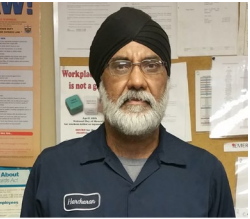




BOOM!



**THE ULTIMATE GUIDE TO WHY
UNIONS ARE AWESOME**

+ how to join!



ONTARIO'S UNION FOR FAIRNESS, EQUALITY AND RESPECT AT WORK.

Who We Are

UFCW Canada Local 1006A is a progressive, dynamic and inclusive local union **dedicated to making life better for all workers** across Ontario.

With 42,000 members, we are one of Ontario's largest private sector local unions. We represent members in many sectors and industries, including **Grocery Retail, Food Processing, Restaurant, Hotels, Security, Retail Commerce, Laundry, Warehousing/ Distribution, Transit, Cannabis** and much more.



Local 1006A activists and staff pictured at the annual Local 1006A Union Stewards' Conference.

Wayne E. Hanley

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



*If you are a worker looking to join a union,
you have come to the right place.*

*1006A is proud to be the union for all workers.
We are a union that listens to its members,
provides outstanding union representation
and negotiates strong union contracts.*

*As a 1006A member, you have a voice at work
and the power to shape your future.*

*I hope you consider joining us on our mission to build
fairer workplaces and communities for all.*

– Wayne



Local 1006A members get involved in their union and proudly support many community events and initiatives throughout Ontario.

Strength in Numbers

Local 1006A is part of the 255,000-member United Food and Commercial Workers (UFCW) Canada the 1.3-million member UFCW International Union.



25+ Union Representatives negotiating union contracts and servicing members

200+ Union Contracts protecting 42,000 members

700+ Union Stewards stepping up to help fellow members on the job

Your Local 1006A Team

Local 1006A has a team of highly skilled and dedicated union representatives working to advance and protect members' rights and livelihoods.

Local 1006A also has specialized experts working in Workers Compensation (WSIB), Health & Safety, Education, Employment & Labour Law and Communication.

Our team, along with members and stewards in the workplace, provide members with outstanding representation.



Union Advantage Checklist

UFCW Local 1006A

No Union

Better working conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Negotiated wages and raises in the union contract - no favouritism	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Free access to online training & education for you and your family	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Better prescription drug, dental & vision coverage and pension benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Scholarships for you and your family	<input checked="" type="checkbox"/>	<input type="checkbox"/>
More paid vacation and paid sick days	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Union representation on the job, including Health & Safety and WSIB	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Respect and dignity, including protection from management harassment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Seniority rights when it comes to scheduling, vacation and job security	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Protection against unfair discipline or dismissal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Have to accept unfair or unjust discipline or dismissal	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Join Our Movement!



50 Hotel Workers at Courtyard by Marriott Mississauga West.



300 Workers at Miller Transit in York Region.



80 workers at Mountain Equipment Company in Toronto

Pictures of workers from a variety of industries that recently **voted YES to join Local 1006A** and our movement for decent work!



70 workers at Pliteq in Vaughan.

How to Join

1 **Connect with a Local 1006A organizer.** They have the knowledge and experience to help you and your co-workers join our union. All contact is 100% confidential.



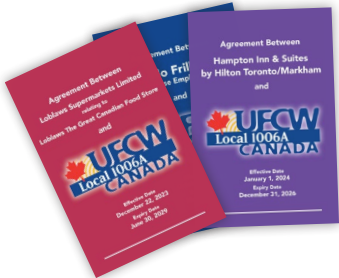
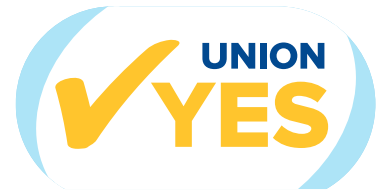
Application for Membership
United Food and Commercial Workers Canada Local 1006A

First Name _____ Last Name _____
Address _____
City _____ Postal Code _____
Province _____
Phone _____ Email _____ Best Time to Call _____
Primary Phone _____ Alt # _____
Employer _____ Department _____
Shift: Day Evening Night Status: Full-time Part-time Temporary
Workplace Address _____
Date _____ Signature _____

I hereby request and accept membership in the United Food and Commercial Workers Canada Local 1006A and of my own free will authorize the Union and its representatives to act as my exclusive collective bargaining agent in all matters of my employment.

2 **Sign UFCW Canada Local 1006A membership cards.** The employer never sees these cards. When at least 40% of the workers in a workplace sign UFCW Canada cards, the union can apply to the Ontario Labour Relations Board for a vote.

3 **A vote is usually held in your workplace one week after the union applies.** It is a secret ballot vote, conducted by the Labour Relations Board. All employees can vote. It doesn't matter if you are part-time or full-time, all votes count the same. When a majority vote for the union, the Labour Board will certify UFCW Canada Local 1006A as your legal bargaining agent and representative.



4 **Local 1006A representatives, including members from your workforce, meet with your employer to negotiate a collective agreement.** This agreement – the union contract – sets out the wages, benefits, working conditions, job security, and other rights.

text or call **647.518.3973** | toll-free **1.800.637.5936**

email **gounion@ufcw1006a.ca**

YOUR RIGHTS

The *Labour Relations Act* is the law in Ontario that allows workers to bargain collectively with their employers by joining a union. The Act protects the rights of workers who are either in the process of joining a union, or are already represented by a union.

The table below outlines some sections that protect workers when joining a union.

UFCW Canada Local 1006A will protect your legal rights and freedoms at your workplace.

Section 5	Membership in a trade union Every person is free to join a trade union of the person's own choice and to participate in its lawful activities.
Section 119	Secrecy to union membership Employees are guaranteed secrecy as to their union membership and the employer does not have an opportunity to see union membership cards.
Section 11	Remedy ordered if the Act is violated by the employer If the employer violates the Labour Relations Act, the Ontario Labour Relations Board can automatically certify the union as the bargaining agent.
Section 70	Employers not to interfere with membership in the union NO EMPLOYER or person acting on behalf of the employer shall participate in or interfere with the formation, selection or administration of a trade union. The employer may express views so long as the employer does not use coercion, intimidation, threats, promises, or undue influence.
Section 72	Employers not to interfere with employees' rights NO EMPLOYER shall terminate or discriminate against any person for exercising their rights under the Labour Relations Act. EMPLOYERS OR EMPLOYEES are not allowed to intimidate or use coercion.
Section 80.1	Just Cause Protection If a trade union is certified as the bargaining agent of employees in a bargaining unit, the employer shall not discharge or discipline an employee in that bargaining unit without just cause.



“Every person is free to join a trade union of the person’s own choice and to participate in its lawful activities.”

— *Ontario Labour Relations Act*

Section 86	Working conditions may not be altered When a union has applied for certification and notice has been received by the employer, the employer may not alter the rates of wages, any other term or condition of employment or any rights, privilege or duty of the employee without the consent of the union.
Section 77	Persuasion during working hours Nothing in the Labour Relations Act authorizes any person to attempt at the place at which an employee works to persuade an employee during the employee’s working hours to become or refrain from becoming or continuing to be a member of a union.
Section 43	First agreement arbitration In the event the parties are unable to reach a first collective agreement, either party may apply to the Ontario Labour Relations Board to direct the settlement of a first collective agreement by arbitration. The Ontario Labour Relations Board hears the arguments of both parties and then awards a collective agreement that is binding.
Section 96 (5)	Burden of proof Any employer that violates the Labour Relations Act will carry the burden of proof that they did not act contrary to the law.



Member working at Wonderbrands Bakery votes on her union contract.



A Local 1006A Union Representative helps a steward problem solve a workplace issue.



Local 1006A members working at Sofina Foods pose for a photo with their union representative during a workplace visit.



STABILITY

A union contract gives members job security protections, giving them the confidence to have a voice at work.



FAIRNESS

Union Representatives regularly visit members at work to ensure their contract rights are being respected.



ADVOCACY

Local 1006A is dedicated to political advocacy for issues that matter most to workers. From pushing for an increase to minimum wage, to legislating fairer scheduling practices. Above, UFCW representatives advocate for members on Parliament Hill with the Prime Minister.



Local 1006A members and their families have access to multiple scholarship opportunities.



Young 1006A members take leadership training at the annual Youth Internship Program.



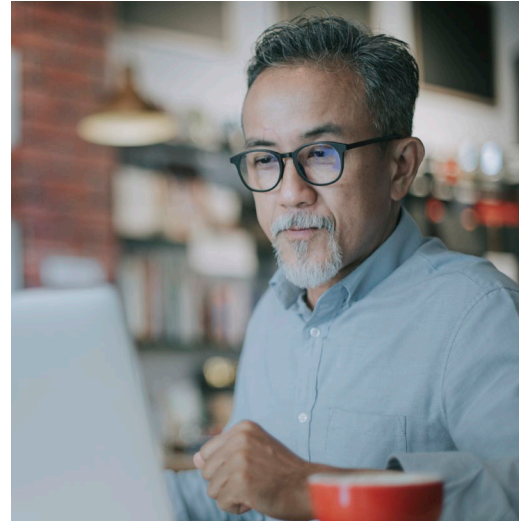
Union Stewards are member volunteers that help co-workers and ensure that the union contract is enforced at their workplace. Local 1006A takes training seriously and provides a comprehensive education program to make sure our members have the tools they need.



Scholarships

Our union knows that high tuition costs make it difficult for students. For more than a decade, your union has helped members and their families cope with escalating tuition costs through its annual Scholarship Program. Local 1006A awards 42 scholarships worth \$1,006 annually.

www.ufcw1006a.ca/scholarships



WebCampus

WebCampus is a FREE national online education and training resource which offers 150+ courses for members and their families. Members will be able to take college-accredited courses and receive recognition through Conestoga College, Athabasca University and Brock University.

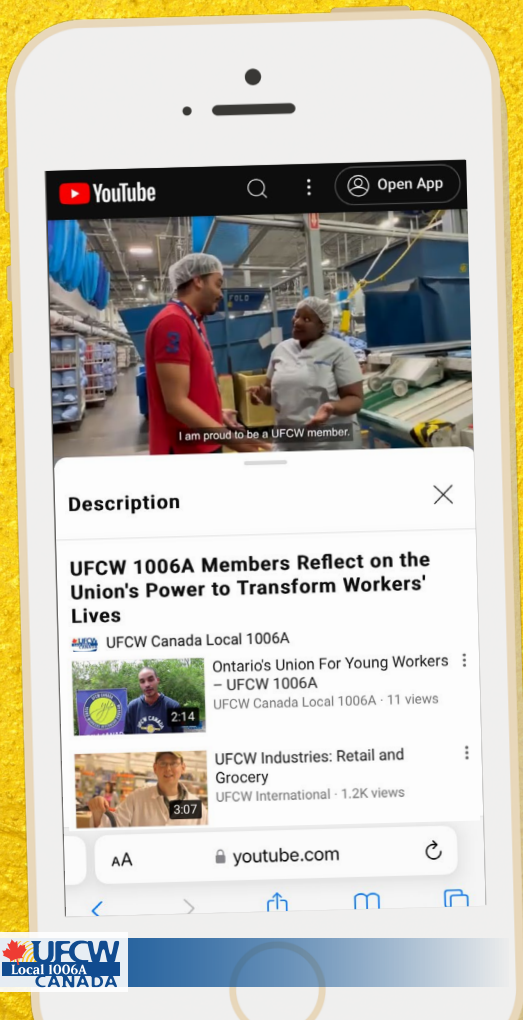
www.ufcw.ca/webcampus

These programs are open to all members and their family!

WHAT DO LOCAL 1006A MEMBERS HAVE TO SAY ABOUT THEIR UNION?



<https://youtu.be/U9qijQcRXEk>



Union Dues

Local 1006A has a proven track record of good financial management. This allows us to have some of the lowest membership dues around.

Dues pay for the things members need most from their union. Things such as workplace visits from a union representative, negotiating union contracts, providing Health & Safety and WSIB services, filing grievances when an employer puts up a fight and much more.

Members working in newly organized workplaces **don't pay any initiation fees, plus you don't pay dues until members vote in favour of their first union contract.**

Up to and including 12 hours	\$8.32 / week
Over 12 and up to 28 hours	\$9.67 / week
28 hours and over	\$11.32 / week


Also, union dues are 100% tax deductible!





Employer Tactics


Be on the lookout for...

Employers are not always happy when workers exercise their rights. Being union, gives you a voice at work! For your employer, unionization means they will no longer have 100% control. When employers find out workers are seeking representation, they will use predictable strategies and tactics to discourage you:

 **Lunch Party** – Enjoy the snacks! (usually pizza, but other food sometimes make an appearance). That said, you know that you deserve better than a free meal. Still vote **UnionYes**.

Open Doors & Third Parties – You’ll likely hear “We have an Open Door Policy / We don’t want a third party here – you can talk to me directly.” An open door is only good if people feel comfortable walking through it. A union contract gives you job security and the confidence to speak up. And if you need help, your Union Representative will be there for you. 

 **Promises** – Many employers will offer workers empty promises to change and to ‘do better’ during a union campaign. Good intentions are not legally binding – a union contract is.

Union Dues – Yes, unionized workers pay dues. During a union campaign employers suddenly become very concerned with how you spend your money. Our concern is protecting our members and negotiating fair pay increases – it’s your business how you spend your money! 

Don’t let management divide and distract you and your co-workers from the fair union contract you deserve!



OUR MISSION

Our Union, UFCW Canada Local 1006A, is a strong and compassionate voice for fairness, equality and justice in the workplace and our communities.

Our Union works to advance and protect the rights and livelihoods of our members as we strive to make life better for all workers across Ontario.

Our Union is guided by the belief that all workers have the right to a fair, safe and inclusive workplace where they are treated with respect and dignity.

This is achieved through the solidarity of our members.

Local 1006A is committed to:

MEMBER REPRESENTATION: providing outstanding representation, which puts our members and union first. Highly skilled and dedicated union representatives will work to protect our members' rights, resolve problems and negotiate strong collective agreements.

GROWTH: increasing our bargaining power and collective strength by helping workers without a union win rights in their workplace.

EMPOWERMENT: empowering and engaging members to make their voices heard, recognizing that each of us has a role to play in strengthening our union. At Local 1006A, we know our strength comes from each other.

DIVERSITY: building a progressive and inclusive union, which is reflective of our membership. We will be a champion for equity, human rights and social justice.

ADVOCACY: being a powerful voice for hardworking families in Ontario and will ensure workers' experiences, struggles, and aspirations are heard at all levels of government.

EDUCATION: providing educational opportunities and resources to help members gain the skills and knowledge they need to improve their workplace and achieve their goals.

OUTREACH: engaging youth and increasing our activism in Ontario's diverse communities to strengthen our union now and into the future.

**OUR MEMBERS ARE AT THE
CORE OF EVERYTHING WE DO**

text or call **647.518.3973**

email **gounion@ufcw1006a.ca**

toll-free **1.800.637.5936**

