

10 Years
UFCW Canada Local 1006A

1006Alive

UFCW Canada Local 1006A • Union News

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**Members Celebrate
Collective Power**





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.



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The Leukemia & Lymphoma Society of Canada celebrates the lifesaving contributions of UFCW 1006A members with their Labour of Love campaign.



Congratulations to Catherine from No Frills in Hagersville and Ian from Fresh City Farms in Toronto. They won tablets for joining our quarterly General Membership Telephone Town Hall union meetings. Learn more: www.ufcw1006a.ca/gmm



Members took action against gender based-violence in workplaces across the province from Nov 25 to Dec 10 for the 16 Days of Activism Against Gender-Based Violence.



Local 1006A marks International Women's Day at the annual rally in Toronto.



TEN YEARS OF STRENGTH AND RESILIENCE



Wayne E. Hanley (he/him)

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

Ten years ago with the creation of Local 1006A, we started with a bold mission – to recognize the 70+ years of history our local union was founded upon and draw strength from those who have come before.

Together, we’ve created a strong, resilient and dynamic local union which has persevered through tough and uncertain times.

As we mark this milestone and prepare for our future, we can all take pride in the fact that your union has rapidly grown in strength, size and diversity. Today, we are the second largest UFCW Local Union in Canada and among the top five in our International Union at 43,000 members strong and growing. Our Organizing Department has played a vital role in our growth, as we welcome more workers from the hospitality, hotel and security sectors. (pg. 21)

In 2019, we established a local union special assistance strike fund to strengthen our members’ position during tough negotiations. I’m pleased to report that we have grown this strike fund to almost \$4 million, ensuring all 1006A members have the resources needed to achieve a fair union contract. Additionally, strike benefits from the UFCW International, UFCW Canada National Council and the UFCW Canada National Defence Fund have doubled since 2016 – strike pay can be up to \$500 per week.

As a result, employers know that 1006A members have the resources to fight for a fair deal. This power has ensured our skilled negotiators, backed by their committees, have secured industry-leading gains and changed the lives of thousands of members across Ontario. In the last decade, our negotiating committees, have faced small and large employers and continue to consistently achieve strong union contracts with significant improvements for our members. (pg. 6)

Over the last 10 years, we’ve continued to invest in staff to ensure 1006A representatives in our Servicing, WSIB and Legal departments are ready to help members face any challenge they meet.

We continue to support and encourage the important work of our committees in promoting fairness, inclusion and equality and eliminating barriers faced by equity-seeking groups. Over the last decade, 1006OUTreach, the Women’s Issues Network, and the Young Workers Network continue to have a great impact. In 2023, we founded the 1006A Indigenous Workers Committee and this year, we started the 1006A Young Workers Committee. (pg. 18)

Ten years has brought a multitude of challenges to Canada’s economy and many industries. Time and time again, our union persevered and thrived because of the solidarity of our members and bolstered by our stable financial position. We have produced 10 consecutive years of balanced budgets. Despite inflationary economic times, union dues have not increased in the last seven years. Since our local was created, we have only implemented a constitutionally mandated increase of \$0.46 per week in 2019 to support our membership. Our strong financial record is a testament to our transparent and responsible financial management. Meaning, I do not foresee union dues increasing in the near future.

Supporting and empowering our members is at the heart of our union. Every year, our union provides 42 annual scholarships, offers free online courses and runs a comprehensive stewards’ training program.

Looking back, I am proud of how far we have come. I am proud of the union we continue to build together. While we celebrate 10 years of 1006A, we know there is more work to be done to meet the changing needs of our members. We continue to evolve and improve to find new and alternate ways to make the lives of our members better. We know our mission. Regardless of what the future brings – our unity, our resilience, and our determination ensure we are ready to continue building for the next 10 years.

The strong support of the members drives our success. With your continued support, together with our strength and resilience, we will continue into the future.

In Solidarity,



Here for you as always. Contact Your Union Rep.

www.ufcw1006a.ca/unionrep

WHY WE FUNDRAISE HAILEY'S STORY OF SURVIVAL



In 2014, the local union first shared Hailey's story.

12 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.

“I tell her, you are sick but you have to be strong, and this is only temporary,” Maria said.

“I can never forget that stormy freezing rain because that’s the day our lives changed,” said Maria, a Local 1000A member and packer at Kretschmar.

The day before, her daughter, Hailey Delaney, had started getting mysterious bruises on her legs. At first, Maria thought maybe they came from her playing or running around.

That evening, Maria’s fears grew as Hailey got another bruise on her arm. Then, in the early hours of December 22, 2013, Hailey’s nose began to bleed and would not stop.

At the hospital, Hailey went through test after test. Later that day, she would be diagnosed with T-cell Leukemia (Acute Lymphoblastic Leukemia) – a cancer of the blood and bone marrow. The diagnosis shocked the family.

“She was so quiet when I explained what was happening,” said Maria. “When the nurses started to use needles, she started to freak out. She was scared.”

In the weeks and months that followed, blood work, transfusions of platelets (to help blood clot), and chemotherapy became part of the three-year-old’s life.

Maria remembers her daughter telling her, “Mommy, I don’t have hair.”

Nearly 50 per cent of children, who have been diagnosed with cancer, have either Leukemia or Lymphoma. — LLSC

On September 20, Maria and her family joined Local 1000A stewards at their 8th Annual Conference to thank the union and its members for their efforts to raise awareness and funds to find a cure for Leukemia.

Since 1985, UFCW Canada has raised more than \$31 million for the Leukemia & Lymphoma Society of Canada (LLSC), including \$2.8 million in 2013-2014. “Thanks in a large part

to nearly three decades of fundraising by UFCW Canada, patients with blood cancer are living longer and others are in complete remission.”

“We are thankful for the support,” Maria said. “UFCW Canada’s fundraising efforts make a difference in the lives of people suffering from Leukemia & Lymphoma and fund research for a cure. It gives patients hope not to give up in their journey.”

This year, Local 1000A is continuing on with our fundraising efforts through selling Cash Calendars (see back cover) and the LLSC’s Light the Night walks.

“Every cash calendar you buy or sell, every dollar you donate for the walk will make a difference in the lives of those suffering from Leukemia,” said President Pearl Sawyer.





Hailey Delaney is a survivor.

After battling leukemia 13 years ago, today Hailey is cancer-free.

“I am feeling thankfully blessed to be so lucky even after what I had been through,” said Hailey, who is now 15 years old. “God is good indeed – never lose hope.”

In 2013, Hailey’s symptoms first began appearing through mysterious bruises. One day, her nose started bleeding without stopping. After a series of tests at the hospital, the three-year-old was diagnosed with T-cell leukemia and underwent treatment.

Years later, her mother Maria Loares still remembers how difficult it was to watch Hailey suffer.

“As Hailey’s mom, I couldn’t see her suffer – I couldn’t bear to see how weak she was,” Maria said. “I thought I was going to lose her that time.”

In 2015, Maria was a UFCW member working at a meat processing plant in Toronto, when she and Hailey shared their story at the annual Stewards’ Conference.

Hailey’s story of resilience and survival is a testament to the life-saving progress that is being made in the fight against blood cancers.

Now in 2026, Maria reports that Hailey is doing well and enjoying high school as a student in Grade 10.

“I feel proud and happy that she survived what she went through when she was little,” Maria said. “My message to the patients and families is to never give up and to have faith in God.”

The Leukemia & Lymphoma Society of Canada (LLSC) is at the forefront of this battle, with support from UFCW Canada, to raise awareness and funds for a cure.

“Over the past two decades, we’ve seen extraordinary progress in the fight against blood cancers, with many of the largest improvements in cancer survival rates occurring in blood cancers thanks to breakthroughs in targeted therapies, immunotherapies, and clinical trials,” said Ryan O’Quinn, Business Development and Advancement Director with LLSC.

Since 1985, UFCW Canada members have raised more than \$54 million for the LLSC.

“I am so thankful for the UFCW for working to fundraise for the Leukemia & Lymphoma Society of Canada and supporting cancer research,” Maria said.

The partnership between UFCW Canada and the LLSC has been vital to bringing hope to survivors and patients across the country.

“UFCW Canada and their dedicated members have played an integral role in this progress—funding life-saving research, supporting patients and families, and helping accelerate the discovery of new treatments that are giving more people the chance to live longer, healthier lives,” Ryan said.

This year alone, the LLSC is supporting programs that fund 34 researchers, who are researching treatments for blood cancers.



This fall, UFCW 1006A will be participating in **Light the Night events in London (October 17), Toronto (October 24), and Ottawa (October 25)** to raise funds and awareness for cancer research. To participate with 1006A, email us at findacure@ufcw1006a.ca.

“UFCW members have always stood together to support families facing blood cancer, and the Light the Night walk is a powerful way to bring that solidarity to life in the community,” Ryan said. “By joining us in Ottawa, London, and Toronto, you will be showing patients and families that when one person is fighting cancer, an entire community stands with them.”



Hailey with her mother Maria.

As for Maria and Hailey, they are grateful for this chapter of life.

“All I can say is: Never take life for granted,” Maria said. “Trials in life tend to pull us down, but it doesn’t mean we have to give up.”

Did You Know?

The five-year survival rates have increased by 19 per cent for leukemia, non-Hodgkin lymphoma, and multiple myeloma.



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



Members Making Gains

"The support, participation and unity of our members are vital in making gains at the negotiating table. I want to recognize and thank our negotiating committees for their hard work and dedication to the members of our great union."



Wayne Hanley
President

SilverCity – Brampton



After unionizing last year, UFCW 1006A members at the SilverCity movie theatre at Trinity Commons in Brampton voted to ratify their first union contract.

"I am overwhelmed with gratitude for everyone who has helped us through this journey," said Sabrina Randhawa, a member of the negotiating committee. "I am excited to finally have rights in our workplace."

The term of the contract is from November 25, 2025 to September 1, 2028 and covers nearly 100 members.

Sabrina said the new contract provides members with a good foundation to build on for the future.

"Getting to a first contract was stressful and frustrating but at the end of it, having the finished signed contract was everything – I was so happy," Sabrina said. "Everyone seemed pleased with what they saw in the new contract."

Members of the negotiating committee included: Brennan Feltham-Marquis, Shadia Husen, Sabrina Randhawa, and Union Representatives, Joe Blythe and Greg Sibley.

The SilverCity Brampton workers are the second group of Cineplex workers to join the local union. Workers at the Cineplex movie theatre at Courtney Park in Mississauga joined Local 1006A in 2008.

Highlights included paid breaks, uniforms are provided free of charge to everyone, scheduling by seniority to eliminate favouritism, language to ensure the members have the time off that they need, a wage scale to ensure that all members earn above minimum wage, and additional health and safety protections.

Darling Fleet & Plant – Dundas



Members at Darling International's Fleet and Plant divisions in Dundas have ratified new contracts.

Fleet: The term of the contract is from January 1, 2026 to December 31, 2028 and covers 60 members.

"I thought it was a fair and reasonable contract—we did everything the members were asking for and more," said Scott Spears, a member of the negotiating committee. "The reaction from the members was very positive."

The negotiating committee included members, Drew Campbell, Scott Johannes, Scott Spears and Union Representatives James Flowers and Dustin Magee.

Highlights include an approximately 6 per cent increase in wages over the term of the contract, a \$2,000 health spending account, an employer contribution of \$1,000 per year into an RRSP/cash and a \$1,000 signing bonus.

Plant: The term of the agreement is from January 1, 2026 to December 31, 2028 and covers 45 members.

"We got a fair and equitable deal and everyone is happy for the most part," said Jeremy Draper, a steward and a member of the negotiating committee.

Jeremy said this is only the second contract for this bargaining unit, highlighting that each set of negotiations is an opportunity to build a stronger contract for the future.

The negotiating committee included members, Jeremy Draper, Ian Marshall, Noel McEachnie, Adam Peters and Union Representatives, James Flowers and Dustin Magee.

Highlights include wage increases of 8 to 10 per cent over the contract term, a \$1,000 Health Spending Account, new training premium, and a \$1,000 signing bonus.

Paragon Protection Ltd – Across Ontario



UFCW 1006A members working as security guards at Paragon Protection Ltd have ratified a new union contract.

The term of the contract is December 20, 2025 to December 19, 2029 and covers approximately 4,000 members working throughout Ontario.

The negotiating committee included members, Vijay Tyagi, Eva Bednarska and Union Representatives, Jon O' Connor and Jamie Loaknauth.

"The new contract was reasonable — we are going to get increases in benefits and we are getting a better deal than before," said Vijay, a member of the committee. "I am happy with the contract."

Highlights include an increase to shoe allowance, increased employer contributions to benefits, created a clear pathway to promotion, and increased protection from client involvement in discipline.

UFCW 1006A is the union for Security Guards, representing over 8,000 members working for more than 50 agencies in Ontario.

Kintetsu – Brampton



UFCW 1006A members at Kintetsu World Express in Brampton ratified a new union contract.

The term of the agreement is from October 30, 2025 to October 29, 2028 and covers 28 members working in a variety of roles at the warehouse including shippers/receivers, material handlers, forklift drivers and more.

"Overall, the members see this contract as a step forward," said Ronald Ivan, a member of the negotiating committee. "There is satisfaction with the gains we made and hope that the next contract will build on this foundation with even stronger improvements."

The union negotiating committee included members, Stanley Bryan, Ronald Ivan, Mpoyi Kalambay and Union Representatives, Joe Blythe and Joshua Robichaud.

Highlights include increased paid time off, seven per cent wage increase over three years, increased safety shoes allowance and improved language regarding temporary/agency workers.

Best Western Mariposa Inn – Orillia



UFCW 1006A members at Best Western Plus Mariposa Inn & Conference Centre in Orillia voted for a new union contract.

"I feel proud that we got most of what we asked for," said Terri Pawis, a member of the negotiating committee. "Everyone is happy with the changes we achieved."

The term of the contract is from August 28, 2025 to August 27, 2028 and covers 30 members at the hotel.

The negotiating committee included member Terri Pawis and Union Representatives, Joe Blythe and Kallisha Hoyes.

Highlights include an eight per cent wage increase over the contract term, an increase to RRSP contributions by the employer, an additional paid sick day, added the National Day for Truth & Reconciliation as a paid statutory holiday, and an increase to the shoe allowance.



www.ufcw1006a.ca

Read more about the gains
1006A members are making.



The contract, covering more than 13,000 members working at No Frills, expires in May 2027. This year, your union will be preparing for negotiations, so members should watch for communications in the coming months and get involved by sharing their priorities for contract improvements. Stay tuned!

UFCW 1006A's Life Changing Impact

“UFCW was that Superhero for us.”

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.

Noel McEachnie | *Darling, Dundas*

At the Darling rendering plant in Dundas, Noel McEachnie is grateful for the difference his union makes.

Noel was among the workers who helped unionize the plant in 2022, led by now Union Representative James Flowers.

“Years ago, the workers used to be fired for the simplest mistakes and we didn’t have protection,” said Noel.

A series of company decisions left workers feeling like they had no voice or power to create any change – leading them to explore unionization as a solution.

“We needed a superhero and UFCW was just that for us,” Noel said.

The vote took place online through the Ontario Labour Relations Board. Noel remembers getting the text message with the news they succeeded.

“I was excited and I was in the unknown, wanting to know what the next step was,” he said. “After the vote, it just kept building and building and all we could see were the positives all around – from the way work is structured to our wages.”





Noel, who has been working at Darling for 10 years, said having a union is like a breath of fresh air.

“The union is life-changing,” he said. “Having a union gives me a sense of relief and we feel protected.”

As a union steward, Noel loves helping people with a variety of issues, such as reducing unfair discipline and ensuring workers get proper bereavement leave or float-er days.

“It’s a privilege to be a union steward, and I love being someone who others can come and talk to.”

Noel credits the 1006A stewards’ training program for providing him with the knowledge and skills to be a good steward. He strongly recommends stewards take union training.

“Take as many courses as you can—that is the only way you will understand,” he said. “It enlightened me and showed me the way. Without reading a manual, you cannot fix anything.”

Noel is proud to be a UFCW steward.

“UFCW is a family to me and the union is only as strong as the members.”

Dan Brown | Chubb Fire & Security, Hamilton

At McMaster Children’s Hospital in Hamilton, UFCW 1006A steward Dan Brown is busy working to ensure the building is safe.

Dan is part of a unique industry of workers within the UFCW 1006A family. He and his co-workers install and test the fire and security systems for various buildings, from schools to hospitals to retirement homes. For their roles, they undergo specialized training and hold fire alarm licenses.

“Every day is different,” said Dan, who has worked with Chubb for more than 20 years.

He said union representation makes a big difference in his personal life.

“We work in such a big territory and there are times we are asked to go outside our working area,” he said. “With a union, we are protected. The company cannot force us to go outside of our working area without agreement from us or the union.”

The union contract ensures he can work in his service area, which means he has the flexibility to be home after work to support and spend time with his two children, wife, and elderly parents.

“It is nice to be home at a decent time throughout the evening because there is always something on the go family-wise,” he said.

Before unionization, the workers did not have this protection.

“It’s nice having the backing of the union,” Dan said.





Sara Malki | *No Frills, Cambridge*

Sara Malki became a steward because she wanted to help people.

“My goal is to defend people, support people and make this a good place to work,” Sara said. “I’m proud to be a union steward. UFCW 1006A, to me, means fairness, wisdom and family.”

At her No Frills store, Sara helps members with a variety of issues, such as health and safety, benefits, scheduling, seniority, and general questions about the union. She said she gained more confidence as she helped more.

Recently, she helped educate a co-worker about his benefits, ensuring he was able to get the glasses he needed.

“He wasn’t aware of his benefits,” said Sara. “When he got his glasses, he was so happy.”

Sara says being a steward is like being a soldier for the union, providing members with a strong defence in the problems they face.

Being a union member means you are not alone, Sara said.

“Having a union means there is somebody behind us, looking out for us,” she said. “If we have a problem we have someone supporting us.”

Sara’s advice to new stewards is: “Never be afraid. Speak up. If we don’t speak up, we cannot solve the problem. Being a steward is about looking out for others.”

700+ Union Stewards assist our
43,000 members every day!

Patty Stevens | *DoubleTree by Hilton, London*

As a steward, Patty Stevens is a strong voice for members at the DoubleTree by Hilton in London.

“Some people won’t speak up – they are afraid and nervous of what will happen if they do but I don’t have a problem doing that for them,” Patty said.

After working for 22 years at the hotel, Patty recently became a steward. In housekeeping, she helps members with a variety of issues, including workload concerns and room assignments.

“We support each other as a group,” Patty said. “Having union reps and stewards in the workplace means that you never feel alone.”

Last fall, Patty served on the negotiating committee for the first time and helped ensure members’ voices were heard.

“We received the pay raise we wanted, which the members were happy with,” Patty said. “We helped members achieve a fourth week of vacation that they were asking for, and the cross-training for part-time workers to help them access more hours and becoming eligible for benefits.”

Already, the part-time workers are utilizing the cross-training language to gain more hours.

“With everything we achieved, we are definitely heading in the right direction,” she said.

Union representation provides workers with more certainty compared to non-unionized workplaces, Patty added.

“With the union, you have job security and peace of mind and you have a union that will back you,” she said.



John Young Blut | Tok Transit, Orillia

John Young Blut, a long-time bus driver in Orillia is proud to be a UFCW 1006A steward.

“The union is very beneficial to the workers here at Tok Transit,” he said.

As a steward, John spends his time explaining the union advantage to his co-workers.

“It is about giving the members information and education,” John said.

John recently served on his workplace negotiating committee, where they achieved significant wage increases and reduced the probationary period for new hires.

“On the whole, negotiations went really well and we did a good job,” John said.

John became a union steward, with the encouragement of his union representative.

“I had never heard of UFCW until I came here and the more I learn, the more impressed I am with it. It is nice having the union tucked in my back pocket in case I need support. I am very happy with the union.”



Stewards' Training empowers stewards with the skills and knowledge they need to help their co-workers with workplace issues.



Member John Doran (No Frills) was awarded UFCW Canada's BDM Scholarship.



Members in Action



1006A joined the Canadian Labour Congress' Lobby Day in Ottawa in November. Participants ensured workers' voices were heard in more than 100 meetings with MPs, Senators, and government officials. Key issues discussed included: making life more affordable, trade policies that protect workers, and creating resilient, future-ready infrastructure.





**FROM THE SHOP
FLOOR TO ONE OF
CANADA'S 100
ACCOMPLISHED
BLACK CANADIAN
WOMEN**



*Congratulations
Glacier!*



Meeting members at Pearson Airport.



Facilitating Stewards' Training

UFCW 1006A Recorder Glacier Effs-Samuel, who began her journey in the labour movement as a cashier at Loblaws 30 years ago, has now been recognized as one of Canada's 100 Accomplished Black Canadian Women for 2026.

The 100ABCWomen — 100 Accomplished Black Canadian Women organization celebrates and documents the accomplishments of Black Canadian women.

"I was overjoyed," said Glacier. "I am grateful. It was gratifying to know that the work you are doing is being seen and recognized. It energizes me to continue to fight harder for workers."

The organization is honouring Glacier's impact as a labour leader and difference maker, who has helped transform the lives of workers and their families across Ontario and Canada for nearly two decades. Through Glacier's work as a negotiator, educator, union representative, women's rights leader, and workers' rights advocate, she has created positive changes in workplaces and communities and empowered generations of labour activists and leaders.

"I'm thrilled to congratulate Glacier on this incredible and inspiring achievement," said President Wayne Hanley. "Glacier's work has empowered workers and strengthened our union. Glacier's tireless dedication and leadership continue to make a difference in the lives of our members across Ontario."

Glacier said she is grateful to her union and President Hanley for supporting her on her journey.

"I have to thank the leadership of our union for having the faith and trust in me and for having the willingness to give me the opportunity to do this work," she said. "I am so proud to be part of UFCW 1006A — our union is a champion for workers' rights. UFCW has been the driving force and support in my personal growth and journey as an activist, giving me the support, education, encouragement and platform to help workers, fight for social justice and implement positive change."

Glacier's history with the local union dates back to 1994 when she began working as a cashier at a Loblaws store in Mississauga.

Driven by the need to help others, Glacier's activism grew as she became a union steward, a member of the Women's Issues Network, and an instructor for the local union. In 2013, she was elected as Recorder, the Executive Board role she still holds today. Since then, she has represented the local union at the highest levels, from the UFCW Canada National Council, UFCW International, United Nations and at the House of Commons.

"Our work is about bettering the lives of regular working class people and helping our fellow human beings," Glacier said.

As a young child, Glacier said she couldn't have imagined where life would take her.

"It's unimaginable," Glacier said. "When I was growing up and coming to Canada with my mom, at no time did I imagine I would be working for a labour union and fighting for the rights of workers."

Today, Glacier is among those who are helping educate stewards about the union movement. She credits the local union leadership and mentors for guiding her along the way.

"There might other young girls, who migrate here, who don't know where they would fit in or belong," she said. "When they see themselves reflected and represented, it ends up opening up new avenues and possibilities for people from equity-seeking groups."

As the union marked Black History Month in February, Glacier spoke about the importance of being a voice for women and marginalized people.

"For me, representation matters—I don't like unfair treatment and sometimes, you have to fight tooth and nail for basic rights and for equality," she said. "What drives me is — as I am a woman of colour in this world, there are systematic barriers that are put on me because of my gender and the colour of my skin and I want to end it for my daughters, all workers and the next generation."

Glacier's story will be published in an upcoming book on 100 Accomplished Black Canadian Women.

"When I was growing up and coming to Canada with my mom, at no time did I imagine I would be working for a labour union and fighting for the rights of workers."

– Glacier Effs-Samuel



SUPPORTING INJURED WORKERS

“It has taken a toll
– it’s life altering,”

OVERCOMING A DEVASTATING WORKPLACE INJURY

As a truck driver at Darling for 14 years, Mike Gallagher drove six days a week to farms north of Toronto, gathering meat waste products for recycling.

A routine Monday at work quickly turned into a life-changing nightmare for Mike, after he fell on uncleared snow and ice at a company client's site.

"I was able to drag myself to the office so the customer could call an ambulance," he said. "I tried to stand but I couldn't. I never felt pain like that before."

After he fell, Mike was rushed by ambulance to a local community hospital where he would be initially misdiagnosed with a sprain on his right knee and was discharged with a muscle relaxant. The faulty diagnosis would only be discovered a month later by another hospital.

Though Mike was in excruciating pain, the Workplace Safety and Insurance Board (WSIB) and the company pushed for Mike to return to work the next day on modified duties. Mike went to his doctor, who wrote him a note to stay home for at least two weeks. Facing pressure to return to work, Mike went back after a few weeks.

The situation got worse a month later when his leg gave out, causing him to fall and injure his other leg.

"I was in a lot of pain," he said. "I was in my bedroom, on the floor, with the front door locked. The paramedics had to break in to get me — I couldn't move."

Transported by ambulance to a different hospital, Mike underwent an ultrasound which revealed several tendon ruptures: three on his left knee, two on his right knee. As it turned out, the first hospital had got it completely wrong.

"My injury took a toll, emotionally, and physically," he said. "You are constantly fearful of falling again."

He said it's been quite a journey. Mike would undergo surgery to the left knee. With the right knee, Mike was told by his surgeon that any surgery could make his mobility worse. Today, he is still in pain and using a cane to go up the stairs.

"It has taken a toll — it's life altering," he said. "I can't run, or jump. Getting into and out of bed is extremely difficult."

The treatment from WSIB and the company has made things more difficult.

"They make the whole process difficult — they want you to give up," he said. "They try to frustrate you, even with medical evidence. You can't give up. You have to fight for yourself — the union makes the fight easier."

When Mike was denied WSIB compensation, the union stepped in to help him with the appeal.

With the help of the union, he won the WSIB appeals, allowing entitlement for the right knee injury, secondary entitlement for the left knee, and loss of earnings. His physiotherapy is also now covered by WSIB.

"I wouldn't be in the position I'm in without the support of my union," he said. "Their legal representation has helped immensely."

He is grateful to have 1006A by his side.



1006A's WSIB department reviews case files with Mike.

"The union was crucial for me to win my appeals."

Mike advises members to get in touch with the union, if they are injured at work.

"My advice to members is to contact your union representatives so they can understand your situation and make the appropriate recommendations," Mike said.

He encouraged injured workers to keep the union informed by forwarding them all communication, particularly with the company and WSIB.

"Your union will help you. All members should carry a collective agreement and actually read it."



The Union Representatives of Local 1006A

UFCW 1006A is home to over 20 full-time Union Representatives who assist over 43,000 members across Ontario. Supported by strong union stewards, our union reps help protect members' rights under their union contract and Ontario's labour laws. They handle a wide variety of issues, including ensuring members are paid correctly, upholding seniority, advocating for fair treatment, handling disciplines, protecting scheduling rights, and more.

In this edition of 1006Alive, we are proud to feature Joshua Robichaud, who joined the local union as a Union Representative in 2022.

"As a 1006A Union Representative, I am inspired and motivated by standing up for our members and being the voice for people who may not have a voice loud enough to be heard," Joshua said.

Currently, Joshua's responsibilities involve protecting the rights of more than 1,500 members working at 24 workplaces across Ontario.

He services members working in industries including grocery stores, industrial laundry and warehouse and transportation. Joshua also participates on multiple negotiating committees, helping achieve improvements for members at the negotiating table.

Joshua's advice to members who are facing a problem or issue at work: "I would advise any member facing an issue to remain calm and remember not to react in a way that will take away from your problem or issue."

Joshua's journey as a UFCW member began when he started working as an order picker at a Summit Foods warehouse in 2003.

Through the years, he worked his way up, working as a forklift driver, receiver and shipper and loader.

He became a union steward and grew to understand the importance of having a strong voice and leadership at work.

When he is not working, Joshua's go-to hobbies are traveling, aviation, music and sports.

His approach to life: "Treat people the way you would like to be treated."

Joshua's Favourites



Sushi



John Wick



Union Rep Joshua (left) meets with Union Steward Ann-Marie at Ecotex Linen.



Union representation means you are not alone and you have support.

Every workplace has a Union Representative assigned to help you with any questions or concerns you have at work.

To connect with your union representative, check out your workplace union bulletin board or visit our website below.



Here for you as always.
www.ufcw1006a.ca/unionrep

MEMBER RESOURCES



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YOUR VOICE. YOUR REALITY. OUR ACTION.

1006A COMMITTEES

UNION MEMBERS TAKE ACTION!



As a young worker and steward, Alexia Gavriel knows first-hand the power of union representation.

When she worked in a non-union environment, she had no one to turn to when she faced discrimination and mistreatment at work.

Now as a union steward at a Real Canadian Superstore in Milton, Alexia ensures she is there to provide the support and comfort her co-workers need.

“I love where I work and I love helping others,” said Alexia, who is a member of the local union’s newly formed Young Workers Committee. “When I did not have a union, I did not have someone to go to for help. You are left on your own to figure it out. Now, I am unionized and I have support to help me and ensure I am safe in the workplace. The union has a great dynamic of support and resources to help the members.”

Last summer, Alexia participated in UFCW Canada’s Young Workers Internship Program (YIP), a comprehensive training program aimed at building leadership skills and union knowledge. The program featured a variety of workshops and activities, aimed at educating participants about labour history, workers’ rights, organizing strategies, and social justice movements.

She credits the YIP program with helping her feel more confident in handling workplace issues.

“I think the YIP program is a great way to not only gain confidence in the workplace but also learn new skills to help make the workplace better, particularly for young workers,” she said.

She said young stewards also play an important role for younger members. “Having someone the same age can make a difference – they may feel more comfortable coming to me and I can connect with them.”

Alexia is among the many activists, who are involved with the local union’s various committees. 1006A also empowers members through the Women’s Issues Network (WIN), 1006OUTreach, and the Indigenous committees.



Sabrina Suarez, a steward at Loblaw's Great Food, has been a member of WIN for 10 years.

“My desire to be involved in WIN stemmed from recognition of the unique challenges women face in the workplace, including issues like gender inequality and workplace harassment,” Sabrina said.

“Being part of the committee offers an opportunity to address these issues directly. I feel that my participation helps amplify women’s voices and fosters a culture of empowerment and solidarity.”

Sabrina said she wants to help create a supportive environment where women can share their experiences and collectively advocate for their rights.

“WIN provides a safe space where I can express my thoughts and concerns without fear of judgment,” she said. “Engaging with other women who share similar experiences has helped me find my voice.”

Sabrina and her fellow committee members advocate for change on key issues, including eliminating the gender wage gap. The Canadian Centre for Policy Alternatives, a non-profit independent think-tank, reports women earn about 87 cents per hour for each dollar earned by men in Canada. For racialized, Indigenous and Black women, the gap is even greater.

The committee also engages in campaigns throughout the year to help end gender-based violence. According to the Canadian Women’s Foundation, 65 per cent of people in Canada know a woman who has experienced physical, sexual, or emotional abuse.

Finally, WIN also continues to empower women to increase representation at the highest levels of organizations and government.

“WIN empowers me to take action on issues that matter to me and my fellow colleagues,” Sabrina said. “The existence of WIN lets everyone know that women’s rights are an important union issue. This is a way to make sure that we will never be silenced.”



Young Workers Internship Program



Women’s Issues Network



Joy Jumphol, who works at Indigo in the Yorkdale Mall, loves being a member of the union.

“As a queer person of colour, I wouldn’t feel safe in the workplace without a union as there are higher expectations and less leniency towards marginalized people especially with intersecting identities,” Joy said. “Having a union means that I don’t have to worry about my job being put on the line because of that and I can fight for fair treatment and due process in the workplace.”

Every year, Joy participates with 1006A to stand up for equality, justice and fairness at work and in our communities.

The experience, Joy said, is empowering.

“My involvement gave me the confidence to go into meetings with management to better advocate for my co-workers,” Joy said. “Before, there was a lot more uncertainty and anxiety about how I would properly help my co-workers.”

With increased confidence and knowledge, Joy is ready to participate on the negotiations committee.

“I’m heading into bargaining for the second time with the company and instead of anxiety like last time, I am excited,” Joy said. “I get the opportunity to fight for changes that I want to see for myself and others and I wouldn’t be able to do this without participating in committee work and learning from the experience.”

“UFCW 1006A means continuous advocating for change and justice,” Joy said. “Workers are the backbone of the workplace and without them, society wouldn’t be functional.”

1006OUTreach continues its advocacy to eliminate discrimination and build a more inclusive, and compassionate world.

“Race, gender, sex, sexuality, and disability are many factors of what makes up one human being and no aspect of a person should be silenced or ignored,” Joy said. “UFCW makes it so that our voices can be heard and no one has to suffer at the workplace because of it. While laws can be made and repealed, with a union contract I don’t have to stress about what to expect when it comes to my workplace.”



1006A Executive Board member and steward Shane Morse said it’s life-changing to be a member of UFCW Canada’s Indigenous Committee.

“It has helped me greatly in finding my voice,” said Shane, who is also a founding member of the local union’s Indigenous

Committee. “I have become stronger, understanding who I am and my history.”

Founded in 2023, the 1006A Indigenous Committee provides space for members from Indigenous backgrounds to come together to build solidarity for Indigenous justice and to educate and build connections between Indigenous and non-Indigenous workers. The committee supports reconciliation, educates the membership about Indigenous traditions and culture, tackles misconceptions and works to end discrimination.

“Through the sharing of our stories, we are raising awareness and educating our membership,” said Shane.

1006A participates in a variety of initiatives throughout the year, including Red Dress Day to call attention to missing and murdered Indigenous women and children. Members and staff also observe the National Day for Truth and Reconciliation to honour the survivors of the residential school system and to commemorate those who did not survive.

Shane said being active on Indigenous issues has helped him grow as a person and steward.

“It helps me understand other people more – I have friends and co-workers from diverse backgrounds and I spend more time listening to what they have to say,” he said. “It gives me a different perspective within the store on how to listen, how to support and how to help the membership.”

Shane said he has learned a lot since becoming active in the local union.

“We are all different, coming from many cultures, backgrounds and with our own stories but we are the same in many ways,” he said. “Ultimately, we are people who want what is good for all people.”

“Our committee members represent the best of UFCW 1006A and we are inspired by the work they do every day to stand up for equality, fairness and justice for all.”

– President Hanley



OUTreach Committee



Indigenous Committee Workshop

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, 2026.

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 Thursday, July 2, 2026 until Monday, July 13, 2026.

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 Monday, July 13, 2026.

Nominations post-marked or received at the UFCW 1006A head office no later than 3:30 p.m. on July 13, 2026 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:

70 Creditview Rd. Woodbridge ON, L4L 9N4

Positions	Nomination Signatures Required
President	805
Secretary Treasurer	805
Recorder	805
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	805
Central Region – Retail & Service: #7, #8, #9, #10, #11, #12	400
Central Region – Manufacturing, Industrial & Distribution: #13, #14, #15	35
Central Region – Restaurant & Hospitality: #16, #17	75
Central Region – At Large: #18	515
Eastern Region – Retail & Service: #19, #20, #21	105
Eastern Region – At Large: #22	130
Western Region – Retail & Service: #23, #24, #25	115
Western Region – Manufacturing, Industrial & Distribution: #26	15
Western Region – Restaurant & Hospitality: #27, #28	15
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.

Welcome

UNIONIZATION VICTORIES BOOST UFCW 1006A'S GROWTH

Workers are increasingly voting for UFCW 1006A representation to help them achieve fairness, respect and protection in the workplace.

The local union recently welcomed new members from Logixx Security Group, ASP Incorporated and Diamond Property Services.

"UFCW 1006A representation is life-changing and empowers workers with the protection and rights they need at work," said President Wayne Hanley. "We are proud to be Ontario's leading union for workers seeking fairness and a voice at work. Congratulations and welcome to the UFCW 1006A family."

Lesley Prince, Director of Organizing, congratulated the new members on their achievements.

"We are inspired by the determination, resolve and unity of our new members in seeking and achieving unionization," Prince said. "When workers come together for union representation, they can build fairer workplaces."

At Logixx, 1006A's newest members work as security guards. Key issues that led to unionization include fair treatment, safety and working conditions.

"We unionized out of pride in our work, and the belief that protection and respect should go both ways," said a security guard at Logixx. "Our victory shows that when frontline workers speak up together, the industry has no choice but to listen."

At ASP, our members work as security guards at the Metro-linx Go Station (Willowbrook rail maintenance facility). They sought unionization to gain stable working conditions, proper benefits and protection.

"Becoming part of the union means having a collective voice, fair representation, and the protection of our workplace rights," said a security guard who works at ASP. "It provides us with a structured and lawful process to address concerns, improve working conditions, and ensure that all employees are treated with dignity and respect. We are grateful to UFCW 1006A for their guidance, professionalism, and commitment to helping us organize and move forward with confidence."

With their victory, the members join the local union's ASP bargaining unit.

At Diamond Property Services, the bargaining unit consists of members who work in janitorial services at a condo residence in Toronto. Key issues leading to unionization included job security and protection, wages and benefits. UFCW 1006A also represents Diamond security guards at another location.

After workers win their union vote, the local union begins the process of preparing for negotiations for a first contract.

"We look forward to supporting our members through this important transitional period until we achieve a first contract," said President Hanley. "As always, member participation and support will be critical in strengthening our hand at the negotiating table and helping us establish a strong foundation for the future."



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



Membership Story Contest!

1006A Members Share Stories of Hope, Support and Change.

In 2026, UFCW 1006A launched a year-long Share Your Story contest to honour and celebrate the stories of our members.

The initiative recognizes our members' hard work and dedication in serving their communities.

"We are honoured and thrilled with the incredible response from the membership," said President Wayne Hanley. "We've had hundreds of entries already and I want to thank everyone who takes the time to submit a story – thank you for being a part of our UFCW 1006A family. I encourage all our members to keep your stories coming."

In this issue of 1006Alive, we are proud to feature the stories of our January and February winners.

Monthly winners win \$100 in grocery gift cards. All of the monthly winners are then entered into a Grand Prize Draw for \$300 in grocery gift cards.

All winning entries will be featured at www.ufcw1006a.ca.



Yogesh Kumar, Star Security January Winner

"When our company became unionized, I didn't just see a change in policy—I felt a change in dignity, stability, and respect.

Before the union, many of us worked hard but felt uncertain. Schedules could change with little notice, concerns were often handled individually. It sometimes felt like our voices were easy to overlook. We showed up every day, did our best, and hoped things would improve.

After unionization, everything changed.

For the first time, I felt protected. Clear rules replaced uncertainty. Fair processes replaced guesswork. Knowing that there is a collective agreement gave me peace of mind and confidence in my future. I no longer worry about speaking up, because I know my rights are recognized and backed by a collective voice.

Unionization brought respect into the workplace. Decisions became more transparent. I felt like a valued professional whose time, safety, and well-being mattered.

Most importantly, the union gave me a voice."



Ziba Bagherian, Loblaws Great Food – February Winner

"Belonging to UFCW 1006A has meant so much to me, especially during one of the most challenging times in my life.

I worked as a full-time Personal Shopper at PC Express at Loblaws, and the union gave me a sense of security through fair wages, benefits, and job protection.

When I had to go on long-term disability, UFCW 1006A continued to support me, guide me through the process, and make sure my rights were protected.

During a time filled with uncertainty and stress, knowing I wasn't alone brought me comfort and peace of mind. Their support reminded me that I'm more than just an employee — I'm a valued member.

Being a part of UFCW 1006A means compassion, dignity, and knowing someone has your back when you need it most."



Details and Enter Here!

www.ufcw1006a.ca/contest



VOLUNTEERING ONE SMALL ACT CAN HAVE A BIG IMPACT



Kevin Benn (he/him)

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

Whether it's making a meal for a sick friend or clearing the snow for an elderly neighbour, acts of service are more important now than ever in building community and connection.

When we volunteer our time and energy to help others, we help make a difference and make our communities stronger and more resilient.

UFCW 1006A has a long tradition of members volunteering their time to build better workplaces.

On the shop floor, our stewards are the ultimate volunteers, helping co-workers with problems and issues that arise. From protecting members' jobs to ensuring proper scheduling, our stewards are making a difference.

At the negotiating table, our committee members ensure workers' voices are heard and work with union negotiators to protect and improve our members' rights and livelihoods.

In our communities, our activists and members help fundraise in hopes of finding cures to blood cancers, march for 2SLGBTQIA+ rights, and educate co-workers to help end gender-based violence. They attend Labour Day rallies to demonstrate their support for workers' rights. They rally at Queen's Park to protest provincial cuts to health care and education. They support Indigenous communities by observing the National Day for Truth and Reconciliation and Red Dress Day. They stand up for equality by raising awareness during Black History Month.

As author Margaret Mead said: "Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."

While volunteering, by its nature, is about helping others, we also inadvertently end up helping ourselves.

Studies show volunteering promotes improvements to personal mental health, happiness and reduces levels of social isolation and loneliness.

While we live in a time where humans are more connected digitally than ever, studies show people are feeling increasingly lonely and depressed.

The impact of the COVID-19 pandemic is still being felt today. For some, the peer to peer support and the face-to-face interactions declined and never quite returned to the same level. Economic and political uncertainty have made the situation worse for many.

From 2018 to 2023, Statistics Canada reported that the number of volunteers has steadily decreased and the number of hours that people spend volunteering has also declined across Canada.



**The overall
volunteer rate
in Canada
decreased by 8%
in 2023 compared
to 2018.**

**– Statistics
Canada**

As the presence of technology increases in our lives, our society is experiencing increased addiction to social media and are increasingly turning inwards. Excessive screen time is resulting in increased depression, anxiety, social isolation and lowered self-esteem. Social media giants care more about selling ads and care little for the communities they supposedly serve.

Volunteering cuts through this dark digital cloud, providing more opportunity for face-to-face interactions and the chance to connect with people and make friends.

University of Harvard researchers have found that volunteering and acts of kindness can also lead to reduced stress, better physical health and reduced mortality.

I encourage you to think about ways you can volunteer in your community. Not sure where to start? In 2026, your union has many opportunities to get involved. We'll be fundraising for life-saving cures by participating in Light the Night events in Ottawa, London and Toronto. You can join us marching for equality and fairness at Pride events in Ottawa, Toronto, London and Brockville. Additionally, we're always looking for members interested in stepping up to help fellow members at work. Or you could volunteer at your local food bank or fundraise for a local charity.

Talk to your union representative about how you can get involved with your union – there is no time like the present to start.



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