



unifor

Ontario Regional Council

**ORC DEPARTMENT,
SECTOR, AREA AND
STAFF REPORTS**

2025

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National Department Reports



Education Department Directors Report

Robin Fairchild Clennell | December 2025

Department Staff:

Shelley Amyotte
Patty Barrera
Lisa Bastien
Saira Chhibber
Derek MacLeod

Major developments:

Our department is pleased to be joined by Derek MacLeod and Shelley Amyotte. Derek, who has previously served our union in various capacities, including as a service representative, discussion leader, and local union president, is now our National Representative, based at our Education Centre in Port Elgin. Shelley, who has previously served our union in the Communications Department, will now work in curriculum development and facilitator training.

- This year, over 425 courses have been scheduled and coordinated to delivered by discussion leaders at our Education Centre, and in Quebec, and across Canada through our area school program.
- Workplace training continues across the Detroit 3 locals. The new training module, which focuses on the impact of tariffs and Unifor's advocacy around Canadian Jobs, is currently being rolled out.
- Participation in the Unifor-McMaster Labour Studies Certificate remains high across locations, with enrollments consistently at program funding capacity. On October 18th, a ceremony was held at McMaster University to honour recent graduates. Congratulations to these members!
- Our department has provided workshop development and facilitator training for various conferences this year, including Retail/Wholesale, Local M1 Young Workers', Pride, Women's, EI/CPP, and BIWOC.
- We have delivered a new facilitator training course to a new cohort of Discussion Leaders to ensure we have more amazing members to deliver union education.
- We ran two wonderful weeks of the Family Education Program this past summer and welcomed 140 families from across the country.
- Our Human Rights program is now available at both our Education Centre and through our area school program (3-day).
- We continue to offer self-directed online modules that members can complete independently at their own pace. In 2025, we launched two new online modules: 'Allies' and 'Tariffs in Twenty Minutes' www.unifor.org/resources/education/online-self-directed-modules
- Winter/Spring 2026 Schedules for Area courses and Paid Education Leave at our Education Centre will be available on our website: www.unifor.org/resources/education

Major issues ahead:

To continue to meet the demands of our local unions for union education.

Health Safety & Environment Department Directors Report

Joanne Hay | October 29th, 2025

Department Staff:

Joanne Hay – joanne.hay@unifor.org – Director, Health, Safety & Environment
Emil Mesic – emil.mesic@unifor.org – Health and Safety Training Fund Coordinator
Ryan Rodrigues – ryan.rodrigues@unifor.org – National HSE Representative
Rob Milford – rob.milford@unifor.org – National HSE Representative

Major developments:

Fatalities: Since our 2024 HSE report there have been four work-related fatalities in Unifor workplaces.

- Peter Lecerf - Local 4050
- Sam Brouwer – Local 4268
- Sean McKim – Local 591G
- Keith Gordon – Local 114

We send our sincerest condolences to the families, friends, locals and communities related to these tragic incidents. In the event of a workplace fatality or serious injury, please ensure that our department is notified verbally and in writing. You can pick up a copy of our latest Serious Injury and Fatality Policy at our Safety table or request a soft copy by contacting us at healthandsafety@unifor.org

Threads of Life/ Steps for Life Walk – Thanks to all locals, the ORC Executive & HSE Standing committee who supported Team Unifor Toronto in raising \$8500 contributing to the record-breaking goal of more than \$110K raised to support families who have lost loved ones in work related tragedies. Visit www.threadsoflife.ca for more info on how you can get involved.

Bud Jimmerfield Award Winner 2025 – Congratulations goes to **Robert Giroux L1119** from Howe Sound Pulp and Paper for his exemplary contributions to health and safety within his workplace and community.

Conferences – Environment Web Series – Oct 31st & Nov 1st, 2025, Courageous Voices for a Just Transition: Building a just economy and finding solutions together was a free two-day online gathering bringing together union leaders, community organizers and policy advocates to discuss labour's role in transforming the economy and growing good sustainable jobs.

RSI Day Webinar – Feb 28th – Work Should Not Hurt webinar was a great success with over 130 participants who heard about the latest research, tools and tips from subject matter experts from CRE-MSD, Waterloo's Center of research Expertise for the Prevention of Musculoskeletal Disorders.

New Department Resources – the department continues to create new HSE Resource Documents including our most recent **Health and Safety Model Language Booklet**. You can pick up a copy of it and access our many other new resources at our safety table or visit [Health-Safety-and-Environment](#).

Now more than ever we need to be vigilant in monitoring proposed health and safety regulations in Ontario and across the country. The department actively writes and submits many consultations on proposed changes to H&S regulations across all jurisdictions to ensure that harmonization is not a race to the bottom but rather an opportunity to raise the standards for all Canadian workers. Please contact us at healthandsafety@unifor.org for questions or support and stay safe.

Human Rights and Equity Directors Report

Tricia Wilson | November 2025

Major developments:

During Black History Month, members gathered at the National office and through virtual watch parties to celebrate the theme *Black Excellence in Action*. Members from across the country delivered impactful presentations highlighting Black leaders who have shaped Canada's history and contributed to advancing social justice and equality.

The Racial Justice Advocate (RJA) program continued to strengthen member capacity in addressing workplace discrimination and promoting equity. Courses are offered in both the spring and fall, with training focused on workplace issues, prohibited grounds, stress and conflict management, and understanding structural oppression. This year, the program introduced a new logo and updated materials to support Advocates in their ongoing work across locals.

The Local Union Equity Fund was established to support locals in implementing equity-focused initiatives within their workplaces and communities. Funded projects included:

- Local 240: BIWOC Event
- Local 3018: Orange Shirt Society Speaker
- Local 6004: Awareness Raising Event
- Local 531: Recognition of the National Day of Remembrance and Action on Violence Against Women
- Local 62: Racial Justice Advocate Awareness and Education
- Local 87-M: Amplifying BIWOC Voices in Local Media and Earth Day Event
- Local 111: Day of Pink Celebration

In recognition of Asian Heritage Month, a national panel discussion webinar was held to examine the intersection of immigration, labour, and anti-Asian racism. The session provided valuable insight into the lived experiences of Asian workers and reinforced the importance of solidarity and inclusion within the labour movement.

The Pride Conference was held in Port Elgin from May 30 to June 1. The closed conference centered on the principles of justice, inclusion, and collective strength, providing a dedicated space for 2SLGBTQIA+ members to engage in learning, dialogue, and community building.

The Black, Indigenous, and Workers of Colour (BIWOC) Conference took place in Port Elgin from September 26 to 28 under the theme *Rooted in Resistance, Healing, Justice, and Solidarity*. Delegates participated in workshops and discussions focused on decolonization, racial justice, and collective healing. During the conference, Michelle Wilson (Local 111) was re-elected as Indigenous Representative, and Sharlene Henry (Local 1285) was re-elected as the Black and Workers of Colour Representative.

Many thanks are extended to the National Equity Liaisons who continue to assist and support the Equity Standing Committees in all aspects of their work. Each committee has developed a 10-Step Guide available to locals to support the establishment of equity committee's, including:

- Building a Youth Committee
 - National Youth Committee Liaisons are Ryan Rodrigues and Laura Sullivan
- Building a Workers with disAbilities Committee
 - National Workers with disAbilities Liaisons are Derek MacLeod and Dana Dunphy
- Building a 2SLGBTQIA+ Committee)
 - National 2SLGBTQIA+ Liaisons are Billy O'Neill and Toby Whitfield (acting Liaison)
- Building a Black, Indigenous and Workers of Colour Committee
 - National BIWOC Liaisons are Margaret Olal and Hassan Mirza

Major issues ahead:

- National Black History month event February 28, 2026
- Black, Indigenous and Worker of Colour conference June 12-14, 2026
- Human Rights conference July 10-12, 2026
- Regional Equity committee training-dates to follow.
- Racial Justice Advocate – Audit- Locals will receive communication to confirm RJA information.

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International and Social Justice Fund Director's Report

Navjeet Sidhu | October 2025

Major developments:

Social Justice Fund

- The SJF held its first Board meeting of 2025 this past April and approved a total of nine Canadian projects and 12 international projects on a range of issues, including labour and worker rights, human rights, gender equity, and health care. Some of these projects included supports for:
 - Canadian organizations working to address the rise of right-wing extremism and hate in the country, improving rights for migrant workers, addressing tech-facilitated gender-based violence, and strengthening housing rights for renters;
 - Worker and labour rights protections for workers in garment producing sectors across south and southeast Asia and domestic workers in Haiti;
 - Supporting health workers and access to health services for people in the Democratic Republic of Congo and in Malawi;
 - Protecting human rights activists, labour activists and environmental defenders in countries such as Colombia, Mexico, Guatemala and Honduras
- The SJF Board will have its final meeting of the year at the end of October to review and approve another set of national and international projects.
- In February, to mark the UN World Day for Social Justice, the department organized an educational webinar for members to hear updates on the humanitarian conditions on the ground in Gaza, with special guest speakers from Oxfam Canada and Save the Children Canada.
- In August, the department released its 2024 SJF Annual Report. This report provides a summary of the key projects and organizations the fund has supported in Canada and around the world in the past year.
- This upcoming holiday season, the SJF will be making its annual holiday donations to food banks and women's shelters across the country. This year, a total of \$300,000 will be distributed to food banks across Canada. Some of the food banks in Ontario supported will include the Daily Bread Food Bank, Ottawa Food Bank, Drouillard Place and the Sudbury Food Bank. In addition, a total of 75 women's shelters across Canada will also receive donations totalling \$180,000, which includes a contribution of \$25,000 from the ORC. Ontario shelters supported this season will include the Redwood Shelter, Rainy River District Women Shelter of Hope, Women's House of Bruce County and Hiatus House.

International Solidarity

- In August, at the Unifor Constitutional Convention in Vancouver, B.C., the union presented its highest award – the Nelson Mandela Human Rights Award. This year, the award was presented to the Palestinian Journalists' Syndicate (PJS), in recognition of the record number of killings of journalists and media workers in a modern conflict and the ongoing risks Palestinian journalists continue to face as they report on the dire humanitarian conditions on the ground in Gaza, including human rights abuses and targeting of civilians by the Israeli military in its war with Hamas. Accepting the award on behalf of the PJS was the union's President, Nasser Abu Baker.

In addition to the award, the PJS will be presented with a contribution of \$50,000 from the Unifor Social Justice Fund to support their ongoing work.

- Unifor continues to answer the call for international solidarity from our trade union partners and allies across the world. This year, we have sent letters in solidarity from our National President, in support of a global campaign to denounce attacks and the jailing of labour union leaders in Belarus, supported our trade union friends at the independent union SINTTIA in Mexico as they held a large union certification vote at a car assembly plant in San Luis Potosi, and calling for the emergency rescue of trapped workers in a mine in Indonesia for the Papuan Mine Workers Solidarity Coalition.
- In October, Unifor's International and Education departments participated in a two-day conference, organized by the group Common Frontiers, bringing together labour union educators from several Canadian private and public sector trade unions to discuss and share resources and strategies on how to better engage members on international solidarity issues.
- The Mexico Workers Rights Action Project (MWRAP) that Unifor has been helping to coordinate, in close collaboration and partnership with the Centro de Investigación Laboral y Asesoría Sindical (CILAS), and financially supported by the Federal government, is in its fourth and final year, wrapping up in December of 2025. The project has been instrumental in supporting the growing independent trade union movement in Mexico, to ensure workers have a democratic voice in their unions and that their unions represent their interests at the bargaining table.

In early October, Unifor organized and hosted a project conference, held at the Unifor National Office, bringing together Unifor leadership and staff, Canadian labour union allies and Mexico trade union leaders and project partners. Through a series of guest speakers and panels, the day provided participants with an overview of some of the project's key accomplishments over the past four years, ongoing challenges regarding the implementation of Mexico's labour reforms, the state of freedom of association rights in the country and an analysis of North American trade challenges and economic impacts as a result of the unjust trade tariffs introduced by U.S. President Trump's administration.

Major issues ahead:

- The International department will continue to work with international trade unions and civil society groups from across North America to share updates, analysis and priorities as Canada, the U.S. and Mexico enter into the critical review process of the Canada-U.S.-Mexico Trade Agreement (CUSMA).

Organizing Directors Report

Justin Gniposky | October 2025

Department Staff:

André Hachey (QC)
Angela Drew Kimmelman (ON)
Billy O'Neill (ON)
Bruce Fafard (AB)
Danny McBride (ON)
David Amow (ON)
Gary Rumboldt (ON – Coordinator)
Roger Harvey (QC)
Gloria Hendricks (ON)
Hassan Mirza (ON)
Jean Walters (ON)
Jaymee Reyes (ON – Support)
Jessica Ridgewell (ON – Coordinator)
John Biekx (ON)
John MacDonald (ON - Coordinator)
Justin Minello (ON)
Lorraine Sinclair (ON)
Lucy Alessio (ON - Coordinator)
Margaret Olal (BC)
Michel Bélanger (QC)
Patrick Murray (NB)
Roque Anonuevo (MB)
Sam Mahboob (ON – Support)
Simon Lau (BC)
Sophie-Rose Surprenant-Paulhus (QC)
Todd Rivero (ON)

Major developments:

Over the past year, Unifor has continued to grow its strength across Ontario, adding hundreds of new members. From municipal services and healthcare to manufacturing and logistics, Ontario workers are standing up and choosing Unifor.

At NextStar in Windsor, 450 automotive workers joined Unifor in a breakthrough win that anchors our presence in the growing EV supply chain. At The Nuance Group at Pearson Airport, 245 part-time retail aviation workers organized to secure fairness and stability in one of the country's busiest travel hubs. They joined the 130 full-time workers who became members in 2024. In Whitby, retail workers at Dekeo (Jiffy.com) chose Unifor to raise standards in a competitive sector, while in Thunder Bay, workers at George Jeffrey Children's Centre strengthened our membership in the healthcare sector. Together, these victories show the breadth of our organizing and the growing desire among Ontario workers for a strong, Canadian union.

Major issues ahead:

Tariffs and Fear

The growing uncertainty around tariffs and shifting industrial policy has created real anxiety among the working class, both union and non-union. In organizing campaigns, fear is the biggest challenge we face, and employers are amplifying this fear to their advantage during organizing drives. They want workers to be thankful just to have a job, rather than a good job.

This is a significant challenge, but it is also a significant opportunity, a moment when a fighting Canadian union can turn this challenge into an opportunity. We are that union, and we intend to ensure that workers seeking union representation know that in today's economic climate, a Canadian union focused on Canadians is the best opportunity they have not only to secure union representation but to win the collective agreement they deserve.

Because protecting Canadian jobs won't solely come from future policy shifts, it comes from organizing today.

Organizing - 2026 and Beyond

As we move toward 2026 and beyond, our focus will be on sectors and industries that will continue to build our union and provide a lasting foundation into the future. Our vision is to position our union as the most dynamic organizing union in Canada, setting a new standard in how unions engage and mobilize workers.

Pay Equity Directors Report

Theresa Farao | October 31, 2025

Major developments:

Provincial Pay Equity: Please remember that Pay Equity Maintenance takes years to achieve. Currently the focus is on healthcare along with some other workplaces in our Union then what was identified below. Through the work of Unifor members and their committee's for Pay Equity we have seen wage increases from \$0.05 to \$6.97 which impacts their Vacation/Pension, with retro payment as far back as 2010 in some cases. In the last 10-15 years Unifor through Pay Equity has negotiated up to 10 million dollars in retro money for our members. Employers do not get to keep a cent, as Unifor was able to negotiate any unclaimed money would go to either women's shelter or food shelter in their communities. So proud of the work we have done!!!

- **Alexandria Hospital** – Pay Equity Plan finalized with 5 Female jobs with wage adjustments \$.05 to \$2.34 with Retro to 2022
- **Access Independent Living** – Starting Maintenance Process
- **Agecare Royal Oak** - Starting Maintenance Process
- **AP Plasman** – Meeting scheduled with Union/Staff as committee is not in agreement of Maintenance results. I have reviewed in the past but committee is still not in agreement. Wages were adjust to female job in Negotiations when I was staff rep. I have no Pay Equity Concerns.
- **Benecaid** – New to Unifor – Pay Equity evaluation – need determined if Pay Equity was ever completed. Jobs now fall under Green Shield CA – looking at jobs prior to merger.
- **Clear Medical Imaging** – Starting Maintenance – employer is very difficult may have to file a complaint.
- **County of Lambton** - Starting Maintenance Process
- **County of Middlesex** – Employer did evaluations – all jobs lowered value – Union position is to reevaluate all jobs and provide training to new committee.
- **Green Shield Canada** – Currently committee is evaluating 2 jobs due to changes. Complaint will be filed as employer changed Gender of Male jobs which are IT jobs.
- **Granite Club** – reviewing maintenance that was done by employer.
- **Grove Hospital**- Currently finalizing results – Expected Adjustments. Currently in negotiating to determine retro dates for Clerical & Service. Starting at 2015.
- **Hotel Dieu Healthcare** - Maintenance update is being completed for the hospital – hoping to finalize in 2026
- **London Health Science Hospital** – Maintenance update is being completed for the hospital – retro to 2012.
- **Longterm Care – HJ McFarland** – Currently finalizing results & Plan – Meeting scheduled in March to evaluate male jobs outside CA. Based on current analysis there are expected wage adj for Ward Clerk \$1.05, Restorative \$.76, Activity aid \$.71, Cook \$.22 - Adjustments. Retro will be 2019.
- **Lady Dunn Health Centre/Centre** - Starting Maintenance Process
- **Lancaster/Commercial Bakeries/Child & Family Service** – Providing One Day Education to 20 ppl Employers & Committee's April 10th at National Office. National Staff Rep is Kat Lenard

- **MDA Space**– Starting Maintenance Process
- **Motor City Community Credit Union**
- **Norfolk General Hospital** – 3 Female Job – Wage Adj from \$0.56 to \$1.57 Retro to 2017 = Close to 1 million
- **Ouellete Campus Hospital Windsor** – Starting maintenance process.
- **Redpath Sugar** – Maintenance completed but not agree too. Currently 1 female job wage adjustment of \$1.59 to top rate, women are paid differently in this job class so adj are between \$1.59 to \$6.97 with \$130,000 in retro to January 2023. Next Maintenance will be in 2030.
- **St. Joseph Hospital Elliot Lake (Service Unit)** – 12 Female Job – Wage Adj from \$0.45 to \$4.43 Retro to 2010 = (1.4 million)
- **St. Joseph Hospital Elliot Lake (Clerical Unit)** – Evaluation completed – Need Male Job from other Union or Non-Union to do Proportional Value to calculate compensation. Expecting the same for this group as Service
- **Tilsonburg Hospital** – Pay Equity Plan finalized with 7 Female jobs with wage adjustments \$.65 to \$3.54 with Retro to 2022
- **Toronto Cricket**– Starting Maintenance Process
- **University Windsor (Clerical)** – Starting Maintenance Process
- **University Campus Police** - Starting Maintenance Process
- **Waterloo Catholic School Board** -
- **Windsor Regional Hospital** – 2 (Service) – 1 Female Job – Wage Adj \$5.58 Retro to 2014 – 2025 Agreed and signed off August 2025
- **Windsor School Board** – Finalizing evaluation – Expecting wage adjustments based on analysis. Employer refusing to agree with results. Complaint maybe filed.
- **Woodstock Hospital (Clerical)** – Finalizing maintenance- Adjustment to 7 female job classes from \$0.02 to \$0.16 – 3years of retro
- **Woodingford Longterm** – Maintenance completed – 4 Female Job with wage adj \$0.05, \$0.35, \$0.39, \$0.64 – PSW should have received a wage adjustment, but because of the wage enhancement that's was roled into the wages there was no adjustment.
- **Women House of Grey Bruce** - Starting Maintenance Process

Pension Governance Directors Report

Sandeep Kakan, Director | December 2024

Major developments:

DB Pension plans broadly within the country and specifically within Ontario as a proxy, continue to remain strong despite the economic uncertainty created by ongoing tariff and global trade concerns, and significant geo-political events highlighting the need for close monitoring, strong portfolio diversification, risk management, and Board governance for long-term fund resilience.

Between March 31 and June 30, 2025, the median solvency ratio for Ontario DB pension plans rebounded to 122%. Following the U.S. tariff announcement on April 2, 2025, global markets experienced heightened volatility, resulting in a 5% percentage point decline in the median solvency ratio in early April. Despite this setback, pension plans demonstrated resilience and recovered over the remainder of the quarter. There was a material jump from 71% to 80% of pension plans within Ontario jurisdiction that became fully funded on solvency basis.

Due to strong funding improvements, CRA rules also require single employer pension plan sponsors to suspend contributions after a certain threshold has been reached, prompting discussions on surplus use, benefit enhancements, and employee contributions.

The Department is also engaged through Pension Centre of Excellence to influence stakeholders including legislative and regulatory authorities in reforming Canada's retirement income system design, governance and evidence informed decision making.

WSIB has again requested renewal of consulting contract as a public member on the Drugs and Therapeutic Advisory Committee for another year and it has been accepted.

Major issues ahead:

Retirement arrangement transitions continue, often without fully evaluating risks and driven by poor communication and member-led proposals. Transitions involving target benefit unfunded benefits have led to commuted value transfers, causing member anxiety and frustration.

Advocating and championing towards legislative reform continues in the federal jurisdiction for the negotiated contribution target benefit pension plan models to provide for exemption towards solvency funding on a permanent basis.

Monitoring and evaluating pension plan portfolios and taking a proactive approach towards risk management including performing climate risk analysis with novel approaches such as forming a labour coalition working group which aims to provide safeguards against unnecessary portfolio risk and help strengthen the long-term sustainability of pension plans, thereby enhancing the financial well being of our represented membership.

With fully funded pension plans, sponsors pursue pension risk transfers, longevity protection, and CAP decumulation options like VPLAs. Vigilance, early engagement with Local leadership, and case-by-case evaluation are key, especially in complex cases involving audits, provider selection, or

annuity rates. Relatedly the value of liabilities attributed to missing and unlocated members and missed opportunities due to eligible but not enrolled pension plan members, cannot be overstated.

Pensions and Benefits Department Directors Report

Patrick Rettig, Director | December 2025

Department Staff:

Deborah Stephens

Lisa Contini

Paul Serafini

Major developments:

- Unifor Pensions and Benefits is taking a proactive approach to protecting member pensions in the face of the U.S. trade war. This includes, among other things, conducting risk assessments of pension plans and proposing bargaining language and strategies in response to these assessments.
- The Department met with senior leadership from Ontario's financial regulator earlier this year. The objective of the meeting was to convey our union's concern as it relates to benefit security in our large defined benefit plans. The Department continues to look for other opportunities to engage governmental stakeholders.
- Unifor Pensions and Benefits continues to see opportunities to bargain enhancements to single-employer defined benefit pension plans in light of strong funding levels. The Department is regularly meeting with bargaining committees to supply them with positions that support our overall strategy of improving defined plans.
- Unifor Pensions and Benefits supported the negotiating of multiple surplus sharing agreements since the previous Ontario Regional Council. These agreements help expedite plan wind-ups and protect our members in files where there are large surpluses.

Major issues ahead:

- The U.S. trade war is triggering many Canadian companies to reevaluate their Canadian footprint, which will, in turn, have implications for worker pensions. Unifor is proactively assessing the implications of this issue. We are likely going to be engaging the government in the coming months to raise awareness around this issue on behalf of our members.
- Despite the trade war, we will continue to be vigilant around bargaining DB enhancements and surplus sharing agreement. We continue to have a great opportunity to negotiate gains in these areas.

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Retired Workers Department- Directors Report

Barb Dolan | December 2025

Major developments:

- Retired Workers and the Retired Workers Council Executive (RWCE) met throughout 2025.
- Retired Workers Council held in Port Elgin was once again a huge success with over 217 participants. Keynote address by our National Secretary Treasurer Len Poirier and MP Stephanie McLean, Secretary of State for Seniors.
- Our Council held elections for the Retired Workers Council Executive (RWCE) along with all the Retired Workers Council committees
- Congratulations to the following RWCE members; Chair Les MacDonald RW Local 222, Vice-Chair Marcel Rondeau RW Local 2002, Secretary Jean Simpson RW Local 1520, Member at Large Fred Dougan RW Local 199, Member at Large Arnie De vaan RW Local 707, Member at Large Chris Wilski RW Local 584, Member at Large Jean-Michel Montiel RW Local 62, Member at Large BIWOC Jaspal Brar RW Local 1285, Member at Large 2SLGBTQIA+ Stephanie Johnstone RW Local 636, Member at Large Atlantic Brian Murphy RW Eastern Region Newfoundland and Labrador, Member at Large Quebec Richard Fournier RW Local 698, Member at Large Tony Sisti RW Local 1973, Member at Large Prairie Charlene Matheson, Member at Large BC Rick Bizarro RW Local 2301
- Collection and donations made to the Saugeen First Nations Food Bank and Club Optimiste Ste-Thérèse. With a challenge being extended by the Retired Workers Council participants to the incoming PEL classes more than 832 pounds of food was collected with \$4451 in financial donations and a further \$2900 collected for the Club Optimiste Ste-Thérèse
- Labour Day had great participation from retirees with five buses coming from South Central Ontario along with the Grey Bruce Labour Council and affiliates. The Family Education Centre fed over 1500 community and labour affiliates along with Unifor retirees a BBQ lunch. The Power Workers Union hosted a member appreciation event, welcoming all who participated in the Labour Day activities.
- Thank you to Sarah Hamilton and her team in supporting Labour Day and the RW Council.
- Retirees remain active across the country participating in election campaigns, healthcare rallies and campaigns, picket lines and fighting back against the regressive attacks of governments and companies from across the country. Retirees are actively participating in the fight to protect Canadian Jobs, Workers and our Sovereignty.
- Attended the Quebec Retired Workers Council along with Les MacDonald and Jean Simpson, congratulations on Richard Fournier being re-elected by the delegates attending.
- Attended the Grey Bruce Labour Council Activists dinner along with representatives from the Family Education Centre and the Retired Workers Council Executive. Thank you to the Grey Bruce Labour Council for their commitment and tireless work to ensure that the Labour Day Parade in Port Elgin is a huge success.
- Brian Murphy RWCE Atlantic Member at Large now sits on the Atlantic Regional Council Executive, Tony Sisti Ontario Member at Large now sits on the Ontario Regional Council

Executive and Charlene Matheson Prairie Member at Large now sits on the Prairie Regional Council Executive. Having the voice of retirees at all executive levels within our Union helps to strengthen all the work that we do

- 2025 Outstanding Retired Worker of the Year – Michel Thibault RW Local 698

Major issues ahead:

- Regional councils are being scheduled bringing together retirees in a Region, in person or virtually.
- Action and implementation of resolutions adopted at RW Council 2025.
- Review of Retired Workers Council By-laws, addressing any changes adopted by the 2025 Unifor Constitutional Convention as well as any other required amendments.
- Working with our RWCE equity members to develop an action plan for outreach in Regions building our equity networks within Retirees.
- Continue building Retired Worker Chapters and Area Councils in all areas of the country
- Working with Communications to continue to tell the story of Retired Workers Chapters in UniLink.
- Promote Health and Wellness activities within Chapters and Area Councils.
- Planning for Your Future program assists active members to prepare for retirement and remains in high demand.
- Working with the Regional Councils and Locals to have the Regional RWCE Member at Large on Regional Council Executives.

Strike & Defence Fund Directors Report

Barb Dolan | December 2025

Major developments:

Unit - New conflicts in 2024 /2025	Local Union	# of members	Strike/LO Start Date	Strike/LO End Date	Back to Work Date
Best Theratronics	1541	19	May 01'24	Feb. 23, 2025	March 10, 2025
Clear Medical Imaging Inc.	2458.92	130	Oct 25'24	Dec. 20, 2024	Feb 1, 2025
Toromont Bradford	112.90	140	July 8, 2025	Aug. 24, 2025	Sept 1, 2025
First Canada Transdev	114.119	35	Feb. 8, 2025	Sept 18, 2025	Oct 6, 2025
First Canada Transdev	333BC.05	8	Feb. 8, 2025	Sept. 18, 2025	Oct 6, 2025
Cascade Aerospace	114.122	241	July 9, 2025	July27, 2025	July 28, 2025
DHL	114.42	268	June 8, 2025	June 28, 2025	July 1, 2025
Dajcor Aluminum	127.46	179	July 31, 2025	August 7, 2025	August 8, 2025
Aliments Prémont Inc.	145.51	45	September 9, 2025	September 12, 2025	September 15, 2025
Best Western Plus	195.58	34	June 1, 2025	August 2, 2025	August 3, 2025
DHL	204A.16	88	June 8, 2025	June 28, 2025	June 29, 2025
Zanchin Automotive	252.811	42	July 22, 2025	July 28, 2025	July 29, 2025
Niobec	666	360	May 1, 2025	June 26, 2025	June 30, 2025
DHL	700.39	269	June 8, 2025	June 28, 2025	July 1, 2025
Avior Produits intégrés Inc.	728.09	66	May 15, 2025	June 5, 2025	June 6, 2025
DHL	4005.13	11	Jun 8, 2025	June 28, 2025	June 29, 2025
DHL	4050.30 (Alberta)	200	June 8, 2025	June 28, 2025	July 1, 2025
Arbutus	3000.30	202	April 29, 2025	May 10, 2025	May 11, 2025

Unit - New conflicts in 2024 /2025	Local Union	# of members	Strike/LO Start Date	Strike/LO End Date	Back to Work Date
CN Tower (Canada Lands)	4271.01	253	June 30, 2025	July 13, 2025	July 15, 2025
DHL	4457.01	1053	June 8, 2025	June 28, 2025	July 1, 2025
Les Aliments Multibar Inc	698	5	July 31, 2025	Oct 14, 2025	Oct 14, 15 and 16, 2025
Munro Christian Academy	4600.28	26	September 8, 2025	Oct 02, 2025	Oct 6, 2025
Blue Line Taxi	1688.08	458	September 19, 2025	Oct 9, 2025	Oct 9, 10, 2025

As of this writing we have the following active disputes:

Unit	Local Union	# of members	Strike/LO Start Date	Strike/LO End Date	Back to Work Date
Titan Tool and Dies Inc.	195.67	38	August 11, 2025		
Sheraton Guildford	3000.79	140	July 5, 2025		

- This program continues to be delivered to our members with the assistance of the local union financial secretaries and strike coordinators. With their ongoing cooperation and dedication, we are able to successfully deliver the Strike Assistance Benefit Program across the country to approximately 3000 bargaining units.
- Since the last report the department has provided strike support to 83 bargaining units, while assisting 25 locals through their strikes /lock outs.
- The Strike and Defence Department would like to thank and acknowledge the efforts and work put forward each day by all involved during the bargaining process on behalf of our members and their families represented by Unifor.

Unifor Family Education Centre Director's Report

Sarah Hamilton | October 23, 2025

Department Staff:

Local 2458

COPE343

Major developments:

- Roof repair of the Assembly Hall in progress
- Pond deck replacement
- Elevator replacement
- Patio Doors installed – 31 in total
- Dining Room doors replaced
- Dining Room deck furniture replaced
- Boiler replacement in classroom building
- Building 4 replacement of outside overhang
- Building 4 cedar siding staining completed

Major issues ahead:

- Security of Centre grounds from community accessing site without consent during and after hours – security gates and cameras to come
- Age of roof and potential replacement in areas

Women's Department Directors Report

Tracey Ramsey | December 2025

Department Staff:

Gwen Campbell

Major developments:

- Women and Gender Equality Minister re-instated after strong response from Feminist Community. Unifor joined over 600 organizations in the successful efforts.
- Unifor Reproductive Justice Now - <https://www.unifor.org/campaigns/all-campaigns/reproductive-justice-now> national campaign ongoing
- Demand Better Today campaign launched- Feminist Economy that uplifts all <https://demandbettertoday.ca/>
- Women's Advocate
 - Regional Network Meetings completed in London, Kitchener, Ottawa, Windsor, Chatham. Advocate survey 2025 completed.
 - 3-Day Update delivered November 2-5, 2025, with 100 in attendance
- Intimate Partner Violence
 - Updated website and materials with Political petition to pass Bill 55.
 - Women's Committee community outreach ongoing
- Women's Conference and Education
 - 2026 Women's National Conference – call letter in early 2026
- Fall Women's Week November 16-21, 2025
 - Women attended Women's Activist, Women in Leadership, 40-hour Basic Women's Advocate, and Collective Bargaining for Women.
- CREVAWC Sexual Harassment and Violence Study in Skilled Trades
 - Year one of project with 4 coordinators.

Major issues ahead:

- Intimate Partner Violence
 - Getting Bill 55 passed in ON. NS and NB passed IPV declaration.
 - Ongoing political efforts with ORC
- Equal Pay Coalition- 50th anniversary in 2026 and have convened a working group that we are participating in with a goal of strategic planning.
- Anticipating deep cuts to WAGE in Budget 2025- a coordinated response from Feminist orgs to follow
- Spring Women's Week 2026– March 22-27 with Women's Activist, Women in Leadership, Women's Advocate Basic Training, Candidate Development Course for Women.
- Women's Advocate
 - Network building meetings ongoing- reach out to Women's Dept if interested.
 - Audit delivered June 2025- Outreach to outstanding locals ongoing.

TR/kdcope343

Industry Sector Reports



Energy Industry Directors Report

Wally Ewanicke | November 2025

Major developments:

2026 UNIFOR ENERGY AND CHEMICAL NATIONAL BARGAINING PROGRAM

- Eighty-nine delegates from Locals across Canada met in St John's Newfoundland on April 8th to 10th. After the three days the delegates approved the 2026 bargaining program and set proposals. Locals and bargaining units are now taking the program and proposals back to their members to see if they want to participate in the program. Currently 23 Locals and bargaining units have voted to participate in the 2026 program.
- Unifor National will be rolling out the program to Employers the first week of December 2025, with the hope to have a target selected by early January 2026.

UNIFOR ENERGY COUNCIL

- The Energy Council has been working on the National Campaign - Keep it in the Pipe. The Council Executive have met and continue to meet with Ontario, British Columbia and Manitoba Ministers of Labour to discuss the merits of Unifor's campaign. Environment and Climate change Canada and with the Canadian Gas Association (CGA) The Council is planning to meet with other Provincial Governments, the Council has also sent out Campaign updates to our Locals with a kit to help Local leaders promote the campaign to their members.

Major issues ahead:

- United States tariffs have become front and center for all of us in Unifor. To secure Canada's energy and energy product supply chains, we need to ensure the transport of energy, energy products, and electricity to value-added production centers including refineries, chemical, plastics, mid-stream utilization, and storage is sustainable, secure, and safe for travel throughout Canada.
- Biofuels Local 593 Biorx layoffs, Lana's office has reached out to Premier Ford to raise Unifor's concerns regarding maintaining Ontario's critical biofuel production in the face of alleged injurious dumping and subsidizing of renewable diesel from the United States and energy tariffs. After the Local leadership met with the Ontario ministry of environment, the government made the decision to adopt the mandated domestic biofuels policy, additionally they have included domestic ethanol into Ontario gasoline - effective immediately! This announcement goes along way to help our producers. Further good news was announced August 15th, HOPA Ports finalized an agreement with previous owners World Energy/Hartree, purchasing the plant assets, preventing the liquidation of essential equipment, and maintaining the plant's ability to recommence operations. HOPA is now actively seeking a suitable operator capable of maintaining biodiesel production at this Hamilton facility.
- We need to continue to be ready for the continuous shifting focus of governments regarding their energy supply and environment regulations and what impact that will have on the Canadian energy industry and workers.

Forestry Industry Directors Report

Ian Hutchison October 28, 2025

Major developments:

The countervailing duties, anti-dumping duties, and now a new national security duty has been added to Canadian softwood lumber as seen in the timeline below.

- **July 25, 2025:** The final determination for the anti-dumping duty was announced, setting the rate at 20.56% for most exporters, a sharp increase from the previous 7.66%.
- **August 8, 2025:** Final countervailing duties on Canadian softwood lumber were more than doubled to 14.63% (up from 6.74%).
- **A Section 232 tariff** of 10% was imposed on softwood timber and lumber imports on October 14, 2025, as part of a national security investigation. This additional tariff brought the total import taxes on Canadian softwood to over 45% for most producers.

These duties, combined with a lower-than-normal US housing start market and stagnated prices, will cause significant issues with Canadian producers. These changes have also played a significant role in the announced curtailment of Interfor Ear Falls Sawmill, represented by Unifor Local 324, and the issues at Kap Paper Locals 89 and 256.

Major issues ahead:

The Canadian softwood producers are heavily integrated into the American market. The American governments refusal to negotiate a settlement, and the federal Canadian governments failing approach to piece meal bargaining, will only make the forestry industry more unstable.

The first and foremost priority will be monitoring and reacting to any curtailments in the industry caused by these issues. We will continue to push the federal and provincial governments to work towards a viable forestry industrial strategy, as well as getting financial support for the members.

Gaming Industry Director Report

Dave Reston | October 2025

Department Staff:

Dand Dunphy
Gavin Davies
Steve Batchelor
James Griffin
John Hockey
Lisabeth Pimentel
Jan Romo
Suzanne King
Shayne Fields
Corey Dalton

Major developments:

Over the past year, we have had ratifications at our 2 biggest resort casino's. Casino Rama and Ceasars Windsor were successful in ratify new 3 year deals. Ceasars were also successful in renewing the operators lease in Windsor, they signed a new 20 year lease which will take effect in 2026. Two separate units from Local 252 at Woodbine Entertainment Group (WEG) were also successful in ratifying new 3 year deals recently. The OLG recently announced that they are not renewing the leases on 2 slot facility properties, **Gateway Casinos Sarnia at Hiawatha Horse Park in Sarnia** and **Shorelines Slots Kawartha Downs near Peterborough**. These 2 sites are will shut down next spring as the **Ontario Lottery and Gaming Corporation's (OLG) Optional Slots at Racetracks Program (OSARP)** ends.

Major issues ahead:

The following two years will be an important time for the gaming sector. In 2026, we will have 15 sets of bargaining taking place across the country, with another 7 agreements expiring in in 2027. In Ontario we have 13 agreements set to expire during next year, many of these agreements are with Great Canadian Gaming. We will be hosting an Ontario bargaining strategy conference in February 2026 in advance of the bargaining. Parq Casino, the largest Casino in Vancouver are currently in bargaining. Manitoba Liquor and Lotteries will also be bargaining in 2026.

The influx of online gaming (i-gaming) has caused a downturn in the numbers of patrons going to many of the brick and mortar casino's. We will be looking to establish a policy on how we move forward with this issue. Unfortunately most if not all of the i-gaming operators are offshore based so the funds are funnelled out of the country. These company have very little over head or job opportunities in the provinces they operate in, and in Ontario they only pay 20% tax, where the brick and mortar pay upwards closer to 50%.

Health Care Industry Directors Report

Kellee Janzen | October 2025

Major developments:

- In an attempt to connect with our members and strengthen relationships, Kelly-Anne and I took on a big undertaking to visit all locals representing health care and social services, meeting with members across Ontario and Nova Scotia. The tour began April 7th in Windsor and concluded September 21st in Halifax, with 21 cities and towns in total. A video of our tour, as well as feedback we received was shared with 185 rank and file members, local leadership and staff during the Health Care and Social Services Conference held in Port Elgin October 3 - 5 at the Unifor Family Education Centre.
- Unifor Locals 302,1106 and 2003-E representing members at St. Mary's Hospital (Kitchener) and Grand River Hospital two sites - Freeport and Main (Kitchener), are currently involved in the *Public Sector Labour Relations Transition Act* (PSLRTA) process due to the hospital boards amalgamating April 1, 2025. Unifor is not involved in a representation vote as we are the only labour organization representing same/like classifications of workers. What this does mean for Unifor is merging the bargaining units and establishing the appropriateness of said bargaining unit/s. The process itself is lengthy. Some of our members were dually employed and to add further frustration, St. Mary's Hospital was in active bargaining up until April 1, 2025 and did not reach settlement. Therefore, bargaining ceased and will not resume until the PSLRTA process is complete, and at such time, the parties will be in a position to begin merger collective agreement bargaining.
- Recruitment and retention of health care workers in various classifications and health care workplaces have seen a somewhat positive upturn in Southwestern Ontario, as well as less agency usage. The same cannot be said for Northern Ontario, and we are currently working on a plan of action to address some key issues such as staffing, workload and funding.
- May 21 - 23, 2025 the Unifor Hospital Bargaining Strategy Conference was held in Toronto, where members identified key priorities for this round of bargaining.
- Unifor, CUPE and SEIU have agreed to another tri union pact for all three sets of hospital negotiations commencing Fall 2025.
- The Ford government has introduced a PSW registry with little consideration as to "cause and effect" and/or implications to PSWs. We have met and will continue to meet with the Ministry and the Oversight Authority Board (HSCPOA) voicing the concerns of our members and offering real solutions.

Major issues ahead:

- The impact of tariffs
- Hospitals in large deficits, the privatization of public services, the siphoning of health care workers from the public sector to the private sector, and much greater private health care funding vs. public health care funding
- New private LTC builds are opening and with insufficient levels of skilled labour (predominately the Nursing classification), licensees of service agreements with the government are exploiting foreign workers in an attempt to offset the shortage - KJ/jh:cope343

Hospitality Industry Directors Report

Lis Pimentel | November 2025

Compilation of Updates

We have had two major labour disputes in Ontario's hospitality sector this year: one at the CN Tower and the other at the Best Western Windsor:

Local 427A CN TOWER (CANADA LANDS CO. CLC LTD.) (Kat Leonard)

President Shan Ramanathan; Vice President Holbert Diaz. This is a group of approximately 250 employees working in hospitality, food and beverage services at the iconic CN Tower. Bargaining resulted in significant gains for this group after a high-profile 2-week labour dispute and high ratification rate in July 2025. The current CBA is in place until June 2028.

Highlight of wins:

- Wage increases for gratuity earners: 4%/2.5%/2.5%
- Wage increases for non-gratuity earners: 4.25%/4.25%/4.25%
- Wage adjustments for some classifications
- Improved gratuity policy, improved overtime qualification for part-timers
- Improved health and dental benefits, bereavement, tool allowance
- Retirement allowances in each year of agreement
- Pension plan review

Local 195 BEST WESTERN PLUS WINDSOR (Angela Divitaris)

After a lengthy 62-day strike, a 3-year agreement was ratified on August 1, providing a \$0.37 special adjustment to Housekeeping, a 2.5% wage increase in each year, a signing bonus of \$1500 for full-timers and \$750 for part-timers, additional paid holidays, increases in life insurance, dental, paramedicals, psychology, vision, pension and complimentary parking.

We have ratified several other new agreements in Ontario's hospitality sector this year:

Local 2003-E TO LIVE (Justin Connolly)

The new agreement includes general wage increases each year through 2027, including a one-time wage adjustment of \$1.93 for the handy-person. There were also improvements to vacation eligibility with five weeks now available after 15 years, and the formal addition of the National Day for Truth and Reconciliation as a paid holiday. Stronger job security protections were added around contracting out and automation, with new language requiring advance notice and consultation. On-call rates were increased, PPE remittances were improved, and provisions around shift relief, probation, and internal advancement have been clarified. Importantly, all gains were achieved without concessions.

Local 1090 HILTON GARDEN INN AJAX (Scott McIlmoyle)

We have a base of 62 members. The hotel capacity has remained with a high occupancy rate over the past year. The Collective Agreement expired on June 29, 2025. We bargained over 8 days from mid July to mid September where we reached a tentative agreement. The unit chairperson is Brittany Klavet and the local reps are Greg Weaver, President and Roy McDonald, VP. All did tremendous work not only in many improved language changes but in gaining a wage increase of 15.5% over 3 years. There was also a signing bonus for fulltime and parttime members. The major language

improvement is the LOU for Full Time Static Shifts. This will allow 50% of the full timers to have a static shift that they choose by seniority.

Local 4270 CHATEAU LAURIER (Véronique Prévost)

We bargained a new collective agreement in the summer of 2025 for this historic hotel located in the Ottawa, the Nations Capital. Members gained new language around the replacement of tools for the kitchen, a new heat stress program within Health and Safety, a much needed improvement to the gratuities committee for the banquet department as well as better support for the housekeeping staff in managing their workload. Members also saw substantial wage increases over a 3 year contract.

Local 673 TORONTO CURLING AND CRICKET CLUB (Pearl Almeida)

Contract ratified with wage increases of 10.50 % over three years on Oct 20th, 2025. Also able to make gains in monetary over safety boots and a transportation allowance that would give members an additional monetary gain. Good language gains around Agency workers and notification to the Union also.

Local 4271 GRANITE CLUB (Kat Leonard)

Local President Michael Dinglasan. These 145 members work in housekeeping and food & beverage services in this private club which provides athletic, recreation and social facilities to their members and guests. The new CBA was ratified summer of 2025 and is in place until July 2028.

Highlight of wins:

- Wage increases: 2.5%/3%/3.5%
- Wage adjustments and premiums for some classifications
- Minimum wage escalator of \$0.25/hour
- Increased starting wage and reduced grow-in for apprentice cooks
- Improved bereavement benefits, improved shoe allowance, new tool allowance

Local 1411 BAYVIEW WILDWOOD RESORTS (Dawn Leroux)

Ratified a new collective agreement in the spring of 2025. Key improvements include:

- Union representation during disciplinary meetings
- Paid union time for grievance meetings
- An annual \$100 shoe allowance for kitchen staff and winter jackets for housekeeping staff
- Three (3) paid sick days for full-time employees
- A \$1.40 per hour premium for gratuity pay on all hours worked
- Significant special wage adjustments for certain classifications
- Introduction of a minimum wage plus wage grid

The tentative agreement was ratified with 94% support on **May 8, 2025**.

We have 5 Ontario hospitality workplaces that are bargaining renewal agreements in the fall/winter of 2025:

Local 414 COMPASS GROUP CANADA (CANTEEN) (Lance Greer)

London, Ingersoll, Woodstock, Sarnia, Chatham, Tillsonburg, St. Thomas, St. Mary's, Strathroy, Aylmer, Blenheim, Hanover, Owen Sound, & Goderich, ON – The Local Servicing Representative is

Jeff Ferriss, who does a good job handling the day-to-day issues. The Chairperson is John Moir. At the time of writing, the parties have booked dates to bargain a renewal agreement.

Local 2458 UNIFOR FAMILY EDUCATION CENTRE (Lance Greer)

The bargaining unit has approximately 90 members. The Local Servicing Representative is Ken Durocher, the Chairperson is Carolyn Jackson, who does a good job handling the day-to-day issues. At the time of writing, the parties have booked dates to bargain a renewal agreement.

NOVOTEL NORTH YORK HOTEL and DELTA TORONTO MISSISSAUGA HOTEL (Lis Pimentel)

These two GTA hotels are owned by Vrancor, a Hamilton-based company. Their expiry dates are lined up, and we have applied for conciliation with the intent to bargain in November and December. We expect this to be another difficult round, given the ownership.

HOLIDAY INN LONDON (Scott Smith)

We have begun bargaining with this unit and intend to hold a strike vote the first week of November. One food service unit is currently shut down due to the situation at the Brampton Assembly plant. This is yet another negative downstream effect of the tariff environment and Trump's attack on Canadian auto workers:

Local 1285 COMPASS GROUP CANADA BRAMPTON (David Cayer)

Currently on shutdown from Brampton assembly. Just signed a one-year extension in case we do get a car back in the plant. There are currently zero active members.

We have 2 units going into bargaining next year:

Local 127 COMFORT INN CHATHAM (Kellie Scanlan)

All is well there, nothing major to report. They have a very steady business, we have zero grievances and will be going into bargaining early 2026.

Local 6006 RIPLEY'S AQUARIUM (Pearl Almeida)

Contract up for renewal next year.

Independents Parts & Suppliers Industry Directors Report

Paul Shiels | December 2025

Major developments:

The continuing impacts that we are experiencing within this sector, dealing with the retooling at Ford Assembly Plant along with General Motors engine plant in St. Cathrines, also the recent news at both Brampton Assembly and General Motors in Ingersol, regarding loss of future products has left thousands laid off and looking for work in this difficult employment market. We continue to support our affected members with regional action centres set up in, Peel, Halton, Niagara, London and Windsor. Many of our members have run out of employment insurance and are forced to look for work in other fields as we deal with uncertain future within the auto Sector.

We have continued to work with St Clair College in providing upskilling courses to train affected workers from the sector, to transition into Electrical Vehicle battery work.

Since our last report we continue to bargain excellent collective agreements during this difficult period. Major gains in wages, Benefits and pensions.

Major issues ahead:

There are concerns moving forward regarding Tariffs and future products at our OEM, that will continue to have uncertainty within the sector. Many of the supplier companies run in a tight operating environment, any additional tariffs will make it difficult for them to continue. Commercial agreements that are currently expired and up for bid will play a big part on decisions to continue to operate our facilities. Many of this companies have leases that have expired at the Plants they supply out of.

We anticipate companies closing and possibly not re-opening within Ontario dealing with the future uncertainty.

Adding additional pressure for current and future rounds of bargaining within the sector to protect our members.

PS : eecope 343

Media Industry Directors Report

Randy Kitt | October 2025

Major developments:

It has been another tough year for the media sector. A total of 71 layoffs, mostly news media workers and journalists, highlighting the crisis in Canada's news media. CHAT-TV, an independent TV station, owned by Pattison, completely shuts down, creating more news deserts in this country. Glacier Media shuts down their Burnaby, New Westminster and Tricities newspaper and the rest is a slow bleed of journalism careers at CTV and Corus.

Corus television is reeling since it was divested from the Rogers/Shaw merger. The CRTC finally made a decision that Corus would be eligible for funding from the Independent Local News Fund (ILNF), but the streamers who were to contribute the new money to allow this to happen, have appealed the CRTC decision to the Federal Court. The Federal Court decision is expected in November of this year.

On the bright side, 4 of the journalists laid off at Glacier have started their own local news publication called Freshit News <https://www.freshitnews.ca/> This is an amazing initiative supported by Unifor Local 2000 and Unifor National. The paper, in its start-up phase is looking for donations to stay alive. Please visit <http://saveourlocalnews.ca/> to donate and literally save local news in Burnaby, New Westminster and the Tricity area.

The year continued with a series of CRTC applications called The Path Forward asking the question(s), How should American Streamers contribute to the Canadian television ecosystem?, How and who will distribute money Google needs to pay to contribute to the Canadian news publishers?, should Canadian broadcasters get relief from 'regulatory burdens' are many of the questions Unifor answered, with the main principle being that American Monopolies like Google, Facebook, Amazon, Netflix and the rest need to pay their fair share to support Canadian news and culture. We are close to the end of this process and we are waiting to see what those contributions will be and how they will be distributed.

Last year we were worried that Poilievre was going to eliminate the CBC and repeal these bills that support our media workers. This year, it looks like the Americans have these bills in their sights on the trade front. Prime Minister Mark Carney already gave away the digital sales tax for nothing in return, we are urging the federal government to hold firm on our cultural sovereignty and not give anything else away to the Americans.

Major issues ahead:

All this while journalists are still being harassed, abused, media outlets are being attacked by right wing rhetoric that they are fake news, while actual fake news runs rampant on social media. And that is why Unifor Media created a campaign called Fact Check Here www.factcheckhere.ca that highlights the importance of fact checked, credible local news, provided by a group of trusted news outlets, including many of our employers.

Media Council is also tackling AI in our workplaces and are looking to participate in a broader discussion at the federal level to ensure AI is used as a tool, not as a replacement for media workers. And even when AI tools are used, that the ultimate guard rails for AI is human oversight.

Other initiatives include supporting the Canadian Press Freedom Project <https://canadapressfreedom.ca/> , a peer to peer journalist and media worker support network <https://caj.ca/peersupport/> , closing the tax loophole for Canadian Advertisers to support Canadian publications, eliminating recycling fees on newspapers, because newspapers are not packaging, they are the product. We are continuing to lobby governments to spend their advertising dollars on Canadian media and not on American social media platforms, expand the journalism tax credits to broadcasters and lastly to make it easier for news organizations to become registered charities to leverage philanthropic donations.

To follow Media Sector activities visit www.uniformedia.ca, www.mediaactionplan.ca, <https://www.unifor.org/campaigns/all-campaigns/help-here-anti-harassment-resources-media-workers> and on X @mediaunifor and @MAP_Canada

RK : eecope 343

Rail Industry Directors Report

Joel Kennedy | October 29, 2025

Major developments:

The sector is responsible for the transportation of passengers, and freight. VIA Rail continues to push ahead with its PPP privatization of the Toronto/Quebec/Ottawa corridor. While the major freight carriers (CN/CPKC) have seen a slight uptick in their traffic volumes, due to the stockpiling of good pre-tariffs, we project a down turn that will impact membership levels at some point the future.

Major issues ahead:

The sector is fighting against privatization, outsourcing of core work, technological advancements developed to replace workers, tough and rigid working conditions, and high grievance counts- all which will come with adverse affects to its members and Local.

Road Transport Industry Directors Report

David Cayer | October 29, 2025

Department Staff:

- Pearl Almeida, Michelle Arruda, Steve Batchelor, Kevin Bittman, Jonathan Blais, Denise Cochrane, Corey Dalton, Gavin Davies, Angela Divitaris, Michel Du Cap, Robin Dudley, Dana Dunphy, Jean-Yves Fillion, Steve Frank, Francois Gallant, Robert Girard, Joanne Goulet, James Griffin, Tyler Haydey, Adam Hersey, Denis Kellehan, Suzanne King, Alexandre Lamarre, Martin Lambert, David Leblond, Vince Lukacs, Gary Lynch, Andrea MacBride, Cary MacMillan, Darlene McIvor, Stephane McLean, Mario Mocer, Jean-Rod Morin, Bonnie Nantais, Kevin Paddon, Carmen Perry, Lisabeth Pimentel, Nuno Pinto, Benoit Potvin, Kimberly Power, Marc Renaud, Jean-Philippe Roy, Mario Santos, Chris Santos, Tyson Siddall, Carrie Smith, Dayle Steadman, Daniel St-Pierre, Eric Titley, Jean VanVliet, Chris Widdop, Frank Wright

Major developments:

- BC TRANSIT VICTORIA – Local 033-BC – This Unit is currently in bargaining and will be moving to monetary in December, dates have been set into the spring.
- BLUE LINE TAXI – Local 1688 – This Unit ratified a new collective agreement with Coventry Connections after a three-week strike.
- BRINKS CANADA LTD Ontario and BC – Local 4266, 27, 103, 112, 195, 229, 504, 598, 599-T, 1359 and 114 – Ratified a 4-year agreement with 13%-26% Increases with the addition of RJA increased mental health benefits and more.
- BRINKS CANADA LTD Lasalle – Local 0698 – New Anti-Harassment Policy and Pay Equity Review.
- BRINKS CANADA LTD Quebec – Local 6003 - The company is currently facing a staffing shortage. Brinks has signed several major contracts, and the requirement for employees to hold a Class-3 driver's license continues to make recruitment challenging. The employer has also recently approached us to propose a Letter of Agreement to address this issue.
- CVRT (Duncan Transit) – This Unit had the longest transit dispute in BC (7.5) months, members returned to work on October 6, 2025.
- DHL EXPRESS CANADA – Local 700 - Following the lockout last June, we successfully reached an agreement on a new collective agreement. The company's revenues now appear to be declining, and route adjustments ("reroutes") are expected for owner-operators.
- FIRST CANADA ULC – Local 4268 – This Unit ratified a new deal with wage increases to \$25/hour.
- FIRST STUDENT WINDSOR – Local 0195 - Ratified a new 3-year agreement September 13, 2025. 13% wage increase over the 3 years with 8% in year 1.
- FIRST STUDENT CHATHAM – Local 0127 - Ratified a new 3-year agreement August 19, 2025. 13% wage increase.
- FIRST STUDENT SARNIA – Local 0127 - Ratified a new 3-year agreement August 28, 2025. 13% wage increase.

- KAMLOOPS TRANSIT – A Tentative Agreement was rejected on October 4th; the parties bargained a 23% wage increase for operators and 24% for mechanics. The parties are trying to move items and the money around.
- MARTIN TRANSPORTATION SYSTEMS – Local 444 – MTS has been very slow as all their lanes are tied to auto Cami, Oakville, Oshawa and Brampton with 6 members on layoff. This unit is currently in negotiations.
- MORRICE TRANSPORTATION – Local 195 – This Unit has (3) grievances that have been slated to arbitration.
- STOCK TRANSPORTATION (Mechanics) – Local 4268 – This unit ratified a new deal with wage increases to \$43.60/hour retroactive to July 1 and over \$46/hour by the end of the 3-year deal. They also got the CAAT letter, which will allow them to consider moving from a DC plan to the DB Plus plan.
- PENSKE LOGISTICS (Woodstock) – Local 4268 – This Unit ratified a new deal with significant wage increases in each year of the agreement.
- VETERAN CABS – Local 0195 - Ratified a new 4-year agreement July 13, 2025. We were able to freeze the rental rates in year 1 and 2 of the agreement as well as freeze the stand rent in year 2 and 4 and we got an increase of the life insurance premium that is paid by the employer.
- WHISTLER TRANSIT – Local 0114 - The union negotiated a new agreement in August of this year that was ratified by 67% there was a 9% wage increase and a market adjustment for the skilled trades.

Major issues ahead:

Upcoming bargaining for Road Transportation sector includes:

- CMBC, Local 111
- HANDY DART VICTORIA, Local
- HEIDLBERG, Local 114
- GRAND RIVER TRANSIT, Local 4304 - 740 members
- PENSKE LOGISTICS (Ingersoll) – Local 4268
- STOCK TRANSPORTATION (Drivers) – Local 4268 – 400 members

Area Reports



Kitchener and St. Catherines Area Directors Report

Dave Reston | October 2025

Department Staff:

Tim McKinnon
John Hockey
Robin Dudley
Dayle Steadman
Cary MacMillan
Tyson Siddall
David Cayer
Beth Couchman
Todd Riverso
Zoran Grgar

Major developments:

At DHL after a contentious 3-week Canada wide strike, they were successful in ratifying a great agreement. There are over 100 grievances in the system that Robin has been working through as well as repairing the deteriorated relationship with the Company.

Canada Forgings in Welland, continues to struggle due to the previous plant manager embezzling funds and stealing enormous amounts of money. The new plant manager is working hard with John Hockey and the Union to ensure survival of the workplace, bargaining is expected to commence in November. lafrate Machine Works in Thorold entered into a work sharing agreement in the Spring to avoid layoffs. This unit has been hit hard by the tariffs as well as the oil industry sourcing items from India that were previously produced at this workplace. A one-year extension agreement has been entered into as this Unit struggles to stay afloat.

Grand River Hospital merged with St. Mary's in April 2025 and changed names to WRHN. Grand River Hospital had two pension plans, HOOPP and Kitchener Waterloo Pension plan. With this new merger everyone who was in the Kitchener plan moved to HOOPP. There were multiple meetings outlining the process to be taken and what this meant for the members that were switching. There are no new entrants into the KW plan now, but the members are not losing any of the service or entitlements from their previous contributions as it is being recognized by HOOPP. When members retire now they will receive pension from each plan. This merger is also moving through the process of PSLRTA (Public Sector Labour Relations Transition Act) to sort out the bargaining units and representation of the units.

Major issues ahead:

Robin will enter into negotiations with Grand River Transit early 2026. This unit has been quite contentious in previous rounds of bargaining and this time they will have a whole new committee.

Master Bargaining with Great Canadian Gaming will take place in the spring of 2026. This is expected to be very contentious as the Labour Relations group at GCG have taken a hard approach recently when dealing with the Union. They are preventing the Union from reviewing the video surveillance that

they are relying on for disciplines and forcing the Locals to schedule arbitration dates before they will discuss any settlements on grievances.

London Area Directors Report

Luis Domingues | October 2025

Major developments:

- Trump tariffs continue to decimate, especially the auto and auto parts industry, which have a great significance in the Southwestern Ontario economy.
- Local 636, under the leadership of Brent Thompson, had another successful Bob White golf tournament. They raised around \$80,000.00 for the women's shelters.
- Accuride Canada, an auto parts plant in London since 1968, has shut down under bankruptcy protection. Over the years, it has employed and provided a great standard of living for many families. It was an "icon" auto parts company in London. Unfortunately, as a sign of the times it closed. We bargained a closure agreement under the bankruptcy protection, which is very rare, and currently Local 27, under the leadership of Brian Chapman, has engaged the law firm of Koskie and Minsky to deal with who gets the pension surplus.
- CAMI continues on shutdown and has announced further permanent lay-offs. It has announced it will start producing the van in November.
- There is a lot of bargaining going on out of our London office. All of the reps are super busy and securing great agreements on behalf of our members.
- The London and area Locals and plant leadership will be participating in the Sustainable Jobs Partnership Council Conference at Local 88 to express their ideas of how we can move the auto industry forward in this area.

Major issues ahead:

- I would say that the major and most pressing issue is tariffs and tariffs!
- Job losses in the auto and auto parts industry in the area are starting to mount, and we will need strong leadership from our politicians to help support the industry.
- On the political front, Doug Ford's Progressive Conservatives have been re-elected, although much of London remained NDP.
- The Liberals also got re-elected under Mark Carney under the promise to fight Donald tariffs. This area has not seen much fighting just yet. Let's hope he is able to deliver on his promise.

LD/jh:cope343

Northern Area Directors Report

Stephen Boon | December 5-7, 2025

Major developments:

Unifor's Eastern Canada Pulp and Paper Pattern provided 24% in wage gains over the last 4 years and will be re-negotiated in the spring of 2026 in a drastically weaker economic landscape and while facing a U.S. initiated trade war attacking Canadian industry and workers.

Local 156 and 74 Domtar mill sale to BMI Group: About 350 Local members of Local 74 and 156 at Domtar's Espanola pulp and paper mill were laid off in January, 2024. This mill was the first casualty of increased consolidation in the industry tied to Paper Excellence buying large players Domtar and Resolute. The mill was just sold to BMI Group on April 10, 2025 with vague plans to "re-future" the operation away from pulp and paper for other potential uses.

Local 89 and 256 indefinite closure and re-start of Kap Paper: About 300 Local members of Local 89 and 256 at Kap Paper were laid off indefinitely on September 29, 2025 due to poor markets. Intense political action by Unifor and key stakeholders resulted in combined \$29 million in federal and provincial funding to re-start the mill in November and focus on re-positioning it for long-term viability.

Softwood Lumber Duties: Canadian lumber mills have faced illegal U.S. softwood lumber duties since 2017 which increased from 14.5% to almost 35% this year. An additional 10% tariff was applied in mid-October which immediately resulted in a number of sawmill curtailments. Interfor Ear Falls sawmill was curtailed in late October affecting 225 Unifor Local 324 mill and woodlands workers. Intense political action is being undertaken by Unifor in an attempt to facilitate a re-start in early 2026. Over \$12 billion has already been paid by Canadian sawmills and we all hope there is a final resolution to the current trade war between USA and Canada that finally includes softwood lumber.

Concerns over increased consolidation in the forest sector: Paper Excellence's purchase of Domtar and Resolute has created real concerns about a lack of competition in the industry as large multi-billion companies consolidate power and a greater share of the sector. Paper Excellence acquired both Domtar and Resolute and sold Domtar Dryden to Dryden Fibre Canada and Resolute Thunder Bay to Atlas holdings on August 1, 2023. These large mergers create serious concerns over worker leverage and risk of future closures due the huge size of these new companies. This will undoubtedly create issues related to 2026 Eastern Canada Pulp and Paper Pattern negotiations.

Major Issues ahead:

Unifor represents 1000's of health care workers across Northern Ontario at a number of hospitals, long-term care homes and social services groups. Many of these groups have started negotiating this fall and throughout 2026.

The ongoing Trump led tariffs and attacks on Canada's economy threatens several industrial sectors across Northern Ontario such as mining, transportation, forestry and other key sectors. All levels of government must continue to push for a fair trade deal and also stand up for Canadian workers affected by the ongoing attacks on key Canadian industries.

Ottawa Area Directors Report

Michelle Arruda | December 2025

Department Staff:

Michelle Arruda Carrie Smith
Jan Malek Veronique Prevost
Kevin Paddon

Major developments:

The Ottawa office suffered the loss of two of its beloved and respected colleagues this year: Scott Bateman, National Representative and Road Transport Director passed in January and most recently, Receptionist, Database and Membership Coordinator Charles-Éric Lacombe, who passed in October. Their kindness, dedication and presence will be dearly missed by their Unifor family.

Blue line Taxi, Local 1688: Ottawa's Blue Line Taxi drivers ended their three-week strike on October 9, 2025, after ratifying a new collective agreement with Coventry Connections, which had sparked the strike on September 19 due to the company's demand for a large increase in taxi stand fees that drivers argued would effectively cut their pay in an already struggling industry. The strike reinforces the principle that drivers deserve a voice in shaping fair and sustainable working conditions within Ottawa's taxi industry. The local is currently dealing with the scabs that have crossed the picket line.

Porter Halifax, Local 2002 - First agreement: Members working at Porter Airlines as Customer Service Representatives in Halifax have overwhelmingly ratified their first three-year agreement on October 22, 2025. Members voted 94% percent in favor of the new collective agreement. The ratified agreement encompasses key aspects of enhancing working conditions, job security, and much more. Congratulations to the bargaining committee on a great job! Welcome to Unifor!

Lactalis in Winchester, Local 462, bargains back COLA: In May 2025, more than 200 dairy processing workers at a Lactalis plant in Winchester, Ontario bargained a new collective agreement that includes a new cost of living adjustment (COLA) clause, a wage increase of 17% over five years, a \$2/hour wage adjustment for skilled trades workers, and more. This deal came on the heels of a bargaining conference organized by Unifor National to help plan strategic and coordinated gains in the sector.

Compass Group at Hillel Lodge, Local 8300: This is a brand new unit of 20 members that work the environmental services, housekeeping and laundry departments of the Hillel Lodge retirement home in Ottawa, ON. They ratified their new contract and will be set for bargaining again in 2026.

Invista Canada, Local 28-O: The company announced a plant closure in September 2025, which will be staggered over 2 years due to the many operations and contract obligations on this site. Another unit Evonik Canada, depends on many factors provided by this company. A closure agreement was made, and severance packages have been secured for all members.

Major issues ahead:

Tariffs

Toronto Area Director's Report

Nena Bogdanovich | October 2025

Major developments:

This has been an incredibly active year across the GTA. There is far more to report than can be captured in a single document, so what follows is a summary of key events and activities that highlight the work and commitment of our locals, staff and leadership.

We welcomed new hires into the Toronto Servicing Department this year, including Marc Brennan, Jason Gale and Nuno Pinto, which has strengthened our capacity to support locals across the GTA.

Earlier in the year, the issue of extending holiday shopping hours was brought to Toronto City Hall for consideration. We pushed back against proposed exemptions that would have allowed retailers to open on statutory holidays. These changes would take away guaranteed time off and place more pressure on retail workers to be available. Workers deserve protected rest days without having to choose between their job and time with their families. We continue to monitor this.

On International Women's Day, we took part in events across the GTA, standing with women and gender-diverse workers to call attention to the ongoing fight for equality, safety and economic justice.

This past year, DHL workers in the GTA (and across Canada) took lockout/strike action after the employer refused to address wages, job security and working conditions. Their strike lined up with the introduction of federal anti-scab legislation, which helped draw more media and political attention. Our members stood strong on the lines and reinforced why banning replacement workers matters.

Throughout the spring, Toronto City Council passed a new bubble zone by-law that restricts protests within a set distance of public institutions such as schools, childcare centres and places of worship. While the City framed it as protecting access to these spaces, it limits our Charter-protected right to protest and peacefully assemble, especially during labour actions and community mobilizations. In Vaughan, a similar by-law is already in place with broader restrictions and larger buffer distances. We are actively supporting and engaging with partners who are pursuing a constitutional challenge to the Vaughan by-law. Defending the right to protest is defending our ability to fight for workers.

We also attended the WestJet rally at Pearson Airport, standing with airline workers advocating for fair compensation and better working conditions. Showing up for each other matters.

In July, CN Tower members were locked out when negotiations stalled and the employer pushed concessions. We attended multiple rallies, bringing members from across the GTA along with allies and community support. These actions kept the pressure on and sent a clear message that workers deserve respect and a fair agreement.

On Labour Day, Unifor locals from across the GTA marched together in the Toronto parade with strong participation from members, leadership and families. The Toronto and York Region Labour Council's official theme this year was "A Canada for Workers: Made Here, Paid Here," which speaks directly to what we are seeing across multiple sectors: the fight to protect Canadian jobs and ensure that work done here is valued here. This theme aligned completely with our Protect Canadian Jobs campaign, and our presence throughout the parade made that connection clear.

Later in the month, we participated in the Truth and Reconciliation event in Brantford, recognizing the ongoing impacts of residential schools and the need for meaningful action toward reconciliation. Being present was one way to show solidarity with Indigenous communities and to continue learning how we, as a labour movement, can support justice and healing.

Solidarity actions continued into the fall, including the Protect Canadian Jobs rallies at Stellantis in Brampton and Ingersoll/Brampton, where workers and political leaders came together to push back on decisions affecting our auto sector and Canadian jobs.

These examples reflect only a small portion of what has taken place in the GTA since the last Ontario Regional Council. The scope of work carried out by our locals, staff and leadership is extensive and far too long to capture in a single report. I want to extend my sincere thanks to everyone for their dedication and hard work, especially given the current climate and with ongoing uncertainty in our sectors and the impacts of United States policies and tariffs affecting Canadian jobs and negotiations.

Overall, the coming year will demand continued coordination, strong communication and active mobilization in the GTA as we navigate job threats, employer demands, political decisions made outside our borders and increasing limits being placed on our ability to demonstrate. While we are all working incredibly hard, continuing to mobilize ourselves and our members has never been more critical. We will need to protect our members, protect our rights and keep showing up. Together.

And as Lana Payne says, and it continues to prove true: When we fight, we win.

NB: eecope 343

Windsor And Surrounding Area Directors Report

Mike Byrne | December 2025

Department Staff:

There have been many exciting changes at the Windsor Regional Office related to departmental staff. We currently have:

Servicing: Angela Divitaris, Bonnie Nantais, Dana Dumphy, Dino Chiodo, Doug Boughner, Mario Mocerri, Nicole Grainger, Kellie Scanlan and Gary Lynch

Equity: Theresa Faro.

Skill Trades: D.J. Lacey

Organizing: John Biekx

Detroit Three coordinators: April McLellan, John Binns, Sandra Dominato, Scott Richardson, Rick Labonte, Ken Lewenza (Jr) and David Holjevac

Major developments:

- **Political Action**

Pride – The Windsor-Essex Pride Fest Parade took place on Sunday, August 10th, 2025, on Ottawa Street, and there was a great turnout from National and Local leadership to rank and file members from all of the area locals.

Labour Day, Windsor – Labour Day was an incredible success in the Windsor area, with many members of the Regional Office and all the Locals showing up to march in solidarity from the Unifor Local 444/200 hall on Turner Road to Lanspeary Park on Ottawa Street. Unifor staff Rick Labonte and his Band of Brothers provided some rocking music for everyone to listen to as we marched.

Labour Day, Chatham – Our Local 127 and 1941 in Chatham held a successful Labour Day Picnic, with many members and their families in attendance.

- **ORC Mental Health Workshop**- The Ontario Regional Council (EFAP Committee) piloted their mental health for men workshop that will be going throughout the province in the near future. The Windsor Area was proud to pilot this workshop, which was held at Local 444/200. There was close to 100 participants, and the feedback has been phenomenal.

- **Organizing**

Chatham-Kent Health Alliance Security: has already got a first Collective Agreement.

Select Finishing: An auto parts facility in Wallaceburg was certified and we are currently bargaining a first agreement.

- **Strikes**

We have had three strikes this year Best Western Local 195, 62 days, Dajcor Aluminum, Local 127 for 8 days and Titan Tool & Die, Local 195 has been out since the beginning of August and still going.

- **Bargaining**

In every community in the region, Windsor/Essex/Chatham-Kent/Sarnia, and in every sector, bargaining committees are negotiating and ratifying collective agreements that are bringing wage increases that have not been seen in the history of these workplaces.

- **Labour Appreciation Night**

The 48th annual Labour Appreciation Night/Charles E. Brooks Tribute is coming up on November 14th in Windsor. This year's award recipient is Sue McKinnon, Local 444.

Major issues ahead:

The staff and Local leadership are preparing themselves for the challenges and a Fight Back Campaign around federal Tariffs.

Ontario National Staff Servicing Reports



ANGELA DIVITARIS

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
ADM Agri-Industries Company	195	1-Nov-25	77
Banwell Gardens	2458	31-Jul-26	155
BASF Canada Inc. (Lab)	341-O	30-Sep-28	14
BASF Canada Inc. (Plant)	341-O	30-Sep-28	104
Berkshire Care Centre	2458	31-Oct-26	235
Best Western Plus	195	31-May-28	42
Catalent Ontario Ltd	195	25-Apr-28	228
Centoco Plastics Ltd.	195	21-Nov-27	49
Comfort Inn and Suites	195	9-Mar-26	36
Doubletree Hotel & Suites	195	31-Dec-26	43
Elringklinger Canada Inc.	444	27-Mar-27	134
Hiram Walker & Sons Ltd.	2027	3-Jan-26	154
Jamieson Wellness Inc.	195	31-Jan-28	322
Kautex Textron	195	24-Jun-27	190
KB Components	195	15-May-27	403
Nickleson Machine & Tool	195	31-Jul-26	9
Papp Plastics & Distributing Ltd.	195	31-Jul-28	37
Renaissance Personnel (Windsor) Inc.	2003E	22-Jul-28	2
Viking Pump	195	2-Jul-26	4
Windsor Detroit Borderlink Limited	195	31-Jan-27	33
Windsor Essex County Real Estate Board	2458	31-Dec-27	6
Windsor Machine and Stamping	444	31-Jan-26	81

Major developments since last Council

ADM AGRI-INDUSTRIES COMPANY (Food Processing), Local 195, Windsor, ON – Things are busy here at this food processing facility and there is constant OT. There are 3 grievances in the system with 1 slated for arbitration. We are currently in bargaining at the time of writing. The Collective Agreement expires November 1, 2025. Dwayne Brignall is the Chairperson. Dwayne and his Committee handle the day-to-day issues. The Local President is Emile Nabbout.

BANWELL GARDENS – (Long Term Care), Local 2458, Windsor, ON – A 2-year Collective Agreement was ratified in March. There is currently 1 grievance in the system slated for arbitration. Colette Guenette is the new Chairperson. The Local President is Ken Durocher. Local Liaison is Vice President Dina Roushanroz.

B.A.S.F. COATINGS INC. – (Plant), Local 341-O, Windsor, ON – Things are steady at this automotive paint and chemical facility. There are 4 grievances in the system and 4 at the arbitration stage. A 3-year Collective Agreement was ratified in September with increases to wages, benefits, elimination of grow-in as well as many other language improvements. Michael Pacheco is the Chairperson and Local President.

B.A.S.F. COATINGS INC. – (Lab), Local 341-O, Windsor, ON – Things are steady at this automotive paint and chemical facility. There is currently 1 grievance in the system and 1 at the arbitration stage. A 3-year Collective Agreement was ratified in September with increases to wages, benefits, elimination of grow-in as well as many other language improvements. Michael Pacheco is the Local President.

BERKSHIRE CARE CENTRE – (Long Term Care), Local 2458, Windsor, ON – A 2-year Collective Agreement was ratified in March. There is currently 1 grievance in the system. Gloria Standon is the Chairperson. The Local President is Ken Durocher. Local Liaison is Vice President Dina Roushanroz.

BEST WESTERN PLUS (Hotel), Local 195, Windsor, ON – This 308-room riverfront hotel had a lengthy 62-day strike. A 3-year agreement was ratified August 1 with wage increases, improved benefits, increase to pension, an additional PPH as well as complimentary parking. Tammy Smith is the Chairperson and handles the day-to-day issues. The Local President is Emile Nabbout.

CATALENT PHARMA SOLUTIONS (Pharmaceuticals), Local 195, Windsor, ON – Business has been picking up at this pharmaceutical manufacturing facility. All employees have now been recalled from layoff. A 3-year Collective Agreement was ratified in April with COLA folded in and increases to wages, pension, vacation, benefits and sick time as well as many language improvements. There are 3 grievances in the system. Nicole and her Committee are handling the day-to-day issues. Chairperson

Nicole Simpson. The Local President is Emile Nabbout. Local Liaison is Vice President Tammy Pomerleau.

CENTOCO PLASTICS LIMITED, Local 195, Windsor, ON – Things have been steady at this facility that produces toilet seats. We ratified a 3-year agreement in November 2024 with monetary and language improvements. There are currently no grievances in the system. Chairperson Christal White. The Local President is Emile Nabbout.

COMFORT INN AND SUITES, Local 195, Windsor, ON – Things are steady at this hotel. The Collective Agreement expires March 9, 2026. There are currently no grievances. Chairperson Michelle Allen. The Local President is Emile Nabbout.

DOUBLETREE HOTEL & SUITES (Hotel), Local 195, Windsor, ON – Things are steady at this newly renovated 161 room downtown riverfront hotel. We currently have 1 grievance that is slated for arbitration. Renee Langlois is the Chairperson. The Local President is Emile Nabbout.

ELRINGKLINGER CANADA INC., (Auto Parts), Local 444, Leamington, ON – All employees have now been recalled from layoff at this auto parts manufacturing facility. Lot of new projects are planned. There is a new press and lines being installed. Chairperson is Pam Vaughan and she handles the day-to-day issues. The Local President is James Stewart. Local Liaison is Vice President Steve Morgan.

HIRAM WALKER & SONS LIMITED (Liquor, Distillery and Bottling), Local 2027, Windsor, ON – Things have been steady at this facility in the distillery, bottling and shipping. There are 17 grievances in the system and no layoffs. The Collective Bargaining agreement expires January 3, 2026, and at the time of writing, we are preparing for upcoming negotiations. Rory and his Committee handle the day-to-day issues. The Local President is Rory Garvey.

JAMIESON WELLNESS INC., (Vitamins) Local 195, Windsor, ON – Work is steady at this vitamin manufacturing facility. There has been steady overtime. There are 3

grievances in the system and 3 slated for arbitration. Dustin and his Committee handle the day-to-day issues. Congratulations to newly elected Chairperson Dustin Morris. The Local President is Emile Nabbout. Local Liaison is Vice President Tammy Pomerleau.

KAUTEX TEXTRON (Auto Parts), Local 195, Windsor, ON – Work is relatively steady at this auto parts (Gas Tanks) manufacturing facility. There have been minimal short-term layoffs recently. There are currently 14 grievances in the system with 2 slated to arbitration. Dany Tannous is the Chairperson. The Local President is Emile Nabbout. Local Liaison is Financial Secretary Sarkis Gaspar.

KB COMPONENTS (Auto Parts), Local 195, Windsor, ON – Things are steady at this auto parts (Plastics) facility. There are no layoffs. There are 16 grievances in the system. Pauline and her Committee handle the day-to-day issues. Pauline Ridley is the Chairperson. The Local President is Emile Nabbout. Local Liaison is Vice President Tammy Pomerleau.

NICKLESON MACHINE & TOOL (Tool & Die Shop), Local 195, Windsor, ON – Things have been quite slow at this Tool & Die facility. There is currently 1 grievance in the system. A one-year extension was ratified in July with a wage increase and folding in COLA. Congratulations to the newly elected Chairperson Dakota Pare. The Local President is Emile Nabbout. Local Liaison is Financial Secretary Sarkis Gaspar.

PAPP PLASTICS & DISTRIBUTING LIMITED (Auto Parts), Local 195, Windsor, ON – A 3-year agreement was ratified in July. Improvements in wages, inflation bonus, Christmas Bonus, additional holiday, benefit improvements as well as other monetary and non-monetary improvements. Marta Nesin is the Chairperson. The Local President is Emile Nabbout. Local Liaison is Tammy Pomerleau.

RENAISSANCE PERSONNEL INC., Local 2003-E, Windsor, ON – This is a Personnel Agency that send licensed trades people into our facilities for support during maintenance shutdowns. A 3-year agreement was ratified in August. The Local President is Phil Barbara.

VIKING PUMP (Industrial Pump Facility), Local 195, Windsor, ON – Things are steady at this industrial pump facility. The Collective Agreement expires July 2, 2026. Richard handles the day-to-day issues. Richard Todd is the Chairperson. The Local President is Emile Nabbout.

WINDSOR DETROIT BORDERLINK LIMITED (Windsor – Detroit Tunnel International Border Crossing), Local 195, Windsor, ON – Business is down slightly at this International Border Crossing due to less international travel and not as many Canadians travelling to the USA. We are continuing to work and finalize the new Pay Equity plan under the Federal legislation. There are 2 grievances in the system and 2 at the arbitration stage. Ivana and her Committee handle the day-to-day issues. Chairperson is Ivana Cavrag. The Local President is Emile Nabbout. Local Liaison is Financial Secretary Sarkis Gaspar.

WINDSOR ESSEX COUNTY REAL ESTATE BOARD (Clerical Services), Local 2458, Windsor, ON – A 3-year Collective Agreement was ratified in February that included wage increases and an additional holiday. Joel Galipeau is the Chairperson. The Local President is Ken Durocher. Local Liaison is Vice President Jennifer Kennedy.

WINDSOR MACHINE AND STAMPING (Auto Parts), Local 444, Amherstburg, ON – We will soon be preparing for bargaining as the Collective Agreement expires January 31, 2026, at this auto parts facility. Chairperson is Edwin Acquaye. The Local President is James Stewart. Local Liaison is Vice President Mike Stevenson.

BETH COUCHMAN

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Extendicare – Wyndham Manor – Full-Time	504	July 2026	63
Extendicare – Wyndham Manor – Part-Time	504	July 2026	105
Waterloo Regional Health Network – Clerical	1106	March 2026	384
Waterloo Regional Health Network – Service	1106	March 2026	1128
Haldimand-Norfolk	1106	November 2025	25
Lanark Village and Lanark Heights	1106	October 2026	210
McMaster University – Unit 1	5555	April 2028	3054
McMaster University – Unit 3	5555	September 2027	27
McMaster University – Unit 4	5555	September 2026	24
McMaster University – Unit 5	5555	November 2025	314
Regional Medical Associates	5555	April 2026	31
Royal Canadian Legion Branch #163	5555	July 2027	12

Major Developments since last Council

Extendicare: Wyndham Manor: Local 504, Oakville ON – There are two units, with 168 members. The current collective agreement expires July 31, 2026. This group is part of central bargaining for Extendicare.

Waterloo Regional Health Network (formerly Grand River Hospital): Local 1106, Kitchener ON – There are two units, with 1512 members. The current collective agreement for both units expires on March 31, 2026. This Employer has merged with another hospital and is currently in the process of negotiating the bargaining unit make up. There are several termination grievances and multiple arbitrations set for 2026.

Haldimand-Norfolk Community Senior Support Service Inc: Local 1106, Haldimand-Norfolk area (multiple locations) ON – This unit has 25 members. The current collective agreement expires November 30, 2025. There are no outstanding grievances.

Lanark Village and Lanark Heights: Local 1106, Kitchener ON – This is a unit with 210 members split between Long Term Care and the Retirement Home of the location. The collective agreement expires October 31, 2026.

McMaster University: Local 5555, Hamilton ON – Unit 1 – This is a unit of 3054 members working in positions of Administrative, Professional and Technical at various locations in Ontario. The collective agreement expires on April 30, 2028.

McMaster University: Local 5555, Hamilton ON – Unit 3 – This is a unit of 27 members working in Parking and Transit on campus. The collective agreement expires September 30, 2027. There are no outstanding grievances.

McMaster University: Local 5555, Hamilton ON – Unit 4 – This is a unit of 24 Special Constables working on campus. The collective agreement expires September 30, 2026. There are no outstanding grievances.

McMaster University: Local 5555, Hamilton ON – Unit 5 – This is a unit of 314 members working on campus as Custodians, Grounds, Trucking and Trades. The collective agreement expires November 30, 2025. We will be looking for substantial increases as this unit is in it's last year of Bill 124 restraints and the employer has been unwilling to make wage adjustments prior to bargaining.

Regional Medical Associates: Local 5555, Hamilton ON – Unit 2 – This is a unit of 31 members in administrative positions providing payroll and billing services for physicians in the greater Hamilton area. The collective agreement expires April 30, 2026. There are no outstanding grievances.

Royal Canadian Legion Branch #163: Local 5555, Hamilton ON – Unit 6 – This is a unit of 12 members working as bar staff. The collective agreement expires July 31, 2027. This unit was hit hard through COVID and has still not gotten back to full hours. There are no outstanding grievances.

BONNIE NANTAIS

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	# of Members
Vitesco technologies Canada, ulc	35	November 14, 2026	40
Dajcor	127	July 27, 2029	218
First student inc - Chatham	127	August 31, 2028	98
First student Canada - Sarnia	127	August 31, 2028	47
Ventra manufacturing ltd	127	April 30, 2026	3
Amherstburg Chevrolet Buick GMC Ltd.	195	October 10, 2027	11
First student inc - Windsor	195	August 31, 2028	145
Flex-n-gate Canada inc.	195	April 28, 2028	178
Flex-n-gate Howard	195	May 31, 2027	615
Flex-n-gate lakeshore	195	May 17, 2026	185
Gates Windsor operation	195	November 19, 2027	134
Veteran cabs	195	July 13, 2029	293
Motor city Chrysler dodge jeep ram unit #1	195	January 30, 2027	11
Motor city Chrysler dodge jeep ram unit #2	195	January 30, 2027	19
Performance ford	195	July 23, 2028	35
The precision group - plant 1	195	February 15, 2026	35
Precision stamping group - plant 2	195	November 30, 2027	30
Precision stamping group plant 3	195	October 3, 2028	78
Provincial Chrysler limited	195	March 15, 2027	42
Ventra plastic ltd.	195	February 28, 2028	200
Conagra Canada (plant)	580	December 31, 2026	120
Conagra Canada (office)	580	December 31, 2026	4
Brouillette manor	2458	February 1, 2025	60
Fairfield park	2458	October 31, 2024	86

Employer	Local	CBA Expiry Date	# of Members
Lachaumiere retirement residence-service	2458	January 13, 2025	46
Lachaumiere retirement residence-nursing	2458	January 13, 2025	13

Major developments since last Council

AMHERSTBURG CHEVROLET BUICK GMC LIMITED – Local 195, Amherstburg, ON – The Mechanics and Detailers are Unifor members, and they service all vehicles. This is a small dealership with not many issues. Chairperson: Brother Pat Manchurek, President: Emile Nabbout, Liaison: Secretary Treasurer Sarkis Gaspar.

BROUILLETTE MANOR – Local 2458 – Longterm care home, we are currently in bargaining now and are hoping to have a tentative agreement soon. Chairperson: Robin Falbo, President: Ken Durocher, Liaison: Secretary Treasurer: Mike Kisch.

CONAGRA FOODS – Plant and Office – Local 580, Dresden, ON – The Plant's busiest time of the year is the harvest season from August to October, canning foods with two separate bargaining units. In December 2023, Unifor and its Local negotiated a major increase in wages and shortened the grow-in by two years. The Company is looking for Skilled Trades and recently increased their wages to attract new applicants. Chairpersons: Brother Josh Rich (Plant) & Sister Shelley Smoke (Office), President: Steve Medd.

DAJCOR – Local 127, Chatham, ON – The Company makes components used in cars, boats, bathroom fixtures, sliding doors, and in the construction industry. Some of the new areas Dajcor is exploring include transit door assemblies, ventilation systems, LED light enclosures, and high-end furniture. Unifor and its Local were able to ratify a new 4-year collective agreement in August 2025 after an 8-day strike action was taken including a \$4+/hour wage increase over the 4 years and the skilled trades getting more than \$10 over the 4 years, we also successfully negotiated Mental Health and Racial Justice Advocate language. Chairperson: Brother Chris Ritchie, President: Jeff McFadden.

FAIRFIELD PARK – Local 2458 – Longterm care home in Wallaceburg. Outside of bargaining this home does not have many issues. We are currently bargaining and are hoping to have a tentative agreement soon. Chairperson: Megan Freeman, President: Ken Durocher, Liaison: Secretary Treasurer: Mike Kisch.

FIRST STUDENT CANADA – Local 127, Sarnia, ON – Recently ratified a new 3-year Collective Agreement. Outside of bargaining this unit does not have many issues. Chairperson: Sister Brenda Lagasse President: Jeff McFadden.

FIRST STUDENT INC. – Local 127, Chatham, ON – School Bus drivers have a very important job by protecting and driving our children to school. Recently ratified a new 3-year Collective Agreement. Outside of bargaining this unit does not have many issues. Chairperson: Brother Steve Chartier, President: Jeff McFadden.

FIRST STUDENT INC. – Local 195, Windsor, ON – Recently ratified a new 3-year collective agreement. The newly approved contract includes a front loaded wage increase of 8% in year 1, followed by 2% in the 2nd year and 3% in the 3rd year. Chairperson: Sister Natalie Morency, President: Emile Nabbout, Liaison: Secretary Treasurer Sarkis Gaspar.

FLEX-N-GATE CANADA INC. – Local 195, Windsor, ON – This unit produces auto parts for the Stellantis (Chrysler) Windsor Assembly Plant. We ratified a 3-year Collective Agreement in the spring including substantial wage increases, with an increase of \$3.00/hr in the first year, reduced employees on progressive wage grid from 72 months to 48 months, a special pay bump for the skilled trades, Mental Health language, reactivated COLA in year 1 and a signing bonus of \$3200.00. Chairperson: Brother Bryan Pare, President: Emile Nabbout, Liaison: Secretary Treasurer Sarkis Gaspar.

FLEX-N-GATE HOWARD – Local 195, Windsor, ON – This unit has had ups and downs throughout this past year in regard to layoffs, currently having 196 members on lay off. We have been settling grievances quarterly. Chairperson: Brother Damian Bryce, President: Emile Nabbout.

FLEX-N-GATE LAKESHORE – Local 195, Windsor, ON – This unit produces auto parts for the Stellantis (Chrysler) Windsor Assembly Plant with 211 Unifor members. This unit will be heading into bargaining in the spring of 2026. Chairperson: Sister Shannon Medeiros, President: Emile Nabbout, Liaison: Secretary Treasurer Sarkis Gaspar.

GATES WINDSOR OPERATIONS – Local 195, Windsor, ON – This unit produces tensioners, idlers and fan brackets for the auto industry and are currently trying to diversify further by breaking into the AI industry by producing water pumps for cooling fans for the data centers. Chairperson: Pam Marcoux, President: Emile Nabbout.

LA CHAUMIERE – Service and Nursing – Local 2458, Belle River, ON – This is a small retirement home with two separate bargaining units. Unifor and its Local just participated in the interest arbitration for the renewal of the collective agreement and are waiting for the award. Chairperson: Leslie Nantais (Service) Georgiana Ionita (Nursing), President: Ken Durocher, Liaison: Dina Roushanroz.

MOTOR CITY CHRYSLER, DODGE, JEEP, RAM – Unit #1 – Local 195, Windsor, ON – This unit consists of technicians and parts employees. The technicians have just received a special \$1.00 increase to retain mechanics. Chairperson: Dale Walker, President: Emile Nabbout, Liaison: Secretary Treasurer Sarkis Gaspar.

MOTOR CITY CHRYSLER, DODGE, JEEP, RAM – Unit #2 – Local 195, Windsor, ON – This unit consists of the salespeople and the office/clerical personnel. Outside of bargaining this unit has very few issues. Chairperson: Youssif Younan, President: Emile Nabbout, Liaison: Secretary Treasurer Sarkis Gaspar.

PERFORMANCE FORD SALES INC. – Local 195, Windsor, ON – This unit consists of technicians and the employees working in the service department. Ratified a new 3-year agreement in July of this year. Key highlights of the agreement include: a front-loaded wage increase with an additional \$2.00/hr in classifications with specialty skills and a bonus structure for service advisors and mechanics also a \$1,000 signing bonus. Chairperson: Sister Shawne Lemire, President: Emile Nabbout, Liaison: Secretary Treasurer Sarkis Gaspar.

PRECISION GROUP – Plant 1 – Local 195, Windsor, ON – This unit produces Stamping parts the auto industry. Unifor and its Local are working on settling the outstanding grievances and we will begin negotiations in the New Year. This unit currently has 20 members on lay off. Chairperson: Brother Norm Hillier, President: Emile Nabbout.

PRECISION GROUP – Plant 2 – Local 195, Windsor, ON – This unit produces parts and dies for the auto industry. Ratified a new 3-year contract November 2024. Key highlights of the agreement include: a front-loaded wage increase of \$2.00 per hour in the first year, followed by good increases in year 2 and 3, a reduction to the progressive wage grid that has employees reaching the full rate in two years, an annual Christmas bonus of \$350 net for all seniority employees and a \$1,000 signing bonus. This unit added an afternoon shift after the new agreement was signed and has recalled all employees that were on layoff. Unifor and its Local are settling many grievances. Chairperson: Manny Dalope, President: Emile Nabbout.

PRECISION GROUP – Plant 3 – Local 195, Windsor, ON – This unit produces parts and dies for the auto industry. The unit has doubled in the past year and has recently ratified a new 3-year contract. Highlights of this recently ratified contract are a front-loaded wage increase with \$2.00 in year 1 , \$1.00 wage increase in Year 2 and \$1.00 in year 3, a special wage adjustment of \$0.50 /hr for non production operators, a net annual lump sum Christmas bonus of \$425.00 in each year, Eight unpaid emergency days per year and a signing bonus of \$1000. Chairperson John Khadra, President: Emile Nabbout.

PROVINCIAL CHRYSLER LIMITED – Local 195, Windsor, ON – This dealership consists of technicians, service advisors, clerical personnel, and shipper/receivers. We just negotiated a special \$1.75 increase for the technicians to retain the mechanics. The company recently sold the body shop portion of the business to Provincial Collision, and we are in the process of setting that unit up. Brother Rob Lanoue, President: Emile Nabbout, Liaison: Secretary Treasurer Sarkis Gaspar.

VENTRA MANUFACTURING – Local 127, Ridgetown, ON – This is a small unit that produces service parts for the OEMs. There have not been many changes since the last round of bargaining was completed in 2023. We are heading into bargaining in the spring of 2026. Chairperson: Sister Cheryl Gibson, President: Jeff McFadden.

VENTRA PLASTICS – Local 195, Windsor, ON – This unit produces a lot of plastic parts for the OEMs. Ratified a new 3-year Collective Agreement in March of 2025. Including substantial wage increases front-loaded with \$3.00/hr in the first year, reactivation of cost of living allowance, improvements to pensions and benefits, personal paid holidays, vacation time, a pay bump for skilled trades and a \$3000 signing bonus. Chairperson: Joe Rovere President: Emile Nabbout, Liaison: Vice-President: Tammy Pomerleau.

VETERAN CABS – Local 195 Windsor, ON – This unit has roughly 293 unionized drivers and recently ratified a new 4-year agreement freezing the stand rate in year 2 and 4 of the agreement. Chairperson: Moe Abou-Zeeni, President: Emile Nabbout

VITESCO TECHNOLOGIES – Local 35, Chatham, ON – This unit has recently laid off a few employees. It's a research and development facility for the auto sector. Vitesco has been collecting orders for its electric-drive division. Unifor and its Local are preparing to head into bargaining in the fall of 2026. Chairperson: David Countryman, President: John Alexander.

BRIAN SMITH-RAMIREZ

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Compass Group Canada	462	December 2027	132
Custom Control Panels Inc.	546	February 2027	22
David B. Archer Co-Op	333	August 2025	5
Gray Tools Canada	557	October 2026	25
Harbour Channel Co-Op	333	March 2027	3
Hitachi Energy Canada	252	February 2028	34
Ivy Technology	333	February 2028	76
Integrated Power Services	252	February 2028	12
Hugh Garner Co-Op	333	August 2027	6
Active Dynamic Group	591-G	June 2026	270
Chartwell	1285	April 2026	79
BWXT	252	May 2028	33
Birch Glenn Co-Op	333	March 2027	4
BGIS	2003-E	November 2027	10
City Park Co-Op	333	September 2026	12
Clintwood Co-Op	333	October 2025	3
Main Gerrard Co-Op	333	August 2025	4
Dexterra Group	462	December 2027	24
Nestle Purina Petcare	41-O	December 2025	59
OPGI	414	September 2026	12
Perth Co-Op	333	December 2026	4
Polyair	333	August 2027	56
Rain Carbon Inc.	24	August 2027	43
Riverdale Co-Op	333	June 2026	3
St. Stanislaus/ St. Casimir Credit Union	252	March 2028	30
Zochem	591-G	June 2026	21

Major developments since last Council

RAIN CARBON (Formerly known as RUETGERS) CANADA INC, Local 24, Hamilton, ON – This is a 24/7 operation in Hamilton. The members work Twelve (12) hour shift that continually rotate. They receive tar from steel plants, via truck, railway and ship that need to be unloaded. This is a by-product from making steel and the waste is pumped through a heater at high temperature; they use a vacuum to drive off oils out of the tar, the tar they sell. When the oil is taken off, they are left with pitch. This product is then sold to

Companies that make battery electrodes; the main use is for aluminum. Labour relations have improved, leading to less grievances heading to arbitration in order to get a resolution. The Union and employer entered into negotiations in 2025. Due to some supply issues, we agreed to negotiate a one-year contract, still negotiating improvement to Bereavement, vacation, eye exams, and increase to wages. The Local President is Rob Pavelich.

INTEGRATED POWER SERVICES, Local 252 – The members work on transformers. ABB sold business to Integrated Power Services in 2024. The collective agreement expired on February 11, 2025, and we were successful at bargaining a new 3-year agreement with increases to vision, safety boots, meal allowances, Road Bonus, wages. Three new paid Personal Emergency Days. The Local President is Eamonn Clarke

HITACHI, Local 252, Stoney Creek, ON – Was formerly part of ABB before being taken over by Hitachi. Members work on large transformers. We bargained in 2025 and were successful at negotiating gains and bargaining a new 3-year agreement with increases to safety boots, vision, meal allowances and wages. Improvement to vacation with reduction of timeline to extra week. Adding three new Personal Emergency Days (Paid). The Local President is Eamonn Clarke.

BWXT NUCLEAR ENERGY CANADA INC, Local 252, Toronto, ON - This is a nuclear workplace located in Toronto where members make pellets. We bargained in early May of 2025 and successfully made gains with increases to safety boots, Massage (which includes also having onsite/workplace Massage Therapist) Physio, Chiro, Vision, Clothing, Dental. Increase to medical note coverage by employer. Increase to Pension. The Unit Chairperson is Lester Allen. The Local President is Eamonn Clarke

HUGH GARNER HOUSING CO-OPERATIVE INC. Local 333, Toronto, ON – These members are made up of Office staff and Maintenance. This is a Cooperative housing group. The collective agreement expired on August 31, 2024. We met for bargaining and after a final offer, filed for Conciliation, had a strike vote, and met with a Conciliator. We successfully negotiated gains with increasing hours to the Financial Administrator, improvement to Bereavement, holidays, compensation for kilometers and wage increases. The Local President is Lisa Marks.

CUSTOM CONTROL PANELS., Local 546, Mississauga, ON - This small family-owned business. They are a small local. The members build Electrical control panels. In past rounds of bargaining we were able to negotiate Domestic Violence Leave language, a Racial Justice Advocate and recognition of March 21st International Day for the Elimination of Racial Discrimination. The contract expired on Feb. 21, 2025, and we bargained a two-year contract with increases to Wages, Dental, Eye Exam and RRSP

Contribution from employer. We are currently working to have this Local, which is a stand alone local, merge with another larger Local. The Local President is Faaq Khan.

GRAY TOOL CANADA INC, Local 557, Brampton, ON - This is a small family ran business in Brampton that manufactures and distributes the Gray brand and Dynamic tools (Pry Bars, Chisels, Wrecking Bars, Punches) in Canada. The Local is made up of members in production and the Warehouse. We began bargaining in late September of 2023 and after only two days, the Company provided us with a Final Offer. The offer was not endorsed and rejected by the members. We filed for conciliation and also took a strike vote in order to commence deadline bargaining. We were successful at avoiding a strike and reached a deal that included an increase to safety boots, an increase to safety glasses, reduced the sunset clause, reduced qualifying period for 5th week by three years, updated and improved Bereavement language, as well as holiday pay calculation. Wages of \$1.35 in year one, \$1.15 in year two and \$1.05 in year three for a total of \$3.55 over the life of a three-year agreement. This local is being looked at to merge with a larger local. The Local President is Gerry Fennelly.

ACTIVE Dynamics (Formerly Active EXHAUST CORP.) Local 591-G-647, Toronto, ON – This Company has gone through many changes over the past few years. The members build small mufflers. Main contracts are with John deere and Polaris. We commenced bargaining in May of 2023 and unfortunately had to file for conciliation, and even take strike action that lasted 5 days, however, through it all we were able to negotiate increases to shift premiums, increase to safety boots, improved language to overtime – making Saturday at time and half regardless of having 40 hours by Friday or not, No Dispensing fee at Costco and 80% covered elsewhere, introduced 3 new paid Sick Days and a wage increase of \$5.00 dollars across the board for the life of the agreement (3 Years with \$2.00 in year one, \$1.50 in year two and \$1.50 in year three) The chairperson is Sammy Ntete and the Local President is Burke Moffat.

BIRCH GLEN CO-OPERATIVE HOUSING INC. Local 333, Oakville, ON – These members are made up of office staff and maintenance. This is a co-operative housing group. A new CBA was negotiated in April of 2024. We bargained increases to wages with a signing Bonus, a Christmas Bonus, and an increase to the retirement allowance contribution by the employer. The Local President is Lisa Marks.

MAIN-GERRARD COMMUNITY DEVELOPMENT CO-OPERATIVE INC, Local 333, Toronto, ON - These members are made up of office staff and maintenance. This is a co-operative housing group. We bargained doctor's note to be paid by employer, an increase to safety boots, improvement to RRSP. A Three (3) year agreement with wages of 12% over 3 years (4% in each year) We are set to bargain in 2025. The Local President is Lisa Marks.

RIVERDALE CO-OPERATIVE HOUSING INC. Local 333-15, Toronto, ON – These members are made up of office staff and maintenance. This is a co-operative housing group. A new CBA was bargained in 2023 with an increase to clothing allowance and 4% wage increases in each year of the agreement. The Local President is Lisa Marks.

CLINTWOOD NON-PROFIT HOUSING CO-OPERATIVE INC., Local 333-21, Toronto, ON – These are members, made up of office staff and maintenance. This is a co-operative housing group. We reached a new 3 year agreement in 2022 with increases of 9% over the 3 year agreement, 14 additional paid personal days in the event of a declared public health emergency, two new holidays (Truth and Reconciliation Day and Remembrance Day) if it falls during the week, increase to safety boots, increase to vision, Snow Days with pay if unable to leave home. We are set to bargain in 2025. The Local President is Lisa Marks.

PERTH AVENUE HOUSING CO-OPERATIVE., Local 333-26, Toronto, ON - These members are made up of office staff and maintenance. This is a co-operative housing group. We negotiated a new CBA in 2024 We added an extra holiday (Truth and Reconciliation Day). Added Personal Paid Days language. Negotiated CPI plus 2% wage increase in each year of the agreement. This is a Three (3) year agreement. The Unit Chairperson is Carmella Grouse. The Local President is Lisa Marks.

DAVID B ARCHER CO-OPERATIVE INC., Local 333-28, Toronto, ON – These members are made up of office staff and maintenance. This is a co-operative housing group. Last round of bargaining we were successful at negotiating a three year agreement with extra holiday time off, increase to carry over of unused vacation, increase to wages in each year, as well as negotiated paid Domestic Violence Leave language. We began bargaining in mid-2025 and it is still ongoing. The Local President is Lisa Marks.

CITY PARK CO-OPERATIVE APARTMENTS INC., Local 333-40, Toronto, ON – These members are made up of cleaners, security and maintenance. This is a co-operative housing group. We negotiated a new CBA in 2023. We concluded bargaining and negotiated a paid lunch break, RRSP Plan, improvement to Bereavement Language and wages of 4% - 3.75% and 3.50%. The Chairperson is Ryan Brathwaite. The Local President is Lisa Marks.

CHARTWELL MONTGOMERY VILLAGE RETIREMENT RESIDENCE, Local 1285, Orangeville, ON - This is a retirement residence. We began bargaining and made some gains at the table, however, the Union raised that we needed to adjust some of the wages in certain classifications. We eventually headed to Interest Arbitration. The Award included improvements in different areas, with increases to wages and adjustments to certain classifications, as well as increase to sick days, increase to vision, increase to weekend premium. The Unit Chair is Bonnie Ryder. The Local President is Vito Beato.

IVY TECHNOLOGY, Local 333, Downsview, ON – The workers do repairs to laptops. We began bargaining in 2025 and the employer final offer was rejected, which led to the offer being rejected. We had to file for Conciliation. We also took a strike vote. We eventually managed to successfully negotiate 2 new paid Personal or Emergency days, increase to Vision, increase to Dental, increase to Health Care Spending Account, and of course wages. Lisa Marks is the Local President.

BGIS GLOBAL INTEGRATED SOLUTIONS CANADA (BRIDGEPOINT HOSPITAL), Local 2003E, Toronto, ON - This unit does maintenance, grounds keeping, Occupational Therapy and Trades for the hospital. This small group of employees work well together. No grievances. We bargained in 2024 and successfully negotiated increases to shift premiums, increase to meal allowance, increase to dental coverage, increase to Massage, Physio and Chiro coverage, increase to safety boots/shoes, increase to Bereavement days, and increase to wages. The Local President is Phil Barbara.

OPGI MANAGEMENT LIMITED PARTNERSHIP (SCARBOROUGH TOWN CENTER), Local 414, Toronto, ON. – These members are made up of maintenance/operator workers at the mall. We recently completed negotiations with the employer. The tentative agreement includes among other things – improvement to overtime, personal paid time off, increase to clothing, improvements to benefits and increases to wages in each year. The Local President is Gord Currie.

HABOUR CHANNEL HOUSING CO-OPERATIVE INC., Local 333-008, Toronto, ON - These members are made up of office staff and maintenance. We negotiated a new CBA in 2024 and negotiated a 3-year agreement with 4% wage increase in each year. The Unit Chairperson is Claudette Mason. The Local President is Lisa Marks

NESTLE PURINA PET CARE., Local 41-0, Mississauga, ON - Work has continued to be stable with full production; the plant runs 24/7 making pet food for dogs and cats. The collective agreement expired on December 31, 2022. The Union began bargaining in October of 2022. Bargaining turned out to be slower than wanted and it became clear we needed to file for conciliation, unfortunately – we ultimately took strike action, and fortunately it only lasted 8 hours. We were successful at negotiating 11% over 3-year agreement with a \$3,000 signing bonus, enhanced severance by 1 week, extended further - recall rights, reduced vacation entitlement waiting periods, negotiated continuation of benefits in event of layoff, added a new Health Spending Account, increase to safety boots, increase to shift premium, removed cap on STD Payment, and bargained plant closure language with transfer rights. We are scheduled to bargain in November and December of 2025. The Local President is Michael J. Peckham.

ZOCHEM INC., Local 591-G-805, Brampton, ON - This is a 24/7 operation in Brampton. The members who work 12-hour shifts spread out over 2 weeks. The members take Zinc

from a solid form, liquefy it and heat it to create zinc oxide powder mostly used in pharmaceuticals, but is also used in tires and asphalt for roads. The agreement expired on June 30, 2023 but the Union was able to negotiate a new three year agreement with an increase to shift premium at 7%, increase to On Call at time and half to Double time, increase to meal allowance, increase to tool allowance, increase to dental as well as Orthodontic services, increase to RRSP Contribution by employer, elimination of deductible for prescription, improved bereavement language, added new paid sick time off and wage increases between \$6.00 - \$10.27 over the three year term depending on classification. The Unit Chairperson is Greg McKibbin. The Local President is Burke Moffatt.

COMPASS GROUP CANADA, Local 462, Oshawa, ON. – These members work in various food service places at Durham College such as Tim Hortons, Starbucks etc. Last set of negotiations led to a strike (1 week) We began bargaining in November 2024 which led to successfully negotiating more time for Chairperson to conduct union business, increase to Vision, increase to Eye exam coverage, increase to Paramedical, increase to Dental, increase to RRSP contribution from employer, increase to paid Personal Emergency Days, cost of Dr. Notes covered by employer, and increase to wages in each year, each 6 months. The Chairperson is Karen Garrow. The Local President is Andrew Kellman.

ST. STANISLAUS – ST. CASIMIR'S POLISH PARISHES CREDIT UNION Local 252, Toronto, ON. – This unit is a banking institution with various sites in Toronto and surrounding areas. We began bargaining in 2025 and successfully negotiated improvement to vacation with added week, increase to Paramedical, increase to Eye exam coverage, increase to Vision, increase to Dental, coverage for parking, increase to wages in each year with a bonus in each year as well. The chairpersons is Agnieszka Otifinowska. The Local President is Eamonn Clarke.

POLYAIR CANADA LIMITED, (IPG - INTERTAPE POLYMER GROUP), Local 333-Unit 09, Toronto, ON – In August 2018, IPG (Intertape Polymer Group) purchased Polyair. Polyair operates in Canada & the U.S. Our location is the only one in Canada that produces the product line, which includes bubble, foam, mailers, insulation, packaging systems and protective packaging products. Their line also included pool covers and solar blankets, but the need has decreased. They do green covers for golf courses and construction covers and have seen an increase in their business for these. We began bargaining in 2024 and successfully negotiated increase to paid personal days, paid sick days, improvement to overtime language, improvement to holiday language, increase to Wellness Account, increase to shift premium, increase to safety boots/shoes, increase to Vision, increase to Massage and Chiro, increase to Dental and increase to wages in each year. The Unit Chairperson is Simon Redway. The Local President is Lisa Marks.

DEXTERRA GROUP, Local 462, Oshawa, ON – In 2022, Dana Hospitality and Marek Hospitality joined the Dexterra Group. These members work in various food service places at Durham College, University side. We bargained in late November of 2024, and we were successful at bargaining an increase to vision, increase to Dental Maximum and the introduction of Major Restorative coverage, increase to paramedical services with flexibility to Chiro, Massage and Physio. Increase to training premium, double time when working on holidays. Doctor notes and treatment memos coverage (paid) by employer. Catering premium. Technological change language. Added RRSP language. Reduction to Sunset clause. Improved Recall Rights language. Improved Job Bidding language. Wage increases of \$1.00 in year one – \$0.90 in year two and \$0.90 in year three. The President is Andrew Kellman.

BSR/vs/cope343

CARRIE SMITH

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
BASF CANADA LTD	4266	June 30, 2026	21
CHARTWELL RETIREMENT HOME	8300	December 31, 2025	49
COGIR COLONEL BY RETIREMENT	8300	September 2025	80
COLUMBIA FINISHING MILLS	4266	December 2025	3
COMPASS GROUP CANADA LTD.	8300	November 2026	20
DYNO NOBEL NYTROGEN	33-X	June 20, 2026	8
EVONIK CANADA INC.	235	April 30, 2027	25
EXTENDICARE - CARLING VIEW MANOR	8300	December 31, 2025	366
FIRST STUDENT (MECHANICS)	4266	June 30, 2028	54
FIRST CANADA ULC (First Student)	4266	June 30, 2027	16
FOOD BASICS STORE #921	414	October 27, 2029	55
FOOD BASICS STORE #870	414	October 27, 2029	117
FOOD BASICS STORE #894	414	October 27, 2029	78
HILLEL LODGE - JEWISH HOME	8300	November 27, 2026	174
INVISTA (CANADA) COMPANY	28-O	April 30, 2026	62
METRO ONTARIO - GLEBE	414	November 19, 2028	71
METRO STORE - LINCOLN HEIGHTS	414	April 25, 2029	87
MOTOR COILS LTD	520	June 17, 2027	58
PARKWAY HOUSE	8300	March 31, 2027	13
SHEPHERDS OF GOOD HOPE	8300	September 30, 2028	155
SHEPHERDS OF GOOD HOPE - HOPE LIVING	8300	December 31, 2028	19
THE DB PIPING GROUP	4266	March 31, 2025	1
Your Independant Grocer (VALU-MART #2621)	414	March 31, 2028	53
Your Independant Grocer (VALU-MART #2650)	414	May 16, 2029	30

Major developments since last Council

BASF Canada Inc., Local 4266-0017, Cornwall, ON - The Local President is Andre Desjardins. We are preparing to go into bargaining in 2026.

Cogir Stonehaven, Local 8300-0036, Kanata, ON - The Local President is Kathleen Brooks and we are currently in bargaining with this retirement home, as the contract expires December 2025.

Cogir Colonel By Retirement, Local 8300-0027, Ottawa, ON - The Local President is Kathleen Brooks and we are currently in bargaining with this unit. There have been policy issues surrounding "sitters" that work for the home and are privately contracted through the family of residents. Working with the home to come to a resolve that works for both the home and the members.

Columbia Finishing Mills, Local 4266-0014, Cornwall, ON - The Local President is Andre Desjardins. This company that makes passport covers has no issues currently. We are heading into bargaining as their contract expires Dec. 31, 2025.

Compass Group at Hillel Lodge, Local 8300-0000, Ottawa, ON - The Local President is Kathleen Brooks. This is a brand new unit of 20 members that work the environmental services, housekeeping and laundry departments of the Hillel Lodge retirement home in Ottawa, ON. They ratified their new contract and will be set for bargaining again in 2026.

Dyno Nobel Nitrogen, Local 33-X, Maitland, ON – The Local President is Mark Woods. This chemical manufacturing plant is thankfully not affected by the tariffs, and we are preparing to go into bargaining in 2026.

Evonik Canada Inc., Local 235, Maitland, ON - The Local President is Spencer Moreau. This workplace produces Hydrogen Peroxide used to help produce paper. There has been a recent announcement of another unit closing operations; which this company depends on. The employer is working to see options to buy or find a buyer for the other unit so they can continue operations on that site.

EXTENDICARE – carlingview manor, Local 8300-0017, OTTAWA, ON. – The Local president is Kathleen Brooks. This home is recently ratified with a new contract. They are moving in the new year to a brand new facility that will have over 300 beds. The move will be on the other side of Ottawa, with some staff not transferring, and possible full time opportunities for the current part time staff.

First Student, Local 4266-0003 – Cornwall, ON - The Local President is Andre Desjardins. This unit has had a few hiccups with policies but overall is doing good with the start of the new school year.

First Student, Local 4266-0021, Prescott, ON - The Local President is Andre Desjardins. This newly organized group has had a couple of big grievances settled recently, most notably one for extra pay for members who deal with wheelchair accessibility.

Food Basics, Local 414-0030, Brockville, ON - The Local President is Gord Currie. New 5 year contract.

Food Basics, Local 414-0030, Huron Road, Ottawa, ON - The Local President is Gord Currie. New 5 year contract.

Food Basics, Local 414-0030, Cornwall, ON - The Local President is Gord Currie. New 5 year contract.

Hillel Lodge, Local 8300-0038, Ottawa, ON - The Local President is Kathleen Brooks.

This retirement home ratified a new agreement earlier this year and is set to bargain a new contract again in 2026.

Invista Canada, Local 28-0, Maitland, ON - The Local President is Shane Sylvestre. The company announced a plant closure in September 2025. This will be a staggered 2 year closing due to the many operations and contract obligations on this site. Another unit Evonik Canada, depends on many factors provided by this company including the boiler, steam, power, and hydrogen in order to operate. A closure agreement was made and members will see a minimum of 10 weeks severance at the end of their tenure; regardless of low seniority date. Senior members will see a severance pay even if they decide to retire before their end date, or if they retire upon completion of the company.

Metro Ontario Glebe, Local 414-0027, Ottawa, ON - The Local President is Gord Currie. This grocery store is a boutique style store in a hip area. This store had some issues with allowing staff weekends off but was corrected immediately.

Metro Ontario Lincoln Heights, Local 414-0028, Ottawa, ON - The Local President is Gord Currie. This is a large newer store that is located in an upcoming area of the city and provides fresh fruit/vegetable platters, baked goods and breads.

Motor Coils, Local 520, Brockville, ON - The Local President is Patrick Quin. This group has seen a change of ownership this summer and were bought by a company based out of Montreal. There are no plans as of late to move operations out of the Brockville area.

Parkway House, Local 8300-0008, Ottawa, ON - The Local President is Kathleen Brooks. This home cares for 12 residents who require 24 hour care for progressive cerebral palsy. They ratified a new agreement earlier this year and saw a raise for the first time in 3 contracts as well as a signing bonus. The non profit sold their property to a developer and

are anticipating a new build of a condominium building that will house the home of residents on the main floor.

Shepherds of Good Hope, Local 8300, Ottawa, ON - The Local president is Kathleen Brooks. This group represents multiple social services to the homeless in downtown and surrounding Ottawa area. We are preparing to go into bargaining this month, as the contract expires in December 2025.

Shepherds of Good Hope (Hope Living), Local 8300-0026, Kanata, ON - The Local President is Kathleen Brooks. This non profit home houses and supports elderly homeless and addicts in the Kanata area. With a newly ratified contract, members saw a record high pay increase for this sector in 2025.

The DB Piping Group, Local 4266-0019, Brockville, ON – The Local President is Andre Desjardins. Formerly named ABE Fitting; This group has been hit by tariffs as they produce small and large pipes for commercial use. They have been on workshare since March 2025. With the contract expiring in March 2025 and we have done a rollover with a month to month extension; hoping that the company will be on better times in the future.

Your Independant Grocer (Formerly Valu-Mart), Local 414-0054, Morrisburg, ON – The Local President is Gord Currie. This is a smaller store in a quaint town on the St. Lawrence River off of highway 2. This store has ratified a new 5 year contract.

Your Independant Grocer (Formerly Valu-Mart), Local 414-0055, Alfred, ON - The Local President is Gord Currie. Quiet store on the Ontario/Quebec border.

CS/vdg

CHRIS WIDDOP

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Toromont Bradford	112	First CBA	100
VPC Group Inc	112	07-Nov-27	92
Oakville Transit	1256	31-Jan-29	194
Toromont Material Handling Inc.	112	07-Feb-28	50
March of Dimes of Canada	40	31-May-28	154
Marmon/Keystone Canada Inc.	1256	07-Jul-28	13
Co-Op Housing Fed. of Toronto	40	30-Sep-28	9
CultureLink	40	26-Nov-25	61
Access Independent Living	40	01-Dec-25	54
Carpenter Canada	252	31-Dec-25	120
Simcoe Terrace Retire Center	112	31-Dec-25	41
Trimac Transportation Services	112	31-Jan-26	2
Nucleus Independent Living	40	31-Mar-26	39
Gesco Industries	462	31-Mar-26	15
LACTALIS CANADA	462	05-Apr-26	140
Woodbridge Foam	112	31-May-26	224
Darlington International	39-x	31-May-26	92
Cequent Towing Products	1256	26-Aug-26	7
PACE Independent Living	40	29-Nov-26	60
Jobsite Industrial Rental Services	112	07-May-27	18
MPS Facility Services- Canada	222	31-May-27	3
Toromont Industries Ltd	112	31-May-27	269
Darlington International	2003-e	29-Jun-27	6
Toromont Industries Ltd	112	30-Sep-27	54
Jiffy	6006	30-Jun-28	45
Bombardier	112	22-Jun-27	976
Airline Limo	252	31-Dec-25	210

Major developments since last Council

CULTURELINK – Current cuts to IRCC funding going into bargaining. Currently working on renewing the collective agreement. President Dwayne Gunness, Local 40, Location Toronto, Chairperson Rubeen.

CO-OP HOUSING FED. OF TORONTO – Just renewed the collective agreement. President Dwayne Gunness, Local 40, Location Toronto

SIMCOE TERRACE RETIRE CENTER – About to go into Bargaining. Recently joined Local 112 this year.

President John Turner, Local 112, Location Barrie, Chairperson

TOROMONT BRADFORD - This is a new unit; we are working on the first collective agreement. We had a 9 week strike with this unit and currently heading to arb over wages. President John Turner, Local 112, Location Bradford, Chairperson Derek Galt

OAKVILLE TRANSIT – Just ratified a new 4-year deal January 2025. Members very happy with the deal. 3 outstanding grievances. President Alice Kelly, Local 1256, Location Oakville, Chairperson Kim Levinsky

TOROMONT MATERIAL HANDLING INC. – Ratified a new cba March 29, 2025 with 8.75% increase over 3 years. President John Turner, Local 112, Location Concord, Chairperson Dwight Brown

MARCH OF DIMES OF CANADA (INCL. SPINAL CORD INJURY ONTARIO) – Just renewed the collective agreement. No outstanding grievances. President Dwayne Gunness, Local 40, Location Toronto, Chairperson Cori Bezotosny

MARMON/KEYSTONE CANADA INC. - No outstanding issues or grievances. Just renewed the collective agreement. President Keith T, Local 1256 Location Burlington, Chairperson Dan Freeman

CARPENTER CANADA – Company slow due to economy, 6 members on layoff. No other outstanding issues or grievances. About to head in to bargaining. President Eammon Clarke, Local 252, Location Woodbridge, Chairperson Dion Sheppard

Jiffy- New unit and ratified their first collective agreement this year. President Sapna, Local 6006.

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COREY DALTON

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Firan Technology Group (Circuits)	40	July 2026	103
AGS Automotive	222	September 2026	137
Best Service Pros.	222	December 2027	35
Canada Cartage LP	222	November 2028	98
Masterfeeds	222	March 2026	20
Mercedes Benz Durham	222	December 2026	30
Pilkington Glass of Canada	222	June 2028	100
St. Mary's Cement	222	January 2027	105
Durham Region Transit	222	February 2028	615
Amphenol CTI	303	April 2026	134
Firan Technology Group (Aerospace)	303	August 2027	79
Henry Company Canada Inc.	303	December 2025	34
Scepter Corporation	303	June 2028	131
Trench Limited - Pickering	303	March 2028	190
Trench Limited - Scarborough	303	September 2027	164
Covia Canada Ltd.	306-O	October 2027	30
Shorelines Casino Thousand Islands	1090	July 2026	70
Unifor Local 222 - Dental	1136	July 2028	9
Unifor Local 222 - Office	1136	January 2027	6
Martin Brower - Oshawa	1285	October 2027	150
Martin Brower - Brampton	1285	April 2027	200
Ventra Group Inc.	1987	February 2026	265
Pan-Oston Ltd	1987	March 2027	24
Team Solutions	1987	October 2027	15

Major developments since last Council

FIRAN TECHNOLOGY GROUP (CIRCUITS), Local 40, Scarborough ON., Unifor members manufacture Printed Circuit Boards ("PCB"). No outstanding issues to report.
Chairperson: Muhammad Qadeer | President: Dwayne Gunness

AGS AUTOMOTIVE, Local 222, Oshawa ON., Unifor members operate as a Tier 1 auto-parts supplier. No outstanding issues to report. Current Collective Agreement expires on September 1, 2026

Chairperson: Bob Bryant | President: Jeff Gray

BEST SERVICE PROS, Local 222, Oshawa ON., Unifor members provide commercial cleaning service to Durham College and Ontario Tech University. Bargained new 3-year Collective Agreement, ratified by the membership on February 23, 2025 at 82%

Chairperson: Donna Hobson | President: Jeff Gray

CANADA CARTAGE LP, Local 222, Oshawa ON., Unifor members drive transport-trucks and provide delivery service on behalf of LCBO. Bargained a new 4-year Collective agreement, ratified by the membership on December 1, 2024 at 82%

Chairperson: Doug Andrews | President: Jeff Gray

DURHAM REGION TRANSIT, Local 222, Durham ON., Unifor members work in various classifications, providing public transportation to 16-million riders annually in Durham Region. Bargained a new 3-year Collective Agreement, ratified by the membership on June 10, 2025 at 76%

Chairperson: Ian Sinnott | President: Jeff Gray

MASTERFEEDS, Local 222, Cavan ON., Unifor member primarily manufacture agricultural animal feed. No outstanding issues to report. Current Collective Agreement expires March 31, 2026.

Chairperson: Thomas Corse | President: Jeff Gray

MERCEDES BENZ DURHAM, Local 222, Whitby ON., Unifor member work in various dealership classifications. Current Collective Agreement expires December 16, 2026.

Chairperson: Miro Necak | President: Jeff Gray

PILKINGTON GLASS OF CANADA, Local 222, Whitby ON., Unifor members operate as a Tier-1 auto-parts supplier for Honda and Toyota. Bargained a new 3-year Collective Agreement, ratified by the membership on June 28, 2025 at 88%.

Chairperson: Vacant | President: Jeff Gray

ST MARYS CEMENT, Local 222, Bowmanville ON., Unifor members work in various mining classifications. Several outstanding grievances.

Chairperson: Paul Sowden | President: Jeff Gray

AMPHENOL CTI, Local 303, Scarborough ON., Unifor members manufacture various wires and wiring harnesses. Current Collective Agreement expires April 10, 2026.

Chairperson: Stanley Esteban | President: Brian Vance

FIRAN TECHNOLOGY GROUP (AEROSPACE), Local 303, Scarborough ON., Members manufacture aerospace cockpit components. No outstanding issues to report.

Chairperson: Shahid Khandhia | President: Brian Vance

HENRY COMPANY CANADA, Local 303, Scarborough ON., Members manufacture various construction materials, primarily tar-based driveway sealant. Current Collective Agreement expires December 31, 2025.

Chairperson: Vacant | President: Brian Vance

SCEPTER CORPORATION, Local 303, Scarborough ON., Members manufacture various plastic containers through injection molding, primarily fuel containers and military ammunition transport containers. Bargaining a new 3-year Collective Agreement, ratified by the members on July 12, 2025 at 58%

Chairperson: Nandu Patel | President: Brian Vance

TRENCH LIMITED – PICKERING, Local 303, Pickering ON., Unifor members manufacture various components and instruments utilized the electricity-grids globally. Bargaining a new 3-year Collective Agreement, ratified by the members on April 6, 2025 at 95%.

Chairperson: Paul Wyatt | President: Brian Vance

TRENCH LIMITED – SCARBOROUGH, Local 303, Scarborough ON., Unifor members manufacture various components and utilized the electricity-grids globally, primarily coils. One pending arbitration.

Chairperson: Ron McNeil | President: Brian Vance

COVIA CANADA LTD, Local 306-O, Nephton, ON., Unifor members work in various mining classifications. Bargaining new 3-year Collective Agreement, ratified by the membership on October 23, 2025 at 100%

President: Jesse McFadden

SHORELINES CASINO THOUSAND ISLANDS, Local 1090, Gananoque, ON., Unifor members work in various casino classifications. Current Collective Agreement expires on July 22, 2026.

President: Greg Weaver | Chairperson: Albert Serson

UNIFOR LOCAL 222 – DENTAL, Local 1136, Oshawa ON., Unifor members provide dental services at the Local 222 Dental Centre. Bargained a new 3-year Collective Agreement, ratified on July 2, 2025 at 100%.

President: Derek Spence

UNIFOR LOCAL 222 – OFFICE, Local 1136, Oshawa ON., Unifor members provide administrative support services to Local 222. No outstanding issues to report.

President: Derek Spence

MARTIN BROWER, Local 1285, Brampton ON., Unifor members work as truck drivers and warehouse workers, providing logistical services to McDonalds Canada.

Chairperson: Ryan Stuckey | President: Vito Beato

MARTIN BROWER, Local 1285, Oshawa ON., Unifor members work as truck drivers and warehouse workers, providing logistical services to McDonalds Canada. Newly opened plant in 2025.

President: Vito Beato

PAN-OSTON LTD, Local 1987, Peterborough ON., Unifor members manufacture retail check-out kiosks for various industries. No outstanding issues to report.

President: Jay Beattie

TEAM SOLUTIONS, Local 1987, Peterborough ON., Unifor members provide third-party industrial cleaning service to Ventra Plastics. No outstanding issues to report.

President: Jay Beattie

VENTRA GROUP INC, Local 1987, Peterborough ON., Unifor members operate as a an auto-parts supplier. Current Collective Agreement expires February 9, 2026.

Chairperson: Mike Mendard | President: Jay Beattie

DANA DUNPHY

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
AGS Automotive Windsor Plant	195	June 2026	66
Beach Grove Golf & Country Club	240	March 2028	80
Caesars Windsor	444	April 2028	1458
Canadian Engineering & Tool Company Ltd.	195	August 2028	52
Colonial Tool Inc.	195	March 2027	35
Corporation of the County of Lambton (Public Work Roads)	2003E	March 2028	22
Gateway Casinos & Entertainment (Cascades)	444	November 2026	120
Gateway Casinos & Entertainment (Starlight)	444	November 2026	110
Giovanni Caboto Club	240	May 2026	100
Heligear Canada Acquisition Corporation	302	May 2026	46
Hudson's Bay	240	December 2025	80
Landmark Village	302	June 2026	54
Marshall Gowland Manor	302	March 2026	142
Martin Transportation Systems Inc.	195	May 2025	50
Morrice Transportation (882819 Ontario Limited)	195	May 2026	28
Motor City Community Credit Union	240	November 2027	25
Owen Sound Transportation Pelee Island Division	444	December 2025	35
Owen Sound Transportation Licensed Personnel	444	December 2025	6
Owen Sound Transportation Chief Engineers	444	December 2025	4
Shur-Lok Products	195	September 2027	28
Trillium Villa Nursing Home	302	October 2026	172

Employer	Local	CBA Expiry Date	Number of Members
Visions '74 Inc. (Registered Nurses)	302	June 2026	15
Visions '74	914	November 2026	159
Visions '74	302	December 2026	28
Windsor Star	240	May 2028	16

Major developments since last Council

AGS AUTOMOTIVE WINDSOR PLANT, Local 195, Windsor, ON – Ron Greenwood (Chairperson), Emile Nabbout (President) – Ron was just elected as the new chairperson. Congratulations Ron!! There are 59 FT, 12 TPT's and 4 pt. This unit has no one on layoff. There are no outstanding grievances. With the support of the Local union Ron deals with the day-to-day issues affectively.

BEACH GROVE GOLF & COUNTRY CLUB, Local 240, Tecumseh, ON – Stuart Walter (Interim Chairperson), Jodi Nesbitt (President) – 80 members with a few members on layoff. This unit has ratified a new three-year collective agreement. There are currently no grievances. This new agreement includes wage increases, benefit improvements, increases to gratuity rates, additional float day and many language improvements. Congratulations to all!!! With support of the Local Stuart continues to deal with the day-to-day issues effectively.

CAESARS WINDSOR, Local 444, Windsor, ON – Diego Mazzone (Chairperson), James Stewart (President) – This workplace has 1458 members. There are 38 grievances in the system. This unit has successfully ratified a new three-year collective agreement. This new agreement includes the highest wage increases ever bargained, benefit improvements, enhanced retirement packages and lots of language improvements. Congratulations to all on a job well done!! With the support of Mike D'Agnolo (2nd Vice President) Diego and his committee are handling the daily issues on behalf of the membership.

CANADIAN ENGINEERING & TOOL COMPANY LIMITED, Local 195, Windsor, ON – Rob Sznurkowski (Chairperson), Emile Nabbout (President) – 52 members with 6 members on layoff. There are currently no grievances. This unit recently ratified a new three-year collective agreement. This agreement includes wage increases, vision improvements, pension increase and language improvements. Congratulations to all! With the support of the Local Rob continues to handle the day-to-day issues.

COLONIAL TOOL INC., Local 195, Windsor, ON – Wade Boose (Chairperson), Emile Nabbout (President) - This unit currently has 35 members and one member on layoff.

There is one outstanding grievance. With the support of the Local Wade effectively handles the daily issues on behalf of his membership.

CORPORATION OF THE COUNTY OF LAMBTON (PUBLIC WORK ROADS), Local 2003E, Sarnia, ON – Dave Allardyce (Chairperson), Phil Barbara (President) – 22 members with no one on layoff. This unit has one outstanding grievance. The unit has recently ratified a new three-year collective agreement. This agreement includes wages increases, benefit improvements, increased sick days and language improvements. With the support of the Local Dave handles the daily issues quite effectively on behalf of the membership.

GATEWAY CASINOS & ENTERTAINMENT (CASCADES CASINO CHATHAM), Local 444, Chatham, ON – Krista Lee (Chairperson), James Stewart (President) – This unit currently has 120 members and no one on layoff. There are seven outstanding grievances. Mike D'Agnolo (Local 444 2nd VP) and Krista continue to handle the daily issues within the workplace.

GATEWAY CASINOS & ENTERTAINMENT (STARLIGHT POINT EDWARD CASINO), Local 444, Point Edward, ON – Linda Spence (Chairperson), James Stewart (President) – This unit currently has 110 members with no one on layoff. Gateway has notified the Union that they will not be renewing the lease at Casino Sarnia (which is the subsidiary of Point Edward Casino) in March 2026. Mike D'Agnolo (Local 444 2nd VP) and Linda continue to handle the daily issues within the workplace.

GIOVANNI CABOTO CLUB, Local 240, Windsor, ON –Jodi Nesbitt (President) – This unit's current collective agreement expires in March 2026. We will begin bargaining prep in the new year. This unit currently has no outstanding grievances. Jodi Nesbitt (President) handles the day-to-day issues on behalf of the membership.

HELIGEAR CANADA ACQUISITION CORPORATION, Local 444, Lakeshore, ON – Chris Thrasher (Chairperson), James Stewart (President). The unit has 86 members with no one on layoff. This unit has been in study over the last year. The current collective agreement will expire in May 2026. Bargaining prep will begin in the spring. Mike Stevenson (1st VP) and Chris continue to handle the daily issues within the workplace.

HUDSON'S BAY, Local 240, Windsor, ON – Rita Slater (Chairperson), Jodi Nesbitt (President) – This unit has recently closed due to the Company filing for bankruptcy under CCAA. All members have been let go. The employer did not pay out any term and severance which is a crying shame even though our members are entitled to WEPP which is the wage enhancement protection program. WEPP has a maximum payout of approximately \$8600.00 which is far from what they would get if they were paid their term and severance pay. Some of our members had as much as 38 years seniority. Jodi (President) is continuing to work with these members on an ongoing basis.

LANDMARK VILLAGE, Local 302, Sarnia, ON – LANDMARK VILLAGE, Local 302, Sarnia, ON, - Lyndsay Desrochers (Chairperson), Kevin Phillips (President) –This unit has 54 members. There are no outstanding grievances. Lyndsay continues to handle all day-to-day issues with the assistance of Mary Rymal Local VP.

MARSHALL GOWLAND MANOR (CORPORATION OF THE COUNTY OF LAMBTON), Local 302, Sarnia, ON – Michelle Stewardson (Chairperson), Kevin Phillips (President) – This unit currently has two outstanding grievances. The current collective agreement expires in March 2026. Bargaining prep will begin in the new year. With the support of Rusty Sproul (Financial Secretary) Michelle handles all day-to-day issues on behalf of the membership.

MARTIN TRANSPORTATION SYSTEMS INCORPORATED., Local 444, Windsor, ON – Dan Coatsworth (Chairperson), James Stewart (President) – This unit has been very slow as their lanes are all auto related. Due to the shut down at the Oakville, Cami, Oshawa and Brampton a large portion of the work is not required. This unit is currently in bargaining. Their current collective agreement expired on May 6, 2025. Bargaining is ongoing to secure a new collective agreement. With the support of Steve Morgan (3rd Vice President) Dan handles the day-to-day issues on behalf of the membership.

MORRICE TRANSPORTATION (882819 ONTARIO LIMITED), Local 195, Windsor, ON – Jean Marc Chartier (Chairperson), Emile Nabbout (President) – This unit has 28 members with no one on layoff. The unit has three outstanding grievances that have been slated to arbitration. The current collective agreement will expire in May 2026. Bargaining prep will begin in the spring. With the support of the Local Jean Marc continues to deal with the day to day issues.

MOTOR CITY COMMUNITY CREDIT UNION, Local 240, Windsor, ON – Jolayne Janisse (Chairperson), Jodi Nesbitt (President) – This unit has 25 members with no one on layoff. This unit has recently ratified a new three-year collective agreement. This new agreement includes wage increases, benefit increases, truth and reconciliation day as a holiday, bereavement improvements and lots of language improvements. With the Support of the Local Jolayne handles the daily issues on behalf of the membership.

OWEN SOUND TRANSPORTATION – PELEE ISLAND DIVISION, Local 444, Owen Sound, ON – Jim MacPherson (Chairperson), James Stewart (President) – 35 members with no layoffs. There are currently no grievances. Notice to bargain was just sent out as this unit's current collective agreement will expire December 31, 2025. This unit will wind down for the season around December first for the winter months. With the support of Steve Morgan (Local VP) Jim continues to deal with all day-to-day issues.

OWEN SOUND TRANSPORTATION – LICENSED PERSONNEL, Local 444, Leamington, ON – James Stewart (President) – 6 members with no one layoff. There are

currently no outstanding grievances. Notice to bargain was just sent out as this unit's current collective agreement will expire December 31, 2025. This unit will wind down for the winter months around December 1. The Local deals with all day-to-day issues.

OWEN SOUND TRANSPORTATION – CHIEF ENGINEERS, Local 444, Leamington, ON – James Stewart (President) - 4 members with no one on layoff. There are no grievances outstanding. This unit will wind down for the winter months around December 1. Notice to bargain was just sent out as this unit's current collective agreement will expire December 31, 2025. The Local deals with all day-to-day issues.

SHUR-LOK PRODUCTS, Local 195, Windsor, ON – Dale Moore (Chairperson), Emile Nabbout (President) – This unit has 28 members no one on layoff. There are no outstanding grievances. The unit has ratified a new three-year collective agreement by 94%. With the support of the Local, Dale handles all day-to-day issues on behalf of the membership.

TRILLIUM VILLA NURSING HOME, Local 302, Sarnia, ON – Meghan Campbell (Chairperson), Kevin Phillips (President) – This unit currently has 172 members with no one on layoff. This unit has 2 outstanding grievances. Meghan handles all the day-to-day issues with the support of the Local.

VISIONS '74 INC. REGISTERED NURSES, Local 302, Sarnia, ON – Tracey Moore (Chairperson), Kevin Phillips (President) – This unit has 15 members with no one on layoff. There are no outstanding grievances. With the support of the Local Tracey handles all day-to-day issues.

VISIONS '74 INC. NURSING HOME, Local 914, Sarnia, ON – Joe Mason (President) – The unit's current has 159 members with no one on layoff. There are no outstanding grievances. collective agreement expires November 25, 2024. Under the leadership of Joe the committee handles the day-to-day issues for their members.

VISIONS '74 INC. RETIREMENT HOME, Local 302, Sarnia, ON – Erin Wells (Chairperson), Kevin Phillips (President) – This unit currently has 28 members with no one on layoff. There are no outstanding grievances. With the assistance of Mary Rymal, Erin handles the day-to-day issues on behalf of the membership.

WINDSOR STAR, Local 87-M, Windsor, ON - Julie Kotsis (Chairperson), Carleen Finch (President) – This unit has 16 members with no one on layoff. This unit has recently ratified a new three-year collective agreement. This agreement includes wage increases, bereavement leave improvements, job differential increases. Julie continues to handle all day-to-day issues.

at/cope343

DAVE RESTON

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Tallman Bronze Technology	504	11-30-2027	17
Emerson (Asco Numatics)	504	03-03-2030	25
Bankside Terrace	302	12-31-2026	32
Burlington G.C.C.	2003-E	10-31-2027	120
CLIS	1106	08-31-2026	6
Charlotte Villa Retirement	504	10-31-2025	38
Columbia Forest LTC	1106	10-31-2026	113
Elements Casino Brantford	504	05-31-2026	400
Elements Casino Flamboro	504	03-10-2027	200
Elements Casino Mohawk	504	10-21-2026	85
Elements Casino Mohawk	252	05-31-2026	44
Forest Heights LTC	1106	10-31-2026	193
Jackson Skate	1106	10-31-2028	3
Kemira Water Solutions	333	12-31-2025	9
Mondelez Canada Inc	462	03-24-2027	46
Sprucewood Court	1106	10-31-2026	27
Thresholds Homes/Support	1106	03-31-2028	18
University of Guelph	2003-E	04-30-2027	10
Lineage (Versacold) Storage	504	06-30-2027	30
Village Seniors LTC	1106	10-31-2026	56

Major developments since last Council

ASCO NUMATICS CANADA/EMERSON ELECTRIC, Local 504, Brantford, ON – the unit is represented by Chairperson, Edmund Smith and Local 504 President Cindy Hasler. At Emerson Electric we were successful bargaining a 5 year deal with 15.25% wage increases. Additionally we were able to get a \$3.00 bump in the Maintenance position and \$5.00 bump to the Machinist position, as well as pension increases.

BANKSIDE TERRACE RETIREMENT HOME, Local 302, Kitchener, ON – The Local Leadership person assigned to this unit is Rusty Sproul, the Financial Secretary of Local 302. There are (34) members in this unit. Ratified a 2 year deal with 3.5 and 3% wage increases as well as bumps to cooks.

BURLINGTON GOLF & COUNTRY CLUB, Local 2003E, Burlington, ON – Local President is Phil Barbara and the Unit Chairpersons are Anthony Zappata and Priya Homeniuk . Burlington G.C.C. ratified a 3 year deal, with wage increases of \$1.00 in year 1 for all classes, 3.25% in year 2, 3% in year 3. We also got a \$1.50/hr bump to Cooks, Greenskeeper and Gardener, and a \$2.00/hr bump to the Mechanics. We were able to bump up the banquet gratuity from 12% to 13.5.

CANADIAN LABOUR INSURANCE SERVICES, Local 1106, Waterloo, ON – The Local Union Leadership person assigned to this unit is Ray Souto, Local 1106 Vice President. The Chairperson is Kate Duckworth. All Unifor members and Local Unions are encouraged to support our members by promoting the Breckles Insurance Brokers Waterloo / Unifor Group Insurance Program with their membership. For more information about the services offered, members and Local Unions are encouraged to contact Kate Duckworth through Local 1106. The Collective Agreement for this unit expires on August 31, 2026.

CHARLOTTE VILLA RETIREMENT (LAVANTE LIVING), Local 504, Brantford, ON – Ratified a 2 year deal which expires in October 2025. We have dates scheduled in November to commence bargaining.

COLUMBIA FOREST Local 1106, Kitchener, ON – There are (113) members in this long term care home. The Local Union Leadership person assigned to this unit is Mike Camblin, Local 1106 Manufacturing/Service Representative. The Unit Chairperson is Charmaine Harris. The Collective Agreement expires on October 31, 2026.

ELEMENTS CASINO MOHAWK SECURITY, Local 252, Milton, ON – President is Eamonn Clarke. This unit has approximately 50 members consist of the security officers within the Casino. Chairperson is Julie VanCeder.

ELEMENTS CASINO BRANTFORD, Local 504, Brantford, ON – Local President is Cindy Hasler. There are approximately 300 members active that work on the gaming floor as well as food and beverage. Current 4 year collective agreement will expire May 31, 2026. Chairperson is Ken Wight.

ELEMENTS CASINO MOHAWK, Local 504, Milton, ON – Local President is Cindy Hasler. There are approximately 160 members at this site, all gaming floor workers. The current 4 year Collective Agreement will expire October 2026. Chairperson is Shane Sketchy.

ELEMENTS CASINO FLAMBORO, Local 504, Flamboro, ON – Local President is Cindy Hasler, There is approximately 110 members in this unit, all gaming floor workers. The Collective Agreement expires March 11, 2027. Chairperson is Joe D'ermo.

FOREST HEIGHTS LONG-TERM CARE (Southbridge): Local 1106, Kitchener, ON – This unit has (187) members in this long term care facility. They are represented by. The Chairperson is Ordel Williams, and serviced by Mike Camblin, Local 1106 Manufacturing/Service Representative. This unit has now been purchased by Southbridge homes., the Collective Agreement expires on October 31, 2024.

JACKSON SKATE, Local 1106, Kitchener, ON – Recently bargained and ratified a 3 year deal at Jackson Skate, with \$2.70 over the 3 years.

KEMIRA WATER SOLUTIONS, Local 333, Brantford, ON – Our (9) members work in this water treatment plant. Local 333 President is Lisa Marks, Unit Chair Marc Larouche. The Collective Agreement expires December 31, 2025.

MONDELEZ – Local 462, Stoney Creek, ON – President is Andrew Kellman, Chairperson is Jim Speller. This unit has approximately (45) members. This warehouse facility stores foods which are then shipped to stores in Ontario as required. A new Collective Agreement was bargained this year which saw gains in wages, shift premiums, scheduling and paid holidays, this new agreement expires on March 20 2027.

TALLMAN TECHNOLOGIES INC, Local 504, Burlington, ON – This unit is represented by Plant Chair Gary Clarke, Local 504 President Cindy Hasler. This unit has approximately (12) members. Ratified 3 year deal with \$1.00/hour to all classifications per year as well as benefit improvements.

THRESHOLDS HOMES AND SUPPORTS (Formerly Waterloo Regional Homes for Mental Health), Local 1106, Kitchener, ON - There are (21) members at this unit. They are represented by Colleen MacDermott-Stevens Vice-President Local 1106. Ratified new deal with 2% wage increase in each of the 3 years, the new Collective Agreement expires on March 31, 2028.

UNIVERSITY OF GUELPH, Local 2003E, Guelph, ON – Local President is Phil Barbara, Current Collective Agreement is set to expire April 30, 2027

VERSACOLD STORAGE (LINEAGE), Local 504, Hamilton, ON – Chairperson is Tom Vukelic, Local President – Cindy Hasler. This unit has approximately (36) members. The new Collective Agreement expires on June 30, 2027.

VILLAGE SENIORS NURSING HOME (SAUGEEN VILLA): Local 1106, Hanover, ON - There are (56) members in this unit. They are represented by Mike Camblin, Local 1106 Manufacturing/Service Representative. The Chairperson is Megan Canning. This unit will be part of the (former Revera) Extendicare group bargaining, the Collective Agreement expires on October 31, 2026.

DAVID CAYER

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	# of Members
Atlantis Transportation	4342	December 2025	49
Brinks Canada Ltd	0112	October 2029	379
Brinks Canada Ltd	4266	October 2029	86
Brinks Canada Ltd	0504	October 2029	130
Brinks Canada Ltd	0195	October 2029	35
Brinks Canada Ltd	4266	October 2029	40
Brinks Canada Ltd	0598	October 2029	25
Brinks Canada Ltd	0229	October 2029	15
Brinks Canada Ltd	0599-T	October 2029	9
Brinks Canada Ltd	0027	October 2029	65
Brinks Canada Ltd	1359	October 2029	15
Compass Group Canada	1285	December 2026	6
Honeywell Building Solutions	636	March 2028	7
Mel Hall Transport	69	September 2027	26
Ontario Air Ambulance Services	2002	July 2027	238
Universal Logistics Solutions	1285	December 2025	13
Waste Connections of Canada – Bracebridge	4268	September 2027	50
Waste Connections of Canada - Kitchener	1106	December 2028	32
Waste Connections of Canada – Sarnia	4268	December 2028	5

Major Developments since last Council

ATLANTIS: Local 4342, Mississauga ON –There are (49) members in this unit. The current Collective Agreement expires December 31st, 2025. NTB has been sent. There are no outstanding grievances.

BRINKS CANADA LTD: Local 0112, Toronto, ON – There are (379) members in this unit. The current Collective Agreement expires October 31st, 2029. There are many outstanding grievances scheduled for mediation.

BRINKS CANADA LTD: Local 4266, Ottawa, ON – There are (86) members in this unit. The current Collective Agreement expires October 31st, 2029. There are no outstanding grievances.

BRINKS CANADA LTD: Local 0504, Hamilton, ON – There are (130) members in this unit. The current Collective Agreement expires October 31st, 2029. There are no outstanding grievances.

BRINKS CANADA LTD: Local 0195, Windsor, ON – There are (35) members in this unit. The current Collective Agreement expires October 31st, 2029. There is one outstanding grievance.

BRINKS CANADA LTD: Local 4266, Kingston, ON – There are (40) members in this unit. The current Collective Agreement expires October 31st, 2029. There are no outstanding grievances.

BRINKS CANADA LTD: Local 0598, Sudbury, ON – There are (25) members in this unit. The current Collective Agreement expires October 31st, 2029. There are no outstanding grievances.

BRINKS CANADA LTD: Local 0229, Thunder Bay, ON – There are (15) members in this unit. The current Collective Agreement expires October 31st, 2029. There are no outstanding grievances.

BRINKS CANADA LTD: Local 599-T, Timmons, ON – There are (9) members in this unit. The current Collective Agreement expires October 31st, 2029. There are no outstanding grievances.

BRINKS CANADA LTD: Local 0027, London, ON – There are (65) members in this unit. The current Collective Agreement expires October 31st, 2029. There are no outstanding grievances.

BRINKS CANADA LTD: Local 1359, Sault Ste. Marie, ON – There are (15) members in this unit. The current Collective Agreement expires October 31st, 2029. There are no outstanding grievances.

COMPASS GROUP CANADA: Local 1285, Brampton ON –There are (6) members in this unit. The current Collective Agreement expires December 31st, 2026. There are no outstanding grievances.

HONEYWELL BUILDING SOLUTIONS: Local 636, Woodstock ON – There are (7) members in this unit. The current Collective Agreement expires March 31st, 2028. There are no outstanding grievances.

MEL HALL TRANSPORT: Local 69, London ON - There are (26) members in this unit. The current Collective Agreement expires September 1st 2027. There are no outstanding grievances.

ONTARIO AIR AMBULANCE SERVICES: Local 2002, Etobicoke ON – There are (238) members in this unit. The current Collective Agreement expires July 31st, 2027. There are no outstanding grievances.

UNIVERSAL LOGISTICS SOLUTIONS: Local 1285, Brampton ON – There are (13) members in this unit. The current Collective Agreement expires December 14th, 2025. NTB has been sent. There are no outstanding grievances.

WASTE CONNECTIONS OF CANADA: Local 4268, Bracebridge ON – There are (50) members in this unit. The current Collective Agreement expires September 30th, 2027. There are no outstanding grievances.

WASTE CONNECTIONS OF CANADA: Local 1106, Kitchener ON – There are (32) members in this unit. The current Collective Agreement expires December 3rd, 2028. There are no outstanding grievances.

WASTE CONNECTIONS OF CANADA: Local 4268, Sarnia ON – There are (5) members in this unit. The current Collective Agreement expires December 31st, 2028. There are no outstanding grievances.

DC/tpcope343

DAWN LEROUX

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Aramark Canada (Tim Horton's)	414	March 2027	25
Bayview Wildwood Resort	1411	February 2028	80
Bee Clean	414	August 2026	35
Barn Market, Metro	414	October 2028	244
C.A.A. Travel	414	May 2027	11
Compass Group (Maplehurst)	414	November 2025	40
Compass Group (Fanshawe College)	414	February 2026	110
Compass Group (Lakeshore And Humber)	414	September 2025	260
Food Basics Grocery Stores – Metro	414	October 2029	1200
Freshco (Trafalgar & Highbury)	414	November 2025	50
Metro Ontario Inc	414	July 2028	3384
METRO WAREHOUSE AND DISTRIBUTION CENTRE'S F.T And P.T	414	April 2026 & September 2026	740 & 240
Tepperman's - Office	414	August 2027	20
Tepperman's - Sales	414	June 2027	40
Tepperman's - Warehouse	414	June 2027	70
National Grocers Cash & Carry	414	March 2030	33
No Frills Ryan N Debbie's	414	October 2028	125
Real Canadian Wholesale Club	414	March 2030	40
Real Canadian Wholesale Club	414	April 2030	20
Real Canadian Wholesale Club	414	March 2030	20
Save-A-Centre Stores – Metro	414	September 2028	515
Valu-Mart	414	May 2029	551

Major developments since last Council

ARAMARK CANADA (TIM HORTON'S), Local 414, Oakville, ON – Aramark Canada is the owner of this Tim Hortons, which is in the Ford Manufacturing Facility in Oakville. As a result of Ford retooling, approximately 25 members are on layoff and 3 bargaining unit members continue to work at Ford headquarters. The Union recently negotiated a new three-year agreement with substantial wage increases in each year of the collective agreement. There are no current grievances in the system. Local 414 President is Gord Currie.

BAYVIEW WILDWOOD RESORT, Local 1411, Orillia, ON – This is an all-inclusive resort in Severn Bridge Ontario. There are approximately 80 members who work here during peak tourism seasons. This resort has recently undergone extensive renovations and is often used by Unions as a space to offer training and retreats. The Collective Agreement was ratified in May of 2025 and included improvements to wages, gratuity premiums, paid sick days and the introduction of a minimum wage plus wage grid. Local 1411 President is Nicole Contois.

BEE CLEAN, Local 414, Brampton, ON – There are approximately 35 members who work here. These members are responsible for the cleaning and sanitation at the Bramalea City Centre Mall. There are no grievances in the system. The current collective agreement expires August 31st, 2026. The local servicing representative Jason Steeves does a good job of handling the day-to-day issues. Local 414 President is Gord Currie.

BARN MARKET, METRO, Local 414, Hamilton/Toronto, ON – These two locations are now under the Barn Collective Agreement. They are part of the Metro Group. There are 244 members working in these two locations. The Collective Agreement reflects the pattern set by the Local during negotiation with Metro Inc. Local 414 President is Gord Currie.

C.A.A. TRAVEL, Local 414, St. Thomas & Simcoe, ON – There are approximately 11 members who work as travel agents and customer associates in two retail stores. The Local Representative is Jeff Ferriss, and the Unit Chairperson is Irene Schaafsma. The current collective agreement expires May 31, 2027.

COMPASS GROUP (MAPLEHURST), Local 414, Milton, ON – This facility is a food processing commercial kitchen located inside the Maplehurst Detention Facility and employs approximately 40 members. At the time of writing, the union is preparing to negotiate a renewal collective agreement and has filed for conciliation due to ongoing delays from the employer. Local 414 President is Gord Currie.

COMPASS GROUP (FANSHAWE COLLEGE), Local 414, London, ON – The Local Servicing Representative is Jeff Ferriss, who does a good job handling the day-to-day issues. There are 110 members in this bargaining unit who work in hospitality and food services at Fanshawe College. During the last round of negotiations, the Union

negotiated Employer paid time for the Chairperson. The collective agreement expires February 28, 2026. Local 414 President is Gord Currie.

COMPASS GROUP (LAKE SHORE AND HUMBER), Local 414, Toronto, ON – This unit has approximately 260 members that work in the college food court, the union at the time of writing, is preparing for a potential labour dispute because of the employer's final wage offer during recent negotiations. There were three grievances in the system related to seniority, retraining and lay-offs that were slated for arbitration that the Union has now resolved. The local servicing representative is Jason Steeves who does a good job servicing and dealing with the day-to-day issues. Local 414 President is Gord Currie.

FOOD BASICS GROCERY STORES (METRO), Local 414, Twenty Locations – This is a Division of Metro Inc. The Bargaining Committee and its members are from as far west as Chatham and to the east of Cornwall. The Collective Agreement is patterned to reflect other Retail Stores. There are approximately 1,200 members in this bargaining unit. The local servicing representative is Corey Nilsson who does a good job servicing and dealing with the day-to-day issues. Local 414 President is Gord Currie.

FRESHCO (TRAFALGAR & Highbury), Local 414, London, ON – This grocery store has approximately 50 employees on the seniority list. The current collective agreement expires November 19, 2025. At the time of writing this report, the Union is preparing to negotiate a renewal agreement. Labour relations between the Union and the Employer are good. The Local Representative is Jeff Ferriss, and the long-standing Chairperson is Kathy Anger, who does a great job dealing with the day-to-day issues. Local 414 President is Gord Currie.

METRO ONTARIO INC., Local 414 – The 27 stores in this Unit set the pattern for Retail Workers that included improved scheduling, wage increases, benefit improvements and language improvements that are considered the best in the industry. This was achieved as a result of the solidarity and leadership of local 414 and their members. Members went on strike in August of 2023 and took on this retail giant and achieved the best contract in the industry. There is currently one grievance slated for arbitration. The local servicing representative is Corey Nilsson who does a good job servicing and dealing with the day-to-day issues. Local 414 President is Gord Currie.

METRO WAREHOUSE AND DISTRIBUTION CENTRE'S F.T and P.T, Local 414, Toronto, ON – These two bargaining units have over 900 members. The three warehouses hold and distribute fresh and frozen grocery products for Metro Stores. The Company has invested approximately \$450 million dollars in automation in several areas of their warehouses. There are several grievances in the system and one pending arbitration. Wayne Clarke is the full-time chairperson of the full-time bargaining unit and does a good job dealing with the day-to-day issues. Local 414 President is Gord Currie.

TEPPERMAN'S - OFFICE, Local 414, London, ON – The Local Servicing Representative is Jeff Ferriss. The Union Steward is Theresa Lubjick. There are

approximately 20 members in this bargaining unit who work in the clerical department of a retail furniture store. The Union and Employer recently negotiated a renewal collective agreement that included significant wage improvements and anti-harassment language. Local 414 President is Gord Currie.

TEPPERMAN'S - SALES, Local 414, London, ON – The Local Servicing Representative and workplace Union Steward is Jeff Ferriss. This is a well-known furniture, appliance and household retail store. There are approximately 40 members in this bargaining unit who work in sales, selling furniture, electronics and home decor. The Employer and the Union have a good working relationship. The current collective agreement expires June 27, 2027. Local 414 President is Gord Currie.

TEPPERMAN'S - WAREHOUSE, Local 414, London, ON – The Local President is Gord Currie, and the Vice President is Tony Falcone. There are approximately 70 members who work in this warehouse and ship household items for delivery to customers and other Tepperman's stores located throughout Ontario. The Chairperson is Scott McIntosh. The current collective agreement expires June 1, 2027. Labour relations between the Union and the Employer are good.

NATIONAL GROCERS CASH & CARRY, Local 414, Niagara Falls, ON – This Store is located in Niagara Falls and has 33 members. There are no grievances in the system. The local Union recently negotiated a renewal collective agreement that is patterned to reflect other Retail Stores and included significant wage and benefit improvements. Local 414 President is Gord Currie.

NO FRILLS RYAN n DEBBIE's Local 414, Aylmer, ON – This Store is in Aylmer ON and has approximately 125 members. There are no grievances in the system. The local Union recently negotiated a renewal collective agreement that is patterned to reflect other Retail Stores and included significant wage and benefit improvements. Local 414 President is Gord Currie.

REAL CANADIAN WHOLESALE CLUB, Local 414, Whitby, ON – The Union recently negotiated a renewal collective agreement that is patterned to reflect other Retail Stores and included significant wage and benefit improvements. This Store is in Whitby and has 40 members and at the time of writing this report there are no grievances in the system.

REAL CANADIAN WHOLESALE CLUB, Local 414, London, ON – The Local President is Gord Currie, the Local Servicing Representative is Jeff Ferriss. There are approximately 20 members in this bargaining unit. This retail store sells wholesale products to other businesses and the public. The Union recently negotiated a renewal collective agreement that is patterned to reflect other Retail Stores and included significant wage and benefit improvements.

REAL CANADIAN WHOLESALE CLUB, Local 414, Lyndsay, ON – This Store is in Lyndsay ON and has approximately 20 members. This retail store sells wholesale products to other businesses and the public. There are no grievances in the system. The Union recently negotiated a renewal collective agreement that is patterned to reflect other Retail Stores and included significant wage and benefit improvements. Local 414 President is Gord Currie.

SAVE-A-CENTRE STORES – METRO, Local 414 – This Unit is part of the Metro Inc. and consists of 4 stores. There are 515 members under the Collective Agreement. The union negotiated a renewal collective agreement that followed the pattern set by local 414 with Metro Inc. which is the best in the industry. At the time of writing there is one grievance in the system. Local 414 President is Gord Currie.

VALU-MART, Local 414, Multiple Locations – This Unit is part of the Loblaws Group and consists of 9 Stores. The current Collective Agreement is patterned after all the other Supermarkets represented by Unifor. There are 551 members under this Collective Agreement. There are no grievances currently in the system. Local 414 President is Gord Currie.

DL/vs/cope343

DAYLE STEADMAN

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	# of Members
Cooper Standard Automotive	4451	October 2027	481
Dana Canada Corporation	1106	March 2026	260
Dana Canada Corporation	1256	Closure	75
Grand River Hospital Engineers	2003-E	September 2026	2
Groves Memorial Hospital Service	1106	March 2024	68
Groves Memorial Hospital Clerical	1106	March 2026	42
Navistar Canada Inc	504	April 2027	30
People Care – A.R. Goudie Home	1106	October 2026	87
People Care – Tavistock	636	March 2027	102
Pure Metal Galvanizing	504	September 2026	80
Roadtrek Inc	1106	October 2026	64
Rockwood Terrace	302	January 2027	150
SAF Holland	636	December 2026	170
Sunnyside Home	1106	December 2027	502
St. Andrews Terrace	1106	May 2026	170
The Bay (Kitchener)	40	December 2025	20
The Bay (Sherway Gardens)	40	December 2025	400
The Maples Caressant Care Nursing Home	636	September 2026	69
The Maples Caressant Care Retirement Home	636	September 2026	28
Veterans Transportation Services	504	January 2026	55
Winston Park Nursing Home	1106	November 2026	297
Winston Park Retirement Home	1106	November 2024	85
Women's Crisis Centre Waterloo	302	July 2026	29
YW Kitchener Waterloo	302	June 2026	158

Major Developments since last Council

COOPER STANDARD AUTOMOTIVE: Local 4451, Stratford ON –There are (481) members in this unit. The chairperson is Steve Patterson.

DANA CANADA CORPORATION: Local 1106, Mount Forest ON –There are (260) members in this unit. The Chairperson is Steve Cranney. The current Collective Agreement expires March 30th, 2026

DANA CANADA CORPORATION: Local 1256, Oakville ON –There were (75) members in this unit. The plant closed on Jan. 1, 2025. A closure agreement was negotiated with enhanced severance, extended benefits and incentives for those that stayed to until the closure.

GRAND RIVER HOSPITAL ENGINEERS: Local 2003-E, Kitchener ON. The Chairperson is Robert Martin. The current Collective Agreement expires September 28th, 2026.

GROVES MEMORIAL HOSPITAL SERVICE: Local 1106, Fergus ON - There are (140) members in this unit. The Local Leadership is Service and Manufacturing Rep. Mike Camblin and the Chairperson is Paulette Warren. The collective agreement expired March 31, 2024. The committee was not successful in negotiating a new agreement and has applied for interest arbitration which is complete, and they are awaiting the award.

GROVES MEMORIAL HOSPITAL CLERICAL: Local 1106, Fergus ON –There are (42) members in this unit. The Local Leadership is Service and Manufacturing Rep. Mike Camblin and the Chairperson is Janine Allen. The current Collective Agreement expires March 2026.

NAVISTAR CANADA INC: Local 504, Hamilton ON – There are (30) members in this unit. The Local Leadership is President Cindy Hasler and the Chairperson is Gino Ciampaglia The current Collective Agreement expires April 2027.

PEOPLE CARE - A.R. GOUDIE HOME: Local 1106, Kitchener ON – There are (87) members in this unit. The Local Leadership is Service and Manufacturing Rep. Mike Camblin and the Chairperson is Crystal Marck. The current Collective Agreement expires October 2026.

PEOPLE CARE – TAVISTOCK: Local 636, Tavistock ON - There are (102) members in this unit. The Local Leadership is Vice President Melissa Holden. The chairperson is Tammy Smith. The current Collective Agreement expires March 2027.

PURE METAL GALVANIZING: Local 504, Brantford ON – There are (80) members in this unit. The Local Leadership is President Cindy Hasler and the Chairperson is Wayne Jacobs. Collective Agreement expires on September 27th, 2026.

ROADTREK INC.: Local 1106, Cambridge ON – There are (64) members in this unit. The Local Leadership is President Ray Souto and the Chairperson is Gary Hudson. This Collective Agreement expires October 18, 2026.

ROCKWOOD TERRACE: Local 302, Durham ON – There are (150) members in this unit. The Local Leadership is Financial Secretary Rusty Sproul and the Co-Chair is Kim Ward. The current collective Agreement expires January 31st, 2027.

SAF HOLLAND: Local 636, Woodstock ON - There are (170) members in this unit. The Local leadership is President Brent Thompson and the Chairperson is Chris Fellows. The current Collective Agreement expires December 15th, 2026.

SUNNYSIDE HOME: Local 1106, Kitchener ON - There are (502) members in this unit. The Local leadership is Vice President Colleen McDermott-Stevens and the chairperson is Cindy Charlebois. The current Collective Agreement expires December 2027.

ST. ANDREWS TERRACE : This is a new unit, Local 1106 Cambridge – There are (170) members in this unit. The local leadership is Service and Manufacturing rep. Mike Camblin. The current Collective Agreement expires May 2026.

THE BAY (KITCHENER): Local 40, Kitchener ON - There are (20) members in this unit. The local leadership is President Dwayne Gunness . The Bay closed in June; the members have filed for WEPP.

THE BAY (SHERWAY GARDENS): Local 40, Etobicoke ON – There are (180) members in this unit. The local leadership is President Dwayne Gunness this location also closed in June, and the members are in the process of filing for WEPP.

THE MAPLES CARESANT CARE NURSING HOME: Local 636, Tavistock ON – There are (69) member in this unit. The local leadership is President Brent Thompson. The current Collective Agreement expires September 30th, 2026.

THE MAPLES CARESANT CARE RETIREMENT HOME: Local 636, Tavistock ON – There are (28) member in this unit. The local leadership is President Brent Thompson. The current Collective Agreement expires September 30th, 2026.

VETERANS TRANSPORTATION SERVICES: Local 504, Hamilton ON – There are (20) members in this unit. The Local leadership is President Cindy Hasler. The Current Collective Agreement Expires January 21st, 2026.

WINSTON PARK NURSING HOME: Local 1106, Kitchener ON – There are (305) members in this unit. The Local leadership is Vice President Colleen McDermott-Stevens and the Chairperson is Zeph Ferdinand. The current Collective Agreement expires November 30th ,2026

WINSTON PARK RETIREMENT HOME: Local 1106, Kitchener ON – There are (112) members in this unit. The Local leadership is Vice President Colleen McDermott-Stevens. The current Collective Agreement expired November 30th, 2024. The membership rejected a tentative agreement and it is now going to interest arbitration in January 2026.

WOMEN'S CRISIS CENTRE WATERLOO: Local 302, Kitchener ON – There are (29) members in this unit. The Local leadership is Vice President of Women's issues Michelle Flewin and the Chairperson is Cindy Beke. The current Collective Agreement expires July 31st, 2026.

YW KITCHENER-WATERLOO: Local 302, Kitchener ON – There are (158) members in this unit. The Local leadership is Vice President Mary Rymal and the Chairperson is Holly Noseworthy. The current Collective Agreement expires June 30th, 2026.

DS/tpcope343

DENISE COCHRANE

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Blackburn Media Inc.	591-G	August 2026	24
Brucelea & Gateway Haven Long Term Care	2458	June 2028	172
Dearness Home For The Aged	0302	June 2025	300
Dementia Care Inc (Highview Residences)	0302	April 2025	85
Gentek Building Products	0027	June 2027	115
Golden Dawn Nursing Home	2458	October 2026	53
Southbridge Goderich (formerly Maitland Manor)	2458	December 2026	124
Medavie Emergency Medical Services	0302	March 2027	71
Merrymount Children's Centre	0302	March 2026	80
Nutritional Management Services	0027	March 2028	20
Orgill Canada	0027	September 2028	96
Ortec Environment Services	866-O	December 2026	15
Penske Logistics Canada Ltd - Ingersoll	4268	January 2026	8
Penske Logistics Canada Ltd - Woodstock	4268	June 2028	220
Porter Airlines Inc. - CSR	2002	April 2027	127
Porter Airlines Inc. - Ramp	2002	April 2027	93
Porter Airlines Inc. - FBO	2002	May 2026	19
Seaforth Long Term Care	2458	October 2026	40
Traverse Independence	1106	April 2027	100
Valleyview Home	0027	December 2027	171
Wellkin Child And Youth Mental Wellness	0302	March 2027	44
Woodingford Lodge	0636	December 2025	250

Major developments since last Council

BLACKBURN MEDIA INC, CKNX Radio, Local 591G, Wingham ON – This unit is federally regulated. This radio station is made up of radio broadcasters, editors, producers, and sales personnel. A one-year tentative agreement was reached and ratified by the membership in July 2025. The current collective agreement expires August 31, 2026. There are approximately 24 members in the unit. Local Representative is Vice President Mitch Bissoon, and the Unit Chairperson is Dan Bieman.

BRUCELEA & GATEWAY HAVEN LONG TERM CARE, Local 2458, Wiarton and Walkerton, ON – There are approximately 172 members who work at these two municipal funded long-term care facilities. The collective agreement expired June 30, 2025. A new three-year agreement with significant non-monetary and monetary improvements was ratified on October 16th, 2025. At time of report submission, the unit was awaiting ratification on the part of the Municipality, this was due to take place on November 6th, 2025. Local 2458 Representative is Secretary Treasurer, Mike Kisch. The Unit Chairperson for Brucelea Haven is Jenna Cassidy and the Unit Chairperson for Gateway Haven is Jennifer Barned.

DEARNESS HOME FOR THE AGED, Local 302, London, ON – This unit is a publicly funded municipal home, operated by the City of London. There are approximately 375 members working at this location. The collective agreement expired on June 30, 2025. At time of report submission, a tentative agreement was reached and ratified by the membership on October 30, 2025: City council will seek to ratify on November 25, 2025. Once ratified, the new agreement will expire on June 30, 2028. Labour relations here are in good standing with thanks to Local 302 Representative, Vice President Mary Rymal, and the Unit Chairperson Stefanie Spalding.

DEMENTIA CARE INC.(HIGHVIEW RESIDENCES), Local 302, London and Kitchener, ON – This unit has approximately 85 members working out of the London and Kitchener locations. The current collective agreement expired on April 30, 2025. At time of report submission, negotiations were on going with 2 additional dates scheduled for November, 2025. Local 302 Representative is Financial Secretary, Rusty Sproul and the Unit Chairperson is Rhonda Adams.

GENTEK BUILDING PRODUCTS, Local 27, Lambeth, ON – There are approximately 115 members at this location. This unit manufactures windows and doors, and supplies both the Canadian and American markets. The current collective agreement expires June 6, 2027. Local 27 Representative is 1st Vice President, Jim Kennedy, and the Unit Chairperson is Dago Sanchez.

GOLDEN DAWN NURSING HOME, Local 2458, Lion's Head, ON – There are approximately 53 members who work at this not-for-profit long-term care facility. A two-year tentative agreement was reached and ratified by the membership in January 2025. The current agreement expires October 31, 2026. Local 2458 Representative is President Ken Durocher, and the Unit Chairperson is Terri Shearer.

MEDAVIE EMERGENCY MEDICAL SERVICES, Local 302, St. Thomas, ON – This unit is a paramedic service. There are approximately 71 members in this unit. The current collective agreement expires March 31, 2027. Labour relations here are good, with much thanks to

Local 302 Representative, Vice President Mary Rymal, and the Unit Chairperson Lisa Arbour.

MERRYMOUNT CHILDREN'S CENTRE, Local 302, London, ON – Merrymount is a family support and crisis centre. There are approximately 80 members in this unit. Our members here, in the important work they do, support both children and their families who are experiencing crisis. The current collective agreement expires March 31, 2026. Local 302 Representative is Vice President of Women's Issues, Michelle Flewin, and Unit Chairperson is Tina Neeb.

NUTRITIONAL MANAGEMENT SERVICES, Local 27, London, ON – This unit provides dietary services at Valleyview Long Term Care Home. There are currently approximately 20 members in this unit. A three-year tentative agreement was reached and ratified by the membership in July 2025. The current collective agreement expires March 31, 2028. Local 27 Representative is Vice President for Health Care Kari Selmes, and the Unit Chairperson is Adam Reaume.

ORGILL CANADA, Local 27, London, ON – There are approximately 96 members in this unit at this distribution warehouse. A three-year tentative agreement was reached and ratified by the membership in October 2025. The current collective agreement expires September 19, 2028. Local 27 Representative is 1st Vice President Jim Kennedy, and the Unit Chairperson is Charlie Cameron.

ORTEC ENVIRONMENTAL SERVICES, Local 866-O, London ON – Specializing in vacuum truck operations and environmental clean up service. This unit is comprised of 15 members. A two-year tentative agreement was reached and ratified by the membership in April 2025. The current collective agreement expires on December 31, 2026. Local 866-O Representative is President Scott Wigle.

PENSKE LOGISTICS CANADA LTD, Local 4268 Ingersoll ON – There are 8 members in this bargaining unit, where they work as shunt drivers. At the time of submission Unifor had just been notified that due to the cancelation of their contract a closure would occur. The Union and Employer will meet to discuss closure details. Local Representative is President Debbie Montgomery.

PENSKE LOGISTICS CANADA LTD, Local 4268, Woodstock ON – Members here perform warehousing and logistics support for Toyota Motor Manufacturing Canada, as forklift operators. There are approximately 220 members in this unit. A three-year tentative agreement with significant monetary and non-monetary improvements was reached and ratified by the membership in October 2025. The current collective agreement expires June 30, 2028. Local 4268 Representative is President Debbie Montgomery, who along

with Unit Chairperson Mike Barber do an excellent job handling the day-to-day issues with this difficult employer, where labour relations continue to be a challenge.

PORTER AIRLINES INC. - CSR, Local 2002, Toronto, ON – These members are customer service and lead customer services representatives, and customer service ambassadors. In downtown Toronto at Billy Bishop Airport, members are responsible for checking-in passengers and baggage, boarding of passengers and securing of flights, as well as overseeing the domestic and international baggage area, as well as assisting with lost baggage and centralized baggage functions. There are approximately 127 members in this unit. The current collective agreement expires April 26, 2027. Local 2002 Representative is Assistant to Local 2002 President Harold Bateman, and the Unit Chairperson is David Robinson.

PORTER AIRLINES INC. - RAMP, Local 2002, Toronto, ON – These members are ramp and lead ramp attendants. They perform ground handling functions, including marshalling of aircraft, loading and unloading of passenger baggage and cargo, lavatory servicing, and aircraft towing for all Porter flights arriving and departing Toronto's downtown Billy Bishop Airport. There are approximately 93 members in this unit. The current collective agreement will expire on April 26, 2027. Local 2002 Representative is Assistant to Local 2002 President Harold Bateman, and the Unit Chairperson is Ramon Ramirez.

PORTER AIRLINES INC. -FBO, Local 2002, Toronto, ON – The members here work at the fixed based operation at Billy Bishop Airport in downtown Toronto. They are responsible for the general cleaning and upkeep of Porter aircraft at the airport. This includes overnight grooming and bio-hazardous clean up on-board aircraft during the day. There are lead groomers who oversee the overnight grooming functions as well. Our members are also responsible for the maintenance and cleaning of facilities and hangars at Billy Bishop Airport in Toronto. There are approximately 19 members in this unit. The current collective agreement expires May 26, 2026. Local 2002 Representative is Assistant to Local 2002 President, Harold Bateman, and Unit Chairperson is Paul Best.

SEAFORTH LONG TERM CARE, Local 2458, Seaforth, ON – This is a private, for-profit long-term care home. A two-year tentative agreement was reached and ratified by the membership in January 2025. The current collective agreement expires on October 31, 2026. There are approximately 40 members in this long-term care home. Local 2458 Representative is 2nd Vice President Dina Roushanroz and the Unit Chairperson is Rebecca Bontaine.

SOUTHBRIDGE GODERICH (formerly MAITLAND MANOR), Local 2458, Goderich, ON – This a private, for-profit, long-term care home. This unit is comprised of approximately 124 members. Southbridge Care Homes, completed construction of its new facility in Goderich in early 2025. A two-year tentative agreement was reached and ratified by the membership in May 2025. The current collective agreement expires December 26, 2026. The Chairperson is Jason Geldhof, and Local 2458 representative is 2nd Vice President, Dina Roushanroz.

TRAVERSE INDEPENDENCE, Local 1106, Kitchener, ON – There are approximately 100 members who work at multiple locations/facilities around the Kitchener area. These members, in the important work they do each day, support those with addiction, mental health, brain injury, as well as other physical disabilities. The current collective agreement expires April 1, 2027. Local 1106 Representative is President, Ray Souto and the Unit Chairperson is Tara Legg.

VALLEYVIEW HOME, Local 27, St. Thomas, ON - Valleyview is a municipal long-term care facility. There are approximately 171 members working at this home. A three-year tentative agreement was reached and ratified by the membership in May 2025. The current collective agreement expires December 31, 2027. Local 27 Representative is Vice President for Health Care, Kari Selmes, and the Unit Chairperson is April Henderson.

WELLKIN CHILD AND YOUTH MENTAL WELLNESS, Local 302, Woodstock, ON – This organization specializes in the treatment of mental health for children and youth. There are approximately 44 members in this bargaining unit. The current collective agreement expires March 31, 2027. Local 302 Representative is Vice President of Women's Issues, Michelle Flewin, and the Unit Chairperson is Kathy Deadman.

WOODINGFORD LODGE, Local 636, Woodstock, ON – This home has approximately 250 members, and is a home funded through the Municipality of Oxford County. The current collective agreement expires December 31, 2025, notice to bargain has been served. Local 636 Representative is President Brent Thompson, and the Unit Chairperson is Melissa Tanner.

DOUG BOUGHNER

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Aramark Healthcare	2458	August 2027	12
Bruce Villa	2458	July 2027	12
Central Stampings	195	September 2029	80
Chateau Park Nursing Home	2458	February 2027	47
Compass Group Canada Windsor	414	April 2028	6
Diageo Canada Inc.	200	December 2025	170
GreenShield	240	April 2027	520
Greenlawn & Victoria Memorial Gardens & Crematorium	2458	December 2027	6
Harmony in Action	240	January 2028	13
Heron Terrace LTC	2458	October 2026	200
Pelee Island Winery	200	February 2028	41
Peterson Springs	444	December 2027	21
Southgate Residence	444	October 2026	22
Sterling Marine Fuels	444	September 2026	12
TRQSS Inc.	444	May 2026	535
University of Windsor (FT)	2458	August 2027	292
University of Windsor (PT)	2458	August 2027	42
University of Windsor Engineers & Refrigeration Mechanics	2458	August 2027	16
University of Windsor Special Constables & Parking Services	444	August 2027	26
Village at St. Clair	2458	November 2024	310
Village of Aspen Lake	2458	November 2024	220
Windsor Women Working with Immigrant Women	240	March 2026	51
Choice Nutritional Food Service & Vending	444	November 2025	3
Goodwill Industries Inc.	200	March 2028	66
Etna Foods Ltd.	444	March 2026	5
Presteve Foods	444	August 2026	65

Major developments since last Council

ARAMARK HEALTHCARE AT LEAMINGTON HOSPITAL, Local 2458, Leamington, ON – This unit does a great job of handling their day-to-day issues. The committee was able to negotiate a new 3 year collective agreement in August with 9% wage increases and increased paid vacation time.

President – Ken Durocher Chairperson - Ines Cordeiro

BRUCE VILLA INC, Local 2458, Windsor, ON – This unit was able to secure a new 3 year collective agreement in April with 9.5% wage increases. There are some challenges with this workplace as there is no chairperson as of this writing.

Secretary Treasurer – Mike Kisch

CENTRAL STAMPINGS, Local 195, Windsor, ON – This unit was able to negotiate a new 4 year collective agreement in June. Even among the steel tariffs in place we were able to secure almost 17% wage increases over the 4 years, reduced the grow in for new hire employees along with a host of other language improvements.

President – Emile Nabbout Chairperson – Jason Wark

CHATEAU PARK NURSING HOME, Local 2458, Windsor, ON – There are ninety (90) members at this Long-Term Care Facility. The committee was able to negotiate a new 2 year agreement. There are some challenges moving forward as this employer is building a new site outside the existing scope. The new site is currently expected to open in 2027 so this will be the main issue to dela with when we return to the bargaining table in early 2027.

1st Vice President – Jennifer Kennedy Chairperson - Sabrina Mastrogiacomo

COMPASS GROUP CANADA WINDSOR, Local 414, Windsor, ON – The committee was able to negotiate a new 3 year collective agreement with wage increase of 13%. There were also some gains made around hours of work, Saturday overtime pay, and new hire pay.

Local Liaison - Jeff Ferriss Chairperson – Maggie Charette

DIAGEO CANADA INC., Local 200, Amherstburg, ON – With the recent announcement of a plant closure this unit is obviously dealing with many issues. We have meeting dates set in mid-November to meet the employer to begin discussions on a path forward. There have been several meetings with the members to attempt to answer questions and give updates. We have been meeting with all levels of government to express our issues and looking for support to keep this facility open. This is a profitable company and the Amherstburg facility is also very profitable. This is a pure case of corporate greed.

President – John D'Agnolo Chairperson – Doug Benekritis

GREENSHIELD, Local 240, Windsor, ON – This unit continues to struggle with the employer on almost every issue. Not much has changed with this employer since last

report. The employer seems to want to challenge every aspect of the collective agreement and are destroying a solid working relationship that has been developed over the last few decades. There are numerous grievances in the system, and the list seems to grow daily.

President – Jodi Nesbitt Chairperson – Tammy Dunford

GREENLAWN & VICTORIA MEMORIAL GARDENS & CREMATORIUM, Local 2458, Oldcastle, ON – The committee does a great job of taking care of their issues and currently has zero grievances in the system.

President – Ken Durocher Chairperson - Sam DiMaggio

HARMONY IN ACTION, Local 240, Windsor, ON – The committee was able to negotiate new 3-year Collective Agreement in February. We were able to clean up some language in the collective agreement along with some benefit clean up and decent wage increases.

President – Jodi Nesbitt Chairperson – Jordan Brown

HERON TERRACE LTC, Local 2458, Windsor, ON – This long-term care facility is well represented and deal with their issues extremely well. The committee was able to secure a new 2-year collective agreement in February.

1st Vice President - Jennifer Kennedy Chairperson - Kim Kell

PELEE ISLAND WINERY, Local 200, Kingsville, ON – The committee was able to secure a first collective agreement in February. There were many successes in this collective agreement. The establishment of a proper and acceptable wage scale and seniority structure were extremely important for an employer who had never had to operate with any rules in the past. We were successful in attaining an 11% wage increase along with establishing seniority rights, posting of jobs, benefit plans, etc. although there is much work to do this unit is well on its way. They were very excited to have the leadership of Unifor tour their facility this past summer. President – John D'Agnolo Chairperson – Dianne Vanhooren

PETERSON SPRING, Local 444, Kingsville, ON – Work has been steady. The committee was able to bargain a new collective agreement in late December 2024. There were significant wage increases of \$2.90 over 3 years, much need change to hours of work affecting overtime pay, reduction in the new hire wage grid to name a few. It was a very hard round of bargaining that came down to the deadline. Thanks to the entire committee for putting the long hours and late nights to get the deal done and pushing the employer as far as possible.

1st Vice president - Mike Stevenson Chairperson - Anthony Girard

SOUTHGATE RESIDENCE, Local 444, Kingsville, ON – This retirement home has a strong committee that deals with their issues very well. There are currently zero grievances in the system.

1st Vice President – Mike Steveson Chairperson - Nathalie Mallott

STERLING MARINE FUELS, Local 444, Windsor, ON – This unit is seeing a slowdown currently due to tariffs and noncompetitive fuel prices. They are down almost 70% in the number of boats for re-fueling. The company was expanding a bio-diesel product through some government grants, but that project has not attracted new business as it was expected. The local and the committee are doing everything in their power to keep as many people working as possible.

3rd Vice President – Steve Morgan Chairperson – Tyler Thibert

TRQSS, Local 444, Tecumseh, ON – This unit is going strong as it heads towards the renewal of its first agreement in mid 2026. The employer is expanding the facility as they have attracted a few new contracts.

3rd Vice President – Steve Morgan Chairperson – Steve Strachan

UNIVERSITY OF WINDSOR (FULL TIME), Local 2458, Windsor, ON – This unit is well represented by the committee and local. This Unit was faced with some major job reductions due to the losses reported by the U of W. Through the hard work of the committee, we were able to negotiate some early retirement incentives, junior buyout incentives and some restructuring that resulted in going from 75 potential layoffs (almost 24% of the workforce) to 4 layoffs. Through this the committee was able to secure a new 2 year collective agreement with a signing bonus and wage increases each year.

Secretary Treasurer - Mike Kisch Chairperson – Jennifer Rocheleau

UNIVERSITY OF WINDSOR (PART TIME), Local 2458, Windsor, ON – This unit is well represented by the committee and local. This Unit was faced with some major job reductions due to the losses reported by the U of W. Through the hard work of the committee, we were able to negotiate some early retirement incentives, junior buyout incentives and some restructuring that resulted in going from 75 potential layoffs (almost 24% of the workforce) to 4 layoffs. Through this the committee was able to secure a new 2 year collective agreement with a signing bonus and wage increases each year

Secretary Treasurer – Mike Kisch Chairperson – Danielle Reaume

UNIVERSITY OF WINDSOR (OPERATING ENGINEERS & REFRIGERATION MECHANICS), Local 2458, Windsor, ON – The committee was able to secure a new 2-year collective agreement amidst major concessions on the table from the employer. This was an extremely difficult set of negotiations, but the committee stayed strong and united and was ultimately successful in bargaining a fair collective agreement where they saw

wage increases, signing bonuses, resolution of outstanding grievances, and were able to negotiate a few new jobs.

Secretary Treasurer – Mike Kisch Chairperson – Jeremy Girard

UNIVERSITY OF WINDSOR (SPECIAL CONSTABLES), Local 444, Windsor, ON – The committee was able to secure a new 2-year collective agreement amidst major concessions on the table from the employer. This was an extremely difficult set of negotiations, but the committee stayed strong and united and was ultimately successful in bargaining a fair collective agreement. The pressures of this type of work were simply not recognized by the employer. The responsibility laid upon these members daily is substantial. Many thanks go out to the members of this unit as they look after safety of students and employees on campus 24-7. The new 2 year collective agreement saw wage increases, signing bonuses and the resolution of outstanding grievances.

Secretary Treasurer – Manny Cardoso Chairperson – Mike Rapaich

VILLAGE AT ST. CLAIR, Local 2458, Windsor, ON – Both Schlegel Village units have been waiting for a substantial amount of time to secure a collective agreement with their employer. The employer showed up at bargaining with pages of concessions along with taking the stance that they were not even prepared to meet the arbitrated award for the sector. It was extremely disappointing for one of the largest LTC homes in the city of Windsor to take this disrespectful approach towards its workers. The committee had no choice but to send this dispute to Interest Arbitration and as of this writing are currently awaiting dates. There is extreme frustration among the members with this process.

2nd Vice President Dina Roushanroz– Chairperson – Adam Durston

VILLAGE OF ASPEN LAKE, Local 2458, Windsor, ON – Both Schlegel Village units have been waiting for a substantial amount of time to secure a collective agreement with their employer. The employer showed up at bargaining with pages of concessions along with taking the stance that they were not even prepared to meet the arbitrated award for the sector. It was extremely disappointing for one of the largest LTC homes in the city of Windsor to take this disrespectful approach towards its workers. The committee had no choice but to send this dispute to Interest Arbitration and as of this writing are currently awaiting dates. There is extreme frustration among the members with this process.

2nd Vice President – Dina Roushanroz Chairperson – Shannon Miller

WINDSOR WOMEN WORKING WITH IMMIGRANT WOMEN, Local 240, Windsor, ON – Our members provide numerous programs that assist immigrant women and their families as they adapt and become familiar with Canadian Society. This unit will head into bargaining in early 2026.

President – Jodi Nesbitt Chairperson - Anto Masiya

CHOICE NUTRITIONAL FOOD SERVICES & VENDING, Local 444, Windsor, ON – This is a small unit of 3 and their issues are dealt with by the chairperson and local. There are no grievances on file. Secretary Treasure – Manny Cardoso Chairperson – Glenn Taylor

ETNA FOODS LTD., Local 444, Windsor, ON – As the season changes this unit will slow down substantially. There are no grievances on file.

Secretary Treasurer – Manny Cardoso

GOODWILL INDUSTRIES, Local 200, Windsor, ON – Goodwill currently has 66 staff members. We have three drop off locations in Lasalle, Tecumseh Rd and Lauzon Rd where they have a bookstore. In order to be successful, we rely on the community to drop off items they don't want so we can make sure the shelves are full for our customers, we also do numerous of community activities. Our last one was a coat drive at the beginning of October, where we gave out over three thousand coats and accessories to over 475 families!

President – John D'Agnolo Chairperson – Donna McIntyre

PRESTEVE FOODS, Local 444, Windsor, ON -There are 64 unionized workers at this facility. 1 grievance on file. There is a multimillion dollar expansion and equipment upgrades which have provided the ability for increased fish processing opportunities and our members with state of the art, ergonomically appropriate work stations.

Secretary Treasurer – Manny Cardoso Chairperson - Maria de Parteira

at/cope34

FRANCES GALAMBOSY

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Air Canada Mainline	2002	February 2026	5432
Air Canada In-flight Crew Scheduling	2002	May 2025 (in bargaining)	90
Air Canada Flight Operations Crew Scheduling	2002	May 2025 (in bargaining)	113
WestJet	531	December 2026	1700
Alliance Ground International (AGI)	2002	April 2028	393
A.S.P. Security	2002	December 2026	482
Cargo Airport Services (CAS-WFS)	2002	December 2027	38
Greater Toronto Airports Authority (GTAA)	2002	July 2027	1369
Nasittuq	2002	May 2027	76
Nuance	2002	Apr 2028	367
Pivot Airlines	2002	2027	5
Swissport	2002	January 2026	269

Major developments since last Council

AIR CANADA MAINLINE, Local 2002 – This collective agreement is a trans-Canada agreement. It governs 12 Airports, 3 Reservations offices, 1 Customer Journey Management, (CJM) office and a Customer Relations Office. The three reservations offices are in Saint John, Montreal, and Toronto. Unless locally regulated by laws in other countries some European and all Canadian or USA originating phone calls or email queries are either handled by one of the three Canadian reservations offices or by the small Tampa office.

As of January 01, 2026, members from Air Canada Aeroplan will be integrated into the Air Canada mainline collective agreement.

2026 will be a very busy year for this group as it is a contract year. Proposal meetings have already taken place. In 2025 Thunder Bay, Saskatoon, and Saint John airports were welcomed back into the Air Canada collective agreement as result an arbitration.

In August the flight attendants went on strike. The airline shutdown for several days. The bargaining unit was very busy due to the massive number of passengers who needed to be rebooked. Local 2002 President is Tammy Moore.

AIR CANADA IN-FLIGHT CREW SCHEDULING, Local 2002, Montreal, QC – The members in this bargaining unit schedule flight attendants. We opened bargaining in May of this year and have had several weeks of weeks of bargaining. The flight attendant strike kept the members busy as they spent the bulk of their time repatriating stranded flight attendants. Local 2002 President is Tammy Moore.

AIR CANADA FLIGHT OPERATIONS CREW SCHEDULING, Local 2002, Toronto, ON – The bargaining unit opened collective bargaining in April 2025. We have had many bargaining weeks since then. Flight operations schedulers schedule pilots to operate aircraft. Local 2002 President is Tammy Moore.

WESTJET, Local 531, Multiple Locations – The bargaining unit continues to grow. In February 2025 the RSA group, was bargained into the collective agreement. Organizing has been working nonstop to unionize the call centre agents and crew schedulers. There are several arbitrations scheduled for 2026. The airline continues to grow and has announced new routes for 2026. Local 531 is Karen Berry.

ALLIANCE GROUND INTERNATIONAL (AGI), Local 2002, Toronto, ON – After several months of bargaining the membership ratified a new collective agreement on October 17, 2025. The three-year deal brought wage and premium increase making the bargaining unit the highest wage earners of all the ground handlers at Pearson airport. Local 2002 President is Tammy Moore.

A.S.P. SECURITY, Local 2002, Toronto, ON – There have been several grievances at this unit. The local representation has been working hard to resolve issue and have had some success. A number of these grievances will be proceeding to arbitration in 2026. Local 2002 President is Tammy Moore.

CARGO AIRPORT SERVICES (CAS-WFS), Local 2002, Toronto and Montreal – This small bargaining unit perform cargo and warehouse work for various airlines at Toronto and Montreal airports. In May 2025 a new 3-year collective agreement was ratified by the membership. Key features of the agreement were wage and benefit improvements. Local 2002 President is Tammy Moore.

GREATER TORONTO AIRPORTS AUTHORITY (GTAA), Local 2002, Toronto, ON – These members are responsible for the day-to-day operations of the largest airport in Canada. Performing a wide variety of assignments from baggage system operators, engineers, de-icing, coordinators, skilled trades, administrative personal, public safety officers, to facility technicians.

The hard landing of a Delta Connection flight on February 17, 2025, kept the bargaining unit very busy. The bussing operation played key role in assisting in moving passengers from the crash site to the marshalling area. Local 2002 President is Tammy Moore.

NASITTUQ, Local 2002, Ellesmere Island, Nunavut – The members supply a complete range of support services to Canada's Department of National Defense including facilities maintenance, airfield operations, food services, transport, logistical and administrative support at CFS Alert, Ellesmere Island, Nunavut. Alert is located approximately 817 km from the North Pole.

With the ratification of the collective agreement in 2024 and the restructuring of wages, 2025 saw the addition of more employees. Local 2002 President is Tammy Moore.

NUANCE, Local 2002, Toronto, ON – A new collective agreement was ratified in April 2025 for full-time workers. A key feature of this agreement was the company's concurrence that the full-time and part-time bargaining units should be merged. This will take place once the part-time collective agreement is ratified. Currently the unit is in bargaining. Local 2002 President is Tammy Moore.

PIVOT AIRLINES, Local 2002, Toronto, ON – Currently there are five aircraft maintenance engineers at Pivot. The collective agreement has been extended and bargaining for a new agreement will occur in 2026. Local 2002 President is Tammy Moore.

SWISSPORT, Local 2002, Toronto, ON – The notice to bargain has been issued to the company and the bargaining committee is in the process of finalizing their proposals. Bargaining will occur early in January 2026,

There is one termination which has been scheduled for arbitration May 2026.

This unit has picked up some new ground handling contracts, most notably Air India, operating 10 flights weekly from Toronto. Local 2002 President is Tammy Moore.

FG/vs/cope343

GARY LYNCH

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Compass Minerals Canada Corp. (MINE)	16-O	March 31, 2026	390
Compass Minerals Canada Corp. (OPS/Plant)	37-O	June 30, 2026	75
Compass Minerals Canada Corp. (Boiler House)	37-O	June 30, 2026	11
Plains Midstream Canda ULC.	200	January 31, 2028	7
Plains Midstream Canada – Sarnia Facility	200	June 30, 2026	69
Pembina Pipeline Corporation (formerly APEX)	672	January 31, 2026	19
SGS Canada Inc.	672	October 23, 2027	46
Transalta Generation Partnership	672	January 31, 2026	55
Shell Canada Limited – Sarnia Refinery & Chem. Plant	848	March 31, 2026	176
Koaten Natie Canada	866-O	July 31, 2025	15
Kyle's No Frills	866-O	March 31, 2030	92
Linde Canada Inc. (Praxair)	866-O	June 10, 2026	7
Linde Canada Inc. (Dry Ice Plant)	866-O	October 31, 2027	18
Ortec Environment Services (Sarnia)	866-O	January 31, 2026	15
Veolia ES Canada Industrial Services Inc. (Chatham)	866-O	December 31, 2025	12
Arlanxeo Canada Inc. (Manufacturing)	914	January 31, 2026	158
Arlanxeo Canada Inc. (Plant Protection)	914	April 30, 2026	13
Cabot Canada Ltd.	914	January 31, 2026	72
Clean Harbors Canada Inc.	914	April 29, 2028	66
Clean Harbors Canada Inc. (Lambton Transportation)	914	November 12, 2026	18
Corporation of the City of Sarnia	914	December 31, 2027	60
Diamond Petrochemicals Canada Corporation (DPCC)	914	January 31, 2026	30
H.C. Starck	914	January 31, 2026	30
Henry Canada	914	December 31, 2026	72
Ineos Styrolution Canada Ltd.	914	February 1, 2026	42
Nova Chemicals Canada Ltd. – Corunna	914	March 31, 2026	205
Toda Advanced Materials	914	January 31, 2025	26

Major developments since last Council:

ARLANXEO CANADA LTD. – Manufacturing Unit – Local 914, Sarnia, ON – This unit is provincially regulated. The Company operates a major synthetic rubber production facility for Butyl Rubber (regular Butyl, Chlorobutyl, and Bromobutyl). The site also manufactures fossil resources and bio-based raw materials. The current agreement expires on January 31, 2026. This unit participates in the National Energy Pattern Bargaining Program and has started participation in PEL. There are currently 158 members in the bargaining unit. The Chief Steward is Jamie Spelay. This unit is part of a composite Local; the Local President is Joe Mason. There are regularly a number of outstanding grievances and arbitrations, and a desire to source out work constantly. Notice to Bargain was sent on October 7, 2025,

ARLANXEO CANADA LTD. – Plant Protection Officers – Local 914, Sarnia, ON – This unit is provincially regulated. The Company operates a major synthetic rubber production facility. The bargaining unit members provide Security and Emergency Services for the Manufacturing and Warehouse Site. The Collective Agreement will expire on April 30, 2026. This unit has started participation in PEL. There are currently 13 members in the bargaining unit. The Chief Steward is Kelsey Rowlinson. This unit is part of a composite Local; the Local President is Joe Mason. There are no outstanding arbitrations. We are preparing the Notice to Bargain at time of print in October 2025.

CABOT CANADA LTD. – Local 914, Sarnia, ON – This unit is provincially regulated. The Company produces Carbon Black for the rubber and dye industry; and also ships chemicals via truck and rail. The current agreement expires on January 31, 2026. This unit participates in the National Energy Pattern Bargaining Program; and also participates in PEL. There are currently 72 members in the bargaining unit. The Chief Steward is Steve Clendening. This unit is part of a composite Local; the Local President is Joe Mason. No outstanding arbitrations at this time. We are at the table at time of print in October 2025. The Notice to Bargain was sent out on October 7, 2025.

CLEAN HARBORS CANADA INC. – Lambton Transportation – Local 914, Corunna, ON – This unit is federally regulated. The Company operates a Hazardous Waste Landfill Site and Incineration. The bargaining unit members perform short and long mile haulage for the Company. The current contract expires on November 12, 2026. There are currently 18 members in the bargaining unit; the Chief Steward is Don Harding. This unit is part of a composite Local and the Local President is Joe Mason. There are no outstanding arbitrations.

CLEAN HARBORS CANADA INC. – Landfill/Incinerator – Local 914, Corunna, ON – This unit is federally regulated. The Company operates a Hazardous Waste Landfill Site and Incineration. The current contract expires April 29, 2028. There are currently 66 members in the bargaining unit; the Chief Steward is Jeremy Morley. This unit endured a 2-week labour dispute in December of 2021 which was fighting for women's rights and equality within the workplace, this Company has not met the Federal Legislation regarding pay equity and is before the Commission as we speak. This unit is part of a composite

Local and the Local President is Joe Mason. There are numerous grievances and several arbitrations slated for mediation.

COMPASS MINERALS CANADA CORPORATION – FINE Plant – Local 37-O-1, Goderich, ON – This unit is provincially regulated. The Company produces a number of varied salt products. The members perform a number of manufacturing tasks regarding the cleaning, refining, packaging and shipping of salt products. The collective agreement expires on June 30, 2026. This unit has started to participate in PEL. There are currently 75 members in the bargaining unit; the Local President is Ray Swan. This unit is part of a composite Local with Local 37-02. There are several outstanding arbitrations. We are preparing the Notice to Bargain for October 2025.

COMPASS MINERALS CANADA CORPORATION – Boiler Plant – Local 37-O-2, Goderich, ON – This unit is provincially regulated. The Company produces a number of varied salt products. The members operate and maintain a steam boiler plant which is used within the complex to clean salt for the production and manufacturing process. This unit just ratified a new 3-year deal with big gains in benefits and 12-hour holiday pay. The collective agreement expires on June 30, 2026. This unit participates in the Safety Health Industrial Relations Training Fund. There are currently 11 members in the bargaining unit; the Chief Steward is Wayne Squire. This unit is part of a composite Local with Local 37-01; the President is Wayne Squire. The Company has modified its steam plant to a non-registered boiler and reduced head count due to technological changes. There are no outstanding arbitrations.

COMPASS MINERALS CANADA CORPORATION – Salt Mine – Local 16-O, Goderich, ON – This unit is provincially regulated. The Company operates a world scale salt mine, which produces a number of varied salt products. The members mine, operate and maintain, load and ship mainly Road Salt. The collective agreement expires on March 31, 2026. There are currently 390 members in the bargaining unit; the Local President is Connor Rodgers. There are many grievances on the go and two outstanding arbitrations.

CORPORATION OF THE CITY OF SARNIA – Transit Unit – Local 914, Sarnia, ON – This unit is a provincially regulated city bus transportation unit. This unit services most of Lambton County and Sarnia. There are currently 60 members at this site. The Collective agreement expires December 31, 2027. Unit chair is Jeremy Ramboer, which is part of a composite Local. The Local President is Joe Mason. There are no outstanding arbitrations.

DIAMOND PETROCHEMICALS CANADA CORPORATION (DPCC) – Local 914, Sarnia, ON – This unit was formerly part of the Arlenxco Plant. This unit refines light ends of refined crude oil to produce 1:3 Butadiene. This bargaining unit consists of 30 members. This agreement expires on January 31, 2026. The Unit Chair is Alicya Allen, which is a composite Local. Local 914 President Joe Mason. There are no outstanding grievances or arbitrations. We have sent the Notice to Bargain on October 7, 2025, for the upcoming negotiations.

H.C. STARCK CANADA INC. – Local 914, Sarnia, ON – This unit is provincially regulated. The Company is a leading international manufacturer of high-tech metal powders, which are used in tool and dye manufacturing. They have freshly ratified a new 3-year deal with significant monetary gains. The existing collective agreement expires on January 31, 2026. This unit has started participation in PEL. There are currently 30 members in the bargaining unit; the Chief Steward is Allen Sit. This unit is part of a composite Local; the Local President is Joe Mason. There are no outstanding arbitrations. The Notice to Bargain was sent on October 7, 2025.

HENRY COMPANY CANADA – Local 914, Petrolia, ON – This unit is provincially regulated. The Company is a manufacturer of asphalt-based roofing, air barrier and waterproofing products for the construction industry. The collective agreement expires December 31, 2026. This unit has started participation in PEL. There are currently 72 members in the bargaining unit; the Chief Steward is Chris Weatherhead. This unit is part of a composite Local; the Local President is Joe Mason. There are no outstanding arbitrations.

INEOS STYROLUTION CANADA LTD. – Local 914, Sarnia, ON – This unit is provincially regulated. The Company separates and refines liquid chemicals (Styrene and Benzene); and also ships chemicals via truck and rail. The current collective agreement expires on February 1, 2026. This unit participates in the National Energy Pattern Bargaining Program and has started participation in PEL. There are currently 42 members in the bargaining unit; the Chief Steward is Wade Parsons. This unit is part of a composite Local; the Local President is Joe Mason. There are no outstanding arbitrations. **This plant announced a facility closure in which a Closure Agreement has been achieved and will be shut down by December 31, 2025.**

KATOEN NATIE CANADA – Local 866-O, Corunna, ON – This unit is a provincially regulated 290,000 square foot state of the art warehousing facility for the Petro-Chemical Industry. Specializing in valve bag packing units, super sac filling lines, and bulk truck transloading. There are currently 15 members in this composite Local. This collective agreement expired July 31, 2025. The President is Scott Wigle. There are no outstanding arbitrations. The Notice to Bargain was sent on May 8, 2025, and we are at the bargaining table at the time of print in October 2025.

KYLE'S NO FRILLS – Local 866-O, Sarnia, ON – This unit is a provincially regulated Grocery Store. The current collective agreement expires March 31, 2030. There are currently 92 members in the bargaining unit; the Unit Chair is Bill Ewles. There are no outstanding arbitrations. This unit is part of a composite Local 866-O. The Local President is Scott Wigle. A new CBA was achieved which matched the National Pattern set. There are always many issues and a sub-standard working environment. The Collective Agreement that recently ratified in May of 2025 is a 5-year deal expiring March 31, 2030.

LINDE CANADA INC. (PRAXAIR) – Plant – Local 866-O, Sarnia, ON – This unit supplies Nitrogen to the Chemical Valley and surrounding Sarnia area. The unit consists of 7 members. The contract expires June 10, 2026. Unit chair is Randy Wilson. This unit

mirrors the National Energy Pattern. This unit is part of a composite Local; the Local President is Scott Wigle. There are no grievances or arbitrations at this time. We are preparing the Notice to Bargain at the time of print in October 2025.

LINDE DRY ICE PLANT – Local 866-O, Sarnia, ON – This unit is provincially regulated. The first agreement was achieved on November 1, 2024, and the unit has been in a bit of a transition. The current collective agreement expires on October 31, 2027. The facility produces and ships Dry Ice made from CO₂. The membership consists of 18 and the Unit Chair is Casey Hare. This is a composite unit, and the Local president is Scott Wigle. There are 10 outstanding grievances.

NOVA CHEMICALS LTD. – Local 914, Corunna, ON – This unit is provincially regulated. The Company refines liquid chemicals and has crude oil refining capabilities, and also ships chemicals via truck and rail. This company has started a major rebuild for a new Ethylene Plastics Plant. The current collective agreement expires on March 31, 2026. This unit participates in the National Energy Pattern Bargaining; and has started participation in PEL. There are currently 205 members in the bargaining unit; the Chief Steward is Tony Smith. This unit is part of a composite Local; the Local President is Joe Mason. There are no outstanding arbitrations. We have prepared NTB and it goes out in the new year.

ORTEC ENVIRONMENTAL SERVICES – Local 866-O, Sarnia, ON – This unit is provincially regulated. Specializing in vacuum truck operations and environmental clean up service. The collective agreement expires on January 31, 2026. There are currently 15 members in the bargaining unit; the Unit Chair is Dave Fournier. They are part of a composite Local 866-O President is Scott Wigle. One outstanding Arbitration for a termination is outstanding. The Notice to Bargain was sent out on September 4, 2025, and we are in bargaining at time of print in October 2025.

PEMBINA PIPELINE CORPORATION (formerly APEX) – Local 672, Corunna, ON – This facility is a propane, butane, and natural gas storage facility. The Collective Agreement expires on January 31, 2026. This unit participates in the National Energy Pattern Bargaining and has 19 members. The Unit Chair is Trevor Coady. This is a composite Local; the president is John McEwan. There are no outstanding grievances or arbitrations. We are at the bargaining table at time of print in October 2025.

PLAINS MIDSTREAM ULC – Local 200, Windsor, ON – This unit is federally regulated. This unit directs light oils for distribution all over Canada and controls a pipeline between the Canada and United States border. There are currently 7 members. The Unit Chief Steward is Bryan D'Andrea. This is a composite Local; the Local President is John D'Agnolo. This unit successfully bargained its first Collective Agreement on June 9, 2022, and the existing agreement expires January 31, 2028. The existing agreement was ratified on January 24, 2025. This site has been sold to a Canadian firm Keyera, this change will happen in first quarter of 2026.

PLAINS MIDSTREAM ULC – Local 200, Sarnia, ON – This unit is provincially regulated. The Company operates a light gas storage/shipping and de-fractionating facility. The current collective agreement expires on June 30, 2026. This unit participates in the National Energy Pattern Bargaining Program and has started participation in PEL. There are currently 69 members in the bargaining unit; the Chief Steward is John Daly. This unit is part of a composite Local; the Local President is John D'Agnolo. There is one outstanding arbitration regarding scheduling. We are heading to the table at time of print in October 2025. This facility will also transition to new ownership with the Canadian firm Keyera in the first quarter of 2026.

SGS COMPANY LTD. – Local 672, Sarnia, ON – This unit is provincially regulated. The Company is a refinery and chemical loading service provider for Imperial Oil. The members use Imperial Oil equipment to load ocean/lake vessels, trucks and rail cars with the manufacturers' products (Oil/Gasoline/Plastics/Solvents/Sulphur etc). This unit has a collective agreement which expires October 23, 2027. There are currently 46 members in the bargaining unit; the Chief Steward is Todd Lotz. This unit is part of a composite Local; the Local President is John McEwan. There is one outstanding arbitration.

SHELL CANADA INC. – Local 848, Sarnia, ON – This unit is a Shell refinery plant and produces all kinds of petroleum's. The unit is part of the National Energy Pattern Program and employees 176 members. The contract expires March 31, 2026. The Local President is Ryan McRae. The Local is working through issues and continue to fight a few arbitrations, accommodations and modified work issues. We have prepared NTB and it will go out early in the new year.

TODA ADVANCED MATERIAL CANADA INC. – Local 914, Sarnia, ON – This unit is provincially regulated. The Company is a leading international manufacturer of high-tech metal sulphite powders, which are used in battery manufacturing. The Collective Agreement expires January 31, 2025. This unit has started to participate in PEL. There are currently 26 members in the bargaining unit; the Chief Steward is Jason Plug. This unit is part of a composite Local; the Local President is Joe Mason. There are no outstanding arbitrations. **This Plant has also announced a full plant closure due to the decline in demands of product and will be fully decommissioned by March 2026. The Closure Agreement is being negotiated at time of print in October 2025.**

TRANSALTA POWER GENERATION INC. – Local 672, Sarnia, ON – This unit is provincially regulated. The Company produces electricity and steam for local customers. The current collective agreement expires January 1, 2026. This unit participates in the National Energy Pattern Bargaining Program and has started participation in PEL. There are currently 55 members in the bargaining unit; the Chief Steward is Joe Parr. This unit is part of a composite Local; the Local President is John McEwan. There is one outstanding arbitration regarding suspensions. We are preparing to head to the bargaining table at time of print in October 2025.

VEOLIA CANADA INDUSTRIAL – Local 866-O, Chatham, ON – This unit is provincially regulated and is a waste treat facility located in Chatham, Ontario. A new collective agreement was reached with good monetary gains and 6 weeks vacation after 18 years of service, the existing collective agreement expires December 31, 2025. Currently this site employs 12 union members. The Local unit chair is Darren Scott. This unit is part of a composite Local: the Local President is Scott Wigle. There are no outstanding grievances or arbitrations. The Notice to Bargain was sent out on October 6, 2025, and we are awaiting dates to bargain.

JAKE MOORE

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
ART GALLERY OF ONTARIO	40	March 2026	73
ACORN PACKAGING	462	February 2025	86
BELL EXPRESS VU	79M	March 2026	55
BELL MEDIA – CFPL-TV	87M	August 2026	80
BELL MEDIA (Specialty Tv Channels)	723M	May 2025	741
BELL MEDIA CFRB-AM	723M	June 2024	13
CAVALLUZZO LAW FIRM	333	December 2025	22
CERTAIN TEED GYPSUM (Mississauga Plant)	1256	March 2025	55
MING PAO NEWSPAPERS	87M	May 2024	73
THE MABIN SCHOOL	87M	September 2027	31
ROGERS SHOPPING CHANNEL	79M	May 2028	87
GRAPHIC PACKAGING	36X	June 2027	109
HALLMARK HOUSEKEEPING	462	June 2028	28
HOOD PACKAGING (Burlington)	1178	December 2026	73
HOOD PACKAGING (Guelph)	1178	December 2024	31
WIRECOMM SYSTEMS	112	March 2027	190
THE INTERNATIONAL GROUP	27C	April 2026	77
KRUGER PAPER	1646	September 2025	150
SELIG CANADA CORPORATION	333	May 2025	77
ROCKWOOL	266	September 2024	238
DUFFERIN AGGREGATES (Trucking)	266	December 2024	58
DUFFERIN AGGREGATES (Quarry)	266	March 2024	4
YORKDALE FORD LINCOLN	1987	September 2025	30

Major developments since last Council

ART GALLERY OF ONTARIO, Local 40, Toronto, ON – We represent the security personnel and gallery, how cool is that! The contract expires in March 2026

ACORN PACKAGING, Local 462, Mississauga, ON - The collective agreement covering production staff at this packaging plant was renewed in 2025. This workplace makes various packaging products.

BELL EXPRESS VU, Local 79M, Toronto, ON - This technical workforce is responsible for putting all of Bell TV's content onto the satellite and Internet distribution system. If you watch any media on the Bell network, these workers made it possible for you. You are welcome!

BELL MEDIA – CFPL-TV, Local 87M, London and Windsor, ON – This bargaining unit consists of broadcast professionals at CTV in London and Windsor. This unit continues to feel operational pressure from foreign behemoths like Netflix, Amazon, and Google. The media sector as a whole, continues to see these international players take market share out of the Canadian media industry, while contributing very little back into the sector itself.

BELL MEDIA (SPECIALTY TV CHANNELS), Local 723M, Toronto, ON – This bargaining unit covers most employees at Bell Media's Queen St. location. This unit continues to feel operational pressure from foreign behemoths like Netflix, Amazon, and Google. The media sector as a whole, continues to see these international players take market share out of the Canadian media industry, while contributing very little back into the sector itself.

BELL MEDIA CFRB-AM, Local 723M, Toronto, ON – This newly organized unit represents technical employees who bring CFRB-AM to radios everywhere.

CAVALLUZZO LAW FIRM, Local 333, Toronto, ON – This collective agreement covers support staff at this labour law firm. Lisa Marks is the president, she's a wonderful person (she paid me to say that)

CERTAIN TEED GYPSUM (Mississauga Plant), Local 1256, Mississauga, ON – This workplace produces the best gypsum products available, you can find their drywall products in Lowes stores across eastern Canada and Home Depot in the west.

MING PAO NEWSPAPERS, Local 87M, Toronto, ON – Like all Canadian newspapers, the work of this unit is shared on various social media platforms with no remuneration. Unifor's Media council continues to push the government to force these platforms to compensate those who create the content.

THE MABIN SCHOOL, Local 87M, Toronto, ON – This unit is a progressive private school teaching grades JK – 6. Earlier this year we were able to secure a 3 year agreement with wage increases totaling 11.5% and securing 100% increase in mental health supports.

ROGERS SHOPPING CHANNEL, Local 79M, Toronto, ON – The Shopping Channel allows you to shop from the comfort of your couch. We negotiated a renewal of the CBA in 2024 securing wage gains and additional increases to severance (If the Blue Jays have won the world series by the time you read this, please buy your Blue Jays gear from TSC).

SING TAO NEWSPAPERS, Local 87M, Toronto, ON – This unit continues to face pressure in the newspaper industry.

GRAPHIC PACKAGING, Local 36X, Brampton, ON - This plant is a converting operation. The employer recently merged a non-union plant into the Brampton plant. Our members make packaging for everything, from beer to frozen pizza. Jim Ogurian is the Local president, I often remind him that he was worked at this plant for a period of time that is longer than I've been alive

HOOD PACKAGING, Local 1178, Burlington, ON – These Members manufacture paper bags for various industries..

HOOD PACKAGING, Local 1178, Guelph, ON – This plant closed in June of this year.

WIRECOMM SYSTEMS – Local 112, Vaughn, ON – I just received this unit however, due to my time in the media industry I am aware of them. They are contracted by Rogers to install TV, phone, and internet in customers houses. There have been some lay-offs of late which has brought to my attention issues within the CBA.

THE INTERNATIONAL GROUP – Local 27-C, Toronto, ON – These members refine petroleum products to create various wax products. You'd be surprised how much wax is in products we use day to day. There is up to 4 lbs of wax in every car tire, I bet you didn't know that!

KRUGER PAPER, Local 1646, Mississauga, ON – This collective agreement expires in September of 2025. These members make many different packaging products but their main product are pizza boxes for a top 8 pizza chain, if you find me on the convention floor and correctly guess which one, you can have my drink tickets for the hospitality.

SELIG CANADA CORPORATION, Local 333, Aurora, ON – These members manufacture induction sealing for the food and drug industries.

ROCKWOOL, Local 266, Milton, ON – Not only do these members turn lava into insulation but they are also the leaders in manufacturing a growing medium which is highly sought

after in the agricultural and legal marijuana growing industry. We negotiated a CBA earlier this year

DUFFERIN AGGREGATES (TRUCKING), Local 266, Milton, ON – There are 3 employees who haul aggregates from Milton Quarry.

DUFFERIN AGGREGATES (QUARRY), Local 266-05, Milton, ON – These members manufacture various aggregates. They use monster machines to take big rocks and turn them into smaller rocks that are used to build all kinds of infrastructure.

YORKDALE FORD AND LINCOLN SALES LTD., Local 40, TORONTO, ON – These members are the service technicians and other non sales employees. We are currently in negotiations.

JAN MALEK

National Representative - Ottawa

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Anderson's Your Independent Grocer	414	3/18/2029	195
Ariva, A Division of Domtar Inc.	1291	12/22/2025	2
Best Theratronics Ltd	1541	3/31/2027	24
C.A.A. (North & East)	414	4/14/2028	21
Canterbury Gardens Retirement Residence	8300	11/27/2025	120
Chaudiere Water Power Inc.	73	4/30/2026	12
Chaudiere Services Inc.	33	4/30/2026	7
CHRO TV (CTV) : Bell Media	78-M	12/31/2027	20
CHVR-FM, Division of Bell Media Inc.	35-O	8/31/2028	2
Extendicare Medex	8300	7/31/2026	110
Extendicare Starwood	8300	7/31/2026	216
Guildline Instruments Inc.	4266	9/30/2025	9
Omni Homes Burnbrae Gardens	8300	3/31/2026	38
Omni Homes Pleasant Meadow Manor	8300	3/31/2026	100
Quinte Health Care Corp.	8300	10/10/2025	690
Quinte Vitality and Social Support	8300	3/31/2027	7
Rexall Pharmacies Ltd. (22 Stores)	414	6/1/2026	357
Smith Induspac	4266	3/1/2027	60

Major developments since last Council

ANDERSON'S YIG, Local 414, Carleton Place, ON – Members are on a five-year collective agreement until March 2029. There are no outstanding grievances.

ARIVA (WAREHOUSE), Local 1291, Ottawa, ON – The Local President for this group is Adam Doran. Members in this small two-person unit delivers Domtar paper products in Ottawa, Ontario. Work hours continue to hold steady for members for now, although there has been pressure caused by the general downturn in the paper industry. The unit will join with their sister group in Mississauga for bargaining in the spring of 2026.

BEST THERATRONICS, Local 1541, Kanata, ON – After an almost 10-month long strike that was prolonged by the employer's refusal to bargain, members returned to work at the Kanata-based facility with a new four-year collective agreement that included 11 per cent in wage increases over the term of the deal. Local 1541 members are now led by President Dale Rath. Members are extremely grateful to all of the Locals, the ORC and Unifor National who provided tremendous support and solidarity to them during their challenging strike.

C.A.A. (North & East), Local 414, Ottawa, ON – This unit, represented by Local 414, provides roadside assistance services. The employer just purchased two new flat bed tow trucks as they continue to update the fleet and contract back in work. Two new full-time members have been hired for flat bed calls and training is being provided to members on these new trucks. The Local negotiated a new collective agreement earlier this year that includes gains in wages, more consecutive days off work, improved vacation time and more.

CANTERBURY GARDENS, Local 8300, Peterborough, ON –The collective agreement expired in November 2025. Bargaining for a new deal is scheduled to begin in January 2026.

CHAUDIÈRE SERVICES INC., section locale 33, Gatineau, QC – This Local of six members, generate hydro-electric power produced by the waterflow of the Chaudiere Dam. An agreement was reached between the Union and the company that allows service recognition between the powerhouse and the dam, creating an expanded line of progression for dam workers. The group will go into bargaining for a new collective agreement in April 2026.

CHAUDIÈRE WATER POWER INC., Local 73, Chaudière Island, Ottawa, ON - This Local of nine employees, operates the dam on the Ottawa River located on the Ontario-Quebec border between Ottawa and Hull. The group will go into bargaining for a new collective agreement in April 2026.

CTV BELL MEDIA, Local 78-M, Ottawa, ON – Led by President Mike Pang, this Local has 20 members who are involved in the planning, production and presentation of a morning show called "Ottawa Morning Live." There are currently no outstanding grievances. The group negotiated a new three-year collective agreement in the spring of 2025 that includes a paid meal break, wage adjustments for multiple classifications in advance of general wage increases, and additional steps on the wage grids.

CHVR FM, DIVISION OF BELL MEDIA INC., Local 35-O, Pembroke, ON – Led by President Marshall Saar, members of this unit work at the Pembroke radio station, which

is now owned by Bell Media. They recently ratified a new three-year collective agreement that expires in August 2028.

EXTENDICARE MEDEX, Local 8300, Ottawa, ON – There are more than 90 full-time members at this long-term care home (LTC) in Ottawa. In October 2024, Local 8300 joined with Locals 302, 504, 1359 and 2458 to negotiate a new Master Agreement, which members ratified soon after.

EXTENDICARE STARWOOD, Local 8300, Ottawa, ON - There are 110 full time and 94 part time members at this long-term care home located in west Ottawa. In October 2024, Local 8300 joined with Locals 302, 504, 1359 and 2458 to negotiate a new Master Agreement, which members ratified soon after. There is an ongoing grievance regarding the employer's decision to dissolve weekend worker positions that were posted as permanent.

GUILDLINE INSTRUMENTS LTD., Local 4266, Smiths Falls, ON – There are nine members in this unit who make high-end electrical testing instruments for the federal government. The group will be in bargaining soon following the expiration of the collective agreement in September 2025.

OMNI HOMES BURNBRAE GARDENS, Local 8300, Campbellford, ON – Members of this busy long-term care home (LTC) bargained a new collective earlier this year and won wage adjustments and significant wage increases for members following the established pattern in LTC home bargaining.

OMNI HOMES PLEASANT MEADOW MANOR, Local 8300, Norwood, ON – This bargaining unit of more than 100 members entered into a new collective agreement with the employer earlier this year. In addition to significant wage gains, the bargaining committee made improvements on vacation language and secured health care benefits for workers in temporary full-time positions.

QUINTE HEALTHCARE CORP., Local 8300, Belleville, Trenton, Bancroft, Picton, ON – Bargaining for a new collective agreement began in January 2024. Unfortunately, despite many meetings with the employer, conciliation, and the bargaining committee's best efforts, bargaining reached an impasse, and the Union requested a no board report. Outstanding matters went to an interest arbitration hearing, which was held mid-September. While waiting for interest arbitration decision, the Union has requested dates from the employer to update the pay equity plan and has issued the Notice to Bargain for the next collective agreement.

QUINTE VITALITY AND SOCIAL SUPPORT, Local 8300, Belleville, ON – Members in this workplace enhance the lives of adults with developmental challenges through relationship building, day programs and more. There are currently 7 members in this unit

and no outstanding grievances. Bargaining for a new three-year collective agreement took place in late 2024.

REXALL/PHARMA PLUS, Local 414, various locations in Ottawa, ON – Preparations are underway for bargaining which is expected to take place this coming spring. There are a couple of outstanding grievances that the Local is working through.

SMITH INDUSPAC, Local 4266, Ottawa, ON – This busy packaging facility in west Ottawa has just over 60 members who do a variety of tasks in the printing, cutting and manufacturing of packaging solutions. The group will be going into bargaining for a new collective agreement in the spring of 2026.

JAN ROMO

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
BRAGG COMMUNICATIONS	37	February 2028	7
BRAGG COMMUNICATIONS	37	September 2025	21
DSI UNDERGROUND CANADA LTD.	0103	December 2025	100
DYNO NOBEL	0103	December 2026	12
ELIZABETH CENTRE	0598	December 2022	103
FINLANDIA NURSING HOME	0598	March 2025	121
GATEWAY CASINOS & ENTERTAINMENT LTD	0103	March 2026	104
GATEWAY CASINOS SUDBURY	0598	January 2027	29
KIDD INTEGRATED NICKEL OPERATIONS, A GLENCORE COMPANY	0599-T	September 2027	116
LAFARGE CONSTRUCTION MATERIALS (MANITOULIN)	0598	January 2026	58
MONARCH RECOVERY SERVICES	0598	March 2026	40
NORTHERNTEL LTD PARTNERSHIP	6	June 2026	96
NUTRA SERVICES INC	0598	November 2026	15
ST GABRIEL'S VILLA	0598	March 2025	163
ST. JOSEPH'S VILLA	0598	March 2025	158
SUDBURY FINNISH REST HOME SOCIETY	0598	March 2026	62
THE MUNICIPALITY OF CALVIN	0103	June 2027	7
TIMMINS NISSAN	0599-T	June 2028	15
UNIVERSITY OF SUDBURY	0598	June 2025	5
VALLEY EAST LONGTERM	0598	December 2024	89
WALFORD ON THE PARK	0598	June 2026	20

Major developments since last Council

BRAGG COMMUNICATION, Local 37, Sudbury, ON. This unit has 7 members. These members install and maintain local TV communication cables. The CBA expires in September 2028.

BRAGG COMMUNICATIONS Local 37, Multiple Locations, ON. This unit has 21 members who produce local community television. The CBA expires in September 2025. Currently in bargaining

DSI UNDERGROUND CANADA LTD., Local 103, Sturgeon Falls, ON. This unit manufactures ground support systems for the mining and construction industries and has approximately 100 members. The CBA expires in December 2025.

DYNO NOBEL, Local 103, North Bay, ON. There are 12 members in this unit. They manufacture explosives for the mining and construction industry. The CBA expires in December 2026.

FINLANDIA NURSING HOME, Local 598, Sudbury, ON. There are 121 members working at this nursing home. The CBA expires in March 2025. Ratified a 2 year collective agreement in September 2025

GATEWAY CASINOS & ENTERTAINMENT LTD, Local 103, North Bay, ON. There are 104 members at this casino. The CBA expires in March 2026.

GATEWAY CASINOS SUDBURY, Local 598, Sudbury, ON. There are 29 members at this casino. The CBA expires in January 2027.

KIDD OPERATIONS, A GLENCORE COMPANY, Local 599-T, Timmins, ON. There are approximately 116 members in production and skilled trades. The CBA expires in September 2027.

LAFARGE CONSTRUCTION MATERIALS (MANITOULIN), Local 598, Meldrum Bay, ON. There are 58 members in this unit operating a limestone quarry. The CBA expires in January 2026.

MONARCH RECOVERY SERVICES, Local 598, Sudbury, ON. There are 40 members in this unit providing support and counselling to people with addictions. The CBA expires in March 2026.

NORTHERNTEL LTD PARTNERSHIP, Local 6, New Liskeard, ON. There are 96 members working in the installation and maintenance of TV and communications. The CBA expires in June 2026.

NUTRA SERVICES INC, Local 598, Sudbury ON. There are 20 members in this unit. Nutra Services is a food service management company that provides meals to one local Long Term Care Facility in Sudbury. The CBA expires in November 2026.

ST. GABRIEL'S VILLA, Local 598, Sudbury, ON. There are 163 members working at this nursing home. The CBA expires in March 2025. Ratified 2 year collective agreement in October 2025

ST. JOSEPH'S VILLA, Local 598, Sudbury, ON. There are 158 members working at this nursing home. The CBA expires in March 2025. Ratified a 2 year deal in October 2025

SUDBURY FINNISH REST HOME SOCIETY, Local 598, Sudbury, ON. There are approximately 62 members. The CBA expired in March 2026.

THE MUNICIPALITY OF CALVIN, Local 103, Calvin, ON. There are approximately 7 members. The CBA expires in June 2027.

TIMMINS NISSAN, Local 599-T, Timmins ON. There are 15 members working in parts supply and repair of auto motive vehicles. The CBA expires in June 2028.

UNIVERSITY OF SUDBURY, Local 598, Sudbury, ON. There are 5 members. The CBA expires in June 2025. currently in bargaining

VALLEY EAST LONGTERM, Local 0598, Val Caron, ON. There are 89 members. The CBA expired December 2024. Currently in conciliation

WALFORD ON THE PARK, Local 598, Sudbury, ON. There are 20 Members that work at this retirement home. The CBA expires in June 2026.

JR/tpcope343

JERRY LOGAN

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
CAISSE POPULAIRE DE KAPUSKASING LTEE	89	December 2025	19
CORPORATION TOWN OF SMOOTH ROCK FALLS (OUTSIDE WORKERS)	89	May 2026	6
PENSTOCK POWER	74	April 2026	16
DOMTAR INC - NAIRM CENTRE SAWMILL EACOM TIMBER CORPORATION	31-X	February 2027	150
GEMINNI-SRF POWER CORPORATION	89	March 2028	3
GP NORTH WOODS, LP - GEORGIA PACIFIC CANADA WOOD PRODUCTS	99-P	September 2027	155
GREEN FIRST FORESTRY PRODUCTS	89	April 2029	111
KAP-PAPER INC	256	April 2025	78
KAP-PAPER INC	89	April 2025	120
HORNEPAYNE POWER INC	0598	January 2026	13
LINDE CANADA INC.	876-O	October 2027	16
NORTHERN CREDIT UNION	74	December 2027	4
ONTARIO NORTHLAND RAILWAY (STORES)	0103	December 2027	29
ONTARIO NORTHLAND TRANSPORTATION	0103	December 2027	10
ONTARIO NORTHLAND TRANSPORTATION COMMISSION – CLERKS	0103	December 2027	330
ONTARIO NORTHLAND TRANSPORTATION COMMISSION - CLERKS AND OTHER CLASSES (STORES)	0103	December 2027	47
ONTARIO NORTHLAND TRANSPORTATION COMMISSION - SERVICES DEPARTMENT	0103	December 2027	7
SUDBURY INTEGRATED NICKEL OPERATIONS, A GLENCORE COMPANY	0598	January 2029	676

Employer	Local	CBA Expiry Date	Number of Members
THE CORPORATION OF THE TOWN OF NORTHEASTERN MANITOULIN AND THE ISLANDS	31-X	May 2027	16
WEST NIPISSING POWER GENERATION LTD	0103	April 2025	4

Major developments since last Council

CAISSE POPULAIRE DE KAPUSKASING LTEE, Local 89, Kapuskasing, ON – There are 19 members in this unit we are preparing to bargain. The CBA will expire December 31, 2025.

CORPORATION TOWN OF SMOOTH ROCK FALLS, Local 89, Smooth Rock Falls, ON – There are 6 members in this unit, the current CBA expires May 31, 2026. There are no outstanding issues.

PENSTOCK POWER, Local 74, Espanola, ON – Currently we have 16 members still on site, The only work now is at the power dam and is now Penstock Power as of October 2025.

EACOM, NAIRN CENTRE SAWMILL (INTERFOR), Local 31-X, Nairn Center, ON - There are 150 members in this unit. The Collective Agreement expires February 28, 2027.

GEMINNI-SRF POWER CORPORATION, Local 89, Smooth Rock Falls, ON – There are 3 members in this unit. The Collective Agreement expires March 31, 2028 This unit was recently sold to Orillia Power with no changes to the CBA.

GP NORTH WOODS, LP/GEORGIA PACIFIC CANADA WOOD PRODUCTS: Local 99-P, Englehart, ON – There are 155 members in this unit, the major issue here is maintaining trades workers as the mine sites are poaching the workforce.

GREENFIRST FOREST PRODUCTS Local 89, Kapuskasing, ON – There are 111 members in this unit. The Collective Agreement expires on April 21, 2029. We had some recent down weeks due to the Kap-Paper shutdown.

KAP-PAPER INC. Local 256, Kapuskasing, ON – There are 78 members in this unit. The Collective Agreement expires on April 21, 2025 We recently had a closure announcement

and then a restart we are working through a restart and a plan for sustainability bargaining is ongoing.

KAP-PAPER INC. Local 89, Kapuskasing, ON – There are 120 members in this unit. The Collective Agreement expired on April 21, 2025 We recently had a closure announcement and then a restart we are working through a restart and a plan for sustainability bargaining is ongoing

HORNEPAYNE POWER INC, Local 598, Hornepayne, ON – There are 13 members in this unit. The Collective Agreement expires on January 1, 2026.

LINDE CANADA INC, Local 876-O, Sault Ste. Marie, ON – There are 16 members in this unit. The Collective Agreement will expire October 31, 2027.

NORTHERN CREDIT UNION, Local 74, Espanola, ON – There are 4 members in this unit. The Collective Agreement expires December 31, 2027.

ONTARIO NORTHERN TRANSPORTATION COMMISSION, Local 103, multiple locations from North Bay to Moosonee, ON

- AGREEMENT #1 – CLERICAL: Contract expires December 31, 2026. This unit has 28 members, unit chair Jeannine handles day to day issues with the support of local president Jeremy Rodgers.
- AGREEMENT #4 - STORES/CALL CENTER: Contract expires December 31, 2026. The unit chair handles day to day issues with the support of the president, finding new employees is the biggest concern. We have 47 members, 6 of which are part-time.
- AGREEMENT #5 - ONBOARD SERVICE: Contract expires December 31, 2026. The unit has 9 full-time members and very little issues, there are currently no outstanding grievances.
- AGREEMENT #9 - HOTEL, STATION IN: Contract expires December 31, 2026. The unit has 9 employees at this time and we struggle to get the cleaning completed as there is difficulty in recruiting new workers.
- AGREEMENT #12 - SHOP CRAFT: Contract expires December 31, 2026. This unit has 398 members, a large majority of which are skilled trades workers. We were able to close the gap in the rates of pay that were significantly behind in this industry and others, even for the region during our last round of bargaining.

SUDBURY INTEGRATED NICKEL OPERATIONS, A GLENCORE COMPANY, Local 0598, Sudbury, ON – There are 676 members in this unit. The Collective Agreement

expires on January 31, 2029 currently our members are being transferred to the new shaft at Craig Mine. The Frazer site will no longer operate as of January 2026

THE CORPORATION OF THE TOWN OF NORTHEASTERN MANITOULIIN AND THE ISLANDS, Local 31-X, Espanola, ON – There are 16 members in this unit. The Collective Agreement expires on May 31, 2027.

WEST NIPISSING POWER GENERATION LTD, Local 103 Sturgeon Falls, ON – There are 4 members in this unit. The Collective Agreement expires April 30, 2028
JL/tpcope343

JOHN HOCKEY

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Aspira Lincoln Retirement Living	199	September 20, 2026	29
Brian Cullen Motors	199	January 31, 2025	27
Brunner Manufacturing (Hendrickson)	199	May 31, 2025	35
Canada Forgings	199	September 30, 2025	63
Ed Learn Ford	199	September 16, 2025	32
First Ontario Credit Union	199	March 31, 2026	88
General Motors (Powerhouse)	2003E	September 18, 2026	8
Good Shepherd Centres	504	June 30, 2026	26
Grimsby Ford Ltd.	199	January 31, 2025	20
Housing Help Centre For Hamilton – Wentworth	504	May 16, 2027	22
Iafrate Machine Works	199	September 30, 2025	41
Imperial Oil	900	January 31, 2026	168
IBEW	2003E	July 31, 2026	2
Jungbunzlauer Canada Inc.	2003E	March 14, 2027	5
Knights Facility Management	199	August 31, 2024	42
Niagara Motors Sales Ltd.	199	January 31, 2025	27
Nutra 2000 Ridgeview	504	January 8, 2027	41
Paramed Home Health Care	199	December 31, 2026	61
SGS Canada Inc.	900	August 18, 2025	26
Southmont Family Practice Inc.	504	June 16, 2026	18
Welded Tube	199	November 4, 2025	225
Welland Chev (Formerly David Chev Olds)	199	May 1, 2025	22

Developments since last Council

ASPIRA LINCOLN RETIREMENT LIVING – Local 199, Grimsby, ON - Bargained a first Collective Agreement approximately two years ago with this Unit. There were a few hiccups early on but they have been resolved and there are no issues in this Unit to date.

BRIAN CULLEN MOTORS – Local 199, St. Catharines, ON - The Service Shop is fairly steady at this time. There are no grievances in the system at this time. Bargained a new Collective Agreement in early 2025 the was overwhelmingly ratified by the Membership.

BRUNNER MANUFACTURING (HENDRICKSON) – Local 199, St. Catharines, ON - Currently there are no grievances in the system. Completed bargaining a new Collective Agreement during the summer of 2025. This Unit due to the tariff impacts may explore with the Union a Work Sharing Agreement to avoid laying employees off.

CANADA FORGINGS – Local 199, Welland, ON – This Employer continues to struggle at this time. This is due to the previous Plant Manager embezzling and stealing an enormous amount of money and leaving this workplace in near ruin as was previously reported in the last Council report. The new Plant Manager is working hard and working with the Union to ensure the survival and longevity of this workplace and there seems to be some light at the end of the tunnel. There are no grievances in the system currently. Expecting to bargain a new Collective Agreement during November 2025.

ED LEARN FORD – Local 199, St. Catharines, ON - The Service Shop is steady and there are no grievances in the system. Bargaining with this Unit is scheduled to take place in October 2025.

FIRST ONTARIO CREDIT UNION – Local 199, St. Catharines, ON - There are no grievances in the system at this time of writing.

GENERAL MOTORS (POWERHOUSE) – Local 2003E – St. Catharines, ON - The Powerhouse is at full employment at this time. There are no grievances in the system.

GOOD SHEPHERD CENTRES – Local 504, Hamilton, ON – A new Collective Agreement was bargained and ratified in the spring of 2023 that included significant wage increases in this Unit. There are no grievances in the system.

GRIMSBY FORD LTD. – Local 199 - Grimsby, ON - The Service Shop is steady at this time with no lay-offs. There are no grievances in the system at this time. A new Collective Agreement was bargained with this Unit in the spring of 2025.

HOUSING HELP CENTRE FOR HAMILTON – WENTWORTH – Local 504 – Hamilton, ON - This Unit has no lay-offs but there are a small number of members working from home at this time. There are no grievances in the system currently.

IAFRATE MACHINE WORKS – Local 199, Thorold, ON –There are currently no grievances in the system at this time. This Unit entered into a Work Sharing Agreement with the Union in the spring of 2025 to avoid lay-offs. This Unit has been hit hard by the tariffs as well as the Oil Industry sourcing items from India that lafrate Machine had been doing for years. A one-year extension Agreement has been entered into with this Unit as this Unit struggles to stay afloat at this time.

IMPERIAL OIL – Local 900, Nanticoke, ON - This Unit continues to be at full employment at this time. Notice to bargain has been issued to this Employer and the expected time frame to commence bargaining is during April 2026.

IBEW – Local 2003E, Thorold, ON - No issues in this Unit at this time. There are no grievances currently.

JUNGBUNZLAUER CANADA INC. – Local 2003E, Port Colborne, ON - This Unit is at full employment at this time and there are no grievances in the system.

KNIGHTS FACILITY MANAGEMENT – Local 199, St. Catharines, ON – A new Collective Agreement was bargained during the spring of 2025. The Union was successful to include a new RRSP Plan in the Collective Agreement with a six-month implementation window. The Company has since reneged on this item and there is an Arbitration scheduled for this matter (Bargaining in Bad Faith) for November of 2025.

NIAGARA MOTORS SALES LTD. – Local 199, Virgil, ON –The Service Shop continues to be steady. There are no grievances in the system at this time. A new Collective Agreement was bargained with this Unit during the summer of 2025.

NUTRA 2000 RIDGEVIEW – Local 504, Stoney Creek, ON –There are no grievances in the system at this time.

PARAMED HOME HEALTH CARE – Local 199, Niagara on the Lake, ON - All Members continue to be employed at this time, there are no grievances currently.

SGS CANADA INC. - Local 900, Nanticoke, ON – There are currently no grievances in the system. Bargaining for a new Collective Agreement will take place with this Employer during December 2025.

SOUTHMONT FAMILY PRACTICE INC. – Local 504, Stoney Creek, ON - There are no issues in this Unit at this time and no grievances in the system.

WELDED TUBE – Local 199, Welland, ON - There are currently no grievances in the system at this time. Bargaining will take place with this Employer during the last week of October 2025.

WELLAND CHEV (Formally DAVID CHEV OLDS) – Local 199, Welland, ON – This Unit is now called Welland Chev. The Service Shop continues to be steady. There are no grievances in the system. A new Collective Agreement was bargained with this Employer during the summer of 2025.

JH/jm/Cope

KAT LEONARD

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Angus Facility Management Ltd	112	September 2026	45
Biox Canada Ltd	593	March 2025	15
Bombardier	675	June 2027	230
CN TOWER (Canada Lands Co. CLC Ltd.)	427A	June 2028.	250
Certainteed Gypsum Canada Inc.,	591-G	December 2027	20
Commercial Bakeries Corporation	6006	October 2026	230
CUPE	4400, 591-G	October 2026	5
De Havilland Aircraft of Canada	673	June 2027	67
Granite Club	4271	July 2028	145
Green Shield	673	April 2027.	240
Kuehne & Nagel (Hogan)	1285	December 2025	140
Lancaster House	591-G	December 2025.	15
Mr. Furnace - Right Time Heating & Air Conditioning Canada Inc	1999,	April 2026	35
Mr. Furnace- Right Time Heating & Air Conditioning Canada Inc. Call Centre	199	November 2025.	90
Native Child and Family Services	2488	April 2028	300
Neill-Wycik Co-op	414	December 2026.	20

Employer	Local	CBA Expiry Date	Number of Members
Ontario Secondary School Teachers Federation District 12	591-G	August 2026.	4
Oxford Living (King Pi-Midland),	333	June 2026	30
Sobeys Inc	1090	February 2026.	500
OCHU (Ontario Council of Hospital Unions	40	July 2026.	65

Major developments since last Council

ANGUS FACILITY MANAGEMENT LTD, Local 112, Toronto, ON – Local President John Turner; Unit Chair Lealan Curling. These are approximately 45 members that perform maintenance work and other duties including monitoring systems for 9 Cadillac Fairview office buildings in and around the Toronto downtown core. The collective agreement will expire in September 2026.

BIOX CANADA LTD, Local 593, Hamilton ON - President Edwin Patrick; Unit Chair Dirk Gerlofs. This is a group of about 15 employees who worked at a refinery that turns animal fat and old cooking oil into clean fuel. Unfortunately, the facility was idled, and all members were laid off temporarily in December 2024 and then permanently in July 2025. The facility was recently purchased by the Hamilton Port Authority (HOPA) and, at the time of preparing this report, HOPA is seeking a company to operate the facility.

BOMBARDIER, Local 673, Toronto, ON - Local President Mary Ellen McIlmoyle; Unit Chair Simar Wallia. This is a group of about 230 clerical members at Bombardier Aircraft. Collective Agreement runs to June 2027.

CN TOWER (Canada Lands Co. CLC Ltd.), Local 427A, Toronto ON – President Shan Ramanathan; Vice President Holbert Diaz. This is a group of approximately 250 employees working in hospitality, food and beverage services at the iconic CN Tower. Bargaining resulted in significant gains for this group after a 2-week labour dispute in July 2025. The current CBA is in place until June 2028.

CERTAINTEED GYPSUM CANADA INC., Local 591-G, Oakville, ON – Local President Burke Moffat; Local Bargaining Rep and Vice President Mitch Bissoon; Unit Chair Jerone Rose. This is a group of about 20 members working in the drywall finishing plant. Unfortunately, there was a fatality in the facility in July 2025. We remember brother Sean

McKinn and continue to hold thoughts for his family and friends. The current CBA is in place until December 2027.

COMMERCIAL BAKERIES CORPORATION, Local 6006, Toronto, ON – Local President Sapna Sagar; Unit Chair John Mota. There are about 230 members at this unit who make packaged cookies and biscuits. This collective agreement was set to expire in October 2025. In response to tariff threats early 2025, the parties bargained a one-year agreement which provided a stable work force and significant wage increases and job security for the members. The resulting one-year collective agreement expires October 2026.

CUPE LOCAL 4400 Local 591-G, Toronto, ON – Local President Burke Moffat; Local Bargaining Rep and Vice President Mitch Bissoon; Unit Chair Roxanne St. Hill. This is a group of 5 educational workers. The Collective Agreement runs to October 2026.

DE HAVILLAND AIRCRAFT OF CANADA- Local 673, Toronto, ON - Local President Mary Ellen McIlmoyle; Unit Chair David Dias. This is a group of about 67 clerical members at DeHavilland Aircraft. The current collective agreement runs to June 2027.

GRANITE CLUB, Local 4271, Toronto, ON – Local President Michael Dinglasan. These 145 members work in housekeeping and food & beverage services in this private club which provides athletic, recreation and social facilities to their members and guests. The new CBA was bargained summer of 2025 and is in place until July 2028.

GREEN SHIELD, Local 673, Toronto, ON - Local President Mary Ellen McIlmoyle; Unit Chair Panna Patel. In conjunction with Local 240 out of Windsor ON, this is a group of employees performing office and clerical work for Green Shield, which is a non-profit organization providing insurance benefits and health providers. The current collective agreement will expire in April 2027.

KUEHNE & NAGEL (HOGAN) LOCAL 1285, BRAMPTON ON – Local President Vito Beato; Local Bargaining Rep and First Vice President Joe Giorgi; Unit Chair Joseph Evans. This is a global transport and logistics company. This group of around 140 members is in bargaining this fall for renewal of their collective agreement expiring December 2025.

LANCASTER HOUSE, Local 591-G, Toronto, ON – Local President Burke Moffat; Local Bargaining Rep and Vice President Mitch Bissoon; Unit Chair Caitlin Selly. Lancaster House is a publishing house and provider of conferences and training on labour law. You may recognize them from titles such as “Labour Arbitration in Canada” and “Winning Cases at Grievance Arbitration.” There are approximately 15 members in this unit and we are currently preparing to bargain for a renewal agreement for expiry December 31 2025.

MR. FURNACE - RIGHT TIME HEATING & AIR CONDITIONING CANADA INC., Local 1999, St. Catharines, ON -Local President Frank Wall; Unit Chair Ryan Tufford. This is a HVAC Company which provides and services rental water heaters and equipment. The Unit has approximately 35 members. The current collective agreement expires April 2026.

MR FURNACE - RIGHT TIME HEATING & AIR CONDITIONING CANADA INC. CALL CENTRE, LOCAL 199, ST. CATHARINES, ON - President Jordan Lennox; Unit Chair Andrea Gledhill. This is a call centre of about 90 members working remotely to serve Mr. Furnace, the HVAC Company which provides and services rental water heaters and equipment. At the time of reporting, we are currently bargaining for renewal of their collective agreement that expires November 2025.

NATIVE CHILD AND FAMILY SERVICES, LOCAL 2488, Toronto ON- Local President Andrea Lawrence. Almost 300 members here in social services specific to supporting indigenous children, families and the indigenous community. The new CBA was bargained in the spring of 2025 and is in place until 2028.

NEILL-WYCIK CO-OP, Local 414, Toronto, ON – Local President Gord Currie; Local Bargaining Rep and Area Unit Chair Jason Steeves; Unit Chair Paul Tirimacco. This is a student housing co-operative located in downtown Toronto. Our approximately 20 members work as security guards for the facility. The current collective agreement will expire December 2026.

ONTARIO SECONDARY SCHOOL TEACHERS FEDERATION DISTRICT 12, Local 591-G, Toronto, ON – Local President Burke Moffat; Local Bargaining Rep and Vice President Mitch Bissoon; Unit Chair Marion Reid. This is a group of four office support workers with a collective agreement that expires August 2026.

OXFORD LIVING (KING PI-MIDLAND), Local 333, Midland ON – Local President Lisa Marks; Unit Chair Jody Laffler. This is Oxford Living's retirement home in Midland Ontario. This is a group of about 30 members who do work such as personal care, housekeeping, dietary, nursing and maintenance. The current collective agreement expires June 2026.

SOBEYS INC., Local 1090 - Whitby, ON – Local President Greg Weaver; Local Bargaining Representative and Financial Secretary Greg Auchterlonie; Unit Chair Pat Twohey. There are currently around 500 members in this unit. The facility is a food distribution centre for Sobeys, Fresh-co, IGA and Foodland. Their collective agreement expires February 2026.

OCHU (Ontario Council of Hospital Unions), Local 40, Toronto ON, Local President Dwayne Gunness; About 65 members with a collective agreement that expires July 2026.

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KELLIE SCANLAN

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Plasman Inc.	127	May 2027	97
Accurcast LTD.	1941	August 2028	194
Autoliv Canada Inc.	1941	October 2026	300
Chatham Kent Health Alliance	2458	March 2026	500
Chelsey Park Nursing Home F/T	302	May 2026	81
Chelsey Park Nursing Home P/T	302	May 2026	87
Comfort Inn	127	July 2026	17
Dana Canada Corporation	127	January 2026	90
Great Lakes Food	127	February 2028	28
HCL Logistics	27	July 2027	136
Karis Disability Services	127	February 2026	62
Mahle Filter Systems	1941	July 2027	189
Martin Rea Fabco	127	November 2026	60
MSSC Canada – Plant	127	May 2027	290
MSSC Canada - Clerical	35	May 2027	21
Riverview Gardens	127	December 2024	365
Sonoco Canada Corporation	127	April 2026	34
Southbridge London F/T	302	May 2026	81
Southbridge London (P/T)	302	May 2026	129
Woodbridge Foam	127	November 2028	160
Chatham Kent Health Alliance/Security	2458	September 2028	30
Select Finishings	127	New agreement	188
		Total members	3,109

Major developments since last Council

Local 127, Chatham ON President Jeff McFadden

PLASMAN INC, Tilbury, ON – The work at Plasman is stable, there will be increase in production and possibility of adding a third shift. Theresa Farao has been working with

employer and committee around pay equity update. No major outstanding issues. (Chairperson: Rita Nolan)

COMFORT INN, Chatham ON –No outstanding grievances, nothing new to report. Will began getting ready for bargaining late spring. (Chairperson: Chris Emmerson)

MARTIN REA FABCO, Ridgetown, ON – Progress continues on installing a 3000-ton stamping press which will be the biggest press in North America. There were some layoffs throughout 2025, but most folks have been called back. Bargaining fall of 2026.

(Chairperson: Dwayne Kelp)

GREAT LAKES FOOD, Chatham, ON – Ratified a collective agreement, 15% increases for all classifications. The fishing season this year wasn't great and has caused some shortage of work, we have worked through an agreement to job share until fishing picks up. (Chairperson: Chris Taylor)

KARIS DISABILITY SERVICES, Chatham, ON – We will begin preparation for bargaining that will start in February. (Chairperson: Shannon Browning)

DANA CANADA CORPORATION, Chatham, ON – We will begin preparation for bargaining that will start in February. There is in plant elections at time of preparing this report, as of now (Chairperson: Rob Cudmore)

MSSC CANADA – PLANT, Chatham, ON – Work is steady in this plant. We just settled a major arbitration, returning a worker unjustly terminated back to work. (Chairperson: Chris Lozon)

RIVERVIEW GARDENS, Chatham, ON – We have been bargaining for the last few months and have additional dates in the next few months. This is a very challenging employer. We are in the middle of an arbitration for unjust termination and are scheduling another one currently. Many issues with harassment in the workplace, which we have made a priority in this round of bargaining. Strong committee in place, doing great work every day in a difficult workplace. (Chairperson: Becky Kitchen)

WOODBIDGE FOAM, Blenheim, ON – Woodbridge foam has decided to get out of automotive business in Blenheim. At the same time Woodbridge announced that Blenheim has been chosen as the manufacturing site for a new business unit called Building and Construction. This new business is a key part of Woodbridge's long-term growth and diversification strategy. Our first Building and Construction product line will be in partnership with a Canadian company called BTR Board to manufacture insulated exterior sheathing products for Canada's residential construction market. Blenheim will go through a re-tooling as a result and will exit the Interior Parts business. Plant layout

updates, IP production wind-down and BTR board production startups will take place starting in **March 2026 through Summer 2027**. Full production levels for the Building and Construction product lines is anticipated **Summer 2027**. This will mean that our members will be temporarily layoff until the re-tool is completed. (Chairperson: Brian Wright)

SONOCO CANADA CORPORATION, Local 127, Chatham, ON – Sonoco has lost the McCain work and that resulted in permanent layoffs of half the work force. That will leave only 7 employees in the building. (Chairperson: election in progress)

SELECT FINISHING, Local 127, Wallaceburg, ON- This is a NEW unit and we are currently bargaining for a new agreement.

Local 35, Chatham ON - President John Alexander

MSSC CANADA – CLERICAL, Local 35, Chatham, ON – No outstanding issues (Chairperson: Garry Cowan)

Local 1941, Tilbury ON- President John Turton

MAHLE FILTER SYSTEMS, Tilbury, ON –No outstanding issues, nothing to report. (Chairperson: Lee-Ann Mielczarek)

ACCURCAST LTD, Wallaceburg, ON – Just ratified three-year collective agreement. Good wage increases, benefit increases and language corrections. (Chairperson: Elizabeth Charbonneau)

AUTOLIV CANADA INC. Tilbury, ON – Autoliv has steady work and just went through hiring a number of people. We currently have one arbitration case in progress. Will be bargaining later in 2026 (Chairperson: Gord Stuart)

Local 2458, Windsor ON- President Ken Durocher

CHATHAM KENT HEALTH ALLIANCE, Chatham, ON – Ratified a two-year collective agreement and will be bargaining again late spring (Chairperson: Matt Sojak)

CHATHAM KENT ALLIANCE SECURITY, Chatham, ON- This is a New Unit, and we ratified 100% the first Collective agreement in September. Elections for the in-house committee will take place shortly.

Local 302, London ON- President Kevin Phillips

CHELSEY PARK NURSING HOME (FULL TIME), London, ON – No major issues, starting talks with employer about moving people to New Build. We currently have two arbitrations that start in the new year. (Chairperson: Kim Thomas)

CHELSEY PARK NURSING HOME (PART TIME), London, ON – No major issues, starting talks with employer about moving people to New Build. We currently have two arbitrations that start in the new year. (Chairperson: Kim Thomas)

SOUTHBRIDGE LONDON (FULL TIME), London, ON – No major issues, will bargain in late spring.

(Chairperson: Elaine Chantler)

SOUTHBRIDGE LONDON (PART TIME), London, ON – No major issues, will bargain in late spring.

(Chairperson: Elaine Chantler)

Local 27, London ON- President Brian Chapman

HCL LOGISTICS, London, ON – The labour relations has improved since the strike last year. Work has been steady. (Chairperson: Jason West)

KEVIN PADDON

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
AGROPUR CANADA	462	December 2026	83
BELLEVILLE TRANSIT CORPORATION	1839	March 2028	36
BROWNS AUTOMATIC VENDING	8300	June 2025	2
CAMPBELL MONUMENT	8300	September 2026	12
HALLOWELL HOUSE	8300	December 2025	92
DEXTERA	8300	December 2027	12
DOMTECH	887	November 2026	66
EXTENDICARE KINGSTON	8300	July 2026	202
FIRST STUDENT KINGSTON	4266	June 2027	45
GREIF	9670	March 2026	65
HELEN HENDERSON CARE CENTRE	8300	October 2026	114
HJ MCFARLAND MEMORIAL HOME	8300	March 2025	75
HGC MANAGEMENT	333	June 2028	7
KAYCAN LTD	4266	December 2026	30
KINGSTON ACCESS BUS	4266	March 2028	20
LACTALIS CANADA INC WINCHESTER	462	March 2030	203
LACTALIS CANADA INC WINCHESTER COLD STORAGE	462	November 2025	6
NO FRILLS #3473	414	October 2028	83
PUBLIC SERVICE ALLIANCE CANADA	2025	April 2025	137
SOLTEX CANADA	1459	December 2025	6
STRATHCONA PAPER COMPANY	492	August 2026	104
Y.I.G STORE #2608	414	June 2029	119

Major developments since last Council

AGROPUR CANADA LOCAL 462-0022 ORLEANS ON – Andrew Kellman is the Local President, Graeme Zavitske is the unit chair and there are approximately 83 members working at this dairy. Multiple grievances and pending arbitrations in this unit ranging from unjust discipline to continued disputes over missed opportunities on overtime offerings

BELLEVILLE TRANSIT COMMISSION LOCAL 1839 – Murray Mackin is the Local President, Shawn Brewer is the unit chair and there are approximately 36 members working as bus operators for The City of Belleville. The members ratified a new collective agreement this year which saw significant gains in wages, vacation allotments and benefits. There are currently two active grievances concerning the timelines of the implementation of new negotiated terms.

BROWNS AUTOMATIC VENDING LOCAL 8300-0022 BELLEVILLE ON – Kathleen Brooks is the Local President for this unit, representing two cafeteria workers. Notice to bargain has been sent but negotiations have yet to get underway due to a change in ownership of the company with preparations underway to commence collective bargaining before the close of the year.

CAMPBELL MONUMENT LOCAL 8300-0002 BELLEVILLE ON – Kathleen Brooks is the Local President representing approximately 18 members who craft and set memorials. There are currently no active grievances in this unit, with the membership getting ready to craft bargaining proposals for 2026.

HALLOWELL HOUSE LOCAL 8300-0013/0014 PICTON ON – Kathleen Brooks is the Local President for this unit of approximately 92 members representing two collective agreements (one for part time and one for full time members). There is a small number of active grievances regarding classification issues. This group entered a two year collective agreement in June of 2025.

DEXTERRA LOCAL 8300-0006 PETERBOROUGH ON – Kathleen Brooks is the Local President for this group representing 12 workers who perform cleaning and maintenance duties at various locations in the City of Peterborough. There are currently no active grievances in this group which ratified a new collective agreement this year. There is concern that the current, 10 year contract the employer has in place with The City of Peterborough is up for re-bid in the summer of 2026.

DOMTECH INC. LOCAL 887 TRENTON ON – Chris Deline is the Local President, representing approximately 66 workers at a wire manufacturing facility. There are multiple active grievances and pending arbitrations ranging from discipline to interpretation grievances concerning articles of the current collective agreement. With the current CBA set to expire in November of 2026, the Local is making it clear to the employer that there

are major concerns in this workplace with approximately 50% of the production staff, having less than two years in the workplace.

EXTENDICARE KINGSTON LOCAL 8300-0003/0032 KINGSTON ON – Kathleen Brooks is the Local President for these units, representing workers at this long-term care facility. There are multiple issues that have arisen in this workplace stemming from the closer of the old facility and the opening of the new building. Ranging from staffing issues since the home has increased the number of residents our members support and care for, to Health and Safety concerns that have arisen due to oversights in the design of the new facility. Multiple concerns due to payroll errors have only recently been rectified due to the filing of multiple grievances concerning these issues.

FIRST STUDENT DRIVERS KINGSTON LOCAL 4266-0004 KINGSTON ON – Andre Desjardins is the Local President for this unit representing approximately 45 school bus drivers. There are currently no active grievances to report in this unit.

GREIF INC. LOCAL 9670 KINGSTON ON – Danielle Davidson is the Unit Chair for this group representing approximately 65 workers at this manufacturing facility. There are currently no active grievances to report in this unit as the Local prepares for collective bargaining in 2026.

HELEN HENDERSON CARE CENTRE LOCAL 8300-0020 AMHERSTVIEW ON – Kathleen Brooks is the Local President for this unit representing approximately 114 workers at this long-term care facility. There are currently no active grievances to report and this group just ratified a new collective agreement this year.

H.J. MCFARLAND MEMORIAL HOME LOCAL 8300-0005 PICTON ON – Kathleen Brooks is the local President for this unit representing approximately 114 workers at this long-term care facility. There is only one active grievance concerning a pay dispute at this time. This group is currently in collective bargaining with the goal of catching up to an increased cost of living that these members have felt over the course of the current collective agreement.

HGC MANAGEMENT INC. LOCAL 333-0023 BELLEVILLE ON – Lisa Marks is the Local President for this unit representing 7 workers at this recycling facility. There are no active grievances, and this group just ratified a new collective agreement this year.

KAYCAN LTD. LOCAL 4266-0015 SMITHS FALLS ON – Andre Desjardins is the Local President for this unit representing approximately 30 workers at this siding manufacturing facility. There are currently no active grievances in this unit, and bargaining proposal meetings will be commencing early in 2026.

KINGSTON ACCESS BUS LOCAL 4266-0006 KINGSTON ON – Andre Desjardins is the Local President for this unit representing approximately 20, mobility bus operators. There are currently no active grievances to report.

LACTALIS CANADA WINCHESTER LOCAL 462-0032 WINCHESTER ON – Andrew Kellman is the Local President of unit representing approximately 203 workers at this dairy. This year saw the ratification of a new collective agreement which not only saw significant gains in monetary and benefits but the return of a COLA clause for the duration of the current agreement. There are multiple, active grievances in this unit ranging from missed opportunities for overtime, disciplinary and scheduling issues.

LACTALIS CANADA WINCHESTER COLD STORAGE FACILITY LOCAL 462-0027 – Andrew Kellman is the Local President for this unit representing six workers at this storage facility which supports the main dairy plant in Winchester. Bargaining for this group is set to commence in November of 2025 with the members looking to make significant gains to catch up with the increased cost of living over the life of the current agreement.

NO FRILLS #3473 LOCAL 414-0039 NAPANEE ON - The local president is Gord Currie and the roughly 83 employees at this grocery store. Currently there is only one active grievance regarding scheduling to report.

PUBLIC SERVICE ALLIANCE OF CANADA LOCAL 2025 OTTAWA ON – Shaheen Lotun is the Local President for this unit representing approximately 137 staff for the PSAC union. There are multiple active grievances concerning the employer's classification system which affects members rates of pay as well as 2 active Human Rights complaints. This unit is currently in bargaining with more dates before the end of the year.

SOLTEX CANADA LOCAL 1459-0004 – Jordan Cornell is the Unit Chair for this group of 6 workers at a chemical manufacturing facility. There currently no active grievances and collective bargaining is set to commence later this year.

STRATHCONA PAPER CO. LOCAL 492 - The local President is Ryan Wagar. This local of 105 members produces paper board products. There are currently no outstanding grievances.

Y.I.G. STORE #2608 LOCAL 414-0058 – The local president is Gord Currie and this location renewed their agreement in July 2024. Employees made good wage, benefits, and improved part-time rights.

LANCE GREER

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Avon Maitland District School Board	302	August 2026	119
Bruce County Public Library	2458	December 2026	7
Chelsey Park Retirement - RPN Unit	302	December 2026	15
Chelsey Park Retirement - Service Unit	302	December 2026	45
Compass Group Canada (Canteen)	414	August 2025	30
Corporation of the County of Lambton - Sarnia Branch Library and Judith & Norman Alix Art Gallery	444	January 2027	40
Lafarge Canada Inc. - Woodstock Plant	636	June 2027	20
London Cross Cultural Learner Centre	6005	March 2028	100
Metcalfe Gardens Retirement Inc.	302	December 2025	50
Middlesex Terrace Nursing Home - Full-Time Unit	302	October 2026	55
Middlesex Terrace Nursing Home - Part-Time Unit	302	October 2026	65
Old Dutch Foods Ltd. - County Drivers	462	April 2028	5
Old Dutch Foods Ltd. - London Sales	462	December 2026	9
Sifton Properties Ltd. - Longworth Retirement Village	302	October 2025	50
Sobey's Kincardine	414	August 2028	115
The Original Cakerie	27	May 2027	800
THK Rhythm Automotive Canada Ltd.	1859	April 2027	170
Unifor Family Education Centre	2458	October 2025	90

Employer	Local	CBA Expiry Date	Number of Members
ZF Automotive Canada Ltd.	636	February 2026	120

Major developments since last Council

AVON MAITLAND DISTRICT SCHOOL BOARD, Local 302, Seaforth, ON. – This school board is comprised of 29 schools where we represent 119 members in Maintenance, Skilled Trades and Custodial. The current collective agreement expires August 31, 2026. The Bargaining Committee belongs to the Ontario Coalition of Education Workers (OCEW). The Local Representative is President Kevin Phillips, and the Unit Chairperson is Rodney Parker.

BRUCE COUNTY PUBLIC LIBRARY, Local 2458, Port Elgin, ON. – There are 7 members who work at this library located in Port Elgin. The Local Representative is Ken Durocher, and the Unit Chairperson is Nancy Kuhl. The current collective agreement expires December 31, 2026.

CHELSEY PARK RETIREMENT - RPN UNIT & SERVICE UNIT, Local 302, London, ON. – The Local Servicing Representative is Vice President of Women's Issues, Michelle Flewin. This retirement home and apartment complex is attached to a nursing home that is also represented by Unifor. These two units represent approximately 60 members. The new collective agreements expire December 31, 2026.

COMPASS GROUP CANADA (CANTEEN), Local 414, London, Ingersoll, Woodstock, Sarnia, Chatham, Tillsonburg, St. Thomas, St. Mary's, Strathroy, Aylmer, Blenheim, Hanover, Owen Sound, & Goderich, ON. – The Local Servicing Representative is Jeff Ferriss, who does a good job handling the day-to-day issues. The Chairperson is John Moir. At the time of writing, the parties have booked dates to bargain a renewal agreement.

CORPORATION OF THE COUNTY OF LAMBTON - SARNIA BRANCH LIBRARY AND JUDITH & NORMAN ALIX ART GALLERY, Local 444, Sarnia, ON. – The Local Servicing Representative is Mike D'Agnolo, who does a great job handling issues at the unit. The Chairperson is Ann Helps. The unit represents approximately 40 members. The collective agreement expires January 31, 2027.

LAFARGE CANADA INC. - WOODSTOCK PLANT, Local 636, Woodstock, ON. – The Local Representative is President Brent Thompson who handles unit issues very well,

and the Unit Chairperson is Jason Church. There are approximately 20 members who work at this cement plant. The current collective agreement expires on June 30, 2027.

LONDON CROSS CULTURAL LEARNER CENTRE, Local 6005, London, ON. – The Local Servicing Representative is Ray Kolody, and the Chairperson is Joseph Jilitovich. The unit represents approximately 100 members. There are many issues in this unit and Joseph does well navigating through them. The collective agreement expires March 30, 2028.

METCALFE GARDENS RETIREMENT INC., Local 302, St. Thomas, ON. – There are approximately 50 members who work at this retirement facility in St. Thomas. The Local Representative is Mary Rymal. The collective agreement expires on December 31, 2025. The Unit Chairperson is Samantha Toomer.

MIDDLESEX TERRACE NURSING HOME - FULL-TIME UNIT & PART-TIME UNIT, Local 302, Delaware, ON. – The Local Representative is the Vice President of Local 302, Mary Rymal. There are approximately 120 members between the two bargaining units. The current collective agreement expires October 31, 2026.

OLD DUTCH FOODS LTD. - COUNTY DRIVERS, Local 462, Bruce, Huron, Lambton, Perth & Grey Counties, ON. – The Local President is Andrew Kellman and the Chairperson is Terry Schlorff. There are 5 members in this bargaining unit who sell and distribute food products to local businesses. The current collective agreement expires April 17, 2028.

OLD DUTCH FOODS LTD. - LONDON SALES, Local 462, London & Woodstock, ON. – The President and Servicing Representative is Andrew Kellman. There are 9 members in this unit who sell food products to businesses in the London area. The collective agreement expires December 2, 2026.

SIFTON PROPERTIES LTD. - LONGWORTH RETIREMENT VILLAGE, Local 302, London, ON. – This retirement home has approximately 50 members on the seniority list. The Local Representative is Mary Rymal, who does a good job dealing with the day-to-day issues. The contract expires on October 31, 2025. At time of writing, the parties are booking dates for negotiations.

SOBEY'S KINCARDINE, Local 414, Kincardine, ON. – The Local Servicing Representative is Jeff Ferriss. The Chairperson is Sheri Savard. There are approximately 115 members at this unit, and the collective agreement expires August 3, 2028.

THE ORIGINAL CAKERIE, Local 27, London, ON. – The Local Servicing Representative is the President of Local 27, Brian Chapman. The Union Chairperson is Joe St. Aubin. There are several grievances in the system. This workplace represents approximately 800 members who work in an industrial bakery, making up to ten thousand cakes per day. The first collective agreement was ratified by the membership on May 29, 2024, and expires May 29, 2027.

THK RHYTHM AUTOMOTIVE CANADA LTD., Local 1859, Tillsonburg, ON. – The Local President and Servicing Representative is Rob Hansford. The Unit Chairperson is Deb Larabee. This is an independent auto parts supplier. The bargaining unit has approximately 170 members. The current collective agreement expires April 24, 2027.

UNIFOR FAMILY EDUCATION CENTRE, Local 2458, Port Elgin, ON. – The bargaining unit has approximately 90 members. The Local Servicing Representative is Ken Durocher, and the Chairperson is Carolyn Jackson, who does a good job handling the day-to-day issues. At the time of writing, the parties have booked dates to bargain a renewal agreement.

ZF AUTOMOTIVE CANADA LTD., Local 636, Woodstock, ON. – The Local President is Brent Thompson who is excellent at dealing with any issues at this unit. The Unit Chairperson is Rodney Boudreau. This unit has approximately 120 members who work in the independent auto parts sector. The current collective agreement expires on February 7, 2026.

LG/jh:cope343

LAURIE LESSARD-BROWN

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	# of Members
Algoma Community Regional Hospice (ARCH Hospice)	1359	December 31, 2027	37
Eacom/Interfor Timber Corporation (I-Joist Plant)	1359	May 15, 2027	64
Ellisdon Facilities Services (SAH) Inc. (Formerly Carillion Canada Inc.)	1359	October 10, 2025	16
Extendicare Mapleview	1359	July 31, 2026	312
Extendicare Van Daele Manor	1359	July 31, 2026	142
Hillside Park Retirement Residence	1359	June 30, 2027	20
L.L.B. Management Group Inc.	1359	June 29, 2027	35
Lady Dunn Health Centre (North Algoma Health Organization)	1359	October 10, 2025	37
Ontario Finnish Resthome Association (OFRA)	1359	May 31, 2029	129
Sault Area Hospital – Office and Clerical Unit	1359	October 10, 2025	205
Sault Area Hospital – Service Unit	1359	October 10, 2025	503
The District of Sault Ste. Marie Social Services Administration Board - Paramedics	1359	March 31, 2026	89
St. Joseph's General Hospital – Office & Technical/Oaks Centre	1359	October 10, 2025	74
St. Joseph's General Hospital – Service Unit	1359	October 10, 2025	120
United Steelworkers Local 2251	1359	June 15, 2027	3

Major Developments Since Last Council

ALGOMA RESIDENTIAL COMMUNITY HOSPICE (ARCH HOSPICE), Local 1359, Sault Ste. Marie, ON – Unit Chairperson is Kathy Wilson. This new unit has thirty-seven (37) members. The Local now services RNs, RPNs, PSWs, Nurse Coordinators and the Chef in this palliative care/end of life facility in Sault Ste. Marie. The collective agreement

expired December 31, 2024, and a tentative agreement was ratified on June 2, 2025. The current CBA expires on December 31, 2027.

EACOM/INTERFOR TIMBER CORPORATION (I-JOIST PLANT), Local 1359, Sault Ste. Marie, ON – Unit Chairperson is Jason Crowe. This unit has sixty-four (64) members. The facility manufactures I-Joist (manufactured I-Beams) for the construction industry. Classifications include: Millwright, Electrician, Instrumentation Technician, Filer, and Production Technicians. There is one (1) grievance in the system. The CBA expires May 15, 2027.

ELLISDON FACILITIES SERVICES (SAH) INC. (FORMERLY CARILLION CANADA INC.), Local 1359, Sault Ste. Marie, ON – Unit Chairperson is vacant. This is a maintenance unit. There are ten (10) skilled trades, four (4) general maintenance workers and two (2) office and clerical staff in this unit. Members represented at this location are: Maintenance I & II, Environmental Service Worker, Maintenance Mechanic Laundry, Skilled Tradesperson (Carpenter, Plumber, Painter, HVAC Tech, Third Class Engineer), Electrician, and Master Electrician. The tentative agreement was ratified on June 12, 2025, with a few outstanding items including a Skilled Trades wage adjustment going to interest arbitration, scheduled for July 26, 2026. The CBA expired on October 10, 2025.

These workers are located at Sault Area Hospital and were previously employed by Sault Area Hospital, providing the mechanical and maintenance. They now act as a P3 contractor to the Sault Area Hospital.

EXTENDICARE MAPLEVIEW, Local 1359, Sault Ste. Marie, ON – Unit Chairpersons are Sherry Lamorie and Karen Morin. This is a long-term care facility with 312 members (122 FT and 190 PT). Member positions represented at this location are: Dietary Aide, Housekeeping Aide, Laundry Aide, Janitor, Activity Aide, Personal Support Worker (PSW), Cook, Maintenance, and Registered Practical Nurse (RPN). There are currently twenty-three (23) grievances in the system. Extendicare Group expired on July 31, 2024, and the tentative agreement was ratified November 6, 2024. The CBA expires on July 31, 2026.

EXTENDICARE VAN DAELE MANOR, Local 1359, Sault Ste. Marie, ON – Unit Chairperson is Kelly Hahn. This is a long-term care facility with 142 members (46 FT and 96 PT). Members represented at this location are: Dietary Aide, Housekeeping Aide, Laundry Aide, Janitor, Activity Aide, Personal Support Worker (PSW), Cook, Maintenance, and Registered Practical Nurse (RPN). There are currently six (6) grievances in the system. Extendicare Group expired July 31, 2024, and the tentative agreement was ratified November 6, 2024. The current CBA expires on July 31, 2026.

HILLSIDE PARK RETIREMENT RESIDENCE, Local 1359, Elliot Lake, ON – The Unit Chair is Anita Lavallie. This twenty (20) member unit is a retirement home which is privately owned and operated. There are no current grievances in the system. The previous agreement expired on June 30, 2024, and they ratified a new tentative agreement on July 15, 2024. The current CBA expires on June 30, 2027.

L.L.B. MANAGEMENT GROUP INC., Local 1359, Sault Ste. Marie, ON – The Unit Chairperson is Ankit Makwana. This unit has thirty-five (35) members, representing RNs, RPNs, PSWs, Janitorial, Housekeeping and Laundry. There is currently one (1) grievance in the system. The collective agreement expired on June 29, 2025, and the tentative agreement was ratified on July 9, 2025. The current CBA expires on June 29, 2027.

LADY DUNN HEALTH CENTRE (NORTH ALGOMA HEALTH ORGANIZATION), Local 1359, Wawa, ON – Unit Chairperson is Tracey Vernier. This unit is comprised of RPN's, PSW's, Office and Clerical staff and Services. The unit has 37 members (19 FT and 18 PT). Members represented at this location are: Environmental Services, Dietary Aide, Medical Devices Reprocessing Tech, Clerk, Physio Clerk, Cook, Diabetes Clerk, Phlebotomist, Personal Support Worker (PSW), Certified Health Records, Registered Practical Nurse (RPN), Mental Health Medical, Dicta Typist, and Activities Co-Coordinator. There are no grievances currently in the system. This Unit's Collective agreement expired on October 10, 2025, and dates for Local bargaining need to be completed by February 20, 2026. Dates for Northern Central bargaining have been scheduled for March 24-27, 2026. The Union and the Employer have had a number of meetings to discuss Pay Equity, and a number of dates are being discussed to start the process.

ONTARIO FINNISH RESTHOME ASSOCIATION (OFRA), Local 1359, Sault St. Marie, ON – Unit Chairperson is Nancy Denning. This unit has 129 members. The home currently employs 129 of our members representing Environmental Services, Laundry, Housekeeping, Home Help, Food Service Workers (certified and uncertified), Caretaker, Maintenance, Head Cook, RPN's, Personal Support Workers, Activity Aide and Recreation Therapist. There are no grievances in the system. The collective agreement expired on May 31, 2025, and the tentative agreement was ratified on July 3, 2025. The current CBA expiry is on May 31, 2029.

SAULT AREA HOSPITAL Office & Clerical Unit, Local 1359, Sault Ste. Marie, ON – Unit Chairperson is Samarita Hurley. This Office & Clerical Unit has two hundred and five (205) members (101 FT, 100 PT and 4 Casual). There are three (3) grievances in the system. This Unit's Collective agreement expired on October 10, 2025, and dates for Local bargaining need to be completed by February 20, 2026. The dates for Northern Central bargaining have been scheduled for March 24-27, 2026.

SAULT AREA HOSPITAL Service Unit, Local 1359, Sault Ste. Marie, ON – The Unit chairpersons are Charlene MacDonald, Jennifer McLeod, and Anna Paquin. This Unit has five hundred and three (503) members (231 FT, 253 PT and 19 Casual). There are fifty-two (52) grievances in the system. This Unit's collective agreement expired on October 10, 2025, and dates for Local bargaining need to be completed by February 20, 2026. Dates for Northern Central bargaining have been scheduled for March 24-27, 2026.

THE DISTRICT OF SAULT STE. MARIE SOCIAL SERVICES ADMINISTRATION BOARD – Paramedics, Local 1359, Sault Ste. Marie, ON – Unit Chairperson is Mark Gratton. This DSSMSSAB Paramedic Unit has eighty-nine (89) members. These members cover approximately 120 km west, 40 km east and approximately 60 kms north of Sault Ste. Marie. There are fourteen (14) grievances in the system. The collective agreement expired March 31, 2023, and they ratified a tentative agreement on August 29 & 30, 2024. The current CBA expiry is on March 31, 2026

ST. JOSEPH'S GENERAL HOSPITAL, Office & Technical/Oaks Centre, Local 1359, Elliot Lake, ON – Unit Chair is Heather Young. This Office & Technical Unit has seventy-four (74) members. There are two (2) grievances in the system. This Unit's collective agreement expired on October 10, 2025, and dates for Local bargaining need to be completed by February 20, 2026. The dates for Northern Central bargaining have been scheduled for March 24-27, 2026. Pay Equity is currently being done in this unit.

ST. JOSEPH'S GENERAL HOSPITAL Service Unit, Local 1359, Elliot Lake, ON – Jaime Clegg is the current Unit Chair. This Service Unit has one hundred and twenty (120) members. There are currently nine (9) grievances in the system. This unit represents service and nursing workers. This Unit's collective agreement expired on October 10, 2025, and dates for Local bargaining need to be completed by February 20, 2026. Dates for Northern Central bargaining have been scheduled for March 24-27, 2026.

UNITED STEELWORKERS LOCAL 2251, Local 1359, Sault Ste. Marie, ON – The Unit Chairperson is Tina Palmer. This unit has three (3) office administrators/support staff who are Unifor members employed by USW Local 2251. There are no grievances in the system. Collective agreement negotiated expiry June 15, 2027.

LISA TUCKER

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
AgeCare London	302	December 2026	143
AgeCare Parkhill	302	December 2026	97
Bear Creek Terrace	2458	TBD	140
Caessant Care Bonnie Place	302	September 2026	149
Caessant Care Courtland	302	June 2026	49
Caessant Care Woodstock	636	March 2026	119
Extendicare Elmwood	302	October 2026	143
Extendicare London - Full-Time & Part-Time	302	July 2026	265
Extendicare McGarrell	302	October 2026	259
Extendicare Port Stanley - Full-Time & Part-Time	302	July 2026	86
Hanover and District Hospital - Full-Time, Part-Time & Office/Clerical	302	March 2024	100
McCormick Care Group - Recreation Assistants	302	TBD	15
McCormick Care Group - Recreation Specialists Full-Time & Part-Time	302	March 2027	20
McCormick Care Group - Service	302	March 2027	238
Southbridge Dover Cliffs	302	October 2026	66
The Village of Glendale Crossing - Long-Term Care	302	November 2024	289
The Village of Glendale Crossing - Retirement	302	November 2024	97
Twin Lakes Terrace	914	June 2026	78
Victoria Place	1106	May 2025	41
Waterloo Catholic District School Board	302	August 2026	192
Women's House Serving Bruce and Grey	2458	March 2026	28

Major developments since last Council

AGECARE LONDON, Local 302, London, ON. – There are approximately 143 members who work at this Long-Term Care facility located in London. The Local Representative is Mary Rymal, and the Unit Chairperson is Barb Richter. The committee bargained a new collective agreement that saw an 8% wage increase over two years. The RPNs saw a \$2.00 per hour wage increase after the GWI, as well as increases to the weekend premium and vision care coverage. This agreement expires December 31, 2026.

AGECARE PARKHILL, Local 302, Parkhill, ON. – There are approximately 97 members who work at this Long-Term Care facility located in Parkhill. The Local Representative is Mary Rymal, and the Unit Chairperson is Brenda Elliott. The committee bargained a new collective agreement that saw an 8% wage increase over two years. The RPNs saw a \$2.00 per hour wage increase after the GWI, as well as increases to the weekend premium and vision care coverage. This agreement expires December 31, 2026.

BEAR CREEK TERRACE, Local 2458, Petrolia, ON. – There are approximately 140 members who work at this Retirement/Long-Term Care facility located in Petrolia. The Local Representative is Jennifer Kennedy, and the Unit Chairperson is Shannon Doyle. This is a former CLAC unit that came to Unifor last November. We were hopeful that we would be able to reach an agreement; however, on the last day the Employer tabled concessions. We met with the membership and they are very supportive of the committee and understand the need to bargain a solid first agreement.

CARESSANT CARE BONNIE PLACE, Local 302, St. Thomas, ON. – There are approximately 149 members who work at this Long-Term Care facility located in St. Thomas. The Local Representative is Kevin Phillips, and the Unit Chairperson is Tasha Meharg. The committee bargained a new collective agreement that saw an 8% wage increase over two years, as well as increases to the weekend premium, vision care coverage, bereavement leave and a new in lieu of benefits for anyone working beyond 70 years of age. This collective agreement expires September 15, 2026.

CARESSANT CARE COURTLAND, Local 302, Courtland, ON. – There are approximately 49 members who work at this Long-Term Care facility located in Courtland. The Local Representative is Kevin Phillips, and the Unit Chairperson is Kathleen Balogh. The committee bargained a new collective agreement that saw an 8% wage increase over two years, as well as a compression of the wage grid. The RPNs saw a \$2.00 per hour wage increase after the GWI, and all other classifications saw a \$0.15 per hour increase on top of the GWI. There were also increases in vision care and a new in lieu of benefits for anyone working beyond 70 years of age. This collective agreement expires June 30, 2026.

CARESSANT CARE WOODSTOCK, Local 636, Woodstock, ON. – There are approximately 119 members who work at this Long-Term Care facility located in Woodstock. The Local Representative is Brent Thompson, and the Unit Chairperson is Ashley Chaulk. This collective agreement expires on March 31, 2026.

EXTENDICARE ELMWOOD, Local 302, London, ON. – There are approximately 143 members who work at this Long-Term Care facility located in London. The Local Representative is Michelle Flewin, and the Chairperson is Winnie Laffrenier. The committee bargained a new collective agreement that saw a 7% wage increase over two years, as well as increases to the weekend premium and vision care coverage. There was in lieu bargained for members working at age 70, as well as changes to the sick leave plan to capture the changes to EI benefits. The RPNs saw a \$2.50 per hour wage increase prior to the GWI. There were layoffs at this facility of one 65-hour permanent full-time and one 26-hour permanent part-time position in Housekeeping. These were hours that the Employer had added during COVID. This agreement expires October 31, 2026.

EXTENDICARE LONDON - FULL-TIME & PART-TIME, Local 302, London, ON. – There are approximately 265 members who work at this Long-Term Care facility located in London. The Local Representative is Michelle Flewin, and the Full-Time Unit Chairperson is Margaret Glasgow. Currently, there is no Part-Time Unit Chairperson. The committee bargained a new collective agreement that saw a 7% wage increase over two years, as well as increases to the weekend premium and vision care coverage. There was in lieu bargained for members working at age 70, as well as changes to the sick leave plan to capture the changes to EI benefits. The RPNs saw a \$2.50 per hour wage increase prior to the GWI. This agreement expires July 31, 2026.

EXTENDICARE MCGARRELL, Local 302, London, ON. – There are approximately 259 members who work at this Long-Term Care facility located in London. The Local Representative is Michelle Flewin, and the Chairperson is Chris Dzierwa. The committee bargained a new collective agreement that saw a 7% wage increase over two years, as well as increases to the weekend premium and vision care coverage. There was in lieu bargained for members working at age 70, as well as changes to the sick leave plan to capture the changes to EI benefits. The RPNs saw a \$2.50 per hour wage increase prior to the GWI. The RNs saw their wages increase from \$41.28 at expiry of the collective agreement to \$53.00 in 2024 and to \$54.59 in November 2025. There were reductions in hours at this facility of one 75-hour full-time and one 30-hour part-time position in Housekeeping. These were both temporary positions that the Employer had added during COVID. This agreement expires October 31, 2026.

EXTENDICARE PORT STANLEY - FULL-TIME & PART-TIME, Local 302, Port Stanley, ON. – There are approximately 86 members who work at this Long-Term Care facility located in Port Stanley. The Local Representative is Michelle Flewin, and the Unit Chairpersons are Tracey Kirk (Full-Time) and Sara Kunkel (Part-Time). The committee bargained a new collective agreement that saw a 7% wage increase over two years, as well as increases to the weekend premium and vision care coverage. There was in lieu bargained for members working at age 70, as well as changes to the sick leave plan to capture the changes to EI benefits. The RPNs saw a \$2.50 per hour wage increase prior to the GWI. This collective agreement expires July 31, 2026.

HANOVER AND DISTRICT HOSPITAL - FULL-TIME, PART-TIME & OFFICE/CLERICAL, Local 302, Hanover, ON. – There are approximately 100 members who work at this Hospital located in Hanover. The Local Representative is Rusty Sproul, and the Unit Chairperson is Josh LeMon. These collective agreements are slated for arbitration in 2027.

MCCORMICK CARE GROUP - RECREATION ASSISTANTS, Local 302, London, ON. – There are approximately 15 members who work at this Long-Term Care facility located in London. The Local Representative is Michelle Flewin. This is a new unit that opened bargaining with the Employer on October 23, 2025.

MCCORMICK CARE GROUP - RECREATION SPECIALISTS FULL-TIME & PART-TIME, Local 302, London, ON. – There are approximately 20 members who work at this Long-Term Care facility located in London. The Local Representative is Michelle Flewin, and the Unit Chairpersons are Natalie Woods (Full-Time) and Kelsey Watkinson (Part-Time). The committee bargained a new collective agreement that saw a 7% wage increase over two years, as well as increases to the weekend premium, vision care, and hearing aid coverage. The Employer issued notice of layoff in July. We will see 2 permanent part-time members laid off. The total hours laid off or reduced between the Service agreement and the Recreation Specialists are 45 hours bi-weekly. This collective agreement expires March 31, 2027.

MCCORMICK CARE GROUP - SERVICE, Local 302, London, ON. – There are approximately 238 members who work at this Long-Term Care facility located in London. The Local Representative is Michelle Flewin, and the Acting Unit Chairperson is Annett Loro. The committee bargained a new collective agreement that saw a 7% wage increase over two years, as well as increases to the weekend premium, vision care, and hearing aid coverage. The RPNs saw an additional \$1.00 per hour wage increase in Year 1 and \$1.00 per hour after the GWI in Year 2. The Employer issued notice of layoff in July. We will see one vacant 7.5-hour position not filled. The total hours laid off or reduced between

the Service agreement and the Recreation Specialists are 45 hours bi-weekly. This collective agreement expires March 31, 2027.

SOUTHBIDGE DOVER CLIFFS, Local 302, Port Dover, ON. – There are approximately 66 members who work at this Long-Term Care facility located in Port Dover. The Local Representative is Michelle Flewin, and the Chairperson is Ashley McKay. The committee bargained a new collective agreement that saw a 7% wage increase over two years, as well as increases to the weekend premium and vision care coverage. There was in lieu bargained for members working at age 70, as well as changes to the sick leave plan to capture the changes to EI benefits. The RPNs saw a \$2.50 per hour wage increase prior to the GWI. This agreement expires October 31, 2026.

THE VILLAGE OF GLENDALE CROSSING - LONG-TERM CARE, Local 302, London, ON. – There are approximately 289 members who work at this Long-Term Care facility located in London. The Local Representative is Rusty Sproul, and the Unit Chairperson is Anthea Morris. The collective agreement expired November 30, 2024, and we are headed to arbitration with this group.

THE VILLAGE OF GLENDALE CROSSING - RETIREMENT, Local 302, London, ON. – There are approximately 97 members who work at this Retirement facility located in London. The Local Representative is Rusty Sproul, and the Unit Chairperson is Everton Vince. The collective agreement expired November 30, 2024, and we are headed to arbitration with this group.

TWIN LAKES TERRACE, Local 914, Sarnia, ON. – There are approximately 78 members who work at this Long-Term Care facility located in Sarnia. The Local Representative is Joe Mason, and the Chairperson is Dawn Archer. This agreement expires June 30, 2026.

VICTORIA PLACE, Local 1106, Kitchener, ON. – There are approximately 41 members who work at this Retirement facility located in Kitchener. The Local Representative is Mike Camblin, and the Chairperson is Jennifer Kennedy. The collective agreement expired May 31, 2025. We have met with the Employer for bargaining; however, we have reached an impasse due to the Employer wanting to gut their existing sick leave plan. We are waiting on a date to meet with a conciliator.

WATERLOO CATHOLIC DISTRICT SCHOOL BOARD, Local 302, Kitchener, ON. – There are approximately 192 members who work at this school board located in Kitchener. The Local Representative is Kevin Phillips, and the Unit Chairperson is Michael Jackson. There was a termination grievance that was resolved prior to going to arbitration. The collective agreement expires August 31, 2026.

WOMEN'S HOUSE SERVING BRUCE AND GREY, Local 2458, Kincardine, ON. – There are approximately 28 members who work at this women's shelter in Kincardine. The Local Representative is Jennifer Kennedy, and the Unit Chairperson is Brittney Reaburn. The collective agreement expires March 31, 2026.

LT/jh:cope343

LISABETH PIMENTEL

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Delta Hotels by Marriott	112	2025	112
Novotel Toronto North York Hotel	112	2025	75
ZF Automotive Ltd.	1411	2025	220
Residence Inn Markham	112	2026	25
Stock Transportation	4268	2026	240
Vast Auto Distribution Ontario Ltd.	1285	2026	30
The Anndore House	112	2027	25-30
BMW Toronto	303	2027	60
Compass Group Canada (Eurest Dining Services)	112	2027	8
Courtyard by Marriott Downtown Toronto Hotel	112	2027	175
Delta Hotels by Marriott Toronto Airport	112	2027	210-220
Gateway Innisfil	1090	2027	25
Hilton Garden Inn Toronto Mississauga Hotel	112	2027	40
Hyatt Regency Hotel	112	2027	160
JA Wilson	565	2027	30
Pan Pacific Hotel Toronto	112	2027	200
Pepsico Foods Canada (Quaker Oats)	1996	2027	440
W Toronto	112	2027	150
Woodbrine Entertainment (Bars)	252	2027	200
Woodbrine Entertainment (Mutuels)	252	2027	50
First Student	4268	2028	200
Stock Transportation	4268	2028	12
Compass Group Canada (Canteen of Canada/Vending)	414	2029	60

Major developments since last Council

DELTA HOTELS BY MARRIOTT TORONTO MISSISSAUGA, Local 112, Toronto, ON – President, John Turner. Approximately 80 employees. Hotel, some meeting space. No active grievances. Common expiry date with other Vrancor-owned property (Novotel North York). Difficult owner. Conciliation officer appointed. Bargaining dates being set for November/December.

NOVOTEL TORONTO NORTH YORK HOTEL, Local 112, Toronto, ON – President, John Turner; chairperson, Jason Parkes. Approximately 75 employees. Hotel. Common expiry date with other Vrancor-owned property (Delta Mississauga). Difficult owner. No active grievances. Conciliation officer appointed. Bargaining dates being set for November/December.

ZF AUTOMOTIVE LTD., Local 1411, Midland, ON – President, Nicole Contois. Approximately 220 employees. Auto parts (seatbelt components) for multiple companies. No grievances at arbitration. Relationship is good. Bargaining dates and deadline set for November 2025.

2026 EXPIRY DATES – 3 UNITS

RESIDENCE INN IN MARKHAM, Local 112, Markham, Ontario – President, John Turner; chairperson, Felix Williams. 25 employees. Hotel. First collective agreement in force. No grievances at arbitration.

STOCK TRANSPORTATION (Toronto drivers), Local 4268, Toronto, ON – President, Debbie Montgomery; chairperson, Safwat Elmor. Approximately 240 school bus drivers. One arbitration victory overturning termination for cell phone use caught by DriveCam. Several grievances currently at arbitration. One year extension brought drivers to \$25/hour.

VAST AUTO DISTRIBUTION ONTARIO LTD, Local 1285, Brampton, ON – President, Vito Beato. Approximately 30 employees. No active grievances. Collective agreement expires January 2026. Recently purchased by a large US company.

2027 EXPIRY DATES – 14 UNITS

THE ANNDORE HOUSE, Local 112, Toronto, ON – President, John Turner; chairperson, Hana Masood. Approximately 25-30 employees. Boutique hotel. Owner has applied for approval to convert hotel to condominiums. Currently considering CAAT transition. No grievances at arbitration.

BMW, Local 303, Toronto, ON – President, Brian Vance; chairperson, Kris Henshke. Approximately 60 employees. Undergoing a move to a new facility. 2 grievances going to arbitration.

COMPASS GROUP CANADA (EUREST DINING SERVICES), Local 112, Toronto, ON – President, John Turner; no chairperson. Food service at Bombardier site. No grievances at arbitration.

COURTYARD BY MARRIOTT DOWNTOWN TORONTO HOTEL, Local 112, Toronto, ON – President, John Turner; Chairperson, Louie Naccaratto. Approximately 175 employees in the bargaining unit. Hotel and conference centre. This workplace is approved to convert to condominiums, but it is unlikely to happen in the near term. Currently considering CAAT transition. No grievances at arbitration.

DELTA HOTELS BY MARRIOTT TORONTO AIRPORT, Local 112, Toronto, ON – President, John Turner; Chairperson, Manny Romanis. Approximately 210-220 employees in the bargaining unit. Hotel and conference centre. Currently considering CAAT transition. One grievance at arbitration.

GATEWAY INNISFIL, Local 1090, Innisfil, ON – President, Greg Weaver. Approximately 25 security officers in the bargaining unit. Casino. No grievances at arbitration.

HILTON GARDEN INN TORONTO MISSISSAUGA HOTEL, Local 112, Mississauga, ON – President, John Turner; chairperson, Lilia Canal. Approximately 40 employees. Hotel. No grievances at arbitration.

HYATT REGENCY HOTEL, Local 112, Toronto, ON – President, John Turner; chairperson, Albert Pacis. Approximately 160 employees. Hotel and meeting facilities. Currently considering CAAT transition. No grievances at arbitration.

JA WILSON, Local 565, Mississauga, ON – President, Clive. Approximately 30 employees. Many grievances but none at arbitration.

PAN PACIFIC TORONTO HOTEL, Local 112, Toronto, ON – President, John Turner; chairperson, Andrea Henry. Approximately 200 employees. Hotel and meeting facilities. At risk of losing their flag. Currently considering CAAT transition. One grievance at arbitration.

PEPSICO FOODS CANADA (QUAKER OATS), Local 1996, Peterborough, ON – President, Steve Doherty; chairperson, Peter Hoggarth. 440 employees. Food production (cereal, oatmeal, etc.). One recent arbitration victory. Many arbitration hearings scheduled. 20+ grievances referred to arbitration.

W TORONTO, Local 112, Toronto, ON – President, John Turner; chairperson, Carol Lynn Jones. Approximately 150 employees. Renovation of restaurants/lobby happening. Currently considering CAAT transition. One grievance at arbitration.

WOODBINE ENTERTAINMENT (BARS), Local 252, Toronto, ON – President, Eamonn Clarke; no chairperson at the moment. Approximately 200 employees. Ratified new agreement this year. No grievances at arbitration.

WOODBINE ENTERTAINMENT (MUTUELS), Local 252, Toronto, ON – President, Eamonn Clarke; no chairperson at the moment. Approximately 50 employees. Ratified new agreement this year. No grievances at arbitration.

2028 EXPIRY DATES – 2 UNITS

FIRST STUDENT, Local 4268, Toronto, ON – President, Debbie Montgomery; chairperson, Jemal Gangool. Approximately 200 school bus drivers. Ratified new agreement this year, bringing school bus drivers to \$25/hour in January 2026. No grievances at arbitration.

STOCK TRANSPORTATION, Local 4268, Toronto, ON – President, Debbie Montgomery; unit chair, Emilio Bertoia. 12 mechanics. (Stock lost a lot of bus routes in the most recent RFP, which led to a reduction in the workforce.) Ratified new agreement recently. No grievances at arbitration.

EXPIRING IN 2029 – 1 UNIT

COMPASS GROUP CANADA (CANTEEN OF CANADA/VENDING), Local 414, Markham, ON – President, Gord Currie; Chairperson, Darrell Tawse. Approximately 60 employees in the bargaining unit. Drivers, techs, and warehouse workers, stocking and servicing vending machines and grab-and-go food service for various clients across Southern Ontario. New agreement ratified this year. No active grievances.

LP/mfcope343

LIZ MARZARI

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Access Independent Living	40	December 1, 2025	60
Bell Media - CTV National	79M	December 31, 2025	23
CHCH-TV	M-1	August 31, 2025	78
CHEX-TV	724M	August 31, 2027	29
CJMX	725M	August 31, 2026	3
CKCO-TV (CTV Kitchener)	712M	January 15, 2028	48
CKKW-FM	712M	January 15, 2028	8
CKNY-TV (CTV North Bay)	710M	March 8, 2028	3
CKVR-TV (CTV Barrie)	79M	February 28, 2027	31
CKWS-TV (Corus/Global - Kingston)	87M	August 31, 2027	3
Croven Crystals	1090	June 1, 2027	27
Corus - Global-TV EBU	1-M	July 31, 2026	296
Kaplan International	40	August 31, 2027	28
Metroland - Fairway Group	87M	December 31, 2028	3
Metroland - Hamilton Spectator	87M	December 31, 2028	60
Metroland - Waterloo Region Record	87M	December 31, 2028	34
OCASI	87M	July 19, 2026	31
South East Toronto Family Health Team	40	April 30, 2027	18
TV Ontario	72M	December 31, 2026	211
Magna Electronics	1980	February 1, 2027	75
VCSS	1980	February 1, 2027	75

Liaison Assignment

Employer	Local	CBA Expiry Date	Number of Members
Globe and Mail	87M	June 30, 2027	350

Employer	Local	CBA Expiry Date	Number of Members
Metroland - Simcoe	87M	December 31, 2028	
Metroland - GTA	87M	December 31, 2028	
Metroland - Niagara Falls Review	87M	December 31, 2028	

Major developments since last council

Access Independent Living – Toronto. The current collective agreement expires in December 2025 and the Local is preparing for the upcoming negotiations. Dwayne Gunness is the Local President.

CHCH–TV, Local M-1 - Hamilton. CHCH is a local television station located in Hamilton, ON. The station is independently owned and operated by Channel Zero. This group has a new executive and they have done an excellent job in motivating the membership. The local is in active bargaining. Juan Bonillo is the Local President.

CHEX-TV, CKRU-AM, CKWF-FM, Local 724M, Peterborough, ON – These TV and radio stations are part of Corus Entertainment Inc./Global TV. The station serves Peterborough and the Kawartha Lakes region. The Local is still adjusting to the loss of colleagues following the large layoff of staff in 2024 and the changes to workflow. Joe McLoughlin is the Local President.

CJMX-FM (Kiss), Local 725M-2, Sudbury, ON - The station is owned by Rogers Radio. Our members work as announcers & support staff. Jamie Johnston is the Local President

CKCO-TV and CKKW/CFCA-FM, Local 712M, Kitchener, ON – These local television and radio stations are owned by Bell Media Inc. The Local ratified a new collective agreement this year with wage increases of 2%/1.75%/1.75%. They also improved the severance cap to 78 weeks. Andrew Heubner is the Local President.

CKNY-TV (CTV Northern Ontario, Local 710-M, North Bay, ON –This station is owned by Bell Media. Members in North Bay work in a news bureau of CTV Northern Ontario covering the news in a large geographic area around North Bay. CTV no longer has a physical station in North Bay and our members all work remotely. The local recently ratified a new 3-year collective agreement with wage increases of 2%/2%/2%. Sean Croteau is Local President.

CKVR-TV, Local 79M, Barrie, ON - The station, a division of Bell Media, serves Barrie, Aurora-Newmarket and Muskoka in Central Ontario. The station continues to face staffing

shortages and are having a hard time filling vacancies. Steve Wishart is Unit Chair. Tracy Nolan is president of Local 79M

CKWS-TV, CKWS-FM, CFMK-FM, Local 87M (formerly Local 713M), Kingston, ON – The TV and radio stations are owned by Corus Entertainment Inc/Global TV. Global Kingston now operates as a bureau with a staff of 4 people. These workers are facing challenges with no on-site manager (they are managed by Peterborough) and the local is looking at ways to provide additional support. They have recently sent members for union training. The Local President is Carleen Finch.

CROVEN CRYSTALS, Local 1090, Ajax, ON. The members at Croven Crystals perform skilled work to manufacture crystal components for multiple industries including telecommunications. Greg Weaver is the Local President.

CTV Television, National Camera, Local 79M (formerly 720M) - Our members work in CTV (Bell Media Inc.) news bureaus with the largest group working out of the parliamentary news bureau in Ottawa covering Parliament Hill. Our members work as camera crews, editors, multi-skilled journalists and operations staff. Jeff Stevens is Unit Chair and Tracy Nolan is local 79M President.

GLOBAL-TV/CORUS, Local M1 Eastern Bargaining Unit (EBU). The EBU includes Global News workers in Toronto, Ottawa, Maritimes, Winnipeg and Saskatoon (Local 2549)). Our members work in all aspects of news gathering and production. Corus 24 members in the Eastern Bargaining Unit. This Unit has been active within the M1 National group, attending meetings and conferences. Members also attended convention in Vancouver and media council in Victoria. James Davidson is the Unit President. Cliff Harris is the President of M1-National.

KAPLAN/PLI INC, Local 40, Toronto, ON – International language school. Our members work as instructors. The industry is still adjusting to the Federal government cap on foreign students. Dwayne Gunness, Local President.

METROLAND MEDIA GROUP LTD, Local 87M – Metroland Media Group consists of daily print newspapers, as well as online weekly publications providing news and information across a wide area of Ontario. Our members work in all aspects of editorial, in sales and circulation. Metroland emerged from creditor protection (filed September 2023) and the local has been in negotiations with the Company since fall 2024 to negotiate one single collective agreement for all Metroland members. The members were previously represented by 14 individual collective agreements. I'm pleased to say the local was successful in that negotiation and recently ratified a new, single collective agreement for all groups. The local did an excellent job in retaining the best language &

terms from the multiple collective agreements as well as a modest wage increase. The four members who sat on the committee did an excellent job dealing with the challenges of such a big undertaking. Carleen Finch is the Local President.

OCASI, Local 87M, Toronto, ON – The Ontario Council of Agencies Serving Immigrants (OCASI), was formed in 1978 to act as a collective voice for immigrant-serving agencies and to coordinate response to shared needs and concerns. The Unit and OCASI are still finding their feet in dealing with issues under this first collective agreement. But unit leaders Myuki Fukuma and Maggie To have stepped up to challenge the employer on a number of fronts and are doing excellent work. Carleen Finch is the Local President.

SOUTH EAST TORONTO FAMILY HEALTH TEAM (SETFHT), Local 40, Toronto, ON – Members work as part of a Toronto family health practice. Dwayne Gunness is the Local President

TVO/Ontario Communications Authority, Local 72M, Toronto, ON - TVO is a publicly funded English-language educational television network. In addition, TVO-ILC is also the distance-learning partner for the Ontario Ministry of Education. The Local continues to feel the impact of funding restrictions under the Provincial government. The static funding for TVO which allows for permanent staff hires has remained unchanged in many years. As a result they have a high number of contract staff. Jeff Kucera is the Local President.

MAGNA ELECTRONICS (formerly Veoneer), Local 1980, Toronto, ON – The members of Local 1980 are technical and professional office employees within the automotive electronics manufacturing sector. Magna recently opened their new state of the art facility in Markham. Aaron Cheung is the Local President.

VCSS (formerly Veoneer), Local 1980, Toronto, ON – The members of Local 1980 are technical and professional office employees within the automotive electronics manufacturing sector. Aaron Cheung is the Local President

Globe and Mail, Local 87-M, Toronto, ON – members at the Globe and Mail work in editorial, advertising and circulation. The membership recently ratified a new 3-year collective agreement with a general wage increase of 3% each year. Cliff Lee is the Unit Chair, Carleen Finch is the Local President.

LUIS DOMINGUES

London Area Director

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
3M Canada Inc.	27	May 2028	120
Accuride Canada Inc.	27	July 2025	180
ArcelorMittal	636	March 2027	120
Autoneum Canada Limited (London)	27	April 2028	80
Autoneum Canada Limited (Tillsonburg)	1859	June 2028	200
Caledon Tubing	27	December 2026	70
General Dynamics	27	March 2028	450
Magna Integram Windsor Seating	444	May 2027	800
Magna Mississauga Seating	2009-AP	November 2025	200
Magna Qualtech Seating	2009-AP	November 2025	20
Magna Windsor Modules	2009-AP	November 2025	200
Nifast Canada	636	April 2026	15
Sivaco Ontario	636	June 2028	90
Sodecia Automotive London Inc.	27	October 2026	80
URSA Manufacturing ULC	27	December 2026	100

Major developments since last Council

3M CANADA INC., Local 27, London ON. – This plant has a very mature collective agreement with good pension and wages. The Unit Chairperson, Brian Halliwell, deals with most of the issues. Currently, we have been dealing with Weekly and LTD issues, that have never been a part of any dispute between the parties. There are about 120 members. We bargained a new agreement in May with wages, benefits, and pension improvements.

ACCURIDE CANADA INC., Local 27, London, ON. – Unfortunately, this plant has closed under bankruptcy protection. Local 27 has hired the law firm Koskie and Minsky to deal with the pension surplus.

ARCELORMITTAL, Local 636, Woodstock, ON. – This workplace produces automotive parts. There are currently about 120 members, and the Company is occasionally hiring.

This unit has a very mature collective agreement. The Unit Chairperson Ken Rushton, and the Local President Brent Thompson deal with most issues.

AUTONEUM CANADA LIMITED (LONDON), Local 27, London, ON. – This unit is a manufacturer of automobile carpets, with the Detroit 3 as its biggest customer. Currently, there are about 80 members on the seniority list, with some on layoff. We have a good working relationship with the Employer. We finished bargaining in April with benefit, pension, and big wage increases. The Unit Chairperson is Leo Vasquez.

AUTONEUM CANADA LIMITED (TILLSONBURG), Local 1859, Tillsonburg, ON. – The parties have a very mature collective agreement. There are approximately 200 members on the seniority list, with some on layoff. We finished bargaining in May with benefit, wage, and pension improvements. Rob Hansford is the Unit Chairperson.

CALEDON TUBING, Local 27, St. Mary's, ON. – This unit manufactures tubing for the automotive industry. Currently, there are around 70 employees working. There is a good working relationship at the plant between the parties. The Unit Chairperson is Paul Rudy.

GENERAL DYNAMICS, Local 27, London, ON. – This unit has approximately 450 members and it produces Light Armoured Vehicles (LAVs). This is a mature agreement with the highest paid industrial wage in Southwestern Ontario. We finished bargaining in February with benefit, pension, and wage improvements. The Unit Chairperson, Jeff Skinner, deals with almost all of the issues at the plant.

MAGNA INTEGRAM WINDSOR SEATING, Local 444, Windsor, ON. – This plant provides seats to the FCA Windsor Assembly Plant. There are currently over 800 bargaining unit members at this location. This is an established agreement with good wages. This unit has some rare, good news - that it may be hiring in the future as the WAP goes to a third shift. The Unit Chairperson is Dave Simone.

MAGNA MISSISSAUGA SEATING, Local 2009-AP, Mississauga, ON. – This plant produces seats for the Ford Oakville Plant. Unfortunately, with the closing of the Oakville facility, most of our members are on layoff. There are approximately 200 bargaining unit members on the seniority list. At the time of writing, we are to start negotiations in October. The Unit Chairperson is Tom Cameron, and the Local President is Jimmy D'Agostino.

MAGNA QUALTECH SEATING, Local 2009-AP, London, ON. – Unfortunately, this workplace has closed. We bargained a good closure agreement with enhance severance, a one-time special payment, and benefits for an additional six months.

MAGNA WINDSOR MODULES, Local 2009-AP, Windsor, ON. – There are currently around 200 bargaining unit members at this location. Their main customer is Windsor Assembly Plant (WAP). At the time of writing, we are going into bargaining in October. The Unit Chairperson (Employee Advocate) Christine Whitesell, and the Local President Jimmy D'Agostino, successfully deal with most issues.

NIFAST CANADA, Local 636, Ingersoll, ON. – This workplace supplies fasteners to the marketplace, with CAMI being the major customer. It currently has approximately 15 members, and we have a good working relationship with the Employer. We are going into bargaining in the spring.

SIVACO ONTARIO, Local 636, Ingersoll, ON. – We have around 90 members in this production facility. There is a great relationship between the parties. This is a mature collective agreement with high wages. We just finished bargaining with benefit, pension, and great wage increases. The Unit Chairperson is Tim Smith.

SODECIA AUTOMOTIVE LONDON INC., Local 27, London, ON. – This unit has gone through many layoffs as the auto parts sector is being severely challenged. There are approximately 39 members working with 50 on layoff. The Local President, Brian Chapman, does a great job with the new Unit Chairperson Terry Larabie in dealing with most issues.

URSA MANUFACTURING ULC, Local 27, London, ON. – This unit has approximately 100 members and it has been steady over the last couple of years. It has contracts with GM in the auto parts, as well as in the energy sector, with steel products dealing with drilling holes in the oil fields. There is a good relationship between the parties, as well as excellent leadership by the Committee. The Unit Chairperson is Rick Senay and he does a great job dealing with most issues.

LD/jh:cope343

MARC BRENNAN

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Ford Motor Co. Oakville	707	09-20-2026	2713
Ford Motor Co. Edmonton	1087	09-20-2026	77
Ford Motor Co. Paris	1324	09-20-2026	13
Ford Motor Co. Windsor	240	09-20-2026	34
Ford Motor Co. Windsor	200	09-20-2026	1888
Ford Motor Co. Paris	584	09-20-2026	111
Ford Motor Co. Casselman	584	09-20-2026	69
Ford Plant Protection Oakville	1256	12-01-2026	24
Ford Plant Protection Windsor	240	12-01-2026	21
Leadec Windsor	200	10-23-2027	36
Leadec Oakville	707	10-23-2027	108
MPS Facility Services Oakville	707	11-30-2027	3
Penske Logistics Windsor	200	11-19-2026	56

Major developments since last Council

Ford Oakville Assembly Plant (Local 707) continues the retooling of the Oakville facility. Production of Ford Super Duty Trucks are anticipated to start in mid to late 2026. Unifor Local 707 Ford Bargaining Unit has elected a new Plant Chairperson Jason Delbuono replacing Marc Brennan, now on staff of the National Union.

Ford Plant Protection Oakville (Local 1256) has hired to support additional staffing needed during the Oakville retool.

Leadec Oakville (Local 707) currently has fifty-six members on indefinite layoff due to Ford Oakville plant retool.

Ford Paris Parts Distribution Centres (Local 584) is currently undergoing a building expansion to increase the footprint of the warehouse.

Ford Windsor (Local 200) has hired one hundred and sixty new members over the last eighteen months, including laid off Pref-hires from Oakville. In addition to Ford Windsor, Ford Casselman (Local 584) and Ford Leduc (Local 1087) also Pref-hired laid off Oakville (Local 707) members to their facilities.

Ford Plant Protection Windsor (Local 240), Ford Windsor salaried bargaining unit (Local 240), Leadec Windsor (Local 200), Penske Logistics (Local 200) are all currently fully utilized with no layoff.

MB/koCOPE343

MARIO MOCERI

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
CAA Auto Club & Travel	240	September 20, 2028	10
Freeds Storage Ltd.	240	July 31, 2028	36
K + S Windsor Salt Ltd. – Office	240	February 15, 2028	6
Hudson Manor Retirement Home	1941	December 31, 2023 (Interest Arb)	26
Tilbury Manor Nursing Home	1941	April 30, 2024 (Interest Arb)	93
K + S Windsor Salt Ltd. – MINE	1959	February 15, 2028	121
K + S Windsor Salt Ltd. – FINE	1959	February 15, 2028	57
TI Automotive (Formerly ABC Tech, Precision Plastics)	1959	June 30, 2028	124
Walker Aggregates Inc.	1959	November 2, 2025	29
Alexandra Marine & General Hospital	2458	June 24, 2025	44
Clear Medical Imaging Inc.	2458	May 28, 2028	121
Erie Shores Healthcare – Service	2458	September 30, 2026	98
Erie Shores Healthcare – Registered Technologists	2458	March 31, 2027	90
Hotel Dieu/Grace Hospital – Skilled Trades	2458	March 31, 2024 (Interest Arb)	6
Hotel Dieu/Grace Hospital – General Service	2458	March 31, 2026	180
Hotel-Dieu Grace Healthcare – Security Guards	2458	March 31, 2026	35
Leamington United Mennonite Home & Apartments	2458	September 8, 2026	115
Livingston International Inc.	2458	December 31, 2027	12
Medical Laboratories of Windsor	2458	March 13, 2026	80
Windsor Essex Catholic District School Board – Office/Clerical/Tech	2458	August 31, 2026	140
Windsor Essex Catholic District School Board – Custodians/Maintenance	2458	August 31, 2026	175
Windsor Regional Hospital – Skilled Trades	2458	March 31, 2024 (Interest Arb)	35
Windsor Regional Hospital – Service Unit	2458	March 31, 2026	580

Employer	Local	CBA Expiry Date	Number of Members
Windsor Essex Student Transportation Services	2458	August 31, 2026	7

Major developments since last Council

ALEXANDRA MARINE AND GENERAL HOSPITAL (OFFICE & CLERICAL), Local 2458, Goderich, ON – Unit has 44 members with an expiry date of June 24, 2025 and we currently are in bargaining for the unit and have hit an impasse in our bargaining that is driving us towards interest arbitration but we remain committed to finding a resolve prior to our assigned date. The Bargaining Committee has made significant gains in this round and leadership continues to remain diligent and committed to enhancing and enforcing the CBA with strong support of their membership. During this current round the Local and Committee have built upon previous work ownership gains and have secured new work and operational improvements. Our expectations are to have a workable resolve and achieve an agreement prior to moving into an arbitrated settlement. Chairperson: Courtney Lee. President and Liaison: Ken Durocher.

CAA AUTO CLUB & TRAVEL, South Central Ontario, Local 240, Windsor, ON,

Recently assigned this unit on April 30, 2025. This membership is solid and are committed in their support to their Bargaining Committee and Local leadership. We have recently ratified a new 3-year CBA expiring September 30, 2028, with strong gains in GWIs, commission bonuses and pension enhancement under the determination of the Committee with Chairperson Janet Buston and Local 240 President Jodi Nesbitt. Great work continues to drive improvements for these members.

CLEAR MEDICAL IMAGING INC., Local 2458, Windsor-Essex Region, ON –

The members and leadership of this unit continue to deal with an incredibly difficult employer who continues to disrupt and disrespect the mandates of our Union. Since their initial certification and pursuit of their first CBA, these members, who work as X-ray and Ultrasound techs along with our Patient Experience/Administrative members to provide digital imaging services that support the healthcare needs of our community, have endured a failed bargaining process filled with manipulative tactics by this employer. They continue to use undermining tactics and disregard for our members that led to nearly a 3-month strike. A labour dispute they fueled by corporate greed that ultimately drove us to arbitration in order to achieve an awarded settlement. This unit continues to battle with this employer based on their constant attempts to interrupt and delay the implementation of conditions held within our CBA. This membership is frustrated but remains strongly committed and fully supportive of this new but very eager Bargaining Committee's

Leadership. Unit Chairperson: Ravi Rasiah. President: Ken Durocher. Local Liaison: Fin. Secretary Treasurer Mike Kisch.

ERIE SHORES HEALTHCARE – REGISTERED TECHS (formerly Leamington Hospital), Local 2458, Leamington, ON – This unit currently has 90 members and ratified a new agreement expiring on March 31, 2027. Gains were made in special wage adjustments, overtime and scheduling allocations to assist in reducing the impacts of member burn out from healthcare stressors as this sector continues to have staffing shortages across the field. Strong focus and pressure to improve workplace conditions continues by the Committee and Local Leadership. Chairperson: Gerry Loveless, President and Liaison: Ken Durocher.

ERIE SHORES HEALTHCARE – SERVICE (formerly Leamington Hospital), Local 2458, Leamington, ON – This unit of 98 members is working under a CBA with an expiry of September 30, 2026. Our last round of negotiations focused on and made effective gains in wages and as well in refining scheduling and language to improve working conditions for the membership. The Bargaining Committee is seasoned, using this experience to build an effective relationship with this employer that supports the Union's mandates. Chairperson: Jeff McPherson, President and Liaison: Ken Durocher.

FREEDS STORAGE LTD., Local 240, Windsor, ON – This is also a new unit that was assigned on April 30, 2025. This retail unit has 36 members that we recently ratified a new CBA expiring on July 31, 2028. This experienced Bargaining Committee bargained gains for its members in both hourly and commission-based compensation as they negotiated improvements which included wage increases, benefit improvements, language enhancements and a signing Bonus. Great work by this Committee and Local leadership continues to build upon a strong foundation that keeps this workplace a mainstay and leading clothier in the region. Unit Chairperson: Karren Burdge, Local 240 President Jodi Nesbitt.

HOTEL DIEU GRACE HEALTHCARE – SERVICE, Local 2458, Windsor, ON – This unit of 180 members ratified their agreement and are currently working under a CBA that expires on March 31, 2026. This is another experienced Bargaining Committee that made hard fought gains in wages and language to enhance workplace conditions for their members to support and assist in staffing issues. This Committee remains steadfast in using member solidarity to continue to push this employer for workplace enhancements. Chairperson: Adam Durocher. President and Liaison: Ken Durocher.

HOTEL DIEU GRACE HEALTHCARE – SKILLED TRADES/ENG., Local 2458, Windsor, ON – Adjacent to the other two Local 2458 HDGH units, this unit of six Skilled Trades members, however, remains in open bargaining working under a Collective Agreement expiring on March 31, 2024. We have bargained with this employer and remain in dispute over the core issue of their skilled trades special wage adjustment to address their lagging

wage schedule. At the time of this report, we continue to set some upcoming bargaining dates to achieve a negotiated settlement prior to moving prior to our scheduled interest arbitration on the special adjustment. Chairperson: Chris Ard. President and Liaison: Ken Durocher.

HOTEL DIEU GRACE HEALTHCARE – SECURITY GUARDS, Local 2458, Windsor, ON – This specialised unit of 35 security members are working under a CBA with an expiry date of March 31, 2026. Doing so from their first collective agreement which was built upon the other existing Local 2458 HDGH agreements. This Committee has capitalized on patterning language from the other more mature contracts, and the Bargaining Committee has achieved and shared in these gains while focussing on language improvements that continue to concentrate on expanding its role in providing the best life-safety responses and service supports for the facility. The Local leadership and Bargaining Committee value and are committed to their pursuit of building a solid foundation for future growth for these members. Chairperson: Brody Rupert. President and Liaison: Ken Durocher.

HUDSON MANOR RETIREMENT HOME, Local 1941, Tilbury, ON – This unit consists of 26 healthcare members working for this retirement home. At the time of this report, we currently remain active with our on-going bargaining as we are scheduled to meet again on Oct.29th with the employer. Doing so with the intent to bargain towards achieving a negotiated settlement prior to our scheduled upcoming interest arbitration hearing for an awarded agreement. Whereas our recent information picket at the home pressed our return to the table. These members continue to be frustrated with this disengaged employer working under a long overdue agreement. The Committee and new Local 1941 Leadership, under John Turton, remain diligent in pursuit of achieving a fair and equitable agreement from this employer. Unfortunately, this is an employer who refuses to recognize and respect the work of these members by failing to provide them with fair compensation and benefits while exploiting the strong commitment these members hold for their residents and the dedicated years of service provided to this employer. Chairperson: Edna Larsh. Newly elected President: John Turton.

K + S WINDSOR SALT LTD. (STONE CANYON HOLDINGS INC.) - WINDSOR OFFICE UNIT, Local 240, Windsor, ON – This smaller unit has 6 members working under a CBA with an expiry date of February 15, 2028. This Local 240 clerical and administrative unit also shares its Windsor Salt Ltd bargaining with the 2 separate Mining bargaining units represented by Unifor Local 1959. The unit continues to take on work ownership and representation challenges but are committed to trying to build an improved relationship with this employer. The Local and Committee Leadership continue to represent these members through their amazing organizational skills and resilience under Local President Jodi Nesbitt and Unit Chair Lindsay Meloche.

K + S WINDSOR SALT LIMITED (STONE CANYON HOLDINGS INC.), OJIBWAY MINE UNIT, Local 1959, Windsor, ON – This unit, with a CBA expiry of February 15, 2028, currently has 121 members after the employer implemented restructuring of all shifts via a layoff that has since had all members recalled back to work. Still dealing with the challenges of implementing contract language, the Local and Committee Leadership have been dealing with numerous grievances from applying a very challenging CBA with its new ownership. These negotiations included 3 separate bargaining units represented by both Unifor Locals 240 and 1959. All three of these units are also currently dealing with benefit issues as driven by the recent move of the Employer to change its Plan administrator and provider. Nevertheless, the Committee upholds an incredible commitment and dedication to these members. Unit Chairperson: Dario Zeuch. Local 1959 President: Dario Zeuch.

K + S WINDSOR SALT LIMITED (STONE CANYON HOLDINGS INC.), WINDSOR EVAPORATION UNIT (FINE), Local 1959, Windsor, ON – Together with the other Unifor units working under this employer, the Bargaining Committee shares in the residual frustration of a difficult strike and the implementation of their recent CBA. This unit has 57 members and are working under a contract with the same shared expiration of February 15, 2028. The Committee continuous to provide consistent and progressive leadership in dealing with this employer. From previously planned well expansions, the Committee is prioritizing proper facility operations and are committed to doing so by developing and protecting work ownership to enhance member stability and utilization. Under the guidance of an experienced Bargaining Committee, their knowledge and experience allow them to take on workplace challenges from the strong support and solidarity of their membership. Great work continues from the efforts of both the Local 1959 leadership of the Unit Chairperson Sean Smith and the workplace Committee. Unit Chairperson: Sean Smith. Local 1959 President: Dario Zeuch.

LEAMINGTON UNITED MENNOITE HOME AND APARTMENTS, Local 2458, Leamington, ON – This unit is a combined long-term care and retirement home facility with 115 members and has its own unique challenges working within both programs of care. The current Collective Agreement expires on September 8, 2026. Working through some challenges, the Bargaining Committee has been dealing with some fluctuating language challenges from the employer and have been working to maintain that the CBA is properly implemented as intended. This workplace Committee is solid and continues to be focussed on identifying any issues that they need to target to improve workplace conditions and to build a stronger relationship with the Employer. Strong work by this committee via Unit Chairperson: Ashley Tonita. President: Ken Durocher Liaison: Secretary Treasurer Mike Kisch.

LIVINGTSON INTERNATIONAL INC., Local 2458, Windsor, ON – This is a newly assigned unit of 12 members that provide logistics and brokerage services. Prior to

receiving the assignment these members ratified a CBA and are working under an agreement that expires on December 31, 2027. Updates to follow. Unit Chairperson is Rhonda Owchar, President Local 2458: Ken Durocher, Liaison: 1st VP Jennifer Kennedy.

MEDICAL LABORATORIES OF WINDSOR, Local 2458, Windsor, ON- Unit has a CBA expiry date of March 13, 2026, for these 80 members of Local 2458. As this is a newly assigned unit, we did request and schedule to have a meet-n-greet between our Bargaining Committee and the employer/owner and their management team on July 31, 2025. Doing so to initiate discussions for securing dates for our upcoming bargaining and for setting up related timelines. Based on this unit's history of negotiations, which experienced a labour dispute during a recent round that drove an emotional strike, both parties have confirmed in their common intent to set earlier dates. We also remain committed to doing so to improve and establish a better working relationship to optimize gains. The Unit Chairperson is Jackie Smith; Local 2458 President is Ken Durocher, Local Liaison: 2nd VP Dina Roushanroz.

TI AUTOMOTIVE (Formerly ABC Technologies, Precision Plastics), Local 1959, Amherstburg, ON – There are currently 124 members in this unit which has recently ratified a new CBA with an expiry date of June 30, 2028. Our latest round of negotiations had challenges but with a very experienced and knowledgeable Bargaining Committee strong gains were made. Improvements to wages, representation, signing bonuses and the removal of a two-tier system that merged members into the higher pay schedule with significant wage increases were all realized. The Committee continues to position itself, thru a progressive relationship with this employer, and continues to grow this unit as construction is currently taking place on-site for facility expansion. This Committee's strong and solid leadership is dedicated to supporting this membership. Great work by all levels Leadership. Chairperson: Doug Shaw, Local 1959 President: Dario Zeuch.

TILBURY MANOR NURSING HOME, Local 1941, Tilbury, ON – This LTC unit of 93 members remain in an open and very challenging round of bargaining while working under a CBA that has an expiry date of April 30, 2024. At the time of this report, we are again scheduled to meet with this employer in the first week of November to continue negotiations. Doing so with the intent to bargain towards achieving a negotiated settlement prior to our scheduled upcoming interest arbitration hearing in December for an awarded agreement. This remains a very tough and complex round of bargaining as the current Tilbury Manor home in Tilbury, Ontario is being relocated/transferred to a new facility, *Lakeshore Residence LTC*, currently under construction in Belle River-Lakeshore, Ontario. The new facility footprint and its resident bed capacity is set to more than double for the new 160 bed facility. Whereas the employer is demanding tremendous concessions in doing so. The Unit and Local leadership have prioritized a position at the table to negotiate significant wage increases through a fair and equitable agreement for all its members. Unit Chairperson: Valerie Robert, Local 1941 President: John Turton.

WALKER AGGREGATES INC., Local 1959, Amherstburg, ON – This is a unit of 29 members working within an open pit quarry in the Mining sector. We have just reached a tentative agreement with this employer after a marathon session of deadline bargaining. Our unit ratification meeting is set for November 8th. Unit Chairperson (*interim*): Ryan Mahoney, Local 1959 President: Dario Zeuch.

WINDSOR ESSEX CATHOLIC DISTRICT SCHOOL BOARD (CUSTODIANS AND MAINTENANCE), Local 2458, Windsor, ON – Population of this unit is at 175 members with their CBA holding an expiry date of August 31, 2026. The Local leadership and the entire Bargaining Committee remain committed through their work and implementing the CBA but are dealing with the funding fluctuations that influence and impact operational challenges. Recognition to the entire Committee for their hard work, patience and steadfast commitment to the membership. Chairperson: Brad Allsop. President: Ken Durocher. Liaison: Vice-President Jennifer Cloutier-Kennedy.

WINDSOR ESSEX CATHOLIC DISTRICT SCHOOL BOARD (OFFICE AND CLERICAL), Local 2458, Windsor, ON – This education unit of 140 members coincides its bargaining with the other Unifor 2458 – WECDSB Custodial & Maintenance unit, sharing its CBA expiry of August 31, 2026. This is an experienced and mature Committee that remains prepared and strategically focused in dealing with daily issues. Chairperson: Manon Pageau-Lane President: Ken Durocher, Liaison: Vice-President Jennifer Cloutier-Kennedy.

WINDSOR ESSEX STUDENT TRANSPORTATION SERVICES (WESTs), Local 2458, Windsor, ON – This is a unique unit of 6 members that performs the critical work of establishing, organizing and maintaining school bus routing for the safe transportation of our children. These unit members have historically patterned their contracts under the umbrella of the OCEW/Consortium mix but has been working under their own stand-alone CBA that also ties into the expire date August 31, 2026. All levels of Leadership were successful in establishing some major internal challenges tied to the employer's restructuring of work that this Bargaining Committee pursued to take ownership of and has now expanded both their scope of work and an increase to their wage grid. Excellent work by this Committee and Local 2458 leadership. Chairperson: Danielle Chinnery. President: Ken Durocher, Liaison: Vice- President Jennifer Cloutier-Kennedy.

WINDSOR REGIONAL HOSPITAL (SERVICE), Local 2458, Windsor, ON – Unit population is at 580 members with the unit having their CBA expiring on March 31, 2026. This experienced and well-informed Bargaining Committee is dedicated to supporting this varied classification of members working at the hospital. They continue to address daily issues to support their members by seeking the best working conditions for these healthcare workers who continually provide supportive care to our loved ones even when

they under the stressors of restrictive funding. Unit Chairperson: Sister Cathy Ellwood. President and Liaison: Ken Durocher.

WINDSOR REGIONAL HOSPITAL (SKILLED TRADES), Local 2458, Windsor, ON – These 35 members are currently in active bargaining and are also tied to other Local 2458 WRH Service Unit with the same expiry date of March 31, 2024. However, as this unit of Skilled Trades members remains in open bargaining, we have bargained with this employer and remain in dispute over the core issue of their skilled trades special wage adjustment to address their lagging wage schedule. Like the HDGH Skilled Trades group, we continue to set some upcoming bargaining dates to achieve a negotiated settlement prior to moving prior to our scheduled interest arbitration on the special adjustment. This Committee remains to holding firm on the issue of our lagging wages that need to be adjusted to both retain and attract new staff. Relevant to this, the Committee is also prioritizing our work ownership and rejecting outsourcing attempts by the Employer at the table. Unit Chairperson: Attikus Soulliere, Local 2458 President and Liaison: Ken Durocher.

MICHELLE ARRUDA

National Representative - Ottawa

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Amnesty International Canadian Section	567	4/30/2028	38
Blue Line Taxi	1688	1/26/2028	502
Canadian Centre for Policy Alternatives	567	2/28/2026	25
Canadian Federation of Nurses Unions	567	3/31/2028	5
Canadian Health Coalition	567	1/1/2026	3
Canadian North Inc	2002	12/31/2026	522
Carleton University Academic Staff Association	567	4/30/2027	8
Council of Canadians	567	12/31/2025	25
CUPE Local 2424	567	4/30/2027	2
CUPE Local 4000	567	9/30/2027	2
CUPE Local 4600	567	8/31/2026	3
Ecology Ottawa	567	4/30/2025	1
Harmony House Shelter	567	3/15/2027	7
Kingston Interval House	414	7/9/2027	20
Lennox & Addington Interval House	414	7/31/2027	10
Metro Capital Rideau	414	8/24/2029	80
Metro Taxi Ltd. - Capital Taxi	1688	7/4/2026	230
Porter Airlines Inc. (Halifax)	2002	10/21/2028	65
Porter Airlines Inc. (Ottawa)	2002	7/31/2027	140
Three Oaks Foundation	414	3/31/2028	20
Westway Taxi	1688	12/22/2026	115

Major developments since last Council

AMNESTY INTERNATIONAL CANADIAN, Local 567, Ottawa, ON - Local President is Alex Aucoin. The current agreement will expire in December of 2027.

CANADIAN CENTRE FOR POLICY ALTERNATIVES, Local 567, Ottawa, ON - The Local President is Alex Aucoin. The Employer is currently experiencing financial difficulties. The Local has been actively engaged in discussions and efforts to help identify and implement potential solutions.

CANADIAN FEDERATION OF NURSES UNIONS, Local 567, Ottawa, ON - Local President is Alex Aucoin. The current Agreement will expire in March 2027. No ongoing issues currently.

CANADIAN HEALTH COALITION, Local 567, Ottawa, ON - The Local President is Alex Aucoin. The expiry date is January 1st, 2026. Preparations for bargaining have already begun. No active grievances at this time.

CANADIAN NORTH INC., Local 2002 - The Local President is Tammy Moore. The collective agreement expires in 2027. Several active grievances on the go, this is a busy group with lots of ongoing issues. The local is currently dealing with active grievances and day-to-day issues.

CARLETON UNIVERSITY ACADEMIC STAFF ASSOCIATION (CUASA), Local 567, Ottawa, ON - The Local President is Alex Aucoin. Agreement expiring April 2027. Strong local leadership and issues are resolved quickly. No active grievances at this time.

COUNCIL OF CANADIANS, Local 567, Ottawa, ON - Local President is Alex Aucoin. The CBA expires on December 31, 2025. Preparations for bargaining have already started. This unit is also experiencing financial hardship.

CUPE LOCAL 2424, Local 567, Ottawa, ON - Local President is Alex Aucoin. The collective agreement expires in 2027. No outstanding grievances at this time.

CUPE LOCAL 4000, Local 567, Ottawa, ON - Local President is Alex Aucoin. The collective agreement expires in September 2027. No ongoing issues, good relationship with the employer. No active grievances.

CUPE LOCAL 4600, Local 567, Ottawa, ON - The Local President is Alex Aucoin. The collective agreement expires in August 2026. No active grievances at this time.

ECOLOGY CANADA, Local 567, Ottawa, ON - The Local President is Alex Aucoin. The current collective agreement is set to expire in 2025. Bargaining dates have been

established, and the local is fully prepared to begin negotiations. More updates will follow as the process moves forward.

HARMONY HOUSE SHELTER, Local 567, Ottawa, ON - The Local President is Alex Aucoin. Congratulations to the bargaining committee for successfully reaching a deal in September 2025, achieving notable monetary gains for the membership through your hard work and commitment at the table. New CBA expires in 2027.

KINGSTON INTERVAL HOUSE, Local 414, Ottawa, ON - The Local President is Gord Currie. The collective agreement expires in July 2027. This unit is serviced by the Local's business agent.

LENNOX AND ADDINGTON INTERVAL HOUSE, Local 414, Lennox and Addington, ON - The local President is Gord Currie. The agreement expires in 2027.

METRO CAPITAL RIDEAU, Local 414, Ottawa, ON - The local President is Gord Currie. The agreement expires in 2029. This unit is serviced by the Local's business agent.

METRO TAXI LTD., C.O.B. as CAPITAL TAXI, Local 1688, Ottawa, ON - The Local President is Bahdon Issa. Their collective agreement is set to expire in July 2026.

PORTER AIRLINES INC. (Ottawa), Local 2002, Ottawa, ON - The Local President is Tammy Moore. The Ottawa unit recently marked its first year. The collective agreement, ratified on August 1, 2024, provides a framework for workplace rights, responsibilities, and benefits. Since ratification, members have been actively engaging with the agreement, familiarizing themselves with its provisions, and participating in discussions to ensure smooth implementation. Union Leadership and members continue to collaborate closely to address challenges, improve workplace practices, and strengthen the unit's presence and effectiveness in the community. Looking ahead, the focus will remain on building this foundation and fostering a positive, productive work environment for all members.

THREE OAKS FOUNDATION, Local 414, Ottawa, ON - The Local President is Gord Currie. Congratulations to the bargaining committee on the successful ratification of their new agreement earlier this year. This achievement reflects your commitment, collaboration, and persistence throughout the process. The new collective agreement expires in March 2028.

WESTWAY TAXI NEPEAN LTD., Local 1688, Ottawa, ON - The Local President is Bahdon Issa. Their collective agreement is set to expire in December 2026.

NENA BOGDANOVICH

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Abzac Canada Inc	591-G	November 2027	27
Bell Canada (Clerical and Associated), Ottawa, London, Toronto and Mississauga	6004, 6005,6006,6007	November 30, 2025.	1500
Bgis O&M Solutions (Tech)	27-C	Feb 28, 2027	33
Bgis O&M Solutions (Clerical)	27-C	May 5, 2007	11
Cadillac Fairview (Security), Desk Guards and Concierge at Toronto's Downtown TD Centre Complex	2003E	March 17, 2028	60
Cadillac Fairview (Maintenance)	2003E	April 30, 2026	30
Cadillac Fairview (Security Guards and Concierge at The Toronto Eaton Centre)	2003E	March 17, 2027	70
Cadillac Fairview (Services)	2003E	August 31, 2027	
Your Neighbourhood Credit Union (Formerly Known as Comtech Fire Credit Union),	6007	June 2026	20
Hallmark Housekeeping Services,	2003	December 31, 2027	10
Messer Canada Inc	591-G	August 31, 2027	11
A3h Imaging (Formerly Artcraft Three Hands Inc.)	591-G,	June 30, 2027	1
Dcm Tristar	591-G	Dec 31, 2028	40
Gaber's, Toronto	591-G	January 1, 2026	4
Outedge Astral Media Canada Lp - (Litho Division)	591-G	April 7, 2027	10
Outedge Astral Media Canada Lp (Digital Division)	591-G	July 11, 2027	10

Employer	Local	CBA Expiry Date	Number of Members
Owen Sound Times, Owen Sound	591-G	August 2026	3
Prismaflex Inc., Mississauga	591-G	March 2025	18
Thistle Printing/ Dcm Bond (Bindery, Press, Pre-Press),	591-G	June 2028	72
Westrock Company Of Canada Corp.	591-G	August 2026	80

Major developments since last Council

ABZAC CANADA INC., LOCAL 591-G, BOWMANVILLE, ON – This Unit has approximately 27 members. This past year we ratified a new 3-year agreement, that saw improvements to items such as bereavement language, parental leave top up, benefits, introduction of an RRSP program and wage improvements of 4%, 3% and 3%. Furthermore, they received a signing bonus of \$225. The agreement will expire November 2027.

BELL CANADA (CLERICAL AND ASSOCIATED), LOCALS 6004 (OTTAWA), 6005 (LONDON), 6006 (TORONTO), 6007 (TORONTO), 6008 (MISSISSAUGA) and 37 TORONTO, ON – These units currently represent approximately 1,500 members, a significant decrease from my 2023 report, where membership was roughly 2,500. Activity at Bell Canada has remained intense. In February, the Company offered a Voluntary Separation Package (VSP) to 400 clerical members but ultimately approved approximately 650 applications. The previous year, we also saw roughly 400 surplus declarations. This represents a substantial reduction in our membership and demonstrates the ongoing challenges in the Telco sector. We are currently in negotiations and are working diligently to mobilize and engage the membership as we face this critical moment. The current agreement will expire November 30, 2025.

BGIS O&M SOLUTIONS (THROUGHOUT ONTARIO), LOCAL 27-C TORONTO, ON – There are 3 different bargaining units that this local is responsible for. BGIS offers facility management services to Bell Canada to support Bell's various real estate and their projects. We have both the technicians who service on the road as well as the Clerical and Associated members that look after procurement, contract and insurance, and project coordination. We have not had much grievance activity over the last year.

CADILLAC FAIRVIEW (SECURITY), LOCAL 2003E, TORONTO, ON- There are approximately 60 members in this Unit. The Local represents Security Guards, Desk Guards and Concierge at Toronto's downtown TD Centre Complex. The current agreement expires March 17, 2028. We ratified a new agreement that saw improvements to uniform and footwear, increase to shift premiums, and wage increases of 3%, 3.5% and 3%. We continue to work on our relationship with the employer, and the stewards have been able to settle and work out most grievances.

CADILLAC FAIRVIEW (MAINTENANCE), LOCAL 2003E, TORONTO, ON - There are approximately 30 members in this Unit. The current agreement expires April 30, 2026. We continue to work on our relationship with the employer, and the stewards have been able to settle and work out most grievances. Currently there are no open grievances as we have been able to resolve all our grievances.

CADILLAC FAIRVIEW (SECURITY), LOCAL 2003E, TORONTO, ON - This Unit has approximately 70 members. The Local represents Security Guards and Concierge at the Toronto Eaton Centre. We have seen quite a bit of turnover in this group as most people leave and join the police force and use this job as the stepping stone to that career. In this last year, we negotiated a new 3-year agreement. It will expire March 17, 2027. Some of the improvements obtained were wage increases of 4%, 3% and 2.5%, increase to footwear allowance and signing bonus. We continue to work on our relationship with the employer, and the stewards have been able to settle and work out most grievances. Currently, there are no active grievances.

CADILLAC FAIRVIEW (SERVICES), LOCAL 2003E, TORONTO, ON - This Unit has approximately 9 members in it. The Local represents the Guest Services Desk at the Toronto Eaton Centre. The current agreement expires August 31, 2027. We ratified an agreement that saw improvements to footwear and saw wage increases of 3.5%, 3% and 3%. We continue to work on our relationship with the employer, and the stewards have been able to settle and work out most grievances. Currently there are no open grievances.

YOUR NEIGHBOURHOOD CREDIT UNION (FORMERLY KNOWN AS COMTECH FIRE CREDIT UNION), LOCAL 6007, TORONTO AND OTTAWA, ON - There are approximately 20 members. A new 3-year agreement was ratified that saw improvements to wages increases of 3%, 3% and 2.5%. This past summer Comtech merged with a much bigger credit union called Your Neighbourhood Credit Union. The transition thus far has been easy and we have not had any issues. There are no active grievances at this time.

HALLMARK HOUSEKEEPING SERVICES, LOCAL 2003E, TORONTO, ON – There are approximately 10 members in this Unit. During the last year, a new agreement was

ratified that saw improvements to safety footwear allowance, grievance procedure language, meal allowance, and wage increases of 3%, 3% and 3%. The current agreement expires December 31, 2027. There currently are no active grievances.

MESSER CANADA INC., LOCAL 591-G, WHITBY, ON – There are approximately 11 members in this Unit. In the last year we ratified a new 3-year agreement that will expire August 31, 2027. The agreement saw improvements in safety boot allowance, improvements to the sunset clause and wage improvements of 3%, 3% and 3%. There are no current grievance at this time.

LIASON UNITS: LOCAL 591-G:

A3H IMAGING (FORMERLY ARTCRAFT THREE HANDS INC.), LOCAL 591-G, BURLINGTON, ON – A3H is a Digital, Litho and Large Format Printing Company. The current collective agreement expires in 2027. The recently negotiated wage increases were 3% in each of the 3 yrs (2024 – 2027), increased employer contributions for the RRSP plan and benefits plan. We have not had any grievances at A3H since the collective was negotiated. There is currently 1 member in this unit.

DCM TRISTAR (*formerly Annan and Bird Lithographers), MISSISSAUGA, ON – Large format, commercial/specialty printer. There are 40 members in this Unit. The company changed hands and is now owned by Data Communications Management. A new collective agreement was ratified in January 2025 with 4%, 3.5% and 3%, one additional float day, increases to pensions and benefits. The stewards are T. LaCavera and D. Scott.

GABER'S, TORONTO, ON – Manufacture of convention type bags and hats. Custom designed with embroidered or silk-screened decoration with manufacturing work being done onsite. Authorized to affix the Union Label. The current agreement expires January 1, 2026, and the parties are in the first steps of the bargaining process. There are 4 members in the unit.

OUTEDGE ASTRAL MEDIA CANADA LP – (LITHO DIVISION), ETOBICOKE, ON – Lithographers of outdoor signage and billboards. This company was purchased by Bell/Astral and renamed Outedge. There are 10 members in this Unit. The current Collective Agreement was renegotiated in December 2024: 1.75, 1.75 and 1.75 with a signing bonus. Increases to benefits, pensions, vacation and paid sick days. There are 10 members in this Unit. The steward is B. Reinboldt.

OUTEDGE ASTRAL MEDIA CANADA LP – (DIGITAL DIVISION), ETOBICOKE, ON – Digital printers of outdoor signage and billboards. This company was purchased by Bell/Astral and renamed to Outedge. There are 10 members in this Unit. The current Collective Agreement was renegotiated in January 2025: 1.75 and 1.75 with a signing bonus. Increases to benefits, pensions, vacation and paid sick days. The steward is V. DaSilva. There is one outstanding grievance in this unit.

OWEN SOUND TIMES, OWEN SOUND, ON – Mail Room. There are 3 part-time members in this Unit, and the collective agreement expires in August 2026. The steward is S. Hauser. There is one outstanding grievance in this unit.

PRISMAFLEX INC., MISSISSAUGA, ON – Wide format digital printers of billboards, indoor and outdoor signage, floor/wall/ceiling tile graphics. There are 18 members in this Unit. The parties renewed the collective agreement in March 2025, 3%, 3.25% and 3.5%. The unit steward is J. Moran.

THISTLE PRINTING/ DCM BOND (BINDERY, PRESS, PRE-PRESS), LOCAL 591-G, TORONTO, ON – This is a commercial printing company and there are approximately 72 members in three units. This workplace has been unionized with the Local for many decades and is a prominent Toronto area unionized printer. All three collective agreements were negotiated in the past year with increases to pensions, benefits and wages of 2%, 2%, and 2%. The bargaining committee was Z. Shookner (bindery), I. Patterson (pre-press) and O. Liddell (press).

WESTROCK COMPANY OF CANADA CORP., MISSISSAUGA, ON – Commercial printers of labels and packaging. There are about 80 members in this Unit. The unit has not had any grievances in the past year, and bargaining will begin in 2026. The shop stewards are W. Bodden, R. Nowlan and J. Belle Lam.

NB: eecope343

NICOLE GRAINGER

National Representative

Assignment Information

UNIT NAME	LOCAL	EXPIRY DATE	NUMBER OF MEMBERS
AgeCare Royal Oak Long Term Care	2458	30-Apr-26	140
Chartwell Oak Park LaSalle Retirement Residence	2458	31-Jan-25	65
Chartwell Oak Park Terrace	2458	31-Dec-25	60
Chatham Retirement Resort	2458	30-Sept-25	64
Copper Terrace Ltd- Nursing Unit	2458	31-Jan-26	30
Copper Terrace Ltd- Service Unit	2458	31-Oct-26	125
Devonshire Senior's Residence	2458	31-Mar-25	65
E.R. St. Denis Inc.	195	28-Feb-26	15
Extendicare Southwood Lakes	2458	31-Jul-26	140
Extendicare Tecumseh	2458	31-Jul-26	95
Lanex Manufacturing Inc.	195	31-Oct-26	55
Lifetime on Riverside (The Grandview)	2458	31-May-26	50
Richmond Terrace (Nursing Unit)	2458	31-Oct-26	25
Richmond Terrace (Service Unit)	2458	31-Oct-26	130
Sunrise of Windsor PRP Senior Living	2458	28-Feb- 28	82
Tilbury Concrete Transport Inc.	195	30-Apr-28	24
Titan Tool & Die Ltd.	195	31-Jul-25	70
Venvi Kingsville Retirement Living	2458	30-Apr-25	35
Venvi Leamington Retirement Living	2458	24-Jul-25	45
Venvi Royal Marquis Retirement Living	2458	24-Nov-25	40
Victoria Manor Supportive Housing	2458	31-Dec-24	46

Major Developments Since Last Council

AGECARE ROYAL OAK LONG TERM CARE, Local 2458, Kingsville, ON. This long-term care home was previously a Chartwell home and has been recently purchased by AgeCare. They are working through some challenges that have come with the transition. They ratified an agreement last November including increases to shift premiums, vision,

paramedical increases, a 3.5% wage increase per year, 1% special adjustment for all departments and an additional \$2.00 raise for RPN's. They are still experiencing staffing challenges, but April Dupuis, the Chairperson, and her committee do an amazing job with the day-to-day issues that arise. Mike Kisch (Financial Secretary, Local 2458) is the Local Liaison on this unit. There are currently 5 grievances in the system.

CHARTWELL OAK PARK LASALLE RETIREMENT RESIDENCE Local 2458, We ratified an agreement at this unit earlier this year, including introduction of a new evening premium, increase to uniform allowance, increase in RRSP contributions, wage increase of 7% over two years and a 1% special adjustment for building service classifications. Robyn Skor is the Chairperson, her and the committee do a great job of resolving members issues. There is 1 outstanding grievance at this unit. Jennifer Kennedy (1st Vice President, Local 2458) is the Local Liaison for this unit.

CHARTWELL OAK PARK TERRACE, Local 2458, Windsor, ON. We will be going into bargaining with this unit soon, as the contract expires at the end of this year. Dana Standon is the Chairperson and does well taking care of the issues at this home. Jennifer Kennedy (1st Vice President, Local 2458) is the Local Liaison for this home. There are no outstanding grievances at this unit.

CHATHAM RETIREMENT RESORT, Local 2458, Chatham, ON. We are just entering into bargaining with this unit next month. They have a newly elected Chairperson, Kennedy Newton. Herself and the committee have been maneuvering through many challenges with the new management changes. Mike Kisch (Financial Secretary, Local 2458) is the Local Liaison for this unit. There are currently 3 grievances in the system.

COPPER TERRACE NURSING HOME (NURSING UNIT), Local 2458, Chatham, ON. This home unanimously ratified an agreement last year with an increase of 3% and 5.5% adjustment to the grow-in grid, it also included improvements to vacation payouts and PEL. The Chairperson is Sheana Strong Moore and Ken Durocher (President, Local 2458) is the Local Liaison to this home. There are no grievances in the system at this home.

COPPER TERRACE NURSING HOME (SERVICE UNIT), Local 2458, Chatham, ON. This home ratified a collective agreement earlier this year with a wage increase of 3.5% per year and a \$3.00 special adjustment for the PSW classification. It also included improvements to vacation payouts, weekend premiums, vision and paramedical benefits. The chairperson for this home is Patti Sluys and Ken Durocher (President, Local 2458) is the Local Liaison, there is one grievance currently in abeyance.

DEVONSHIRE RETIREMENT RESIDENCES, Local 2458, Windsor, ON. We are currently in bargaining with this retirement home. The Chairperson, Christina Sayer and her committee work hard to resolve day to day issues. Jennifer Kennedy (1st Vice President, Local 2458) is the Local Liaison for this unit. There are no outstanding grievances at this unit.

E.R. ST. DENIS INC. (c/o VALIANT CORPORATION), Local 195, Windsor, ON. The Chairperson at this plant is Abe Shroeder. There are no outstanding issues at the plant, we enter bargaining early next year. Sarkis Gaspar (Financial Secretary, Local 195) is the Local Liaison for this unit. There are currently no grievances in the systems and no layoffs.

EXTENDICARE- SOUTHWOOD LAKES FT/PT, Local 2458. This home is part of the Extendicare master bargaining and ratified an agreement last year including a 3.5% wage increase per year, \$3.00 premium for PSW classification and \$2.50 premium for the RPN classification. Ayan Holland is the Chairperson at this home and goes above and beyond the call of duty to represent the members in this home. Dina Roushanroz (2nd Vice President, Local 2458) is the Local Liaison. There are currently 8 grievances in the system.

EXTENDICARE TECUMSEH, Local 2458, Tecumseh, ON. This home is part of the Extendicare master bargaining. They ratified an agreement last year including 3.5% wage increase per year, an additional \$3.00 premium for the PSW classification and a \$2.50 premium for the RPN classification. Lumi Csiki is the Chairperson, herself and the committee do a fantastic job representing their members. Dina Roushanroz (2nd Vice President, Local 2458) is the Local Liaison. There are no outstanding grievances.

LANEX MANUFACTURING INC., Local 195, Windsor, ON. This plant will be going into bargaining next year. Work is slow at the moment with 3 members currently laid off. They have a newly elected Chairperson, Kevin Langlois and Tammy Pomerleau (1st Vice President, Local 195) is the Local Liaison for this unit. There is currently one outstanding grievance.

LIFETIMES ON RIVERSIDE, Local 2458, Windsor, ON. We recently received an arbitration award for this home which included a 3% wage increase for year one, 3.5% for year two, an increase in vision, paramedical benefits, evening shift premium and weekend premium. There is a newly elected Chairperson, Sheri Shasore. Jennifer Kennedy (1st Vice President, Local 2458) is the Local Liaison on this unit, there are no current grievances.

RICHMOND TERRACE NURSING HOME (Nursing Unit), Local 2458, Amherstburg, ON. This home unanimously ratified an agreement this year that included 3% per year wage increase and 5.5% after ratification. Megan Dywelska is the Chairperson and Jennifer Kennedy (1st Vice President, Local 2458) is the Local Liaison. There are a few grievances in the system.

RICHMOND TERRACE NURSING HOME (Service Unit), Local 2458, Amherstburg, ON. This home unanimously ratified an agreement earlier this year, which included a 3.5% wage increase per year and a \$3.00 special adjustment for the certified Healthcare Aide classification. There was also improvement to the weekend premium, paramedical benefits and vision. The Chairperson is Alisha Renaud and Jennifer Kennedy (1st Vice President, Local 2458) is the Local Liaison. There are currently a few grievances in the system.

SUNRISE OF WINDSOR PRP SENIOR LIVING, Local 2458, Windsor, ON. We recently ratified a 3-year agreement at this home with great improvements, including special lump sum adjustments, wage increase totalling between 7.5% - 23% and an additional float day. The acting Chairperson is Elise Seguin who works very hard to represent the members on a daily basis. Mike Kisch (Financial Secretary, Local 2458) is the Local Liaison on this unit and there are currently no grievances.

TILBURY CONCRETE TRANSPORT INC., Local 195, Windsor, ON. We ratified an agreement earlier this year including improvements to the lump sum bonus, vision, dental, pension, signing bonus and a wage increase of \$3.50 over the three-year term. The Chairperson is Dean Dupuis, he does a great job representing the members and Emile Nabbout (President, Local 195) is the Local Liaison. There are no grievances for this unit.

TITAN TOOL & DIE LIMITED, Local 195, Windsor, ON. We started bargaining with Titan Tool mid July, two days before the deadline the company tabled a 15-page document of monetary concessions, which they claimed they needed to run their business. While bargaining the employer loaded up trucks and completely emptied out the plant. At the deadline there was no deal, so the employees reported to work the next week and were sent home by the employer after 4 hours each day because of a shortage of work. The following week the employer served us notice that they were locking out the employees. The Titan employees have been locked out since August 11, 2025. The employee's spirits have not been broken, they have bound together and with the support of the Local and National Union, they show up everyday to the picket line to fight for their jobs. Randy St. Pierre is the Chairperson, himself and the committee have fought tirelessly for the members through this whole process and continue to fight everyday. There were 27 members laid off prior to the dispute. Sarkis Gaspar (Financial Secretary, Local 195) is the Local Liaison on this unit.

VENVI KINGSVILLE RETIREMENT LIVING, Local 2458, Kingsville, ON. We are currently going into bargaining with this retirement home. Claudette Kameka is the Chairperson, herself and the committee manage all daily issues. Mike Kisch (Financial Secretary, Local 2458) is the Local Liaison. There is currently 1 grievance in the system.

VENVI LEAMINGTON RETIREMENT LIVING, Local 2458, Leamington, ON. We are currently going into bargaining with this home. The Chairperson is Donna Massong, who works hard daily representing her members. Mike Kisch (Financial Secretary, Local 2458) is the Local Liaison and there are no active grievances.

VENVI ROYAL MARQUIS RETIREMENT LIVING, Local 2458, Windsor, ON. We are currently entering into bargaining with this home. There has been some reduction in hours as they are currently experiencing a decrease in occupancy. Sharon Hamka is the Chairperson, who does a stellar job in representing her members. Dina Roushanroz (2nd Vice President, Local 2458) is the Local Liaison, there are currently no grievances.

VICTORIA MANOR, Local 2458, Windsor, ON. We are currently in bargaining with this unit; there have been several challenges with this home after management changes. Raquel Burke is the Chairperson, she truly wears her heart on her sleeve and represents not only our members, but the residents of the home to the very best of her ability. Mike Kisch (Financial Secretary, Local 2458) is the Local Liaison. Currently there is one active grievance in the system.

NUNO PINTO

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
CultureLink	40	Nov. 26, 2025	61
March of Dimes of Canada	40	May 31, 2028	154
Nucleus Independent Living	40	March 31, 2026	39
Oakville Transit	1256	January 31, 2029	194
Ariva, (Division of Domtar Inc.)	1291	April 2026	25
PACE Independent Living	40	November 29, 2026	60
Saputo Dairy Products Canada	4003	December 2025	50
University of Toronto	2003	May 2027	90

Major developments since last Council

ARIVA (Division of Domtar) Local 1291, Mississauga ON – Local President Adam Doran. There are about 25 members here who work in paper supply as drivers and in the warehouse. This group bargains as part of the Domtar Paper Pattern and the current collective agreement will take us to April 2026.

PACE INDEPENDENT LIVING, Local 40, Toronto ON – Local President Dwayne Gunness. This unit consists of 60 members. The Collective Agreement expires in November of 2026. This employer provides to clients who are able to have their own dwelling but need assistance with personal care due to their disabilities and restrictions. This category of work is fulfilled by PSW's and is classified as Assisted Living Support and is funded through the Ministry of Health

NUCLEUS INDEPENDENT LIVING, Local 40, Weston ON – Local President Dwayne Gunness. This unit consists of 39 members. The Collective Agreement expires in March of 2026. This employer provides to clients who are able to have their own dwelling but need assistance with personal care due to their disabilities and restrictions. This category of work is fulfilled by PSW's and is classified as Assisted Living Support and is funded through the Ministry of Health.

SAPUTO DAIRY PRODUCTS CANADA, Local 4003 Various locations in Ontario –Local President Sina Piluso, Council 4000 Regional Liaison Amir Zaidi, Unit Chair Giri Panchalingam. This is a group of about 50 owner-operator drivers. At the time of reporting we are bargaining for a renewal collective agreement that expires December 2025.

UNIVERSITY OF TORONTO, Local 2003, Toronto, ON – Local President Patrick Doyle. This Local represents operating engineers from across three of the University of Toronto campuses (Mississauga, Scarborough, and Toronto downtown.) There are approximately 90 members in this unit. The current agreement will expire May 2027.

CULTURELINK, Local 40, Toronto, ON – Current cuts to IRCC funding going into bargaining. Currently working on renewing the collective agreement. President Dwayne Gunness, Local 40, Location Toronto, Chairperson Rubeen

MARCH OF DIMES OF CANADA (INCL. SPINAL CORD INJURY ONTARIO), Local 40, Toronto, ON – Just renewed the collective agreement. No outstanding grievances. President Dwayne Gunness, Local 40, Location Toronto, Chairperson Cori Bezotosny

OAKVILLE TRANSIT, Local 1256, Oakville, ON –Just ratified a new 4-year deal January 2025. Members very happy with the deal.3 outstanding grievances President Keith T, Local 1256, Location Oakville, Chairperson Kim Levinsky.

NP/vs/cope343

PAUL SHIELS

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
AGS Automotive	1106	February 2026	80
AWC Operations Canada	1285	August 2026	26
Durapaint	1285	June 2028	82
E2Z Coatings	1106	February 2026	80
F&P Manufacturing	1285	December 2028	832
Metokote Canada Ltd	1106	October 2027	90
MTD Products	1106	September 2027	30
Oakley Sub Assembly	1285	October 2026	43

Major developments since last Council

AGS AUTOMOTIVE, Local 1106, Cambridge, ON – Our members manufacture automotive metal parts, in particular bumper modules. The membership will be preparing for bargaining as the current agreement expires in February 2026. Currently, there are no layoffs as time of this report. But we anticipate a difficult round, dealing with the uncertainty within the IPS sector currently. Local President Ray Souto.

AWC OPERATIONS CANADA, Local 1285, Brampton, ON - Current membership continues to be on lay off. The news of Stellantis moving their scheduled product to another Plant in the USA has brought additional concerns within this unit. We just extended the collective agreement until August 2026. Local President Vito Beato

DURAPAINTE, Local 1285, Brampton, ON – This membership have ratified a new 3-year collective agreement in June this year. The company currently has no layoffs but are feeling the strain of the current tariff climate, our members apply high performance liquid coatings on metal and aluminum windows and doors. Local President Vito Beato

E2Z COATINGS, Local 1106, Cambridge, ON – This membership will be preparing for bargaining as the current agreement expires in February 2026. Again, we will expect a difficult round of bargaining dealing with the current concerns within the Auto sector.

Last round of bargaining resulted in a short labor dispute . Local President Ray SOUTO

F&P MANUFACTURING INC, Local 1285, New Tecumseth, ON, This membership supply Parts for the Honda facility in Alliston. They are currently working 6 days a week and have not had any fall out from the recent tariff policies coming out of the US. Last year they reached their first collective agreement. Local President Vito Beato

METOKOTE CANADA LTD, Local 1106, Cambridge, ON – Our members provide protective coatings for the auto parts industry, Currently they continue to work with no layoffs. Again, with the uncertainty within the sector our members are concerned. Local Service Representative Mike Camlin.

MTD PRODUCTS, Local 1106, Kitchener, ON – Currently no major issues for this parts warehouse that deal with, snow blowers, lawnmowers The are entering the second year of their collective agreement. Local President Ray Souto

OAKLEY SUB ASSEMBLY, Local 1285, Brampton, ON – Our members assemble tires for the Brampton assembly Plant. With the recent news of the scheduled product being moved to the US. Our members continue to be laid off with no certainty if the facility continues. The company had leased their former building and currently have no location. Approximately half of the members have opted to take severance package. President Vito Beato.

PS: eecope343

PEARL ALMEIDA

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
AIRCRAFT APPLIANCES	252	March 2028	7
SANOFI PASTEUR	1701	September 2028	800
COCO ASPHALT ENGINEERING	4266	December 2026	25
H.L BLACHFORD	593	October 2027	30
ICS COURIER MESSENGERS	333	2027	160
ICS COURIER SORTERS	333	2027	100
MAUSER PACKAGING (Formerly ICS Industrial Packaging Services)	1256	June 2028	60
LAFARGE CANADA INC. (PLANT)	219-O	November 2026	79
NABET 700, ACPFT	700-M	October 2027	1100
PETRO-CANADA LUBRICANTS	593	January 2026	250
PETRO CANADA TERMINAL	593	January 2026	17
REDPATH SUGARS ENGINEERS	2003-E	June 2027	10
REDPATH BRANDS (Plant)	2003-E	June 2025	150
REDPATH SUGARS (New Unit)	2003-E	2026	100
RIPLEY'S AQUARIUM OF CANADA	6006	October 2026	200
TORONTO CRICKET SKATING & CURLING CLUB	0673	October 2028	100
RITZ PLASTICS INC.	0222	November 2025	68
EC TORONTO LANGUAGE CENTRE LTD	87-M	December 2026	30

Major developments since last Council

AIRCRAFT APPLIANCES, Local 252, Bramalea ON – President, Eamon Clarke; Chairperson Brian Faulds. The company was sold to a Private Equity firm and in turn has sold its Marine Filtration Unit, which has left only (7) employees out of (35) in the collective

Agreement. The current contract expired March 31st 2025 and was ratified successfully and is expiring March 31st, 2028. The relationship is amicable.

SANOFI PASTEUR, Local 1701 ON – President Mike Hill; Chairperson Peter Berthelette. There are approx. (800) employees in this unit. This unit has completed bargaining and ratified successfully and the contract will now expire September 30th 2027. Both parties continue to work collectively to address the issues and future plans for the business. Currently there are some grievances in the system. The relationship is amicable.

COCO ASPHALT ENGINEERING, Local 4266 Millhaven ON – President Andre Desjardins; Chairperson Andrew Miller. There are approx. (25) employees in this unit. We made significant gains in wages and some excellent language around contracting out and benefits that will provide a more sustainable working environment for the membership. The collective agreement was bargained in June 2023 and will be up for renewal in 2026. The relationship is amicable.

H.L BLACHFORD, Local 593, Toronto ON – President Edwin Patrick; Chairperson Yelaia Tennessee. There are approx. (30) employees in this unit. The collective agreement was bargained in Oct 2024 and will now expire on Oct 27th 2027 . We made some significant gains in wages and some excellent language around scope, contracting out and benefits that will provide a more sustainable working environment for the membership. Presently there are no grievances in the system. The relationship is amicable.

ICS COURIER, Local 333, Messengers, Various ON - President, Lisa Marks. There are approx. (160) employees in this unit. The collective agreement was renewed in 2023 and will come up for renewal in 2027. Presently there are some grievances in the system around premiums and also the use of Agents (Drivers on contracts). The relationship is amicable.

ICS COURIER, Local 333, Sorters, Toronto ON - President, Lisa Marks. There are approx. (100) employees in this unit. The collective agreement was renewed in 2023 and will come up for renewal in 2027. Presently there are some grievances in the system around premiums and also the use of Agents (Drivers on contracts). The relationship is amicable.

Mauser Packaging (Formerly ICS Industrial Packaging Services), Local 1256, Various ON – President Keith Turett; Chairperson Nelson Raposo. There are approx. (60) employees in this unit. The collective agreement was renewed and will now expire on June 13th 2028. The company has indicated closure of two of its sites, that may result in some job losses, however the union was able to mitigate any job losses . There are no grievances in the system. The relationship is amicable.

LAFARGE CANADA INC, Local 2190, Bath ON – President Ben Struthers. There are approx. (79) employees in this unit. The collective agreement will be up for renewal in 2026. In the previous negotiations, we made significant gains in wages and some excellent language around contracting out and benefits that will provide a more sustainable working environment for the membership. Both parties continue to have ongoing discussions to address issues in a timely fashion. There are some grievances on terminations in the system. The relationship is amicable.

NABET 700- (Film Technicians) Local 700 M, Toronto ON -President Ryan Pogue. There are approx. (1100) employees in this unit. The collective agreement was re-negotiated in October of 2024 and will expire in October of 2027. We made significant gains in wages and some excellent language gains throughout the agreement that will provide a more sustainable working environment for the membership. The collective is pending Ratification. There are no grievances in the system. The relationship is amicable.

PETRO CANADA LUBRICANTS, Local 593, Toronto ON – President, Edwin Patrick; Chairperson Shane Horne. There are approx. (250) employees in this unit. This unit negotiated and ratified in 2024 and is up for renewal for 2026 and is part of the National Energy Bargaining (pattern Bargaining). There are several grievances in the system that are scheduled for arbitration and in arbitration. The relationship is amicable.

PETRO CANADA TERMINAL, Local 593, Oakville ON – President, Edwin Patrick; Chairperson Jonathan Coatsworth. There are approx. (17) employees in this unit. This unit negotiated and ratified in 2024 and is up for renewal for 2026 and is part of the National Energy Bargaining (pattern Bargaining). There are several grievances in the system that are schedule for arbitration and in arbitration. The relationship is amicable.

REDPATH SUGARS (Engineers), Local 2003E, Toronto ON – President Phil Barbara; Chairperson Sinclair Williams There approx. (10) employees in this unit. The collective agreement was renewed recently and will now expire on 31st of April 2028. We made significant gains in wages and some excellent language gains and benefits that will provide a more sustainable working environment for the membership. Presently there are no grievances in the system. Both parties continue to have good and meaningful discussions to resolve the issues in the workplace. The relationship is amicable.

REDPATH BRANDS (Plant), Local 2003E, Toronto ON– President Phil Barbara; Chairperson Moe Elzanaty. There approx. (150) employees in this unit. The collective agreement will be renewed in June 2026. Presently there are some grievances in the system and both parties continue to have good and meaningful discussions to resolve the issues in the workplace. The relationship is amicable.

REDPATH SUGARS (New Unit) Local 2003E, Toronto ON – President Phil Barbara. There approx. (30) employees in this unit. This was a newly organised unit in the same plant and was a New Collective Agreement that was bargained in 2022. The agreement will be renewed in the next few months of 2025. We made significant gains in wages and some excellent language gains and benefits that will provide a more sustainable working environment for the membership for a very first collective agreement. The Pay equity plan and maintenance has been completed, with some signification gains for some classifications. Both parties continue to have good and meaningful discussions to resolve the issues in the workplace. The relationship is amicable.

RIPLEYS AQUARIUM OF CANADA, Local 6006, Toronto ON - President Sapna Sagar; Chairperson vacant. There are approx. (100) employees in this unit. Decertification attempts were made and were fended off successfully while the unit was in Bargaining. The collective agreement was negotiated and ratified successfully in 2023 and will be renewed in 2026. We made significant gains in wages and some excellent language gains and benefits that will provide a more sustainable working environment for the membership. The relationship is still very new, and the Union continues to work on it.

TORONTO CRICKET SKATING CLUB, Local 673, Toronto ON - President Mary Ellen Mcilmoyle; Chairperson Ozlem Bengu. There are approx. (100) employees in this unit. The collective agreement was renewed in 2025 and will now expire in October of 2028. We made significant gains in wages and some excellent language gains and benefits that will provide a more sustainable working environment for the membership. Both parties continue to have good and meaningful discussions to ensure that the issues are resolved in timely fashion. There are presently no grievances in the system. The relationship is amicable.

RITZ PLASTICS, Local 6006, Toronto ON - President Sapna Sagar; Chairperson Pam Bosgraaf. There are approx. (45) employees in this unit. The collective agreement was negotiated successfully in 2022 and is presently in Bargaining. The relationship is still very new, and the Union continues to work on it. Both parties continue to have good and meaningful discussions to ensure that the issues are resolved in timely fashion. There are presently no grievances in the system. The relationship is not amicable.

EC TORONTO, Local 87-M, Toronto ON - President Carleen Finch; Chairperson David Neild. There are approx. (30) employees in this unit. The collective agreement has been bargained in 2023 and will be renewed in 2026. We made significant gains in wages and some excellent language gains and benefits that will provide a more sustainable working environment for the membership. Both parties continue to have good and meaningful

discussions to ensure that the issues are resolve in timely fashion. There are presently some grievances in the system. The relationship is amicable.

PA/vs/cope343

RANDY KITT

National Representative and Media Director

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Atlantic Packaging, Brampton	333-51	January 2026	158
Atlantic Packaging, Mississauga	333-03	August 2029	134
Atlantic Packaging, Whitby	333-30	November 2028	75
Atlantic Packaging, Midwest	333-34	August 2025	40
Atlantic Packaging, Colorpak	333-22	January 2030	26
Atlantic Packaging RPD, Scarborough	333-49	January 2028	64
CFTO-TV, CTV, TSN & DISCOVERY (CTV Agincourt)	79M-01	December 2026	538
Canadian Mist, Collingwood	2003E-13	December 2025	5
City-TV Rogers Broadcasting LTD.	723M-03	October 2025	255
OMNI 1 & OMNI 2 Rogers Broadcasting LTD.	723M-12	October 2025	30
Moore Packaging Corporation, Barrie	333-18	December 2026	118
Postmedia Network Inc.	87M-77	August 2026	43
Rogers Sportsnet Highlight Zone	79M-09	November 2026	33
Rogers Sportsnet Inc.	79M-02	November 2026	238
Tencorr Packaging, Mississauga	333-19	November 2027	38
Toronto Star Newspapers LTD.	87M-23	December 2026	310

Major developments since last Council

ATLANTIC PACKAGING BRAMPTON & CALEDON – Local 333-0051. Lisa Marks is the local president. This agreement expires January 31, 2026 and we have currently filed a notice to bargain.

ATLANTIC PACKAGING MISSISSAUGA – Local 333-0003, Lisa Marks is the Local President. This unit is in their 1st year of a 5 year agreement seeing major gains in pension, benefits and wages. Wage adjustments and % increases totaling approx. 4%, 3%, 3%, 3%, 3%. The collective agreement expires January 2, 2030.

ATLANTIC PACKAGING WHITBY – Local 333-0030, Lisa Marks is the Local President. This plant is still struggling to get working at capacity. The members are struggling with inflexible management and an 8 year deal that expires in 2028. Their wages are subject to the eastern paper pattern.

ATLANTIC PACKAGING MIDWEST – Local 333-0034, Lisa Marks is the Local President. We are currently in bargaining negotiating a new collective agreement.

ATLANTIC PACKAGING PREPRINT (FORMERLY PREPRINT) – Local 333-0022, Lisa Marks is the Local President. This unit is in their 1st year of a 5 year agreement seeing major gains in pension, benefits and wages. Wage adjustments and % increases totaling approx. 4%, 3%, 3%, 3%, 3%. The collective agreement expires January 2, 2028.

ATLANTIC PACKAGING SCARBOROUGH RETAIL PACKAGING DIVISION – Local 333-0049, Lisa Marks is the Local President. The unit is in their second year of a 5 year agreement with major gains in pension, benefits and wages. Wage adjustments and % increases totaling approx. 5%, 3%, 4%, 5%, 3%. The collective agreement expires January 2, 2028.

CFTO-TV, CTV, TSN & DISCOVERY – Local 79-M-0001, Tracy Nolan is the local president. Bell Media continues to consolidate, employ new technology and to cancel programming to reduce their workforce. A new 3 year agreement expiring December 31, 2026 was negotiated in the midst of these layoffs. GWI of 2%, 2.5% and 2.5% with other increases to key wage categories and no concessions were key to these negotiations. The company also combined some job functions with the ability of new technology, which drove layoffs, but increased the wages of the remaining employees.

CANADIAN MIST DISTILLERS – Local 2003-E-0010, Phil Barbara is the local president. We are currently in bargaining, as these 5 stationary engineers literally keep the lights on at the plant in Collingwood making Canadian Mist whisky and Collingwood whisky. Support Canadian!!!

CITY TV: ROGERS BROADCASTING LTD – Local 723-M 0003. Nathaniel Siegler is the local president. Their current CBA expires October 31, 2025 and we are currently entering bargaining. This unit, although separate from the OMNI unit below are bargained at the same time and share language in their collective agreements. Both units are currently struggling with staffing and jurisdiction issues.

OMNI 1 & OMNI 2, Local 723-M 0012. Nathaniel Siegler is the local president. Their current CBA expires October 31, 2025.

MOORE PACKAGING –Local 333-0018, Lisa Marks is the Local President. The unit is in the 3rd year of a 4 year deal. Fighting off major concessions with a 100% strike vote and bargaining to the deadline, the local successfully negotiated a wage adjustment and 3.25% wage increase in the first year (totalling approx.. 7%) and 3%, 3%, 3% in subsequent years. The agreement expires on December 31, 2026.

POSTMEDIA NETWORK INC. Local 87-M 0077. Carleen Finch is the local president. The local is exited to get back to the bargaining table as their agreement expires in July of 2026.

ROGERS SPORTSNET HIGHLIGHT ZONE, Local 79-M 0009. Tracy Nolan is the local president. This group is in their second year of their second agreement with 2.5%, 2.5%, 2.5% and 2.3% (9 months). With an adjustment to the top wage grid of approx. 2.5%. Go Jays!!!

ROGERS SPORTSNET INC., Local 79-M 0002. Tracy Nolan is the local president. They are in the third year of a four year deal expiring November 30th, 2026 at 2.5%, 2.5%, 2.5% and 2.3% (9 months). Go Jays!!!

TENCOR PACKAGING – Local 333-0019 – Lisa Marks is the Local President. Currently in the second year of a 4 year deal. Gains were made in benefits and wages. The main issue at Tencorr was a two tier wage scale. Wage gains for the bottom tier were raised by 6%, 5.5%, 5.5%,5,5% and for the top tier 4%, 3.5%, 3.5%, 3.5%. At the end of this agreement the wages will be very close setting up for an elimination of the 2 tiers at the next round of bargaining.

TORONTO STAR NEWSPAPERS LTD – Local 87-M 0023. Carleen Finch is the local president. The unit is currently in a 5 year deal, expiring on December 31, 2026 with wages increases of 1%, 1%, 1%, 2%, and 1% with an extra 1% in the 2nd year for employees on the digital wage scale. The paper has enjoyed a stable year with an increased commitment to grow the Toronto Star with staff hires and more content.

RK: eecope343

RICK POOLE

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Alpha Court Housing Corp	229	November 2026	27
Alstom	1075	May 2026	236
Alterna Savings	39-02	December 2027	10
Anishnawbe Mushkiki	229	October 2026	44
Beendigen Inc	229	October 2025	46
BISNO	229	September 2028	92
Chartwell Glacier Ridge	39	December 2025	27
Chronical Journal Press	375-G	June 2027	4
Chronical Journal Newspaper	191	December 2026	19
Terrace Bay Township	229	December 2026	13
Harbour View Child Care	229	April 2026	25
Ka-Na-Chi-Hih Solvent Abuse	229	March 2028	20
Lakehead Newsprint Ltd	39	August 2028	14
Resolute Sawmill	5025	September 2028	225
Superior Greenstone Community Living	39	March 2026	35
Thunder Bay Catholic School	229	August 2026	92
Thunder Bay Pulp and Paper Mill	39	April 2026	200
Thunder Bay Pulp & Paper Office	39	April 2026	13
Toromont Cat	229	June 2025	81

Major Developments Since Last Council

ALPHA COURT NON-PROFIT HOUSING CORPORATION, LOCAL 229, Thunder Bay, ON – Alpha Court has 27 members. The Chairperson is Jen Lavoie, The Local President is Kari Jefford. We ratified a 3-year agreement in November 2023. There are currently no grievances in the system.

ALSTOM, LOCAL 1075, Thunder Bay, ON – The plant formally called Bombardier has been under the ownership of Alstom for a few years now. They currently have 2 contracts, Bilevel Go trains to be refurbished for Metrolinks and Toronto subway cars which was awarded this year. The Toronto subway contract will start in 2028 after design and supply

line is finalized. There are currently 236 members working and 100 on layoff. The Unit Chairperson is Russ Aiken, and the Local President is Justin Roberts.

ALTERNA COMMUNITY CREDIT UNION, LOCAL 39-02, Thunder Bay, ON – There are currently 10 members in this unit. The unit runs quite smoothly no grievances in the system. Their contract was renewed December 2024. President is Earl Harrison.

ANISHNAWBE MUSHKIKI COMMUNITY HEALTH CENTRE, LOCAL 229, Thunder Bay, ON – The Unit Chair is Connie Lennox, the Local President is Kari Jefford. This unit has 44 members. Anishnawbe Mushkiki is funded by the Ministry of Health and Long-Term Care to fund a primary care expansion to reduce health disparities for indigenous and non-indigenous people in Thunder Bay. This unit and workplace continues to grow in the community with new bargaining unit positions and programming rapidly increasing. The current contract expires on October 31, 2026.

BEENDIGEN INCORPORATED, LOCAL 229, Thunder Bay, ON – The Unit Chairperson is Becky Luby. This unit has forty-six (46) members. They are having issues with staffing in the crisis home. The current contract expired October 31, 2025. The Local President is Kari Jefford.

BISNO (BRAIN INJURY SERVICES OF NORTHERN ONTARIO), LOCAL 229, Thunder Bay, ON – Brain Injury Services of Northern Ontario currently has 92 members. The contract was renewed in September 2025 with significant wage increases and benefit premiums to be paid 100% by the employer. The Local President is Kari Jefford.

CHARTWELL GLACIER RIDGE, LOCAL 39, Thunder Bay, ON – This is a private home for seniors located in Thunder Bay. They run with low staffing to increase profits. There are currently 4 arbitrations in the system for this unit. The Notice to Bargain has been sent. The contract expires December 31, 2025. The Local President is Earl Harrison.

CHRONICLE JOURNAL, LOCAL 191, Thunder Bay, ON – A new agreement was ratified on September 15, 2024. We were able to make monetary gains throughout the agreement along with 7.5% wage increase over the life of the agreement. This wage increase was twice the amount they have received in the previous 3 contracts. The Local President Jamie Rostibuko has retired and for the remainder of the term the position is being filled by business agent John Ridd.

CHRONICLE JOURNAL, LOCAL 375-G, Thunder Bay, ON – There are currently 4 members left in this group of Pressman that are responsible for printing the newspapers here in the city of Thunder Bay. The contract expires on June 1, 2027. The Local President is John Ridd.

CORPORATION TOWN OF TERRACE BAY, LOCAL 229, Terrace Bay, ON – There are currently 13 members in this unit. There are no grievances in the system at this time. The contract expires December 31, 2026. The Local President is Kari Jefford.

HARBOURVIEW CHILDCARE CENTER, LOCAL 229, Thunder Bay, ON – The Unit Chairperson is Krystal Prior. This twenty-five (25) member unit has no grievances in the system. The collective agreement expires April 21, 2026. The Local President is Kari Jefford.

KA-NA-CHI-HIH, LOCAL 229, Thunder Bay, ON – The Unit Chairperson is Derek Sanderson, The Local President is Kari Jefford. This unit has twenty (20) members. These employees provide specialized treatment for First Nations youth experiencing addiction issues. There is a new Director, and she is implementing a Wellness Worker position that is replacing the Primary Counsellor and the Day and Evening Youth Counsellor. There are no grievances in the system. The collective agreement was renewed in 2025.

LAKEHEAD NEWSPRINT, LOCAL 39-1, Thunder Bay, ON – The Unit Chair is Chris Bergeron, the Local President is Earl Harrison. This unit has fourteen (14) full-time employees and six (6) students working there. The plant takes cull paper rolls and rewinds, cuts and packages the paper for primarily the U.S. market. Everything is relatively quiet. The Collective Agreement was renewed August 14, 2025, with significant increases and a MOA to move to CAAT pension.

RESOLUTE SAWMILL, LOCAL 5025, Thunder Bay, ON – The Resolute Sawmill was purchased by Paper Excellence in early 2023 and operates under the banner of Domtar Sawmill. The mill has many active grievances. The mill currently has a problem with retention and attraction despite opening the contract to raise the wages is with a 26.5% increase over the life of the agreement. The mill has finalized the move to CAAT pension. There are currently 225 members. Contract expires September 8, 2028. The Local President is James Brown.

SUPERIOR GREENSTONE COMMUNITY LIVING, LOCAL 39, Red Rock, Nipigon, and Greenstone, ON – The Unit Chair is currently vacant. This unit has thirty-five (35) members. There are no grievances in the system. There is a problem with trying to find staff. The collective agreement expires March 31, 2026. The Local President is Earl Harrison.

THUNDER BAY CATHOLIC SCHOOL BOARD, LOCAL 229, Thunder Bay, ON – The Unit Chairperson is Janeane Green. There currently 92 members. The employer is quite

difficult to work with, and most grievances go to arbitration. The current contract expires on August 31, 2026. The Local President is Kari Jefford.

THUNDER BAY PULP AND PAPER, LOCALS 39, 39-386, 257, Thunder Bay, ON – Thunder Bay Pulp and Paper is currently conducting some restructuring for profitability, which will displace a number of Unifor members from locals 257 and local 39. The unions are negotiating with the company to keep members in their jobs and force contractors out. There are 3 units with Unifor, Locals 257, 39, 39-386. The President for Locals 39 and 39-386 is Earl Harrison. The President for Local 257 is Rob St. Jean. The contract will expire April 30, 2026

TOROMONT CAT, LOCAL 229, Thunder Bay, ON – The Unit Chairperson is Adam Turuba, the Local President is Kari Jefford. There are eighty-one (81) members in this unit. There are no unresolved grievances in the system. Toromont CAT is a workplace of skilled trades workers specializing in repair and refurbishing of heavy machinery. The current contract expired in June 2025. Membership participation has increased, with members being more involved in Union training and education programs.

ROB MOQUIN

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Chartwell Hilldale Retirement Residence	229	09/01/26	35
Chartwell Isabella Retirement Residence	229	09/01/26	35
Fort William Family Health Organization	39	12/31/27	15
Garda Canada Security Corporation	39	01/30/26	22
George Jeffrey Children Centre	229	30/31/26	52
Jasper Place	229	04/03/26	50
Lakehead University	229	06/30/25	30
Little Georges Child Care Centre	229	04/03/26	14
Northwest Community Care Access Centre Of Thunder Bay	229	03/31/25	26
Options Northwest	229	03/31/26	180
Safety Net Security Ltd	39	12/31/26	22
Southbridge Lakehead Manor	229	10/31/26	150
Southbridge Roseview	229	10/31/26	157
St Josephs Care Group	229	10/10/25	670
St Josephs Care Group Hogarth Riverview Manor	22	10/31/25	600
St Josephs Care Group Sister Lila Greco	229	10/31/25	75

Employer	Local	CBA Expiry Date	Number of Members
Superior North Emergency Medical Services Thunder Bay	39	03/31/27	105
Thunder Bay Homes For The Aged (Pioneer Ridge)	229	06/30/27	210
Victorian Order Of Nurses (Office And Clerical)	229	03/31/25	15
Victorian Order Of Nurses (Visiting Nurses RPN/ADP Unit)	229	03/31/25	30
Yes Employment Services	229	04/30/26	17

Major developments since last Council

CHARTWELL HILLDALE RETIREMENT RESIDENCE, LOCAL 229 - This unit has 35 members with no unit chairs or stewards. They have 1 grievance in the system.

CHARTWELL ISABELLA RETIREMENT RESIDENCE, LOCAL 229 - There are currently no unit chair or stewards. This unit has 35 members with no current grievances in the system.

FORT WILLIAM FAMILY HEALTH ORGANIZATION, LOCAL 229 - The Unit Chair is Stephanie Wilson, stewards are Luella Fenton and Jody Farrish they have 15 members. there are currently no grievances.

GARDA CANADA SECURITY CORPORATION, LOCAL 39 - The Unit Chair is vacant. This unit has 22 members. This unit provides security inside the Thunder Bay International airport. There is on grievance in the system scheduled for arbitration in 2027. Their contract expires in January 2026.

GEORGE JEFFREY CHILDREN CENTRE, LOCAL 229 - Unit Chairperson is currently vacant. This unit has 52 members. There are no active grievances in the system.

JASPER PLACE, LOCAL 229 - is an assisted living home, the employer is the city of Thunder. The Unit chair here is Terra Dacorte; we have 50 members here. We have 3 grievances that are going to arbitration.

LAKEHEAD UNIVERSITY, LOCAL 229 - We have 30 members here; the unit chair is Dustin Piche. We started bargaining in November 2025.

LITTLE GEORGES CHILD CARE CENTRE, LOCAL 229 - This unit has 14 Members. The unit chair is Alyssa Degagne They are a non-for-profit daycare centre. They ratified a new agreement in June of this year.

NORTHWEST COMMUNITY CARE ACCESS CENTRE OF THUNDER BAY, LOCAL 229 - The Unit Chairperson is Colette Doerr. A PSLRTA application has been filed and is currently before the Ontario Labour Relations Board.

OPTIONS NORTHWEST, LOCAL 229 - The unit Chairperson is Kathy Atkins. This unit has 180 members. Members provide 24/7 support services in group homes. This unit has struggled with recruitment and retention.

SAFETY NET SECURITY LTD, LOCAL 39 - This unit has 22 members. The Unit Chair position is Roberto Loayza. They Provide security for Thunder Bay Pulp and Paper. There are no active grievances.

SOUTHBRIDGE LAKEHEAD MANOR, LOCAL 229 - Jen Shott is the Unit Chairperson. There are 150 members. Staffing levels and recruitment continue to be problematic. Members are being denied vacation due to poor staffing levels. They ratified a new agreement in May of this year.

SOUTHBRIDGE ROSEVIEW, LOCAL 229 - The Unit Chairperson is Charlene Kriikkula. There are 157 members. staff shortages have made working conditions challenging. The members ratified a new collective in the spring.

ST JOSEPHS CARE GROUP, LOCAL 229 - St. Joseph's Care Group is the employer for St. Joseph's Hospital, Sister Margaret Smith Centre, Crossroads Centre, and Withdrawal Management in Thunder Bay. Crossroads Centre is a recovery home for addictions. It joined St. Joseph's Care Group on April 1, 2024, to expand care for individuals on their recovery journey. Chantel Paavola, Unit Chair, represents a membership of 670 individuals. During the last round of bargaining, the two Local 229 units were amalgamated into a single unit under one Collective Agreement. The current agreement expired on October 11, 2025, and preparations are underway for both Local and Central bargaining.

ST JOSEPHS CARE GROUP HOGARTH RIVERVIEW MANOR, Local 22 - is the largest municipal long term care home in Thunder Bay, the Employer is the St Josephs Care Group – over 600 members. The Unit chair is Christina Thompson. We started Bargaining in November 2025. We have 7 grievances in the system and 1 send to the arbitration fund for approval.

ST JOSEPHS CARE GROUP SISTER LILA GRECO, LOCAL 229 - is an assisted living facility attached to Hogarth Riverview Manor. There are 75 members here the unit chair is Jenn Dow. We started bargaining November 2025.

SUPERIOR NORTH EMERGENCY MEDICAL SERVICES THUNDER BAY, LOCAL 39 - Unit Chairperson is Trevor Drabek. This unit has 105 members. This unit continues to have significant issues with retention and recruitment. This unit continues to experience daily occurrences of code black (no ambulance available). Violence towards paramedics also continues to be an issue with this group.

THUNDER BAY HOMES FOR THE AGED (PIONEER RIDGE), LOCAL 229 - This unit is a long-term care municipal home where the employer is the city of Thunder Bay. The unit chair is Jo-Ann Berube we have 210 members here. We have 4 active grievances in the system.

VICTORIAN ORDER OF NURSES (OFFICE AND CLERICAL), LOCAL 229 - The unit chairperson is Andrew Laderoute. This unit has 15 members that work in an office and clerical setting. They are currently in contract negotiations.

VICTORIAN ORDER OF NURSES (VISITING NURSES RPN/ADP UNIT), LOCAL 229 - The unit chairperson is Debbie Domney. This unit has 30 members that provide in home care and recreation therapy. This unit is currently in bargaining.

YES EMPLOYMENT SERVICES, LOCAL 229 - The Unit Chairperson is Tracey Laffin. There are 17 members in this unit. This unit provides employment counselling and job searches.

ROB ROCA

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Enbridge Gas Inc.	975	December 2025	417
Enbridge Gas Inc.	790	January 2027	32
Enbridge Gas Inc.	795	January 2027	19
Enbridge Gas Inc.	38-O	January 2027	48
Enbridge Gas Inc.	914	December 2026	17
Enbridge Gas Inc.	758	December 2026	31
Enbridge Gas Inc.	758	December 2026	19
Enbridge Gas Inc.	999	December 2026	6
Enbridge Gas Inc.	790	January 2027	34
Enbridge Gas Inc. - Brantford	56	December 2026	12
Enbridge Gas Inc. - Call Centre	8833	December 2026	83
Enbridge Gas Inc. - Chatham Office	999	December 2026	2
Enbridge Gas Inc. - Chatham Operations	999	December 2026	26
Enbridge Gas Inc. - Clerical	8833	December 2026	32
Enbridge Gas Inc. - Dawn Euphemia	999	December 2028	24
Enbridge Gas Inc. - Operations	8833	December 2026	78
Enbridge Gas Inc. - Operations	938	December 2026	50
Enbridge Gas Inc. - Operations	938	December 2026	38
Enbridge Gas Inc. - Simcoe	999	December 2026	10
Enbridge Gas Inc. - STO	999	December 2028	112
Enercare Home Services	975	June 2026	755
JRL HVAC Inc.	975	July 2026	36
Metergy Solutions Inc.	975	March 2029	25
Reliance Comfort Ltd. - NE (Pre May 1992)	1999	September 2027	9
Reliance Comfort Ltd. - Oshawa Call Centre	1999	December 2025	43
Reliance Comfort Ltd.-SW & Central (Pre May 1992)	1999	September 2027	101
Reliance Comfort Ltd. - Greater Toronto Area	1999	September 2027	246
Reliance Comfort Ltd. - Hire Post May 16, 2012	1999	September 2027	420

Major developments since last Council

ENBRIDGE GAS INC., Local 975, Province of Ontario - Enbridge is a natural gas distribution company in the province of Ontario. There are the usual grievances and arbitrations in this unit with 417 members. Doug Carter is the full-time Unit Chairperson and Local 975 President. This unit experienced layoffs and early retirements due to Enbridge receiving a negative financial ruling from the OEB. There are numerous grievances and arbitrations outstanding. Jurisdictional lines and the use of contractors continues to be a constant issue. The contract is in effect from January 1, 2023 to December 31, 2025.

ENBRIDGE GAS INC. SOUTH TABLE, Locals 56, 758, 914, 938, 999 and 8833, Simcoe, Brantford, Windsor, Sarnia, London, Chatham, Dunnville, Hamilton, Halton and Waterloo, ON - These Unifor locals have three (3) separate collective agreements which represent the hourly workers, office workers and the Brantford Call Centre. The Unifor Gas Workers Council bargain these CBA's collectively. The CBA is in effect from January 1, 2024 to December 31, 2026. The Local Presidents are: Ryan Courneyea - Local 56, Wayne Beaumont - Local 758, Joe Mason - Local 914, Sandra Donald - Local 938, Stacey Renaud - Local 999, and Lee Neuman - Local 8833. The Unit Chairperson of Local 914 is Phil Vokey. The Executive of the Unifor Gas Workers Council are: Wayne Beaumont - President, Lee Neuman - Vice President, Ryan Coombs - Secretary Treasurer, Sandra Donald - Recording Secretary, and Stephanie Krucas - Safety Officer.

ENBRIDGE GAS INC. STO TABLE, Local 999, Dawn, Lobo, Bright, Parkway and Cambridge, ON - The Bargaining Committee was able to achieved a 3% general wage increase in each year of the agreement, and an inflationary bonus of \$2750 at signing. The current agreement runs from January 1, 2025 to December 31, 2028. The Local has had some recent organizing wins with the addition of 24 Technicians that were previously non-unionized Enbridge employees. The Local President and Unit Chair is Stacey Renaud. This unit has the usual grievances in the system.

ENBRIDGE GAS INC. NORTH TABLE, Locals 38-0 Kingston, Port Hope to Cornwall, ON, Local 795, Timmins, Kirkland Lake, Kapuskasing, Cochrane, Iroquois Falls, ON., Local 790, Thunder Bay, ON has 2 units, operations unit and a call centre - These Unifor locals have two (2) separate collective agreements which represent operations and the Thunder Bay call centre (office). These three (3) locals bargain the aforementioned agreements collectively. The current agreement runs from February 1, 2024 to January 31, 2027. Each local has the usual grievances. The Local Presidents are Stephanie Krucas-Local 38-O, Steph Lefebvre-Local 795, and Dave Richardson-Local 790.

The Union has filed a Section 69 1 (4) application at the Ontario Labour Relations Board. The Company did not notify the Union that Enbridge Inc. had purchased Lakeside Performance Gas Services in December 2020. Enbridge Gas Inc.'s Work and Resource Strategy contracted out work performed by Unifor members in Locals 38-O, 56, 758, 914, 938, 999 and 8833 to Lakeside Performance Gas Services in 2021. We are still awaiting the Ontario Labour Relation Board's decision on the case as it closed in the spring of 2024.

ENBRIDGE GAS INC. TECHNICIANS TABLE, Local 999, Dawn, ON - This unit consists of 24 members who were awarded their 1st collective agreement through arbitration. The STO Technician group Unit Chair is Brad Hill. The Technician group was able to achieve a new deal that runs from January 1, 2025 to December 31, 2028 with a general wage increase of 3% in each year and a signing bonus of \$2750. They were also able to fix issues with vacation and banked time. Unit Chair: Brad Hill, Local President: Stacey Renaud.

ENERCARE HOME SERVICES, Local 975, Province of Ontario. - This is an HVAC Company which also services over 1 million rental water heaters. This unit has approximately 755 members. The current agreement runs from July 1, 2023 to June 30, 2026. There are the normal grievances and arbitrations in the system. Andrew Steenson is the full-time Unit Chairperson and Local 975 Vice-President.

JRL HVAC LTD., Local 975, Region of Peel, ON - This is a HVAC company that is a franchise of Enercare Home Services. This unit has approximately 36 members. The current CBA runs from July 15, 2023 to July 14, 2026. The Unit Chairperson is Matt Bandiera.

METERGY SOLUTIONS, Local 975, Toronto, ON - This unit consists of 25 members employed in sub-metering installations and operations. The current agreement runs from April 1, 2025 to March 31, 2029. The Bargaining Committee was able to achieve a general wage increase of 2.5% in year one and a CPI match in each subsequent year with a minimum 2% up to a maximum 6% increase. There were also increases to per diems, mileage reimbursement and an adhoc wage adjustment of \$1 for Meter Technician Level II. The Unit Chair is Peter Marinovic.

RELIANCE COMFORT LIMITED PARTNERSHIP, S/W & CENTRAL DISTRICT, N/E DISTRICT, MAUVE CONTRACT, GREATER TORONTO DISTRICT, Local 1999, Province of Ontario - This is an HVAC company which also services over one million rental water heaters. There are four (4) collective agreements covering approximately 776 members, The current agreement runs from October 1, 2024 to September 30, 2027. The bargaining committee was able to achieve general wage increases of 4.5% in 2024, 3% in 2025, and 2.5% in 2026. The South-West & Central agreement covers all of Southwestern Ontario, the North-East agreement covers Kingston and Thunder Bay, Mauve contract covers members hired after May 16, 2012, and the GTA covers Durham, Richmond Hill and

Mississauga. The GTA unit has a raid attempted by UA and IBEW. A vote was taken by OLRB and the ballots remain sealed pending a review on the validity of the raid. Labour Board hearings are ongoing dealing with the UA and IBEW raids. There are numerous grievances and arbitrations in the system. The Local President is Frank Wall.

RELIANCE COMFORT LIMITED PARTNERSHIP, OSHAWA CALL CENTRE, Local 1999, Oshawa, ON - There are approximately 43 members at this call centre. The current agreement runs from January 1, 2023 to December 31, 2025. The Unit Chair is Roxanne Irvine and Committeeperson is Crystal Chapman. Local 1999 President is Frank Wall.

ROBIN DUDLEY

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Barry Cullen Chevrolet	41917	November 2025	25
Bell Canada- Sales	6007	December 2026	218
DHL Express	Multiple	December 2024	600
Expertech Clerical	Multiple	November 2027	30
Expertech Craft	Multiple	November 2027	500
Grand River Transit	4304	April 2026	740
Hitachi Construction	1917	May 2028	30
Loomis Express	Multiple	March 2027	720
Wayne Pitman Ford	1917	November 2025	25
Wellington Motors	1917	November 2025	20
Westrock	1917	January 2027	123

Major developments since last Council

BELL CANADA –Communications Sales Local 6007 – TORONTO, ON – This unit deals with the Bell sales agents who deal directly with client and potential new customer sales calls and handling large corporate accounts. We are in the middle of the 4-yr agreement that we ratified back on Oct 11, 2023. Things here at the money are quiet. We do, however, have a couple of grievances in the system right now which we are working through. We also recently started the negotiated Bonus Committee and met with the company to discuss the bonus payouts not long ago. We also recently resurrected the Joint Labour Relations Committee which will be meeting with the Company at the time of this report. The Local President for Local 6007 is Leo Santaluce.

EXPERTECH NETWORK INSTALLATION (CRAFT), Locals 26, 27C, 28, 29X, 30-O, 31, 34-O, 35-O, 36, 39-O, 40-O, 42, 43, 44, 45, 46, 47 and 49, ONTARIO – This bargaining unit covers approximately 500 Cable Splicers and Line Technicians as well as 30 Clerical Agents across Ontario and Quebec. I cover Ontario for all Expertech Craft and Clerical. We ratified a new collective agreement on June 5th, 2024. Since ratification the company has continued to cut membership. We did bargain some VSPs (Voluntary Separation Program) and RIO's (Retirement Incentive Offer). But since then, the company has twice offered more VSP's. At the time of this report there are a lot of rumors of what is going to happen to Expertech, are they being sold, being brought back into Bell or whatever. None of them have been confirmed but it is quite tough for the membership living day to day

with such uncertainty. I want to thank Kevin Klan for his dedication and hard work as a former Bargaining Committee member and wish him all the best as the new Expertech Ontario Health and Safety Representative. The current Craft Bargaining Committee, in Ontario, because there are so many locals involved are: Jason Alcock, Matt Harrison, Paulo Duarte and Emilio DiFrancisco.

EXPERTECH NETWORK INSTALLATION, (CLERICAL), Locals 26, 27C, 28, 29X, 31, 34-O, 35-O, 36, 39-O, 40-O, 42, 43, 44, 46 and 49, ONTARIO – This bargaining unit covers approximately 500 Cable Splicers and Line Technicians as well as 30 Clerical Agents across Ontario and Quebec. I cover Ontario for all Expertech Craft and Clerical. We ratified a new collective agreement on June 5th, 2024. Since ratification the company has continued to cut membership. We did bargain some VSPs (Voluntary Separation Program) and RIO's (Retirement Incentive Offer). But since then, the company has twice offered more VSP's. At the time of this report there are a lot of rumors of what is going to happen to Expertech, are they being sold, being brought back into Bell or whatever. None of them have been confirmed but it is quite tough for the membership living day to day with such uncertainty. The current Clerical Bargaining Representative, in Ontario, because there are so many locals involved is: Patricia Bond.

BARRY CULLEN CHEV, Local 1917, GUELPH, ON – This is an automobile dealership selling Chevrolet, Corvette and Cadillac. They are located in Guelph. This is a pretty quiet unit. The workplace chair and local president sort most issues. At the time of this report, we are compiling proposals for the opening of negotiations in mid November. We bargain Barry Cullen's, Wayne Pitman's and Wellington Motors simultaneously. The Unit Chairperson is Richard McIntosh and the Local President is Jerry Escott.

WAYNE PITMAN FORD, Local 1917, GUELPH, ON – This is an automobile dealership selling Ford and Lincoln. They are located in Guelph. This is a relatively quiet unit. The workplace chair and local president sort most issues. At the time of this report, we are compiling proposals for the opening of negotiations in mid November. We bargain Barry Cullen's, Wayne Pitman's and Wellington Motors simultaneously. The Unit Chairperson is Jordan Rocha and the Local President is Jerry Escott.

WELLINGTON MOTORS, Local 1917, GUELPH, ON – This is an automobile dealership selling all Stellantis/FCA vehicles. They are located in Guelph. This unit has issues from time to time, but they usually can be worked out. This unit also is owned by Auto Canada where the other two are still family owned. The workplace chair and local president sort most issues. At the time of this report, we are compiling proposals for the opening of negotiations in mid November. We bargain Barry Cullen's, Wayne Pitman's and Wellington Motors simultaneously. The Unit Chairperson is Rob Dittmer and the Local President is Jerry Escott.

HITACHI CONSTRUCTION TRUCK, Local 1917, GUELPH, ON – This unit is in Guelph Ontario and manufactures large mining and quarry dump trucks. Today the plant population was down from over 250 members to 25 and now at approximately 40. They are holding their own currently and after being very slow are producing and building trucks again and hiring! This is a testament to the hard work of the members as well as the union leadership. There is a great relationship between the Union and company here. We ratified a new 3-yr Collective Agreement on June 9th, 2025. A great agreement with a 10% wage increases for production workers and the trades rate went from \$38/hr to \$44/hr. There were also gains in benefits, vacations, floaters and the DB and DC pension plans to name a few. The Unit Chair is Jerry Escott and Jerry is also the Local President.

WESTROCK CONTAINER LTD., Local 1917, GUELPH, ON – The unit is in Guelph Ontario and they manufacture various paper and cardboard products like amazon boxes, pizza boxes, beer cases and much more. This unit is normally quite busy and hiring but currently are a bit slower. The workplace committee handles most of the issues there and have done a great job building solidarity with the membership and the relationship with the company. We bargained and ratified a new collective agreement in early 2023 and will not open bargaining until late 2026. The Unit Chair is James Morgan and the Local President is Jerry Escott.

DHL EXPRESS CANADA LTD., Local 4457, ONTARIO – This unit is a worldwide transportation courier company. I am responsible for the Ontario facilities. There are always issues here and things have not gotten better after negotiations. There is a backlog of grievances, arbitrations and ongoing issues. We opened negotiations on October 1, 2024 and after a 3-week strike, an agreement was ratified on June 28th, 2025. There are approximately 2600 members and 1400 in Ontario. I would like to thank and congratulate the entire bargaining committee from across Canada as well as the other National Representative that joined at the table. Also, a big thank you to Mario Santos for his leadership and expertise. The Local recently had an election too and the Unit Chair Sivadas Santhosh was re-elected and the new Local President is Adrian Furlani. I'd like to thank the former Local President Gary Millen and wish him all the best in the future.

LOOMIS EXPRESS, Local 4457, ONTARIO – This unit is a National Transportation Courier company. I am responsible for the Ontario facilities. There currently are a few grievances in the system and a few issues. For the most part all the issues are handled by the Chairperson. The relationship with the company has come a long way from years past. This is credit to the Unit Chair and bargaining committee. We will begin bargaining a new collective agreement in late 2026. The Unit Chair is Balkar Bains and the Local President is Adrian Furlani.

GRAND RIVER TRANSIT, Local 4304, WATEROO REGION, ON – The current 3-year collective agreement was negotiated after a brief strike in May of 2023. We will be bargaining a new collective agreement in early 2026 as the current agreement expires on April 30, 2026. At the time of this report bargaining dates are being locked in and the building of the proposal package has begun. This unit has a few outstanding and ongoing grievances, but they are being dealt with and we are moving forward. The Unit Chair is Lisa Main and the Local President is Heath Abbott.

SCOTT McILMOYLE

National Representative

Assignment Information - December 2025

Employer	Local	CBA Expiry Date	Number of Members
HILTON GARDEN INN	1090	June 2028	62
AXES INVESTMENT TANDEM INC	2003-E	June 2028	6
KENDALL PRINTING COMPANY	591-G	April 2027	1
GUS BROWN MOTORS	1090	October 2026	25
MAKSTEEL	252	February 2028	80
TORONTO MUSICIANS' ASSOCIATION	2003-E	November 2026	5
SALVATION ARMY HAMILTON BOOTH CENTRE	2003-E	July 2025	54
CAVAN ADVERTISING LTD	591-G	December 2025	8
COMMERCIAL SWITCHGEAR LTD	333	April 2027	40
BATTENFELD GREASE	1459	May 2026	16
TRANSERVICE - Hamilton	42	November 2026	2
TRANSERVICE - St. Catharines	43	November 2026	2
TRANSERVICE - Belleville	30-O	November 2026	1
TRANSERVICE - Peterborough	29-X	November 2026	2
TRANSERVICE - Huntsville	30-O	November 2026	2
TRANSERVICE - Kitchener	44	November 2026	3
TRANSERVICE - Brantford	45	November 2026	1
TRANSERVICE - Don Mills & Newmarket	27-C	November 2026	10
TRANSERVICE - Mississauga	26	November 2026	19
TRANSERVICE - London	46	November 2026	4
TRANSERVICE - Corbeil	36	November 2026	1
TRANSERVICE - Sudbury	37	November 2026	1
TRANSERVICE - Oshawa	28	November 2026	3
TRANSERVICE - Sault Ste. Marie	38	November 2026	1

Employer	Local	CBA Expiry Date	Number of Members
TRANSERVICE – Thunder Bay	49	November 2026	1
TRANSERVICE – Windsor	4747	November 2026	1
TRANSERVICE – Barrie	40-O	November 2026	4
TRANSERVICE – Ottawa	34-O	November 2026	6
TRANSERVICE – Kingston	31	November 2026	3
REVLON CANADA INC	323	March 2028	14
NELSON AGGREGATE COMPANY	494	May 2028	4
HALTON ASPHALT SUPPLY	494	May 2028	2
MARCH OF DIMES CANADA	2003-E	March 2027	17
BWXT NUCLEAR ENERGY CANADA - Peterborough	599-O	May 2028	36
BWXT CANADA - Peterborough	524	May 2028	72
BWXT NUCLEAR ENERGY - Arnprior	2228	May 2028	37
COCA COLA CANADA - Brampton	973	June 2028	736
COCA COLA CANADA – Hamilton	973	September 2028	89
COCA COLA CANADA – Weston	126	August 2026	116
IKO INDUSTRIES LTD	333	December 2028	74
SAPUTO DAIRY	2003-E	December 2025	2
NESTLES CANADA INC	252	April 2027	461
ZAYO CANADA INC	2000-A	December 2027	187

Major developments since last Council

HILTON GARDEN INN, Local 1090, Ajax, ON

We have 62 members working in this hotel. The hotel capacity has remained with a high occupancy rate over the past year. The Collective Agreement expired on June 29, 2025. We bargained over 8 days from mid July to mid September where we reached a tentative agreement. The unit chairperson is Brittany Klavet and the local reps are Greg Weaver, President and Roy McDonald, VP. All did tremendous work not only in bargaining improved language changes but in gaining a wage increase of 15.5% over 3 years. There was also a signing bonus for fulltime and parttime members. The major language

improvement is the LOU for Full Time Static Shifts. This will allow 50% of the full timers to have a static shift that they choose by seniority.

AXES INVESTMENT TANDEM INC, Local 2003-E, Toronto, ON

We bargained a new 3 year collective agreement in May 2025. Wage increase of 12% over the life of this agreement as well as improvements in bereavement, safety shoes. Overtime will now be offered to our members first being a contractor will be offered it. The members in this bargaining unit work in the building maintenance sector. Local President is Phil Barbara and the NEW unit chair is Colin Kwong. There are no outstanding issues in this unit.

KENDAL PRINTING COMPANY, Local 591-G, Toronto, ON

This is a small unit with one worker who performs Pre-Press work. There are no outstanding issues. President is Burke Moffat and the Vice President is Mitch Bissoon.

GUS BROWN PONTIAC BUICK, Local 1090, Whitby, ON

We have 25 members in this bargaining unit. The members are automotive service technicians, body technician's and parts personnel. President is Greg Weaver. The Financial Secretary, Greg Aucherlonie is the local representative responsible for this unit. Unit chair is Dale Gareau. There are a few issues that we are dealing with the general manager of the dealership to resolve.

MAKSTEEL, Local 252, Mississauga, ON

We have approximately 80 members in this unit. The plant has been negatively affected by the tariffs as we did have an EI Workshare program for a few months. The plant has come out of that slow period and bounced back to 40 hours a week and in some cases, there is overtime happening. MakSteel supply roles of steel to many companies around southern Ontario and the US. President is Eamonn Clarke. The unit chair is Marvin Williams. We have resolved two discharge grievances to the satisfaction of the greivors. We renewed a 3 year collective agreement in March 2025 with a \$1 increase in the first year and 5% wage increase over the following two years. There was also a \$400 signing bonus for all members.

TORONTO MUSICIANS' ASSOCIATION, Local 2003-E

Our membership has remained steady at 5. The President is Phil Barbara and the new unit chair is Erika Verhagen. At the time of writing this we are prepping for negations in early December. There are no outstanding issues in this unit.

THE SALVATION ARMY HAMILTON BOOTH CENTRE, Local 2003-E, Hamilton, ON

We have 50 members that work in this men's hostel. It is extremely important service they perform in downtown Hamilton. These members are mostly from the community and strive to help those less fortunate with a place to stay, have a meal and speak with a case worker and seek either employment or a place to live long term. Ongoing labour management meetings have continued to take place as we work to resolve our members issues. There has been a recent change in the Salvation Army's H/R personnel, and the relationship is on a more positive relationship. Local President is Phil Barbara and the unit chair is Nickole Bowler. Both are on top of the daily issues that arise in this workplace. We are currently in negotiations as the agreement expired on July 20, 2025.

CAVAN ADVERTISING LTD, Local 591-G, Toronto, ON

This unit has 8 members. Local President is Burke Moffat and the VP servicing this workplace is Mitch Bissoon. The unit chair is Maria Elzondo. At the time of writing this we are prepping for negotiations. This workplace offers a great assortment of swag that your local can purchase for your members for events or functions. Give them a call!!

Lots of Canadian Made products.

COMMERCIAL SWITCHGEAR LTD, Local 333, Thornhill, ON

There are 40 members in this bargaining unit. They manufacture heavy duty enclosures, protection and control units and electrical power. The employer services the electrical industry. The current owners have sold this company to a Canadian firm from western Canada. The new employer, "Resa Power" wants to expand its business into Ontario and eastern Canada. We have been dealing with a change over to the new employer's benefits, payroll and new policies they are implementing.

Many thanks go to the local President Lisa Marks for her hard work representing these members in her local

BATTENFELD GREASE CANADA LTD, Local 1459, Mississauga, ON

There are 16 members who produce grease products within this plant. There are no outstanding issues in the plant currently. Rod McGill is the President of the local and the unit chair is Kirt Mansingh.

TRANSERVICE LEASE CORP, Province Wide Across Ontario, 20 Different Locals (42, 43, 30-O, 29-X, 30-O, 44, 45, 27-C, 26, 46, 36, 37, 28, 38, 49, 4747, 40-O, 34-O, 25, 31) Transervice has 67 members across the province of Ontario. Our membership has been impacted by the retirement at Bell Canada. With less Bell techs on the road and more self service set-ups by Bell for home owners there are less vehicles to fix by our mechanics. There have been some members that have had their weekly hours decreased. The

bargaining committee has been meeting with the company to ensure the collective agreement is being followed.

REVLON CANADA INC, Local 323, Mississauga, ON

We have 14 members within this workplace. They warehouse Revlon products. There are no outstanding grievances at this time. The new President is Marco Bonitgao. The past president Renuka Gomes retired following a successful round of bargaining in February 2025. Many thanks to Renuka for always taking care of the daily business at the plant. We wish you much happiness in retirement.

NELSON AGGREGATE COMPANY, Local 494, Burlington, ON

This workplace has 4 members. Members work in a rock/gravel Quarry. We just concluded bargaining of a new 3 year agreement in September. There were increases in each year and we have also changed the 2 units in this local to have its dues directed to the National office in Ottawa to process the monthly dues. This will make for a smoother process for the local. President is Jake Dekker.

HALTON ASPHALT SUPPLY, Local 494, Burlington, ON

We have 2 members that work in asphalt making & distribution. These members work on the same site as their sister local of 494, Nelson Aggregate. We bargained a new 3 year agreement that took effect on June 1, 2025. Increases in RRSP's, vacation time and a substantial wage increase. President is Jake Dekker.

MARCH OF DIMES CANADA, Local 2003-E, Hamilton, ON

We have 17 members in this bargaining unit, and work as support service attendants. Great work by the Chairperson Maria Guerreiro and the Candice Mitchell for their dedication and hard work at the bargaining table. There are no outstanding issues. President is Phil Barbara.

BWXT NUCLEAR ENERGY CANADA, Local 524, Peterborough, ON

We have 36 members in this unit. There are no grievances in the system. The local union President is Hilda Blanchard and VP, Kyle Conlin. We just concluded a lengthy set of negotiations that also include locals 252, 2228. Wage increase is 10% over the next 3 years. Pension increase as well along with numerous language improvements. We were successful in fighting back on all company concessions tabled by the employer.

BWXT CANADA, Local 599-O, Peterborough, ON

There are 72 members in BWXT that make fuel rods for the nuclear industry. Tabitha Mocon is the Local President and Adam Tedford is on the bargaining committee. Local 599-0 is part of the large table bargaining along with the three other locals. Wage increase is 10% over the next 3 years. Pension increase as well along with numerous language improvements. We were successful in fighting back on all company concessions tabled by the employer.

BWXT NUCLEAR ENERGY CANADA, Local 2228, Amprior, ON

We have 37 members at this workplace. Allen Roesler is the President. Cory Cardiff and Brett Blackmore are the members on the bargaining committee. There is a new plant manager taken over so along with him comes new ideas. The in plant committee has been meeting with him and HR to resolve several issues that have come up. We just concluded a lengthy set of negotiations that also include locals 252, 2228. Wage increase is 10% over the next 3 years. Pension increase as well along with numerous language improvements. We were successful in fighting back on all company concessions tabled by the employer.

COCA-COLA, Local 973, Brampton, ON

There is approximately 736 members in this facility. They produce several different Coca-Cola products.

The local President is Mike Egan and the VP is Maeve McArthur. With a facility of this size there are many issues on going. We were able to get our National President Lana Payne in for a plant tour and meet a lot of the members in early August.

We concluded a successful round of negotiations with Coca-Cola with a major increase to wages at 5%-4%-4% over 3 years. There were also improvements to the DB pension plan and numerous language improvements during this round.

COCA-COLA, Local 973, Hamilton, ON

This workplace has 70 members. President is Mike Egan and the unit chair is Dave Leonard along with Dan Goulet a bargaining committee member. We concluded a successful round of negotiations with Coca-Cola with a major increase to wages at 5%-4%-4% over 3 years. There were also improvements to the DB pension plan and numerous language improvements during this round. There was also 5 early retirement incentives negotiated.

COCA-COLA, Local 126, Weston, ON

We have 130 members there. They produce other related refreshments and power drinks. Kevin Bento is the new Local Union President. The bargaining committee has the approval of the membership to head into early negotiations with Coca-Cola. Our agreement expires in Aug 2026 but there is an appetite from both parties to seek an agreement now. We are prepping for these talks at the time of writing this.

IKO INDUSTRIES LTD, Local 333, Madoc, ON

There are 73 members within this worksite. Madoc is a rock Quarry that crushes the rock to pebbles and then paints the pebbles the different colours for the shingles.

Workplace is busy with many new hires. Since negotiations from just over a year ago we have had several Labour management meetings to resolve issues. This employer is still very challenging. President is Lisa Marks and the unit chair is Darcy Jacques.

SAPUTO DAIRY PRODUCTS CANADA G.P. Local 2003-E, Georgetown, ON

There are 2 members in this bargaining unit in Maintenance. There are no outstanding issues in this workplace. We have scheduled bargaining dates in November and December to renew a 3 year collective agreement. President is Phil Barbara.

NESTLE ENTERPRISES, Local 252. Toronto, ON

This unit produces the peanut free line of chocolate bars for the Nestle Company. Kit kat, Smarties, Aero and Coffee Crisp. They are located downtown Toronto. There is currently an investment of \$110 million going into the plant in new modernize machines and upgrades to the building itself over the next 3 years.

The plant chair is Maksud Bhana-Patel and he works hard on representing these members. We still have a few grievances in the system and have had several 3rd step meetings with the in plant committee, local president and myself to find some resolves. The Local President is Eamonn Clarke who is onto top of these issues as they occur.

We are scheduled for a day of mediation to seek a resolve on a handful of grievances in mid November.

ZAYO CANADA INC, Local 2000-A, Across Canada, ON

There is approximately 140 members that are represented in this local that work across Canada, mainly Toronto and Montreal and Calgary. They are telecommunications technicians. We have had a couple terminations that we were successful in resolving with the agreement and satisfaction of the members. - SM/vs/cope343

SCOTT SMITH

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Caressant Care Retirement Home	1106	April 2028	15
Carmeuse Lime (Canada) Ltd.	3264	March 2026	94
Catalent Pharma Solutions	27	March 2026	196
Enwave London District Energy	2003-E	December 2027	11
Finch Chevrolet Cadillac Buick GMC	27	June 2027	31
Finch Collision	27	May 2026	15
Finch Hyundai	27	May 2028	50
Finch Nissan (formerly Dale Downie Nissan)	27	July 2028	15
Hartz Canada Inc.	27	Closed	8
Holiday Inn London	302	September 2025	28
Jake's House (Formerly Prince George Retirement Residence)	27	Closed	35
Lactalis Food Inc.	462	October 2026	110
London Health Sciences Centre	27	October 2024	1674
London Hospital Linen Service	27	March 2026	247
London Machinery	27	August 2027	120
MacMaster Chevrolet Ltd.	27	March 2027	38
Masterfeeds Inc.	15	September 2026	6
Nestlé Ice Cream	2003-E	February 2028	8
Norfolk General Hospital	302	March 2024	350
Seasons Strathroy	302	December 2024	34
Sodexo Marriott Services Canada	27	August 2026	110
South Huron Hospital	2458	March 2027	45
Sunoco Inc. (Suncor Energy Group)	27	March 2026	4

Major developments since last Council

CARESSANT CARE RETIREMENT HOME, Local 1106, Harriston, ON. – This unit has 15 members. It is a small retirement home in Harriston. A new agreement was ratified this year, with wage and pension increases. The new collective agreement expires in April 2028. The Local Representative is Mike Camblin, and the Unit Chairperson is Tracy Johnson.

CARMEUSE LIME (CANADA) LTD., Local 3264, Beachville, ON. – This unit is a lime quarry with 94 members working and no one on layoff. The agreement expires in 2026. The Local handles all day-to-day issues. There is 1 grievance scheduled for arbitration. The Local Representative is Chad Nichol.

CATALENT PHARMA SOLUTIONS, Local 27, Strathroy, ON. – The day-to-day issues are resolved with the Chairperson and the Local Vice President. There are no grievances in the system. The agreement expires in March 2026. We will start preparing for bargaining in the new year. The Vice President is Jim Kennedy, and the Unit Chairperson is Tony Azevedo.

ENWAVE LONDON DISTRICT ENERGY, Local 2003-E, London, ON. – There are currently 11 members in this workplace. Our members at this workplace are Engineers and Millwrights. A new collective agreement was ratified earlier this year. The Local President is Phil Barbara.

FINCH CHEVROLET CADILLAC BUICK GMC, Local 27, London, ON. – There are 31 members at this dealership. The current agreement expires in June 2027. Currently, there are no grievances in the system. The Local Representative is Jim Kennedy. The Unit Chairperson is Jamie McGregor.

FINCH COLLISION, Local 27, London, ON. – This unit has 15 members and were part of the Hyundai agreement. They now have their own collective agreement and have moved to a state of the art facility in London. A new agreement has been ratified and will expire in 2026. The Local Representative is Jim Kennedy, and the Unit Chairperson is Jeff Fennema.

FINCH HYUNDAI, Local 27, London, ON. – There are approximately 50 members in this unit. A new three-year agreement was negotiated early this year, and it expires in 2028. The Local Representative is Jim Kennedy.

FINCH NISSAN (FORMERLY DALE DOWNIE NISSAN), Local 27, London, ON. – We have just finished bargaining a new collective agreement that expires in 2028. This agreement will see significant wage increases for our members. There are no grievances

in the system. The Local Representative is Jim Kennedy. The Unit Chairperson is Kevin Scott.

HARTZ CANADA INC., Local 27, St. Thomas, ON. – Hartz ceased operations in July 2025. Severance packages were negotiated for all our members and the facility remains closed.

HOLIDAY INN LONDON, Local 302, London, ON. – This is the only Unifor organized hotel in London. We are currently in bargaining with the Employer to secure a new collective agreement. The Local President Kevin Phillips handles the day-to-day issues.

JAKE'S HOUSE (FORMERLY PRINCE GEORGE RETIREMENT RESIDENCE), Local 27, Lucan, ON. – This Employer is in bankruptcy protection and has closed the Home. We are working with the Legal Department to get severance for these members. The Local Representative is Kari Selmes.

LACTALIS FOOD INC., Local 462, Mitchell, ON. – This unit is a dairy plant with 110 members. The agreement expires in 2026. Bob and the Committee handle the day-to-day issues and do an excellent job. There are no grievances in the system. The Local Representative is Andrew Kellman, and the Unit Chairperson is Bob Nash.

LONDON HEALTH SCIENCES CENTRE, Local 27, London, ON. – This unit is a major healthcare centre in Southwestern Ontario, with approximately 1674 members. The agreement expired in October 2024, and we have been trying to reach an agreement with the Hospital. Unfortunately, the Hospital has been very difficult in this round of bargaining. Interest arbitration has been scheduled for May 2027; however, we will continue to press the Hospital for dates to bargain a new agreement without going to arbitration. The Local Representative is Kari Selmes, and the Unit Chairperson is Liz Jesso.

LONDON HOSPITAL LINEN SERVICE, Local 27, London, ON. – There are approximately 247 full and part-time workers at this facility. This unit provides laundry services for hospitals and healthcare settings throughout Southwestern Ontario. The current agreement expires in 2026. The Local Representative is Kari Selmes. The Unit Chairperson is Dave Mayo.

LONDON MACHINERY, Local 27, London, ON. – This plant manufactures Ready-Mix concrete trucks. There are approximately 120 members in this facility. The Employer has become difficult to deal with since signing the new CBA. We have filed a number of grievances that we have been working through to solve the issues. The agreement expires in 2027. The Local President is Brian Chapman, and the Unit Chairperson is Ed Vaz.

MACMASTER CHEVROLET LTD., Local 27, London, ON. – These members provide vehicle services. There are no grievances in the system, with the agreement expiring in 2027. There are currently 38 members in this unit. The Local Representative is Jim Kennedy, and the Unit Chairperson is Ryan Hall.

MASTERFEEDS INC., Local 15, Komoka, ON. – This unit makes chicken feed. There are currently 6 members in this unit. The day-to-day issues are dealt with by the Unit Chairperson and the National Representative. The agreement expires in 2026. The Unit Chairperson is Colin Stafford.

NESTLÉ ICE CREAM, Local 2003-E, London, ON. – Nestlé is an ice cream plant located in the city of London. There are currently 8 members in this unit. These members are Engineers. A new collective agreement was ratified earlier this year. The new agreement expires in 2028. There are currently no grievances in the system. The Local President is Phil Barbara, and the Unit Chairperson is Taylor Ward.

NORFOLK GENERAL HOSPITAL, Local 302, Simcoe, ON. – This unit is a hospital with a retirement home attached in Norfolk County. There are 350 members. We are currently in negotiations. Interest arbitration has been scheduled as we have not been able to reach an agreement. At the time of writing, the Employer has asked to meet, so we remain positive that a fair agreement can be reached. The Local Representative is Rusty Sproul, and the Unit Chairperson is Amie Muntz.

SEASONS STRATHROY, Local 302, Strathroy, ON. – This unit is a retirement home in the community of Strathroy. We are currently in bargaining with a very difficult Employer. We remain hopeful that we can reach an agreement. Interest arbitration will be scheduled in the coming weeks in the event a deal is not reached. The Local Representative is Rusty Sproul, and the Unit Chairperson is Monica Kulak.

SODEXO MARRIOTT SERVICES CANADA, Local 27, London, ON. – This unit performs cleaning at St. Joseph's Hospital. There are currently no grievances in the system. We have had 1 layoff and we are currently working through that. The current collective agreement expires in 2026. The Local Representative is Kari Selmes. The Unit Chairperson is Rita Sultanov.

SOUTH HURON HOSPITAL ASSOCIATION, Local 2458, Exeter, ON. – This unit is a small hospital in Exeter with 45 members. The agreement expires in 2027. The Committee deals with the Local on most day-to-day issues. The Local Representative is Ken Durocher, and the Unit Chairperson is Linda Millar.

SUNOCO INC. (SUNCOR ENERGY GROUP), Local 27, London, ON. – There are 4 members who work at this gas distribution centre for Suncor. Labour relations with this Employer are good, with no outstanding issues at the present time. The collective agreement expires in 2026. The Local President is Brian Chapman, and the Unit Chairperson is Steve Wein.

SS/jh:cope343

SHAYNE FIELDS

National Representative

Assignment Information

AMAPCEO: Local 591-G – Toronto, ON. This unit has approximately (39) members. The current Collective Agreement expires February 28, 2026. This unit is gearing up for negotiations in early 2026. There was just recently a new bargaining committee elected. The local union president is Burke Moffat. I am looking forward to what we can achieve in 2026 for this group of solid unionists.

ATLANTIC PACKAGING (MILL): Local 1894 – Scarborough ON. This Unit has approximately (80) members. The current Collective Agreement expires October 14, 2026. In early 2025 the employer announced they were curtailing operations at this location. Later in 2025 they announced the building will continue operating for the foreseeable future. Welcoming news and looking forward to bargaining with this group in 2026.

BIMBO CANADA: Local 462 – Markham, ON. This unit has approximately (20) members. The current Collective Agreement expires March 31, 2027. The unit chairperson is Mark LI. The local union president is Andrew Kellman. Over the past year the union has been able to reach a reasonable resolve to most issues that arise in this workplace.

BLACK DIAMOND CHEESE: Local 555 – Belleville ON. This unit has approximately (483) members. The current Collective Agreement expires February 28, 2026. This union committee continues to work great together, and their members should be proud to have such a strong group supporting them while challenging their employer when issues arise. It is always a pleasure to work with this group.

BOART LONGYEAR INC.: Local 1256 – Mississauga, ON. This unit has approximately (65) members. The current Collective Agreement expires April 21, 2027. Keith Turret is the Chairperson for this workplace and local union president. This workplace has taken on a lot more work in 2025 which is great news for our members. Keith does a great job solving issues in the workplace.

CONCENTRIX: Local 222 – Oshawa, ON. This unit has approximately (12) members. A new Collective agreement was reached this past year. The new current Collective Agreement expires January 10, 2028. Most of the issues from this workplace generally come when new policies and procedures are being introduced or enforced by the

employer. Marcel Dejardins is the unit Chairperson and has been a diligent while demonstrating great leadership for his members.

DOUGHTY MASONRY: Local 222 – Peterborough, ON. This unit has approximately (15) members. The current Collective Agreement expires December 31, 2028. This past year they negotiated a new 4 year deal which was accepted by the members.

JAZZ AIR CSA AND ACS: Local 2002 – Canada wide. The current Collective Agreement expires January 1, 2027. This unit has approximately (1100) members. The unit Chairperson is Lucie Lapierre. While maintaining somewhat of a good working relationship this employer continues to make decisions that slowly erodes the relationship. The Jazz Committee members continue to work hard for their members each and every day and it continues to be a pleasure tackling hard issues alongside these committee members. With bargaining just around the corner in 2027 our message is clear, we won't forget the employers decisions made and their actions over the last 12-24 months and that will be reflected in our bargaining demands.

LOBLAW AJAX DISTRIBUTION: Local 222- Ajax, ON. The current Collective Agreement expires February 15, 2031. This unit has approximately (1100) members and is the central to eastern hub for Loblaw companies' food and goods distribution. Kyle Coughlan is the unit Chairperson. Kyle along with in plant representatives have done an excellent job resolving issues and dealing with the day to day issues that come their way. Coming off of the heels of possibly negotiating the best warehouse agreement to date the bargaining committee along with myself were excited to present the offer to these hard working members. This deal ratifying at 92% was welcoming news. I am very happy for this committee and workplace and look forward to continuing our work together. Amazing job team!

MILLS MOTORS BUICK GMC LTD: Local 222 – Oshawa, ON. This unit has approximately (40) members. The current Collective Agreement expires February 17, 2027. Don Jollymore continues to do a great job as unit Chairperson. This unit just recently agreed on an 18 month extension to the current collective agreement with a 3% increase. Given the current state of the auto industry, the economy and the market this was a good decision while these members continue to work in an uncertain industry.

NEW FOREST PAPER MILLS LP: Local 1894 – Scarborough, ON. This unit has approximately (76) members. The current Collective Agreement expires October 31, 2026. Greg Weeden is the chairperson. We will be heading into negotiations late next year looking to move the needle forward for these workers.

ONTARIO GAMING EAST LIMITED PARTNERSHIP (SECURITY): Local 1090 – Peterborough, ON. The current Collective Agreement expires July 22, 2026. This unit has

approximately (20) members. The Chairperson Catherine does an excellent job dealing with the day-to-day concerns from our members. Looking forward to 2026 bargaining!

WALMART CANADA DISTRIBUTION: Local 252 – MISSISSAUGUA, ON. This unit has approximately (850) members. This unit is one of the newest to join Unifor. This is a historic organizing win for our Union. Negotiations are going as you would expect with this very anti-union employer. The process has been unnecessarily dragged out with the employer usually only agreeing to 3 days a month to bargain amongst other roadblocks they throw the unions way. Despite this, this bargaining committee remains strong and eager to reach their first collective agreement.

WOOD WYANT INC: Local 333 – Pickering, ON. This unit has approximately (35) members. The current Collective Agreement expires October 24, 2026. This workplace operates very well. The inhouse union officials work well with the Local Union to resolve issues.

STEVE BATCHELOR

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
407 ETR	414	January 2028	81
Armada Toolworks LTD	222	October 2025	230
Bomanville Creek Seniors	1136	December 2025	63
Calyx Ground Transportation (formerly Nation Fast Freight)	303	Closed	60
Casino Rama- Orillia Ontario	1090	January 2028	840
Great Blue Heron Casino Port Perry	1090	July 2026	250
Casino Ajax/Pickering	1090	July 2026	2000
Pickering Casino Resort Security	1090	July 2026	49
Shorelines Casino Belleville	1090	September 2028	78
Shorelines Casino Peterborough	1090	July 2026	110
Woodbine Security	1090	July 2026	126
Formula Ford Lincoln Sales Limited		decertified	
GDI Services Canada LP	222	2027	90
Kerr Industries	222		
MapleLeaf Foods Port Perry	1090	May 2028	100
NVENT (formerly Pentair Thermal)	537	April 2026	60
Oakley Sub Assembly Oshawa	222	July 2027	65
Phillips Electronics (Signify)	222	May 2027	55
Progistix Solutions Mississauga	26	December 2027	260
RR Donnelly/Moore North Trenton	887	Closed 2024	
Belron Canada (A division of Vanfax)	414	decertified	19
Flexingate Beaverton	222	2027	110
Associated Taxi Company	414	June 2027	36

Major developments since last Council

407 ETR, Local 414, Woodbridge, Ont. This unit of approximately 81 members are responsible for all administration of operations for the 407 toll route highway. Recently renewed the collective agreement to include substantial increases in wage, benefits and

pension as well as a work from home provision. Currently have on going time studies for the purpose of establishing call response time allocations. The Local 414 President is Gord Currie.

ARMADA TOOLWORKS LTD Local 222, Lindsay Ont. This is a tier 2 car parts manufacturer producing small parts for all major OEMs. There are approximately 230 full time employees in the bargaining unit working three shifts. At the time of writing, we are prepping for up coming contract negotiations. It is anticipated to be a tough round as the employer is anticipating some pull back on previous contracts due to the ongoing tariff issues. The Unit Chairperson is Dan Desousa, Local 222 President is Jeff Gray.

BOMANVILLE CREEK SENIORS, Local 1136, Bomanville, Ont. This unit has approximately 63 members caring for senior long term living residents. This Unit continues to struggle with staff shortages and turn over. Current collective agreement expires December 31, 2025. Unit Chair Lana Demone. Local 1136 President Derek Spence.

CALYX GROUND TRANSPORTATION (FORMERLY NATION FAST FREIGHT), Local 303, Vaughn, Ont. This warehouse has approximately 60 employees working on three shifts. The business had lost volumes to the point of having to announce closure of the facility in the spring of 2024. We were able to reach a closure agreement of two weeks per year of service for our members as well as extension of health care benefits. Brian Vance is the Local 303 President.

CASINO RAMA- ORILLIA, Local 1090, Orillia, Ont. This Casino operated by Gateway. Casino Rama has approximately 840 members. We have recently bargained a renewal agreement seeing major improvements. The Committee does an exceptional job and has worked hard to improve a decent labour relationship with the company. Unit Chair is Joanna Nelson, Local 1090 President is Greg Weaver.

GREAT BLUE HERON CASINO PORT PERRY, Local 1090, Port Perry, Ont. This Casino operated by Great Canadian Gaming has approximately 250 members. The collective agreement expires in July 2026. We will be entering into Common table pattern bargaining, with Several Casinos operated by the same owner in early summer involving Casinos represented by Local 1090, Local 252, Local 504. Putting maximum, multi site pressure on the company, and with the full endorsement of all locals. Most of the GCGC sites are seeing extremely low volumes as a result of online gaming. Currently two grievances scheduled for arbitration. Great Blue Heron Unit Chair is Rob Bicknell, Local 1090 is President Greg Weaver.

CASINO AJAX/PICKERING, Local 1090, Ajax, Pickering, Ont. Operated by Great Canadian Gaming, these combined locations continue to be impacted by the shift to online gaming. This newly opened property was originally estimated to increase the

membership to approximately 2000 members, however with the declining business in most brick and mortar casinos this is an ongoing struggle. This is an aggressive employer and at the time of writing, we have been in multiple arbitrations with several more scheduled. We will be entering into master bargaining in early spring of 2026 along with all other sites operated by Great Canadian. Unit Chair is Marly Klus, Local 1090 President is Greg Weaver.

PICKERING CASINO RESORT SECURITY, Local 1090, Pickering, Ont. This is a 1st collective agreement with this new Unit operated by Great Canadian Entertainment. Prior to joining Unifor in 2024, this Unit suffered the loss of a member in a violent shooting at the Casino. Obviously, our first round of bargaining focused on the necessary changes to protective equipment needed as a result, which included mandatory bullet proof vests.

The first agreement sees 10% wage improvements, elimination of benefit co-pays, EI sick top up and a new guarantee on a 50/50 fulltime part time ratio. Committee person is Kyle Fraser, Local 1090 is President Greg Weaver

SHORELINES CASINO BELLEVILLE, Local 1090, Belleville, Ont. As is the case with most sites operated by Great Canadian, Belleville continues to see major decline in business as a result of online gaming. Chair is Scott DeRushie, Local 1090 President is Greg Weaver.

SHORELINES CASINO PETERBOROUGH, Local 1090, Peterborough, Ont. After witnessing and supporting the achievements made in Belleville, this new unit of approx. 110 members overwhelmingly voted to join Unifor. A Great Canadian Gaming Company, these members supported the strategy of common table bargaining for a 1st agreement, to achieve pattern with other GCGC collective agreements. As a result, significant gains and improvements were achieved for members similar to improvements made at all sites. The site membership has significantly been reduced, and operating hours have been minimised as a result of declining business. This Unit will also be included with Master bargaining set to begin in early spring of 2026. Unit Chair is Sandy Carson, Local 1090 President is Greg Weaver.

WOODBINE SECURITY, Local 1090, Toronto, Ont. This is a security unit at woodbine casino, operated by Great Canadian Gaming. The Unit has 100 members who were also part of the common table bargaining and will be bargaining a renewal in July 2026 in common bargaining with Great Canadian. There are currently a number of grievances in the system scheduled for arbitration as well. Unit Chair is Elizabeth Diaz, Local 1090 President is Greg Weaver

FORMULA FORD LINCOLN SALES LIMITED, Local 1090, Pickering, Ont. Unfortunately, these members were successful in a decertification campaign and no longer are Unifor members.

GDI SERVICES CANADA LP, Local 222, Oshawa Ont. This employer provides cleaning services for Durham College UOIT at the Whitby and Oshawa campuses. There are approximately 90 employees in the bargaining unit. This Unit is now represented by Corey Dalton. Unit Chair is Theresa Grabowski, Local President is Jeff Gray.

KERR INDUSTRIES, Local 222, Oshawa, Ont. This company provides and installs equipment modifications to vehicles for Police departments, Taxi companies and special service utility vehicles. Kerr has acquired extra rebuild work from GM to which we have negotiated a premium rate for our members who perform the work. The company has been sold to a new owner and is now known as Safe Fleet. They have since opened a secondary satellite location and are currently increasing their technical classifications as a result of new work coming to the facility. Unit Chair is Dave Reid, Local 222 President is Jeff Gray.

MAPLELEAF FOODS, Local 1090, Port Perry, Ont. This unit of approximately 100 members are food processing, making frozen prepackaged goods for distribution. The new agreement sees an average 12 % wage increase over the life, wage adjustments, benefit and vacation improvements as well as signing bonuses. Unit Chair is Rodney Gervais, Local 1090 President is Greg Weaver.

NVENT (FORMERLY PENTAIR THERMAL), Local 537, Trenton Ont. This unit of 60 specialising in the manufacturing of copper wire products. The labour relationship is stable, and most issues are resolved fairly quickly. There are a couple of outstanding grievances that are pending investigation that will likely be heading to arbitration. Local President is Paul Butler.

OAKLEY SUB ASSEMBLY, Local 222, Oshawa, Ont. This is a GM supplier located inside the supplier park at General Motors. Our members there assemble the rim and tires for direct installation at the final assembly line. There are no outstanding grievances in the system. New three year agreement reached in July 2024, which sees a 27% wage increase, New STD plan, New CATT DB pension plan, Paid Lunch, 2 New holidays, Improved benefits and shift premiums. Unit Chair is Jesse Berard and Local 222 President Jeff Gray.

PHILLIPS ELECTRONICS, Local 222, Vaughan, Ont. This is a warehouse and distribution unit for Phillips electronic products predominantly lighting division. The approximate 55 members there are very busy fulfilling orders and the committee has a very decent relationship with the company, and most issues are resolved quickly between the employer and Chair Jim Johnstone. There are no current issues or grievances in the system. Unit Chair is Jim Johnstone and Local 222 President is Jeff Gray.

PROGISTIX SOLUTIONS, Local 26, Mississauga. This unit of 260 members are a warehousing and distribution location for Bell Technical equipment as well as others.

There has been a number of grievances sent to arbitration there. Unit Chair Raymond Kona. Local 26 President Donovan Nezbeth.

RR DONNELLY/MOORE NORTH TRENTON. Local 887, Trenton, Ont. The 83 members here are responsible for mass printing operations for major companies such as Pharmaceutical, Airlines, Big box advertising etc. The company has been acquired by DCM (data control management) and had announced a closure of the facility. We have negotiated a closure agreement with 2 weeks of service with no minimum and a maximum of 104 weeks. There are very long term service employees there and the plant will wind down by December 31, 2024. We are actively attempting to secure work for members as there are a number of plants in the area hiring in the new year. Unit Chair Barry Woodcock, Local 887 President Chris Deline. This plant is now closed

BELRON CANADA (A DIVISION OF VANFAX), Local 414, Mississauga Ont. This is an auto windshield warehouse in Mississauga with 19 members. The company had previously closed their operations in Woodbridge. Currently there are no outstanding issues. Contract expiry is Feb 21 2025. Unit Steward is Franklyn Taylor. Local 414 President Gord Currie. This Unit has decertified.

FLEXINGATE, Local 222, Beaverton. This is a newly organised unit of Local 222, specialising in metal stamping with 110 new members. They have just negotiated their first collective agreement which sees \$5.00 per hour wage increase over the life, benefit and pension improvements, security language and signing bonuses. Thank to Christine Connor for a job well done for these new members. Unit Chair is Anna Mayes, Local 222 President is Jeff Gray.

ASSOCIATED TAXI COMPANY, Local 414, Toronto, Ont. This Unit is a local Taxi company with approximately 36 members. There are currently no issues. Contract expires June 15, 2027. Local 414 President is Gord Currie.

SB/vs/cope343

TIM MCKINNON

National Representative

Major developments since last Council

ALGOMA CENTRAL CORPORATION ALGOMA GREAT LAKES SHIPPING, Local 199, St Catharines ON. This unit has two hundred and seventy-five (275) members. The Company's Canadian flag dry-bulk fleet is the largest and most diversified dry-bulk fleet operating on the Great Lakes. There is no Unit Chairperson. The Unit is serviced by the local President Jordan Lennox.

ASSEMBLE-RITE, Local 199, St. Catharines, ON - This Unit normally has fifty (50) members performs containment type inspection and is in the basement of General Motors Glendale Operations. Due to the uncertainty in electric vehicles General Motors has halted production until they revise their plans. At the time of writing there are no grievances in the system however, scheduling has been impacted due the slowdown at GM. The Unit Chairperson is Kim Cosgrove.

BAFFIN INC. Hamilton ON - Local 2003-03 This unit has (150) employees across all its sites. They have been designing, developing, testing and manufacturing high-performance footwear since 1979. At the time of writing there are no grievances in the system. The President is Phil Barbara.

BARTEK, Local 504, Stoney Creek, ON - Bartek Ingredients Inc. is involved in the distribution and manufacturing of specialty chemicals, primarily for use in food and beverage applications. The Unit has seventy-four members (94) Bartek is the world's largest Malic and Food Grade Fumaric Acid Producer with a network of over forty Distributors selling in over thirty-five Countries. Local 504 Union President, Cindy Hasler plays an active role with the In-Plant Committee in resolving most issues before they become part of the grievance procedure. The Chairperson is Doug Runions.

They are currently building a third plant on the site. They are pouring millions into this facility to be competitive in the market. They are developing a 30-year plan and should be up and running in the New.

BRUNNER MANUFACTURING & SALES LTD., Local 199, Niagara Falls, ON - Plant population is currently Forty-two (42) members with four recently laid off. Brunner manufactures airbrake camshafts for the Heavy Tractor Trailer Industry and has seen their customer base change over the years. The main customer, Meritor Automotive

requires volume two shift production of the Plant. Regular communication with the Unit Chair, Dave Murphy takes place when issues arise. and normally yields successful outcomes with the Employer as a result. At the time of writing there are no grievances in the system.

GENAIRE LTD., Local 199, St. Catharines, ON - The workplace produces products for the Department of National Defence. The Collective Agreement is currently running year to year as the Employer has failed to attract any new business or investment in the facility since 2012. Fourteen (14) members are working. and business has changed hands to the Owner's siblings. The Unit Chairperson is Devin Saumier.

JOHN BEAR BUICK GMC LTD. – Local 199, St. Catharines, ON – This unit has thirty-six (36) members. No grievances are in the system. The Chairperson is Todd Taylor. Local President is Jordan Lennox. There are no grievances in the system.

JOHN BEAR BUICK GMC - Local 504, Hamilton, ON This unit has 34 members (35) members. One grievance in the system. Cindy Hasler is the President.

McASPHALT MARINE TRANSPORTATION LTD. (MMTL), Local 199, St. Catharines, ON, they specialize in providing marine transportation. They use articulated tug and barge units.

This Unit has twenty-five (25) members. There are currently no grievances in the system. The President is Jordan Lennox.

ONTARIO STAMPING INC. Local 199 Niagara on the Lake, ON. They do metal stamping and machine tools. They have a new owner the business is up and down. They have extended their contract month to month and have recently pick up some business and we successfully bargained a new contract that was ratified at 90%. They have fourteen (14) members. Their chairperson is Peter Bonnette.

PLEASANT MANOR, Local 199, Niagara on the Lake, ON - Pleasant Manor Retirement Village is a Private, Non-Profit Organization committed to providing quality accommodation and care to senior citizens. Lisa Frame is the Unit Chairperson and deals with issues promptly and professionally as they arise and have regular communication with the Local 199 President, Jordan Lennox. There are currently at ninety-two (92) members.

They are in construction to accommodate an additional 250 beds (members) for the home.

We secured a raise for the RN and RPN positions of between 22.80% and 28.08% to retain their staff.

POST CANADA INC., Local 1101, Niagara Falls, ON – They are a food manufacturing facility most of their products are cereal related. The Unit has one hundred and forty-five members (145) with no layoffs. The New Local President, Kelly Saunders is a strong leader. There are no active grievances at the time of writing.

REVERA MEADOWS LONG TERM CARE – Local 504, Ancaster, ON – These eighty (80) Long Term Care workers maintain a Facility that continues to operate well. There are no grievances in the system, Pay Equity provisions form part of the Collective Agreement. The Chairperson is Sharon Olario. The Local President is Cindy Hasler.

REVERA BAYWOODS LONG TERM CARE - Local 504, Hamilton, ON - These two-hundred-nineteen (219) Long Term Care workers continue to have steady work. There is 1 grievance in the system. Pay Equity provisions form part of the Collective Agreement. The Chairperson is Martha Bedminster. The Local President is Cindy Hasler.

REVERA RIDGEVIEW LONG TERM CARE – Local 504, Stoney Creek, ON - These eighty-seven (87) Long Term Care workers maintain a Facility that continues to operate well. No grievances are in the system. Pay Equity provisions form part of the Collective Agreement. The Chairperson is Synthia Tompa. The Local President is Cindy Hasler.

RICH PRODUCTS, Local 462, Fort Erie, ON - This Unit has two hundred and thirty (188) members with no permanent layoffs at the time of writing. There have been several terminations with the majority being attendance related. They have brought in some new equipment to start a new line that will bring some of the members back after losing Subway. The Unit Chairperson is Laura Cameron, and she has significant experience and understanding of the workplace.

SENECA MANUFACTURING COMPANY, Local 199, St. Catharines, ON - This Auto Parts Unit is a tier two supplier for TRW (now THK) and has fourteen (14) workers with one on layoff. The Unit Chairperson is Peter Bonnette. At the time of writing, there are no active grievances in the system.

SOLVAY (Formerly CYTEC CANADA) Locals 21-01 and 20-1 Niagara Falls, ON – This facility manufactures production of phosphene-based products for mining reagents, biocides, catalysts, fumigation, electronic gases and pharmaceuticals and research etc. They employ seventy-eight (78) members. There are 35 outstanding grievances. The Chairperson is Bryan Sebben.

SPENCERARL, Local 199, Niagara Falls, ON – Spencer ARL provides Kitting/CMA/Warehousing and line-side delivery support to GM St. Catharines Transmission Plant Operations. The workplace has been relocated in the basement of

GM in St. Catharines. The Plant population has been reduced to one-hundred-eleven (111) members because of GM automating part of the manufacturing process. The Unit Chairperson is Brian Nicholl who works closely with the Local Union and my office.

STERLING FUELS, Local 199, Hamilton ON, - This Unit has two hundred seventy-five (275) members and currently no grievance in the system. The Local President, Jordan Lennox has structures in place to resolve all issues.

TORA INVESTMENTS INC., Local 199, St. Catharines, ON - This Auto Parts Inspection workplace has sixty members working and forty on layoff. General Motors in St. Catharines is their main customer eliminated packing and repacking of cranks as well removed warehousing of engines resulting in job loss of forty workers. This unit has sixty (60) members with forty (40) on layoff. Regular communication with the Local Union normally resolves most issues as they arise. The Chairperson is Greg Boyd.

VALBRUNA, Local 199, Welland, ON - Valbruna SpA, based in Vicenza, Italy. The Valbruna Group has been in business since 1925 and has annual sales more than USD \$1 billion. Valbruna Group is a leading international manufacturer and distributor of stainless steel and nickel alloys bars and wires with manufacturing plants in Italy and the U.S. and worldwide distribution. Valbruna's North American operations include production of stainless and alloy bars at Valbruna Stainless Inc. in Fort Wayne, Indiana as well as a distribution facility in Milton, Ontario. The Unit Chairperson is Doug Leblanc and there are Seventy-five (85) members, and they are in a work share program until thing settle down.

VESUVIUS CANADA LTD., Local 199, Welland, ON - This workplace of thirty members (36) with no layoffs produces refractory material for the Steel Industry and runs smoothly with most issues being resolved at the floor level. At the time of writing, there are issues around the Companies attendance management policy. The Unit Chairperson is Rod Johnson who works easily with Local 199 President, Jordan Lennox and my office.

TRACY HOLMES

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Alexandra Hospital	0302	March 2028	48
Aramark Canada Ltd.	636	NEW	12
Blue Water Rest Home Full-Time	2458	October 2026	35
Blue Water Rest Home Part-Time	2458	October 2026	40
Canada Stampings Ltd.	0636	October 2026	30
Domestic Abuse Services Oxford	0302	March 2027	15
Exeter Villa Nursing Home	2458	October 2026	83
Goodwill Industries	0302	October 2027	47
Kerry Foods Inc.	0636	November 2026	32
MJA MacGowan Holdings Ltd	2458	October 2026	50
Municipality Of Southwest Middlesex	414	October 2028	22
Oneida Nation of the Thames Long Term Care Home	0027	March 2027	84
Pactiv	0027	June 2026	119
Richmond Woods Retirement Residence	0302	June 2026	64
Secord Trails Care Community F/T	0636	September 2026	35
Secord Trails Care Community P/T	0636	September 2026	61
St. Joseph's Hospital (Service)	0027	March 2028	1775
Tillsonburg District Memorial Hospital	0302	March 2028	132
Unifin International	0027	May 2026	23
Woodstock General Hospital F/T	0636	March 2027	141
Woodstock General Hospital P/T	0636	March 2027	218
Woodstock General Hospital	0636	March 2027	85

Major developments since last Council

ALEXANDRA HOSPITAL, Local 302, Ingersoll, ON – There are approximately 48 members who work at this hospital located in Ingersoll. The collective agreement expires March 31, 2028. We successfully bargained a 3-year collective agreement, with many gains including increased vacation. The full-time Chairperson is Tanya Lorentz. The part-time Chairperson is Jennie Rodney. Rusty Sproul is the local representative. This hospital and Tillsonburg Hospital will be merging in April 2026. We are currently working toward a merger agreement, the new organization will be called Rural Roads Health Services

ARAMARK, Local 636, Woodstock, ON – These 12 member work at Woodstock Hospital cleaning offices. We are working toward a first collective agreement. Brent Thompson is the local representative.

BLUE WATER REST HOME, Local 2458, Zurich, ON – There are approximately 35 full- time and 40 part-time members. This agreement will expire on October 31, 2026. We are in the process of bargaining a new collective agreement. Chairperson is Kim MacDonald. The local representative is Jennifer Kennedy.

CANADA STAMPING LIMITED, Local 636, Woodstock, ON – There are approximately 30 members in this workplace. The collective agreement will expire October 19, 2026. Unit Chairperson, Amanda McConkey takes care of daily issues at the plant. Brent Thompson is the local representative.

CEDAR CROSSING, Local 302, London, ON - There are approximately 30 members in this Sienna retirement home in Simcoe. The Chairperson is Liza Spain. The collective agreement expires in December 2026. Rusty Sproul is the local representative.

DOMESTIC ABUSE SERVICES OXFORD (DASO), Local 302, Woodstock, ON – There are approximately 15 members who work in this non-profit community/social service facility located in Woodstock. The collective agreement will expire in 2027. Local representative is Michelle Flewin. Amanda Deadman is the Chairperson at this unit.

EXETER VILLA NURSING HOME, Local 2458, Exeter, ON – Exeter Villa is a long-term care home with approximately 83 members. Brenda Hern is the Chairperson. The collective agreement expires on October 31, 2026. Dina Roushanroz is the local representative.

GOODWILL INDUSTRIES GREAT LAKES, Local 302, London, ON - This is a unit of 47 members with Local 302. The collective agreement expires October of 2027. Mary Rymal, Local 302 Vice President works closely with the employer and Chairperson Jeremy McNaughton.

KERRY FOODS INC, Local 636, Woodstock – This unit closed in September of 2025, and we successfully negotiated a closure agreement that superseded *Employment Standards Act*.

MJA MACGOWAN NURSING HOME (BRAEMAR NURSING HOME), Local 2458, Wingham, ON – Chairperson is Lisa Hamilton. This is a for profit, privately run long-term care facility in Wingham. We have approximately 50 members. The collective agreement will expire in October 2026 Jennifer Kennedy is the local representative.

MUNICIPALITY OF SOUTHWEST MIDDLESEX, Local 414, Glencoe, ON – There are now 22 members employed by the Municipality of Southwest Middlesex. We recently added 12

members from Parks and Recreation to this bargaining unit. Labour relations are good with this employer. The collective agreement expires on October 9, 2028. Jeff Tidball is the Chairperson and Jeff Ferriss is the local representative.

ONEIDA NATION OF THE THAMES LONG TERM CARE (Tsi' Nu: yoyantle' Na' Tuhuwatisni) Local 27, Southwold, ON – Leah Claxton-Vandenberg is the Chairperson at this long-term care home with 84 members. This home historically has staffing issues, that appear to be getting better. We have successfully completed bargaining a two-year agreement that saw wage increases and improved employer payment on benefits. This agreement expires March 31, 2027. Kari Selmes is the local representative.

PACTIV, Local 27, London, ON – There are approximately 119 members at this paper cup manufacturing facility. The local representative is Jim Kennedy, and Chairperson is Peter McClung. The collective agreement expires on June 30, 2026.

RICHMOND WOODS RETIREMENT HOME, Local 302, London, ON – Unit Chairperson, Janet Vidican and Local 302 Vice president, Mary Rymal work together to resolve daily issues at his 64-member facility. This retirement home will be now owned by Chartwell. We bargained a one-year extension to the collective agreement. The agreement will expire June 2026.

SECORD TRAILS CARE COMMUNITY, Local 636, Ingersoll, ON – There are approximately 35 full-time and 61 part-time members combined working in this Sienna home. Members are represented by chairperson, Pauline Hetherington. Brent Thompson is the local representative. This collective agreement will expire September 30, 2026,

ST. JOSEPH'S HEALTH CARE, Local 27, London, ON – There are approximately 1725 members employed at this hospital. We were successful in bargaining a three-year collective agreement. The collective agreement expires on March 31, 2028. The relationship with the employer is good. Local 27 VP for Health Care Kari Selmes, and Chairperson Janiss Marth work collectively on daily issues that arise.

TILLSONBURG DISTRICT MEMORIAL HOSPITAL, Local 302, Tillsonburg, ON – Tammy Tales is the Chairperson. This is a small rural hospital with approximately 132 members. This agreement expires March 31, 2028. We have successfully bargained a 3-year collective agreement, with many gains including increased vacation. We have successfully completed pay equity maintenance. There will be a merge between this hospital and Alexandra Hospital in April 2026. They will become Rural Roads Health Services in April 2026. We are currently working toward a merger agreement. Rusty Sproul is the local representative.

UNIFIN INTERNATIONAL, Local 27, London, ON – Jim Kennedy, Local 27 Vice President is the local representative. There are approximately 23 members at this cooling unit manufacturing facility. The collective agreement expires May 2026.

WOODSTOCK GENERAL HOSPITAL, Local 636, Woodstock, ON – There are approximately 359 combined full-time and part-time service members at this hospital. The collective agreement will expire April 2027. Local 636 President Brent Thompson, and unit chairperson Jody Versteeg, work collectively to resolve daily issues.

WOODSTOCK GENERAL HOSPITAL, Local 636, Woodstock, ON – There are approximately 85 clerical members in this bargaining unit. The chairperson is Carol Olmstead. The collective agreement expires April 1, 2027. Brent Thompson is the local representative. We are currently working on pay equity maintenance.

VÉRONIQUE PRÉVOST

National Representative

Assignment Information

Employer	Local	CBA Expiry Date	Number of Members
Canadian Bank Note	87-M	December 31, 2025	34
Canadian Bank Note	87-M	December 31, 2025	3
Canadian Bank Note	87-M	December 31, 2025	21
CERTAINTEED InSulation Canada	80-O	December 31, 2025	105
CJOH-TV	715-M	December 31, 2026	25
Coast Guard Marines	2182	April 30, 2026	262
Electronic Language Comm	87-M	May 14, 2028	9
ENCORE	87-M	April 15, 2028	94
ENCORE CANADA	87-M	April 2025	29
FAIRMONT CHATEAU Laurier	4270	December 2027	347
Hess YIG #2670	414	April 24, 2029	60
Hope cemetery	6004	December 2026	9
HGC MANAGEMENT INC	333	June 2025	9
HJ MCFARLAND MEMORIAL	8300	March 2025	64
HOPE CEMETERY	6004	December 2026	11
HOUSE OF COMMONS	87-M	March 31, 2026	150
IMPRIMERIE PLANTAGENET PRINTING	4266	October 31 2025	3
INGREDION CANADA INC	0483	April 15, 2027	152
KENNEDY YOUTH Services	333	December 31, 2027	18
LS Travel Retail North America	414	March 30, 2028	24
Metro Convent Glen	414	May 31, 2029	92
METROLAND	87-M	December 31, 2024	8
NO FRILLS 3787	3787	October 21, 2028	84
Ottawa Citizen	87-M	December 21, 2024	9
RECREATION ASSOCIATION Center	4266	February 28, 2028	14
RUSSELL METALS	4270	March 31, 2027	26
STERLING FORD SALES	4270	August 31, 2026	23
tfo	72-M	June 30, 2025	88

Major developments since last Council

CANADIAN COAST GUARD MARINE COMMUNICATIONS OFFICERS, Local 2182, OTTAWA, CANADA WIDE - 360 Members. The Local President is James Plummer. The local represents Marine Communications and Traffic Services (MCTS) Officers across Canada and instructors at the Coast Guard College in Sydney, Nova Scotia. This unit was recently moved from the Federal Department of Fisheries and Ocean to the Federal Department of National Defence. We are currently working with the Treasury Board to ensure this transition goes smoothly.

EncorE, Local 87-M, Ottawa, ON - The Local President is Carleen Finch. We bargained a 3 year agreement for our members that provide Audio Visual Technical support to a variety of properties throughout the Ottawa Gatineau Area. In this agreement we improved the language around the posting of schedules as well as the length of shifts, to help improve work life balance. Members will also see improved communication between the union and management to discuss any potential training and career opportunities.

FAIRMONT Château Laurier Local 4270, Ottawa, ON - The Local President is David O'Connor. We bargained a new collective agreement in the summer of 2025 for this historic hotel located in the Ottawa, the Nations Capital. Members gained new language around the replacement of tools for the kitchen, a new heat stress program within Health and Safety ,a much-needed improvement to the gratuities committee for the banquet department as well as better support for the housekeeping staff in managing their workload. Members also saw substantial wage increases over a 3-year contract.

RECREATION ASSOCIATION Center, Local 4266, Ottawa, ON - The Local President is Andre Desjardins. Members ratified a new 3-year agreement. They gained important language around harassment in the workplace as well as improvements to split shift differentials and the safety shoe allowance for the property maintenance team.

VP/vdg-cope343

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