

# 1006Alive

UFCW Canada Local 1006A • Union News

VOL 10, NO 1, WINTER 2025



## STEWARDS' TRAINING WORKPLACE ACTIVISTS TAKE ACTION



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Wayne E. Hanley,  
President

Kevin Benn,  
Secretary Treasurer

Glacier Effs-Samuel,  
Recorder

Head Office

70 Creditview Road  
Woodbridge, ON L4L 9N4

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



**BLACK LIVES MATTER**

Affiliated With

The Ontario Federation of Labour  
The Canadian Labour Congress

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**1006Alive**  
UFCW Canada Local 1006A • Union News

Mail Publication Agreement No: 40065747

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1006A celebrates Labour Day at the annual parade in Toronto and in communities throughout Ontario.



Union Stewards take courses at the 1006A Training Centre to gain skills to better help their co-workers.



1006A staff mark the 35th Anniversary of the École Polytechnique massacre in Montreal. On December 6, 1989, 14 women were murdered by a gunman targeting female engineering students. Gender-based violence must be eliminated in all its forms.



In October 2024, 90 workers at the SilverCity movie theatre at Trinity Commons in Brampton voted to join Local 1006A.



# THE POWER OF WORKER SOLIDARITY



**Wayne E. Hanley** (he/him)

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

## BUILDING ON OUR ACHIEVEMENTS

From negotiating strong union contracts to helping new members join our union, I am proud of all that we achieve together year after year.

As a union, we continue to grow in strength, prevailing against difficult employers and tough governments.

The key to our success has been our solidarity – our commitment to work with each other for the greater good. It is our dedication to be united that enables us to transform members’ lives, workplaces and communities.

Solidarity is based on a simple truth – we are stronger when we work together, than when we stand alone.

As a union member, this means you are not alone at work. You are part of a community, a team and a family working for fairness.

Our members’ solidarity gave us strength and support to achieve fair contracts in a variety of workplaces in various industries across Ontario (pg. 12). This includes at Arc The Hotel, Nitta Gelatin, Canadian Rail Car Cleaners, Comfort Inn Pickering and Swiss Chalet.

Solidarity helped workers without a union, come together to win union representation at the SilverCity in Brampton and ASP Security.

Solidarity helped our union secure justice and compensation from the WSIB for members injured on the job (pg .5).

Solidarity empowers stewards to speak up and take action to help their co-workers (pg. 10).

The power of solidarity is transformative. As many of you may know, solidarity has helped the generations of workers, who came before us, build Canada’s middle class, create health and safety standards in the workplace, achieve universal health care, establish the 40-hour work week and so many of the other gains that society benefits from today.

We must not take these gains for granted, which is why the labour movement continues to be a relentless voice for fairness, equality and justice in our workplaces and communities.

At 1006A, we nurture and strengthen our unity through many initiatives. I continue to be inspired by the hundreds of stewards who came together at our annual Stewards’ Conference (pg. 8) and those who take action by participating in Stewards Training. It was also inspiring to feel the unity and passion as I marched with our members on Labour Day and at Pride events in 2024.

As the world changes and our workplaces evolve, I want you to know that your union is always by your side, working for you.

If you ever have a question or need help with an issue at work, I encourage you to reach out to your workplace steward, or union representative. After all, solidarity requires all of us to lift each other up and work together to build a better world.



*Here for you as always. Contact Your Union Rep.*

[www.ufcw1006a.ca/unionrep](http://www.ufcw1006a.ca/unionrep)



# Public Abuse Must Stop

Protecting workers' health and safety is a priority for our membership, and that is why 1006A is proud to have launched our Public Abuse campaign.

"Our members are facing increasing incidents of public and customer abuse, and this is unacceptable," said President Wayne Hanley. "All workers must be treated with respect and dignity."

The union's goal is to raise awareness about the issue amongst the membership and the wider public to protect our members' health and safety at work.

Abuse can take many forms, including unwarranted yelling, profanity, physical aggression, threats and online harassment.

Your union has created a Public Abuse Reporting Form to help members, who experience or witness, public abuse or harassment, to report it directly to the union.

This reporting tool enables members to directly inform the union about their experiences.

The union has also placed Zero Tolerance for Customer Abuse decals at the entrances of Loblaws Great Food & Superstore and No Frills stores (see right).

If you face abuse at work, contact your union representative or Rick Young (ryoung@ufcw1006a.ca), UFCW 1006A's Health and Safety Representative.

Workers here are proud members of the United Food & Commercial Workers, Local 1006A.

They are doing their best to serve you and their communities.

**We expect everyone to treat our members with respect and dignity.**


...

**ZERO TOLERANCE FOR CUSTOMER RUDENESS, IMPROPRIETY AND ABUSE**

...

Workers at this store are protected by anti-bullying language in their union contract.

If you have an issue, please address it with store management directly.



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Wayne E. Hanley, President • Kevin Benn, Secretary/Treasurer • Glacier Effs-Samuel, Recorder



## REPORT PUBLIC ABUSE

YOU DESERVE TO BE SAFE AT WORK



If you experience or witness public abuse or harassment, report it to your union: [ufcw1006a.typeform.com/safetyatwork](http://ufcw1006a.typeform.com/safetyatwork)

### YOUR SAFETY COMES FIRST!

If a person becomes violent...

1. Get to safety.
2. Notify management and/or call 911.
3. Get first aid – see a doctor if necessary.
4. Report the incident ASAP to your employer and union.
5. Notify your union steward and/or worker member of your Joint Health & Safety Committee.
6. Be mindful of the impact of trauma. Seek help from a doctor or your workplace employee assistance program.

# “THE UNION WAS WITH ME EVERY STEP OF THE WAY”

After a workplace injury changed Annabelle Smith’s life overnight, she found hope and solidarity in her union.

In 2019, Annabelle was working on the linen line when she injured her shoulder.

As she was separating the linen, she heard a crack and felt immediate pain. She was later diagnosed with a rotator cuff injury and torn tendons to her right shoulder.

“I was in a lot of pain,” she said. “I couldn’t lift my shoulder and I couldn’t do a lot of things with my injury.” Eventually, even simple tasks became very difficult, as a result of the injury.

After initially being granted healthcare benefits by WSIB, Annabelle faced delays accessing care due to the pandemic closures. Then, WSIB decided she was not entitled to any healthcare benefits and denied her entitlement.

“I felt hopeless,” she said. “I am injured and I am hurt – I have no one to turn to and WSIB was my only hope and they decided they were not going to help me.”

That’s when she reached out to her union representative, who informed her about the services the union provides.

“WSIB tried to take my hope away from me,” Annabelle said. “Without my union, I would be on my own and paying expenses out of my own pocket.”

Through her experience, she learned more about the different ways that the union helps the membership.

“I wasn’t aware how much the union can do, with WSIB and with legal issues,” she said.

Once the union stepped in, Annabelle’s situation began to change.

“The union had a long fight ahead of them, but they never gave up,” she said. “They took action, and they were with me every step of the way until they won the case for me.”

Annabelle is thankful for the regular updates she received from the union’s WSIB department.

“They always let me know everything that was going on,” she said. “I felt excellent when they won the case, it was a joy, it felt great. I didn’t have to worry about it because I am getting my treatment.”

President Wayne Hanley commended the WSIB department for their exceptional work.

*“WSIB tried to take my hope away from me. Without my union, I would be on my own...”*

– Annabelle Smith



Annabelle & Local 1006A’s WSIB department.

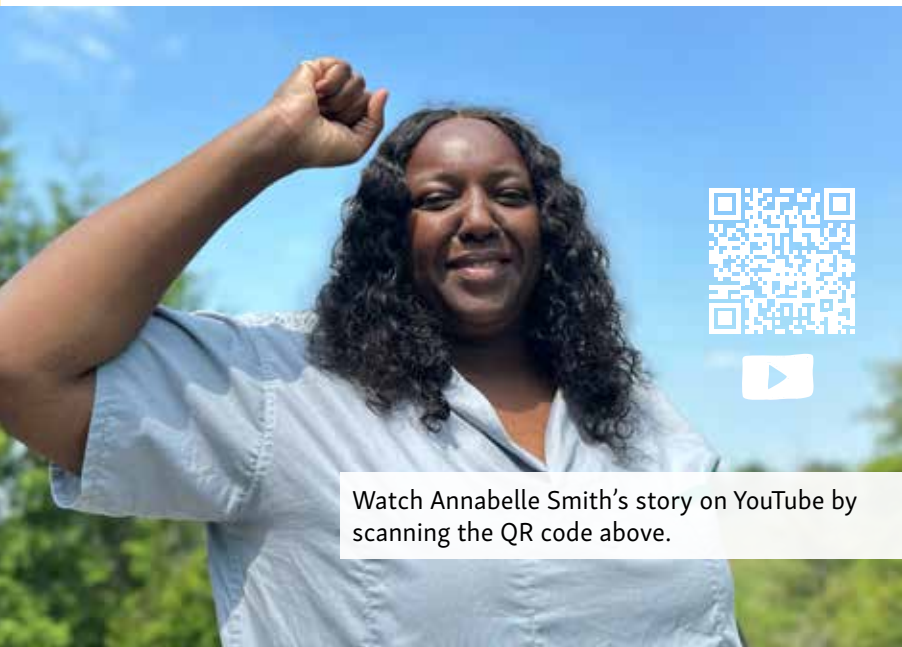
“We know the immense difficulty and hardship that injured workers face and that’s why the union’s WSIB department is here to help injured workers navigate this challenging process and get the compensation they rightly deserve,” said President Hanley.

Martha Villeda, Senior WSIB advocate, encourages injured workers to keep careful and complete copies of all documentation and correspondences with their workplace, doctors and WSIB.

“Having strong documentation makes all the difference with WSIB cases – it helps you and it helps us prepare a strong case for you,” said Villeda.

As for Annabelle, she is focused on helping others like the union helped her.

“I am very proud to be a shop steward because I believe in taking action and helping my co-workers with any challenge they face in the workplace.”



Watch Annabelle Smith’s story on YouTube by scanning the QR code above.

# Scholarship Program Changes Lives

*“This means the world to me.”*

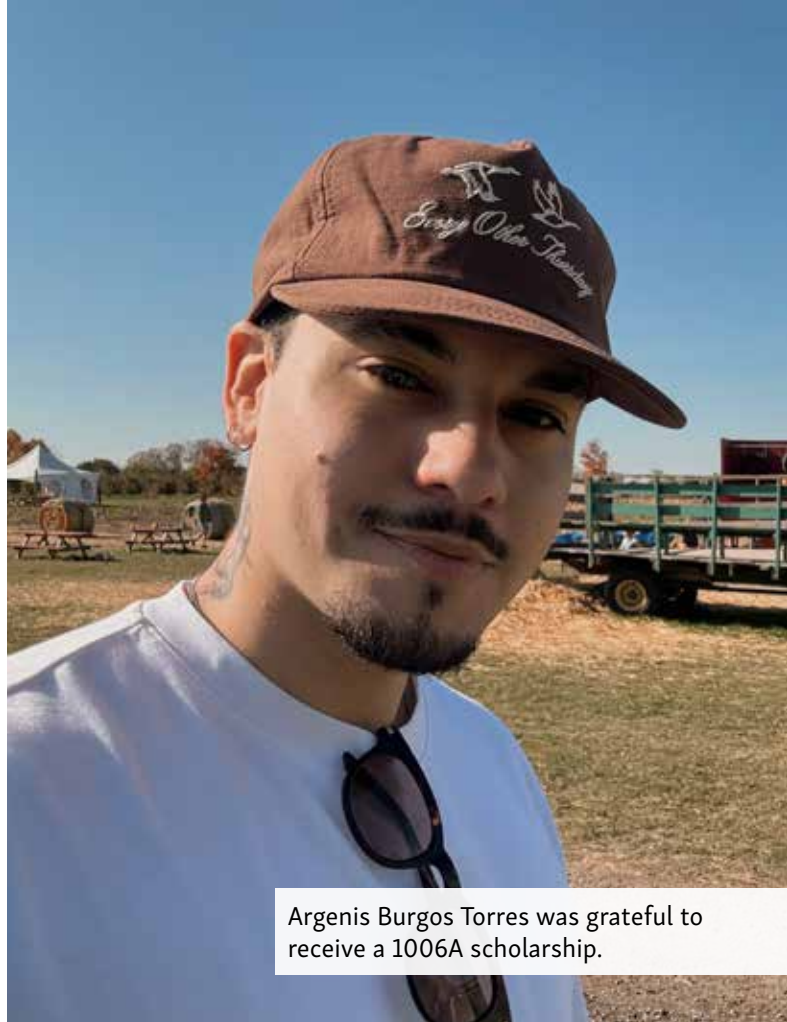
UFCW 1006A member Argenis Burgos Torres was elated to be awarded the 2024 UFCW 1006A Scholarship.

“I’m so happy I was selected – this has made my year,” said Torres, who is a first-year student at George Brown College for Animation. “This means the world to me. It’s a tremendous help, especially since my chosen career requires higher-budget electronics. I’m incredibly grateful to be part of the union.”

Torres was among the 42 members and/or dependents of members who recently received a union educational scholarship, worth \$1006 each. Since the program’s inception over a decade ago, the local union has helped hundreds of students and families across Ontario deal with the high cost of post-secondary education.

“This scholarship means a lot to me because it will help me focus more on my studies without worrying too much about financial stress,” said Alyssa Chung-Campbell, who is studying nursing at Toronto Metropolitan University. “I’ll be using this support towards my tuition – the scholarship allows me to pursue my goals and put more time into my education.”

“Receiving the UFCW Canada Local 1006A scholarship is such an honour,” said Hannah Bagley, who is studying at McMaster University with a focus on Environment & Society and Sociology. “This award is a great help in supporting my journey towards becoming an educator.”



Argenis Burgos Torres was grateful to receive a 1006A scholarship.

Bagley’s father is a union member. “The union’s work towards fairness, equality and justice in the workplace is also foundational to my future goals in education,” she said. “I value the importance of fostering inclusive respectful environments where everyone has a voice in order to succeed.”

Member Joshua Mandani, who is studying Computer Science at Toronto Metropolitan University, was also grateful to receive the scholarship.

“Receiving this additional funding means a great deal to me, especially given the current economic climate and the costs of being a full-time student,” he said. “Thanks to this scholarship, I can comfortably cover the upcoming semester of my program, giving me one less thing to worry about.”

Member Sarah Daniel said the scholarship will greatly support her journey toward earning her Bachelor of Education.

“The financial support will allow me to focus more fully on my studies and develop the skills I need to positively impact my future students,” she said.

Frogh Hamdam, who is studying political science at the University of Toronto, was thrilled to learn she won the scholarship.

“This scholarship truly helps with the cost of school and gives me extra motivation to keep pushing forward,” she said. “I’m proud to be part of a union that supports its members and their families in such a meaningful way.”



President Wayne Hanley congratulated this year’s scholarship recipients.

“UFCW 1006A is proud to support our members and their families achieve their dream of post-secondary education,” said Hanley. “Unions are at the forefront of making life better for all workers and this scholarship program is our commitment and dedication to building a fairer world for all.”

Oliver Bowes, who is studying at the University of Western Ontario, was thankful to receive the scholarship.

“Receiving the 1006A Union Scholarship is both an honour and a testament to the values of solidarity and support within our community,” he said. “It reaffirms my commitment to pursuing my education and career goals while upholding the principles of collective advocacy that the union stands for.”



Congratulations to Junaia Smith-Pearson & Brookelynn Myerscough, winners of UFCW Canada’s Beggs-Dowling-Mathieu Scholarship, worth \$1000 each!



**42 SCHOLARSHIPS**  
for members and their dependents.

**\$1,006 each.**

Applications due  
**September 30.**



[www.ufcw1006a.ca/scholarships](http://www.ufcw1006a.ca/scholarships)



# STEWARDS TAKE ACTION AT 7<sup>TH</sup> ANNUAL STEWARDS' CONFERENCE

Local union steward Marike Mueller-Ehrenberg loves attending the Stewards' Conference and being surrounded by a community of stewards and staff.

"I am not missing this event," said Mueller-Ehrenberg, who has regularly attended the local union conference since 2018. "This year was the best conference up to now, from the great location to the motivating and inspiring speakers. The more tools and knowledge we have as stewards, the easier it is for us to help members at the workplace."

Mueller-Ehrenberg said she was happy to see so many new stewards attending, as growth is essential to the union.

"The conference is a great way to say thank you to all the stewards," said Mueller-Ehrenberg. "We are taking action and as President Wayne Hanley said, we will make our workplaces better."

Mueller-Ehrenberg was among the more than 250 stewards from across Ontario, who came together for the 7th Annual Stewards' Conference – the largest in local union history.

Stewards, who work in a diversity of workplaces and sectors, attended the event in Markham.

The theme of the conference was "1006Action: Transforming Lives, Workplaces and Communities."

The event, which took place on September 21, featured speakers including award-winning playwright Trey Anthony, author and leadership expert Scott Kress, Ontario NDP leader Marit Stiles and Health and Safety Representative Rick Young.

President Wayne Hanley motivated and encouraged stewards to take action in their workplaces and communities through his state of the union address to attendees.

"It has always been the union workers who took action to create better workplaces, safer workplaces, a better life and a better world," said President Hanley. "It's been union workers who stood up for workers and their families, for the powerless, for the underprivileged."

President Hanley recognized the daily actions taken by stewards on the shop floor to create change.

"If you, like me, imagine a world where all workers are compensated fairly and treated with respect and dignity – we need to take action," President Hanley said. "When we take actions big and small together, we add to the list of victories, the justice and the progress that our members deserve."

Secretary-Treasurer Kevin Benn presented the local union's annual audited financial report and recognized the vital role of stewards within the union. "Our stewards' conference is absolutely by far my favourite, as it brings our union family together," said Benn. "It lifts us up, empowers us and strengthens us for the months ahead. It reminds us we are not alone, and that we are part of a larger collective, working and taking action for change."

Union stewards were also informed about 1006A's important Public Abuse Initiative, which impacts much of the membership.



Health and Safety Representative Rick Young delivered a presentation, encouraging stewards and the membership to report public abuse and harassment to the union. The information collected will help us to better understand the scope of the issue, and give us the power to address it and support our members.

Kyle Matos, a steward at Indigo, was excited to join his fellow stewards at the conference.

"This was an incredible experience to meet not only other stewards but the people in the union," said Matos. "I learned so much more about the union as a whole and my job as a steward. There are so many more people at UFCW than what you see day to day."

Valrie Francis, a steward at Real Canadian Superstore, was inspired to hear from Trey Anthony, whose play, *Da Kink in My Hair*, she had seen in high school.

"Her journey was the definition of breaking limitations and once you find your calling and purpose in life, it's important to have no excuses to execute it."

Francis said she gained a lot from the conference. "It's a great way to connect with like-minded individuals and it is great to have that sense of community knowing we are working together in action to empower each other, our workplaces and communities and the next generation."



## CONGRATULATIONS TO OUR MEMBER ACHIEVEMENT AWARDS RECIPIENTS

UFCW 1006A is proud to congratulate the recipients of the 2024 Member Achievement Awards.

"I'm surprised and I am so happy," said Sheela Sivanesan from Unifirst Canada, who was presented with the Fundraising Award. "The award means a lot and it motivates me to help more people who really need help."

Every year, UFCW Canada Local 1006A recognizes the incredible commitment, dedication and activism within our membership through five awards in the following categories: Health and Safety, Fundraising, Contribution to Community, Eliminating Barriers for Human Rights and Leadership and Advancement of the UFCW.

"I felt very valued and appreciated," said Alicia Quan from Baton Rouge, who received the Eliminating Barriers for Human Rights Award. "I was surprised to win the award and happy that my hard work had been noticed."

Recipients are announced at the local union's annual Stewards' Conference each year.

"I was shocked and incredibly happy to have won the award," said Alex Vankoughnett from No Frills. "It meant a lot to me to be recognized for my efforts in promoting health and safety in the workplace for my co-workers and the impact I've made along the way to pave a safer and healthier future for workers."

**2025 NOMINATIONS ARE OPEN:**  
[www.ufcw1006a.ca/awards](http://www.ufcw1006a.ca/awards)



**Health and Safety:** Alex Vankoughnett from No Frills  
**Eliminating Barriers for Human Rights:** Alicia Quan from Baton Rouge in Ottawa  
**Fundraising:** Sheela Sivanesan from Unifirst Canada  
**Contribution to the Community:** Elaine Hemingway from RCSS 1024  
**Leadership and Advancement of the UFCW:** Scott Spears of Darling International

# Stewards Take Action to Transform Workers' Lives and Communities



Tom Micallef is proud to be a UFCW 1006A steward.

“The reason I became a steward is so I can make a difference and help people with their issues and their problems in the manner I would expect to be helped out in,” said Micallef, who works at Maple Grove Distribution Centre.

Micallef takes pride in helping members through the discipline process, grievances and arbitrations.

“When you help members understand the process, you actually feel like you have done something – you feel you have made a difference.”

Micallef is one of the 700 union stewards who are making a difference every day in workplaces and communities across Ontario. Micallef is especially proud of serving on the negotiating committee where he helped his co-workers achieve a fair union contract.

“Having a union has made a big difference for us because it gave us strength in numbers and we had the power of 950 people behind us,” he said. “It is very satisfying knowing that people are going to be taken care of, not just for the short term but the long term.”



For Kelly Mcleod, being a steward means being there to listen to and support her fellow workers.

“I am an emotional support system even for the smallest things, even if it is not a union issue,” said Mcleod, who works at No Frills. “If it is a personal issue, I try and help with that as well.”

When members approach her with their concerns, Mcleod said she tries to find the best solution and an answer.

“What motivates and inspires me is service to people” she said.



For Joyce Waito, union representation has made a big difference at the Comfort Inn in Windsor.

“I feel having a union has made an impact because I do have a sense of job security,” said Waito. “I didn’t have to worry about it - I knew I could always pay the mortgage. I know I can do things with the kids so we can do things together.”

She said union representation means workers at the hotel can create change.

“Every set of negotiations, we do make our contract better.”



Steward Tom Micallef and Union Representative Ric Pereira conduct a site visit at Maple Grove Distribution Centre.



Members at Comfort Inn in Windsor pose for a photo after a union meeting.



# Your Vote is Your Superpower to Create Change

With federal and provincial elections on the horizon, it's more important than ever for voters to get informed and engage in the process.

Low voter turnout and public apathy resulted in only 62 per cent of Canadians voting in the last federal election in 2021 and only 44 per cent of Ontarians voting in the last provincial election in 2022.

"Politics affects every part of our daily lives," said Mark Hennessy, Special Assistant to the President at UFCW Canada in an interview. "You do not need to be an expert to be engaged."

The common refrains during any election season are: "I don't like any candidates, so I won't vote" or "My vote doesn't matter."

"Political apathy is transferable and when society's riddled with it, it's easy to lose hope," Hennessy said. "Don't let others put you down or make you believe your voice means nothing. By not engaging, we only hurt ourselves."

In both elections, polling indicates key concerns include rising cost of living, housing affordability, attacks to universal healthcare and the economy.

"People are feeling squeezed by the rising cost of everything and are rightfully frustrated as they just barely stay ahead, or in the case of most non-union workers, fall further behind," said Hennessy.

He encouraged voters to get informed and turn up to the polls. "Using your voice is the most impactful thing you can do," he said. "Have the conversation. Talk to your friends, your family, your coworkers. If you want to go further than that, get out and volunteer. Email your elected officials. Vote and encourage friends and family to do the same."

President Wayne Hanley encouraged members to learn about the issues that are affecting their lives and each party's position, whether it's a municipal, provincial or federal election.

"Everyone has busy lives and it's tempting to not make politics and voting a priority but not voting also makes an impact," said President Hanley. "It makes it easier for self-interested politicians to get elected – it gives power to those who may not have your best interest at heart. Remember your vote is your superpower to create change."



President Hanley and Ontario NDP Leader Marit Stiles at the annual 1006A Stewards' Conference.

With housing affordability, many Canadians, especially in Ontario, are finding themselves priced out of the market as housing and rental prices rise to staggering levels. Meanwhile, developers are cozying up to governments while ordinary Canadians deal with a lack of affordable housing.

With universal healthcare, provincial underfunding and the rise in for-profit enterprises are hurting the public system, diverting away vital funding. As privatization increases, it erodes the universal system which ensures equal care to all, regardless of income or background.

With the economy, leaders are dealing with the impact of inflation and an unemployment rate of 6.8 per cent.

Marit Stiles, the leader of the NDP and official opposition in Ontario, spoke to union stewards about the skyrocketing cost of living at 1006A's recent Stewards' Conference.

"People are having to show up at the checkout counter having to put groceries back, people are having to make difficult choices for their rent, which is, despite rental controls, going up and up," she said.

Marit said workers cannot afford any more of the Doug Ford government, which prioritizes the wealthy and well-connected and leaves working people further behind.

"After six years of this government, there is a huge gap between how much people earn and how much they can afford to spend on all these necessities of life," Marit said. "They are seeing things fall apart in their communities: closed emergency rooms, the 2.7 million who don't have a family doctor, people are without hope and not understanding who can help them."

Marit spoke about the corruption and the Ford government.

"With the Doug Ford government, working people are always going to come second to his big donors, the wealthy developers, the people who can afford to come to his family weddings," Marit said.

Marit said the NDP will bring back a government for working people.

"It doesn't need to be this way, and people are yearning for change," she said.

# Negotiation Updates

*“UFCW 1006A is proud of our track record of achieving fair union contracts for our members across Ontario. I am proud to congratulate and commend our negotiating committees for their hard work and dedication in achieving strong contracts with significant improvements. Together, UFCW 1006A continues to transform lives and workplaces across Ontario.”*



**Wayne Hanley**  
President

## Swiss Chalet



Members working at Swiss Chalet locations across Ontario have ratified a new union contract including many gains.

The union negotiating committee met with Swiss Chalet over 8 days of negotiations, resisting employer proposals for contract concessions. The Memorandum of Agreement was reached with the company after a challenging conciliation session held on October 28, 2024.

“I feel good about the contract, we didn’t lose anything – we still have our benefits and vacation packages,” said Phyllis Hannivan, a server at the Peterborough restaurant. “Everyone works so hard and deserves everything they get.”

Hannivan added that participating on the negotiating committee “was eye-opening and a learning experience.”

“Congratulations to our members at Swiss Chalet on prevailing during difficult negotiations,” said President Hanley. “Despite employer demands for major concessions, our negotiating committee was able to make strong gains for our members.”

The union negotiating committee included members Brian Dulong, Kim Desroches, Phyllis Hannivan, Anita Hurley, Executive Assistant to the President Frank Ragni, and Union Representatives Tachani Bishop, Joe Blythe, Kallisha Hoyes, Diana O’Brien, and Amanmeet Singh.

Some of the contract highlights include, a new minimum wage plus wage scale (ensuring members remain above minimum wage and benefit from any minimum wage increases), improved vacation entitlement, new language to ensure members do not require a doctor’s note for absences less than 3 days, and an increase to the shoe allowance.

## Comfort Inn – Pickering



UFCW 1006A members at Comfort Inn in Pickering continue to make gains, ratifying a new union contract.

“I appreciate the good job the union did,” said Donna Lloyd, a member of the negotiating committee. “I am happy with the contract – I liked the way they worked for us on our behalf. I liked the gains we achieved with the wages and shoe allowance.”

The contract term is from April 1, 2024 to March 31, 2027 and covers 32 members.

The negotiating committee included members, Donna Lloyd, Cora Williams, and Union Representatives Tachani Bishop and Dustin Magee.

Highlights include significant wage increases, new boot and shoe allowance and increased employer benefit contributions.

## Canadian Rail Car Cleaners – Stouffville



UFCW 1006A members at Canadian Rail Car Cleaners have ratified a new union contract.

The term of the contract is from September 1, 2024 to August 31, 2028 and covers 11 workers.

The negotiating committee included members, Ryan Hamilton, Matt Hill, Kyle Newton and Union Representative, Frank Mensah.

Highlights include wages increases, improved vacation and time-off language, more paid sick days, and more year-end bonus money.

### Arc the Hotel – Ottawa



UFCW 1006A members at Arc The Hotel in Ottawa continue to make gains in their new contract.

The term of the contract is from September 1, 2024 to September 1, 2029 and covers 22 members.

The negotiating committee included members, Walter Larocque and Narayan Benavente and Union Representative John Conway.

Highlights include a 20 per cent wage increase over the term of the contract, new premium pay for housekeeping leads and trainers, improved scheduling and job classification language, increased safety shoe entitlements, and improved language for hours of work.

### Travelodge – Simcoe



UFCW 1006A members at Travelodge Simcoe have ratified a new union contract.

The contract term is from September 12, 2024 to September 11, 2027 and covers six members.

The negotiating committee consisted of member Lisa Ann Guthro and Union Representatives Ric Pereira and Kyle McGreal.

Highlights include, increased wages, increased bereavement from 3 days to 4 days, minimum wage protection language, and a shoe allowance for all members of \$100 per calendar year.

### Chubb Fire and Security Canada – Stoney Creek



UFCW 1006A members, who work as fire alarm technicians, at Chubb Fire and Security Canada have ratified a new union contract with gains.

The negotiating committee included members, Dan Brown and Brent Timleck and Union Representatives Ric Pereira and Kyle McGreal.

“I thought we came out of it pretty good considering the changes that the company was looking for,” said Brent Timleck. “We bargained very hard and the contract we got was a good one.”

The term of the union contract is from November 1, 2024 to October 31, 2027.

Highlights include, wage increases for all classifications, increased shift premiums, improved vacation language, increased protections to control work outside of their region, and preserved current pension plan.

### Galleria Shopping Centre – Toronto



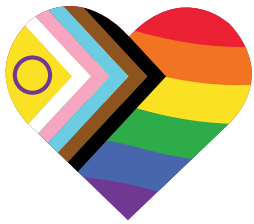
UFCW 1006A members, who work as security guards, at the Galleria Shopping Centre, in Toronto, have ratified a new union contract.

The term of the contract is from November 1, 2024 to October 31, 2027.

The negotiating team included member, Shereika Wright and Union Representatives, Joe Blythe and Amanmeet Singh.

Highlights include wage increases of more than 15 per cent over 3-year term of union contract, secured two new 15-minute breaks for members, increased safety shoe allowance to \$175 per year, decreased “member co-pay” for benefits, and improved severance language if location closes.





# PRIDE: FINDING THE COURAGE TO BE YOURSELF



UFCW 1006A members and staff stood up for equality and human rights at Pride events across Ontario in 2024, including Brockville, Toronto, London and Capital (Ottawa) Pride.

“Having the opportunity to participate in Pride with our union was amazing,” said Alica Quan, a steward from Baton Rouge, who marched in Toronto and Ottawa Pride. “Being part of the 2SLGBTQIA+ community, we don’t always get to be ourselves – during these events, everyone got to be themselves with no judgement and it’s great to witness that.”

The local union’s participation in the different cities was led by 1006OUTreach, a committee of 1006A members and staff working to raise awareness within the membership and the broader public about the issues affecting the 2SLGBTQIA+ community.

“It was wonderful to march with our union and our OUTreach committee — and it was great to see so many people involved with Pride this year,” said Paul Milam, who works at a Real Canadian Superstore in London and organized the union’s participation in London. He also participated in the Toronto and Ottawa Pride events.

“It was fantastic to be with everyone while celebrating who we are unapologetically,” said Joy Jumphol, a new steward from Indigo Yorkdale who participated in Toronto Pride, Brockville Pride and Ottawa Pride. “It was amazing to participate and eye-opening to see all the people from the union and community gathered together in support.”

President Wayne Hanley commended 1006OUTreach for its work.

“UFCW 1006A is a long-time supporter of Pride and we continue to work hard to stand up for equality, fairness and human rights in our workplaces and communities,” said President Hanley. “It was inspiring to participate alongside our members from the 2SLGBTQIA+ community. We are proud to show our support and stand in solidarity with our members in the community today and everyday. At 1006A, everyone belongs and has a home. By working together, we are building a more inclusive and equal world for all.”

“The committee has shown incredible solidarity and unity in coming together to celebrate different pride events across Ontario,” said Jackie Graticola, OUTreach coordinator. “Thank you to all our members who participated and for making our Pride initiatives so successful.”



# YOUR UNION IS YOUR GATEWAY TO LEARNING



**Kevin Benn (he/him)**

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

As Secretary-Treasurer of our great union, it is inspiring to see how many members and stewards are taking advantage of our educational resources.

At 1006A, education is fundamental in empowering our members to collectively build knowledge and skills to manifest change.

Thousands of members over the years have benefited from the union's wide range of learning opportunities, from webCampus to Health and Safety training to our Stewards' Training program.

Many members, and their family members, have enrolled in UFCW Canada's webCampus program, a dynamic online learning platform, to pursue personal and professional passions.

This online program offers a wide range of courses, including Dealing with Customer Rage, Health and Safety in the Food Service sector, Mental Health at Work, Financial Basics for Non-Financial People, Stress Awareness and Microsoft Office Skills.

More than a hundred courses are available for free to members and their families and can be completed at their convenience.

I encourage you to visit [ufcw.ca/webcampus](http://ufcw.ca/webcampus) to find a course that interests you. Some courses are also eligible for college and/or university accreditation at institutions like Brock University, Conestoga College and the Toronto Metropolitan University

For our activists, we are proud to offer our landmark Stewards' Training Program.

Each spring and fall, I am excited to see hundreds of stewards at the local union's training centre participating in courses. Started nearly two decades ago, this program has been a long-time success, in helping grow, strengthen and unite our activist base. With a wide variety of courses included in the program, the stewards that undertake our training gain essential skills to help the membership with issues that arise in the workplace.

Even during the pandemic, despite the challenges, we adapted and provided a hybrid of online and virtual zoom training to ensure first-time stewards received the necessary introductory knowledge and skills they needed.

In addition, our health and safety department also hosted multiple online seminars throughout the pandemic for activists; to continue our ongoing efforts to keep our members healthy and safe.

As Civil Rights activist, Marian Wright Edelman, once said: "Education is for improving the lives of others and for leaving your community and world better than you found it."

Through our education initiatives, I have been proud to witness the transformative power that education has had on members and stewards.

Change begins when we share our knowledge with others. When we educate, we help raise awareness, while laying the foundation for fairer workplaces and communities.

*"Education is the  
most powerful  
weapon which you  
can use to change  
the world."*

– Nelson Mandela



1006A stewards take the Human Rights course at the Union Training Centre.

# Member Awards

Help us show appreciation for the great work UFCW 1006A members do at work and in their communities.

## Nominate someone today!



**UFCW Canada Local 1006A recognizes Outstanding Member Achievement through five annual awards of \$500 — one award for each category listed below:**

#### **Leadership and Advancement of the UFCW**

*is presented to a UFCW 1006A member who demonstrates commitment, passion and dedication to the labour movement and to advancing the ideals and traditions of the local union to its membership.*

#### **Fundraising**

*is presented to a UFCW 1006A member who demonstrates commitment and dedication to support local or national charities.*

#### **Contributions to the Community**

*is presented to a UFCW 1006A member who demonstrates commitment and dedication to enhancing the social fabric of their community and improving the livelihood of its members.*

#### **Promoting Health & Safety in the Workplace**

*is presented to a UFCW 1006A member who continually strives to improve the health and safety of members in the workplace.*

#### **Human Rights**

*is presented to a UFCW 1006A member who works to eliminate barriers and promotes equality, specifically in one or more of the areas covered in the Ontario Human Rights code: age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation.*

*Recipients are announced at the local union's annual Stewards' Conference.*

*In addition to the \$500 award, winners names are proudly displayed on a plaque at your union office.*

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## Nominate

[www.ufcw1006a.ca/awards](http://www.ufcw1006a.ca/awards)

