

1006Alive

UFCW Canada Local 1006A • Union News

VOL 8, NO 2, FALL 2023



**ARE YOU READY TO
MAKE A DIFFERENCE?**



Creating Fairer Workplaces For All
- page 6



Workers Vote to Join Our Union
- page 12



BUILDING STRENGTH TOGETHER



UFCW 1006A is proud to welcome 5,000 members, who work in the security and hospitality sector. The growth in membership is due to our merger with UFCW 333. UFCW 1006A continues to grow in size, strength and sectoral diversity, and is now 42,000 members strong.

Wayne E. Hanley,
President

Kevin Benn,
Secretary Treasurer

Glacier Effs-Samuel,
Recorder

Head Office
70 Creditview Road
Woodbridge, ON L4L 9N4

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The Ontario Federation of Labour
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Leukemia Fundraising



Stewards' Training



1006A members and staff participate in annual Labour Day celebrations.



1006A standing up for 2SLGBTQIA+ rights at Capital Pride in Ottawa.

ufcw1006a.ca
1.800.637.5936
ufcw@ufcw1006a.ca

/ufcw1006a



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UFCW Canada Local 1006A • Union News

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A UNION OF DIFFERENCE MAKERS



Wayne E. Hanley (he/him)

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

UFCW 1006A is always making a difference, whether it's advocating for injured workers or negotiating fair union contracts.

We are guided by our mission to make life better for all workers, and to be a voice for fairness, equality and justice at work and in our communities.

It is this core principle that connects our present and our past, that unites generations of union members and activists from the start of the Canadian labour movement more than 150 years ago to today.

I'm proud to be part of this progressive and inclusive community and I hope you are too.

Former US President Barack Obama once said that progress is not guaranteed.

While we have made many gains, there are always forces, whether it's employers or Conservative governments, who seek to roll back our rights and our progress.

That's why we must keep advocating, evolving, and innovating to ensure our members' needs are met and their rights are protected. As union members and activists, we must keep learning, keep strengthening our solidarity with one another, and keep raising awareness, starting with our family and friends, about the transformative power of unions to lift up Ontario's workers.

In our magazine, you will learn about how we are making a difference.

You will hear from stewards, who share their inspiring stories about building fairer workplaces and winning rights. Our 700+ strong steward base represents the heart of our great union and I want to thank them for all that they do (p. 6).

You will also read about our negotiating committees, who win fair contracts and secure gains for workers in various industries. I'm proud of our committee members for volunteering their knowledge and time (p. 20).

We will also feature newly unionized members, who discuss their excitement at joining UFCW 1006A, after experiencing the struggles of working in a non-union environment (p. 12).

Our 2023 scholarship recipients will share how much the union scholarship program means to them as the cost of post-secondary education escalates in Ontario (p. 16).

You will also hear from an injured worker, who is thankful to the union for helping him win his WSIB case (p. 5).

I am proud of the difference our members, stewards and staff are continuing to make every day.

As you read this magazine, I encourage you to reflect on how you can get involved in this great movement and how you become a difference maker in your union and community. The first step is to simply call or email your union rep and find how you can participate. We are always looking for members to step up and get more involved in their union.

Finally, on behalf of UFCW 1006A, I wish you and your loved ones a wonderful holiday season. Together, we will build fairer workplaces and communities for all.



Here for you as always. Contact Your Union Rep:

www.ufcw1006a.ca/unionrep



UFCW Canada President Paul Meinema and 1006A Recorder Glacier Effs-Samuel, meet with Prime Minister Justin Trudeau along with UFCW representatives.

UFCW Advocates for Workers' Rights and Affordability on Parliament Hill

On November 2, UFCW Canada Local 1006A took part in a series of advocacy meetings in Ottawa with elected officials from across Canada.

"UFCW 1006A is always working to make life better for our members and their families and we continue to be at the forefront in ensuring workers' voices are heard at the highest levels of government," said President Wayne Hanley. "Through our advocacy, we are pressing for change on the issues that affect workers and their families and building a fairer Canada for all."

Union activists and staff advocated for workers' rights and interests, discussing a wide range of issues including affordability, freezing retail food prices, pharmacare, and affordable housing for all Canadians.

Recorder Glacier Effs-Samuel spoke on behalf of UFCW 1006A members and advocated for workers' rights in a UFCW Canada meeting with Prime Minister Justin Trudeau. UFCW Canada representatives also met many MPs, including NDP Leader Jagmeet Singh.

Local 1006A members also participated in the lobby day as part of UFCW Canada's Young Worker Internship Program (phase two).

"The experience was amazing, it was great to learn about a world I didn't know much about," said Amedee Benoit-Revert a member working at Loblaws Great Food in Ottawa. "Advocating for basic human necessities like a retail price freeze and affordable housing meant a lot to me – everyone deserves the basic necessities of life, a roof over their head and food in their stomach regardless of their background."

Members engaged with MPs in both in-person and virtual meetings.

"It was so great to see first-hand that our collective voices matter," said Jennifer Haringa, a member who works at the Milton Superstore. "We were pushing for a national pharmacare plan – prescriptions aren't cheap, and not everyone has coverage. It's a basic human right to be healthy and people shouldn't have to worry financially about not being able to take the medication they are prescribed."



Member Jennifer Haringa joins UFCW representatives in meeting with NDP MP Brian Masse.



Member Amedee Benoit-Revert with Federal NDP leader Jagmeet Singh.

“If not for the union, I don’t know what would have happened.”

After the Workplace Safety and Insurance Board (WSIB) denied his case, UFCW 1006A member Shawn Bower was at a crossroads, between getting an essential surgery for his workplace injury or potentially losing his housing.

The board’s decision meant he was not entitled to lost income for his workplace injury – funds that were crucial to help him cover costs during the surgery and recovery period.

“I was severely stressed out, because I knew I needed the surgery and I couldn’t afford to be off work with no income,” said Bower, who works at a GTA restaurant.

Bower, who worked as a prep cook for more than 18 years, suffered a left shoulder injury, due to his heavy and repetitive work duties. After an initial consultation with his family doctor in February 2022 and later a surgeon, he was recommended for expedited surgery.

However, WSIB denied his initial entitlement, leaving Bower devastated.

Bower contacted his union representative, who put him in touch with the union’s WSIB department. They stepped in to assist Bower, handling the paperwork and advocating for him at the hearing.

“I didn’t know what I was going to do until I reached out to the union,” said Bower. “They were a great support system.” With the union’s assistance, Bower won his appeal.

“The union has helped me a lot with my appeal against WSIB,” said Bower. “If it wasn’t for them, I don’t know if I would have got my surgery or won my case.”



Rehya Yazbek and Martha Villeda from the 1006A WSIB department with member Shawn Bower.

The Appeals Resolution Officer found that Bower was entitled to loss of earnings benefits for any wage loss incurred to attend medical appointments for his injury. The officer also granted Bower entitlement for the surgery and associated loss of earning benefits for the post-surgery recovery period.

“I don’t know if I would have won it on my own,” he said. “I didn’t know the process I had to go through whereas the union’s WSIB department did. I greatly appreciate all the help they provided.”

President Wayne Hanley commended 1006A’s WSIB department.

“Our WSIB Department continues to provide exceptional representation to members who are injured at work,” said President Wayne Hanley. “I’m proud of the difference our union makes every day in ensuring injured workers receive the compensation they deserve.”

When Bower learned of the positive decision, his stress began to disappear.

“I was immediately relieved because I knew I was going to have my surgery and that I would be paid when I was off,” he said. “That was the biggest worry for me – how am I going to pay my bills if WSIB is not going to pay me. I no longer had to worry about losing my housing, losing everything, and being homeless.”

Today, Bower is on the road to recovery. “Thank you UFCW – you definitely made a difference,” he said.

Injured at Work?

- If you are injured or become ill as a result of your job, your illness or injury **MUST** be reported to WSIB.
- You are entitled to WSIB benefits if you cannot work and lose earnings because of your illness and injury.
- Keep copies of all documentation related to your claim! This includes doctor’s notes, copies of forms and any correspondence from WSIB, the employer or other involved parties.
- WSIB claims must be filed within six months of the initial incident. Claims filed after six months may only be accepted in exceptional cases.
- You have the legal right to report any workplace accident or injury.



Watch Shawn’s Story on YouTube



the 1006A Difference

How the Union Changes Workers' Lives

All across Ontario, UFCW 1006A is making a positive impact in our members' lives.

Our stewards, with the support of their union representatives, are leading the way in building fairer workplaces and communities.

1006Alive spoke to 10 stewards to find out how they are helping make a difference.





Cavel • Embassy Suites by Hilton



Ayesha • HMS Host Pearson Airport (right)

Cavel Rowe is beaming as she speaks about the pride of being a UFCW 1006A steward.

“I feel proud when I walk through the workplace knowing I’ve done something good for the workers,” said Cavel, who is a long-time union steward and member.

Cavel, who works at a hotel in Mississauga, ensures workers’ seniority rights are upheld.

“I stepped in, when some of our senior members were feeling upset and powerless, when they were not receiving the hours they deserved,” Cavel said.

Cavel reached out to the management.

“I told the managers that scheduling must be done by seniority,” she said.

Thanks to Cavel, the issue was resolved.

“I made sure the company follows the collective agreement,” she said. “When I am able to resolve an issue, I feel very proud of myself.”

Cavel knows her role as a union steward is a unique opportunity to make life better for members at the hotel.

Unions are essential in the hotel sector, Cavel said.

“We need to be heard and not feel that we are overlooked, and that is what our union does for us.”

As a steward for more than 30 years, Ayesha Khan knows first-hand the difference the union makes.

“The UFCW makes a big difference,” said Ayesha, who works at HMS Host, which provides food services at Toronto’s Pearson airport.

Helping to improve working conditions has been a key priority for Ayesha. In addition to protecting members’ rights under the union contract, Ayesha has also participated on multiple negotiating committees.

“With a union, we are able to negotiate good medical and dental benefits, scheduling by seniority, sick days and free parking when at work,” she said.

At Pearson, Ayesha is always busy, helping members with scheduling issues, getting paid on time and investigating member disciplines.

Most recently, she helped a long-time member, who suddenly had temporary eyesight issues and wasn’t able to drive to work at night.

“When the member approached me, he was really upset,” she said. “He was crying and saying ‘this is my living, if I cannot drive, I have to quit this job.’ With the assistance of our union representative, the member was given a temporary medical accommodation – where his schedule was adjusted so he would not have to drive to and from work in the dark.

“When I was able to help him, he was happy and it really made me feel good,” she said. “Every time he comes to work, he has this look on his face as if to say ‘Thank you.’”

Ayesha said she and her co-workers are excited to be part of the UFCW 1006A family.

“People are happy to have a union to represent them.”



Union Rep Tania Liu and steward Cavel Rowe during a Hilton work site visit.



Behind the scenes at Pearson Airport – say hello to 1006A members at HMS Host.



1006A steward Matthew Cascagnette stepped up to help when he learned an elderly member wasn't getting properly paid for his breaks.

"The member is on a fixed pension and works part-time to help pay his rent so he was emotionally devastated and upset," said Matthew, a steward for 10 years at a No Frills store. "He really needed help getting the matter solved."

Matthew worked with his Union Representative to launch an in-depth investigation, going through the produce, meat, front-end and grocery schedules.

"Working with my union representative, we realized that other members were also not being compensated properly for breaks."

Together, Matthew and his union rep were able to help eight members receive the retroactive pay they deserved.

"I felt great that I could help, not only that initial member who was struggling, but the seven others as well," he said. "When we resolved this issue, I felt satisfied and a sense of accomplishment."

Matthew says he is motivated to make a difference because he has gone through the experience years earlier, when as a member, he wasn't being treated fairly.

In addition to learning the contract and the Ontario labour laws, Matthew also credits the 1006A Stewards' Training courses for helping him in his role as a steward.

"All the training I have taken has helped me connect with other stewards, learn about dealing with different issues, and how to be just and fair," he said. "Having a union in our workplace makes a significant difference because it keeps our members safe and ensures they are treated fairly."

As a steward at Ecotex, Ann-Marie Dopwell thrives on helping members better understand their union contract, whether they have questions about job postings or grievances.

"When I help members out, I feel great and motivated to do more," said Ann-Marie, who became a steward just over a year ago. "When I am able to see that I've made a positive impact, it makes me feel like I've accomplished something."

At the linen service facility, Ann-Marie helps members with a variety of issues, from scheduling to wage increases. Most recently, she worked with her union representative, to assist a long-service member who was unfairly disciplined.

"The member was pretty hurt and upset by whole thing," Ann-Marie said. "I raised the issue to the supervisor and handed the case to the union rep. It was successfully resolved and the member was happy with the result."

"UFCW 1006A means protection, a safety net, someone we can rely on during the good times and the bad times, for the big questions and for the small questions," she said. "The union is there to help and guide us. It provides us with job security and benefits. UFCW 1006A means a whole lot to me and the members."

Ann-Marie, who attended the Stewards' Training this year, is grateful for the opportunities the union provides.

"I believe the union makes a difference for everyone on a day to day basis," she said. "It has made a huge difference in my personal life and I am proud to be a UFCW 1006A member."



Strength In Numbers

42,000 Local 1006A members serve their communities, working in many sectors of the provincial economy.





Michelle • Frulact Canada



Kennedy • Real Canadian Superstore

At Frulact in Kingston, 1006A steward Michelle Wilson has seen how unionization can transform a workplace for the better.

“Before UFCW came, we had issues with scheduling and work/life balance wasn’t good and since the union came in, we have been able to work that out,” she said. “Without the union, we didn’t know that we could have a say in our workplace and now having the UFCW means we can have a voice and choice in different things at work. We don’t have as many issues with management that we used to have.”

Workers at Frulact, which processes and distributes fruit for dairy-based products, unionized in summer 2020 and negotiated a first contract the next year.

“It was very difficult when we didn’t have a union because it felt like no matter what we did, it didn’t matter and a lot of people felt they were getting taken advantage of,” she said. “When we didn’t have the union, we didn’t know who to talk to and who could answer the questions and now with the union, we know where to turn to and we have someone who can give us a voice.”

Michelle said she felt more protected having the union in her workplace.

“I am proud to be a UFCW 1006A member,” Michelle said. “When I think of UFCW, I think of family, pride and community.”

As a union steward, Michelle continues to empower members to understand the union is a resource which is available to help and support them.

“The union has made a big difference in our workplace – Thank you UFCW,” Michelle said.

Union steward and young worker Kennedy Chiu is proud to be part of the union movement.

“I’m 100% proud to be a union steward,” said Kennedy, who works at a Real Canadian Superstore in Ottawa. “The 1006A community is strong and supportive. UFCW is a family that provides you with a peace of mind.”

As a steward, he has helped members with a variety of issues, including hours, pay and unsafe working conditions.

“When I’m able to help members, it feels like it’s what I was meant to do,” Kennedy said. “There is no better feeling than helping someone who you know otherwise would be in a bind. It really does bring me a sense of peace.”

Kennedy participated in the UFCW Young Workers Internship Program (YIP), a training and education initiative to empower and educate youth across Canada.

“I was grateful to be part of YIP, I still keep in contact with the people I met in the program to discuss issues we face in the workplace,” Kennedy said. “UFCW is a community where we want to help and support each other to be the best we can be. Regardless of what you face or want to do, there is someone in the union who can help you out.”

Kennedy said he wants to amplify the voices of members who may not have the power or ability to do so on their own.

“The support and kindness that was given to me is something that I want to extend to others,” he said. “It has motivated me to push further and work harder because my power as a steward is an accumulation of so many other great people in the movement.”



Union Rep Gloria Elstone and steward Michelle Wilson at Frulact in Kingston.



700+ Stewards Strong

Local 1006A stewards volunteer their time at work to support and assist members.



Sabine • Swiss Chalet

As a server at Swiss Chalet, Sabine Jozsa experienced the power of the union in creating a fair workplace.

Early on in her serving role, Sabine was passed over for extra shifts, which were given to members with less seniority.

"I felt very upset that I was being glossed over for these shifts," said Sabine, who became a union steward this year.

Sabine suspected her rights were being violated, which she confirmed by reading through her union contract. The booklet, which had been given to her by a former union steward, proved to be helpful.

"Having a copy of the union contract made a big difference," she said. "It was something I could quickly refer to and it confirmed my suspicions that my seniority rights were being violated." From there, she contacted her union steward. While it took a grievance, the union worked hard to resolve the problem, ensuring she was paid for the lost wages.

"The union steward at the time played a huge role in guiding me through the grievance process and also, the union rep for my location was supportive and provided me a great sense of comfort during the whole process," she said. "Thanks to the union, I won my grievance, I received my lost wages and was correctly scheduled based on seniority. When I faced other issues, I could always count on the union to offer support and guide me along the way."

Sabine encouraged all members to read their union contract.

"Having the union contract aided me greatly in knowing what my rights were," she said, adding it only took her a short time to scroll through the contract. "It is so vital you familiarize yourself with the contract."

Members can access their union contract through the website or by talking to their union representative.

Now, Sabine is the steward for the location, helping making a difference in the life of her co-workers.

"Having a union has made a big difference at Swiss Chalet – I became a steward because the union plays a vital role here," she said. "The union is here to ensure management adhere to the collective agreement."



Marcia • Loblaw's Great Food

As a union member for 40 years, Marcia Stewart knows the life-changing impact of a union job.

Marcia, a single mother for many years, says union representation gave her security she needed to raise her son.

"Without that job security, there was no way I could do it on my own," said Marcia, who works at a Loblaw's Great Food in Ottawa. "Knowing I was going to get that regular pay cheque each week to pay for daycare, to pay for hockey and to have the benefits we had, it did make a big difference for me."

Marcia said the union was an important part of why she worked at Loblaw's Great Food for many years.

"If we did not have a union, if we did not have that job security, I would not be at the same place for 40 years."

Today, Marcia works as a steward to help members with several issues, from their scheduling to attendance.

"It feels good that I can get them the answers they need and get their problems resolved," she said. "When I help members, I feel very happy inside that I was able to make a difference. It's an awesome feeling to help members know what their rights are in the workplace."

Marcia said workers have to be united to create change.

"To me, unions are essential because they represent unity and protection."



Steward Marcia Stewart and Union Rep Jackie Graticola at Loblaw's Great Food in Ottawa.



Courtney • Plateau Cannabis



Vijay • Paragon Security

Cannabis workers are increasingly opting for union representation and workers like Courtney McLeod are experiencing the benefits first-hand.

Plateau Cannabis is located in Ottawa and unionized in early 2022.

The Cannabis industry is a volatile new industry where workers without union representation are likely to be taken advantage of.

“It is very important to have a union in our industry, as it is so new and there are a lot of bad practices on how it is managed – anything can happen,” Courtney said. “It’s good to have a union to ensure fairness and dignity within the workplace.”

“With our first contract, we were able to achieve job security in an industry that can see high turnover. We were also able to ensure wages were uniform where workers doing the same job were earning the same rate.” The members also achieved paid sick days and guaranteed work hours for full-time staff.

Courtney is happy to be a union member and sees a substantial difference with unionization.

“We are more involved and more aware of what our rights are,” said Courtney.

As the chief steward for Paragon Security, Vijay Tyagi is proud to protect and improve workers’ rights in the security industry.

“I got involved to help people with whatever difficulties they were facing,” said Vijay, who has been a steward since 2001. “It is about using our voice to support our members.”

Security workers come to Vijay about issues with overtime, treatment, vacation pay, hours, locations where they work, job protection and rates of pay.

“We listen to them and help solve their problems,” he said. “I feel very happy – because it makes you feel proud. This is my passion – I love to help people.”

He still remembers the time when he saved the job of a member who was close to retirement. Vijay spoke with management and resolved the issue.

“Initially, he was crying,” Vijay said. “When we helped him, he was thankful and appreciative.”

Vijay has also worked on grievance meetings and negotiating committees.

“I feel proud to be a union member and a union steward.”

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UnionYes

“Everyone Deserves a Seat at the Table”

Calum Houston was ecstatic when he learned that he and his co-workers won unionization at the Mountain Equipment Company (MEC) on Queen Street in Toronto.

“Knowing that we can negotiate a deal that works for all of us, not just management and knowing that I was a part of that change makes me feel great,” Calum said.

Working in a non-union environment left workers feeling powerless and unheard, leading them to turn to unionization as a way of evening the playing field.

“Unionization means employers have to negotiate on fair terms with the workers,” he said. “It would force management to come to the negotiating table, listen to our concerns and actually address them. It allows us to have the ability to negotiate job security, scheduling and fair wages.”

Calum is part of the growing number of workers in Ontario who are increasingly turning to UFCW 1006A to help them achieve fairness at work.

In the last year, UFCW 1006A grew in size as workers from MEC (Queen Street-Toronto), Swiss Chalet (Ancaster), Organic Garage (Junction-Toronto) and Contact Centre Growth Corp voted to join the union.

“I’m proud to congratulate and welcome our newest members to our UFCW 1006A family,” said President Wayne Hanley. “Unionization is the pathway to achieving fairness and having a voice at work. We look forward to working with our members to improve their rights and livelihoods now and into the future.”

“These are inspiring victories for the workers, who came together with courage, determination, and unity, to build a fairer workplace for themselves and all their co-workers.”

**Wayne Hanley,
President**

At the MEC store in Toronto, workers drew strength from each other as they became the first group of MEC workers to be unionized in Ontario. Toronto Mayor Olivia Chow attended a rally outside the store to support workers.

“I’m unionizing because I believe in better working conditions for our staff,” said Angelou Ramos, who works at MEC. “I want to ensure there is fairness and transparency in the way things are approached in the store, we have a right to unionize and everybody deserves a seat at the table and in their working conditions.”

Though the workers have won, they know there is a long road to go in getting to the negotiating table and securing a first contract.

“We’re celebrating now but we have a group that’s been working on a wish list of demands ready for activation. We’ve won today and gotten this far but the fight isn’t over,” Angelou said.





At Swiss Chalet in Ancaster, restaurant workers were strongly motivated to join the local union. Key issues included seniority concerns, change in restaurant ownership (from franchise to corporate) and members wanting to be included under the existing union collective agreement with Swiss Chalet.

With workers from this Swiss Chalet location voting to join 1006A, UFCW 1006A now represent members at close to 45 restaurants across Ontario.

At Organic Garage in Toronto, grocery workers saw unionization as a way of resolving issues like working conditions, compensation and scheduling. UFCW 1006A has a strong record of working with grocery workers at multiple banners, including Loblaws Great Food and Real Canadian Superstore, No Frills, Valu-Mart and YIG.

At Contact Centre Growth Corp, workers were excited to join the union, seeking positive change on key issues like wages, treatment, job security and workload.

Lesley Prince, Director of Organizing, was proud to welcome our newest members.

“What an achievement to be bold enough to enact change in your workplace, and these workers were engaged, motivated, and inspiring, and I hope they negotiate all the workplace improvements they deserve,” she said.

Prince said worker solidarity is key to achieving improvements at work.

“Our collective voices achieve real change at workplaces and our strength is our solidarity,” she said. “There are always going to be barriers, but no one knows that more than our UFCW organizers. We are equipped to support workers through this process. Imagine a world where all workers felt empowered. Imagine the changes we could make, not just to individual workplaces but to whole industries.”

UnionYes

Interested in learning more about joining 1006A? All contact is 100% confidential.

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



Members working at Organic Garage prepare for first contract negotiations at the union office.



Stewards' Conference

Empowers, Inspires, Strengthens Membership

Union activists from across Ontario came together for 1006A's annual Stewards' Conference, which encouraged and empowered participants to amplify their voices to build fairer and stronger workplaces and communities.

The conference's theme was 1006Amplify – Raising Our Voices Together. More than 250 participants attended the event, which featured inspirational speakers and educational presentations.

"I encourage you to think about how you can amplify your presence to transform your workplace and life and how you can encourage your co-workers to join you to rise up for change," President Wayne Hanley said in his keynote address. "Every time you raise your voice and speak up as a steward, you are making a difference and building a fairer world."

Secretary-Treasurer Kevin Benn spoke about the growth and financial strength of the union.

"I can tell you that using our collective voices together to amplify our message is essential to creating a better world," he said.

Speakers also included: UFCW Canada's Executive Assistant to the National President Barry Sawyer, UFCW Canada's Training and Education Director Marv Funk, and Juno-award winning singer and songwriter Kellylee Evans. Executive Assistant to the President Dan Gilbert moderated the conference.

1006A Recorder Glacier Effs-Samuel delivered a *New Member Orientation* presentation, where stewards were trained how to reach out and engage new members. She also moderated the *Amplify Our Voices* panel, which featured members, Karen Munk from Fresh City Farms, Pramie Ramroop from Sofina Foods, Marc Visca from Loblaw Great Food, and Taylor Macleod from No Frills.

Jo-Anne Simmerson, a steward who works at Loblaw Great Food, enjoyed participating the conference.



"1006A means to me family, support, friendship and protection – it's about knowing I am supported and able to support others," she said. "The speakers provided inspiration with their stories and it was another great weekend to recharge and head back to our co-workers."

Joey LeBlanc, who works at Loblaw Great Food, said he learned at the conference that the union is always working behind the scenes to improve the well-being of our members.



"To me, UFCW 1006A means a group of like-minded people working together towards better treatment of society as a whole," he said. "It's great to learn about what it is to be a steward and how to be a better and more effective presence."

Kennedy Chiu, who works at Real Canadian Superstore, was excited to participate.



“UFCW 1006A to me is like a family – they want you to succeed for your benefit,” he said. “There is no better energy and feeling than being able to share such valuable time and experience with such genuinely kind, caring, hardworking, empathetic and like-minded people.”

Terri Pawis, who works at Best Western Plus Mariposa Inn, said the conference was informative.



“I learned more about the union and about the power the union has as a whole,” she said. “With UFCW 1006A, I know we can make a difference together.”

Phyllis Hannivan, who works at Swiss Chalet, said she always feels more confident after the Stewards’ Conference.



“It is always a wonderful experience for me, connecting with new stewards and reconnecting with friends from previous conferences and hearing how they have been doing,” she said. “It is also useful to get feedback on similar experiences we face at work.”

Carol-Ann Swinimer, a steward who works at a No Frills in Angus, said UFCW 1006A means help and security to her.



“Everyone was so nice and I am so glad I came.”

Maria Bocangel, a steward at a Real Canadian Superstore in Toronto, said she learned a lot at the conference.



“We shared ways in which we can engage more members to participate in our union and learned about resources that we have to help our members,” she said.



Congratulations to our Member Achievement Awards recipients!

- Nancy Prout - Leadership and Advancement of the UFCW
- John Sedore - Promoting Health and Safety in the Community
- Audrey Anderson - Fundraising for Leukemia Research
- Valrie Francis - Contributions to the Community
- Arielle Levesque - Eliminating Barriers for Human Rights (not pictured)



Scholarships Are "Beacons of Hope" for Members



For Janmit Patel, the union scholarship represents hope.

"This means a beacon of hope, representing not just financial assistance, but also a profound affirmation of my hard work and dedication to education," said Patel, a second-year student at Lambton College. "It signifies the collective support of the UFCW 1006A community in my academic journey, giving me the means to pursue my dreams with reduced financial stress. With this scholarship, I can fully engage in my studies, explore new opportunities, and, ultimately, contribute to the values of fairness and equality that the union champions."

Patel is among the 42 members and/or dependents who received a 1006A scholarship this year. Local 1006A awards 42 scholarships worth \$1,006 each annually. The program, which has run for more than a decade, is aimed at helping members and their families cope with the escalating costs of tuition in Ontario.

"Your commitment to supporting members and their families with the rising expenses of higher education is commendable, and I am proud to be a part of UFCW Canada Local 1006A," said Patel.

Sam Wauchope, who is studying in his first year at McMaster University, was grateful for the union's support.

"Receiving this scholarship is an incredible privilege and it will undoubtedly make a significant difference in my educational journey," said Wauchope. "Your generosity is not only helping me pursue my academic and career goals but also inspiring me to work diligently and achieve excellence in my schooling. Your support motivates me to strive for success and give back to my community in the future."

President Wayne Hanley congratulated the scholarship recipients.

"I want to congratulate our 2023 scholarship recipients and thank everyone who took the time to apply for this program," said President Wayne Hanley. "Making life better for our members and their families across Ontario is at the heart of our union's mission and that's what we continue to do with initiatives like the scholarship program. At a time where the cost of living is rapidly increasing, we are proud to help our members and their families reach their dreams of post-secondary education."

Stephanie Jarison, who is studying in her first year at the University of Windsor, was thrilled to learn she was one of the scholarship recipients.

"This scholarship means so much to me as a student as it takes a financial load off my shoulders," she said. "I am extremely grateful for this opportunity and would like to thank everyone involved."

Hannah Lee Poy-Paxman, who is in her third year at Carleton University, was another recipient.

"This scholarship shows how the union values education through reducing financial burden," she said. "This scholarship will not only help me but my parents as well. I will be able to pay for certain monthly expenses and redirect my focus on my academics and overall well-being."

View the full list of winners and apply for the 2024 scholarship program at:

www.ufcw1006a.ca/scholarships



UFCW 1006A Launches Indigenous Committee



With the insight and support of our Indigenous members, UFCW 1006A is proud to announce the creation of a local union Indigenous committee.

“I’m excited to launch our 1006A’s Indigenous committee in collaboration with our Indigenous members,” said President Wayne Hanley. “As a union, we stand in solidarity with Indigenous, Metis, Inuit people across Turtle Island. This committee is an important step for our union as we work with members of the Indigenous community and allies to honour Indigenous rights, raise awareness and continue our work towards truth and reconciliation.”

Shane Morse, UFCW 1006A Executive Board Member and Union Steward, and Gloria Elstone, Union Representative, will be founding members of the committee.

“I am excited to hear the great news,” said Morse. “It’s truly a great day for the union, our new Indigenous committee and all Indigenous members. I’m looking forward to working with the newly formed Indigenous committee. I know great things will happen and take place in our communities and in the union.”

This committee will provide a space for members from Indigenous backgrounds to come together to build solidarity for Indigenous justice, to raise awareness, to educate and to build connections with Indigenous and non-Indigenous workers. Together, we reaffirm our commitment to reconciliation, and vow to work towards the elimination of discrimination and barriers to work opportunities, and equality rights for Indigenous people.

“This announcement immediately brought me so much joy,” said Elstone. “It just reminds me of how our local is so proactive in organizing solidarity within our membership, and it’s a great example of reconciliation.”

The founding of the local union committee follows the initial groundwork laid by the UFCW Canada national Indigenous sub-committee.

The local union’s committee will amplify and support initiatives started at the national level, such as the UFCW Canada campaign to make September 30, the National Day for Truth and Reconciliation a Canada-wide statutory holiday.

If you are an Indigenous member looking to get involved in the committee, please speak with your Union Rep.

The Canadian Labour Congress (CLC) is urging the federal government to take action on:

Safe Drinking Water. Many Indigenous communities in Canada are not able to access clean water. The CLC reports that 28 long-term boil water advisories remain in 26 communities.

Justice for Missing and Murdered Indigenous Women, Girls and Two-spirit people (MMIWG2S). Statistics Canada reports that First Nations, Metis and Inuit women in Canada experience high rates of violence and sexual assault than non-Indigenous women.

Honouring residential school children and their families. Indigenous communities continue to suffer from the far-reaching and devastating trauma of the residential school system. More than 150,000 First Nations, Metis and Inuit children were subjected to abuse, racism and mistreatment at these schools between 1880 and 1996.

Information Courtesy of the Canadian Labour Congress.



UFCW Canada Indigenous Sub-Committee participates in the Canadian Labour Congress Indigenous Lobby Day on Parliament Hill in Ottawa.

How to Protect Your Mental Health During Winter





If you find your mood taking a turn for the worse during winter, you are far from alone.

Seasonal Affective Disorder (SAD) is a type of depression which affects tens of thousands of Canadians every year.

Brought on by the lack of sunlight during the winter months, SAD can manifest itself through depressive symptoms, which range from sadness to trouble concentrating to feeling hopeless.

“Our members may experience various stressors and pressure at work, and that may be compounded by the impact of the winter season on their mood,” said Rick Young, Health and Safety Representative for UFCW 1006A. “You are not alone and there is light at the end of the tunnel and you can take counteractive measures to preserve your mental health.”

The Canadian Mental Health Association reports that 15% of Canadians experience the winter blues while 2 to 3% experience SAD with more intense symptoms for a lengthier period.

The shorter daylight hours, colder weather as well as prolonged darkness in the winter seasons generally causes people to avoid activities that were once fulfilling for them, such as exercising, seeing friends, outdoor activities, or any activity that would require us to leave our homes. Staying indoors for prolonged periods can exacerbate existing depressive symptoms into suicidal ideation if left untreated for an extended amount of time.

What are symptoms of SAD?

- Feeling depressed
- Sadness
- Reduction of energy
- Loss of concentration and interest in activities
- Feelings worthlessness or hopelessness
- Trouble sleeping and oversleeping
- Nausea
- Trouble remembering
- Loss of appetite
- Craving fatty or carbohydrate-rich foods
- Weight loss/weight gain
- Social withdrawal
- Suicidal thoughts



Helpful Tips



Get sunlight whenever you can, to ensure you get sufficient Vitamin D to protect your overall mood.

Make exercise a part of your daily routine – being active for 20 minutes three times a week will release dopamine and serotonin to make you feel better.



Reading and journaling about your emotions and day will help you with stress relief and self-expression.

Engage in activities you enjoy.



Spend time with family or friends.



Get rest and uninterrupted sleep for at least 8 hours a day to reduce your fatigue and protect your mood.

Eating healthy foods and avoiding sugary food.



See a doctor if your symptoms last more than a few weeks or to find out if you require Vitamin D supplements.

Utilize your Employee Assistance Program (EAP) through work if available.

Visit the www.ufcw1006a.ca for a list of mental health resources.

Negotiation Updates



Wayne Hanley
President

"We are Ontario's best union for workers from all industries. Together, we are making a difference and improving the lives of workers across the province with fair union contracts and outstanding union representation. Congratulations to our committees for their hard work in achieving fair union contracts that meet the needs of the membership."

Loblaw's Maple Grove Warehouse – Cambridge



UFCW 1006A members at Loblaw's Maple Grove Distribution Centre have ratified a new union contract, covering 950 members, with several gains, from significant wage increases to job guarantees.

"The majority of members were happy with this contract — there are a lot of smiles on people's faces," said Jay Martin, a member of the negotiating committee. "When we were negotiating, we focused on everybody."

The negotiating committee was composed of members, Jamie MacNaught, Jay Martin, Tom Micallef, Derek Roussy, Tim Rozman, Peter Tabor, Executive Assistant to the President Dan Gilbert and Union Representative Ric Pereira.

"Overall, it is a good contract and we didn't lose anything," Martin said. "The job guarantee will allow many members to retire out of the company and the financial gains were big compared to previous years."

John Erickson, a long-time member, was satisfied with the union contract.

"It is a positive deal for the membership with monetary gains including hourly increases, boot allowance increases, enhancement of early retirement, vacation entitlement increases, and retro pay," he said. "The membership is happy."

Sam Castellino, another long-time member, was satisfied with the new contract.

"It was a great deal and I was very happy with the negotiating committee," said Castellino.

Derek Roussy, a member of the negotiating committee, was also thrilled with the new contract.

"It's basically the greatest contract," said Roussy.

NexCycle – Guelph



UFCW 1006A members at NexCycle Guelph have ratified a new union contract.

"It took a while for us to negotiate on exactly what everybody was looking for — the outcome was really good and people were happy with it," said Yvonne Kolpean, a member of the negotiating committee. "The experience was a good one."

The term of the contract is from August 10, 2023 to August 21, 2026 and covers 26 members.

Highlights include more than \$1 increases for everyone from date of ratification, increases to vision benefits, RRSP contributions and boot allowance.

The union negotiating committee included members, Ron Higgins, Yvonne Kolpean, and Union Representatives, Kallisha Hoyes and Dustin Magee.

Darling International – Plant Division, Dundas

UFCW 1006A members at Darling International's plant have ratified their first union contract. The term of the agreement is from January 1, 2023 to December 31, 2025 and covers more than 50 members.

"I thought the deal was good - it was an improvement and we got the biggest raises we have ever gotten for plant workers," said James Flowers, a member of the negotiating committee.

Highlights included significant wage increases, scheduling gains, overtime language, double "on-call" money and health and safety language.

The negotiating committee included members, Jason Davies, James Flowers, Peeter Traks and Union Representative Dustin Magee.

The local union also represents members in Darling International's fleet division, who have also recently achieved a first union contract.

Loblaws Great Food & Superstore



Meet our UFCW 1006A Negotiating Committee who represent 13,000 members at Loblaws Great Food & Real Canadian Superstore across Ontario. The committee includes 14 elected rank and file members, Local Union Executive Board members who work at Loblaws Great Food and RCSS, experienced union negotiators and union staff. Our committee is also supported by member liaisons, who have been recruited in each of the 60 Loblaws Great Food and RCSS stores, to inform and engage with members throughout the process.

Please visit www.ufcw1006a.ca for the most recent negotiations update.

Baton Rouge – Ottawa



UFCW 1006A members at Baton Rouge in Ottawa continue to build a fairer workplace, as they recently ratified a new union contract.

“Having a union during negotiations was amazing and empowering,” said Alicia Quan, a member of the negotiating committee. “It is nice to know you are not just advocating by yourself. The union makes sure you are protected when you are making your voice heard.”

The term of the contract is from May 15, 2023 to May 14, 2026 and covers 50 members.

Quan, who participated in negotiations for the first time, said the committee worked hard.

“It was a good agreement,” she said. “The back of house got more and that is how we wanted it - we got the best we could for everyone.”

Highlights include annual wages increases, vacation time and scheduling improvements.

The negotiating committee was composed of members, Andrew Lach, Alicia Quan, Carla Scharf, and Executive Assistant to the President Paul Docherty, and Union Representatives, John Conway and Jackie Graticola.



Visit www.ufcw1006a.ca to read more about the gains 1006A members are making.



Things You Need to Know About Negotiations

- **1.** They are important! Negotiations determine your wages, hours, breaks, working conditions.
- **2.** You and your co-workers are represented by your union negotiating committee (made of workers like yourself from your workplace and experienced union negotiators).
- **3.** Your committee works to negotiate the best possible contract for you and your co-workers.
- **4.** You get to participate! Fill out proposal forms and participate in union proposal meetings to make your voice heard and share ideas on improving your workplace.
- **5.** Encourage your co-workers to participate with you. We are stronger together.
- **6.** Negotiations involve your committee and the employer tabling and exchanging contract proposals, going back and forth to reach an agreement.
- **7.** You can vote on the agreement! When the majority of workers accept the agreement, it becomes legal and binding.
- **8.** Sometimes, it may take a labour dispute to achieve an agreement.
- **9.** You and all your co-workers are the union. It takes your support and participation to achieve a fair contract.
- **10.** Get to know your union reps. They will be able to keep you informed about the negotiations process and most importantly, help answer any questions and assist with issues at work.

Wayne Montgomery 1946 – 2023



UFCW 1006A mourns the passing of former Local Union Director Wayne Montgomery, who helped make life better for workers and their families across Ontario during his career in the labour movement.

Montgomery passed away on October 22, 2023 at the age of 77.

Montgomery's history with the local union began when he became a member working part-time at Loblaws. He rose through the ranks from meat cutter to assistant meat manager to meat manager.

In 1964, he became a union steward and gradually became more engaged with his union and in 1989, he was hired as a staff representative and later became Director of the No Frills Division for the local.

"In any job, whether it's in retail or in union service, you have to realize things are not always going to stay the same. You have to recognize that and change with life," Montgomery once said in an interview with the local union's publication.

In addition, Montgomery served on the local union's Grievance Committee, was an Occupational Health and Safety Instructor and a member of the union's health and safety training group.

When he retired, he reflected in the local union magazine: "I appreciate the support of the membership over the last 15 years I have been on the road as a staff representative (and director) and I hope they feel that I've been able to help them when they needed it."

Brother Wayne, Rest In Peace.



Your Chance to Win!

Attend our next union meeting (via telephone) for a chance to win a tablet computer!

Meeting schedule and details available at:

www.ufcw1006a.ca/gmm



Congratulations to Jean Lamorena (Superstore Toronto), our general membership meeting contest winner!

 **MOMENTUM**

 **UFCW**
your VOICE at work
CANADA

Amidst rising hate, the federal government must Act for Queer Safety.

#Act4QueerSafety

Sign the petition:
www.act4queersafety.ca



THE SCANDAL OF FORD GOVERNMENT'S CORRUPTION



Kevin Benn (he/him)

Secretary-Treasurer,
UFCW Canada Local 1006A

There's something rotten in the province of Ontario.

The Doug Ford government is under criminal investigation by the RCMP.

This controversy began when the Ford government removed protected land from the Greenbelt.

The Conservatives undertook a flawed and rushed process, breached ethic rules and regulations, Ontario's Integrity Commissioner reported. Well-connected developers with links to the Conservatives could benefit upward of \$8.3 billion, the Auditor General reported.

Imagine the level of arrogance and greed involved. Conservatives are just helping their already well-to-do buddies get richer.

Even with the resignation of a few staffers and ministers and the return of land to the Greenbelt, the stench of the scandal hasn't disappeared. In addition, the Ford government is attempting to block any legal action against the province for its actions as related to the Greenbelt scandal – again trying to shield itself from any accountability.

The Greenbelt criminal case is one of the many scandals plaguing the government.

Recently, CBC News reported that Ford was undermining our universal health care system by providing more funding to a private for-profit clinic than to a public hospital for the same procedures.

The Toronto Star also report that the Ford government undermined the \$10 a day childcare program, created and funded by the Federal government. Due to pressure from for-profit daycare owners, the national daycare program was watered down for Ontarians with several concessions to business owners. This means more money in the pocket of Ford's friends instead of Ontario's families.

These scandals are just the tip of the iceberg.

*Voters deserve integrity, honesty and politicians free of corruption.
Voters deserve better.*

Ontario workers and their families deserve better. Despite the challenges we face, we must remember that our vote matters and we can make a difference.

We continue to work through our affiliates, at the Toronto & York Region Labour Council, Ontario Federation of Labour and Canadian Labour Congress, to raise awareness about the importance of political leaders and parties that put workers first.

I encourage you to stay informed, whether at the municipal, provincial or federal level. Decisions made at all levels affect you and your family. As we've seen with the reversal of the Greenbelt land sale, our voices make a difference when we stand together.

Always remember, your voice matters.



On another equally important note, I am pleased to report that our union is in a strong and stable financial position.

Responsible financial management is a core guiding principle at your local union, which enables us to continually meet the evolving needs of our membership and provide strong union representation.

At a time of increasing corporate power and influence, a strong financial position ensures our local union is able to aggressively advocate for our members' interests and take on the challenges we face. I am proud of our work in strengthening our union's financial position.



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