours,” Spohn said. “For anyone who has ever doubted the value of being a union member, let me assure you, it’s worth it.”

If you or anyone you know is injured or made ill at work, please contact your union’s WSIB department for help and advice.

“It’s important to stay in touch with everyone involved, call your union right away and they can let you know what to expect, and help walk you through the process,” Spohn said. “Be prepared – the process can sometimes be long and bureaucratic. You do need to follow up – anytime I got contacted by workers’ compensation, I contacted Martha right away – the union is always good to communicate with and happy to assist you.”

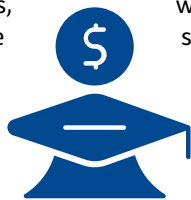


1006A Member Wins UFCW Canada’s BDM Scholarship

As an international mature student, Adrian Spanu wasn’t expecting to win the UFCW Canada Beggs-Dowling-Mathieu (BDM) Scholarship.

UFCW Canada awards 18 scholarships, worth \$1000, annually to cover the cost of post-secondary education. The national office scholarship program is open to all members and their dependents.

“I am grateful to be one of the recipients,” said Spanu, who works at a Loblaw Great Food in Toronto. “I must admit it was a really pleasant surprise, as I was not expecting a 39-year-old seafood clerk to be considered for such a program.”



Spanu and another 1006A member, Macy Hoffman from Loblaw Great Food in Toronto, were named the winners.

“For international students like me, dealing with tuition costs is always a challenge, so this scholarship is a huge help in terms of education expenses,” Spanu said. “This kind of support not only boosts motivation, but it is also proof that members can count on the union during difficult times.”

Members and dependents can also apply to the 1006A scholarship program, which provides 42 scholarships, worth \$1006 each.

Visit ufcw1006a.ca to apply today!



1006A Advocates to End Gender- Based Violence



Every year, 1006A steward Maria Bocangel marks the 16 Days of Activism Against Gender-Based Violence, raising awareness, sharing resources and building solidarity among her co-workers and her community.

“The 16 Days of Activism brings awareness to the women who are experiencing violence every day,” said Bocangel. “It empowers those experiencing it in silence to speak up and honours the 14 women killed on December 6, 1989 at Montreal’s Ecole Polytechnique. Together, we can make sure the voices of victims are heard.”

Much work remains to be done. The Canadian Women’s Foundation reports that a woman is killed every six days by her intimate partner. More than 4 in 10 women have experienced some form of intimate partner violence (psychological, physical, or sexual) in their lifetime. This type of violence includes being choked, assaulted, and threatened with a weapon. In Canada, nearly 65% know a woman who has experienced physical, sexual or emotional abuse.

The pandemic has made it harder for many when it comes to gender-based violence, Bocangel said, with more people needing support and help. “It’s made the situation a lot worse.”

According to the United Nations, the COVID-19 pandemic has resulted in increased violence against women. Based on data from 13 countries, the UN notes that nearly 1 in 2 women either experienced violence themselves or knew someone else that did. Factors leading to increased violence included: being locked down with their abusers, financial pressures, employment concerns, and food insecurity.

“Year after year, violence remains the heartbreaking reality for women and children across Canada –many of whom suffer in silence,” said President Wayne Hanley. “We want all victims who are affected to know they are not alone, and there are resources and information available to help them. It is our collective responsibility to create safer environments where our daughters, sisters, mothers and friends do not only feel safe but thrive. We all need to do better to raise awareness and help end gender-based violence as a community – it is our collective responsibility to speak out, help and create change.”

Statistics Canada noted that 4.7 million women reported experiencing sexual assault at least once since age 15. The proportion of women killed by a spouse or intimate partner is more than eight times greater than the proportion of men.

“I am supporting this campaign by bringing this issue to the forefront at my workplace because it affects so many women across Canada and the world,” said Annie Sundar, a Vice-President on 1006A’s Executive Board who works at RCSS. “Speaking about this issue is the first step in starting to eliminate gender-based violence.”

**The UN notes
that during
COVID-19, nearly
1 in 2 women
either experienced
violence
themselves or
knew someone
else that did.**

HELP IS AVAILABLE | RESOURCES

211ontario.ca

Assaulted Women’s Helpline 1.866.863.0511



Ontario Election Campaign Kicks Off



Millions of Ontarians will be heading to the polls to elect the next premier of Ontario.

Will voters give Premier Doug Ford his second term, or is the time right for Ontario NDP leader Andrea Horwath to take the helm? Or can Liberal leader Steven Del Duca break through?

Much is at stake for workers and their families, from health-care to childcare to paid sick days. When Ford was elected on June 7, 2018, he and his cabinet unleashed a wave of announcements about cuts after cuts, from public health services, mental health funding, education and healthcare – all right before the pandemic.

“The right to vote for your government representative is sacred – the generations that came before us advocated and fought so all Canadians could have this right and it’s our responsibility and opportunity as citizens to vote and make our voice heard,” said President Wayne Hanley. “We saw first-hand during this pandemic how much impact our provincial government can have on our lives, from the huge death toll to cutbacks and attacks on our healthcare system.”



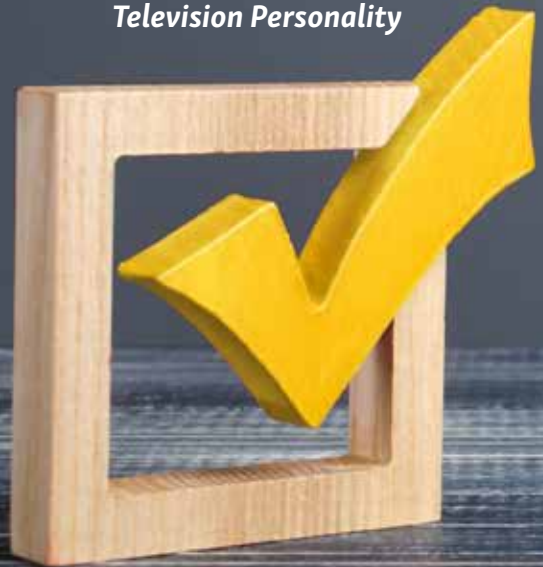
Voter turnout will be critical. The last provincial election in 2018 saw the highest turnout in 20 years at 58%, with 9.8 million voters casting a ballot.

“If affordable childcare is important to you, or having 10 paid sick days, learn where the parties stand on these issues or any other issue important to you,” said President Hanley. “Talk about the issues with your family, friends and neighbours. Most importantly, encourage them to vote.”

“Do the unexpected. Take 20 minutes out of your day, do what young people all over the world are dying to do: vote.”

– Rick Mercer

Canadian Comedian & Television Personality



Be prepared to vote.

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



Be Informed.

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

Which party...

- ...announced it will pay \$1.5 billion to employers from the workers' compensation fund, instead of injured workers? NDP LIB CON
- ...is committed to making all long-term care public, and not-for-profit, and staffed with full-time well-trained caregivers? NDP LIB CON
- ...is calling for 22,000 more nurses to be hired to fix understaffed hospitals and help Ontarians get the care they need? NDP LIB CON
- ...has repeatedly delayed a \$10 a day childcare agreement with the federal government, which has been supported and agreed to by every other province? NDP LIB CON
- ...is committed to providing parents with a rebate as compensation for child-care costs due to delays with the childcare agreement? NDP LIB CON
- ...withheld \$1.3 billion from the health budget, which could have been used to enhance and support the healthcare system, prevent surgery backlogs, and reduce long wait times. NDP LIB CON
- ...is committed to building more affordable homes over 10 years, keep rental rates affordable, and close loopholes on evictions. NDP LIB CON
- ...is committed to topping up the 18-month parental leave program to enable parents to stay at home longer without losing their benefits? NDP LIB CON
- ...supports giving all workers 10 permanent paid sick days? NDP LIB CON
- ...continues to privatize government services, paying Deloitte \$22.4 million to run Ontario's COVID-19 paid sick leave program? NDP LIB CON
- ...is committed to launching a massive job building initiative through undertaking a massive building retrofit program? NDP LIB CON
- ...is calling for an inquiry into the long-term care system, which led to the death of so many Ontario seniors? NDP LIB CON
- ...undertook severe cuts to education and frequently scapegoated educators? NDP LIB CON
- ...consistently voted against implementing 10 paid sick days? NDP LIB CON
- ...is committed to cutting emissions and make Ontario net-zero by 2050? NDP LIB CON
- ...is aiming to privatize health care to create a two-tier system, by outsourcing services to Independent Health Facilities? NDP LIB CON
- ...is committed to improving and overhauling the current home care system to help people live at home longer? NDP LIB CON

Answer Key

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

Who Said it?



Andrea Horwath
NDP



Steven Del Duca
LIBERAL



Doug Ford
CONSERVATIVE

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

1) *“As we start recovering and rebuilding, everyday people need someone in their corner more than ever before. This recovery needs to have real people at the heart — not Doug Ford’s buddies.”*

2) *“We know that workers on the frontlines in retail and healthcare and education are beyond the point of fatigue, they are burned out. We need to make sure that every tool available to us is being used and used appropriately to make sure that we don’t go backwards. I believe this is that moment to take that extra step to show real responsible, competent and strong leadership.”*

3) *“People can’t wait for an election — we need to use this session to get solutions in place now. The price of homes and cost of living is ludicrous. Our health care, education, home care and long-term care systems have been brought to their knees by cuts before, and even during, the pandemic. Workers’ wages have been held back, and our environment has been under attack.”*

4) *“It’s like listening to nails on a chalkboard listening to you.” (Comment about the Leader of the Official Opposition)*

5) *“You come here like every other new Canadian, you work your tail off. If you think you’re coming to collect the dole and sit around, not going to happen. Go somewhere else.”*

6) *“It’s an insult Doug Ford and his Conservative government are stubbornly refusing to sign a child care deal with the federal government when Ontario families need help now, not higher and higher child care costs.”*

Answer Key

(1) HORWATH 2) DEL DUCA 3) HORWATH
(4) FORD 5) FORD 6) DEL DUCA

Photo Credits:
Horwath – CC Ontario NDP - flickr.com
Del Duca – CC Ontario Legislature – wikimedia.org
Ford – CC Bruce Reeve - flickr.com
*Content sourced from *Globe and Mail*, *Toronto Star*, *CBC*, *CTV*, *Global* and the party websites.



Burak helped lead the organizing effort at the Toronto PetSmart where he works.

Workers Join Our Movement!

Burak Reisyman still remembers vividly the day when he and his co-workers at PetSmart were voting to join UFCW 1006A. Outside the store, supporters with UFCW flags rallied while inside, Burak and his co-workers wore pins and UFCW toques as they cast their ballots.

“After a month of campaigning, it is a relief to end up victorious and not have to worry about management retaliation,” said Burak, who works as a sales associate at the Yonge & Empress location in Toronto. “It’s important to acknowledge we don’t have a collective agreement yet and there is a lot to be won – the fight is just now beginning.”

Key issues at the 26-person bargaining unit that led to the union drive included treatment and respect, hours, staffing, animal welfare, wages, and COVID-19 health and safety concerns.

“What I found inspiring was everyone was able to come together,” said Burak. “Everyone had different problems and were able to unite for one objective.”

Burak is among the many new members who became part of the UFCW 1006A family during the pandemic. From bookstores to cannabis stores, 1006A has helped workers in a variety of workplaces and sectors win unionization during some rapidly evolving and challenging times.

Since 2020, 1006A has unionized 22 workplaces with nearly 700 workers.

“Our Organizing Department continues to do outstanding work, in reaching out and empowering workers to improve their rights, livelihoods and working conditions through unionization,” said President Wayne Hanley. “We are proud of the unity and determination of our newest members in coming together to achieve union representation.”

Danielle Brule works at the newly organized Sessions Cannabis in Timmins, where workers recently voted to join UFCW 1006A.

“We wanted to get our voice heard,” Danielle said. When news of the victory came, Danielle and her co-workers were thrilled. “We were all excited,” she said. “It felt pretty good. It was a sense of unity that we were all on the same page.”

Key issues at the 11-person bargaining unit included scheduling improvements, having a voice at work, treatment, wage fairness and improved training.

Since unionization, life at Sessions Cannabis has improved.

“We have more confidence in talking to management,” she said. “Already there has been a change – they are more communicative and it’s brought a balance to the workplace.”

Graeme Lamb was among the workers at Steamworks Baths in Toronto who recently joined UFCW 1006A. Graeme still remembers getting the call, notifying him that he and his co-workers had won unionization.



Graeme

"I was going into work when I heard the news and immediately, I felt fantastic and it was one of the best shifts I have ever had," said Graeme. "There was a sense that all this pressure had come off our shoulders."

Key issues at the 23-person bargaining unit included health and safety concerns, working conditions and having a voice at work.

"I know how hard we work and I know that none of us deserve to take home less than a living wage," said Graeme. "A lot of us were motivated to join the union because we want impartial scheduling, transparent discipline, health & safety measures and a predictable pay grid. Workers should never be afraid to demand fair treatment, even during the pandemic."

Graeme said newly organized members need to know that negotiating an agreement after unionization is a process.

"Don't be surprised if your management tries to draw out the process and delay bargaining," said Graeme.

"Keep talking to each other, and having one-on-one conversations about the improvements you want to see in the workplace. Remember after the vote, you are still covered by the statutory freeze. If you notice any members not being treated well in terms of their hours or shifts, talk about that with your co-workers and your union rep — don't let them get away with it."

Sabrina Querubin and her co-workers at Chapters Woodbridge also joined the 1006A family and achieved a first contract during the pandemic.



Sabrina

"We felt a collective sense of relief that all of that work paid off but we knew the real work was just beginning," Sabrina said. "I'm very glad we have UFCW, otherwise we would be at the mercy of management."

It took six months between union certification and ratification of the first contract. Sabrina, who became a member of the bargaining committee, said members should expect a lot of hard work after unionization.

"It feels great to have a union contract in place," said Sabrina. "Having the union's help ensures that the contract gets implemented at Chapters in a fair and reasonable manner."

"We are grateful to finally have a voice when it comes to our rights and correcting management practices that violate the Employment Standards Act."

This first contract included: annual raises, minimum wage increase protection, two additional statutory holidays, three paid sick days, strict limits on sanitation duties and the elimination of favouritism through seniority language.

She encouraged new members to learn their rights so they are empowered to help themselves and others.

"The union is not a third party entity—the union is you, it's us, it's me and my co-workers in the workplace," said Sabrina. "You are the union and don't let anyone tell you otherwise. The union is you and you are the union."

In total, UFCW 1006A now represents workers at four Chapters/Indigo locations in Ontario.

Lesley Prince, Organizing Director, welcomed the new members.

"It is inspiring to see workers across Ontario stand up for workplace improvements," she said. "We are thrilled to see this level of activism in young workers seeking a voice at work."

UnionYes

Know someone who wants to join our union, or wants more info? Contact: Lesley Prince, Organizing Director

gounion@ufcw1006a.ca
(647) 518-3973



Nomination and Election of UFCW Local 1006A Officers

Notice

The UFCW International Constitution and Local Union By-laws require that Officers of the Local Union be elected every four years. The current term of office expires on December 31, 2022.

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

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

A nomination package including official nomination petition forms will be available to any active member running for an elected position by contacting the General Chair on or after Monday, July 18, 2022 until Friday, July 29, 2022.

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

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

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

Properly completed official nomination forms must be returned to the General Chair no later than 3:30 p.m. on Friday, July 29, 2022.

Nominations post-marked or received at the UFCW 1006A head office no later than 3:30 p.m. on July 29, 2022 will be deemed properly received by the General Chair.

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

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

General Chair, Elections Committee

John Hurley 905.850.0096
election@ufcw1006a.ca

Election Office Hours:

Monday to Friday 9:30 a.m. to 3:30 p.m.
UFCW Canada Local 1006A Head Office:
70 Creditview Rd. Woodbridge ON, L4L 9N4

Positions	Nomination Signatures Required
President	600
Secretary Treasurer	600
Recorder	600
Vice-President Positions	
<i>Vice-President positions are numerically designated for election purposes only. Nominations will be conducted by the designated number.</i>	
At Large: #1, #2, #3, #4, #5, #6	600
Central Region – Retail & Service: #7, #8, #9, #10, #11, #12	245
Central Region – Manufacturing, Industrial & Distribution: #13, #14, #15	45
Central Region – Restaurant & Hospitality: #16, #17	25
Central Region – At Large: #18	320
Eastern Region – Retail & Service: #19, #20, #21	115
Eastern Region – At Large: #22	130
Western Region – Retail & Service: #23, #24, #25	110
Western Region – Manufacturing, Industrial & Distribution: #26	15
Western Region – Restaurant & Hospitality: #27, #28	10
Western Region – At Large: #29, #30	145

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

Negotiation Updates



Wayne Hanley
President

“Every time we sit down to negotiate, our goal remains the same – we want to ensure our members achieve the best union contract possible.

Get involved and make your voice heard. Member participation is key in showing your employer you are serious about getting a fair deal!”

LAURA’S YOUR INDEPENDENT GROCER (YIG)



Members at Laura’s YIG ratified a new agreement with enhanced severance packages, worth up to \$75,000, as their store sets to close.

Seventy-four members will be affected when Laura’s YIG closes in July 2022.

Under the agreement, a severance package of up to \$75,000 for eligible full-time workers was negotiated.

Eligible part-time employees are entitled to receive up to \$15,000 severance.

“It’s sad but the agreement is something fantastic to finish it out,” said Gord Knowles, a member of the bargaining committee. “The membership is very impressed with the local union’s efforts – they see it and appreciate it.”

The bargaining committee was led by Executive Assistant to the President, Paul Docherty with support from members, Gord Knowles and Taylor Howes and Union Rep Jackie Graticola.

Lump sums and wage increases were also negotiated.

MAREK

1006A members at Marek (formerly Canada Catering) have voted for a new union contract with several gains, including wage increases.

Improvements included: a 12% wage increase in all classifications at ratification, and then a wage increase of 1.5% in each subsequent year of the agreement, the addition of statutory holidays (Remembrance Day and National Day for Truth and Reconciliation), increase to footwear allowance and leave of absence language for culinary school.

The term of the agreement is from January 1, 2022 to December 31, 2024 and covers 18 workers.

Negotiations were led by Union Rep Dustin Magee, with support from member, Kate Rowbotham and Union Rep Kyle McGreal.

BEST WESTERN PLUS DURHAM

1006A congratulates members at Best Western Plus Durham on their new union contract.

The term of the contract is from November 5, 2021 to November 4, 2024 and covers 10 workers.

Improvements include wage increases, additional paid sick day for all members, increase in uniform allowance, and part-timers are now included and entitled to the stat holiday pay language.

“I thought the contract was great – the union got us more money than what the company was willing to pay,” said Cindy Wallace, a steward and member of the bargaining committee. “The union negotiators did an amazing job and all of my co-workers were happy. I’ve never been on the negotiating committee before, it was an interesting and good experience.”

Negotiations were led by Union Representative Carla MacFarlane, with support from member, Cindy Wallace, and Executive Assistant to the President Paul Docherty.

ST. SIMON’S SHELTER

1006A members at St. Simon’s Shelter have ratified a new union contract with significant gains, including wage increases and additional paid sick days.

Negotiations were led by Union Representative Daiana Dumitru, with support from members, Roberto Coole and Patrick Kent, and Union Representative Rick Del Fiocco.

Improvements include wage increases of 16% over 5 years, new improved vacation language (5 weeks vacation with pay after 15 years), improved language for scheduling and additional paid sick days.

The term of the agreement is from January 1, 2022 to December 31, 2026 and covers 20 workers.

St. Simon’s Shelter provides emergency accommodation, food, residential support services, personal needs allowance, in-kind services and other community services.



Visit www.ufcw1006a.ca to read more about the gains our members are making.

Spring 2022

1006Alive 13

Congratulations Brian & Carla!



After a combined 60 years of service, Brian Reid and Carla MacFarlane, two long-time staff with the local union, have retired.

Reid worked as a Regional Director and Carla as a Union Representative with the local union.

"It feels great to retire but I will miss all the people I work with, from the stewards on the shop floor all the way to the top," said Reid, who became a member in 1981. "I truly was lucky to be able to be a member and be involved with the union for 40 years. The ability to have that kind of support behind you when you are making decisions that can affect people's lives for the better, is something that is truly awesome. I will miss that."

Carla said she will cherish the many memories at the local union.

"I will miss many of the friends I made over the years within our local and some friends from other locals that we had collaborated with over the years. It is a great feeling to be starting the next chapter in my life."

Brian started as an assembler/casepicker at the National Grocer Erin Mills warehouse in Mississauga. In 1998, he was hired as a Union Representative with the local union, servicing Loblaw and No Frills stores, and warehouse and transport units. In 2004, Brian became the Warehouse & Transport Director. In 2014, he became a Regional Director – a role he held until his retirement.

Carla worked at Loblaws in a variety of roles over two decades, including as a Meat Clerk and Floral Manager. She also sat on her Joint Health and Safety Committee, served on the Toronto Divisional Board for several years and helped with the formation of WIN (Women's Issues Network). She was hired on staff in 2003.

"Carla and Brian made a big difference in the lives of our local union members and their families – we thank them for their service and dedication to our membership," said President Hanley.

Congratulations on your retirement, Brian and Carla!



YOUR UNION IS CALLING

**April 19
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 WORKERS BENEFIT FROM UNIONIZATION

Workers are rising across Ontario and it may surprise you where they work.

Among them are workers from PetSmart to Indigo to cannabis stores and they are transforming workplaces across Ontario into healthier and happier environments by voting for unionization.

1006A has been at the forefront of this workers' movement for fairness, helping Ontarians win rights and a voice at work in industries and sectors that are traditionally devoid of union representation. As the union for 35,000 members, our expertise means we are strongly positioned to help workers with the issues they face.

A multitude of factors are driving increased unionization during the pandemic, including precarious and unsteady employment, understaffing, uncertainty over scheduling, wages and the need for better protections throughout the COVID-19 crisis.

Good union jobs are the pathway to fairer, safer workplaces and a stronger economy. Union representation ensures workers are not alone in facing issues in the workplace.

Increasing unionization in non-traditional sectors will raise the quality of work life for all Ontarians

When we increase unionization in the private sector, we are better able to raise the standards for all workers, from wages to working conditions. That is why it's vital we all work together to help inform, educate and encourage workers from all sectors about the union advantage.

In the rideshare industry, UFCW Canada is already leading the way by standing up for Uber drivers. Our national union entered into a historic five-year-deal with Uber Canada.

This is a strong first-step in ensuring the union can provide representation to all Uber drivers and delivery persons across Canada. More needs to be done to protect all workers and we will be advocating at all levels of government for better working standards including wage guarantees, benefit funds, ability to organize and other rights across the country.



Kevin Benn (he/him)

Secretary-Treasurer,
UFCW Canada Local 1006A

As our economy evolves, organizing in new sectors may prove to be a necessary ingredient in securing a better life for all workers.

In the newly established cannabis industry, workers at seven stores have voted to join UFCW 1006A. Whether it's reduced hours or lack of protections, cannabis workers have increasingly made their voices heard.

Indigo workers have also voted for unionization during the pandemic. Currently, UFCW 1006A is home to Indigo workers from Square One, Yorkdale, Chapters Woodbridge, and Chapters Kennedy Commons.

As our economy evolves, organizing in new sectors may prove to be a necessary ingredient in securing a better life for all workers.

I encourage you to take an active role to improve the standards for all. Talk to your friends and your family about the benefits of unionization. If they have any questions, encourage them to reach out to a 1006A union organizer. Together, let's be part of the change to build better workplaces for all.



See page 10 to read about the workers who recently joined our union!

ONTARIO VOTES

Provincial Election Coming Up



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

GET OUT AND VOTE!

MAIL PUBLICATION AGREEMENT # 40065747

