

1006Alive

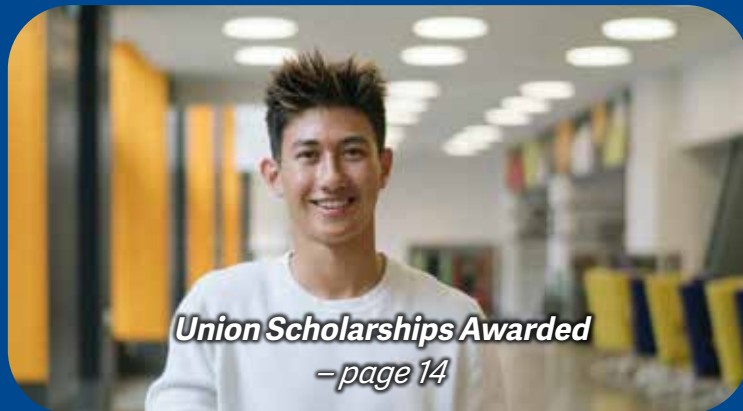
UFCW Canada Local 1006A • Union News

VOL 10, NO 3, FALL 2025



Member Achievement Awards – page 20

Making a Difference!



*Union Scholarships Awarded
– page 14*



*Stewards Step Up
– page 8*



*Hope in the Fight against Blood Cancers
– page 4*



*Members Achieve Contract Gains
– page 6*



Wayne E. Hanley,
President

Kevin Benn,
Secretary Treasurer

Glacier Effs-Samuel,
Recorder

Head Office

70 Creditview Road
Woodbridge, ON L4L 9N4

Our union office is located on the traditional territory of the Mississauga. UFCW Canada Local 1006A would like to recognize and honour the Indigenous people in Canada who continue to live and work on these lands.



**BLACK
LIVES
MATTER**

Affiliated With

The Ontario Federation of Labour
The Canadian Labour Congress

www.ufcw1006a.ca
1.800.637.5936
ufcw@ufcw1006a.ca



1006Alive
UFCW Canada Local 1006A • Union News

Mail Publication Agreement No: 40065747

UFCW Canada Local 1006A © 2025



1006A members and staff march for workers' rights in Toronto on Labour Day.



1006A observes the National Day for Truth and Reconciliation to honour the survivors of the residential school system, their families and to commemorate those who did not survive.



Congratulations to Halina from a Loblaw's Great Food store in Toronto. She won a tablet for joining a quarterly Telephone Town Hall union meeting. Learn more: www.ufcw1006a.ca/gmm



1006A stewards participate in training and education courses to better help their co-workers with issues in the workplace.



Local 1006A members from across Ontario take part in UFCW Canada's Young Workers Internship Program (YIP).



A YEAR OF PROGRESS AND ACHIEVEMENT



Wayne E. Hanley (he/him)

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

At UFCW 1006A, I'm proud of the life-changing difference our union makes in the lives of our members across Ontario.

Guided by our common values of courage, compassion and commitment, we continue to strive for fairer and safer workplaces and communities.

2025 has been a year of progress and achievement at our local union, as we strengthened our contracts, grew our union and empowered our members.

Our highly skilled union negotiating committees achieved significant gains and improvements for members in a variety of sectors. With the support and participation of 1006A members, we secured improved contracts for more than 50 bargaining units. (pg 6)

Our union continues to grow, with more than 280 new workers from 12 workplaces joining our union family. With the dedication from workers seeking fairness and a voice at work, local union organizers helped them secure union representation. (pg 21)

We continue to empower our stewards with the necessary skills and knowledge to better help their co-workers on the shop floor. Local union instructors trained more than 265 stewards at our Training Centre. Our Stewards' Conference once again engaged and empowered over 220 stewards to continue the important work they do on a daily basis on behalf of their co-workers. (pg 18)

In this issue, we profile some amazing stewards who volunteer their time to help members and make a positive impact in their workplace. (pg 8)

Our union's committees continue to strengthen our communities by advocating for equality, justice and human rights. An important part of our work involves helping eliminate violence against women and children, during the upcoming '16 Days of Activism Against Gender Based Violence.' (pg 12)

Through a 'Labour of Love' campaign sponsored by the Leukemia and Lymphoma Society of Canada, UFCW members' compassion and generosity will be highlighted in the struggle against blood cancers. Together, we are helping leukemia and lymphoma patients live longer. (pg 4)

In recognition of our members, I'm pleased to announce we are launching a new Membership Contest for 2026. Over the course of the year, we will be awarding a total of \$1,500 in grocery gift cards. Entering the contest is easy. Visit our website to share your story on how being a member of UFCW 1006A has made a difference in your life.

This initiative is about honouring 1006A members, who are working hard every day to serve their communities – we want to highlight your stories. Check out the back cover to learn more.

As we reflect on our many successes in 2025, you can be certain your union is already preparing for the year ahead. In 2026, we will meet and overcome the inevitable challenges by continuing to stand together.

I thank all of our members for a memorable year. On behalf of your local union Executive Board and staff, I wish you and your family a wonderful holiday season and happy new year.



Here for you as always. Contact Your Union Rep.

www.ufcw1006a.ca/unionrep



Members of 1006A's Women's Issues Network and 1006OUTreach committee plan future advocacy initiatives at the Union Training Centre.

A close-up photograph of a white horse with a speckled pattern on its face. A woman with long brown hair is leaning in and kissing the horse on the cheek. The horse is looking towards the camera. The background is dark and out of focus.

MOLLY'S HOPE

In 2018, 1006Alive first shared Molly's story. seven years later, we followed up with her to see the lasting impact UFCW Canada's fundraising efforts have made in the fight against blood cancers.



After battling leukemia as a young child, Molly has been cancer-free for 10 years.

Molly is now 13 years old and in Grade 8, far removed from the years where she was plunged into a world of surgeries and chemotherapy treatments.

"I want to thank everyone that helped me when I was sick," Molly said. "I hated having cancer and I hope that I never get it again. I hope we find a cure so that other kids don't have to go through what I did."

After enduring so much, Cara Weizenbluth, Molly's mother, said the family is trying to make every day count.

"There are days it feels like a lifetime ago that she was sick and other times it feels like just yesterday we were in that tiny hospital room," said Cara. "We all wonder how we did it. The truth is you do anything for your kids and staying by her side was exactly where we needed to be."

Today, Molly just wants to be a "normal" kid, Cara added. She is an avid horseback rider, venturing out every week with a horse named

Ghost, who has become part of her family.

"Molly continues to be a very kind and sweet young lady," Cara said. "We are very proud of her and how far she has come."

Molly's story is a testament to the incredible progress, which is being made in the fight against leukemia and lymphoma.

Since 1985, UFCW Canada members have donated more than \$54 million to the Leukemia and Lymphoma Society of Canada LLSC.

"The dedication of UFCW Canada members has contributed to one of the greatest success stories in cancer research," said Ryan O'Quinn, a Director at the LLSC. "Over the past 20 years, blood cancers have seen the greatest increase in survival rates of any cancer type. These incredible advances would not have been possible without the passion, generosity, and commitment of UFCW members nationwide."

UFCW Canada's donations have gone towards funding research, improving treatments and giving patients and their families hope.



In the last 20 years, the LLSC reports that the five-year survival rates have increased by 19 per cent for leukemia, non-Hodgkin lymphoma, and multiple myeloma.

"Even though Molly is cancer-free, the risk of relapse is always there and as a parent, that fear never leaves you," Cara said. "All we want is a cure so Molly never has to endure the suffering she did years ago. By supporting the LLSC, you help us get one step closer to a cure and remind this community that they are not suffering alone."

In November, LLSC launched the Labour of Love campaign, in recognition of the historic 40-year partnership between the charity and UFCW Canada. This initiative, Ryan said, will feature stories of loss, survivorship and triumph.

"Thanks to the unwavering commitment of UFCW Canada members, countless individuals and families have been given the opportunity to create more memories, more milestones, and more moments of celebration that might otherwise have been lost," Ryan said.



Molly (right) pictured with her family.

To patients and families facing a similar situation, Cara advises them to take it one day at a time.

"The entire situation is so overwhelming and fast-moving," Cara said. "I realized early on that the best I could do was to take it one day at a time."

This year, Molly's family participated in their ninth Light the Night walk and have raised a total of \$125,000 for the LLSC.

Cara thanked UFCW Canada members for their support.

"I am so grateful to all of you for making such a huge impact on this community and for supporting our family," she said. "I feel so lucky to have both my girls happy and healthy."



visit www.bloodcancers.ca
for more info or to donate.



Members Making Gains

"UFCW 1006A representation is life-changing for our workers, helping transform their rights, livelihoods and workplaces across Ontario. Our negotiating committees are relentless in achieving gains and protections for our membership."



Wayne Hanley
President

Tok Transit – Orillia



Members at Tok Transit, who work as transit drivers for the City of Orillia, ratified a new union contract. The term of the contract is February 25, 2025 to June 30, 2031 and covers 26 members.

"We made improvements, and the contract is much better than what we had before," said John Youngblut, a member of the negotiating committee. "All things considered, it went very well."

The negotiating committee included members, Michael Cox and John Youngblut, Executive Assistant to the President Frank Ragni and Union Representatives, Kallisha Hoyes and Joshua Robichaud.

Highlights include wage increases of nearly 30 per cent over the contract term, improvements to probationary time periods, increased options of uniforms and an improved boot allowance.

Compass Air Canada Express Café – Pearson Airport



Members working for Compass Group at Air Canada Express Café voted for a new contract with several gains. The term of the contract is June 14, 2025 to June 13, 2028 and covers 50 members who work at Pearson Airport.

"The new contract moves us several steps forward over the next few years, in pay and benefits," said Ashley Kachuba, a member of the negotiating committee. "We're excited to see these changes come into effect. It was a unanimous 'yes!' from all who voted. It feels good to have your future with this contract already laid ahead of you."

The negotiating committee included union members, Ashley Kachuba, Rocky Sison, Carolyn Ulpindo and Recorder Glacier Effs-Samuel.

Highlights include wage increases of 10.5 per cent over the term of the contract, improved sick leave, better benefits and new training premium pay language.

DoubleTree by Hilton – London



Members at the DoubleTree by Hilton hotel in London have voted to ratify their new union contract. The term of the contract is December 11, 2024 to December 11, 2027 and covers 64 members.

"It was a fantastic contract and the members voted overwhelmingly for it," said Mekonnen Geresin, a member of the negotiating committee. "The membership are happy with the agreement."

Patty Stevens, a member of the negotiating committee, said the new contract provides part-time workers with more opportunities to accrue hours to attain benefits.

"Everybody is getting something in this agreement—it is a good contract," Patty said. "Overall, most of the members like the contract and we made gains."

The negotiating committee included members, Mekonnen Geresin, Patty Stevens and Union Representative Greg Penner.

Highlights include annual wage increases, increased boot allowance and paid vacation time.

Courtyard by Marriott – Mississauga



After voting to join UFCW 1006A earlier this year, members at Courtyard by Marriott hotel in Mississauga (Airport Corporate Centre West) have achieved a fair union contract.

The contract term is August 27, 2025 to August 26, 2030 and covers 35 members.

“The members are very happy and positive about our contract,” said Prashant Jadhav, a member of the negotiating committee. “Everyone is happy about the benefits, pay raises and job security – it was a great experience to participate in negotiations with the union representatives.”

This is the first UFCW 1006A contract for members at the hotel. Their former union was CLAC and the workers were unhappy with their representation and sought to join UFCW 1006A.

Members of the negotiating committee included members, Alvin Cayanan, Pauline James-Johnson, and Prashant Jadhav and Union Representatives, Joe Blythe and Greg Sibley.

Highlights include wage increases of \$3.62 per hour over the term of the contract, two additional sick days, improved language for housekeeping and room assignments, language which ensures that 100 percent of gratuities are given to the staff, and a reduction to the discipline sunset clause.

Spark by Hilton Hotel – Oshawa



Members at Spark by Hilton hotel in Oshawa have ratified a new union contract. The term of the contract is July 1, 2025 to June 30, 2028 and covers 14 members.

“We were pretty happy about the contract,” said Alissa Norton, a steward and a member of the negotiating committee.

“Everything seemed fair. There were a few things that we wanted that we didn’t get but it was a good contract overall. We got to keep all our rights and the raise was our biggest achievement.”

The negotiating committee consisted of members, Alissa Norton, Danielle Mitchell, and Union Representative Dustin Magee.

Alissa said she enjoyed being part of the committee.

“Everything was communicated really well,” said Alissa. “We spoke about many things that we were concerned with and everything was addressed.”

Residence Inn by Marriott – Mississauga



Members working at the Residence Inn by Marriott hotel in Mississauga have ratified a new union contract. The term of the contract is August 27, 2025 to August 26, 2030 and covers 30 members.

“It’s a fair contract and most members liked it,” said Mercy Walker, a member of the bargaining committee.

“UFCW 1006A continues to be the best union in Ontario for helping workers achieve improvements to their rights and livelihoods,” said President Wayne Hanley. “I want to recognize the hard work and dedication of our negotiating committee in securing a fair contract at the Residence Inn. I also want to thank our membership for their participation and support throughout this process.”

The negotiating committee included members, Louie Pineida, Mercy Walker and Union Representatives, Joe Blythe and Greg Sibley.

Highlights include fair wage increases, the elimination of the two-tier wage system and wage progression scales, increase to sick days, language protecting bargaining unit work, and a sunset clause to ensure that discipline is removed from employee’s files in a timely manner.



www.ufcw1006a.ca

**to read more about the gains
1006A members are making.**

1006A's Union Stewards

Changing Lives Together

Across Ontario, UFCW 1006A stewards are changing lives, workplaces and communities. We are home to more than 700 union stewards, who volunteer to help protect and improve the rights and livelihoods of the members they work with. *1006Alive* is featuring six stewards, who are making a difference in their workplaces.

As a union steward, Rene Lapointe has been taking questions for 20 years.

"I'm very proud to be a UFCW 1006A steward," said Rene, who works as a baker at a Loblaws Great Food store in Toronto. "It's a great union. I think we are making a big difference in our communities and workplaces for the benefit of everyone."

Rene's journey as a steward began when new members, who had never worked in a unionized environment before, approached him for help.

"They were coming to me all the time with questions," Rene said. "I thought, I enjoy answering questions and helping people out, so I signed up. Twenty years later, I am still here."

Having union representation in the retail sector is vital as it can be volatile and unpredictable, Rene said.

"A lot of people find it frustrating to fight for themselves, or they are afraid of their employers – having union representation gives them a team that is behind them," he said. "A union gives us certainty for the future, a feeling of belonging and camaraderie. It gives us a voice when we need it to stand up for what is fair and what is right."

Rene loves being a UFCW 1006A steward. Every day, he helps members navigate a wide range of issues, from pay to vacation and leaves at his store.

"When I help members resolve issues at work, it makes me feel good because they are happier to be here," he said.



RENE



SAVITRE

This year, Savitre Ramsunahi became the first woman to be elected as a steward at Aspect Retail Logistics.

She is proud to join a group of 14 union stewards, who are working to protect and improve members' rights at the distribution centre.

After working at Aspect for 20 years, she decided to take a chance and run.

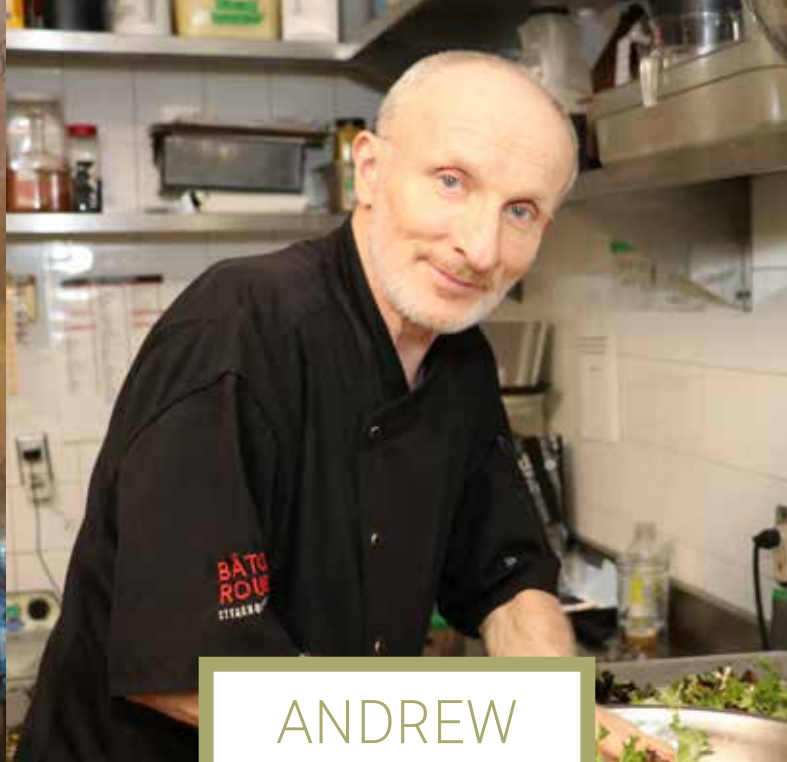
"I was very excited and a little nervous when I was voted in," Savitre said. "Being the first female steward means a lot to me. We have a lot of females here and they feel more comfortable coming and talking to me about certain situations."

As a steward, she helps members with everything from harassment to corrective action or discipline.

"I feel joy when I help members because there is less stress on their shoulders," Savitre said. "I want to make sure that our members feel heard and respected. It makes me happy to know that I'm making them happy and that inspires me to want to do a better job."

Savitre is excited to be a UFCW 1006A steward.

"To me, the union means job security and a safer workplace," she said. "Our members know they can rely on us for any issues that they have."



ANDREW

Andrew Lach knows first-hand the difference that union representation can make.

In 2016, Andrew was among a group of Baton Rouge workers, who voted to join UFCW Canada.

"At the time, we felt we were not being treated fairly and the union turned out to be the best of all solutions," Andrew said.

Once the union was formed, Andrew became a steward – a role he still holds today.

"The union contract makes a big difference," Andrew said. "It provides members with job security, raises, health benefits, and a grievance process."

"All of the members are happy with what we have here," he added. "For me, the biggest union advantages are security, solidarity and hope for the future."

Currently, the members at the Ottawa restaurant are facing a new set of challenges that come with new ownership, unfamiliar with the union process.

"Without the union, the problems would have been overlooked but with the union, they are being addressed properly," he said. "As a steward, I take great pride in making sure all the rules of the contract are followed."





MARIKE

When a member was falsely accused of smoking marijuana on the job, union steward Marieke Mueller-Ehrenberg stepped in to protect his job.

"You cannot accuse someone of doing something that they did not do," said Marieke, who works at a Loblaws Great Food store in Toronto. "During a meeting, we figured out that management was wrong and they apologized."

Marieke said she was relieved with the resolution.

"The outcome was great, and the member was very happy because no one can afford a three-day suspension nowadays," she said.

Marieke said she is proud to be a union steward.

"UFCW is our safety net," she said. "Whenever I think I am being mistreated, I can look through our contract and I can contact my union representative. Having union representation makes me feel good to come to work."

Marieke, who has been a steward since 2017, credits her family with inspiring her to get involved with the union. Marieke's mother was a retired unionized teacher.

"She taught me everything that a union can do."

She is grateful to belong to UFCW 1006A.

"You are always protected with a union – the union gives everybody power."



NARAYAN

At Arc the Hotel in Ottawa, members come to union steward Narayan Benavente for assistance on everything from personal days to overtime pay to sick days.

"It is about making sure that what is in the collective agreement is honoured," Narayan said.

After 14 years with the hotel, he decided to become a steward in 2025.

"I wanted to be a steward because it is a new experience and I like helping people," he said.

When a member approached him with a problem regarding overtime pay, Narayan stepped in to fix the issue.

"I contacted the management," he said. "In four days, the issue was resolved, and the missing overtime pay was addressed. It felt good the issue was resolved because it was the right thing to do."

In hotel industry, Narayan said it's vital to have union representation.

"For me, the biggest advantage of a union is having a voice and protection in the workplace."



Thank You to the
700+ Union Stewards
who assist our
43,000 members
every day!



DIANA

A steward for nine years, Diana Kingsley-Kellas is a strong voice for her co-workers at her Swiss Chalet restaurant in Scarborough.

Having union representation ensures workers have a voice and respect at work, Diana said.

"It's important to have a union at Swiss Chalet because it gives us rights and protection," she added.

Every day, Diana helps members with a variety of issues from hours to seniority to benefits.

"I am proud to be a 1006A steward so I can help others and make the workplace better for the people I work with. When I solve problems for our members, it makes me feel great."

Through Stewards' Training, Diana gained skills and knowledge to help her co-workers.

"I learn more so I can help more."

For Diana, the UFCW 1006A advantage is job security and protection.

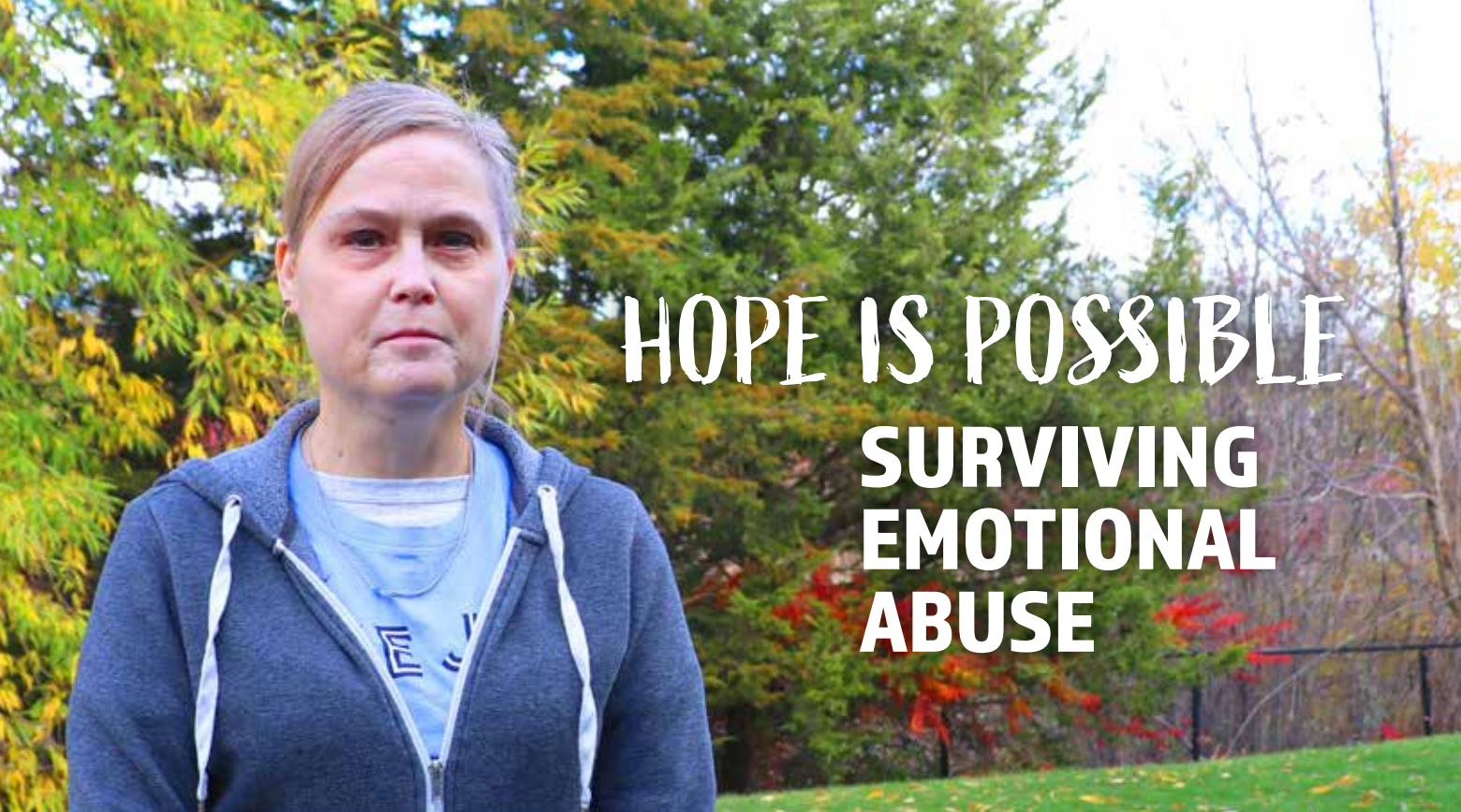
"Having a union is important so that working-class people can have a say, not just the big bosses," she said. "Having a union gives us a voice, power, unity, job security – not just for me but for everyone in Swiss Chalet. You don't have to worry if there is an issue, you know the union is behind us."



UFCW
Local 1006A
CANADA

Members @ Work





HOPE IS POSSIBLE

SURVIVING EMOTIONAL ABUSE

Shawna Denney is a survivor.

“To this day, I don’t have the greatest self-esteem because of what my past partners have put me through,” said Shawna, a member of the local union’s Women’s Issues Network (WIN). “Physical abuse—you can see the bruises and the scratches a lot of the time, but emotional abuse is harder to see.”

During a relationship, Shawna said it is oftentimes hard for victims to realize what they are experiencing is abuse.

“Be aware of how your partner speaks to you and how they treat you, and if they isolate and try to control you,” she said. “When I was young, one of my first boyfriends was abusive. At first, I thought it was normal because I didn’t have anything to compare the relationship to. As the relationship went on, I realized this was not right.”

Intimate partner violence can take place in relationships, common-law partnerships and marriages.

It affects opposite sex and same-sex couples. This violence can take the form of physical, sexual, emotional, financial abuse and neglect.

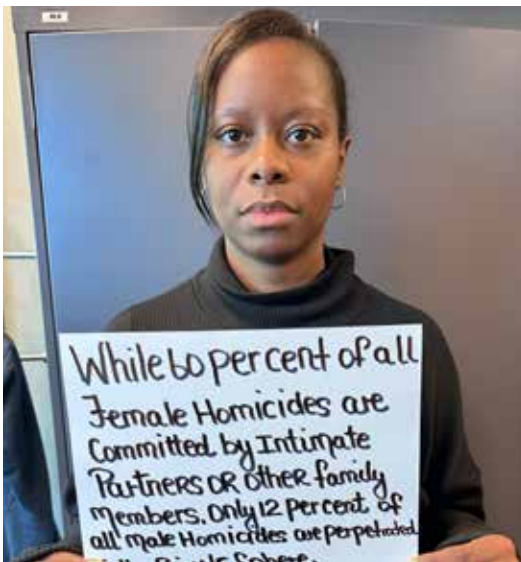
Emotional abuse happens when words are used to control, scare, isolate and undermine someone’s self-esteem, according to the Government of Canada. It can include one or more of the following: threats, put downs, name-calling, criticism, yelling, controlling, bullying, humiliation, jokes at a partner’s expense, comments about a person’s appearance, anger that is frightening, intimidation and destruction of belongings.

Since these behaviours are mixed with moments of normalcy, love-bombing and attention, emotional abuse becomes hard to recognize and address.

“Emotional abuse made me feel worthless,” Shawna said. “Emotional abuse scars you inside your brain. They are hard to heal.”

Every year, Shawna and members of WIN observe the 16 Days of Activism against Gender-Based Violence from November 25 to December 10. Together, the union raises awareness to help end violence against women and children.

WIN members said many misconceptions and falsehoods exist about gender-based violence, including that abuse is only physical, the victims are at fault, women always have the choice to leave, abuse is a private matter and there is no hope of escape.



"To women who are facing abuse, I would tell them it is not their fault, they are worthy and loved," said Anita Hurley, a member of WIN and a local union Executive Board Vice President. "You are important, and you matter."

When intimate partner violence occurs, it does not often get reported because victims are ashamed and afraid that they won't be believed or because they are led to believe that the incident is not serious enough to seek help.

Abusers often try to deny, dismiss or minimize their actions, acting like they are the victim.

The consequences of emotional abuse can include depression and anxiety, impacting the victim's physical and mental health.

"You are not alone and there is hope," said Natasha Grey, a member of WIN and a local union Executive Board Vice President. "There is a way out. We are here to help you and we believe in you."

Toronto Police report between 17,000 and 19,300 incidents of intimate partner violence take place every year. In Peel Region, more than 16,000 incidents occurred in 2023. In Ottawa, more than 6,600 cases of intimate partner violence were reported for 2024. In London, there were about 1,400 cases for 2024.

While physical and sexual violence remain underreported due to stigma, fear and misconceptions, emotional abuse incidents often go unreported.

"If you are facing any form of abuse, reach out for help," Shawna said.

WIN members urge workers experiencing abuse, to reach out to family, friends, counsellors, therapists, or shelters.

"Gender-based violence is unacceptable and we must do everything in our power to support victims and survivors," said President Wayne Hanley. "I encourage all members to observe the 16 Days of Activism against Gender-Based Violence. Together, let's build a safer world for all women and children."



Congratulations!

Long-time Union Rep Ric Pereira has Retired



Ric became a local union member in 1996, when he began working part-time at Mississauga's Surveyor Road Distribution Centre. After becoming active with the local union in 1999, Ric worked as a Special Project Union Representative in 2002 and 2004 before joining the union as a full-time union representative. One of his favourite union memories includes being offered the position of union representative.

Over his two decades as a local union representative, Ric helped members across Ontario in a variety of sectors, including warehousing, retail, hospitality, and transportation.

"Every day was different – you could never say that you were all caught up because there was always something to do and someone to help," Ric said. "I found it to be challenging, rewarding, and satisfying. It was never a job for me – it was a passion."

Ric said he will always respect and appreciate all the behind-the-scenes work that takes place at the union office, which includes preparing for WSIB and arbitration hearings, collective bargaining, steward conferences and all local union events.

"The local union has always kept doing its best to represent our membership," he said.

President Wayne Hanley congratulated Ric on his retirement.

"I want to thank Ric for his hard work and dedication to the membership of UFCW 1006A – thank you for making a difference in the lives of our members across Ontario. His work has helped change our members' lives and workplaces for the better."

Now that he is retired, Ric said he will miss the many people that he met along the way. He thanked the local union staff and leadership from the past to the present.

"I am beyond grateful and appreciate the opportunity that I was given to be part of UFCW."

UNION SCHOLARSHIPS

"I am grateful for this support as it empowers me to pursue my goals. I hope one day I can give back to the community that has supported me."

Caleb Kam, son of Ken Kam, Miller Transit





42 Scholarships Awarded to Members & Family



Irine Reji was in tears when she found out she won a UFCW 1006A scholarship.

She immediately ran to her union steward at her Indigo store at Yorkdale Mall in Toronto, who hugged and congratulated her.

"I never expected to receive this scholarship, and it truly means a lot to me," said Irine, who is currently studying Commerce and Accounting at York University. "Living on my own in Ontario while my family is in New Brunswick has been challenging with rent, bills, and groceries to manage. This scholarship will help ease that financial pressure as I continue my studies."

Irine was among the 42 members and dependents of members who received a union educational scholarship this year worth \$1,006 each.

Since the program's inception in 2003, the local union has helped hundreds of students and families across Ontario deal with the high cost of post-secondary education.



Olivia MacRury, who has been a UFCW 1006A member since she was 16 years old, was thrilled to find out that she is a scholarship recipient. She is currently in her first year of the Nursing program at Western University.

"This scholarship means a great deal to me and I'm incredibly grateful for the support from my union both at work and in my studies," said Olivia, who works at the Real Canadian Superstore in Milton. "The financial assistance will go a long way in helping me manage the rising costs of post-secondary education."

President Wayne Hanley congratulated this year's scholarship recipients.

"We are immensely proud to support our members and their dependents achieve their dream of post-secondary education," said President Wayne Hanley. "Our scholarship program makes a tangible difference in the lives of our members and their families, and I am pleased to congratulate all of our recipients this year."

Jack Flegal, who is studying Nursing at St. Lawrence College, said the scholarship means so much to him as a nursing student.

"Receiving the scholarship helps ease the financial burden of my education so I can focus on learning the skills I need to provide compassionate care," said Jack, who works at the Courtyard by Marriott hotel in Kingston. "This support motivates me to work hard and give back to my community, reflecting the values of fairness, equality, and justice that my union stands for."



Robin Varghese, who works for Commissionaires Great Lakes in the security sector, said the scholarship eases the financial burden.

"This scholarship motivates me to continue striving for excellence in my studies," said Robin, who is studying Commerce at Fanshawe College. "I am deeply grateful to my union for supporting members and their families in achieving their educational goals."



Union Scholarships Continued



Salam Azimi, who is studying Work and Labour Studies at McMaster University, was thankful to receive the scholarship.

"This scholarship means a lot to me since I come from a low-income household," said Salam, who works at a No Frills store in Mississauga. "I will be using the money to help me pay off my tuition, which will take off a little bit of stress."

Kaleigh Gruchy, who is enrolled in a Bachelor of Education Program at Queen's University, said she was honoured to be named a scholarship recipient.

"The scholarship helps me cover the cost of textbooks and supplies, allowing me to focus more on my studies and placements as I work toward a career in education," said Kaleigh, who works at a No Frills store in Pickering. "This support inspires me to keep doing my best to make a positive difference in others' lives."



Simon Mebrahtu, who works at No Frills in Nepean and is studying Software Engineering at Carleton University, said the scholarship means a lot to him on a personal level.

"I genuinely appreciate what my union does, which is not just supporting students like me but also pushing hard for fair treatment, equal chances, and access for every member in the workplace."

Alishba Imran, who's father works at Maple Grove Distribution Centre in Cambridge, said it was an honour to receive the UFCW 1006A scholarship. Alishba is studying Biomedical Science at the University of Guelph.



"This scholarship not only puts me one step closer to achieving my dream in the field of healthcare and medicine but makes me feel even more excited to see what the future holds."

UFCW 1006A thanks all those who applied. Unsuccessful applicants are encouraged to apply again in 2026 if they remain eligible. Applications for the 2026 school year are now open – *see below!*

For the complete list of scholarship recipients, please visit www.ufcw1006a.ca.



**proudly
supporting
our members**



2026
**\$1006 Union
Scholarships**
42 available for members
and dependents

**Apply
Today**



www.ufcw1006a.ca/scholarships



BIG WIN

Security Guard Sector

Security guards in Ontario have achieved a major victory, thanks to the advocacy work of UFCW 1006A and the labour movement.

The union's concerted efforts to ensure security guards' rights are protected have led the Ministry of the Solicitor General to change its position on subcontracting, bringing an end to some security companies' practice of misclassifying security guards as "Independent Contractors" rather than employees. This means their rights to access WSIB, Employment Health Tax and other protections are further enhanced.

Previously, the Ministry had taken the position that subcontracting security guards was not a Ministry of the Solicitor General issue. After repeated complaints from security guards and UFCW 1006A, the Ministry has now noted subcontracting cannot be considered independent contracting as an employer-employee relationship exists, despite what the employer may claim.

"This is a significant victory for our members, who work in the security industry, made possible by the power of UFCW representation," said President Wayne Hanley. "Your union will always do what is necessary to hold security companies accountable for engaging in shameful practices that violate workers' rights."

In recent years, this issue was brought to the forefront when the City of Toronto replaced security providers, who are UFCW 1006A union members, at the Metro Toronto Housing Corporation.

The new contractor, Star Security, made a dramatically cheaper bid, which appealed to the city procurement personnel. Once awarded, Star Security immediately violated the Labour Relations Act by labelling them subcontractors. These "subcontracted guards" lost protections under WSIB, liability insurance coverage and union health and welfare benefits. Star also refused to recognize the guards' union contract, contrary to the Labour Relations Act.

Star Security's actions were in violation of the Private Security and Investigators Act, which does not allow security guards to be subcontractors.

1006A took the fight for Star Security guards to the Ontario Labour Relations Board (OLRB) and we are pleased to report that the union has won our case. Effective November 1, Star Security is bound to the terms of the original union contract.

Recently, UFCW 1006A also met with representatives from Ontario's Ministry of the Solicitor General and the Ministry of Labour to advocate for stronger protections for security guards. We continue to push for a higher minimum wage, guaranteed health and welfare benefits and tougher enforcement against agencies that break the rules.

"Workers in the security industry deserve to be treated with fairness, respect and dignity and our union is committed to doing everything in our power to ensure our members are protected and to raise the standards for all in this industry," said President Hanley.



UFCW 1006A represents over 8,000 members working as security guards throughout Ontario!



1006A Hosts 8th Annual Stewards' Conference

More than 220 stewards from across Ontario attended UFCW 1006A's 8th Annual Stewards' Conference which took place on September 20 in Markham, Ontario.

The theme of the conference was 1006Advantage, which explored how UFCW makes life better for workers and families and builds fairer workplaces and communities.

"Stewards exemplify the best of our union," said UFCW 1006A President Wayne Hanley. "You demonstrate the core values that unite and bring us together, through every conversation you have, every question you answer, every problem you solve and every person you help. You are the 1006Advantage."

President Hanley welcomed stewards with a keynote address, highlighting what Local 1006A achieved since the 2024 conference.

"The union has never been something outside of us," he said. "The union is you and it is me. It's always been all of us, coming together with our shared values of community, courage, compassion, fairness and solidarity trying to make life better for our co-workers."

President Hanley spoke about the many advantages of 1006A, including:

- Strong union negotiating committees which help members achieve gains and protections through fair union contracts
- Dynamic organizers who help non-union workers secure protections, rights and representation at work
- Highly skilled WSIB and Health and Safety specialists who build and strengthen healthy and safe workplaces and advocate for injured workers
- Diverse committees which create inclusive and progressive workplaces

UFCW International President Milton Jones commended the stewards for their hard work.

"The very foundation of our union is built on working together for the betterment of working people and we can't do that without you," President Jones said. "That's why I'm calling on you to step up, speak out, and help us grow stronger. Bring your ideas. Bring your passion. And lead from where you are. Our mission isn't just to hold the line in this tough political climate—it's to keep moving forward."

Recorder Glacier Effs-Samuel facilitated an Education and Training panel and a Member Advantage panel.

Panelists included members Penny Patterson (Your Independent Grocer), Lorrie Russell (No Frills), Michael Creary (Ryder Supply Chain Solutions), Jacqueline Fraser (No Frills), Zoran Markovic (Loblaws Great Food) and Sabrina Randhawa (Silver-City Brampton).

Secretary-Treasurer Kevin Benn spoke about the important work of 1006A stewards.

"You may never know the full impact of the work you do as stewards. But know this, you are changing lives for the better," he said.

Secretary-Treasurer Benn also presented a financial report and highlighted the importance of retirement planning.

Story continued on page 20.



Local 1006A President Wayne Hanley and UFCW International President Milton Jones addressed 1006A Stewards.



Indigenous hoop dancer Lisa Odjig opens the conference with a performance.





The 2025 Member Achievement Awards were also presented during the conference:

- Health and Safety award: Michelle Wilson from Frulact
- Eliminating Barriers for Human Rights award: Lahin Maknojia from Real Canadian Superstore
- Leadership and Advancement of the UFCW award: Annabelle Smith from Ecotex

"I was shocked by the award for health and safety – it was an absolute honour," said Michelle from Frulact. "Having UFCW 1006A acknowledge all the hard work we do as stewards is unforgettable. It was a great conference – I always enjoy listening to the different speakers and seeing familiar faces. Being able to share our stories with one another and learn from each other is absolutely incredible."

"I was excited and anxious about winning the Advancement of the UFCW award," said Annabelle. "Going up there and seeing everyone happy for me made me emotional because my hard work was finally paying off. I'm extremely grateful for this award because it's nice to feel seen. We, as workers, go through a lot so to have a place where we are celebrated and recognized is heartwarming."

"When I received the award, it was a big thing for me because I didn't expect it at all," said Lahin from Real Canadian Superstore. "It meant a lot to have my efforts recognized."

Natasha Grey, an Executive Board Vice President and a long-time steward from No Frills, was thrilled with the conference.

"I thought the conference was great, informative and had amazing speakers and performers," Natasha said. "I liked Wayne's speech and it makes me so proud to be in a union where everyone is passionate and union strong."

Zoran Markovic, one of the panelists who works at a Loblaws Great Food store, said the event was amazing.

"The theme of the conference was Union Advantage, and that message was delivered to participants not only by the very interesting motivational speakers, like UFCW International President Milton Jones and UFCW Local 1006A President Wayne Hanley, but also through the different artistic performances," Zoran said. "The conference reminds us that we are a great family and it strengthens the bonds between us."

Zoran said stewards are on the frontline of the labour movement's fight for equality, better working conditions, better pay and a better life for everyone.

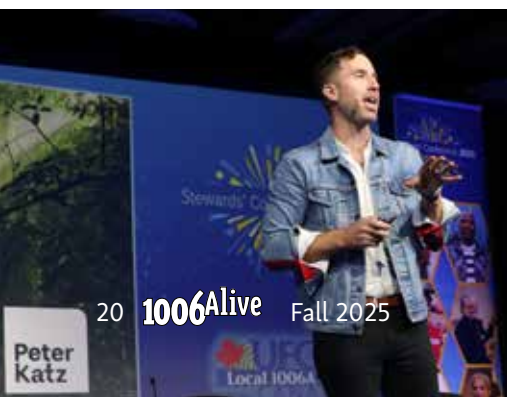
"I am steward because when I needed help, and felt insecure, unprotected, abandoned and afraid, the union stepped in and stood up for me," he said. "I learned that when you feel weak, you need somebody who will carry you through the problem you're dealing with. Having been in such a position, I decided to be the one who will represent, advocate and act for members who find themselves in that position."

Penny Patterson, a long-time instructor and panelist at the conference, brought three stewards with her to the conference from Petrolia, Ontario.

"It gave me a huge burst of energy to take back to my workplace and community."

Penny, who works at a Your Independent Grocer, said stewards have a vital role within the union.

"Stewards are so important because: who will police the collective agreement if there are no stewards?" she said. "Who will educate the workers about their rights? Who will phone the Ontario Ministry of Labour when safety processes aren't being followed? A steward is a leader, a therapist, a source of knowledge, a friendly face in times of trouble, a fierce warrior and the backbone of our movement."



Welcome

Dom Amodeo and H&M Workers!

UFCW 1006A continues to grow, as workers at the H&M store at Dufferin Mall and Dom Amodeo Produce at the Ontario Food Terminal voted to join our union.

"On behalf of UFCW 1006A, I am proud to welcome our newest members to the union family," said President Wayne Hanley. "UFCW 1006A is proud to be the best union in Ontario for all workers seeking fairness, respect and dignity at work. We look forward to working with our members to help them achieve fair first contracts."

1006A members, who work in warehousing and shipping at Dom Amodeo, voted to join the union through an online vote conducted by the Ontario Labour Relations Board between October 8 and 9, 2025.

The workers sought union representation to achieve job protection and improvements to their working conditions.

"We joined the union because we wanted to improve our wages, negotiate benefits and improve our hours of work," said a worker from Dom Amodeo Produce.

"I wanted to be part of a union because I wanted to find purpose in my life — a purpose that keeps me going every day, that gives meaning to my work, and reminds me that what we do, can always be made better and fairer," said another worker from Dom Amodeo Produce.

Dom Amodeo workers join UFCW members at the Provincial Fruit Company as the second location represented by 1006A at the Ontario Food Terminal.

1006A members, who work at H&M, participated in an on-line vote conducted by the Ontario Labour Relations Board between October 8 and 9, 2025. The bargaining unit includes 25 new members, who work as Sales Advisors.

"The experience from the start until now has been just filled with support from the union, encouragement and the goal of creating a better workplace future for us," said Brandy, who works as a Sales Advisor at the store.

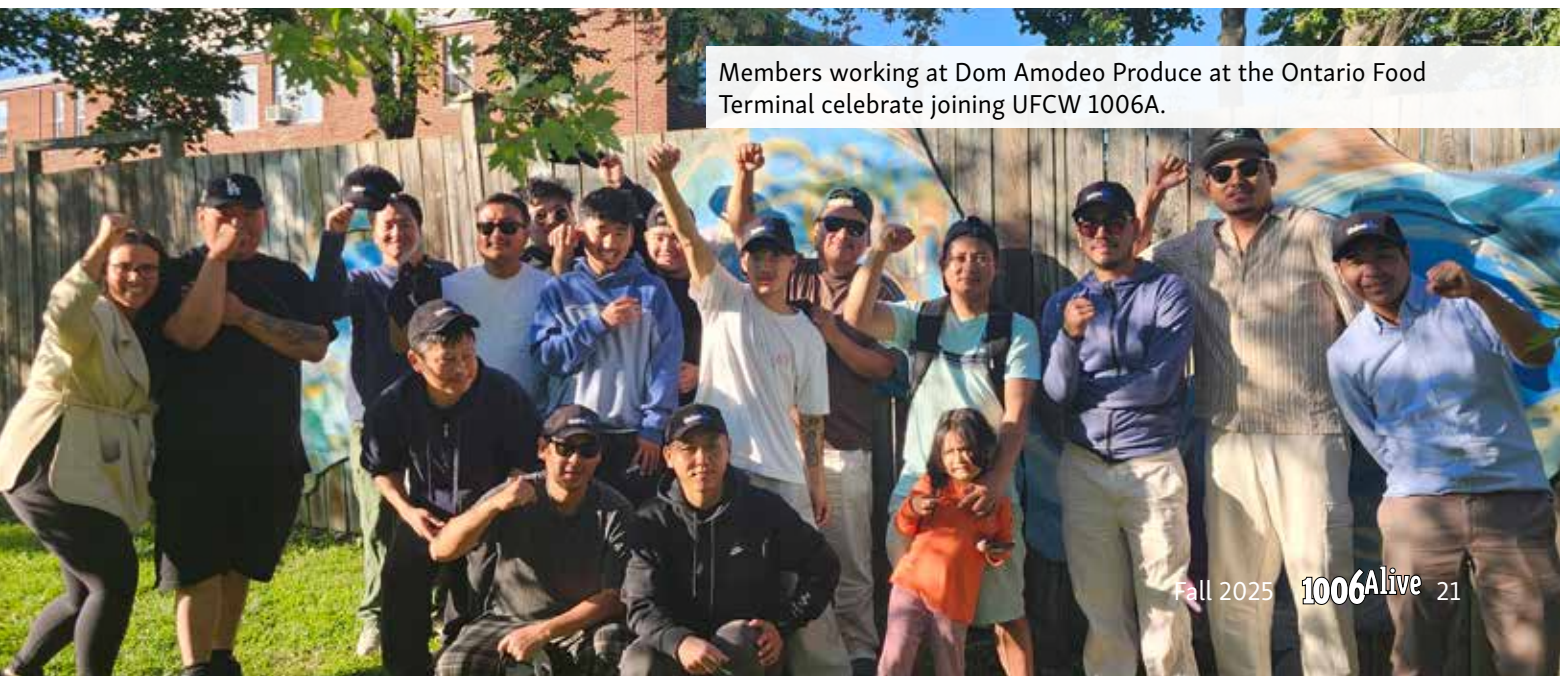
UFCW 1006A worked with UNI Global Union, which brings together workers from more than 150 countries, to petition H&M, a global multinational fashion retailer, to respect the rights of these workers.

These new Local 1006A members join the hundreds of H&M workers already unionized with UFCW in Michigan, Florida and New York.

"It was incredible to see how the workers came together and supported each other during these campaigns," said Lesley Prince, Director of Organizing for UFCW 1006A. "UFCW representation provides workers with the strength and protection they need to improve their rights and change their workplaces for the better."



www.ufcw1006a.ca/join
gounion@ufcw1006a.ca



Members working at Dom Amodeo Produce at the Ontario Food Terminal celebrate joining UFCW 1006A.



Ensuring Members' Voices Are Heard at Queen's Park

UFCW 1006A members met with Members of Provincial Parliament (MPPs) at Queen's Park to discuss issues important to our members and their families.

Workers' voices deserve to be heard by elected officials, not just the corporate lobbyists who regularly have the ear of government. Union members' opinions are important to the conversation on the laws and regulations needed to protect workers and the public services everyone depends on.

Forty members and staff from UFCW Canada local unions in Ontario met with 31 elected officials, including MPPs and representatives from the Conservatives, NDP, Liberals, and Greens.

Issues addressed during the meetings were:

- the impact of the affordability crisis on our members and solutions to make housing, food and transit more affordable;
- improving worker safety in response to increased public abuse;
- strengthening labour rights to make it easier for non-union workers to access the security of a union contract;
- our concerns about the Conservative government's Bill 5, which undermines democratic accountability, erodes workers' rights, and violates Indigenous and environmental protections.

"Addressing workers' rights is important because we are the backbone of the economy," said Edward Brown, a union steward at OTG at Pearson Airport. "It meant a lot to get the opportunity to make our members' issues known to the politicians – they make the decisions on the bills and the law, so it's important to get our issues across and let them know how we feel."

At the legislature, members also had the opportunity to observe question period. NDP leader Marit Stiles, leader of the official opposition, publicly welcomed UFCW Canada members and staff to the chamber before holding the government to account during question period.

"The majority of the voting population are workers like us, and we want to make sure working-class voices are heard by politicians," said Emily Boyer, a union steward at the Whitby Superstore. "This was my first time at Queen's Park and it was really interesting because we are talking to politicians who have a vote to change our lives – and they are listening to what I have to say. I felt empowered by the experience and gained confidence from it."

"It is essential that policymakers listen to the voices of workers so they can understand how the legislation they support and enact affects the people they represent, said Francesco Iaccino, a steward at a Toronto Loblaws Great Food Store. "Our union does a tremendous amount for its members, and it was truly meaningful to contribute and give back in a way that helps strengthen and amplify our collective voice."

THE POWER OF US



Kevin Benn (he/him)

**Secretary-Treasurer,
UFCW Canada Local 1006A**

Collective action is at the heart of our great labour movement, helping us transform our workplaces, our province and our country.

When we work together, we become a more powerful force to make life better for all workers.

Collectively, unions continue to be an influential voice for change, advocating to ensure that workers' voices are heard at all levels of government.

The impact of workers taking collective action is immense and historic.

Together, workers advocated tirelessly to achieve universal health care, benefiting every Canadian from coast to coast to coast.

Workers struggled and achieved employment insurance, which now helps many Canadians in their time of need.

Workers forced politicians to take health and safety seriously, leading to the creation of laws that help protect us, and hold employers accountable.

Unions sought protections from unlimited work hours and days, leading to the creation of the forty-hour work week.

As always, unions continue to achieve real and meaningful change for all workers and their families. We continue to find a way to succeed even in the face of politicians who prioritize rich and powerful donors at the expense of workers' rights.

There are many businesses and corporations with deep pockets and lobbyists working tirelessly to protect their bottom line and interests. Today, as in the past, our biggest weapon continues to be collective action.

Many Canadians have access to affordable childcare because of the advocacy of union workers.

Canadians have expanded public dental coverage because of the work of unions.

I'm proud of the resilience, strength and courage of our labour movement and our continued efforts to build fairer workplaces and communities.

None of these victories happened overnight. It took the sustained and repeated efforts of workers to get worker-friendly laws and policies implemented.

Following that tradition, UFCW members and staff met with Members of Provincial Parliament from all parties at Queen's Park. I'm proud of our delegation for ensuring decision makers heard about the concerns and struggles workers face. Read more about 1006A's advocacy at Queen's Park. (pg 22)

At the federal level, we continue to push for policies that make life more affordable for Canadians and support strong public services. While we grapple with economic uncertainty brought on by the American tariff war, workers should not have to pay the price. The proposed cuts to public service jobs are short-sighted which will hurt workers and their families during a time of economic uncertainty.

We continue to do everything in our power to hold elected officials accountable.

I encourage you to join us in taking collective action. It may be as simple as writing an email or calling your elected Member of Parliament to voice your concerns. You can also participate in UFCW Canada's digital campaigns in support of workers and their families or just attend your local union's telephone town hall.

Small actions, taken together, are what transform communities and workplaces. There is no time like the present to start building a better world for all.

**AFFORDABILITY
FOR ALL**



**Add Your Voice to
Our Campaign**

www.ufcw.ca



Fall 2025 **1006Alive** 23

Membership Contest!

\$1,500 In Grocery Gift Cards Up for Grabs!



*Simply share how your
union has made a
difference in your life.*



Details and Enter Here!
www.ufcw1006a.ca/contest

MAIL PUBLICATION AGREEMENT # 40065747