

## FRIDAY, DECEMBER 6, 2013

Upon commencing at 9:08am.

### CALL TO ORDER AND WELCOME

**BROTHER DINO CHIDO:** So, as we're waiting for everybody to just get a seat, we're going to get things rolling and on the way. But, before we do that, I would just like to welcome everybody here in Toronto Sheraton Centre for the First Ontario Regional Council.

So, thank you for being here, and thank you for making this the event that it should be, one of a kind and a wonderful process on a go-forward basis. So, I'm impressed. I'm happy. I'm excited that we're all participating in this wonderful day and event.

Before we do get started, I would like to ask everybody to stand for a moment of silence. We lost a great individual yesterday named Nelson Mandela, a human rights activist, a person that has been challenged through austerity, fought for the rights of working-class people, has done a lot in the name of human rights and protecting the rights of individuals. And, I think it's important that we recognize him for the work that he has done and the millions of people that he has touched as a charismatic individual.

Also, out of the Windsor area, I would like to recognize Gerry Logan. He was the vice-president of Local 195. And, there's a lot of people from Windsor here today. But, Gerry was similar in a way, not in the same scale, but did a lot of work in the community, helped all the local unions and was a wonderful individual. And, if you touched him, you would have known right away.

And, also, as the National Day of Remembrance and Action in Violence against Women in Canada, remembering those women that were killed, slaughtered in Polytechnic, if we can take a moment just to remember them and recognize them, and anybody that you may know that has passed away in the last while.

--- *Moment of Silence*

Before we get started, I would like to just introduce myself. My name is Dino Chiodo. I am the interim chairperson for the Ontario Regional Council. I am the president of Local 444, representing 10,000 active members. Also, I have 6,000 retiree members. And, from that, I am also the president of the Windsor District Labour Council, representing 24,000 members through the different affiliate locals in the Windsor area and community.

In saying that, for this time, I'm excited. It's an opportunity. And, it has been exciting, to say the least, from the founding convention to today, to be able to participate, to be able to be involved with something new, and creating something to what we want, and what we believe, and how we see things should move forward.

Also, from there, I would like to recognize an important group of individuals, retirees executive that are here with us today. But, if I can ask all the retirees to please stand for a moment and please be recognized? You're an amazing group of individuals. If you can please stand, the retiree's executive, any retirees that are in the room today? I think it's important to recognize all the retirees, because they're the ones that have built the foundation. They're the ones that have really made the backbone of the labour movement, fought for issues like post-retirement benefits. They fought for health care, pensions. And, they're the ones that really put us on the right path to where we are. And, the foundation is a very important and unique thing that we need to continue to build from. And, I want to thank them for all their work, for participating and being a part of this wonderful event here today.

I would like to recognize a few special guests. These are special recognitions. And, again, I just think it's important that we recognize them, because they have done a tremendous amount of work. They still participate and they still are involved in their community in many different ways.

I would like to first recognize Bob Chernecki, a friend of ours, coming out of my local. He does a wonderful job. He's called the Pitbull, because he just really gets in there and gets things done and accomplished. And, I want to recognize Bob.

I would like to also recognize Kim Ginter, the Ontario vice-president of CEP, now retired. I would like to recognize Dave Coles. Unfortunately, he couldn't be here today. But, for his vision in having that conversation with Ken Lewenza and unifying two amazing organizations: CEP and CAW. And, I thank Dave Coles for that insight and progression forward.

I want to recognize Bob White, the founder of the CAW who has never missed a CAW Council. And, again, is here with us today on the stage, representing all of us together. And, never misses an opportunity to talk about labour. Bob White, brothers and sisters.

I would like to give special recognition to our past CAW president, Ken Lewenza, an individual with passion, charisma. He puts others' needs before himself, and he does an amazing job in everything he does. And, he still goes into the Windsor Assembly Plant today, because he feels he is not retired, but he is. But, that's great, because we love him to connect with the people in the community. He is still sending letters to Chrysler to get things done. And, again, I just think it's important we make recognition of Ken Lewenza, past president, CAW National. Also I'd like to recognize Lori, Ken Lewenza's partner, for putting up with Ken through these years, because even though he is retired now, he is still not home and still running around. So, Lori, good luck to you and all the very best.

If I can, there is a 444 news magazine in front of you. And, the reason why I bring it up is a number of people have come to me and asked me about if there is going to be a retirement party for Ken. And there is an ad in the magazine. There's a roast. This is going to be one of the first times that Ken is going to have to sit there and take it. So, for all intents and purposes, for individuals that want to participate, the information is in the magazine. Again, it will be held on January 30<sup>th</sup>, and we're excited to hold that. Ken will be donating all the proceeds to the charities that he cherishes the most in Canada.

Now, what I would like to do and I would like to go through all the names of the people on the stage, because I think it's important we recognize the individuals that have been on the National Executive Board, done an amazing amount of work behind the scenes, to make sure we could get to this point. And, I'm sure there's going to be a lot more work that they're going to have to do and provide, in order to continue to build this great organization up to what we want to see it to be.

## INTRODUCTION OF THE NATIONAL EXECUTIVE BOARD

**BROTHER DINO CHIODO:** So, what I would like to do is just ask people to hold their applause till the end, so I can get through the list. But, I would like to recognize the National Executive Board that is here with us today, for their exemplary support, in supporting this First Ontario Council as well. Jerry Dias, President, Peter Kennedy, Secretary-Treasurer. He is not here right now, but he will be joining us a little later this afternoon. Lana Payne, Atlantic Director, Scott Doherty, Western Director, Katha Fortier, Ontario Director, Penny Fawcett, Atlantic Chairperson, Andrea McBride, B.C. Chairperson, Heather Grant, Transportation Sector Randy Kitt, Media Sector, Christine Connor, Retail Sector Angela Adams, Energy Sector, Gary Beck, Auto Sector, Roland Kiehne, Manufacturing Sector, Nancy McMurphy, Health Care Sector, Earle McCurdy, not with us currently, but will be here a little later on this afternoon, representing the Resource Sector, Cheryl Robinson, Service Sector, Ruth Pryce, Racialized Workers, Dave Cassidy, Skilled Trades, Len Hope, Chair of the Retirees Advisory Executive and, myself, as the Ontario Chair. Please help me in recognizing the National Executive Board.

## CREDENTIALS REPORT NO. 1

**BROTHER DINO CHIDO:** So, now, as order of business as stated in the Constitution, I'm going to get into the Credentials Report, Number 1. So, the National Secretary-Treasurer's office sent out 734 credentials to 274 different local unions. In addition, the Office has sent credentials to 25 National Executive Board members and nine Retired Workers Advisory Council Executive members. As of December 6<sup>th</sup>, the National Secretary-Treasurer received 505 credentials, representing 152 unions, the National Executive Board and Retired Workers Advisory Council. As of 8:57 this morning, registered for the convention are 443 delegates, representing 144 local unions, the National Executive Board and Retired Workers Advisory Council. In addition, there are 136 national representatives, and 21 special delegates with voice and no vote. There are also 33 alternates, 9 special guests, 45 observers, 16 other staff and 0 media in attendance, for a total attendance of 703. Congratulations to all of you.

## OPENING REMARKS

**BROTHER DINO CHIDO:** So, we're here today to create our own structure, the Ontario Regional Council, to create something new, something we believe in and something that we want to see grow and flourish. It is about creating positive change. It is about making progressive change and how we want to see that change happen. It is about carrying that unified voice and making sure that we work collaboratively as one full organization, rolling in the same direction, making sure we look after the needs of our members. This is new to all of us and it is not going to be perfect. We are going to have bumps in the road. There are going to be challenges and we're going to have debates and arguments. But, brothers and sisters, we're going to build it and we're going to build it right, starting right here. And, again, it is not going to be perfect. We want to get through some of the static, so we can talk about the campaigns we need to deal with. We want to talk about the issues that are important and the policies that are important to our members, so we can move forward and flourish.

We want to be seen as a power, representing over 150,000 members in Ontario. We are a force to be reckoned with and through that, we can make a difference starting right here. We have had a lot of dialogue at the National Executive Board, and through that, it is helping put a structure together. It is helping talk about being transparent, being democratic, having people go to the mic and speak how they feel and be respectful of that in its entirety. But, together, we need to move forward. And, you have documents in front of you like the bylaws that we're going to have to have discussions on. And, that will be a big component of what we need to do over the next couple of days, as well as electing your Ontario Executive and a number of other standing committees.

We will have that presentation later with regards to the bylaws. But, for now, if you want, you can scan through it as it sits in front of you. But, it will be about keeping us progressive, keeping us focused on the issues moving in one unified direction, helping us encompass social, economic and cultural change that enables the free and equal practice of political and self-determination for each and every one of us.

So, here is where we start to build it. Here is where we put it together one block at a time, brothers and sisters. Here is where we don't get caught up in the finite details, but make sure we're doing our best to represent our members and our members' best needs, and the people in this community that don't have the voice to represent themselves.

We also have discussed the Ontario Council and how often we meet. There has been a lot of discussion that has gone on with regards to that; also, when we particularly meet, whether it be the weekend or during the week. And, from that perspective, this Council was already booked from the previous CAW Council. And, from that perspective, there is also another Council booked for next December 2014. And, by that extension, we already have Port Elgin booked. And, to get out of those contracts, it basically causes a lot of problems. There's a lot of costs associated to it. So, on a go-forward basis, our intent is to hold two

Ontario Regional Councils each year. And, from that, our Executive after election will be able to have more dialogue and discussion with regards to how we shape it and build it.

But, from that perspective, we have to maintain the structure that has been put there or the -- I'm sorry, the scheduling that has been put there, in order to facilitate not losing those dates and paying exorbitant prices to get out of that.

Now, understanding we have a potential election this afternoon, we need to appoint some volunteers. And, that is through bylaws in our Constitution. So, in saying that, what we have asked or what we have presented to do, rather than appointing volunteers -- because we want to be transparent. We want to make sure that we're doing this in the right practices going forward, being democratic.

## APPOINTMENT OF ELECTIONS COMMITTEE

**BROTHER DINO CHIDO:** We have printed out all the names of the individuals that are delegates here in this Council today. So, what we're going to do is we're going to start by pulling out some names. There's going to be 13 names that are pulled out. And, from that, those individuals, with your indulgence, will be responsible to actually meet at lunchtime today. They will be meeting in the Sheraton Hall B. And, what will be happening is they will be discussing about the process with regards to the elections. And, from that, we will be able to get those delegates there to be able to conduct our business of the day for this afternoon.

So, those individuals as appointed will be:

Gord Drummond, Local 444  
Kevin Kent, Local 222  
Mike Lovric, Local 444  
Steven Taylor, Local 2027  
Mike Van Boekel, Local 88  
Ron Maracle, Local 504  
Felice Chiodo, Local 444  
Chuck Farrugia, Local 27  
Dave Park, Local 4268  
Gary Beck, Local 707 - replaced by Steve Bullock, Local 222  
Burke Moffatt, 591G  
Darlene Prouse, Local 2458  
John Lauwrie, Local 591G

Brothers and sisters, that will be your Election Committee. And, again, what I would like to ask with your indulgence is that you just come up at lunchtime. Actually, you'll be going to Sheraton Hall B, to participate in the process, understanding what has to be done with regards to the election. And, lunch will be provided for you there. So, don't worry. You won't be missing a meal. And, again, we appreciate your participation in getting that done.

Actually, good point. Ken makes a good point. Gary Beck is a National Executive Board member, so we should pull another name in his place. Steve Bullock, Local 222. Steve Bullock. Thank you.

So, now, what I want to do is I want to make sure that we can, just like the bylaws stipulate, read the Anti-Harassment Policy, so everybody understands what the do's and don'ts are.

## ANTI-HARASSMENT STATEMENT

**BROTHER DINO CHIDO:** So, sisters and brothers, this meeting is governed by Unifor's Anti-Harassment Policy, which is copied and put on all of your tables, so it is before you. So, please, if you can, refer to it now. I'll give you just a moment to grab that. What we're doing, basically, is I'm going to read the two main paragraphs of the statement, and then

I'll get into a little bit of dialogue after that. But, let me start.

*"Unifor believes that every individual has the right to dignity and respect, both within the union and in the workplace. The responsibility of creating and preserving a safe and harassment-free environment is a collective one assumed by all Unifor members. Unifor shall endeavour to provide leadership and setting standards of behaviour, which reflect our commitment to equality. Unifor will not tolerate any form of harassment, bullying or violence within the union environment, whether it is at the local, regional or national level. Such actions may result in sanctions being taken against a member, pursuant to Unifor's Harassment Policy for Union Events, Procedures for Unifor members."*

The statement goes on in detail and basically means by "harassment" is bullying or violence and harassment, and it should not be tolerated. I'll not read it, because it's quite lengthy. And, again, there's a copy in front of you for you to read. Please do that. There is nothing on the tables right now with regards to that policy? So, if it's not on the tables, because I've heard a couple of people tell me that it's not on the tables in front of them -- is that the case? No, that's good. Okay. No, that's fair. Let's read the document, because you're absolutely right. We thought it was supposed to be put out. I apologize for that. So, we will read the document in its entirety. So, after the subsequent two paragraphs, it goes on to read:

*"Union environment means any Unifor event and/or any event in which a member is participating on behalf of Unifor including, but not limited to conventions, meetings, seminars, Councils, courses and conferences, whether it be at the local, regional, Quebec or national level. Harassment is an expression of perceived power and superiority by the harassers over another person or group, based on their sex, race, creed, colour, religion, ethnic origin, place of origin, sexual orientation, political affiliation, gender identity, gender expression, marital status, family status, disability, language, age, conviction for which a pardon has been granted, social and economic class or activism and participation in a union.*

*Harassment is unwelcome, unwanted and uninvited. It may be expressed verbally or physically. It is usually coercive, and it can occur as a single incident or on a repeated basis. It comprises action, attitudes, language or gestures, which the harasser knows or reasonable ought to know are abusive, unwelcome or wrong. It may include, but is not limited to unwelcome remarks, jokes, innuendos, taunts or other discriminatory communication in any media, insulting or malicious gestures or practical jokes which cause someone embarrassment or discomfort, ridiculing, degrading or expressing hatred or intolerance, whether verbally, in writing or physically, display of offensive or pornographic materials, pictures, graffiti or other materials, placing unreasonable limitations on someone because of a perceived need, example disability, pregnancy or et cetera, leering, sexually-suggestive staring, defamation of religious imagery, mockery of religious practices, customs of religious wear, demands for sexual favours, unnecessary physical contact such as touching, patting or pinching, making comments about one's appearance or personal life or expressing or promoting racial hatred.*

*Bullying and personal harassment are defined as deliberate actions, mocking, offensive, malicious and a cruel behaviour with the aim of humiliating, intimidate, undermine or destroy the character or confidence of an individual or group of individuals.*

*Bullying and personal harassment may include an abuse of power or perceived power by one person in a group over another that degrades an individual. Bullying behaviour is often persistent and part of a pattern, but it can also occur as a single incident. It is usually carried out by an individual who ought reasonably to have known that his or her actions are unwelcome or unwanted. It can also be an aspect of our group behaviour. The policy includes any member in any type of relationship; for example, domestic, intimate, common-law partnerships. Some examples of bullying and personal harassment include, but are not limited to abusive and offensive language, insults, teasing, spreading rumours and innuendoes, unfair blame for mistakes, deliberate exclusion, practical jokes, belittling or disregarding opinions or suggestions, public criticism.*

*Context is important in understand bullying, particularly verbal communication. There is a difference between friendly insult exchanged by long-time work colleagues and comments that are meant to be or taken as demeaning. Union environment violence is defined as any physical assault, or threat of physical assault occurring in a union environment. This policy covers any person accompanying a Unifor member attending a union event. Examples of union environment violence include, but are not limited to striking, punching, slapping or assaulting another person, fighting or challenging another person to fight, grabbing, pinching or touching another person in any unwanted way, whether sexually or otherwise, engaging in dangerous, threatening or unwanted horseplay, possession of firearms, explosives or other weapons that are intended by their design to inflict fatal injury, threatening harm or harming another person or any other action or conduct that implies the threat of bodily harm, stalking; for example, the repeated following, calling or harassing of another person combined with making a verbal, written or implied threats of harm or any other act that would arouse fear in a reasonable person in that circumstance.*

*Harassment, bullying and violence complaints at Unifor events will be taken seriously and will be dealt with immediately. If you believe that you have any of the above issues, you can take action.*

*1. If possible, make it clear you do not welcome such behaviour. You can do so either on your own verbally or in writing, or with the assistance of another party to indicate that you will take further action if the behaviour continues. If the inappropriate behaviour persists, approach one or more of the designated ombudspersons who will attempt to resolve the matter informally and quickly. You may ask the designated ombudsperson for help right away, if you are unwilling to approach the harasser directly. Each incident will be handled confidentially and quickly with particular sensitivity for the complainant. The resolution at this stage would include, but not be limited to apologies, reprimands and possible expulsions from the event at which the incidents occurred, including the expulsions of third parties. Where the safety of any individual is compromised or a criminal act is alleged to have occurred, the appropriate authorities shall also be contacted. Where the matter cannot be resolved informally, the complainant may file a formal complaint in writing to the National Anti-Harassment Co-ordinator at the National Office. The designated ombudsperson will provide you with specific procedures to do that."*

For this Unifor function, your designated ombudsperson will be Vinay Sharma, which is the Unifor Director of Human Rights, and it will also be Julie White, which is your Unifor Director of the Women's Department. And, again, to contact Vinay -- if they can stand up? Are they in the room right now? So, Vinay is over here. Okay. And Julie White as well. If you

don't see them when your incident occurs -- and, hopefully, you won't have that incident, because that shouldn't happen and I wouldn't like to see that happen here. That's for certain. Again, you can reach out to a staff rep or you can go down to the concourse level and speak to one of the staff in the VIP room, and they'll make sure that they get in touch very quickly, with regards to touching base with Vinay and Julie White. And, any complaint, I just want to make sure people understand, the issues that are brought forward will be handled quickly, diligently and confidentially.

Okay. So, that is the Anti-Harassment Policy, and I know that people have said that they don't have it on their tables. So, what we are going to do is make sure that we can run those copies off as soon as possible. We'll make sure that they're on everybody's table right after lunch. And, I think that's important that we make sure we have a copy, so individuals can obviously go through that document and make sure they read those.

So, let me lastly get into some announcements that I need to make and put forward. There has been a change in rooms for the women's caucus that is set up in your agenda today. The caucus for the Women's Committee will be moved to Sheraton Hall E. So, if you could please reflect that?

There is also a document going around. You will see it. It looks kind of like this. Basically, it's from the Communications Department. It will be asking for your name and email information. What they are doing is trying to create a database and get a communication network put together, to make sure that we can communicate properly and efficiently. So, please, if you get the opportunity to get that document in front of you, please fill it out in its entirety.

And, before we actually get into a regular business of the day, I would like to bring up Carl Cywink, to bring greetings on behalf of Aboriginal and Indigenous Workers. Thank you, Carl.

**BROTHER CARL CYWINK:** Thank you. Good morning, sisters and brothers. My name is Carl Cywink. I'm an Ojibwa, originally from Manitoulin Island.

This morning, I would like to thank the Mississaugas of the New Credit First Nation whose territory we are having this meeting at.

This weekend, I would like to thank the Creator for bring us together and guiding us all here safely. I speak to the ancestors and their spirits. Please clear our minds so that we will have good thoughts; we will only see good things; we will only listen to good things; we will only speak good about others. Cleanse our whole beings, so that we may portray the good in ourselves through our actions. Let's say thanks for this weekend that we will look upon everyone and everything in a good way. Thanks to Mother Earth for giving us water, animals, and the air that we breathe, and for helping us to stand strong and have strong hearts.

Let us grow in strength, stand side by side, sharing one same spirit, join in the same good thoughts that bring us together in friendship, unity and peace once more. Miigwech. Thank you. Merci.

**BROTHER DINO CHIDO:** Carl, thank you very much for that greeting.

And, now, getting into our normal business of the day, I would like to invite up Katha Fortier. Katha played a key role in a campaign that saw 20,000 Public Health Sector and Community Workers move to the CAW in the year 2000. And, she played an instrumental role as the President of Ontario Health Care Council, representing more than 22,000 members for Ontario Health Care Workers. And, she is digging in, doing a wonderful job as the Ontario director. And, brothers and sisters, if, please, you could just welcome -- give a warm welcome to Katha Fortier, our Unifor Ontario director.

**REPORT AND RECOMMENDATIONS OF THE ONTARIO DIRECTOR,  
KATHA FORTIER**

**SISTER KATHA FORTIER:** Wow, you're all pretty good-looking out there. I'm pretty impressed. I was at the OFL last week and you're a much better-looking crowd. I have to say that. And, I live in Toronto and I have never smoked crack cocaine. I just thought I would put that out there. So, welcome, sisters and brothers.

This is a really important event in the history of our new union. And, this is our first Ontario Regional Council, and as our Telco group calls it, the ORC. Apparently, everything gets acronymed by them. So, this is the ORC. And, for those that tweet, our twitter hash tag is ORC, in capital letters. So, hopefully, people will tweet about this weekend. So, I am honoured and maybe a little nervous to deliver the first ever report to delegates from a regional director. It's a brand-new structure for all of us for a new union. For those who came from the former CAW, we have never had a provincial gathering like this. And, even though it looks very familiar, the fact that I'm standing here to tell you this, makes you realize it is completely new. In fact, I wore a dress, so you would understand that. It's a little different.

Bob Chernecki came into my office a couple of days ago. And, I said, "Are you coming to Council, Bob?" And, he said, "Yes, but I can only make it in for the morning, to listen to Jerry's report." And, I said, "Oh, sorry, Bob. It's going to be my report." I think he's okay. He came, so -- oh, he has left the room. I don't know. Maybe not.

But, we did have our Canada Council, of course, which met two or three times a year, but nothing as focused on our province as this will be. For those who came from CEP who had Ontario leadership, you would hold Ontario caucuses at national conventions, but no regular structure for rank-and-file meetings and accountability like this structure.

We went through the New Union Process that culminated in the formation of Unifor and we had a mission, to build the best, most active, most united and most effective union we could imagine. We agreed from the beginning that we wouldn't care whether it came from CAW, or it came from CEP, or we had to invent it ourselves from scratch. Our constitution, our structure and our ways of working had to be the best that we could imagine. The Regional Councils are riddled with that kind of thinking. They take the best of CAW's tradition of rank-and-file accountability and the best of CEP's tradition of regional diversity, and we put it together. And, this is our very first Regional Council meeting. Ontario is leading the way. Thank you, delegates, for being here. Thank you for helping us build Unifor, the newest union in Canada, and may I say the best union in Canada.

So, I would like to take just a minute to introduce myself. Some of you, I have known for many years. Some of you, I have only met very recently. And, others, I have yet to meet. And, I know that at our founding constitutional convention, we all in the room took a leap of faith and elected people that we had never met before. And so, I think it's only fair to tell you a little bit about myself.

I was born, living in a small town in Red Rock, in Northern Ontario. I don't know if anybody has heard of Red Rock. Maybe some paper makers in the room?

But, my father was a paper maker and my mother was a teacher. My father drove the forklift truck in the paper mill and retired after 35 years working there, and is still enjoying a wonderful pension that he has from being part of the CEP union; in Florida right now as we speak, enjoying his life and his pension plan. But, before that, I think to tell you a little bit about my father, it's important because we all have history that forms who we are. My father's parents were farmers and they were not very, very well off. They certainly wouldn't have considered themselves middle-class. They lived in a small log cabin and raised five children.

My dad was the fourth of five. And, he had a younger brother, Jack, that got very, very ill. And, Jack was sick for a number of years and eventually died. And, because of that, my grandparents were never able to send my father to high school. They sent the three older siblings to high school, but they could never send my father to high school. They couldn't afford to do it. It was in the city. And, my dad never regretted it. He wasn't angry about it. I think my grandparents felt incredibly guilty about it, but those bills had to be paid for the hospitals and the doctors because, of course, there was no Medicare. And, again, my dad



accepted that very graciously, and was able, because of the union, to earn a living.

Despite that, he was a brilliant man, very, very smart. In fact, his -- our camp -- if you're from Northern Ontario, you'll know what a camp is -- is lined with little fork-trucks from winning competitions about driving forklifts across the province in various competitions.

And, all of those things, I think, form what I feel about society. And, first of all is how important Medicare is to us. And, the second is how important unions are. My father went to union meetings regularly, supported his union when they were on a picket line, and always understood that the reason that he was able to earning a living and raise seven children was because of his union. His employer would not have paid him the wages and benefits that they gave him, because they liked him. They did it, because he had a union that negotiated it for him. So, I do want to just mention that, that it is very important where we come from.

I also have a mother that was a teacher with seven children, went back to university in the '70s, if you can imagine. In the early '70s, went back to university. And, my mother was very active, active in the community. And, just a couple of months ago, she told me the story about when she was chairman of the school board in 1972. And, she went into a meeting at the Four Seasons Hotel in Toronto, with all of the chairs of the school board across the province. And, she walked into the room, and she could not see anything but suits anywhere in the room of 250 people. And, she said she stood on her tippy-toes and found about three other women in the room, but it was -- imagine the shock of that. So, I think -- I hope I'm a little bit of the best of both of my parents who were fundamentally both appreciative of the trade union movement and all that it has done, and recognize the importance of that.

I also want to talk about our Council in building this new union. Holding our first Regional Council meeting three months after our founding convention really hasn't been a small feat. It has been so busy. And, I quickly found out that building a new union is a whole lot of work, but something none of us in this room is afraid of.

Regional Councils will follow this one: the Atlantic, the Prairies and B.C. In fact, I think they're all here watching ours, just -- you know, we're the guinea pig, so they're happy to see how it goes. And, of course, the Quebec Council will hold its first meeting in February.

We are also gearing up for our Industry Councils. And, those will be crucial to extending our power in key sectors where our members work. There is really a potential to have about two dozen different Councils within this union, and the first ones have already started. Five councils have met and got together yesterday, talking about how they're going to meet the new process in the new union to form a council.

The Independent Parts and Services Council met. The Health Care Council met. ETOP, Education, Technical, Office and Professionals and Retail, and the Hospitality and Gaming Councils met. And, it's really fabulous that people want to get in and start on this early. I know that the Communications Council also met earlier in the month. And, of course, everybody will need to start talking about how we make effective Industry Councils, because those will be a big part of our new union.

Jerry and Peter have made a number of key staff assignments, including assistants, industry directors, area directors, and all with a good balance, I think, between former CEP and former CAW local leaders. Most times you go through a merger, you worry about being over-staffed. But, in this case, because of several retirements, we were actually under-staffed, so we had to hire a lot of new people. The staff in our union have been incredibly dedicated to the project of building Unifor. In my short time as Ontario Regional Director, I have seen firsthand how hard they work.

There is always an uncertainty, when you're starting a new organization. Our staff, and I do mean all our staff, our support staff, servicing staff, department staff reps, department directors, area directors and sector directors, as well as Ken and Jerry and, of course, their assistants, have just kept right on working. So, for that, I thank them very much.

If I were to report this morning on every sector in our union, I think that my report

would be as long as Ken and Jerry's put together. So, I think that that is why you are going to find the staff reports that are at your table are so important. These reports will include servicing representatives, as well as our department directors and our sector directors. They are prepared so that every single delegate has access to everything that happens within our union. And, throughout the Council, there will be opportunities for the delegates to be able to rise on any issue that is contained in those comprehensive reports. So, I really do urge people to read those reports and make comment where they think it's necessary. We have already undertaken a number of campaigns in various areas. We have launched a campaign to modernize VIA Rail. In fact, it was launched in this very hotel a week ago. We have got a campaign for safety and standards for armoured cars, better safety standards for armoured cars. And, our efforts to support the demand to raise the minimum wage to \$14.00 per hour. Working full time at minimum wage, a worker is shamefully 20% below the poverty line. In Ontario, it really isn't unreasonable to expect that a job should be able to lift a person out of poverty.

Our very first brief as Unifor to a government panel was on increasing the minimum wage. And, I think that that says a lot about who we are. And, we are doing more than just talking about good jobs. We are committed to hosting a Good Jobs Forum in 2014, to elevate the discussion, to make sure that jobs with decent wages, benefits and a pension are not just a pipe dream for our kids and our grandkids.

We are doing things differently. In our Long-Term Care Sector, we have joined a coalition that actually includes a major for-profit employer, Extendicare, to demand an evidence-based, minimum, measurable, enforceable standard of care for the vulnerable residents who live in nursing homes.

Organizing, of course, is a top priority for our new union. We know we have to organize more new members and turn around the decline in union density, especially in the private sector. And, that means more work resources, new techniques and reaching out to traditionally hard-to-organize groups. We have been working to implement this vision since Labour Day. Right here, in Ontario, for example, we have probably got the most important drive underway at Toyota, in Cambridge and in Woodstock. All our organizers are working very hard under the leadership of John Aman, our Organizing Director, to get those cards signed and build support, and the moment is really growing. I know that the organizers would love support from any local unions in south-western Ontario. And, again, John will talk more about that campaign later.

We will hear about the organizing vision. And, also, we will hear about the reports on the initial efforts to set up our community chapters. We are actually going to present this weekend the two founding community chapters that recently were approved at the National Executive Board. We'll be presenting them with their charters, and hear directly from them what the difference that this has been able to make in the lives of their members, in these chapters.

In all our work to set up Unifor, I especially want to thank, though, our local leadership and activists. Your patience and solidarity as we build our new structures, and getting things going, is essential. Rome wasn't built in a day, and neither will Unifor be. But, we are making progress. Our new Strategic Planning Director, Fred Wilson, along with everyone's favourite economist, Jim Stanford, are monitoring our progress constantly. We hold regular meetings that keep us accountable to all of the commitments that we made at the founding convention.

Fred will be presenting the proposed Council bylaws later this morning. And, I should mention that the NEB has been committed to creating new bylaws that will be unique for Unifor that will help our Council work productively. Together, we will make an incredible team.

I want to talk a little bit about the challenges facing Ontario, our labour market and our economy. Ontario is still suffering through the after-effects of the recession. And, in fact,

many communities in our province still feel like they are in a recession; lay-offs and plant closures, unemployment, and all of the social costs that go with those problems.

The right wing are trying to make unions a scapegoat for deeper economic problems we face in society, problems that have nothing to do with unions or workers or pensions. We know why the economy is still weak; the after-effects of the financial meltdown, and that wasn't our fault; businesses are sitting on their cash, instead of investing it, and global corporations that put their own bottom line, ahead of the community's well-being. The latest, horrible example, of course, was the announcement last week about the closure of the Heinz plant in Leamington, a plant that has been part of that community for over 100 years and employs hundreds of workers. That factory is a key part of Ontario's industrial base. And, now, this company that is owned by one of the richest men in the world is going to shut down to save a few pennies and make the profits just a little bit bigger. At what point do we say enough is enough? We grow tomatoes, and they're delicious tomatoes. And, we eat ketchup, lots of it. Why can't we have jobs converting our own tomatoes into ketchup? There is no fundamental economic logic for that closure or for the other closures that we have seen in the province: US Steel and, of course, our own Electro-Motive in London.

The business class has no answers for these closures. They say free trade will help us and they said tax cuts would help us and they said flexibility would help us. They have gotten almost everything on their shopping lists and it clearly hasn't worked. They can always claim that there's one or two more things that they need, a little more tax cutting, a little more deregulation, a little more union bashing. But, they have no credibility predicting that will lead to a big economic breakthrough. It will just mean a little more misery. What we really need to focus on, to escape the stagnation, is to put people back to work. That's more important than any deficit. That's more important than tax cuts any day. And, we need to tell them how to get it done.

Government needs to be investing in infrastructure and in services, because that creates jobs. Companies need to get off their asses, and actually reinvest their profits in new jobs and growth. And, if they won't do that, then we have to take back the money we gave them in tax cuts, and invest it ourselves.

Manufacturing is the engine of Ontario's economy. We have to get it going again. And, that means an industrial strategy, supported by both the federal government and the provincial government. Get the dollar down some more. It has come down a little bit, to 95 cents in the last few months, and that helps. It helps all our industry. It helps our manufacturing, our forestry, and even tourism. We have to reject the siren calls of tax cuts, no matter where it comes from. Make no mistake, tax cuts aren't free. Even if they're all dressed up as helping lower-income families or hard-working families, don't believe it.

Let's do all these things. Let's create jobs. Let's generate income. Let's pay our taxes, because after all, that is part of the puzzle, too. That is how we pay for the public services that are so important. It should already be clear to all of us that we have a crucial priority in Ontario in the months ahead, and that is to defend the very right of unions to exist, to bargain collectively, to go on strike when necessary and unavoidable, and to collect dues from our members to fund the infrastructure that is essential for a union to exist and function.

As you all know, unions have become Public Enemy Number One for conservatives and some business leaders. They want to make us the scapegoat for all of the economic problems that workers did nothing to create. And, Tim Hudak thinks we're a good political target. He is involving all sorts of false rhetoric about individual choice and freedom and modernization. In fact, his plan is exactly the opposite of freedom. He wants to import a law from the deep south of the U.S. that was introduced in 1947. This law, called the Taft-Hartley Act, would prohibit unions and employers from freely negotiating a standard dues check-off system, like the Rand Formula. And, a shout out to Local 200; thank you for the Rand Formula. Remember, workers have to show majority support through cards or a ballot to form

a union in the first place. Then, they have to ratify by majority vote the collective agreement, including the part that specifies how to check off dues. The whole thing is democratic. Majority rules. Nothing forced about it.

Under the Rand Formula, no-one has to actually join a union. But, if you were in a bargaining until and you benefit from the collective agreement, then you have to pay your fair share towards the maintenance of that contract. And, that is only fair. It is also efficient. Dues are collected efficiently. The workplace is stable. And, it's all democratic.

Mr. Hudak says, "This is forced unionism." And, what a lie that is. It's a terrible distorted lie. He wants to use the long arm of the state to barge into collective bargaining, and prohibit a system that works very well, thank you. That is not freedom. That is state interference. Let's call it what it is; state prohibition of dues check-off, an attempt to drag labour relations back to the 1930's. This is going to be the fight of our lives, sisters and brothers. Ontario is Ground Zero and we better be ready.

The Unifor National Executive Board has approved a plan for a major Canada-wide campaign by our union, a campaign for labour rights, because it's not just in Ontario that we face this threat. Mr. Hudak's attack on the Rand Formula may be the most dangerous, but the same arguments are being used everywhere to attack unions. At the federal level, we have Bill C-525, Bill C-377 and Bill C-4. Different bills, but all with one purpose: attacking unions, making them a political target, undermining our right to form, to organize, to bargain, to strike, and to collect dues.

In Saskatchewan, they went after the Rand Formula, but they backed off, and there is a lesson for us there. Employers in Saskatchewan told the government they didn't want to attack the Rand Formula. So, we can even marshal some of our employers to convince Hudak to back off from his plan. We need to fight to defend unions from coast to coast as Job Number One in the new union. Unifor's national campaign for labour rights will do just that. It is going to start early next year, and we are going to have a nationwide leadership tour with our officers visiting 15 cities, including five in Ontario. We are going to hold a half-day workshop. And, the National Union will actually pay the half-day's lost time, so that our leadership can hear from our officers, our researchers, about what is at stake and what we can do about it. And, coming out of that tour, we are going to undertake a very important initiative. We want to go into each and every Unifor workplace, and get our members to personally sign a new Unifor membership card. Because, after all, a union card is an important symbol of the benefits of being in a union, the power that comes from the union, the hope and the passion that the union will bring, and to fight for all working people.

I don't know how many of you have ever heard Ken Lewenza speak about his union card, as he pulls it out of his wallet, and throws all his cards on the table, and picks out the union card. And, he says it's more important than any card in there, including all of his credit cards. And, that it's his union card that he is grateful for, that that's the card that gave him his middle-class lifestyle and the ability to raise a family. He does go all red in the face and pound the table. I'm not going to do that. But, I'm sure you all have visions of it. But, the message is right on, because you wouldn't have anything else in that wallet without the union card. And, we need to remind our members of that and the importance of carrying that card, and being proud of that card. The union card really is a symbol of what we hope for and what we fight for.

Unifor members want three things. They want, first of all, decent wages. They also want benefits, and they want those benefits to include a pension plan that will allow them to retire with dignity. And, probably the most important thing they want is the same things, the same opportunities for their children and their grandchildren. We want our workplace leadership to talk personally, face to face, to all of our members. Take a minute to explain what we're up against with Mr. Hudak and the other attack on our rights, and then enlist their personal commitment to stand up for those rights. Our first task is to educate and mobilize our members in this fight for labour rights, because many of them, let's face it, don't understand

where their union card came from. They don't know how many trade unionists fought before them, and some died to win that card. So, we must start with our own members, explain how it work, and explain why we pay dues. Then, we will go out into the community, talk to neighbours, town councils, social organizations, charities, and even to employers. And, we are going to enlist their support in this campaign, to recognize and respect our rights.

We will even talk to Conservatives, sane Conservatives, reasonable Conservatives, the ones who don't want to declare war on workers and unions and, in fact, even recognize the value of unions to society. We can enlist their support, too, because labour rights are something that should cross all party boundaries. We are going to hear from one sane Conservative this weekend. We have invited Senator Hugh Segal to speak to Council. And, he is a Conservative, yes, but we are not going to hold that against him. He is a principled Canadian. He is driven by values, not by power and opportunism. And, he has been a powerful voice, standing up against the blind attack on unions. He was crucial in proposing and winning amendments to Bill C-377 that were passed in the Senate earlier this year. Of course, the then government has prorogued Parliament, so we now have to do it all over again. But, Senator Segal's voice has been very important, questioning why the government is turning its guns against our movement, instead of celebrating organized labour as an important, positive force that helps lift up our living standards and create a middle class. I can't emphasize enough how important our campaign for labour rights will be. It is our top priority. It has to be. And, I want to see our local leaders and activists in Ontario lead the way on it, because it's in Ontario in the next election that the future of Canada's labour movement is going to be decided.

Naturally, our Ontario Council is going to play a big role in the political affairs of our province. After all, Unifor is firmly committed to being a social union, and that means we recognize that the interests of our members and all working people cannot be fully defended at the bargaining table alone. The union is a collective voice of workers in the workplace, in our communities and in our democracy. In fact, our values as labour unions mirror those of all Canadians.

Anti-union politicians like Tim Hudak hate that idea, of course. They can't stand it that working people are able to build a platform through their union to amplify their voice, to play a bigger role, to offset, to some degree, the vested power of wealth and money in our political affairs. So, he and other federal Conservatives want to silence the political voice of unions. That is absolutely undemocratic. Corporations have a political voice, a pretty loud one. Workers as individuals will never offset that power. But, through a union, we do have a chance. That is why we are unapologetic about playing an active role in politics. It is part of our responsibility to speak for workers, to organize for change. But, we must be careful to do this in a careful, authentic and democratic way, not through a simple pronouncement from our leaders. We engage in politics in the name of our members and the name of our union as an independent voice. And, we must always be backed up by the democratic authority of our members and their elected delegates. We are heading into a dangerous moment in Ontario's political history. We have had a minority government for two years. We have a new Premier, Kathleen Wynne. Unifor has met with her a couple of times already. She is clearly trying to carve out a different path from Dalton McGuinty; less emphasis on austerity and more emphasis on social well-being. It seems to me that there is a lot of potential for us to use this moment of minority government to make some progress on key progressive issues.

In fact, history shows that some of the best policies in Canada were passed under minority governments: the formation of Petro Canada; a national child care program, which unfortunately was passed by Paul Martin, but vetoed by the Stephen Harper government; and, of course, even the Canada Pension Plan. Many observers seem to think that the government will fall this coming spring, when it comes time to vote on the budget. I hope that doesn't happen, but observers say it will be. And, I guess, it will be up to Andrea Horwath. She is a

good, strong leader, good approval ratings. She has done well in rebuilding the NDP base in Ontario. The question is, how is she going to use that power base? If her goal is solely to elect more MPP's, then we might have a problem. She could bring down the Wynne government, perhaps increase her own number of seats, but then see the election of a Tim Hudak Conservative government, and that would be a disaster. If Hudak gets elected and abolishes the Rand Formula, Ontario will never be the same. This isn't just another election. This is a fundamental choice about what kind of province we're going to live in.

We'll meet with Andrea Horwath. We're encouraging her to work constructively with the Wynne government, and we're going to pick some short lists of priorities. We have already done that in the area of labour law, working through an OFL Committee. We have identified five or six winnable, incremental improvements that could be made. At the same time, we need to be out there campaigning on our own issues like labour law, changing public opinion, undercutting Tim Hudak's base. Let's do that, and let's use the minority government to our advantage. Let's push for a few other progressive policies, like increasing the minimum wage. And, above all, let's keep Tim Hudak out of the Premier's office.

One truly great thing about our new union is its diversity that is now represented within our ranks. That diversity is totally visible right here in Ontario, almost 160,000 members, and just look at the sectors that we come from: Auto, Aerospace, Food Processing, Manufacturing, and more; Transportation, Air Travel, Rail Travel, Trucking. Even the freighters up and down the St. Lawrence, those are Unifor members at work. Communications and media, a very important industry in Ontario. Telecommunications, broadcasting, newspapers. We represent the principled reports, Kevin Donovan and Robyn Doolittle of the Toronto Star, who did incredible work exposing the real Rob Ford.

The forestry and paper products members, they have been to hell and back the last few years, but things might be turning a corner. They may be looking up.

Energy is an important industry in Ontario, too. It is not just Alberta that Unifor members work. They work in the Energy Sector right here. We have pipelines and petrochemical plants and electric utilities.

Services: We have hospitality, hotels, gaming, retail and wholesale. And, public services, too: Hospitals, long-term care facilities, universities and schools, transportation, social services, ambulance services.

Basically, when you look at Unifor members, you are looking at a microcosm of the provincial economy. And, that is our strength. That is what gives us influence, credibility and power. But, we must make sure that our voices are united, despite the diverse sectors that we come from. As we bring our two founding unions together, we must work hard and carefully to ensure that everyone finds a place in Unifor. In Ontario, over four-fifths of the membership come from the former CAW. About one-fifth come from the former CEP. Of course, there are different balances, in different regions. In every part of Canada, we have to work carefully to put both founding unions together. But, in Ontario, in a ratio of four-to-one, in essence, makes it especially important to do it here. That is why we have been working hard through our National Executive Board, through consultation with staff reps and local leaders, to put together a Unity Team of candidates for all of the various positions that we're going to elect at this Council meeting.

There's a lot of positions to fill, starting with the Executive Board for Council itself. That's 11 people, of course, including our Chair, Dino Chiodo who will be hopefully re-elected at this Council meeting, as well. And then we move on to the standing committees, seven of them in total. Five are equity-seeking committees: Women's, Aboriginal and Racialized, Workers with Disabilities, Young Workers and LGBT Workers. Those five committees will be elected by their peers in the caucus meetings. All of the caucus meetings are in the agenda, in red. And, again, three people will be elected to all of those committees. Of course, the committees will need more than three people on it. They need other volunteers to participate and build activism in each committee. Each committee will also be assigned a staff liaison to

support their work. We need many volunteers for the committees, but three can be elected. And, they will be the ones that represent their respective committees to the Canadian Council meetings. In addition to the five equity-seeking committees, there are two other standing committees elected by the Council: Political Action, Health and Safety and the Environment. Same drill: three elected on each, but this time they are going to be elected by the whole Council. Again, those committees will need a lot more help than just three people. We need lots of volunteers and lots of energy and lots of activism. Those three will be the elected members and the official delegates to the Canadian Council. The others will be volunteers, welcome to contribute ideas, energy and activism. So, add it up. We are electing 32 people at this first Ontario Council meeting. And, we are just getting to know each other. And, we need to make sure that we have a good, unified balance between sectors, gender, race, geography and, above all, a good balance between our former founding unions. If this was all done by voting strength alone, we wouldn't achieve that balance. Remember, former CAW locals make up four-fifths of the membership in Ontario. And, we must make sure that we get full engagement from our former CEP locals. We actually want former CEP locals to be over-represented in the new Ontario leadership.

So, that was the rationale for our Unity Team we held yesterday afternoon that everyone was welcome to attend, fully voluntary, of course. We did the same thing at the founding convention. The National Executive Board put together a balanced team. They were nominated and endorsed at the Unity Team meeting. But, the official election happens right here, today. And, of course, anyone is welcome to attend, to be nominated and run for any position today. And, we saw that at the founding convention, as well. But, we are building a culture of unity, participation and balance in our new union, not a culture of personality contests and division. So, as long as we maintain the confidence and the participation of our local leaders and activists, the system will serve us well as we build our new union.

I want to bring up one issue that has been important, but a tricky one for us in these past three months since our founding convention, and that is the question of oil pipelines. As you know, Unifor represents thousands of members in the energy industry. They produce all kinds of energy: petroleum, natural gas, electricity, even uranium.

Canada's economy has become very affected by the energy industry and the big boom out West, of course, is the main reason. Bitumen production in northern Alberta has exploded in recent years. The profits are huge in that sector, given high oil prices. And, remember, of course, we pay these prices every time we fill up our gas tanks. The government in Ottawa and the provincial government in Alberta have really done a bad job of regulating the industry. They have allowed a helter-skelter style of development, and the environmental protections are weak. And, the workers have been treated badly; insecurity, living in camps, they brought in a lot of temporary foreign workers who, of course, face special exploitation. And, in Unifor, we recognize that the energy industry is an important part of Canada's economy, but we have to do a much better job of regulating it. Not shutting it down; regulating it. Better labour conditions; union representation; fair treatment for First Nations who are affected by a lot of energy projects; and, of course, much stronger environmental standards.

Both the CEP and the CAW had very progressive policies on the energy industry. We opposed the mass export of raw bitumen through big new export pipelines. We wanted less extraction, but more value added. Why on earth aren't we upgrading and refining and processing our energy in Canada, instead of digging it out of the ground and shipping it abroad? Both unions called for strict limits on the expansion of bitumen production in Alberta. Both called for an east-west energy grid in Canada, so that our own energy could be used, first and foremost, for our own needs. Both unions called for requirements calling for Canadian refining and processing. And, we called for a national energy and environmental strategy.

We will produce energy, of course. We need energy. But, we will produce it

carefully, with respect for the environment, including greenhouse gas limits which the Harper government refuses to adopt; respect for First Nations, allowing them to control what happens on their own land and allowing them to share fairly in the wealth that is produced; respect for workers, decent jobs, secure jobs, not fly-by-night jobs; and respect for Canada's economy, so that an energy boom doesn't squeeze out all other important sectors, like manufacturing and tourism, which were hurt so badly by the high dollar that was produced with the energy boom. This debate has reared its head in Ontario, too.

The big pipeline company, Enbridge, has made an application to upgrade its existing east-west pipeline. It's actually the only oil pipeline that links Eastern and Western Canada. It is called Line 9. It was built in the 1970's to carry Western oil to Eastern Canadian consumers. That's a good idea. The direction of Line 9 was reversed a decade ago. Why? Because under NAFTA, most of Canada's oil was now going to the U.S. So, eastern Canadians had to use imported oil that comes by tanker to the east coast, and now comes by pipeline into Ontario. That doesn't make a lot of sense. Canada has the second largest oil reserve in the world, and yet, we are importing it.

Even worse, our refineries are actually closing down. There should be new jobs in refining and processing, given how much oil we are producing, but the reverse is happening, because companies like Exxon would rather ship our oil out raw to their own refineries in America than process it here. And, unless the government requires them to do it, that will never happen. Now, Enbridge wants to switch the direction again to run from west to east, upgrade the pipeline because it's almost 40 years ago, and it would once again take oil from the west to refineries in Montreal and Quebec City. That is a very different issue than the huge export pipelines we have all been fighting. This is a project that fits well with our vision for a made-in-Canada energy strategy. So, the CEP supported this project when it was first proposed, and Unifor continues that position. We have made it clear that our support for Line 9 is conditional on our meeting strong health and environmental standards on the pipeline, on getting an agreement with First Nations affected by construction and operation of the pipeline.

Many environmentalists have opposed Line 9, because they think it will lead to more bitumen production in Alberta and more greenhouse gas emissions. We don't think that is the case, and there is no direct link between reversing Line 9 and the tar sands. We agree fully that Canada needs to limit the expansion of bitumen products in line with national greenhouse standards. We are totally clear on that. So, needless to say, this is a tricky situation for us. I will have a recommendation on this topic at the end of my report. And, we are, of course, committed to carrying on a dialogue with environmentalists, and our friends in the First Nations, as well. I have talked about our guest speaker, Senator Hugh Segal. But, we also have other important speakers we will hear from this weekend. And, first and foremost, is the third most powerful person in the country, Unifor President, Jerry Dias. Jerry will make a full report to the delegates after lunch. And, Jerry, of course, will share his vision for our new union, a union with diverse regions, but one that is very much still a national union with a united voice.

We will hear from Barb MacQuarrie, an activist talking about violence against women, but an activist with a difference. With the support of our union and other partners, we will talk about a plan that will not allow politicians to ignore this issue any longer, and we will commit to take action.

Symone Walters, the mother of a young man, Tahj, just one of four young men murdered this year within this city at Jane and Finch, an area that has been plagued by gun violence, together with Rolly Kiehne, the president of Local 112, will talk about how Unifor can make a difference, how unions can help balance the economic injustice that is the root cause of these senseless deaths.

We have created Unifor. We have committed to change, and we have committed to hope. And, that includes hope for everyone in society. And, looking around this room, I'm so optimistic. We have an army of activists and a better Ontario is possible. Thank you very



much, delegates.

All right. We have gone on long enough. And, I just want to go through the recommendations. As you see the agenda, they're going to come up at various times where it's probably appropriate. You can see that there's opportunities throughout to speak on recommendations, as well as on the staff reports, and any comments you may have afterwards on my report or on Jerry's report.

## RECOMMENDATIONS

- 1. I recommend the Unifor Ontario Council support the amended bylaws and its appendices.*
- 2. I recommend that the Unifor Ontario Council express its support for the continuing struggle to stop violence against women in all its forms, and commit to promote the national online survey, "Can Work Be Safe When Home Isn't?" in all its Unifor workplaces, local and regional meetings, conferences scheduled between today, December 6<sup>th</sup> and June 6, 2014.*
- 3. I recommend that all local unions in Ontario commit to participate in the Unifor Good Jobs Summit, to occur in Toronto in October 2014, including sponsoring pre-summit forums and other events in their communities, engaging with youth and social partners, and sending delegates to participate in the Summit itself.*
- 4. I recommend that all local unions in Ontario support Unifor's campaign to defend the Rand Formula as our top political priority next year, including participation in our leadership tour in the New Year, and a full commitment to symbolically re-sign all our members as symbols of strength and solidarity of the union.*
- 5. I recommend that the Unifor local leaders and activists campaign to oppose Tim Hudak's regressive vision for Ontario, and support the continued survival of the Liberal minority government with the support from the NDP.*
- 6. I recommend that Unifor Ontario Council express its support for the concept of a national energy and environmental strategy for Canada, including the following principles:*
  - a. Binding and ambitious targets to reduce Canada's greenhouse gas emissions;*
  - b. Strict limits on any future expansion of bitumen production in northern Alberta, consistent with those greenhouse gas caps;*
  - c. Prohibition on the export of raw bitumen and the requirements for upgrading and processing of petroleum in Canada;*
  - d. Efforts to match Canadian energy production with Canadian needs, and reduce imports of oil;*
  - e. Completion of a Canada-wide energy grid, including pipeline and electricity transmission, to improve Canadian energy, security and independence;*
  - f. An ambitious green energy investment plan, including investment in alternative and renewable energy resources, energy conservation, urban transit;*

*g. Systematic efforts to ensure more Canadian content and Canadian value-added at all stages of the energy supply chain, including machinery, services, extraction, upgrading, processing and manufacturing.*

*The Ontario Council will participate fully with Unifor's other bodies, (including our new Energy Council), to develop this national energy and environmental strategy, and present it to the meeting of Premiers next year.*

*7. I recommend that the Ontario Council call on the Ontario government to raise the statutory minimum wage to \$14.00 per hour, and then adjust it in subsequent years in line with consumer prices and growing labour productivity.*

*8. I recommend that the Ontario Council actively support and assist the Organizing Department in ensuring that Toyota workers are successful in their efforts to join Unifor.*

*9. I recommend that the Ontario Council commit to building Unifor by working to support the formation of community chapters, retirees' chapters, and by continuing their strong tradition of community involvement.*

Thank you.

**BROTHER DINO CHIODO:** Okay. So, to Katha's report, we understand the work that we have ahead of us. There has been a lot of work that has been done from the founding convention until today. And, in saying that, there is lots that is going to have to be discussed at the microphone. So, what I would like to do is get into, again, the order of the business. You have the recommendations in front of you, but I would like to call up Fred Wilson, the Strategic Planning Director, to go over the necessary documents with regards to the bylaws. So, most of the -- I think -- I believe the bylaws are all in front of you. Does everybody have a set of bylaws in front of them? Excellent.

Okay. So, just before we get into that, what I would like to do is recognize the UNITE/HERE workers that represent this workplace at Sheraton Hotel, Local 75. They are the staff in this hotel. And if we can, there are the green tags. Please try to refrain from using the green tags, because we all know that all that does is it eliminates jobs. So, we just want to make sure that that is front and centre, and people understand that that is just a tool for them, basically, to have people not clean the rooms. And, from that perspective, basically eliminate more individuals and allow their jobs to disappear. In saying that, I would like to welcome up Fred Wilson.

## BYLAWS PRESENTATION AND VOTE

**BROTHER FRED WILSON:** Thanks, Dino. And good morning everybody. And, thank you, Katha, for that excellent report. I am here to talk about everybody's favourite subject, bylaws. As Katha mentioned before, I have had the opportunity to work with our National Executive Board and people from our Regional Councils across the country in developing the model bylaws which have then been turned into the proposed bylaws for this Council that is on your tables. And, some of you will also remember me from previous meetings during the new union process, talking about sort of a similar process, about the Unifor Constitution. So, because of that, I just wanted, on a point of personal privilege, to make the point that my apparent preoccupation with this subject is not really a statement about my personality. And, if I see any of you in Quinn's later on today over a beer, I can assure you that the subject of bylaws won't come up, at least very often.

So, friends, our bylaws that we have before us is really not a set of rules to be obeyed but, rather, an outline of the structure of the Ontario Regional Council, or the ORC, I guess, as we'll start to call it. It sets out what our mandate is. And, it talks about, hopefully, in

simple, plain language how our union democracy within the Ontario Regional Council is going to work, and what are the rules of engagement, if you will, how we can all participate in this Council.

Now, I should say that these bylaws, as Dino mentioned before, were discussed in detail by our National Executive Board. And, we also had a workshop that involved the leadership from all of our Regional Councils and the Quebec Council across the country. So, in developing this sort of outline, these models, bylaws, that we would have a common approach to the structures and procedures of Unifor across the country. And, I can tell you from all that experience that although they may sound rather straightforward, any one of those rather simple and straightforward propositions can involve easily a lot of discussion; in fact, hours of discussion. And, we do not propose, at this founding meeting of the Ontario Regional Council, to get sidetracked by that kind of a meeting or that kind of discussion and debate. We need a set of bylaws here at this meeting, so that we can proceed to elect our officers and our Executive Committee, set up our standing committees, and so on. So, we need those. And so, that is why, after this presentation, we are going to have a vote to approve the bylaws, but we're not going to accept -- get into amendments or debate of that nature. We'll have discussion about clarification at this meeting, but we are not -- we're proposing a yes-or-no, up-or-down vote on the bylaws today, rather than entertaining amendments, because it would take a long time. And, of course, as we will outline in a minute, at any future meeting of the Ontario Regional Council, of course amendments would be in order. And, after we have a little bit of experience under our belts, if we want to change the rules of the road, then, of course, that will be in our hands; okay? So, with that explanation, I would like to take you through just very briefly the nine articles that you have in your proposed bylaws. So, hopefully, you have got the proposed bylaws in hand. Dino?

**BROTHER DINO CHIDO:** Yes. Point of order at mic number 3.

**BROTHER BRENT MacMILLAN:** With all due respect -- it's Brent MacMillan, Local 38, Sault Ste. Marie.

**BROTHER FRED WILSON:** Just announce your name, name and local, please?

**BROTHER BRENT MacMILLAN:** I just did. Sorry. Brent MacMillan, Local 38, Sault Ste. Marie. With all due respect, Brother Chiodo and Brother Wilson, I understand that you're concerned about any proposed amendments delaying us, this meeting going forward here. Myself and several delegates, though, do feel that there is a slight flaw in the proposed bylaws here, and we would like to bring an amendment forward to fix the problem. And so, are you going to be putting a motion on the floor to accept these proposed bylaws? Because then I will put the amendment forward.

**BROTHER DINO CHIDO:** I think that what Fred was trying express is that when we went over the bylaws, we understand that they're not going to be perfect. And, from that perspective, you could have a number of people come up that want to change a number of pieces to it. From that, the Executive is going to be elected after this afternoon, and they'll be getting recommendations, and they'll be having discussions with individuals. And, we will be proposing those amendments at the next Council meeting. So, from that, we are looking at these bylaws in their entirety, as they stand currently.

**BROTHER BRENT MacMILLAN:** I understand that, but let's get off on the right foot here. Let's get it right from the word go.

**BROTHER DINO CHIDO:** Thank you, brother, for your concerns. Again, I believe that in the discussions -- because, again, there could be an amendment put forward for every section of the actual bylaws. And, we need -- we have a lot of business in order to be provided over the course of the weekend.

So, from that perspective, discussing with the National Executive Board, we're presenting the bylaws to you. And, again, we knew it wasn't going to be perfect. It's not going to be perfect. But, at the same time, we do understand that it's important to have the discussion, to have the

debate. And, from that perspective, we can vote. The bylaws are either accepted or not accepted from that perspective, and we can come back with subsequent amendments at the next Council. Thank you, brother. Any other questions?

**BROTHER BRENT MACMILLAN:** Is that the ruling of the Chair?

**BROTHER DINO CHIDO:** That is the ruling, brother, because that is what was presented. That is what we had agreed to. And, from that perspective, that is what is on the floor currently.

**BROTHER BRENT MacMILLAN:** Well, this is -- I need to know what rules that you're operating from. And, I also would challenge the ruling of the Chair, with all due respect.

**BROTHER DINO CHIDO:** We can -- and, again, from the perspective of challenging the Chair, I mean, the Chair has a right to speak and talk about the issues that are before them. So, from that perspective, I have no problem bringing that to the floor and asking the floor if they want to accept amendments, so we can make amendments as we go forward. Just recognizing that, again, there's a lot of items that we're going to have to be going through today. And, again, there's more than just the bylaws. And, we will be able to take amendments to pass through, through the next Council.

So, through a show of hands, with the indulgence of the member at mic number 3, I would like to recognize how many individuals would like to have amendments going through the actual process that we're working through right now. All those in favour? Sorry. So, just to understand the question right now, there is a request with regards to making amendments to the presentation, and changing the bylaws or making amendments to the current bylaws. So, the request now is, is we can show a show of hands of how many people would be interested in doing that, when we have already stated previously that we would like to accept the bylaws, and then bring the recommendations at a later date.

So, currently, you will be putting up your hand to accept making amendments to it today; understood? So, with that said, does everybody understand the questions on the floor? All those in favour? Down. Opposed, if any? NOT CARRIED.

We will pass the bylaws as their entirety currently. And, from that perspective, if there's changes that need to be made, that will be brought to subsequent meetings, and we will have those debates at the appropriate time. Thank you very much, brothers and sisters.

**BROTHER FRED WILSON:** Okay. Thank you, Dino. And so, now, I am going to pick up where we left off there. If you have got the bylaws in hand, I am going to go through quickly just each of the nine articles, so that we're clear on what -- sort of what the general theme of these bylaws are.

Article 1 is the name, purpose and membership. And, the most important thing here, of course, for us to understand is that the membership of the Ontario Regional Council is all of the local unions and subordinate bodies in Ontario. This is not a voluntary Council. This Council represents all of the Unifor membership in Ontario, with a mandate pursuant to our Unifor National Constitution. And, the relevant parts of the Unifor National Constitution, which set out the mandate of this Council, are, in fact, printed for you as Appendix B of the document you have in your hand. So, later on, if you need to refer to where -- sort of where the Ontario Regional Council arises out of the national structure, that part of the Constitution is printed there for your convenience.

The purposes of the Ontario Regional Council are also set out in our National Constitution. And, they also, for your convenience, are reprinted in this document. And, they're in the boxes right there in Article 1, so that you can see what are the purposes and mandate of the Ontario Council. And, of course, the important thing here is that this is where this Ontario Council is very different, very different from any structure that previously existed in our former unions. And, the Council's mandate is very important and very large. And, it goes from policy, setting policy within the jurisdiction of Ontario, to campaigns and action on all kinds of fronts, and most importantly, of course, solidarity; right? So, all of that, the work of the union in Ontario is the business of this Ontario Regional Council.

Article 2 speaks to the delegate structure and special delegates. This is basically drawn directly from our National Constitution; okay? But, it makes it specific for you. This is how -- we're here in this room, how -- what the representation is of each of the locals that are here today, including the regular delegates and the special delegates.

Article 3 discusses the officers and executive of the Council that we're about to establish. There's three officers as set out in the National Constitution and eight members at large; okay? And, eight members at large. And, those eight members at large will be elected as a group, with those with the highest votes elected; okay?

Article 4; it's a large article. And, Article 4 is about the meetings of the Council, and how a meeting of the Council would typically be conducted. At paragraph 20 in Article 4, you'll see the items that would typically be part of an agenda of an Ontario Regional Council meeting. Later on, it talks about how local union resolutions to the Council would be handled, how they would be submitted, what the timelines are, and how a Resolutions Committee would receive those resolutions and bring those resolutions from local unions to the floor. Now, at paragraph 22, I want to draw your attention to Rules of Order. And, in that paragraph, we talk about the Unifor Rules of Order. And, those Rules of Order are set out in Appendix A, at the back. Appendix A. So, what are the Unifor Rules of Order? Well, our National Executive Board, in discussing how we're going to conduct our meetings, not only at this Council meeting, but at other Councils across the country, Regional Councils, Industrial Councils, and so on, we had a full discussion about Rules of Order, and procedure, and so on. And, came to the conclusion that what we really want to do in Unifor is develop our own Rules of Order that reflects our own culture and style of work that fits us. So, we want a simple, simple basic set of rules of procedure that would allow our Council meetings to be inclusive, respectful and democratic, and a set of rules, though, that everybody can understand.

So, in Appendix A, you will find the Unifor Rules of Order, which are proposed for this Council and other Councils across the country. There are only 12 of them. It's not like a 120-page book. There's only 12 of them, and they're simple and straightforward. And, to accomplish this goal -- and I'll just quote from the preamble, "to ensure that all delegates have voice and can effectively participate in making collective decisions." Now, these rules, of course, can and will be enforced, but we have prefaced them also with this statement, that Unifor Council should operate with a minimum of procedural debate, and allow for meetings to proceed on the basis of consensus, wherever possible. I think this is what in the past some people have called the Rule of Common Sense, which is what we want to have in our meetings.

Okay. Now, Article 5. Article 5 now takes you beyond the meetings and talks about our elections and how we will conduct our elections on a secret ballot per capita basis.

Article 6 sets out our standing committees that we're going to elect today. It talks about the standing committees in each of them and, importantly, mentions the mandate of those committees. It spells out for you exactly what the mandate of those committees will be.

Now, Article 7, a short article, is about the Canadian Council because, of course, in the overall Unifor structure, the Canadian Council, the parliament of our union, is made up of local union delegates, but also delegates from the various councils across the country, the Regional Councils and the Industry Councils. And so, the Ontario Regional Council will be sending a delegation to the Canadian Council that comes from this group. So, that is why we have Article 7.

Article 8 deals with the finances of the Ontario Regional Council, where we derive our income from, how they will be managed, and what will be the reporting of our finances to each of you.

And, finally, Article 9, and this comes directly to the point that we just came through. Article 9 provides that if we want to change these rules at any future meeting, we can do that, and we would do that with notice to all of the local unions, so they would know the changes

coming up, and an appropriate majority vote. So, what we are going to do is evaluate these rules, they bylaws, by our experience. And, of course, we will make the necessary changes, based on our experience.

Let me just put it this way in closing. I have been told, and it has been confirmed by Professor Google, that the City of Toronto has a bylaw that says that it is illegal to drag a horse down Yonge Street on a Sunday. Well, we're a modern union, so we have decided not to put that into our bylaws for this Council. However, we did consider -- and I apologize in advance for this very bad joke. We did consider a provision that would allow delegates to put a stop to any debate that you considered was beating a dead horse. Okay, I'll quit while I'm ahead. Those are your proposed bylaws. And, back to you, Dino. Yes, thank you very much.

## RECOMMENDATION NO. 1

**BROTHER DINO CHIDO:** Fred, thank you very much for the presentation. So, we'll get to the recommendation, which is Recommendation Number 1 on your sheets.

*"I recommend that the Unifor Ontario Council support the amended bylaws and its appendices".*

Do we have any speakers?

**SISTER KELLY DOBBS:** Kelly Dobbs, Local 723M. I just had a couple of questions -- more than anything else. It says "Local Unions" -- sorry, on page 9. "Local unions", number 16, "shall be given a minimum of six weeks notice of a meeting." That's a minimum. Can I get an understanding? Would there be a lot more notice? Because we have an issue with release.

**BROTHER DINO CHIDO:** Sorry, sister, you're absolutely right. So, what we already know is we can tell you that in April -- because I talked about it in my opening remarks. We have already got set up April 25th, 26th and 27th, at Port Elgin. And, you will have way more than six weeks. It was just unfortunate with regards to the timelines from the founding convention to now, to get everything squeezed in. And, from that perspective, it was a little complicated, and that is why you didn't have the notice as much as you should have had. And, again, we have already got it booked for next December. It's a contract that we have established with the Toronto Sheraton Centre. So, you will have that much earlier as well.

**SISTER KELLY DOBBS:** So, there will be two meetings next year, but there won't be two meetings going forward. It's just the one year?

**BROTHER DINO CHIDO:** Right now, what we have is contractual obligations that are already set up. So, those meetings are guaranteed. And, your newly-elected Executive Board will have the discussions. I mean, again, they will have to be able to discuss what they want to see and how they want to see this go forward.

Our recommendation is to have two a year, because we think it's important, with the issues that we deal with on a regular basis. But, again, that Executive Board will make that determination, and that will come to the floor, as well.

**SISTER KELLY DOBBS:** Okay. The other question is -- it's actually page 17, which ends up being from Appendix B, from the Constitution. So, page 17, item 12. I'm trying to understand this paragraph.

*"The term of office of delegates to the Regional Councils and the Quebec Council shall be equal in length to the term of office of the Executive of the local union from which they are elected."*

So, for instance, I had an election to have people come to this Council. So, are you saying they -- I don't re-elect for the next one in April, that the people who are voted to come here today remain as a delegate to this Council for the next two years, or do I keep electing?

**BROTHER FRED WILSON:** Kelly, that is the point that, yes, that the term of office - it's in the Constitution -- is the term, the same term as the local union. And, the main reason for that is to make sure that delegates who are delegates here always come here with the support of their membership; okay? So, for example, somebody could be an officer of a local union. And the local union sends their officer to this Regional Council. This Council has a three-year life before we elect the officers, and so on. But, the local union may have a term of two years. If there is a change in the local union and that delegate from the local -- it may be a local union officer who is no longer an officer of the local union. Well, then, the local union would then appoint -- send their new officer or have another election for that delegate; okay?

**SISTER KELLY DOBBS:** And, if you have stewards, in our area, that are -- basically run every term, so they can be a steward for ten years and maybe run unopposed or whatever. So, they would stay as a delegate to this Council for ten years?

Like, what I'm saying is it was a vote amongst the -- I have like seven stewards; right? So, seven stewards for the Bell group. There was a vote of those seven. So, these people went. Can I swap them out next year or do the people that -- one out of those seven have to stay?

**BROTHER FRED WILSON:** The Constitution is clear that when you elect a delegate, the point is to elect a delegate for the term of -- it's either for a two-year or three-year or one-year, depending on what your term is. So, I don't -- in the sense that if you're -- I'm not sure how, on what basis you elect your stewards, for what term. But, the Constitution is clear. You're supposed to elect delegates for the term of office -- for a term of office that is the same as for your local union.

**SISTER KELLY DOBBS:** All right. Thank you.

**BROTHER BRENT MacMILLAN:** A question or an answer to a question. I had a few delegates ask me what -- it's Brent MacMillan, Local 38, Sault Ste. Marie. A few delegates asked me what I thought was wrong with the bylaws, and it's concerning Appendix A. So, with the membership's indulgence; in general, I find the rules and bylaws are good. We're trying to keep things simple and move forward in an engaging, democratic way.

However, with the objectives, too, that you state, that we all have good intentions, but sometimes our good intentions can get bogged down and the Chair needs to rule on matters. So, to be fair and consistent, you need to rely on a set of bylaws or Rules of Order, if they don't happen to be appearing here. And, a good set to rely upon would be Bourinot's Rules of Order. That was one of the things I found in this.

Also, in item 12 of Appendix A, it talks about "The Chairperson has the right to vote on any motion and to comment on any matter in debate." And, my amendment to that was going to be the Chairperson has the right to exercise these rights as a delegate on the floor of this Council meeting.

**BROTHER DINO CHIDO:** I'll have Fred comment on it. But, for all intents and purposes, I would have absolutely no problem going on the floor to engage in a discussion for any type of comments. But, I'll have Fred also speak on the issue.

**BROTHER FRED WILSON:** Well, just first of all, on the general matter of a Unifor set of Rules of Order, it is an increasingly common thing in the labour movement in Canada to have a boiled-down set of Rules of Order because Bourinot's Rules of Order are about -- somewhere around 75 or 80 pages. Some people know it thoroughly. Other people know it less thoroughly. It kind of sets up an unequal thing where you have a lot of parliamentary debate over what things really mean.

Robert's Rules of Order are like 200 pages long. You can get very, very detailed. Most organizations don't need that, don't need that at all. And, many labour organizations have moved to a simple set of Rules of Order.

For the former CEP people in the room, CEP had a boiled-down set of Rules of Order that was in the back of its Constitution, and conventions generally ran on those simple

sets of orders.

What happens if there is something that is not in the Rules of Order, some procedural matter that these 12 basic things that everybody understands can't deal with? Well, in that particular case, the Chairperson will try their best and seek the approval of the room; okay? That's what would happen in those cases and it works well.

With regard to the role of the Chairperson, we had some -- a lot of discussion about this. It is in the culture of both former organizations, regardless of what the Rules of Order say, that it is appropriate and it does happen that the Chairperson who, of course, is a participant, a leader of our organizations -- of course, they have got something to say from time to time on the matter before the House.

And so, they will speak from the Chair to clarify, to add a point to a debate, and so on. But, it's clear here what we mean, is the Chairperson will not abuse their role as a Chair, will not engage in a personal debate with a brother or sister at the microphone. And, if they want to make a large presentation, if they want to really enter the debate in a fulsome way, they can do, as Brother Dino said, and go down to the floor.

So, that's what it is meant to do. It's meant to be inclusive, make sure that our meetings remaining friendly, not overly procedural, and that we get the business done.

**BROTHER DINO CHIODO:** Thanks, Fred. Sorry. Looks like there is somebody at mic number 1 or 5, sorry.

**BROTHER BARRY DIACON:** I'm Barry Diacon from Local 5555. There's four 5's there. So, anyway ---

**BROTHER DINO CHIODO:** Can you state your name, please, brother?

**BROTHER BARRY DIACON:** Brother Barry Diacon. I did state my name, Barry Diacon. Barry Diacon.

Okay. So, my comment is also on the Rules of Order, item number 11. The last sentence says, "The Chair will be upheld if 50% or more of the delegates vote yes." Well, this -- I think I know what the drafters were trying to get at, but the way this is worded, the Chair would be defeated if 50% plus one of the delegates were outside of the room having a chat. And, in fact, you could only implement this if you actually counted the number of people voting and measure it against the number of delegates. So, this is biased against the Chair in its literal wording. And, what you probably thought you were wording there was 50% or more of the people voting, vote yes. So, the way it is worded actually means that the Chair will almost always lose. Thank you.

**BROTHER DINO CHIODO:** So, from your perspective, it should say 50% plus one. The rule, as it reads there, it's the individuals in the room that would be making that ruling, and if it's 50%, if it's tied, basically it would be knocked down. So, from that perspective, that's the way the rules are written. And, from that perspective, you're right, it would be against the Chair if it was voted equally, 50/50.

Any other speakers at the mics? I see no more speakers. Then, we'll call the question. All those in favour of the Recommendation No. 1, please signify? All in favour? Sorry, say it again. Oh, I'm sorry.

**BROTHER BARRY DIACON:** Yes, I think you missed my point. The point is not whether it's 50% or 50% plus one. It's that if you were saying that it's the delegates -- the list of delegates. You picked the names for the Election Committee earlier, so you have a list of the names of delegates. If it's 50% of the delegates who have to vote to support the Chair, then it has to be 50% of all those delegates. So, if you have 716 delegates, then you have to have 358 delegates voting for the Chair.

**BROTHER DINO CHIODO:** Right. I understand your point now better, brother. Thank you. But, the intent is for the people that are in the room voting on the actual motion and on the recommendation.

**BROTHER BARRY DIACON:** I know that's the intent. That is not what it says.

**BROTHER DINO CHIODO:** Yes. So, for all intents and purposes, we will take that



into account. And, again, if it needs to be amended, we will do that at a later date. Any other questions? Okay. So, there is nobody at the microphone. So, can I please have people that signify in favour of the recommendation, please signify? All those in favour? Down. Opposed, if any? CARRIED. Thank you very much. The motion is passed and the recommendation accepted.

Okay. Now, going on to the next order of business, what I would like to do is I would like to call up Julie White, the Director of the Women's Department, to introduce our next guest speaker. Julie White.

## **GUEST SPEAKER: BARBARA MACQUARRIE, COMMUNITY DIRECTOR OF THE CENTRE FOR RESEARCH AND EDUCATION ON VIOLENCE AGAINST WOMEN AND CHILDREN AT WESTERN UNIVERSITY**

**SISTER JULIE WHITE:** Good morning, everyone. I am pleased to be here today. Obviously, this is December 6<sup>th</sup>, the National Day of Action to End Violence against Women. And, before I introduce our guest speaker, I just want to take people back a little bit and remind them of some of the work that our union has done, but also take you back 24 years ago today.

In the ongoing struggle to end violence against women, much has changed since December 6, 1989, known today to Canadians as the Montreal Massacre. On that day, 24 years ago, a lone gunman entered the University of Montreal and separated the women from the men yelling, "I hate feminists." He then systematically murdered 14 female engineering students; women who were shot solely because they were women. That day, 24 years ago, will be forever burned in the minds of a nation who struggled to comprehend the worst gender-based massacre in Canadian history, and the labour movement was no exception.

In the wake of what is now known as the Montreal Massacre, intense dialogue took place inside and outside the labour movement. Activists demanded employers and society address gender-based violence and engage in political action as they never had before.

Within the union movement, as a result of sustained committed work to understand and address violence against women, many positive changes have been gained at the bargaining table since 1989. Collective bargaining achievements included anti-harassment policies and complaint procedures, right to refuse work based on harassment or violence, harassment-prevention training. And, within Unifor, we have negotiated the ground-breaking Women's Advocate program, a program that provides resources and support to our members facing violence in their personal life in over 300 Unifor workplaces. With this work, the labour movement has been successful in changing attitudes both in and outside the workplace, but we also understood the need to lead the fight on ending gender-based violence outside of the work force, by pushing for legislative measures on issues like gun control, child care, minimum wage standards and affordable housing; all initiatives that provide women with the means to leave a violent relationship. We know that 24 years later, there is still much to do.

Today, in Canada, violence against women is still a serious, pervasive problem, crossing every societal boundary and affects communities across the country. According to the recent Stats Canada research, on average, every six days a woman in Canada is killed by her partner or her ex-partner. And, on any given day, there are more than 3,000 women along with 2,500 children living in emergency shelters to flee domestic violence. Many more women suffer in silence, due to the lack of adequate resources to support women. Shelters are often in rural and remote communities across Canada. Violence remains a significant barrier to women's equality, and we know it has devastating consequences in the lives of women, children, families and Canadian society, so we need to do more.

On this day, Canada's National Day of Remembrance and Action on Violence against Women, the Canadian Labour Congress and their affiliates, including Unifor, are pleased to be working in collaboration with the Centre for Research and Education on Violence

against Women and Children at Western University in London.

To launch a national online survey, to gather data on the impact of domestic violence in the workplace, unions are uniquely placed to make a real difference in the lives of workers who may be experiencing violence at home or at work, and that makes work safer for everyone. There is a lot we can learn about our workplaces to bring about a lasting solution in the lives of workers and their families. This research will be an important first step to improving policies, to respond to the impact of domestic violence in the workplace.

The project titled "Can Work Be Safe When Home Isn't?" will be the first ever Canadian national survey on this issue. The survey will be online and is available in English and French until June 6, 2014. Any worker over the age of 15 is encouraged to complete the survey, whether or not they have personally experienced or witnessed domestic violence. It is completely anonymous and it will take anywhere from 10 to 30 minutes to complete. But, we need your help to spread the word.

December 6<sup>th</sup> is an occasion to remember women who lost their lives to gender-based violence, but it is also a time to commit to action. So, with that, I would like to introduce Barb MacQuarrie, our speaker here on December 6<sup>th</sup>. Barb MacQuarrie is the Community Director of the Centre for Research and Education on Violence against Women and Children, in the Faculty of Education at Western University. She promotes evidence-based education and prevention initiatives involving both community-based and university-based partners. She has been an advocate for Survivors of Violence, and has worked to give voice to their experiences of violence, as well as their experiences in system responses to violence.

She has co-authored publications on workplace harassment, violence in the lives of girls, violence on college and university campuses, and has written to local anti-violence organizations. She is the executive producer of the video, "The Way Forward", and the executive producer for a video called "Voices of Diversity: Creating a Culture of Safety, Respect and Belonging to Our Campus."

Barbara is working in collaboration with colleagues at Western University and the Canadian Labour Congress to conduct the First National Canadian Study on the Impacts of Domestic Violence in the Workplace. A good friend of mine, I would like you to give her a warm Unifor welcome, Barb MacQuarrie.

**SISTER BARBARA MACQUARRIE:** Thank you, Julie. It is really a privilege to be here. So, for me, the connection between domestic violence in the workplace really began, as I think it did for many other people here in Ontario, with the death of Lori Dupont in 2005. Lori was a nurse at Hotel Dieu Grace Hospital, in Windsor. And, she was murdered by her former partner who was a doctor at the hospital. Before he murdered her, he used the workplace to gain access to her. So, he relentlessly stalked, and harassed, and intimidated her at work. Managers and supervisors stood by and they documented incidents, but they seemed completely unable to take effective action to stop the ongoing harassment and assaultive behaviours. The people at Lori Dupont's workplace were not uncaring; they were unprepared. They were unprepared in the way that the majority of Canadian workplaces are still unprepared.

Too numerous to list are the women who have been killed by partners and ex-partners in their homes and communities when their bosses and their co-workers were aware of the danger, but uncertain of how to offer support, and uncertain of how to prevent that violence from happening. Even more numerous are situations where co-workers and employees aren't murdered, but come to work every day experiencing the devastating impact of living with domestic violence.

It is not apathy and it is not a lack of compassion that keeps us from offering support. We're simply not prepared. We are at a loss of what to say or what to do. And, we are going to remain locked in that position of powerlessness, until we develop strategies to prevent and respond to domestic violence in the workplace. To do that, we need widespread recognition that domestic violence is a labour relations issue, that it is a workplace problem.

That is what this survey is about. It is about providing that evidence.

Before I get into explaining more about the survey, I would like to read a letter from Barb Dupont, Lori Dupont's mother. We had a media conference yesterday to launch the survey, and I invited her to be a speaker. She said:

*"Dear Barb: Thank you for your kind invitation to attend the news conference. Although I am taking an immediate break at this time and will not be joining you in person, please be assured that you have my wholehearted support for this important and most worthy initiative. I have no doubt whatsoever that the plan to survey workers nationwide regarding the impact of domestic violence on workers and workplaces has the potential to produce invaluable data and to shed further light on an issue we know remains pandemic. From that, a forward movement towards real solutions can surely flow if political will allows.*

*We learned through grueling testimony and realms of evidence at the inquest into my daughter, Nurse Lori Dupont's murder, that workplaces are often ill-equipped to deal with domestic violence in an effective way. We have seen some adjustments in the Ontario Occupational Health and Safety legislation since Lori was killed, but there is still a long way to go in this province, and across the nation, before this problem is adequately addressed and managed. Workers without effective operational supports such as safety plans, flexible schedules or paid leave from their jobs remain vulnerable and endangered. I believe that this initiative is a great step towards uncovering meaningful information that can help to inform and guide policy-makers, government officials, workplaces, unions and others, in the quest to better protect victims of domestic violence in the workplace. Congratulations to Western University and the Canadian Labour Congress for embarking on this promising path. I wish you much success. Sincerely, Barb Dupont."*

So, we have a PowerPoint now. And, I am just going to go through a little bit about the survey. Do I have a clicker or does somebody else change? How about I just go like this when I want the next slide? Is this it? Okay.

**BROTHER DINO CHIDO:** There you go.

**SISTER BARBARA MACQUARRIE:** There we go. Okay. Thank you. Sorry about that. Technology always gets me.

So, we have some evidence from the U.S. and from Australia about how often domestic violence actually enters the workplace. And, what we know from that research is that about a quarter of employees at some point in their lifetime experience domestic violence. And, of that quarter of the employees who do experience domestic violence, 70% of them have harassing behaviour follow them into the workplace. We also know that almost a quarter of co-workers report that somebody they work with has been a victim of domestic violence. It is not just the victim survivors of domestic violence that are in our workplaces. It is also the offenders. So, again, we have American research. And, this is what the American research tells us. Almost 80% of offenders are using workplace resources to harass the victim. Sixty-five percent of their co-workers know that this is going on. Almost a third of offenders contacted their partners to say that might have scared or intimidated them. So, we have 80% of them contacting, and a third of them doing it in a way that is going to scare or intimidate. I think what we need to recognize is that when you're part of a dynamic of domestic violence, it is about ongoing monitoring and ongoing control. So, even when someone is contacting the partner to say, "What is going on? Are you having a good day?" it's not innocent. It is part of that behaviour of checking up. We know that 40% of supervisors were aware that their employees were contacting their partners in this way, while they're at work. And, we know that

a third of respondents, again, who are using this behaviour, used their actual work resources. So, that could be communication systems, it could be work vehicles, it is certainly work time, for the purposes of threatening, controlling or abusing their partners.

We know this is happening in the U.S. We suspect it is happening here in Canada. What we don't have at this point is evidence. Because I think we're still -- it's fairly new to make this link between domestic violence in the workplace, I thought we would look at just a couple of scenarios that demonstrate how domestic violence does come into the workplace.

--- *Whereupon a video is played*

So, I think most of us can relate to a situation like that. And, again, from research, we know that those harassing phone calls are one of the most common ways that domestic violence does enter the workplace. What we see there are co-workers, again. They have had no preparation. They don't know how to be supportive. And so, they are involved in a dynamic of further isolating this woman. We know that domestic violence, the primary dynamic is isolation. And, the more isolated she becomes, the more at risk she is.

So, let's look at a really different scenario here, another way that we might see this in our workplaces.

--- *Whereupon a video is played.*

So, a different scenario, a different way that we might see domestic violence come into our workplace. For anybody who knows a little bit about the dynamics of domestic violence, this is actually a very high-risk situation. We have stalking behaviour. We have a custody hearing. We have a man who is currently headed over to her workplace. This is a high-risk situation and one which actually needs intervention immediately. Again, where we're at right now in terms of our response, most of us would be unprepared to deal with that.

There's a lot of reasons why we should care about domestic violence in our workplaces. I think, for me, one of the most important ones is that being in employment actually makes it possible for women to leave an abusive relationship. Financial security is her way out. And, if she loses her job and loses her financial security, she is going to be more likely to be dependent on that perpetrator and more likely to be trapped in that whole relationship. When somebody who is using abusive behaviour extends that behaviour to the workplace, that is actually a sign that the risk is increasing. They're increasing their control. They're increasing the domain in which they try to control the victim. And, they also are putting her at risk of being fired.

You will notice that I am generally referring to victims as women and to perpetrators as men. We know that that's the picture. It's a very gendered problem. I don't mean to deny that men can also experience domestic violence, and certainly when they do, they deserve our support as well.

Employers should care about this problem. We have a study from Justice Canada that tells us that they're losing almost \$78 million a year as a result of domestic violence in the workplace. And, we know that the total cost to all of us as Canadian taxpayers is over \$7 billion. That is \$220.00 for every Canadian that this problem costs us. So, the problem -- the impact is financial, but it goes beyond that.

We are building on international efforts with our survey. And so, the very first people to do any kinds of survey were in the U.S., the Corporate Alliance to End Partner Violence. And, they did very small surveys and they did them through employers. I think the real game-changer came when Australia took up a survey and decided to work with organized labour. And, through their survey, they got 3,600 responses from union members. The evidence that they got, that this is a very prevalent problem in Australian workplaces and it is having an impact, they took that to the collective bargaining table. They were very successful at bargaining for supports for workers experiencing domestic violence. And so, now, in Australia, over a million workers are covered by benefits, which gave them dedicated paid leave,

protection from any kind of adverse action and flexible work agreements.

In the private sector, McDonald's is unionized in Australia, and they have agreed to unpaid leave for any worker experiencing domestic violence. It is not as good as paid leave, but it is certainly better than losing your job. So, we have been wanting to do this work. I have been wanting to do this work for a long time. It is not something that is really popular with funders. We don't have any evidence. It is hard to prove that we need to do it. And so, what we have done is we have just said, "Well, we are going to use our own resources, the resources of the university and the resources of the Canadian Labour Congress, and we are going to ahead with it.

We have applied for some funding from the Social Sciences and Humanities Research Council. And, if we get that, we will be able to expand the reach. But, no matter what, we are going ahead with this.

The CLC has produced promotional material. It's on a table out there. Please take it with you. Please order more and please hand it out to everybody you know.

So, this is not, I don't think, at all new work for the labour movement. And, the labour movement has been at the forefront to improve women's economic quality for many, many years. And, my friend, Julie White, has certainly been a leader in that area.

So, unions have negotiated paid time off for women facing domestic violence in the workplace. They have negotiated Women's Advocates. These are paid positions that support women facing violence in their home or at work. Those advocates also help men who have wives, daughters, with difficulties. And, it is recognized that those advocates are recognized in literature as a best practice. And then unions have fought for broader social issues, like gun control, affordable housing, child care, pay equity, and all of those issues also support women trying to leave violent relationships.

Internationally, we have evidence that shows that economic independence, being in paid employment, there's real links there. So, we know that women with a history of domestic violence have a more disruptive work history. They have lower incomes. They have to change their jobs and leave their jobs more often. And, they're more likely to be in precarious work, in casual and part time.

So, this is a leadership issue. And, that is why I'm here talking to you. We need to bring this issue into the hearts and minds of Canadians. We need Canadian evidence. It's not good enough to take American and Australian evidence to the bargaining table or if we're going to advocate with governments. We are going to need you in the labour movement to take up what we learned and to incorporate it into your collective bargaining processes.

So, a little bit in the history of how this happened. Ludo McFerran is the Australian woman who started everything off in 2012, in April 2012. She spoke at a conference that I organized in London. And, she said, "While I am here, I would like to meet with the Canadian Labour Congress." So, we went down to Ottawa. A small working group was struck, and we have been working ever since on how we are going to replicate this work. We launched the survey yesterday, both in Ottawa and in London. So, the objective is simply to survey Canadian workers about their experiences with domestic violence in the workplace. We want union members and other workers, as well, 15 years of age and up, in all regions of Canada. We want men and women to fill out the survey. Personal experience, no personal experience, it doesn't matter. We really need a complete and whole picture of what this problem looks like in our country. So, we have sort of divided the roles. I'm at the Research Centre here. And so, we set up the online survey. We got Ethics approval. That Ethics approval is really important, because we had to demonstrate that we're not going to harm people by asking these questions. It has to do with things like ensuring that the data is absolutely confidential. Cannot be -- responses cannot be traced back to individuals, not even individual workplaces. The only thing that we're looking at is whether unionized or not unionized, and which province you came from.

The CLC has translated the survey into French. We're looking at translating into other languages, including Aboriginal languages. And, the whole labour movement is taking on the responsibility for promoting this, disseminating information about it, getting it out into the workplaces and getting word down to individual workers. The survey will be closed on June 6, 2014. So, we will have six months to collect the data, and we will release the data next year on December 6<sup>th</sup>, and that will be the 25<sup>th</sup> anniversary of the Montreal Massacre. So, it will be a very significant anniversary. And, I think one of the things that that incident did was it said to us as Canadians, we need to understand this issue. And, part of the way we understand that is by doing research. So, this would be a very significant contribution to research that we have in this country. This is our steering committee of -- representatives from these unions are working diligently, very hard, to get word about the survey out. So, we are the Canadian Union of Public Employees, the Canadian Union of Postal Workers, the Northwest Territories Federation of Labour, the Ontario Secondary Schools Federation, the Public Service Alliance of Canada, Unifor, the United Steelworkers of Canada; and Vicky Smallman, at the Women's Committee at the CLC, is helping us to co-ordinate a lot of work.

I just wanted to mention one thing on of the list here, a rep from the Northwest Territories Federation of Labour. It was thanks to her that we included women 15 years of age and up. She said, "I have a lot of young women in the workplace in relationships experiencing violence". And, normally, we would only allow respondents 18 years of age and up to respond. So, we took that to the Ethics Board, and we explained what she told us, and they have allowed us to have 15-year-olds respond. I think that is a very, very important piece of this. So, there's lots of benefits, I think, for the labour movement in this. It is going to engage members in an issue that directly affects all of us, whether we're experiencing it directly or whether it's some of our co-workers. It certainly demonstrates leadership on an issue of violence against women. It is building lots of community relationships with lots of community partners. We are using existing resources. And, if these findings are going to provide evidence that we can use to advocate for legislative change, we can develop model language for collective bargaining. And, it is also -- I think it fits nicely into the CLC's Fairness Works campaign, as well.

Here is the address for the survey. I encourage each and every one of you to go and fill it out, to encourage everybody in your workplace to fill it out. And, certainly, if you have contacts with workers beyond your workplace, encourage them to fill it out. So, thank you very much for your time and your attention today.

**BROTHER DINO CHIODO:** Barb, I'd like to thank you very much for coming and bringing us this information. On behalf of the Unifor Ontario Regional Council, I would like to present you with a token of our appreciation for the work that you do, with regards to upholding women's rights.

**SISTER BARBARA MacQUARRIE:** Thank you.

## RECOMMENDATION NO. 2

**BROTHER DINO CHIODO:** Thank you. If I can, I would like to connect that to Recommendation No. 2. I will read the recommendation out and then we will take speakers.

*"I recommend that the Unifor Ontario Council express its support for the continuing struggle to stop violence against women in all its forms, and commit to promote the national online survey, 'Can Work be Safe When Home Isn't?' in all Unifor workplaces, local and regional meetings and conferences scheduled between today, December 6, 2013 and June 6, 2014."*

And I will take any speakers on the mics.

**SISTER GWEN CAMPBELL:** Hi, Gwen Campbell, Unifor Local 1285. I speak in full support of this recommendation. As we all know, Stephen Harper is coming back on any kind

of stats on anything, so we need to have Canadian stats on this. Stephen Harper seems to be of the opinion, "Hear no evil, See no evil, Speak no evil." So, if you don't hear about it, then it isn't really happening. And, we so need that.

In the wake of the Montreal Massacre, we saw lots of changes inside and outside of the workplaces. And, as a result of sustained committed work to address and understand violence against women, many positive changes were made at the bargaining table, including harassment policies, complaint procedures, right to refuse work based on harassment, harassment prevention training. And, most important, in my humble opinion, the Unifor Women's Advocate program, an absolutely fantastic program initiated by the Women's Department. We have almost 300 women's advocates in -- so far, in former CAW. Hopefully, when CEP, former CEP, goes to the bargaining table, it's first and foremost on their bargaining agenda that we get those Women's Advocates program across Canada. In many cases, they're life-sustaining. Women or men can come to the Women's Advocates. They get training, a one-week training program. There's updates all the time. And, they get to learn the issues and how to deal with the issues of violence against women in the workplace.

So, as a labour union, we understand that we also need to make legislative changes. And, that is where this survey is going to make all the difference, so -- because we can bargain for Women's Advocates, bargain for all kind of things in the workplace. But, if we don't make changes legislatively, then things just don't change. Violence against women is a powerful barrier to women's equality and a violation of women's human rights. It is a systemic problem, as we all know, that requires comprehensive and full studies to get to the root of the problem and to make changes. As Barb said, talking about workplace violence, men know -- and, she mentioned that it is not always violence against women. Men do get violated, as well. But, the majority is violence against women. And, those domestic partners, people who are abusing them, they know where they are. It's one -- it could be the one safe place that a woman has is at her workplace, and the man knows where she is. He knows where to contact her. So, we need to ensure that the workplace is safe; safe for that member and safe for co-workers as well. And, as she said, most times your co-workers know what is going on. I have worked on the shop floor in a small place. You know what is going on, for the most part, in lives around you. So, most people know that there is some violence going on with that person. So, we need to address that.

So, this survey is so very, very important. I know it is going to be posted on our Unifor website soon. And, please share this. And, let's help get to the root of this problem for our children, our grandchildren and all future generations. Thank you.

**SISTER KATHA FORTIER:** Thank you, sister.

**SISTER SUE McKINNON:** Sue McKinnon, from Local 444. I rise in support of this motion. This is the first nationwide survey on the impact of domestic violence in work and workplaces. It is so important to gather the data. This data will help us on all levels, to develop change for policies and legislation, for protection of all workers. We need better policies and legislation moving forward. There are more than 3,000 women that stay in shelters on a given night. They are actually there to escape the abuse. Based on this survey, filled out the most, approximately about 600 residential shelters, facilities in Canada, about 210 women are turned away each day. The shelters they are trying to access are actually full. So, this data will actually help us to understand the opportunities to keep workers in the whole workplace safe. I am promoting this survey in our community, our workplace, our local. It is already on my Facebook. It is already on my Twitter. So, please join. Thanks.

**BROTHER DINO CHIODO:** Thank you very much, Chair. Dino Chiodo, president of Local 444, Unifor. And, I stand in support of the recommendation. I think it's important. And, I want to thank Barbara MacQuarrie for the presentation that she put forward, because there is such a lack of knowledge with regards to workplace violence, and some of the things that women experience on a daily basis. And, we should never tolerate the violence against

women, whether it be at work, whether it be at home, anywhere. It shouldn't be happening. And, from that, I think we can make progressive change here. There's 700 people in this room currently. Just imagine if we can get every one of those 700 people touching at least 10 people in their workplaces, of which we represent over 150,000 in Ontario. But, if we can touch a minimum of 10, you're talking about 7,000 surveys going to the cause right away and making -- starting to make a difference. And, it is happening already in United States and Australia. They have already got the surveys brought back. And, from that perspective, there is no reason that we can't get the same thing done right here in Canada, starting off on the right foot, making things better for women, and at least trying to put the fixes in place in order to facilitate making this stop. So, I thank you very much for your presentation. And, at the same time, I encourage the men to stand up and speak about this, because it's about supporting our brothers and sisters that are in this room with us today, and in our workplaces. Thank you.

**SISTER KATHA FORTIER:** Thank you, brother. I'm not sure if there's somebody standing at mic 5?

**BROTHER STEWART WISE:** Stewart Wise, second vice-president of Local 27. I rise in support of this recommendation. But, I'm hoping the survey kind of -- the men will fill out the survey on showing the violence of women against men, also. I am a victim of violence also, and it came into the workplace. I was separated from my ex-wife and got heated phone calls at my work, at my home, 24 hours a day, 20 calls a day. She would have my children phone me. And then when I phoned my children back, she would be there on the line. So, it was repeated, repeated phone calls. She would come into my work. I couldn't do my job. I'm an auto mechanic and I had to move a car. And, she was -- I couldn't close the door to the car, because she was right there. I had to spend about an hour in my manager's office. I phoned the police to have her removed. She was gone before the police showed up. I, as a man, had to get the restraining order. So, I'm just hoping that the survey will show the vice-versa. I know it goes both ways. And, I certainly support this motion. Thank you.

**BROTHER DINO CHIODO:** Thank you, brother. And, I did ask Barbara MacQuarrie that specific question, if the survey does experience both ways. And, basically, the experience that you had will be reflected or can be reflected in the documentation and the survey. A very good point.

**SISTER SHERI LAEKEMAN:** Thank you. Sheri Laekeman, Unifor 4212. I rise in support of this recommendation, as well. I would just like to encourage all of us right now. Can we actually get that survey back up? Because I know most of us have a Smartphone. And, if we can actually get this process started now, rather than wait and it falls off, I'm just hoping we can actually get these 700 people on board as soon as possible, and get the whole process started. Thank you.

**BROTHER DINO CHIODO:** So, if we can, while the debate is going on, can we put that slide up, just for all intents and purposes, back up on the screens? Is there a way to do that? Oh, is it on the document, as well? It's on the front of the -- oh, yes, you're right, fluidsurveys.com. So, it is the "Can Work Be Safe When Home Isn't?" document. And, it should be on your tables. And, there is also a card that has a bar code on it, as well. So, it is on everybody's table. Thank you very much.

**BROTHER JAMIE WRIGHT:** Good morning, delegates. Jamie Wright, Unifor Local 88, and health and safety rep at Local 88. I stand in full support of this resolution. I had the privilege, back when Bill 168 was being put through the legislature to sit with Sari Sairanen and Julie White and the standing committee, and discuss with the legislature, the importance of Bill 168. So, it is good to see that with union activism, absolutely we can make a lot of changes in the workplace. So, years have gone past since that legislation has been changed. I know in our workplace, I've had the -- I wouldn't say a privilege, but the ability to help put safe work plans in place, and try to implement this in the workplace. But, the one thing that we still have a lot of work to do is the employers. They don't quite understand why, why they should be



dealing with this; right? It has nothing to do with the employers or the workplace. It has all got to do with their personal issues outside it, and we have a lot more work that we have to do, to change the employers' minds and say absolutely not.

We saw the statistics up there. We saw the cost. It is the general cost of doing business. The employers have to get on board. So, we have a long way to do that. So, as leadership, we can certainly take on that role by saying we need to start negotiating in the collective agreements procedures and policies, time off where we need to, reallocation of work, security measures, whatever it needs to -- whatever we need to do. And then as we stand here today, we can stand up and make a commitment to ourselves, to our sisters, and say absolutely. We all go through challenging things in life. Some of them aren't pleasant. But, we have every opportunity to make a decision to say what counts. If you go through a separation or an untimely event like that, we as men have a decision to make; right? So, I challenge every brother in the room today to adopt that challenge, make those challenges and say, "We're here to support the sisters." Remember, at the end of the day, there's usually children involved in this, and they didn't ask for anything like that to happen.

So, absolutely, I'm here to stand up and commit that I'm fully in support of this resolution. And, whatever we can do in our workplace to make sure it gets out there, we'll make sure the survey gets out there. Thank you.

**BROTHER DINO CHIDO:** Fair enough.

**SISTER CANDACE LAVALLEY:** Candace Lavalley, president, Local 7-O in Thunder Bay. I come from a large Aboriginal community, and my local is strongly Aboriginal. We have child welfare workers walking into homes of Aboriginal people and are facing dangerous situations constantly: stabbings, lots of violence.

So, I encourage everyone to complete this survey. There is a lot of domestic violence in our Aboriginal homes. So, please, I stand in support of this and I hope everyone else does.

**SISTER JULIE WHITE:** Julie White, staff. First of all, I would like to thank Barb for that amazing presentation, and also to let you know that I have worked with Barb for many years on many different projects. But, it is really her commitment to women's equality issues and ending gender-based violence that continues to push us and work with us as unions, to ensure that we continue our work around such important issues for our members. And, I would also like to let folks know that, again, we launched the survey yesterday, as Barb talked about. And, we had a letter from Lori Dupont's mom, Barbara, at the launch yesterday in London. And, I also participated there. I spoke on behalf of Unifor and talked about the commitment that our union would be making today here, in terms of this survey. So, I just really want to reinforce with the people in this room, the leadership in this room, you are the leadership of our union in Ontario, and what a vital role that you can play in terms of promoting this survey. And, when I heard Jamie speak, it really reminded me of the role that our health and safety activists can play, because this is an issue of health and safety in our workplaces. So, it is really important that our health and safety reps get out there and push this survey. And, as Barb talked about, the survey is -- once people fill the survey out, all the information goes back to the University of Western Ontario. There will be no markers in there that will identify the people who filled it out or what workplace you came from. The only marker that will be on that survey that will identify people in a certain way will be whether you're a union member or whether you're not. And, within that survey, it also talks about some of the measures that are in your workplace, if you did face domestic violence, and what were the supports in those workplaces. So, outside of gathering data around that issue, I think it is going to really show that unionized workplaces really are safer for women and for men, because we have supports like the Women's Advocate program, or we have language in our collective agreements around violence against women. So, that is the other piece that I think is going to be really beneficial to us as a union, and to the broader labour movement that

unions create safer workplaces.

Yesterday, the other speaker at the London launch was Jackie Carr. And, I just -- I think it's really important to mention Jackie Carr. Many of the people in this room will remember the situation; others won't. But, Jackie Carr's mother, Theresa Vince, worked at Sears in Chatham. And, she was murdered by her boss in the workplace who then ultimately murdered himself or killed himself. And, Jackie -- at that time back in 1996, there wasn't a lot of talk about domestic violence in the workplace or violence in the workplace. And, it was really a small coalition of people in the Chatham-Kent area who took this issue on and, ultimately, we ended up with Bill 168. But, it was that small group of people. And, our union was at the forefront of that.

Many of the people in this room will remember Buddy Kitchen who was a staff rep for the CAW at the time. But, before that, when this took place, Buddy was the president of the Chatham and District Labour Council. And, Buddy really took this on and continued to work on this issue, and build coalitions, and challenge governments. So, ultimately, the Private Members' Bill or the first Private Members' Bill that started this process came out of the Chatham area. And, it was because of the work of Buddy Kitchen, Jackie Carr, the families of Theresa Vince, and the coalition partners, the Sexual Assault Centre in Chatham. So, I just wanted to mention that, because our union goes back a long way around this issue, and we continue to work on it. So, again, I am challenging people to please take this back into your locals, into your workplaces, and encourage people to fill it out.

We'll be setting up a page -- just for your information, we'll be setting up a page on the Unifor website. And, these posters and bookmarks will be available in the workroom at no cost, so you will be able to order the bookmarks and postcards. So, you will be able to distribute the information in your workplace. And, again, it's a six-month survey. It's a very long survey. So, we will be doing things in the interim to ensure that we're providing information in terms of some of the feedback we're getting to keep it on the agenda. And, as Barb said, we're going to release the report on the 25<sup>th</sup> anniversary of the Montreal Massacre, 2014, and we will be really -- probably having something happening on the Hill where we will be pushing the decision-makers to implement a national action plan in Canada to end violence against women. Thanks very much.

**BROTHER CHRIS TAYLOR:** Thanks, Brother Dino. I rise in support of the recommendation, but I think it is important to recognize we are all going to stand here. We defend the rights of our sisters to not be violated, whether it's at home, whether it's at work. We all stand up on behalf of one another. But, we have to recognize that the former CAW, CEP, so many unions, so many organizations have done so much work to put legislation in place. And, for the likes of a Stephen Harper to take away pay equity, take away the right to, you know, have certain legislation in place around safety rules in the workplace, we can't allow that to happen. It's one thing to stand up -- and I'm sure that all the men in this room, the brothers, would commit to stopping the violence against women, but we also have to commit that we're going not allow the Harpers and the Hudaks and the rest of the governments of the day or the future to take away the legislation that has been put in place. So much hard work was done.

When you look at the gun registry, if you look at pay equity issues, those are the issues that are going to affect our sisters. So, let's not just commit today to stop the violence, but let's also commit that we're going to stand up to the governments and say you're not going to take away legislation and hard-fought gains that were put in place, to ensure that they're not going to be violated, whether it be at home or in the workplace. Thank you.

**BROTHER DINO CHIDO:** Brother, before you leave -- brother, actually if you can, we would just like your name and local. I apologize. It's just for the record.

**BROTHER CHRIS TAYLOR:** No, I apologize. Chris Taylor, president of Local 200. Thank you.

**SISTER CAROL BAXTER:** My name is Carol Baxter, Local 598. And, I just wanted

to ask if we can find a way to submit paper of the surveys -- papers of the surveys to somewhere? Because not all of our people have cell phones or computers for that matter. And, we would like somewhere where we would be able to send maybe a paper copy.

**BROTHER DINO CHIDO:** So, I was asking Barbara MacQuarrie about that, they don't have an actual paper survey ready at this point, but they are working on it, to get it out.

**SISTER CAROL BAXTER:** Oh, thank you.

**BROTHER DINO CHIDO:** Thank you.

**SISTER SHARON WASILEWSKI:** Sharon Wasilewski, Local 7-O. I just have a suggestion that people put this as a link to their websites.

**BROTHER DINO CHIDO:** Perfect idea.

**SISTER SHARON WASILEWSKI:** So, that we can show our strength right across this country.

**BROTHER DINO CHIDO:** Right on. And, if I can, they're just telling me there's also another way, and that's a great suggestion, but you can use the actual bar code to profile on your Facebook page, so people can get into it from that manner, as well.

**BROTHER ROB GIOVANOLI:** Rob Giovanoli, Local 1359. It's a new local number. So, I rise in full support of this recommendation as a dad to three daughters, and grandfather to two granddaughters. I would like to see all the support we can get to end violence against women now as soon as possible and into the future. And, I would ask that -- you know, we talk about putting these on the websites. We all come from a workplace. A lot of those workplaces, if not all, probably have their own websites. And, that we ask our employers to put this on their websites, because violence against women is a cost to our employers in terms of people missing work, and that type of thing. So, if they work collaboratively with us to do that, at least it's another avenue. Thank you.

**BROTHER DINO CHIDO:** Thank you. I see no other speakers at the mic. On the recommendation, all those in favour? Down. Opposed, if any? CARRIED Unanimously. Thank you very much. Thanks for the debate. We appreciate it. Thank you. Before we -- that's what we had to set up. But, what we're going to do is -- we still have some time.

## RECOMMENDATION NO. 7

**BROTHER DINO CHIDO:** So, I would like to bring Recommendation Number 7 to the floor. That way, we can get through the order of the business. Number 7 reads:

*"I recommend that the Ontario Council call on the Ontario government to raise the statutory minimum wage to \$14.00 per hour, and then adjust it in subsequent years in line with the consumer prices and growing labour productivity."*

Can I get a seconder? So, seconded. Thank you very much. Anybody for discussion? Seeing nobody at the microphones, we'll call the question. All those in favour? Down. Opposed, if any? CARRIED. Thank you very much.

We are going for lunch a little bit early. And, in saying that, I do have a number of announcements that I want to make sure I do get out, so everybody knows where some of the room changes are. But, first, before I do that, there was a lady's bracelet that was lost in the lady's room. If somebody has misplaced or dropped their bracelet, could you please come up to the front? We do have one up here. Also, for the Elections Committee -- and, again, there is still some time for individuals to go and register for the election. You can do that before 12:00, if you haven't done so. Registration is done at 12:00 noon.

But, what we would like is the Unifor Ontario Regional Council Election Committee, they're required at the Sheraton Hall B. I'll go over the names again, just in case somebody didn't hear them earlier. It's Chuck Farrugia, Mike Van Boekel, Steve Bullock, Kevin Kent,

Felice Chiodo, Gord Drummond, Mike Lovric, Ron Maracle, Burke Moffatt, John Lawrie, Steve Taylor, Darlene Prouse and Dave Park. Also, the Road and Transport members will be meeting, and the Specialty Vehicle and Armoured Car members, will be meeting in the Sheraton Hall Number C, and that will be on the second floor. And, again, please note that the Women's Caucus has been moved and will be held at the Sheraton Hall Number E.

Thank you for a wonderful morning to the Ontario Regional Council's first meeting. And, we will look forward to seeing you again at 2:00pm. Thank you very much.

*--- Whereupon the Council was in recess from 12:00pm to 2:07pm.*

**BROTHER DINO CHIODO:** Welcome to the afternoon session. I know we had Recommendation No. 7 pass, but at the same time, I just wanted to emphasize that there is a petition on the floor with regards to minimum wage. And, basically, there's a lot of individuals that earn, basically, 20% below the poverty line. Those are the individuals that are working for \$10.25 an hour. And, in saying that, that document will be coming around, because it's about making sure that we can work with our affiliates, we can work with the non-unionized members in our community to make sure that we are doing what is in the best interests of our members and those people in the community. So, if I can get order actually? If I can get some order in the room? If we can find our seats, we'll get started for the second half of the day. Okay. I'm going to a point of privilege on mic number 1.

**BROTHER ROBIN DUDLEY:** Thanks, brother. Good afternoon, everybody.

**BROTHER DINO CHIODO:** Delegates, if we can please have a little bit of respect for the individuals that are speaking? There's a point of privilege on mic number 1. Thank you.

**BROTHER ROBIN DUDLEY:** Thanks, brother. Robin Dudley, president of 1917 in Guelph. And, with me is the vice-president, Dale Heaney. Every year, we do a Toy Drive for CP24. And, we're encouraging that the members here -- because the members from CAW were used to this. We have done this for four years now. And, there's always a table set out front for them to bring some toys, fix them up. But, the CEP members haven't seen this yet. So, we just wanted to encourage them to go out tonight, tomorrow, and pick up a toy, bring it down, put it on the table. We will also take cash as we have been doing this for a few years, and it has been very well received. We also want to thank the Chrysler Council, the IPS and our local that have already done very generous donations. So, we just wanted to remind everybody that the Toy Drive is ongoing and that we'll report back tomorrow and let everybody know how it goes.

We'll be picking them up tomorrow around 1:00pm, so if everybody could have everything down here by then? And, just to remind everybody that kids matter and it is Christmastime.

**BROTHER DINO CHIODO:** Thank you very much. Point of privilege on mic 6.

**BROTHER STEWART WISE:** Yes. Stewart Wise from Local 27. This is referring to the Recommendation 7. I know we have passed it and I'm fully supportive. But, there's an ongoing campaign, and I wasn't really prepared to speak on it at the time, and I didn't want to keep people, too, from their lunch at the time, also. So, there's a really campaign going on, and I just wish I had had a chance to speak on it.

**BROTHER DINO CHIODO:** So, brother, if you're ready to say a few words right now, I have no problem accepting that. That is what I was trying to do with regards to talking about the petition. So, if you want to take a couple of minutes right now? Because I think it's important that you can basically ask people, or if I can, from the front, with the indulgence of the group and the Council, I would like to actually -- because I started off by talking about a petition that was on the floor, and saying how important it was with regards to making sure that we have an opportunity to sign that petition. And, the petition basically isn't just for our members. It is for some of the affiliates that have challenges with regards to increasing their wages. At the same time, it's about people that are not affiliated to any type of union

organization that definitely has a challenge, because even working at \$10.25 for an hour and for that amount, you're basically still 20% below the poverty line. So, in saying that, I would like to encourage individuals that see that petition. It is a petition to raise the minimum wage that is going around. If you could please sign it? Please take advantage of that and become a part of the actual campaign, because I think it is very important. And, I thank you for raising that point, brother. Can I go to point of privilege, mic number 2?

**SISTER JULIE HERRON:** Julie Herron, staff. Just if anybody has the soaps and the shampoos out of their rooms, if they could bring them down? There will be boxes outside. They're going to collect them for the Filipino families of the typhoon, so that would be great. Thanks.

**BROTHER DINO CHIDO:** Point of privilege, mic number 1?

**SISTER MARY ELLEN DANCE:** Mary Ellen from Local 1524. Thank you, brother, and good afternoon, sisters and brothers. Over the lunch hour, two fellows from our Breckles office have dropped off Buck slips in regards to Breckles Insurance Brokerage, which is our insurance company at Local 1524. There are 20 winners on these Buck slips of gift cards. On each -- on those 20 Buck slips it is identified on the French side, Happy Holidays. There will be an opportunity to receive those prizes tomorrow morning before our Council starts outside at the Breckles booth out in the lobby. Thank you very much for your support. And, we would love to hear from you calling in for home and auto quotes with us.

**BROTHER COLIN JAMES:** Colin James, Local 222. I would just like to thank some of the delegates that donated hats and gloves for the homeless. I'll be handing them out tonight and tomorrow for anybody else that wants to donate.

## INTRODUCTION OF GUESTS

**BROTHER DINO CHIDO:** Thank you. Seeing nobody at the mics for points of privilege, I would just like to introduce a few individuals that have come in a little bit late, but, nonetheless, need to be recognized. These are friends of ours. And, I would like to make sure that it's noted that they are recognized. And, I would like to first talk about Hassan Yussuff from Unifor Local 252, who works with the CLC as the secretary-treasurer. Hassan participates and comes to our councils, and it's nice to have him here. So, thank you very much, Hassan, for participating and being with us here today.

I would also like to recognize Irwin Nanda from the Ontario Federation of Labour and Nancy Hutchison. Irwin Nanda is a postal worker and Nancy is a secretary-treasurer of the Steelworkers, and they hold the vice-president's position and the secretary-treasurer's position respectively. They are in the room, giving us support with regards to our council. So, I would like to welcome them. Thank you. Also, I would like to recognize a good friend and colleague. His name is Joe Comartin. He is a member of Parliament from Windsor-Tecumseh. He came from Windsor, Ontario, to help support us in our first Ontario Council. And, I would like to recognize Joe Comartin. He does a wonderful job in Windsor area. So, Joe, thanks for being here and thanks for participating.

Now, back to our order, brothers and sisters, I want to be able to recognize one of our own, a person of deep conviction. His name is Jerry Dias. He is a committed trade unionist focused on the needs of working men and women within our union and outside of our union. His dedication and commitment are forthright, and as a negotiator and organizer, he brings a tremendous amount of talent and resilience to the table.

Jerry has already shown his strength in being able to make decisions, and is working committedly to organize, educate and expand the reach of Unifor in Canada. Jerry has also been recognized in Maclean's Magazine, which I have a copy of, as the third most powerful person in Canada, when taking into consideration institutional clout, capacity for innovation and timelessness. So, brothers and sisters, please help me welcome Jerry Dias, our National President.

## REPORT OF THE NATIONAL PRESIDENT

**NATIONAL PRESIDENT JERRY DIAS:** Thank you. Just so you know, I'm also recognized as number three at home, right behind my wife, Leslie, and the dog.

First of all, I promised that I would be a lot shorter in my speech today than I was at the founding convention. I love it. You know, I wake up every morning like most of you do, and I wake up, and the first thing I do is I run and I grab the newspaper, because I'm dying to read about what a buffoon Rob Ford is today. And so, after I get by that, and I have my morning chuckle, because I know that everything he does every day is helping to destroy the credibility of the right in Toronto in the 905 and the 416, then I start to look to the things that really concern me.

So, I looked in the newspaper yesterday, and what did I see? I saw workers in Tim Horton's being ripped off by their employer, if you can imagine. The employers are in Tim Horton's are taking back and holding back overtime pay from those that need it the most, and I say shame on Tim Horton's for even thinking of doing something along those lines.

And then, of course, I wake up this morning to see the picture of Nelson Mandela on the front page of the paper, and the thoughts went through my mind as to his contributions to mankind, his contributions to equality, the vision that he stood for, everything that he stood for, the passion, conviction, the leadership, everything that we need in the form of leadership running our country federally.

I flip the page, and I read, of course, of the Montreal Massacre. And, violence against women is an issue that we need to deal with. And, I think about it, and I listened to the brother stand up earlier on today, and he talked about his three daughters and his two granddaughters. Well, I'm awfully close. I've got three daughters and I have my 4-year-old granddaughter, Hayden. And, I know the routine, and that's why it's such an important issue, and here's what I think about it. You need to know what I think about it as it relates to violence against women, because there's so many parts to the discussion. I know the routine with my granddaughter, Hayden. I know when she stays at our house, the routine is Leslie reads her her goodnight story. She hugs her, kisses her, tells her how much she loves her. Then I read her a story, and I hug her, and I kiss her, and I tell her how much I love her. And then we both hug her and tell her. And, I know that is the exact same routine that happens in her own household. And, do you know what I think about? Do you know what breaks my heart? It breaks my heart for the 3-year-olds, the 4-year-olds, the 5-year-olds that at night don't get that hug and that kiss, and told by their mother how much they love them. And, that young child knows that their mother is not there because she was killed by their father. So, that changes all the ground rules in how we look at things, because I'm saying to the men in this room, ending violence against women is our responsibility, and we will be a better organization when we get into the workplaces, and we talk to the men, and we talk to our communities to make sure that this has to end. And, this ends when we talk to our sons, they go into their schools, they go into the communities, and we pull together as an organization and as a community, and as a city, as a country, making this a priority for all of us. So, sisters, that's our commitment to you that we're going to get this thing done.

You know, Unifor was created out of hope. It was created out of an incredible desire to do things differently, and that's why this Ontario Council today is the beginning of that. This is a way that we can come together right across our province to make sure that we can invoke change in this province; that we can provide the type of leadership that people are expecting.

So, we are a diverse union with different regional meetings. We're diverse because we live in diverse communities right across the country. So, yes, we're going to be diverse. We're going to have regional meetings. But, the one thing that we have to always remember is though we may have these types of regional meetings, we are a central organization. And, as the working class, we will pull together from coast to coast to coast to make sure that we change the working lives of people right across Canada.

Unifor was created just three months ago, if you think about it. Think about it. Three months. And, I listened to what Dino had to say about the Maclean's article, because I have to admit, I was shocked. I was flying to Windsor. I turned on my phone, and the Blackberry went crazy, and I was wondering what was going on. But, look, I understand what it means, and I understand what it means completely. Listen, I'm confident, I'm aggressive, but I'm not naïve. I know three months ago, Maclean's magazine didn't know who the heck Jerry Dias was. So, do you know what this is? This is a reflection of you. This is a reflection of who we stand for as Unifor. Maclean's magazine is looking at each and every one of you in this room, and knows that we are going to make the type of changes that are needed in Canada. They know that we are going to rejuvenate the trade union movement. They know that we are going to bring young people into the union. They know that we are going to lead the debate to make sure that we are going to have the type of country that we demand, and they know that we're the ones that are leading the debate. So, congratulations, brothers and sisters. This is your victory, not mine. But, what it means is the decision we made three months ago was right, because think about this. We are a movement under attack. And so, for the union to be recognized as making a difference and providing the type of hope means that the decision we made three months ago by bringing together our 20-plus economic sectors was the right decision. And, it was the right decision, because it's going to make us all stronger, because it's not just about us being bigger, brothers and sisters. It's not about us having more mass. It's about us saying we're going to do something and then getting out and doing it. And, it's important for us not to talk about it. It's important for us to get out there and make the difference, because that's what people expect from us, and that's what we're going to have to do. Do you know what the difference is? We weren't born talking about ending the retreat. We weren't born to not stopping the bleeding. We weren't born to maintain the status quo. Brothers and sisters, we were born to take offence. We were born to lead. We were born to be aggressive, and that's how we're going to create the type of community we want, is by doing what we say and doing it with conviction.

So, brothers and sisters, this is about us having our time today, and this is about us making sure that we build the support of our members for a stronger tomorrow. So, what have we been doing for three months? Not sleeping a lot; I can tell you that, for starters. But, if you take a look at what's going on, did any of you -- did you see the TV ads on television with the Canadian Labour Congress? What do you think? We're talking about, as organized labour in Canada, how we're going to do things differently. We're talking about how are we going to get out our vision for Canada? How are we going to talk about why we have the standard of living in Canada that we do? We need to remind people. We need to tell people. We need to remind them. We need to tell the young people in our workplaces that the reason they're making the wages they do is not because the employer gave it to them. It's because we fought like hell to win it at the bargaining table.

So, it's important through the TV ads, and it's important through our consultation in the way we are going to start to communicate better not just with our members, but with the communities, and with the citizens from coast to coast to coast. We're going to make sure that Canadians understand that they need unions in order to make sure that non-union people have a better standard of living as well. And, that's the importance of the CLC ads, and that's the type of discussion we're having today at the Canadian Labour Congress. But, we're making sure that we're not just communicating within the Congress itself. We're talking to the employers, and we're talking to the government. As a matter of fact, I've got a meeting today with Kellie Leitch at 4:00pm. So, I promise you I definitely won't speak as long as I did at the founding convention.

But, we're also reaching out to the non-union, and we're building community chapters, and here are the types of things we're doing. We're going to have a young woman speaking tomorrow, Symone Walters, from the Jane and Finch community.

Now, think about this. Here are the types of things that are making Unifor different, and these are the ways and the mechanisms that we're going to use to connect the dots to make sure that we're different. And, when we say we're going to be inclusive, we're going to be inclusive. The woman tomorrow lost her son, because in the Jane and Finch community of Toronto, that community was created by politicians that were moving immigration out of Toronto. And, in doing that, they created a section of Toronto, a community that was destined to be poor, a community where children don't see themselves as being a part of the community. They don't see themselves as having hope or opportunities. And, what happens in that type of community? There's gangs, there's violence, there's death. Four young boys, three 16, one 15, were killed at different times; shot senseless, sitting on their bikes, playing, no rhyme or reason for it. So, what did we do, and what did Local 112 do, and what did my president, Roland Kiehne, do? They organized a meeting of the community, and they brought everybody in. They invited everybody to the union hall. They set up the parking lot outside with stuff for the kids to do, and we brought together the community, and we had a discussion with the community on what is necessary to take it back.

How do you build hope in your community? How do you change things? And so, we're setting up a community chapter so that they can have an outlet, and we're now going to set up a meeting with the community, with the politicians, so that they can tell the politicians what it is that's needed to change things in the Jane and Finch community, instead of the politicians thinking they know better and going into the community and telling them what they need to do to fix it. So, that's an example of the community chapters, and that's an example of the types of things we're looking to do. But, there's more than that. The community chapters that we're starting to establish are going to reach out to a variety of different people.

We've invited the United Church Clergy. We've got bike couriers. Think about it. Bike couriers are joining our community chapters. There's not a more dangerous job. There's not a group of workers who are more exploited than bike couriers. You want to talk about dangerous? Can you imagine riding your bike through downtown Toronto in February? So, think about it. So, these are people that normally don't belong to a union and don't see themselves as being connected with a union or a movement. So, we're bringing them all in to say there's hope for us all if we pull together to change the system that exists. We are just now putting the final touches, if you can imagine, with Green Shield, where for \$22.00 a month, people can get a basic benefit plan that includes drugs and dental. So, if these are poor people that have no access to any of these things, we're going to put in place a system that will bring people to our union, because we're trying to help them and help those that need help the most.

We have a workplace that closed. It wasn't our workplace. It was a non-union workplace, the largest auto parts plant that closed during the auto restructuring, PMP, over 2,000 members lost their jobs. They didn't know what to do. They came to work, the gates were closed; they didn't know where to go, they didn't know what to do. So, they sought our help as an organization, and we worked with them by setting up action centres, worked with them, helped them with their Unemployment Insurance; helped them at their time of need.

So, at this time, we're establishing, once again, a community chapter, because even though they lost their jobs, they ought not to lose their sense of community. And, here's a group of people that we can bring together at a time of their most need and say, "Never forget what happened to you. Never forget that you got ripped off of the severance that you were owed. Never forget that your bosses made millions, and millions, and millions of dollars, and you ended up not even getting the most basic severance that you deserved". So, when we reach out to people, brothers and sisters, when we include them in the discussion, when we let them know we care, then we're going to change the communities, we're going to change the mind-set, we're going to change the social fabric of this country, and that's why Unifor is going to be different, because we're committed to doing that.

But, we're talking to the politicians as well. And, are we ever talking to the



politicians. And, when you talk to the politicians, the employers listen as well. But, we also found that when you speak to the employers, the government listens very well. And, we're meeting with the employers, and we're saying: Listen, if you think that the governments of the day are going to attack us, and you're going to sit by there quietly and say nothing, and allow our rights to get trampled on, then you've got to understand something, Mr. Employers; every time the governments push us, we're going to push you back twice as hard. So, unless you want a labour relations war in this country, you better join with us in telling the governments of the day to stop the nonsense, and you need to know what I'm saying to the politicians, because we are being very direct. And, like I said, I'm meeting again with Kellie Leitch today at 4:00, and I'm meeting with her most weeks, and I'm speaking to her most weeks. And, it's not because she particularly likes me; it's because they know that we are a strong voice for labour and they have to deal with us. And, they understand that we're here, we're getting stronger, and we're not going away. So, you need to know what we're saying. And, I'm saying to her on 377, just so you know, because they talk about 377 as being the transparency bill. Tell me about it. Give me a break. There's nobody more transparent than us. There's nobody that is more visible than us. There is nobody that has our wages publicized more than us. We go every month to our membership meetings. We are as transparent as can be. But, we know that it's not about transparency. It's about silencing our voice. And so, you need to know, I've said to Kellie Leitch, I've said to Moore, the Minister of Industry, I've said to numerous Members of Parliament: If you think you're going to railroad our organization with 377, then you need to know we're not going to do it. You can pass all the legislation you want. When 377, if, in fact, it ever becomes law, we aren't doing it. We are not going to put one piece of paper, submit one piece of paper to the government. Not one.

And, we've also said to her, and we've said to all the government politicians, if you think that you are going to hide as a government behind laws that are being introduced by back benchers and somehow saying that it's the right of back benchers to dictate the policy of the government, we're going to say that's bull, because you've got to understand there is no way that we are going to allow some flunky back bencher to make the rules, to introduce laws in Canada that's going to affect the relationship that we are going to have with the employers, and is going to impact the relationship that we're going to have with our politics. So, we are being very straight. And, we're also saying, you now have two options, because we are going to be disobedient. Option No. 1: You can throw me in jail. I'm not home anyway. Who gives a damn? But, the reality is, is that all you are going to do is ratchet up the issue so that the working class knows what you are trying to do to destroy the middle class and the working class. Or, Option No. 2, you can sue us, but you need to know, Madam Minister or Mister Minister -- everybody calls everybody "Minister". I just call them by their first name, but anyway. You need to know that if you sue our organization that the first set of contract negotiations we are in with one of the major employers, if you sue us for \$100,000.00, I bargain an extra \$100,000.00 off them. If you take \$200,000.00 from us, I take \$200,000.00 from them. \$300,000.00, \$300,000.00; \$400,000.00, \$400,000.00. They're not going to sue us. There is not a chance.

Then we went to meet with the employers from the federal sector, and we said, "Come on in to Ottawa. Come on into the Unifor office", and they all came; CN, CP, VIA, Bell, NAV Canada. Air Canada didn't show up, because they had an issue that day. Anyway, they were all in the room, and I think we were diplomatic, a little bit. Best I can be, anyway, based on my limitations. But, anyway, we were candid, and we said to them that you're not going to sit back and say nothing, and you need to know that the government is sticking their nose in your business. It's kind of like how none of us like to go to arbitration, because the arbitrator -- the company never likes an arbitrated decision, because they always say that they don't want a third party to determine how we're going to run our business. And so, we said to the employers from Fedco, you are now allowing the politicians to determine our relationship or

whether or not we have one. So, you need to understand, if you're going to let them screw us, you've got to know you're in trouble, because we're not going to let it happen. And so, we were straight. We were aggressive. We were blunt, and we were sincere, and they know that.

So, the Fedco group is regrouping, and they are saying to us, "Listen, we've already told them that we do not support unilateral changes to labour legislation without tripartite improvement", but we're going to make sure that people understand how serious we are in having a say in how we're going to deal with Unifor. So, brothers and sisters, this really is about a debate about how we are going to conduct our own business, and we are being dead straight with the governments of the day of what our reaction will be.

Just to give you another example, after we met with the Fedco group, after we met with Moore, the federal Minister of Industry, the whole day we were in Ottawa lobbying -- so think about this. You need to see Unifor in action, because we had about 70 local union leadership from coast to coast to coast all from the federal sector, and we were all in Ottawa. And, we were lobbying the politicians and the senators, and you had to see the sight. When you have Dave, the president of the SaskTel local, and Dylan, the president of the Allstream local, former CEP and former CAW walking together into the House of Commons knowing they're going to lobby politicians, talking about telecom issues, talking about labour issues, talking about how the governments are pushing. And then they broke and they met with their own Members of Parliament, and many of those who are local union leadership met with their politicians and said, "Incidentally, my name is", and "I represent 800 members in your community, and I want you to know on behalf of our 800 members that if you think that you're going to ram that labour legislation through, we're going to make sure that our 800 members speak to their 800 sisters, 800 brothers, communities, and we're going to make sure that you're unemployed. So, we had one heck of a day, let me tell you, in the House of Commons, but it didn't end there, because what we did is we hosted an event at 7:00pm that same night in the House of Commons. If you can believe this, it was held in the Railroad Room. I mean, you want to talk about a play on words, the federal government is looking to railroad us with their legislation, and we're meeting in the Railroad Room.

So, we had an event. We had a social, and we invited all of the politicians and all the senators to join us. And so, they ended up meeting probably till about 8:00/8:15pm that night. And then 10 politicians, 20, 30, 40, 50, 60, senators, all came into the Railroad Room to talk to us as leadership of Unifor. And, do you know why they were there? They were there out of respect, because they know that we are making a difference, and they know they have to listen to us. And, it was a proud moment for all of us to bring them all into the room so that we could talk to them about our issues. Then I got up and spoke, which probably surprises nobody in this room, but I used it as an opportunity to talk to everyone in the room, the politicians, about the type of discussions they should be having in the House. They ought not to be having discussions about destructive politics. They ought not to be having partisan politics that destroys communities and lives.

Why is it that politicians can't all get together in a room, whether you're Conservatives, Liberals or the NDP working with the Senate to make sure you're coming out with legislation that helps young people, that gets rid of precarious work, that strengthens laborers' rights, that does the things we need to do to make a better society?

So, you should all be getting together, working together, instead of getting together fighting each other and destroying the country. Now get your acts together, politicians, and do it right, and they understood. Whether or not that will happen is another question, but the reality is we need to have the debate. And, it was perfect, because when they all came into the room, it was kind of like bringing the chickens to Colonel Sanders; right? Because it really gave us an opportunity to grab Terence Young from Oakville -- where's Gary Beck?

Here, we're in Oakville with the big Ford announcement. Ford puts in \$700 million, two levels of government put in \$150 million, and there's Terence Young going "Yay" as a Conservative Member of Parliament, shaking our hands saying what a great job we're doing.

Meanwhile, I know that Terence Young is in the House of Commons supporting 525, C4, 377. So, I grabbed Terence Young, and I dragged him to the side, and we had a not very respectful conversation on what I thought he was doing. But, it wasn't only Terence Young. There were several others that we grabbed and we talked about, why are they doing this? Why are they trying to destroy the working class? Why are they picking a fight that is going to destroy labour relations in Canada? And, they don't have a debate, do you know why? Because, do you see all these changes that they're trying to implement? Not one employer asked for them. Not one employer said, "We need C4". Not one employer said, "We need 525". Not one employer said they need 377.

That's a bunch of right-wing Conservative ideologues sitting in a room saying, "It's now time for us to strengthen the One Percent". And, brothers and sisters, they will never strengthen the One Percent. They will never take away what is ours if we're prepared to do what is necessary in order to stop the fight. Let me tell you about respect. I was at the Sheraton Gateway Hotel, and I know I've said this to several of you in this room when I spoke at different events, but I know most of you haven't heard this. I was in the Sheraton Gateway Hotel with Peter Kennedy and some of the staff of the union, and we broke for lunch. So, as we left, I ran into three labour relations people: Bombardier, Boeing and NAV Canada, and I said, "What the heck are you guys doing here?" And, they said, "Oh, we're here for a meeting". And, I didn't think much about it, because I knew the next day I was actually speaking at a conference which had the hundred senior labour relations people across Canada who were attending this conference, and I was going to be the guest speaker. So, I thought, "I really like these odds, to be honest with you; a hundred to one. It was perfect". So, I was going to have some fun with it, and I knew I was going to have some fun with it.

But, then I asked where they were meeting, and they said, "Oh, we're meeting in a room down the hall", so I said I'd stop in after. So, I did. After I had lunch, I walked into the room and I went, "Holy crap". The room was full. And, I walked around, and I went, DeHavilland, NAV Canada, Boeing, Ford, General Motors, Chrysler, Suncor, Resolute, Bell. I started to walk around the room, and they were having a Unifor party. All the senior labour relations people from across the country were all in one room talking about how the heck they were going to deal with us. And, there's no better compliment, no better compliment when you get the largest companies in the country getting together in a room knowing that there's going to be change and they're going to have to deal with it.

So, we talked to the politicians about 525, and here is 525 in its most basic of forms. And, here is probably the easiest way for us to explain this to our members and to our communities, because 525 impacts the federal sector, but 525 makes it almost impossible to organize, and it makes it almost automatic in case of a decertification, because all of a sudden, for the purpose of the count, everybody in the bargaining unit is included, not just those that actually vote.

So, let me give you an example. We are now going to try to organize a bargaining unit of 101 people. Fifty people signed cards. We go for the vote, 50 people vote yes. They will not have a union, because the 51 people that didn't vote are deemed to be no votes, and the 50 people that voted yes are deemed to be "yes" votes. Shame. So, here is what the proper analogy is, and here's what we're saying to the media, here's what we're saying to the government, and here's what we're saying to anybody who will listen: If those were the rules in place for the federal government, then the good news would be that we wouldn't have a federal Conservative government, because think about this. The federal Conservatives have a majority government with 38% of the vote. Only 50% of Canadians voted, which means they have 19% of the vote. So, with my math, that tells me that 81% didn't vote for them; therefore, Harper and your other cast of characters, get the hell out of Ottawa, because you shouldn't be there if you had to live by the same rules as you're trying to invoke on us. And then they say to us: We're now going to change the right to refuse. Think about it. They now have legislation

on the right to refuse covered in C4, and they're saying now that we're going to restrict it, and we're going to make sure that we don't waste the Inspector's time when it comes to refusals that aren't deemed to have merit. They said: you know, 80% of those work refusals were deemed not to have any merit. And, we said: respectfully, Minister and Deputy Minister and the rest, 20% of them obviously did have a hell of a lot of merit, and does it not make sense that you concentrate on the 20% to make sure that even if there's 20% of work refusals that the reality is that's 20% too much and you should be concentrating on fixing the workplaces instead of putting in place road blocks for the injured workers? Just absolutely ridiculous.

But, they also have said, if you can imagine, under C4 that if we take away and make a decision that an Inspector won't go in for the final step in a refusal that we can actually have the Minister or designate make the decision on the merits of the work refusal. So, these are people now that are going to sit in Ottawa and make a decision as to whether or not danger was imminent. So, these are people who are going to take away the roles of inspectors. Think about what history has shown. The history of taking away inspectors in the Province of Ontario is evident when you look at the lives that were lost in Walkerton, when Harris decided to start to take away inspectors who were responsible to ensure that people had fresh water to drink. And, take a look at what this government has done. Take a look at Lac Mégantic. Take a look at what deregulation has done. Take a look at what happens when five years ago we had one inspector for every five tankers of oil that were taken on a train, to today where we have one inspector for every 4,000 tankers of oil that are moved on trains. And, these are the people who are now going to tell us they are going to remove inspectors as it relates to workers' health and safety.

Brothers and sisters, we are in the fight of our lives. We are now going to have the government tell us, when it comes to potential labour disputes, they are going to be the determining factor as to what constitutes essential services. So, the government is now going to come into our collective bargaining where we have 80,000 members in the federal sector, the largest group within Canada in the federal sector, and they are now going to make the decision on what is an essential service? It's not going to happen, because think about this. If you want to think about people who don't know anything about essential service, think about this. This is a government that five times stuck their nose in collective bargaining; three times with our members at Air Canada, one time with our members at rail, one time with postal workers. They stuck their nose into our collective bargaining and said, "We're going to order you back to work and we're going to impose contracts". So, they stuck their nose in saying that these were essential services, and it was in the best interest of Canada to put these people back to work. Yet, this is the same damn government that prorogued themselves four times, strikes to democracy of Canada, withdraws their labour, and doesn't understand that it's their responsibility to run a democratic country. If they don't see themselves as an essential service, what gives us credibility to think that they're going to be able to determine what essential services are covered by our members in a collective agreement?

So, we're having discussions, and we're talking to the province as well. And, we're saying to the province: You can't just sit back and let these things happen federally that's going to have a negative impact on us provincially. You need to have discussions yourselves about whether or not you have any guts or whether or not you have any fight. And so, we're meeting with Wynne. I've met with Wynne a few times. I've met with her Ministers. I've met with Andrea Horwath. You need to know what I said to Andrea Horwath. I said to Andrea Horwath: We are NDP'ers. We support the objectives of your party. But, just so we're clear, you have more power today as the leader of the NDP propping up the Liberal government provincially than you've ever had in your life. So, your commitment cannot be this quest for power. It has to be about how do you use your power to better the lives of working people across the province? So, as long as you are leading and pushing for a progressive agenda, then we ought to keep this government functioning, because the time this government stops looking after working class people, then you may have to make the strong decision. But, I

reminded Andrea, and you need to know this, and I didn't need to remind her, because I know she wants to do what's best for working people. There's no question in my mind about that, by the way. I know that for sure. But, the last time that the NDP decided to bring down the Liberals, we ended up with Harper, and we see where we're at today. So, government has to be about its stakeholders. It has to be about people. And, we're suggesting that the government in Ontario, and the New Democratic Party, please work together to build the type of province that we need, and make sure that you tell Tim Hudak when we end up in an election that his policies and his politics will be exposed and destroyed by the parties during every type of debate. Because, one thing, and I give them both credit, both of them know -- and think about this in this room. The next provincial election is going to be about us. It's going to be about workers; it's going to be about workers' rights.

So, it's going to be a clear debate in our province about the working class, about us, about unions, the roles of unions, how we prop up non-union workers. And, those two parties know that that is going to be how they are going to define themselves to make themselves different than Hudak, and I'm looking forward to the debate.

You need to know I met with Bill Davis, the former Premier of the Province of Ontario. And, you might be thinking, "What the hell is he doing meeting with Bill Davis, the former Premier of Ontario?" Here is why I met Davis, because Davis is the one that put into place the Rand Formula in Ontario as a follow up of the great Fleck strike led by my hero, Bob White. And, the Fleck strike was about women fighting for union recognition, and fighting about dues check off. And, the top union leaders across the country at that time and in this province were pushing Davis, and were pushing Hugh Segal, and were pushing others to say there will be continued labour unrest in this province unless you put an end to the carnage. And, Bill Davis was the Premier that took on his own party that said, "I'm instituting the Rand Formula. I'm going to institute mandatory dues check off, because it's the right thing to do".

So, I met with Bill Davis, and Bill is now in his eighties, and he's not in the best of health. And, I met with him for probably a good hour and a half. And, he talked about what politics is supposed to be about. And, he talked about his arguments with Bob White, and he talked about his arguments with Cliff Pilkey, and he talked about his arguments with union leaders, but he said, "Even though I argued with them, I always respected them, because I always understood the role of the union movement. And, more importantly, I also understood the role of the working class and a strong middle class as it relates to paying the freight in the province." So, I said to him, "Bill, if you believe this, and I know you do, and if you're saying to me what you strongly feel about the problems that Tim Hudak is causing for your party, if you're saying to me that you disagree with the labour legislation that's proposed before the House right now in Ottawa, as an elder statesman of the party, why aren't you saying anything? People in Ontario will listen to you. Tories will listen to you. People will understand that there's a better way to do things; that we need to build an inclusive society, and you don't create an inclusive society by going after the trade union movement". And, he said, "Let me think about it". I spoke to him a couple of weeks ago after I read an article in the Toronto Star where he was in a meeting with Andrea, with Kathleen Wynne and with Tim Hudak, and he used it as an opportunity -- no, Andrea wasn't there. Excuse me. He used it as an opportunity to talk about respectful politics, and he also used it as an opportunity to tell Tim Hudak, "Tim, if I were you, I would tone down the rhetoric. And, if I were you, I'd start to surround yourself with some more moderates, because that's what this province needs". Think about it. In a public forum, Bill Davis saying to Tim Hudak, "Straighten out your act". So, that's why I met Bill Davis, because he can help what it is we're trying to accomplish. And so, I said to Bill Davis, "I've put in a call for Hugh Segal, because I want to thank Hugh Segal for the role that he has played in having 377 defeated and overturned in the Senate by coming out with the Segal recommendations that in essence gutted 377". He said, "No problem, I'll have the meeting set up for you", and sure as heck, by the time I got back to my office, Hugh Segal's office has

already called Rita and set up the meeting.

So, I've met twice now with Hugh Segal, and Hugh Segal will be here tomorrow. And, I know some of you are going, "Why would he be here tomorrow? He's a Tory". Listen, when a Tory senator single-handedly changes 377 to gut it, has the guts to tell Stephen Harper and his Cabinet to get lost, tell his Conservative colleagues in Senate to get lost, when he is out there saying that this is inherently wrong and we're going to destroy the working class by doing this, anybody that says that can have 10 minutes at our convention.

We met with Eric Hoskins a couple of days ago. Eric Hoskins is the provincial industry minister, and we talked to him. And, like I said, we talked to Kathleen, we talked to Naqvi; we're talking to everybody provincially, and we talked about a couple of things so he understands the importance of this. And, he said, "Listen, we need to talk to you about Harper looking to move forward on a free trade agreement with South Korea. What do you think?" I go, "What do you mean what do we think?" The trade imbalance with South Korea right now is so ridiculous. They dump hundreds of thousands of cars a year in Ontario, and we're not able to sell one over there. So, we know, of course, what a free trade deal with South Korea will do. It will just lead, once again, to another nail in the coffin in the auto industry, which is such a key industry here in the Province of Ontario. So, you need to have some guts, Eric. You need to stand up and you need to say that there is no way that any free trade agreement with South Korea is going to have the support of the Ontario government. You need to get out there and you need to lead, and you need to tell Harper that you're going to challenge him and fight him every inch of the way. And so, they got the message from us loud and clear, and I think that's exactly what they're going to do.

But, we also talked to them, if you can imagine -- my home plant is Bombardier, is DeHavilland aircraft. And, we talked to them because Bombardier is talking about putting together an assembly line in Russia. So, think about this. The Dash 8 program was developed with billions of dollars of Canadian taxpayers' money, federally and provincially, and now they want to put an assembly line in Russia to sell a hundred planes. So, we have said to Hoskins, and Hoskins raised with us, that because of the investment they made over the year, they may very well have some veto rights on this, and we're saying, "You better call Bombardier in the morning and you better let them know that if they intend on proceeding without ensuring that we've got a good chunk of that work here in Downsview, then you will use every bit of power you have as government to make sure that the assembly line in Russia doesn't happen.

But, that's what happens, brothers and sisters, when we talk to governments that at least want to listen and understand that it's important to have some sort of a strategy to create jobs in the province. I complimented Naqvi, who I've met with several times. He's the provincial Minister of Labour. Why? Because when we talk to him about precarious work and temporary work, we're talking about our vision as Unifor, they came out -- I don't know if you caught it. They were about to introduce legislation that really is going to help precarious workers in the Province of Ontario, who are being ripped off by their employer as it relates to monies owing, severance, a whole variety of things.

So, is it wonderful? Yes. Is it a start? Yes. Is it Utopian? No, but at least they're listening, and they're starting to understand that they have to put young people, working people, workers who are the lowest end of the pay scale first, and at least they're starting.

So, we met in Ottawa, and we met on CETA, and I have to share this story with you. You have to understand when you appear before a standing committee you've got one whole side full of Conservatives, you've got the head of Conservatives; and then you've got the other side, you have Liberals and NDP'ers. And, we were talking about CETA, and we were talking about how it's going to destroy our country, and we're going to talk about how it's going to destroy so many of our key industries. Think about it. Within CETA, they have a proposal that says that the provinces cannot make decisions as it relates to local procurement. And, they have proposals that say that a European company can sue a province if, in fact, they choose

to buy locally as opposed to giving an unfair opportunity to a European business; have you ever heard of anything so utterly ridiculous in your life? So, we said this at CETA, and then we talked about all the dairy farmers, the Black Diamond Cheese industry, and how the telecom workers who are already under enormous attack by our government, they're looking to deregulate it completely, and under CETA, it would make it even worse. Think about it. They're even going to make drug costs higher by extending the period of time for drug patents, and we all understand, because we all bargain for a living. We all understand how difficult it is to bargain improvements in our drug plans because of escalating costs, and now under CETA, they're going to make it even more difficult. So, we had one heck of a discussion in front of the standing committee on CETA. And then when we were done, it was question and answer, question and answer. So, you've got to love this one. There's a Conservative. His name is Ron Cannan. Do we know where he's from? I don't know where he's from. I should know what province he's from. Anyway, Ron Cannan says to me, he goes, "Hold on here, Jerry", because one of the arguments that we were making is we ought not to have a vote on CETA until we've seen it. Nobody has seen the document. The only thing anybody has seen on document is a pamphlet that says -- here are the highlights of it.

So, he said, "I don't know why you're spending so much time talking about wanting to see the document". He says, "I used to belong to a union myself, and I went to a ratification meeting, and I wanted to see the final document, but the union wouldn't show it to me. All they had was a highlight sheet." I said, "Well, normally we'll put out a highlight sheet, but if anybody wants to see the signed documents, we have everything here. In some circumstances, we photocopy the whole thing". He says, "No, no, because what unions do is after you carve the deal and you ratify it, then you go back and you finalize the paper work". I said, "Not in our organization. You don't know what you're talking about". He said, "Well, that's what happened at my ratification meeting", and he said, "Let me tell you something; I didn't like it. I wanted to see the written document". And, I said, "Congratulations, Mr. Cannan. You and I agree on something, because I'm not going to agree to CETA until I see the signed final document either. So, you and I agree with each other". Well, the Liberals thought it was funny. The New Democrats thought it was funny. The other Conservatives didn't think it was so funny. And then another Conservative, his name is Devinder Shory, he is from Calgary. He said, "Mr. Dias, on the 6<sup>th</sup> of September, you said this, which was very unflattering to the Conservative Party. On the 8<sup>th</sup>, you said this. On the 10<sup>th</sup>, on the 15<sup>th</sup>, the 20<sup>th</sup>", and he walked right through this whole list of all these things that I said. It had nothing to do with CETA. It had everything to do with what I said. And, he said, "What do you have to say about that?" I said, "I'm guilty. I said it all, and I said a lot more than that. Let's not fool each other, please. We don't get along. Your government is trying to screw the middle class, our organization, and we're going to pretend we like each other? Let's not play the game. So we're clear, as long as you're coming after us, we're going to come after you, and if you don't like what I'm saying, change your ways".

Anyway, a little humour for you. Just a little humour. I'm now leaving to go see Hugh Segal after a total free for all. You should have seen it, it was a dog's breakfast. It was wonderful. I had a great time. So, anyway, I left the standing committee, and I walked around the corner and up the street and around, and I went in to see Hugh Segal. So, as I'm registering with security to go see Hugh Segal, there went all the Tory politicians going through the back door, including Devinder Shory.

So, I will behave myself, I promise. Maybe not in my first term; hopefully, if you re-elect me again, in my second. We'll see. But, anyway, I couldn't help myself. There they were. They left the building, they were on the street. So, I ran right out on the street and I confronted him right in the middle of the street, and I said, "By the way, we're not only going to confront you and the standing committees, we're going to confront you too in the streets. Our organization is going to confront all of you in the streets, if that's what it's going to take to win

back the rights that our members deserve. So, get ready, Mr. Shory". And, whoa, he almost had a heart attack, but he got the message.

We went into bargaining in CAMI, and we've gone into a lot of bargaining since. And, one of the most important things that came out of CAMI bargaining was what we did for the temporary workers, because we showed the temporary workers in our union, we showed temporary workers outside, that with a union, you can change things. You can convert part-time jobs to permanent jobs. And, we made sure that we took care of our members at CAMI to make sure that they are now full-fledged Unifor members with all the rights that come under a collective agreement, and we made sure that we honoured the three years that they had in the plant. But, let me tell you why that was so important, because as I sit here today, we are organizing the Toyota workers by the truckload. And, let me tell you something. Toyota yesterday came out and said -- unilaterally invoked that anyone who was hired after 2011 is now going to be moved from a DB plan to a DC plan. So, think about this. This happened yesterday. In less than 24 hours, we have another 230 cards signed. This brings us to over 3,000 Toyota members signing cards to say that they want to be members of Unifor. So, brothers and sisters, 3,000 people, that's more than 98% of our workplaces. So, think about how we're going to be a better organization when those Toyota members are in this room, and I'm looking forward to the day.

So, brothers and sisters, we've got a lot of challenges. We've got a lot of challenges in the forestry industry. We've got a lot of challenges in the media industry. We've got a lot of challenges right through every sector of our economy. But, one thing I do know, I do know that we are going to change things. And, I do know that we are going to provide the type of hope and vision that our members want. And, we're going to do it because of who we are and what it is we are going to stand for.

We have spent a lot of time building Unifor in three short months. We put together strategic planning committees which have met twice already to identify the priorities of our union. We're talking about putting together a Good Jobs Summit, which is going to happen next year, where we're going to bring in young people. We're going to reach out to universities. We're going to bring it out to student councils. We're going to work with people who are under employed. We're going to work with young people who 30% of them are unemployed and under employed, the largest sector within our country that are feeling the challenges. We are going to build all of these movements, because that's what our responsibility is.

I want you to think for a minute, because Canadians are watching, and they're watching everything that's going on, because Canadians today are much more in tune with politics than they've ever been. Young people today are paying attention, because they've been betrayed. And, it's not only the young people that know they've been betrayed; their parents know that they've been betrayed, because if you cut away all the rhetoric, you just need to ask people, "Are you better off today than you were yesterday? Do our children have more options than they did years ago?" And, every person that you ask that question to will say that their children don't have the same opportunities that they did, and that's a problem, because young people today aren't moving on with their lives; they're moving back home, because they don't have an income to provide for their family.

But, people today, Canadians are watching what happened with the Occupy Movement in Quebec, because Canadians saw that young people in Quebec changed the politics of Quebec in defeating the Charest government, and made sure that there was a debate that young people have to be a part of the economy.

Canadians today are watching what greed is doing around the world. Canadians were horrified while they saw the mass carnage in Bangladesh, thousands of workers being killed for no apparent reason. It was all about greed. Canadians are watching as 1,500 Wal-Mart stores are being picketed in 46 states, because people want a living wage from their employer that made about \$12 billion in profits last year. Canadians are watching while the



Wal-Mart store in Canton, Ohio set up a holiday food drive for its employees because their employees were living in poverty and couldn't even afford a decent Christmas meal. Canadians are watching as the Tea Party self-destructed in the United States over their desire to destroy what Obama was doing and trying to bankrupt the nation. And, why were they doing it? They were doing it to strengthen the One Percent. But, not only did the Americans see it, but Canadians are seeing it as well.

And, think about what Obama was saying, and watch what he has said in the last few days, how he was talking about the middle class, and how he was talking about a \$7.25 minimum wage in the United States is absolutely ridiculous. People are living in extreme poverty, and the way to develop a strong nation is when people have purchasing power. Yes, he's only talking about raising the minimum wage to \$10.00 an hour, but at least we have politicians who are starting to talk about raising minimum wage, and that's what we're forcing Kathleen Wynne to do here, and that's what we're forcing politicians right across the country to do. We're having them talk about how do we deal with poverty here in Canada as well? So, Canadians understand and they're watching. They're watching in the United States how there's now 24 right to work states, and now they're starting to listen and understand what that really means, because they understand that a right to work state spends less than \$3,000.00 less per child in education. Fatality rates are 36% higher in their workplaces. Family incomes are about \$6,500.00 less a year. Infrastructure is a disaster. Roads are terrible. Hospitals aren't being built. Hospitals aren't being funded. Infrastructure is falling apart.

Canadians are watching this, brothers and sisters. And, brothers and sisters, Canadians are watching when Alan Mulally, the CEO from Ford, pulls in \$68 million in 2012, and \$68 million in 2013. So, you know what? Canadians now are looking at all of this and are saying, "Hold on here. Let's take a look at what's happening now inside Canada". And, Canadians now are going and understanding that there's 830,000 Canadians that go to food banks every month; 300,000 of them are children; 80,000 new people are going to food banks each month, and we have hundreds of thousands of seniors that are going to food banks. And, Canadians are listening, and they're saying, "Hold on here". There's a debate going on in Canada about increasing CPP, because we know right now that CPP is capped at \$12,000.00, which is considerably below the poverty line in Canada.

So, tell me something, brothers and sisters, when we know we have these types of problems, and we know as a nation we can afford it, can somebody explain to me why Harper, the Premier of Alberta, the Premier of Saskatchewan, won't join with the Premiers of the other provinces in saying, "Let's increase CPP once and for all to take our seniors out of poverty, and give them back what they rightfully deserve?"

And, Canadians, brothers and sisters, are watching the E.I. reforms. People are losing their jobs because of the manufacturing industry being in decline. People are losing their jobs due to no fault of their own. And, they're seeing now that after 18 weeks, because of the new changes, people are now going to have to accept jobs at 30% less than what they were making before. And, after 18 weeks, you're going to have to drive an hour to a job in order not to get cut off, and that job can be 30 to 40% less an hour. We're looking at temporary foreign workers in Canada who are watching. This isn't about kicking temporary foreign workers out of the country, brothers and sisters. This is about exploitation. This is about us saying to foreign workers, if you're good enough to work in Canada, then you're good enough to stay in Canada, and we need to make sure that the government takes away the 15% less that the temporary foreign workers are paid compared to Canadians. That's absolute exploitation of the workers, and we're going to put young people back to work and we're going to do it honourably.

I want to end, brothers and sisters, by saying Canadians are watching all of this. They're watching unpaid interns. They're watching the Senate scandal. They're watching Rob Ford, but they're watching Rob Ford's relationship with Stephen Harper and with Tim Hudak,

and people are starting to wake up. Because in the four recent by-elections, the Conservatives lost votes in every one of those four by-elections. So, people are watching. People are watching how the Wild Rose Party in Alberta that was supposed to win ended up losing at the last minute, because people started to see them for what they were, incredibly right wing and out to lunch.

People are watching the politics. People are watching the nation, and people are now looking to the trade union movement to change things around. Brothers and sisters, Canadians are looking at the movement. They're looking at the Congress. They're looking at all of us for direction more than they ever have in the past.

Brothers and sisters, Canadians are looking at Unifor, and it is our responsibility to make sure we deliver on what we're giving to them, the type of nation that they deserve. We need to make sure we bring our province and our country back for our young people to give hope, to give dreams, to make sure that we create the society that we deserve, and that we demand immediately.

2013 is ending on a heck of a note. Hold on to your seats, brothers and sisters; 2014 is going to be a heck of a ride. Let's get it done. Thank you very much.

**BROTHER DINO CHIDO:** Thank you. We have a point of order -- point of privilege on mic number 2? Point of privilege.

**BROTHER ROBERT PINE:** My name is Robert Pine. I'm the financial secretary of Local 1524 in Kitchener. Thank you, Jerry. Thank you to my union. I am very, very grateful. Jerry, you are one of the reasons why in two months, I get to retire with full pension and full benefits. I'm 51 years old and I get to start a new life.

In 2009, Lear Corporation -- and I'm very nervous -- went through Chapter 11. We lost the 30 years and out. We lost personal floaters, and we had to pay for our dental and drugs. The union took a beating from the members. We gave up this. We gave up that. But, I always said we still had our jobs. We still had our pension. We still didn't get our pay cut. We had to pay for a few more things, but that was it.

In 2011, in negotiations, Jerry and the bargaining committee, we were up against the wall. It looked really grim. Talk on the floor was that they were going to actually close the plant at Lear. Then, a call came from the bargaining committee. No trucks were allowed to leave the plant. The members did one step better. They stopped working. The company got the message. From that, in the end, we got our 30 years and out back.

I would like to thank my local union, my local union president, Tim Mitchell, my plant chairperson, Brian Little, and once again, on behalf of the members from Lear, 55 retired this year, 60 next year, 40 the year after. And, I'm very grateful and I'll never give up the fight. Thank you.

**BROTHER DINO CHIDO:** Thank you, brother. Thanks for keeping the faith.

And, I just want to commend Jerry. I want to thank him for coming up here and giving his speech. Although he did say it would be shorter than the convention, founding convention, it wasn't. It was about 20 minutes over. But, nonetheless, Jerry, you were inspirational. You have tons of conviction. We thank you for taking on the challenge into the future over the next six or nine years to be the leader for Unifor and the face of our union, especially when we get the reports like we see in Maclean's magazine being the third most powerful man in this country. Thank you very much and congratulations.

Now, getting on with the order of the business for the day. I am going to pass over the chair to Katha Fortier, as we get into our elections. Katha?

## CREDENTIALS REPORT NO. 2

**SISTER KATHA FORTIER:** Thanks, Dino. And, thanks, Jerry, for an amazing report, as always. I would like to give an updated Credentials Report just before we move into the elections. So, this is the second report from the credentials as of 2:39pm. today. Registered for the convention are 484 delegates from 153 local unions, the National Executive

Board and the Retired Workers Advisory Committee. In addition, there are 136 national representatives, 22 special delegates with voice and no vote, and there are also 41 alternates, 12 special guests, 62 observers, 16 other staff and one media in attendance, for a total of 774 people at the Council today.

Moving into the order of the day is the elections. And, of course, I would like to, again, introduce our past president of CAW, Ken Lewenza, who probably needs no introduction to most anybody in the room. And, he is going to push me off soon anyway, so I'll just give him the microphone. Thanks, Ken.

## NOMINATIONS & ELECTIONS OF EXECUTIVE BOARD, POLITICAL ACTION AND H&S COMMITTEES

**BROTHER KEN LEWENZA:** Okay. Thank you. Thank you. Thank you very much. Just so everybody knows, when you're the national president of Unifor, it's the water in the president's room. They're all the same, long but good. What I would like to do, with Jerry's indulgence, we have a couple of guests here from Cornerstone and they want to join our union. And, they're meeting with our Legal Department today, as the employer has put up multiple challenges. But, I would like Caroline Haddad to take them to the mic and just introduce them to the convention delegates. And then I'm going to ask them a question. Take a look here. Come on, Caroline, make it quick. So, why I want to introduce these delegates there, most of you will notice that they're young people. And, Jerry raised in his speech the need to speak with the next generation. So, while Caroline introduces these folks that, I believe, are under 30 -- and, if you're not, pretend you are.

Would all those in the room stand up that are under age 30? Under age 30, stand up and stay standing. Stay standing, because Caroline is going to introduce a set of generation workers that are going to be joining you shortly. Go ahead, Caroline.

**SISTER CAROLINE HADDAD:** Thanks very much, Ken. So, yes, these workers are hopefully going to be joining our union very shortly, once we get past some legal challenges. We have got James, Michelle and Elizabeth from Cornerstone. And, hopefully, once we're at the Board on Monday for some hearings and we'll get through some challenges, and they'll be members of Unifor.

**BROTHER KEN LEWENZA:** So, why I did that, Jerry and I had an opportunity to meet them in the lobby. And, this is what I said to these three young people. And, I'm going to say it in front of the 700 delegates that are here today. On behalf of Unifor, we need you as much as you need us. You will make our union stronger. You will absolutely make our union stronger and you will make Canada stronger by joining Unifor. We wish you nothing but luck in taking on the employer. Thank you very much. Now, go back to school, I guess.

Okay. I've got a specific job here. I'm going to be conducting the election for the Ontario Council, and for the delegates recognition of the moral responsibility that we have had in our combined unions for many years, you heard this morning that Mike Lovric from Local 444 got nominated through the draw to be on the Election Committee. He withdrew from the Election Committee, as a result of his interest in nominating one of the candidates for the Ontario Council. So, we just picked another name out. So, any of the Election Committee that felt they were in conflict because they felt an obligation to nominate somebody, Mike decided to do that. So, Mike is no longer on the Election Committee.

I just want to raise with people the rules again. Where there are multiple candidates on any position, you can only vote for the one person, but you can't vote for them twice. If any delegate is not in attendance when someone from that local is here to vote and are registered as a delegate, you can vote. If you're not registered as a delegate, you obviously can't vote.

So, at this time, if I can ask the doors to be closed? And then we could go on with the nomination process. And, again, I will start off with the indulgence of the delegates, from

the top to the bottom, and that's not disrespectful. But, I would like to begin the nomination process for the position of the Ontario Chair. Can I get nominees for the Ontario Chair?

**BROTHER MIKE LOVRIC:** Thanks, Brother Chair. My name is Mike Lovric, vice-president of Local 444, Unifor, in Windsor. I am honoured and proud to stand here and nominate my colleague and my friend, Dino Chiodo as Chair of the Unifor Ontario Regional Council. He first got elected in 1999 and worked hard and long hours for his members and, now, as president of Local 444, representing over 18,000 members, including retirees.

Dino is young and very energetic. He is also the president of Windsor and District Labour Council, Chair of the Unifor Chrysler Master Bargaining Team which he led to a hard-fought set of negotiations last year. Dino also chairs the community groups in Windsor-Essex area. And, the media considers Dino as a voice of labour in Windsor and Essex County. He is also a strong advocate for workers' rights. I nominate Dino Chiodo as Chair of the Ontario Regional Council. Thank you.

**BROTHER KEN LEWENZA:** Thank you, Mike. Any other nominees for the Ontario Chair? Any other nominees for the Ontario Chair? I don't see anybody lined up at the mics for the Ontario Chair. Can I ask Dino Chiodo if he accepts the nomination from his nominator?

**BROTHER DINO CHIODO:** Dino Chiodo, president of Local 444. But, we'll get it right at some point. With thanks to my nominator, with the support of my local union that is here, with the members in the room, them indulging my humbleness in taking on the position, I accept the nomination full, and thanks.

**BROTHER KEN LEWENZA:** The Chair, with your indulgence, declares Dino elected. And, that was living proof that a president of Local 444 could speak for less than a minute.

Nominations for vice-chair of the Ontario Council? I'll take nominations at this time. Nominations for vice-chair? Do I see any nominations for vice-chair? Go ahead, sister.

**SISTER SHARON WASILEWSKI:** Sharon Wasilewski, Local 7-O. I am nominating Candace Lavalley for vice-chair. Candace is the president of our local. She is also a very strong Aboriginal woman. She is the hardest-working person I have ever met. She will work hard and be dedicated to everything that Unifor stands for.

**BROTHER KEN LEWENZA:** Thank you, sister. Any other nominees for vice-chair? Any other nominees for vice-chair? Is Candace in the room to accept her nomination? Candace, can you grab mic 5?

**SISTER CANDACE LAVALLEY:** I'm Candace Lavalley, Local 7-O. I want to thank my nominator, Sharon, and my vice-president. And, I do accept the nomination for vice-chair. Thank you.

**BROTHER KEN LEWENZA:** Thank you, Sister. Again, the Chair, with your indulgence, announces Candace Lavalley elected as the vice-chair. So, congratulations.

The position of the Ontario Council secretary-treasurer is now open for nominations. Can I get nominations, please?

**BROTHER BRUCE DICKIE:** Bruce Dickie President of Unifor Local 2458. It is with honour I rise to nominate Local 2458, secretary-treasurer, Tullio DiPonti. Tullio does a tremendous job in our community and in our local fighting for social justice and labour issues, as well as serving our local for over ten years as secretary-treasurer. He also serves as secretary-treasurer of the Windsor and District Labour Council. He serves as the secretary-treasurer of the Windsor-Essex Health Coalition, and also serves as the secretary-treasurer of the Windsor Essex County Skill Trades Council. Tullio is extremely diligent in performing his duties, and he has always been extremely fiscally responsible. I know Tullio will do a great job as secretary-treasurer of the new Unifor Ontario Regional Council. I nominate my close friend and colleague, Tullio DiPonti.

**BROTHER KEN LEWENZA:** Thank you, Bruce. Any other nominees for secretary-treasurer of the Ontario Council? Any other nominees for the secretary-treasurer of the Ontario Council? Brother DiPonti, would you stand up and accept your nomination?

**BROTHER TULLIO DIPONTI:** I do accept my nomination from my friend, my president, to be Ontario secretary-treasurer. I want to thank this Council for having the courage to accept me as your secretary-treasurer. And, I also want to make sure I thank my local union, because if it wasn't for them, I wouldn't be a delegate and I couldn't run for that position. So, thank you very much.

**BROTHER KEN LEWENZA:** Thank you, Tullio. Stay there. I just want to say in the delegates in the room, you listened to his nomination. He runs the finances of five organizations in our organization. So, if you need any money, he's sitting right there. Right there, Tullio DiPonti.

**BROTHER TULLIO DIPONTI:** Come see me. I'm a generous guy.

**BROTHER KEN LEWENZA:** Okay. I would like to open up the -- oh, Tullio, I have the privilege of suggesting that you have been elected as secretary-treasurer. Congratulations.

Okay. We're going to take nominations for members-at-large. We have eight positions for members-at-large, and we're going to go through each nomination versus individual nominations, because at the end of the day, it is a kind of a blanket nomination. So, eight are seeking the position. Then, obviously, if there's nine, we have an election. So, we will begin with nominations for members at large. Go ahead, sister.

**SISTER SUZANNE PULICE:** Suzanne Pulice, Local 229. I would like to nominate my president, Kari Jefford, for the position of member-at-large. Kari is serving her second term as president of Local 229. She is a strong trade unionist with community involvement. She is an advocate on behalf of education, women's issues, social justice, good jobs for all and workers' rights. Her job experience includes social work, heavy machine operations, transportation, hospitality work, and trade work in the Canadian Navy. And, just a little reminder to everyone, it's Kari's birthday today, so when you see her, wish her happy birthday.

**BROTHER KEN LEWENZA:** We'll do what we do best in Unifor. Happy birthday to you. Happy birthday to you. Happy birthday dear Kari. Happy birthday to you. You obviously won't see me on a reality show.

**BROTHER PAUL McKEE:** I'm Paul McKee, Unifor Local 4268. Unifor Local 4268 nominates our president, Debbie Montgomery, for member-at-large. Transportation is one of the leading economic sectors in the Canadian and Ontario economy. Debbie has been a representative in our workplace and in our industry for many years. She is serving her second term as president of our local, an amalgamated union, a local of over 2,000 members. Debbie has also worked tirelessly as an executive on the Road Transport Council. I nominate Debbie Montgomery for member-at-large.

**BROTHER KEN LEWENZA:** Thank you, brother. Well done.

**BROTHER MARK ROY:** How is it going, Kenny?

**BROTHER KEN LEWENZA:** I'm good, Buddy. How are you?

**BROTHER MARK ROY:** Right on. I'm dandy. My name is Mark Roy. I'm from Local 199. And, I'm here to nominate Wayne Gates for member-at-large. Wayne and I have served together on the local union Executive Board since 1996, and as committee people long before that. To say that we had an intense but respectful relationship would be an understatement. However, his commitment to our members, to the broader community, I have never questioned. Throughout the Days of Action, plant occupations such as PC World, Wayne has stood at the forefront with leadership and resolve. Leadership in our community under his leadership, he has broadened it. He continues to make our local union grow and prosper. And, he has done that with our community partners as well, building relationships with our local governments and our local organizations. He has chaired the United Way Campaign in 2001 and 2002. Locally, on the political scene, he has ran a number of times for the NDP federally in the Niagara Falls riding. And, most recently was elected as city councilor in Niagara Falls in 2010. It is my privilege to nominate Wayne Gates for member-at-large for Unifor.

**BROTHER KEN LEWENZA:** Thank you, Mark. Thank you, Mark.

**BROTHER JIM WILKES:** It's truly a privilege for me to put forward the name of somebody I've had the opportunity to work very closely with over the last 12 years. As president of Local 27, he is representing over 5,000 workers in 30 different workplaces, representing workers in health care, manufacturing and in transportation. He is a tenacious fighter on behalf of workers every day. It is my honour to put forward the name of Jim Reid for member-at-large.

**BROTHER KEN LEWENZA:** Thank you. Thank you. Stay there. Tell the delegates that you're just a new grandfather. You showed me the pictures. You tell them, too.

**BROTHER JIM WILKES:** I'm a new grandfather. My son had a boy. He is six months old about now. And, I'm going to be going up to Scarborough to see him shortly.

**BROTHER KEN LEWENZA:** Congratulations.

**BROTHER JIM WILKES:** And, I don't think I said my name when I got here. I'm Jim Wilkes, financial secretary, Local 27.

**BROTHER KEN LEWENZA:** We don't care about you. We care about your grandkid.

**BROTHER BREKEN CORCORAN:** Hi there. I'm Breken Corcoran, vice-president of Local 900. I would like to nominate Mark Mathewson for, I guess, member-at-large. He is the president of Local 848. I had the pleasure of meeting Mark at national energy bargaining with CEP. I'm one of the few young workers here, proud to be. And, I actually have some friends -- well, we work at different workplaces. I have some younger friends who work with Mark. And, I hope you'll accept this nomination, because from what they have told me, he does a great job for the young people in the workplace. And, I think we need to support -- get the young people out to these committees and these conventions and encourage their involvement. So, thanks, Mark.

**BROTHER KEN LEWENZA:** Good job, brother.

**BROTHER PAUL MORSE:** Good afternoon, brothers and sisters. I'm Paul Morse, president of Local 87-M. We're a media local. We represent 34 media outlets across the province, including the Star, the Globe and a raft of others.

I would like to today nominate K.H. Wong for member-at-large. K.H. is a journalist who -- a very respected journalist at a newspaper here in Toronto in the Chinese community called Sing Tao. And, back in the '90s, K.H. realized that the type of things that places like Chinese community newspapers did to their workers just simply was no longer acceptable. And, he took it upon himself, along with several others, to organize that place; the result of which is that they promptly fired him and shoved him out the door. However, we put a massive effort into bringing him back and were successful. And, consequently, K.H. has become a central figure in the organizing efforts that we put into the ethnic media communities here in Toronto and in other places across the nation. Most recently, K.H. helped in an organizing drive of one of the nastiest newspapers that you're ever going to find, a place called Ming Pao here in Toronto. Ming Pao is the kind of place where in their attempt to bust the organizing drive, the owners of the paper put letters out to its members, calling union supporters, union activists, union sympathizers, nothing more than Maoists and drug addicts.

It didn't matter that they have children at home. It didn't matter that they're upstanding members of the community. At the end of the day, they're little more than drug addicts. Needless to say, we won that fight. K.H. currently is the treasurer of 87-M, and I am proud to nominate him today for member-at-large.

**BROTHER KEN LEWENZA:** Well done, brother.

**SISTER LYNN JACKSON:** Hi. Lynn Jackson, Local 598 in Sudbury. I would like to nominate Anne Marie MacInnis for the position of member-at-large. Anne Marie is a graduate of the Labour College of Canada and has been an activist for over 32 years. Over the years, Anne Marie has held numerous positions, from unit chair, local Executive Board, member-at-large, council and convention delegate, discussion leader; community-based organizer, a

position she held for over 10 years organizing 19 substantial workplaces. I am proud to say that Anne Marie MacInnis made history at Local 598 in Sudbury when in 2009, she became the first woman vice-president, a position she held for two terms until October of this year, when Anne Marie again made history by becoming the first woman president in a local that has been in existence since 1882.

So, in closing, I would like to encourage you, sisters and brothers, to support Anne Marie MacInnis for the unity team member-at-large. Thank you.

**BROTHER KEN LEWENZA:** Well done, sister. What a great local union with a great history.

**BROTHER CHRIS WRIGHT:** Good afternoon. I'm Chris Wright, president of 30-O. And, it is my pleasure and honour to nominate Maggie Harbert for the position of member-at-large. Short but sweet, she has got to be one of the most passionate union activists I know, and I have followed this through my 13 years in the union, and I think she will do a superb job in this position. Thank you.

**BROTHER KEN LEWENZA:** Thank you, brother. Well done. Any other nominees for member-at-large? Any other members? Any other nominees for member-at-large? I see the nominees. I'm going to go from the first one down, the first nominee to the eighth, to see if the nominees accept their nominations.

Number 1, Kari Jefford, do you accept your nomination?

**SISTER KARI JEFFORD:** Yes, I accept my nomination with thanks to my nominator. And, also, thanks to everybody for the happy birthday. Just so you know, I am 29 and I'm going backwards. I am now a youth delegate. Thanks.

**BROTHER KEN LEWENZA:** You darn well look younger, too, sister. And, I'm not looking for votes.

Debbie Montgomery was the number two nominee. Do you accept your nomination, Debbie Montgomery? Where is Deborah?

**SISTER DEBBIE MONTGOMERY:** Yes, I accept my nomination. And, I am very honoured. And, I would like to thank my nominator and my local and Unifor.

**BROTHER KEN LEWENZA:** Congratulations. Another youth delegate. Wayne Gates? This is going to break the pattern all to heck.

**BROTHER WAYNE GATES:** I don't know why everybody is laughing. I certainly accept my nomination with thanks to Mark for nominating me. And, I can tell you, I have been around a long time, and I can appreciate some of Kenny's comments, for sure. But, I am absolutely thrilled and honoured that in the back end of my career, you are going to give me the opportunity to help make Unifor exactly what Jerry is talking about, is take back our province, take back our country, and make sure that our children and our grandchildren have a future. So, thanks very much. I appreciate it.

**BROTHER KEN LEWENZA:** You look good for your age. Jim Reid.

**BROTHER JIM REID:** I thank my nominator. I thank my local union. I look forward to working with such a great group of trade unionists on the Ontario Regional Council. Thanks very much.

**BROTHER KEN LEWENZA:** Thank you very much, Jim. Mark Mathewson, all the way from Sarnia.

**BROTHER MARK MATHEWSON:** Yes. Thank you very much. I accept. And, Breken, great job. I appreciate it. Thank you very much for the nomination. I'm very excited about being a part of Unifor and the Ontario Regional Council. I think we have got great potential. I look forward to representing each and every one of you. Thank you.

**BROTHER KEN LEWENZA:** Thank you, Mark. K.H. Wong, do you accept nominations?

**BROTHER K.H. WONG:** Yes, I accept the nominations. And, thank you, my nominator, and thank you for offering me the opportunity to serve. Thank you.

**BROTHER KEN LEWENZA:** And, thank you for your courage, brother. Thank you for your courage. Anne Marie MacInnis.

**SISTER ANN MARIE MacINNIS:** I want to thank my nominator and thank my local, my progressive local. And, thanks to everyone here. And, I am very pumped, very excited with a lot of energy. Thank you.

**BROTHER KEN LEWENZA:** I just want to remind the new president that Local 444 loaned 598 \$100,000.00 50 years ago and you haven't paid us back yet. And, that is when you were a Steelworker. We want the money. Maggie Harbert?

**SISTER MAGGIE HARBERT:** Thank you.

**BROTHER KEN LEWENZA:** You don't owe us any money. Relax.

**SISTER MAGGIE HARBERT:** I don't want to accept my nomination. Thank you. No, I'm just kidding. I had to do it. I want to thank Chris for the kind words he said. And, I am really honoured to take this position and I will give it all I have. Thank you very much.

**BROTHER KEN LEWENZA:** Maggie, thank you for not confusing this situation. Again, I want to thank the delegates for your patience and tolerance for the eight nominees. But, I do declare those eight nominees elected. Would all eight members stand up as we recognize their election to the Ontario Council? Thank you, everybody. That was great.

Now, we have three delegates to be elected to the Ontario Council Political Action Committee. And, I would now take the nominees for the three positions for the Political Action Committee. And, I'd just remind people of Unifor that these three delegates are elected to represent us at the National Council, but the Political Action Committee will need more assistance and more support and more participation besides the three that are elected. Okay, I'm going to mic 6.

**BROTHER JOHN D'AGNOLO:** Brother Kenny, I'm honoured to nominate Chris Taylor, president of Local 200, the home of the Rand Formula that was talked about earlier today. Chris Taylor is always fighting and challenging all three governments, all three parties, to protect our health care, union rights, our veterans. And, just last week, he was at Heinz. I'm going to get into a little bit more.

I deal with Chris Taylor day-to-day on all types of issues. And, sometimes we don't agree. And, we don't agree. Chris is a listener. And, what I mean by that, you can be arguing. He'll listen to you. He'll challenge you. But, he'll respect it. And, I think that is important for this Committee. And, that is why I am honoured to nominate Chris Taylor. Thank you very much.

**BROTHER KEN LEWENZA:** Thanks, D'Aggy.

**SISTER GWEN CAMPBELL:** I'm Gwen Campbell, Unifor Local 1285. I stand to nominate Jacqueline McIntosh. Jacqueline has been a member of CTV Bell Media Incorporated since 1989. She was the first women hired there as a full-time ENG editor. Maybe the former CEP people know what that is. I have no clue. But, it's something in TV, because she works -- she video edits for the Morning Show, Canada AM, CTV News Channel, Power Play, and CTV National News. Jacqueline first became a member of CEP National Women's Committee back in 1995. She was the racialized Worker of Colour and Indigenous Aboriginal Worker rep. She took two years away from the National Women's Committee to deal with some family issues. However, returned in 2011, and has been on the Ontario Region Women's Committee. In addition to her responsibilities on the Women's Committee, she is also chief steward of her local's Executive Board for the CTV Division from Unifor 79-M.

Jacqueline has had the opportunity to see firsthand the progressive policies that were formed by the different CEP committees and rank-and-file board members over the last 18 years. Now that we are all together as Unifor, she sees there's lots of opportunity for members, communities, friends and family. She is looking forward to working with the Unifor Political Action Committee. I had the pleasure of meeting Jackie for the first time at the CEP Women's Conference in Port Elgin. A fabulous sister. We have kept in contact since then. I know she is going to do an absolute fantastic job for the Political Action Committee. Thank



you.

**BROTHER KEN LEWENZA:** Thank you.

**BROTHER ANGUS MacDONALD:** Hi, Ken, Brother Ken.

**BROTHER KEN LEWENZA:** Hi.

**BROTHER ANGUS MacDONALD:** Angus MacDonald, president of Unifor Local 1256. I am honoured to nominate Will Lambert today, a long-time activist, not only by title, but by his actions; a proud long-standing member of former CAW and now Unifor. Twenty-four years, Chair of Oakville Transit, vice-president with Unifor Local 1256. He served 13 years, president of the Oakville District Labour Council. CAW organizing committee, Days of Action against the Conservative Government in '96 in Hamilton and '98 in Kingston. 1993 till 2000 ran politically, three times federally and once provincially for the NDP. Will Lambert has never been shy about his leftist ideology. In fact, over the years, at CAW Council, his position has always been known. His fight against the corporate agenda and his advocacy for public ownership, his dedication to workers' rights has been his lifelong pursuit.

Today, I stand proudly to nominate Will Lambert to the Political Action Committee, and could not think of a better candidate.

**BROTHER KEN LEWENZA:** Thank you, Angus. Thank you. Any other nominees for the Political Action Committee? Any other nominations for the Political Action Committee? I will go from the top to three, to make sure the nominees accept their nomination, and I will start off with Chris Taylor.

**BROTHER CHRIS TAYLOR:** Thanks, Ken, and thanks to my nominator, my local union. Thanks to the delegates in the room for putting the trust in me, also.

We heard today from Jerry on what is going on politically. It is a huge challenge. And, I am up for the job, I am up for the debate, and I am up for as much as Unifor can give us in the way of leeway to take on the corporate and the government agenda, and I am looking forward to it. Thank you very much.

**BROTHER KEN LEWENZA:** Thank you. Jacqueline McIntosh, do you accept your nomination? Is it your birthday, sister?

**SISTER JACQUELINE McINTOSH:** Not till the 28<sup>th</sup>.

**BROTHER KEN LEWENZA:** Okay. We're going to do it anyway.

**SISTER JACQUELINE McINTOSH:** Thank you. I would like to thank my nominator, Gwen Campbell. This is how it has been all day.

**BROTHER KEN LEWENZA:** You have been campaigning all night for the worst job in the union? Gees, nobody volunteers for this job, sister.

**SISTER JACQUELINE McINTOSH:** Thank you, Sister Gwen and everybody else (inaudible).

**BROTHER KEN LEWENZA:** Just so everybody knows, I talked to Jacqueline in the lobby. And, she has been talking to Conservatives for the last two days and kicking their butt, so it's good that you can't speak today. Willie Lambert?

**BROTHER WILLIE LAMBERT:** I want to thank the nomination from the president of my local. And, I want to express gratitude for the opportunity, because for a very long time, as Angus says, it has been a real need, as I have understood it, to make the argument necessary to challenge the corporate agenda, to challenge capitalism, to put the boss out of work for a change. And, I think that politically to defeat Hudak, Harper and this right-wing assault that furthers itself in this decade is exactly what is required. And, I am really excited about using my ideology perhaps, but in a practical manner, because I solved a lot of grievances back at work, but man, oh, man, I don't think too much of the employer. Thank you.

**BROTHER KEN LEWENZA:** Thank you, brother. So, again, as the privilege of the Chair, I do just want to announce the election of Willie Lambert, Jacqueline McIntosh and Chris Taylor. Congratulations to the three of you. Congratulations.

Okay. We have nominations -- by the way, Willie, I just can't help it. How does it

feel to win? And, I'm saying that with respect. You and I have been buddies for many years, and I give you a lot of leeway at Council, because your points of order are always on the left of business and that's good. So, keep taking them on, brother.

Health, Safety and Environment, three nominations. Three nominations for the Health, Safety and Environment for the Ontario Council. Can I get nominations? Roland.

**BROTHER ROLLY KIEHNE:** Rolly Kiehne, president of Local 112. Sisters and brothers, it is my pleasure to nominate Brother Scott McIlmoyle to the Ontario Regional Council, Health, Safety and Environment Committee.

Scotty started working at DeHavilland Aircraft in Toronto, in 1985. He was elected WSIB rep in 1999, and held that position until his election of financial secretary in 2010. Scott was also appointed to our former union's WCB Committee in 2004, and was elected Chair of that Committee in 2009. It is without hesitation that I put forward the name of Brother Scott McIlmoyle.

**BROTHER KEN LEWENZA:** Thank you, Rolly.

**BROTHER RAY MORTIMER:** Good afternoon, brothers and sisters. Ray Mortimer, president, Unifor Local 26, Mississauga. It is with great pride and pleasure that I would like to nominate Sister Stephanie Brownlee. I first met Stephanie in 1999 at a picket line, when we delayed her exit for four-and-a-half hours. Upon conclusion of that strike, her bargaining unit decided to leave the company association and join the CEP. Stephanie became president of Local 40 in Barrie, a position she held for four years, before her job was relocated by the employer to Toronto. Stephanie is now both secretary of Unifor Local 26 and chief steward of her bargaining unit. Stephanie is also co-Chair of her Workplace Health and Safety Committee, encompassing the Province of Ontario, and a certified instructor with the Workers' Health and Safety Centre, and instructs health and safety on both the federal and provincial levels. Stephanie is a dedicated trade unionist and will be definitely be up to the task, when elected to this position. Thank you very much.

**BROTHER KEN LEWENZA:** Well done, brother. Well done.

**BROTHER DAN BORTHWICK:** Good afternoon. My name is Dan Borthwick, president of Unifor Local 88. I stand here today to nominate Jamie Wright to the Health, Safety and Environment Committee. I have known Jamie for some 24 years. I first met Jamie as a Health and Safety representative, as I was putting in a work refusal at my workplace. Jamie has been our workplace representative at the GM CAMI Plant for some 25 years, and has dedicated his knowledge, skill and his ability to adopt with the changes of the workplace over the past three decades. I am proud, as a member of Unifor Local 88, to nominate Jamie Wright. Thank you.

**BROTHER KEN LEWENZA:** Thank you, Dan. Any other nominations for the Health, Safety and Environment Committee? Any other nominations for the Health, Safety and Environment Committee? I'll ask the nominees as they were nominated, to stand up and accept their nomination, starting off with Scotty. Scotty?

**BROTHER SCOTTY McILMOYLE:** Scott McIlmoyle. First of all, I do accept my nomination. I've got to thank my nominator. He is a great leader and a mentor. I've got to thank my local as well as the delegates. Maclean's has a list of three. Jerry is number 3. I have a list of presidents as well. Obviously, Jerry is the third one I report to. Rolly is my second. Most important is my wife, my spouse, Mary Ellen, who is the president of 673. And, without having family support and the time away, I can't be here, but with their support, I appreciate it very much. Thank you.

**BROTHER KEN LEWENZA:** Our prayers are with your wife. Go ahead, sister.

**SISTER STEPHANIE BROWNLEE:** I would like to thank my nominator. With the support of my local, I do accept this position. And, I do look forward to working with the delegates in this room over the next couple of years. Thank you.

**BROTHER KEN LEWENZA:** Congratulations, Stephanie.

**BROTHER JAMIE WRIGHT:** Jamie Wright. I stand here honoured and very

humbled. And, I wish to thank my nominator and my president, Dan Borthwick. I would also to thank the in-plant committee, ran by Mike Van Boekel. Without their continued support, I wouldn't be here today. You have my commitment that we're going to take on these changes in health and safety, and do what we can so that we don't go back 25, 30 years, in health and safety. And, once again, thank you for this privilege. And, thanks.

**BROTHER KEN LEWENZA:** Thank you, Jamie. Once again, I have the privilege to announce that Stephanie, Scotty and Jamie have been elected to the Health and Safety, Environment Committees. And, that concludes the election. And, if all of those delegates who just got elected to those positions would come up here? And, we would collectively swear them in, which is absolutely necessary in terms of pledging their commitment to our union. So, if all of those delegates would just come up, and I would be more than glad to. And, Jerry is not here right now. As most of you know, he had to slip out to meet with the Minister of Labour. But, I know he appreciates the co-operation that comes from the Council delegates here today.

And, the Women's Committee was also elected within the women's caucus. So, if they would come up here, the Women's Committee?

## SWEARING IN OF NEW EXECUTIVE

**BROTHER KEN LEWENZA:** Okay. So, let's line up here. Let's have a little discipline. Maybe the delegates could also stand up, out of respect for the organization that Unifor is going to build, and the representation that is sticking themselves out in the interests of our entire membership from one end of the country to the other? And, to the delegates who may or may not know, this is Robert White, the founder of CAW and the former president of the Canadian Labour Congress. And, he is going to join me in swearing in the members of the Executive Council, the Ontario Council. Are you ready?

**BROTHER ROBERT WHITE:** Yes.

**BROTHER KEN LEWENZA:** Are you ready, everybody? Give attention while I read to you the obligation.

*"Do you pledge on your honour to perform the duties of your respective offices as required by the Constitution of the union and to bear true and faithful allegiance to Unifor?"*

**ELECTED MEMBERS:** I do.

**BROTHER KEN LEWENZA:**

*"Do you pledge to promote a harassment- and discrimination-free environment and work to ensure the human rights of all members are respected?"*

**ELECTED MEMBERS:** I do.

**BROTHER KEN LEWENZA:**

*"Do you pledge to support, advance and carry on all official policies of the union and to work tirelessly to advance and build the membership of our union?"*

**ELECTED MEMBERS:** I do.

**BROTHER KEN LEWENZA:**

*"Do you pledge to deliver all books, papers and other property to the union that may be in your possession at the end of your term, to your successor in your office and at all times -- and at all times -- conduct yourself as becomes a member of this union?"*

**ELECTED MEMBERS:** I do.

**BROTHER KEN LEWENZA:**

*"Your responsibilities are defined in the bylaws, Constitution and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interests of the union. I trust you will faithfully perform your duties, so that you may gain the esteem of your brothers and sisters and the approval of your conscience. You will now assume your respective offices."*

And, on behalf of all of us here today, and my colleague, Robert White, we collectively congratulate you for taking on the responsibility of building the best darn union in Canada. Congratulations. Dino? While Dino gets up here, the newly-elected Chair, the Ontario Chair, I have committed to keep quiet, but I do want to say to the delegates, to you and your family, have a great holiday season.

Always remember what these conferences do. They build comradeship. They build friendship. They build solidarity with one another. When we feel like we're on that mountain by ourselves, fighting the employer and fighting the government, it's the people in this room that will walk shoulder to shoulder with you to battle together. Always have confidence in either other to win justice for our members and justice for all Canadians. Merry Christmas and Happy New Year to each and every one of you. Thank you very much.

**BROTHER DINO CHIDO:** Ken, thank you very much. I very much appreciate that. I thank you for hosting those elections and taking care of them. I didn't realize we were advertising for a comedian, but you did a wonderful job. And, we appreciate the work that you did and did it as diligently as possible, to say the least.

I just want to make a couple of announcements before we go forward, because there's a couple of corrections that have to be made. I know, in the Credentials Report, we have talked about the retirees, and the retirees should be referred to as the National Retired Workers Council Executive, not the Council -- or I'm sorry, not the Advisory Council. It should be National Retired Workers Council Executive Board.

In front of you, you have a paper. It says Availability, Spring-Summer 2014, with regards to Port Elgin and the availability of rooms at the facility during the course of the year. And, from that, some people were asking what it really meant, because they weren't sure. And, what that is, is there are 100 -- well, depending on the number of room vacancies. Individual local unions can call here and they could put educationals on. They could hold conferences, meetings. They could book rooms to the amount that they need in any one of those weeks, to put anything they need on, whether it be for their local, whether it be for any type of program that they want to host. So, I just wanted to make sure I clarified that.

**GOOD JOBS SUMMIT PRESENTATION: JIM STANFORD, ECONOMIST**

**BROTHER DINO CHIDO:** Now, going to the regular order of business, getting into the Good Jobs Summit presentation, I would like to take the opportunity to call up an individual that is amazing, in my eyes. He does a wonderful job. Is an amazing economist, to say the least. I have worked with him as my role in the Chrysler master bargaining position.

And, he was just phenomenal with regards to giving us advice, making sure the numbers are checked and balanced. And, sometimes there was a lot of fluff in the numbers that I really didn't understand, but he always had a way of making it look better than it ever was.

So, in saying that, I want to make sure that I call up especially with all due respect, because he is a wonderful individual, one of the best economists that you could ever ask for, and we've got him right here in Unifor; I would like to call up Jim Stanford. Jim, thank you very much. Wonderful job.

**BROTHER JIM STANFORD:** Thank you, Dino. Thank you. Good afternoon, brothers and sisters. You're talking about all the fluff in the numbers, Dino.

**BROTHER DINO CHIDO:** Oh, yes.

**BROTHER JIM STANFORD:** And, there's a little fluff on my face. And, well, this was from Movember, of course. I was growing one during Movember, but I couldn't shave at the end of the month, because at the end of the month, I just looked like Dino does when he has five o'clock shadow after the whole month. And so, I didn't raise any money.

So, then, I heard it helped if you go out for steak dinner every night, and I have heard that going for steak dinner every night helps with other things as well, so I thought I would give that a try. And, lo and behold, this popped right out this week, so there you go. I shave this off tonight for the highest contribution to the men's health thing. Okay. So, there we go. That was fine. Where is the clicker? I need the clicker. There's the clicker. Alrighty.

We're going to talk about the Good Jobs Summit, and if I could call up the presentation, please, that would be most helpful. The Unifor Good Jobs Summit is going to be one of the main priorities of our union nationwide in the first year of our existence, and it will happen October 4th and 5th in Toronto. And, I want to talk a bit about the rationale for the Good Jobs Summit, and how we're going to communicate the ideas, build momentum and make a difference. And, of course, in the modern era, we have got to put maximum effort, maximum emphasis on social media as a way of getting the word out, and connecting with young people, in terms of the messaging. And, I know that our Communications Department has been doing tremendous work with Facebook, Twitter and YouTube. And, I don't know if you heard, actually, or maybe our friends in the medial locals have heard this. There is a big announcement today actually. Corporate conglomeration in the whole social media area, they're actually going to buy out all three and create one big company that will be even bigger than Google. It will be called YouTwitFace.

So, our Communications Department is going to be getting up to speed on YouTwitFace and finding out how we can get all the word out through social media about the Good Job Summit.

And, there is a new aspect to social media that even I am just learning about, and that is this thing called memes, okay, on social media. Hands up. Has anybody ever seen the memes on Facebook, right, or Tumblr or any of the others? And, the idea of a meme is you take a picture of something and then you add a funny caption. And, as I was scanning the memes environment, I noticed you could -- the majority of them are about pets, pricks and politicians. Pets, pricks and politicians. Pets, there's all kinds of cute ones out there about pets. I have been looking at the numbers. There's no way we can afford a cat. He has got a vested interest.

There's all of them about pricks, including this prick. Maybe if I tailgate you, the cars in front of you will drive faster. And then, of course, there's lots about politicians, Ronald Reagan and his crew.

So, clearly, if our strategy to build for the Good Jobs Summit is going to have any traction at all on the YouTwitFace, we are going to need our own memes. So, I have been doing a little work on the memes. And, the first image that came to mind was this guy, Tim Hudak. Now, here was his famous quote the other day, "We have got a gravy train here under the Liberals that needs to be derailed." Now, I was scratching my head after that quote, and I thought, "gravy train". Where have I heard that before? And, then it came to me. Tim and his good buddy he was so happy to hang close with until recently, Rob Ford, and then the guy behind them there, that's the pusher for both of them, just so you know who he was. So, there's the meme.

Or another guy who is cut from the same cloth, the mean-spirited cloth as Mr. Hudak is, of course, Jason Kenney, now our Employment Minister, and a guy who wants to be the next Prime Minister. That's clear. Did you hear what he did the other night? He met with

some of his staff on some policy meeting and they met till midnight. Oh, gosh, none of us have ever worked till midnight. And then he put out a tweet that said, "Good thing they're not unionized", okay, because their staff had to meet till midnight. Now, you know, it's union members from coast to coast who bust their butts from dusk till dawn and work the graveyard shift, and let me see you work one darn graveyard shift in your life, Jason Kenney, before you say something like that. So, good thing they're not unionized. That got me thinking, well, who else, is it a good thing, Mr. Kenney, by that spirit, not unionized? Well, okay, these poor guys, good thing they're not unionized, he would say. Or people working cheek-to-jowl in a call centre, good thing they're not unionized, Mr. Kenney. Or, how about this poor guy, brushing the teeth of a crocodile? Good thing they're not unionized, by that philosophy.

Then, the other one who came to mind, of course, is our Finance Minister, Mr. Flaherty. Look carefully at this photo. Look at his cuff links, a big dollar sign there on his cuff links. Do you see that? So, that kind of sums it up. Well, what did he say? He said, "There's no bad job"; right? He said, "The only bad job is not having a job". So, basically, "Quit your whining and take a minimum-wage job and shut up", basically was what he was saying to Canadians. So, let's think about that on the meme front; okay?

Well, I don't know about those guys. There is no bad job. This guy has got a tough job. I don't know. I don't know about the rear-view visibility on that one. There is no bad job. Okay. How many people work cleaning toilets? That is something Mr. Flaherty has never done in his history of bad jobs. Obviously, people even in Canada working in sweatshop conditions, they have bad shops. Look at, you know, cleaning up in the restaurant afterwards. That's a bad job, if ever I have seen one. And, this one here is definitely one of the worst jobs, this one, holding out the bucket, and she doesn't even have eye goggles on. That's the part that scares me. So, the reality, Mr. Flaherty, there are bad jobs. And, you and your friends and your kids probably never had one, but millions of Canadians have them. They work hard. They sweat. They toil. And, they produce the value added in this country. And, they deserve some protection, some respect and some income and a pension at the end of the day. And, we can afford all of that. And, that is where we're going with our Good Jobs Summit.

So, why do we need a Good Jobs Summit? Well, we've got two big problems in our labour market. And, in fact, they were both confirmed today, by today's labour force statistics that came out from Statistics Canada. We have got a problem of quantity. There aren't enough jobs. And then we have got a problem of quality. The jobs that we do have are deteriorating in their quality, in their pay, and in their security. And, today's numbers, just so you know, said Canada's economy created 24,000 jobs last month in November, barely enough to keep up with population growth. So, the number was not good. The quality of them was even worse. 22,500 of those jobs were all part-time work. So, there is actually a disappearance of full-time work.

This claim that the Conservatives have been making for the last few years that Canada's economy is a job-creating machine has absolutely run out of steam. For three years now, our economy has not been rebuilding its labour market at all. The unemployment rate has declined. There's no doubt about it. The unemployment rate held steady last month at 6.9%, and that is lower than it was. But, here is the reason that it has declined. It's perverse. There is the poor guy looking for a job. Will work for cheap. There's no jobs out there. I give up. There is the guy from Statistics Canada who says, "Congratulations. You're no longer officially unemployed." Do you get it? And, that is actually how it works.

For Statistics Canada, if you don't put in several résumés a week and show the other signs of actively looking for a job, they don't count you as being in the labour force. Therefore, you can't be unemployed. So, it's a very convenient way to get the unemployment rate down. And, that is exactly what has happened in Canada, not because jobs were created, but because people have given up looking, which is nothing to boast about. The tragic irony of it all, this guy who works for Statistics Canada got laid off, because of Harper's cutbacks. So, there's our problem. So, those thick-rimmed glasses that he has in this picture, he is not going

to be able to replace, because he doesn't have benefits any more.

This is a graph that shows what I call the employment rate, instead of the unemployment rate. And, it is actually a better depiction of the state of our labour market than the unemployment rate, because this simply asks the question, are you working or not; okay? It's not going to ask, are you putting in eight résumés a week for jobs that don't exist? That's a kind of pointless question.

In fact, Albert Einstein defined insanity as follows. He said, "Insanity is doing the same thing over and over and over again, and expecting a different result." Okay. So, by that definition, if you did put in eight applications a week for jobs that don't exist, well, you basically are freaking insane. And, Canadians are not insane. So, they have given up looking for jobs that don't exist. So, you see what happened to our labour market? We were going along there. This is what proportion of the working-age population have a job; okay? Even it overstates the question, because we're not getting into the quality issue here. We're only looking at quantity. We're at 63 -- nearly 64% of the population of working age had a job. Then we fell off the cliff with the recession, and then we hit bottom. For about a year-and-a-half, we started to make some progress coming back. This is when the government was putting big stimulus money in, and we managed to get back some of the jobs that we lost. But, we haven't come back very far. We have only repaired one-fifth of the damage. If you say falling off the cliff, we bounce back about one-fifth of the way.

And, in the financial industry -- we're near Bay Street -- down on Bay Street, they have a name for this kind of a graph. I apologize to the animal lovers in the crowd. It's called the Dead Cat Bounce; okay? Because you throw the cat off the balcony, it bounces a bit, but it's still dead; okay? And, that, unfortunately, is the reality of our labour market. And, we're just trucking along there, having four-fifths of the damage still unrepaired. And, this claim that they're trying to make that we're back to where we were is absolutely false. We would need more than half a million more jobs in Canada even to get back to where we were. And, that is not even taking into account the quality issue.

So, the Conservatives, of course, have been patting themselves on the back for several years now, about how wonderful Canada is. We heard them at the Finance Committee just last week. The Conservatives, when we went and said, "We need more jobs", he said, "What are you talking about? Canada is Number 1 in the world." And, they make this claim over and over again. They're trying to recreate the positive spirit, if you like, from the 2010 Olympics, right, when Canada won the gold medal -- the puck was on the boards, they're fighting for it, the puck comes out, he shoots, he scores! Canada has won the gold medal!

The national pride that came with that is what they want us to feel again. But, in fact, the better sports analogy to describe our labour market performance, brothers and sisters, is not the Gold Medal winning hockey team. It's the men's soccer team, which just last week was ranked 114<sup>th</sup> in the world, according to FIFA. And, in fact, that's true.

If you look at the statistics -- I know this is a hard thing to see in a big room, but I'll tell you what it is. It is that employment rate that I mentioned for each country in the organization, for Economic Co-operation and Development, the OECD. And, it shows where was the employment rate before the recession? Where is it after the recession? And, how much of the damage has been repaired for all the countries in the OECD? At the top is Israel, where there's actually more people working than before. Then, Chile, Turkey. Germany is Number 4. Germany is a country where they really can claim to have repaired the damage from the recession. The same in a country like Korea. Other countries that have done better than Canada by this measure: Japan, France and even Italy. We love to malign Italy, but they, by this measure, have actually done better than Canada. Canada ranks 20<sup>th</sup> out of 34 countries in the OECD, according to how much of the damage has actually been repaired. So, we really don't have anything to boast about.

If we actually put people back to work in Canada, the benefits of it would be

enormous. And, this is why the call for good jobs and the call for full employment has to be at the centre of our political program. Officially, unemployment in Canada is about 1.4 million, but that doesn't tell the whole story. There's also the hundreds of thousands of Canadians who have given up looking. There's Canadians who are working part time that want and need full-time work. And, others who show up as employed, even though they're not working. True unemployment in Canada is about 2.35 million Canadian. 2.35 million Canadians. And, that is actually about 12%. Our true unemployment rate in Canada is about 12%, yet the government and even some employers are constantly going around saying, "We have a labour shortage. There aren't enough workers to fill the spots that we have."

Honestly, in economics, we would have a term for that. We would call that claim "bullshit", basically. That is a term in economics that means hypothesis not supported by empirical verification; okay? So, just to explain the terms as we go along.

If we actually put Canadians back to work, 2 million -- let's put 2 million of them back to work, not all of them, but most of them. Average productivity, average value-added per worker is \$100,000.00 worth of goods and services a year. That's a whole swack of new GDP, a whole swack of personal income for families and a whole swack of money for government. That's the other thing to remember. We don't need to raise taxes even to pay for our services. We just have to put people back to work, generating income and paying taxes, instead of not working. We get \$70 billion in new government revenue at all levels by putting 2 million Canadians back at work, more than enough to pay off every deficit in Canada, and still have tens of billions of dollars left to invest in things that we need, the services and programs that we need.

Then there is also the problem of the deteriorating quality of jobs. We face, of course, as you all know, the problem of precarious work. Instead of offering someone a full-time permanent job with benefits and seniority rights, employers everywhere, in unionized plants as well as non-unionized workplaces, are trying to use contract work, temporary work, agency workers. You have all kinds of situations where people are nominally self-employed or working part time.

There was a shocking study that came out last year from the United Way. And, they found that in the Greater Toronto-Hamilton area, and the same is true in most other communities, half of all the jobs are precarious by one or more of those definitions. So, it really is the reality of our labour market that a job isn't what it used to be. And, it's young people who experience this more than anyone else. And, obviously, the young workers' caucuses are going to be addressing this. But, it affects all of us. Those of us who have kids who are looking for work know full well that the chances of actually landing what we used to consider a normal job are smaller and smaller all the time. So, that is the situation that underpins our call for the Good Jobs Summit.

What is the idea of the Summit? Well, this would be a national initiative sponsored and hosted by Unifor as one of our marquee undertakings, if you like, one of our defining moments for our new union. We actually have been calling for a Jobs Summit for years, for a couple of years now, to recognize how long the jobs crisis is lasting and how the business sector is not solving our problems. So, every time the numbers come out and they look bad, the union has put out a call. Why don't we get government business, universities, colleges, labour communities together and have a summit to highlight the problem of good jobs, especially for young people? Well, we all know the Stephen Harper government isn't going to do it. So, finally, with the creation of Unifor, we throw up our hands and say, okay, we'll do it ourselves. We will reach out to other organizations, including universities, including governments at different levels, even including employers to participate in this national dialogue.

Leading up to the summit itself, we will have all kinds of events, in all parts of the country. So, it won't just be the one weekend in Toronto. There will be lead-up events in every part of Canada to get the discussion going, culminating with the summit in Toronto. And then



at the summit, our goal would be to develop an action plan for good jobs, and then sign on as many people as possible in a joint campaign afterwards, to fight for those jobs. So, we're going to use the summit to, first of all, highlight the question, what is a good job? And, demand good jobs, instead of accepting precarious work as inevitable. We will promote our union's vision for alternative strategies that would put job creation first; build coalitions with other allies to fight for those alternatives. We will position Unifor as a union that is fighting for the benefit of all working people in Canada, as the champion of the values of fairness and prosperity. And then we will use the summit as a tool to reach out to other groups, including young workers, precarious workers. We could use the summit to build some new community chapters and other ways to strengthen the fight back and our role in it.

I do want to stress that wherever you live in Canada, we are going to have important events in the months leading up to the Good Jobs Summit. And, some of those ideas that are up there could be speakers in your community. It could be events focused on certain groups of workers like women. It could be reaching out to local business, municipal governments. It could be tying the whole thing into the Minimum Wage Campaign that we're talking about this weekend as well. So, we really stress it's not just the two-day conference in Toronto. If that's how we think of it, then it won't do what we need it to do. It is actually a process of building a movement. We are even thinking about -- we're going to have our Canadian Council meeting out in Vancouver, in September. We thought we would maybe launch a nationwide bus tour, the Good Jobs bus tour that would travel across Canada, and spread the message in the lead-up to the summit.

I don't know what drugs are going to be consumed for everyone on the bus travelling coast to coast, but Rob Ford would say something about that, I'm sure. Then we culminate in the summit itself, and that is where we would have presentations, keynote speakers, lots of debate, protest events and, hopefully, come out of it with an action plan, to carry the fight to the next level. So, the next steps for all of us, we're here to discuss Katha's recommendation to support the Good Jobs Summit and have a really good Ontario showing in it. We would need every local to work with other locals in your community, reaching out to the possible partners that we can engage in the project, sponsor lead-up events in your community. And, mostly, link the fight for good jobs to everything else that we do. Then, of course, have a good delegation come to the summit itself. And then carry on the fight for good jobs because, again, the goal here is not just to organize a conference. The goal is to use this as a tool for building a bigger movement.

So, Dino and Katha, that is an overview of the rationale of what we're doing and the rough plan. The National Office will be working with all the regional directors, all the area directors, all the resources of the union, to make this Good Jobs Summit a reality. And, Ontario can lead the way by making it happen. So, thank you very much.

**BROTHER DINO CHIDO:** I was actually disappointed when I saw Jim standing at the side, because I didn't think he had anything planned, because I have seen a couple of different things as a wizard and him doing some little entertaining for us. But, he came through with flying colours. But, I will tell him that he should stick to eating steak, because you look much better with a moustache.

### RECOMMENDATION NO. 3

**BROTHER DINO CHIDO:** So, getting to the Recommendation No. 3,

*"I recommend that all local unions in Ontario commit to participate in the Unifor Good Jobs Summit to occur in Toronto in October, 2014, including sponsoring pre-Summit forums and other events in their communities, engaging with youth and social partners, and sending delegates to participate in the Summit itself."*

Any speakers? I see no speakers. I'll call the question. All those in favour? Down. Opposed, if any? CARRIED. Thank you very much. It has been carried unanimously. Thank you. And, we appreciate that work.

So, that concludes for the order of work that we have done over the course of the day. I want to thank everybody for their participation, for the involvement. Again, I was excited to hear Jerry speak and talk about the importance of what we need to do as a unified group. And, I commend you for getting us on the right path, putting us where we need to be for two days, getting a day behind us, doing the work that we need to do, making sure we're representing our members.

So, thank you very much. We look forward to starting off another exciting day tomorrow morning at 9:00am. Thank you and have a great evening. Give yourselves a round of applause for doing a great job today. Thank you.

*--- Whereupon the meeting was adjourned at 4:30 p.m.*

# SATURDAY, DECEMBER 7, 2013

*--- Upon commencing at 9:08 a.m.*

## CALL TO ORDER AND WELCOME

**BROTHER DINO CHIDO:** Good morning. I'd like to call the meeting to order. I know that everybody had a good time, and tried to have a good time last night. I hope there was some camaraderie. I hope there was some good discussion between the delegates. I know there were a lot of people out talking and experiencing some of the solidarity that we would normally experience in these councils. So, I hope everybody enjoyed it, and is ready to work hard, and get together, and finish up what we started yesterday, and complete our task in getting through the recommendations, and getting through the regular order of business.

And, the reason why I started like that, talking about the recommendations, is because it's important. And, a number of people have come to us and suggested that there wasn't a lot of time. They weren't prepared to get up to the mics and speak about the recommendations. So, what we wanted to do today was just put some time aside for people to have the opportunity to get up. Because we think it's important. This isn't just about, you know, the bureaucratic process of passing recommendations, but really talking about the recommendations; how it affects your local, how it can participate, and make things better and stronger.

I am going to invite individual people to take a few minutes just to speak on particular issues, so they can explain some of the things that they have been dealing with at their local level. So, we will be doing that very shortly.

We do have a few points of privileges at the mics currently already this morning. And, from there, we are going to have Katha come up just to speak a little bit with regards to a revised recommendation on No. 6. Also, just to prepare individuals, you should know that this morning, more than likely, we'll be getting into Recommendations 4 and 5. So, if people do want to prepare, put some points together, or notes, by all means feel free to do that so when we do get to the mics, they have the opportunity to be prepared with what they want to say, and don't get caught off guard.

So, what I'll do right now in saying that I'll get to points of privileges. I believe we have a point of privilege at mic number 1 from Our TVO campaign last year. And, it is Joseph Motiki. Joseph go ahead.

## POINTS OF PRIVILEGE

**BROTHER JOSEPH MOTIKI:** Mic check. Mic check. All right here we go. Good morning, everybody. I just wanted to say thank you very much on behalf of the Our TVO Campaign for the opportunity to speak with you this morning, and to thank Unifor, and its predecessor, CEP, for its support.

I also want to really thank Dave Moffat, I had a chance to talk to him a couple of days ago, for arranging this opportunity to fill you in on what the campaign is all about. My name is Joseph Motiki. I am a television performer. I am a proud member of Actor Toronto, and a spokesperson for the Our TVO campaign. I got involved with this coalition of families, educators, artists, and employees, because I share a passion for TVO. I was approached earlier in the year because of my long history with the station, and was reminded of the challenges it's facing, both internally and externally. I participated in a half dozen different productions at TVO over the last 18 years. One of them was the TVO Kids Crawl Space, which I hosted along with my co-host, Patty, for four years. It was the province's top rated block of after school educational programs.

We had shows like Arthur, Magic School Bus, Art Attack, maybe some of your kids

forced you to watch these shows when you really just wanted to check out the news. I was also hosting a show called "What?" which was nominated for a Gemini award. And, I co-hosted the International Children's Day of Broadcasting, which was recognized with an international Emmy. Now, I'm not mentioning these top rated shows, or Emmy's, or Gemini nods to brag. But, I do want to really, really show the accomplishments that everyone involved those shows at TVO should be proud of, from the Minister of Education right down to techs, right down to the last show intern.

I mentioned them because they are evidence of the kind of quality programming TVO can produce when skill and creativity meet passion. They're examples of what this station has been doing for decades. And, I hope they are reasons for you to become a little bit more involved with our campaign. These were shows that made a real difference in the lives of Ontario children, youth, and their families. Of course it's not just TVO that made a difference. TFO was, and is, an important voice for the Francophone community in Ontario. The independent learning centre is a catalyst for learning. It has issued over 10,000 educational certificates and diplomas to students across Ontario.

One thing I should really remind you of is that TVO is not just about kids. It provides continuing learning and cultural education opportunities to all residents of the province through current affairs, arts, and other quality programming; programming you'd be hard pressed to find anywhere else in the country, and a few places in the world.

I do have concerns, and the campaign has real concerns over the future of public educational broadcasting in Ontario. Our campaign has come a long way, but we still face many challenges. We have already seen the realization of some of those concerns with the recent losses of shows such as Big Ideas, Allan Gregg in Conversation, and the iconic Saturday Night: The Movies, the cancellation of which really hit me, and made me want to be a part of this program, and this campaign. I and members of the coalition appreciate the challenges that we all face right now in Ontario; struggling economy, rapidly changing technology, and general uncertainty. But, that's exactly why we need staples such as TVO, institutions that we can trust, that bring us together, that unite us, and, serve as a resource for information, and discovery. They are very important. And, TVO has become part of the tapestry that the province and the citizens really, really appreciate and need.

Our campaign, the Our TVO campaign, is working to achieve the following goals: Stable government funding, an enhanced commitment to made-in-Ontario programming, and a greater voice for TVO stakeholders in determining the direction of the organization. TVO and TFO are a good investment for public dollars. And, when they're producing the kind of programming they're capable of, the investment is a great one.

We have taken the message to Queen's Park, where I've had the opportunity to speak directly with many MPP's from all parties, both in personal meeting and through a deposition we presented to a multi-party standing committee earlier in the spring, which was very well received. We spent the summer on the road travelling to venues across the province where we heard firsthand from Ontarians what they appreciated about TVO, and also what their fears were; ranging from their communities not being represented on TV, all the way to them not getting the signal at all, which that's just not going to fly.

Thousands of citizens have signed our petition at our live events and online at [OurTVO.ca/petition](http://OurTVO.ca/petition). They have sought information through our website to find out more about what they can do. And, I'd ask you all, if you have an opportunity to check out the website, that's it up there on your screens, when you get an opportunity, to sign the petition and show your support for what we are doing. It's important that we continue to engage people and take the next step through town hall meetings, letters to editors, and through our local politicians to see our campaign objectives through. TVO is an investment that needs to be nurtured. I love TVO. I am a fan of what it can do. And, if we can all commit a little bit more, I'm pretty sure we can all build a renewed TVO. Thanks very much for your time, and have a fantastic day today guys. I appreciate it.

**BROTHER DINO CHIDO:** Joseph, thank you very much. And, just imagine stable government funding, and enhanced commitment to made-in-Ontario programming like a procurement policy for manufacturing and other sectors that are important that need government intervention in order to keep us safe and alive. And, then a greater voice for TVO audiences; imagine allowing the people of the province and country to be able to have a voice in how they want to see their programming set up. So, thank you very much for that point of privilege.

**BROTHER ANDRE DESJARDINS:** Good morning, brothers and sisters. I'll introduce myself. My name is Andre Desjardins, Unifor president of Local 4266. This morning I put a petition on your table. It's called the Armed and Safe campaign that we're doing. I am asking each and every one of you to please take it. Can you please sign it for us?

I work in the armoured car industry, and right now our employer is thinking about more profit for the shareholders than the security of their own employees. And, I honestly think that's shameful. For 27 years of my life I've been working for Brinks, and I am actually thinking about resigning my position at Brinks because of this. This is unfair; it's not very secure for our employees. Unifor Canada has backed us up on a campaign that we have to create some kind of legislation. And, let me tell you, if it wasn't for the support of Unifor, we wouldn't be going anywhere with this. But, because the leadership got behind it, I say thank you so much. And, I really ask that you guys please sign this petition.

**BROTHER DINO CHIDO:** Way to go.

**BROTHER ANDRE DESJARDINS:** Thank you.

**BROTHER SHAWN ROUSE:** Thank you very much. Shawn Rouse, Local 1106, and Ontario Health Council President. I rise today as a point of privilege to remind everybody about the information that has been placed on your tables today, and that you've been requested to take part in at one of the tables as you come into the council.

The Health Accord is currently slated to not be renewed as of 2014. Now, I want to let you guys know, the Health Accord is the basic funding of all the healthcare programs across the country, from the federal government to each of the individual provinces. And, Stephen Harper has unilaterally decided not to renegotiate with the provinces to renew the health accord going forward. He has arbitrarily decided what the funding will be. And, it is far less than what we have had over the last numerous years. So, this will result in cuts to our healthcare programs in our province. As well as further creeping of for-profit healthcare. So, the going format is that if you have your credit card, you'll be able to buy more, or get to the front of the line, because the Ontario government won't be able to fund healthcare at the level that they have. And, this is a slow slide backwards.

So, a postcard campaign is probably one of the easiest engagements on this campaign. And, all you need to do is sign three cards that are attached together that we are sending out to all three leaders, Stephen Harper, Thomas Mulcair, and Justin Trudeau. So, we want to send to all three, because it's going to require all three leaders in the House to get this together, and move forward. So, that's why we're saying all you have to do is sign three cards. And, those of you that have signed the three cards, because we have run into a lot of folks who have through the founding conference and that, you need to take those postcards home with you, and get a family member to sign them. You'll notice that there's no postage required, because they are going to the federal government. Therefore, there is no other action required other than to one, get someone to sign them, or yourself; two, put them in the post office or drop them off here at the table outside at the Health Council; and three, talk to your friends or co-workers about the importance of advocating on behalf of this Health Accord.

We need this Health Accord, it is fundamental to the basis of the Canadian Medicare system. And, if we can't at least do postcards, how are we going to be active going forward on all the other campaigns that we need to do? Thank you very much.

**BROTHER DINO CHIDO:** Thank you very much. Seeing no more points of privilege,

I am going to call up Katha Fortier to go over the National Energy and Environmental Strategy Recommendation. There has been a document placed on your tables. And, she'll be going over a minor change that's taken place with regards to that recommendation.

## REVISED RECOMMENDATION NO. 6 - NATIONAL ENERGY AND ENVIRONMENTAL STRATEGY

**SISTER KATHA FORTIER:** Good morning. I feel kind of bad I have to rewrite a recommendation already at my first council. But, that happens sometimes. We have, of course, our National Executive Board members here this week, and Angela Adams from the energy sector is here, as well as Scott Doherty and Lana Payne; the Directors from Western Canada and Atlantic Canada. And, they just noticed a couple of things about the recommendation. And, we have made a couple of tweaks to that recommendation so that it's going to be more reflective of the needs of other members that work in Energy. So, I am going to re-read it. You should have the new one in front of you. It is Recommendation No. 6. The other thing, as well, is we just forgot to include fracking, the issue of fracking into that. So, it has now been included. Nothing really changes the intent, of course. Canadians still need to manage and control our own energy. We need to develop it carefully, and we need to make sure that it benefits all Canadians and the environment. So, Recommendation No. 6 now reads:

*"I recommend that Unifor's Ontario Council express its support for the concept of a national energy and environmental strategy for Canada, including the following principles:*

- a. Binding and ambitious targets to reduce Canada's greenhouse gas emissions;*
- b. Future expansion of bitumen production needs to be managed in line with those greenhouse gas caps;*
- c. Systematic efforts to ensure more Canadian content and Canadian value-added at all stages of the energy supply chain, including machinery, services, extraction, upgrading, processing, and manufacturing;*
- d. Prohibitions on the export of raw bitumen, and requirements for upgrading and processing of petroleum in Canada;*
- e. Efforts to match Canadian energy production with Canadian needs, and reduce imports of oil;*
- f. Completion of a Canada-wide energy grid (including pipelines and electricity transmission) to improve Canadian energy security and independence;*
- g. An ambitious green investment plan, including investment in alternative and renewable energy sources, energy conservation, and urban transit;*
- h. Support for the National Executive Board's call for a national moratorium on unconventional fracking until safety, environmental, and First Nations concerns are addressed.*

*The Ontario Council will participate fully with Unifor's other bodies (including our new Energy Council) to develop this national energy and environmental strategy, and present it to the meeting of Premiers next year."*

I also do want to mention that you will find the speaking notes on your table. We will have some opportunities today to discuss the reports, my own being one of them. I just want to let the delegates know it's not verbatim. This wasn't recorded, it was just notes that I used. I think I said almost everything that's in there. And, I probably added a few other things that aren't. But, they are there just to be used as a guide for the delegates for discussion on that report, as well as the staff reports when those come up.

So, I will turn it back over to Dino.

## DEBATE ON RECOMMENDATIONS AND REPORT

**BROTHER DINO CHIDO:** Okay. So, getting back in line with what we've talked about earlier. I just wanted to make sure that we can get some of the delegates to the microphones again, to give a little bit of a discussion from the perspective of their locals, some of the challenges that they've been through with regards to minimum wage and Good Jobs Summit.

We just want to put a little bit of time aside. There were some individuals that had said that they hadn't been prepared or ready to speak. And, from that, we'd like to just open up the microphones. And to have that dialogue to show the importance of the involvement of what we provide from our locals, and the amount of work we actually do with regards to fighting to increase minimum wage, and again, looking forward to a Good Jobs Summit. I'll take the speaker at number 6 please.

**BROTHER STEWART WISE:** Hi. Stewart Wise from Local 27. I'd like to talk about minimum wage. There's an actual campaign that's going on. So, I am not going to talk about what the benefits of the minimum wage are, and all that. I think everybody in this room understands that. But, the campaign that's going on has been going on since March 14<sup>th</sup> of this year. And, September 14<sup>th</sup> of this year, they started these themes of the campaign. And, the 14<sup>th</sup>, they start targeting the worst offenders; the Tim Horton's, the McDonald's, the Toys R' Us. And so, moving on to October 14<sup>th</sup>, it was Thanksgiving Day. So, putting food on the table was the theme, and they targeted farm workers and restaurants. And, November 14<sup>th</sup> was the constituency week for the MPP's. So, we did some lobbying of over 60 MPP's in Ontario. And, the message there was raising the minimum wage would boost the -- put \$5 billion into the hands of workers. So, coming up this month, a week from today, the theme is a holiday theme. And, it's calling for peace, prosperity, justice, and a \$14.00 minimum wage in 2014. There will be a holiday postcard people can sign. And, the idea is to hit the malls with maybe candy canes with a little message on it. Or, hot chocolate, Charlie Brown Christmas trees, Santa hats, stickers, and that sort of thing to get the message out to the community about the \$14.00 minimum wage.

This campaign, it's in over 20 communities/cities in the province. And so, if you know there's a campaign going on -- well, you can find out if there's a campaign going on in your community by going to [raisetheminimumwage.ca](http://raisetheminimumwage.ca). And, there's all kinds of materials; t-shirts, postcards, buttons, and that sort of thing available.

If there's no campaign going on in your community you can start one. It's a very easy campaign. All the materials are supplied, so it's very easy to start one up. And, I believe next Saturday in Toronto, the action is going to be at Dundas Square from 11:00am till 1:00pm. So, hopefully February 14<sup>th</sup>, let's hope Kathleen Wynne will show us the love. Thank you.

**BROTHER DINO CHIDO:** Thank you, brother.

**BROTHER HERB JOHN:** Thanks, Dino. Herb John, National Retired Workers Executive Board. I rise in support of resolution -- or Recommendation No. 6. But, with one slight exception ---

**BROTHER DINO CHIDO:** Herb, if I can, we're not on Recommendation No. 6. What we wanted to do is, yesterday, we had two recommendations, I believe it was number 2 and number 3 that came forward on minimum wage and the Good Jobs Summit, and we wanted to

give people an opportunity, because some people felt that we went pretty quickly through the process, and didn't have an opportunity to speak. And, they didn't know exactly when those recommendations were going to come up. So ---

**BROTHER HERB JOHN:** I'll sit down and come back on No. 6.

**BROTHER DINO CHIDO:** Perfect. Thanks, Herb.

**BROTHER RANDY KITT:** Thank you. Randy Kitt, Local 79-M. I'd like to obviously rise in support of raising the minimum wage. But, \$14.00 an hour might not be enough. If the minimum wage was to follow inflation over the last 20 years, minimum wage would be \$21.00. And, this brings us to, you know, the low wage economy, and what we're facing with our employers.

My salary, thanks to this union and a mature collective agreement, has risen steadily over the last 15 years. And, just recently we organized a new workplace in our industry, brand new workers to our union with a very young collective agreement. And, an employee came up to me, and said "how can you expect us to support work action on \$36,000.00 a year? We are making good money here." And, I turned around, and said, "15 years ago I started at \$36,000.00 a year." So, their salary has virtually flat lined; zero percent increase. How can we expect people to raise a family? I know the price of my house has doubled; the price of utilities has doubled, more than doubled. We're expecting these people to have zero percent increases over 15 years? The salary if you look at those lines, are going down. And, the companies expect these people, these young people, to make less. So, we have to stand up, and sometimes \$14.00 isn't enough. So, I ask you to support this, but we have to keep supporting it. We have to keep doing more, and not accept the low wage economy. We deserve more and we deserve better. Thank you.

**SISTER CHRISTINE CONNOR:** Christine Connor, President of Local 414, and National Executive Board member. Our sector is retail, and minimum wage is pretty much at the hull of everybody's wages. You have the full time that have higher. I guess I am a little bit older than Randy, because when I started in retail, mine was \$3.65 an hour. So, we have grown a little bit.

Our local worked really, really hard fighting the City of Toronto last year for our stat holidays. And, with a local our size, you get a lot of feedback when you're in the stores, well "who cares?" "Who cares?" "We've got this," "I don't want to get involved." Well, let me tell you, I could not believe the people in our local, the Rank and File members, because they knew it was going to affect them. They were going to be working Christmas Day, Boxing Day, and New Year's Day. And, there were people that I have never seen at our unit meetings, and they were coming out to fight the fight against Toronto. And, it was a year and a half, but we won it. And, now we've got this 14 hour, and it's going to affect our members. So, as we've been going into the stores, we do some people off that are going around and telling -- I've been working with Jenny, who's now in charge of the retail, and we have one of our members going off full time to get into our units, and let the people know what we're doing. And, I think when it comes down to that, that it's going to affect them, they will be out, and they will be supporting what we're doing out there. So, with everybody's support here, I think we can do it.

**SISTER SUE HOLDAWAY:** Hi, I'm Sue Holdaway from Local 414, and I am a retail worker. I've been in retail for about 25 years. I started out as a part-time worker, making \$6.85 an hour. Over the years, I was very fortunate to move up to full-time. But, many of the members that I work for, over three years ago when they did raise the minimum wage to \$10.25 an hour, most of the workers in my store, which is a Food Basics, 75% of them, basically, had to go up to \$10.25 an hour. Making very -- you know, working very minimal hours, about 10-15 hours per week. There is no way that they can live off of that type of money with the cost of rent, utilities, all of that.

I am working very hard on this campaign to fight to win minimum wage to \$14.00 per hour. I'll be out there in every one of our stores everyday fighting for this. We need to get this information out there to our members. There's petitions, please support this campaign; we



need to fight for retail workers.

**BROTHER AMRIK SINGH:** My name is Amrik Singh. I'm president of taxi Local 1688 Unifor out of Ottawa. About Good Jobs, I am going to talk from different angle. There are good jobs, but the governments are turning them into bad jobs; for example, taxis.

Five years ago, we were making good money. I am driving thirty years, sent two children to university, have a home, have own licence, everything. But, what's happening today is Kathleen Wynne's government is killing every taxi driver in Ottawa. Not in Ottawa, in Ontario. How is she doing it? Taxi insurance. Your private car insurance, if the company want to increase, they need government approval. For taxis, they can increase anytime they want. In Ottawa, we used to pay \$4,000.00, this year insurance companies make it \$8,000.00. Let's go to other side of Ontario. Hamilton taxi drivers last year were paying \$7,000.00; this year \$16,000.00.

Now, let's talk about good jobs and bad jobs. It was a good job, now if I have to pay \$16,000.00 to insurance company, \$16,000.00 to the taxi company, and then I buy my own car, my own repair, my own all other stuff. It goes to \$40,000.00 just in expenses. So, we have to work towards these things; maintain good jobs, but then create jobs. Thank you very much.

**BROTHER DINO CHIDO:** No, thank you, brother. I don't see any more speakers at the mic. But, that's the whole point of why we wanted to come back a little bit today, and just have a little bit of an open discussion. It wasn't so much as to pass the recommendations, because they've already been passed, but it's about talking about our experiences. It's about making sure we express ourselves, because we all have situations that we're dealing with, but a little bit different in different parts of the province. And, from that, it's important for us to get up and talk about the challenges that we're faced with. How we do fight backs, and how we present ourselves in a community, not only for our membership, but for the community at large.

So, I appreciate everybody getting up to the mic. I encourage more individuals to get to the mic if they do have points, or they want to make sure that they talk about an issue from their local perspective. And, in saying that, we'll -- actually, I'll get the speaker at mic number 2 before we move on, actually. So, speaker at mic number 2.

**BROTHER STEVE OLSEN:** Sorry, it's Steve Olsen, Local 1359, Sault Saint Marie. I've just been voted onto the LGBT committee for council.

**BROTHER DINO CHIDO:** Congratulations.

**BROTHER STEVE OLSEN:** Thank you. Just a very, very quick point; good jobs and safe jobs. We need safe spaces for our LGBT members in all workplaces as well. It's not just about dollars and cents. But we need to make sure that when we go back to our workplaces that we are inclusive; that we're available to everybody to have work being one of the safest places. And, that goes back to the violence in the workplace, as well. So, I just wanted to make that quick point. Thank you.

**BROTHER DINO CHIDO:** Thank you very much, brother.

**SISTER LANA PAYNE:** Thanks, Chair. Lana Payne, Atlantic Director, Unifor. I actually would like to talk a little bit about Good Jobs too, and the role that unions play in creating them. And, sometimes we have to do it by standing on a picket line.

In the Atlantic right now, we have two very lengthy strikes that I'd like to share with you, because they're really about creating and sustaining good jobs in their workplaces. One is a group of 45 workers -- by the way, none of these folks are our members -- 45 workers for Labatt's corporation in St John's, Newfoundland. They've been on a picket line since the beginning of April. In fact, they went on strike two weeks prior to that. The beginning of their strike was a wild cat, because the employer wanted them to train their own scabs. So, they walked out of the workplace.

This is a corporation that is attacking every single element of their collective agreement. The concessions on the table are very, very egregious. They have, even for temporary workers

who only earn \$13.00 an hour, the government -- or, the employer is looking to take cuts from them as well. This is a multinational corporation that made almost \$10 billion last year in profit. Their CEO made over \$100 million in pay, and they're trying to slash these workers' collective agreements. They've had support from all around the globe, including Unifor members in Canada who have been holding solidarity pickets for them across the country, and need to be doing more of that. They also have a boycott of imported Labatt's products across the country, which I hope you all will support.

In addition to that, we have another strike by seven media workers in Saint John, New Brunswick; there's a theme here. And, they've actually been on the picket line since June of 2012 trying to get their first collective agreement. In both cases, our union has made generous donations to the workers to support them. But, please do whatever you can. You can find out more about them if you just go online. Join the Labatt boycott, and if you're in a Labatt workplace across the country, then please consider doing a lunchtime solidarity picket, as Argentinean workers have done for them as well.

So, let's keep the fight up to protect and build good jobs for all Canadians. Thanks, so much.

**BROTHER DINO CHIODO:** Thank you, Lana, the Atlantic Director. Thank you very much for those words.

**BROTHER KEN LEWENZA JR:** Thanks, Dino. Ken Lewenza Jr., Chrysler, CAW -- sorry Unifor coordinator. I apologize for that. I just want to speak for a second. One of the brothers earlier was speaking a little bit about the minimum wage, which we touched on yesterday. And, I think about in my own community of Windsor where the Windsor Star editorials would come out saying that there shouldn't be a minimum wage at all. We should actually move to the Southern States where we don't even have a minimum wage. So, you actually have to credit the people in this room, when you credit the movement, for actually shifting the debate to not just maintaining the minimum wage, but the fact that it has to be enhanced, and it's got to reflect workers and their need for dignity and to raise a family.

Another point that I want to touch about is our Good Jobs Campaign, which we certainly have to support, is the fact that our unions have really been in a constant battle to protect good jobs. And, you don't have to look any farther than Leamington, Ontario where the leadership and the activist base in our community came together.

The Heinz Corporation, after 104 years of being in business in Leamington, Ontario, representing 800 jobs in that workplace, a very profitable corporation. You got farmers, you got workers, you got migrant workers, and if you look at how important that Heinz Corporation is to Leamington, Ontario, and in that particular region, it's as important as the Financial District would be to Toronto.

And, what corporations are saying is that we are disposable; our communities are disposable; that workers are disposable. And, then we look at our trade agreements, again, which our union should be credited for, and the work that we've done on the ground, saying that free trade agreements only represent corporations, and not represent people.

So, the Green Energy Act, again, what we say is that corporations have to have a responsibility to communities and to workers. They got rid of the Green Energy Act, and again, it was our unions, it was our people on the ground saying that "when you don't put responsibilities on corporations, people lose and communities lose."

So, I would suggest that this Good Jobs Campaign is in addition to the excellent work that we have already been doing. But, the number one thing that I think we've been strong at on the ground is saying that we can bring groups of people together to fight against corporate power. Because at the end of the day, its corporate power that's actually shifting a set of values, and it's towards a society that says that "we're not included." And, we actually have to start thinking about how they're not included. I know in unions, and in the community, for example in Leamington, they're talking about a severance package for workers, and that's great. But, somehow that community has to come together, and say "You know what? The

tomatoes are there, the workers are there, the machinery is there”, and there are examples throughout the world where the workers actually said, “You know what? We’re going to form a community coalition. We are going to look at a co-op, or we’re going to think about how we can keep taking care of ourselves.” Because where corporations are leaving us, we have got to start thinking about how we can start taking care of ourselves. Thank you.

**BROTHER DINO CHIDO:** Thank you, brother. So, what we’ll do now, because I don’t see any more speakers at the mic, we’re going to get into our normal business of the day. We’re going into a debate and discussion with regards to what we have on the staff reports. Katha talked about that earlier.

So, the staff reports have been presented and been put on the floor yesterday. And, also, Katha’s full report has been put on the floor earlier. So, if anybody would like to get to the mics to speak about anything in the staff reports, anything with regards to their local union, what they’ve gone through, some of the challenges that they’ve experienced. Please feel free to go up, and we’ll take speakers at the mic. Okay. So, nobody’s got any issues? Perfect. Wonderful.

**BROTHER NICK SINGH:** Hi. Good morning, all. I’m Nick Singh, Local 973, I’m the President there. Going through the reports, I am very happy to see that we do have an international focus, and that we’re paying attention to what’s going on in the rest of the world. However, I do believe there is quite a large hole in our international focus.

One of the longest running human rights disasters is in the occupied territories of Palestine. The occupation has prevented men, women, and families from earning a livelihood. And, what I mean by unable to earn a livelihood means literally being unable to feed and house themselves. This occupation and oppression results in the very orchards that had been cared for by generations of Palestinians, ripped out of the ground, and carted away. It has resulted in produce that these families have worked to put into the ground, to nurture, to harvest, to care for, to package, and get ready for shipment, to be left sitting in Israeli ports waiting for shipment.

The erection of the wall has expropriated these fields that these people make their livelihoods from. The road systems that Israelis have built prevent workers from getting to their fields. It prevents them from getting to work. They can’t even cross the roads. They have to go all the way around. So, when it comes to bringing that produce home, it’s even more difficult. Also, the blockade of materials has prevented the necessary basics from being made available to these oppressed people to simply make a living. Now, the rest of the world has recognized that these conditions are unacceptable. Nelson Mandela has consistently criticized the situation because of the similarities to apartheid. President Jimmy Carter has referred to the situation as apartheid. We should stop ignoring this situation, this man-made disaster, and we need to join the very large worldwide campaign to end this ugly, unacceptable oppression of these people who have been victimized for far too long. And, I recommend that Unifor include Palestine in their international program. Thank you.

**BROTHER DINO CHIDO:** Thank you, brother.

**SISTER KARI JEFFORD:** Kari Jefford, Unifor Local 229. I just wanted to speak to the Women’s Department report. I think there’s a significant omission there for our CEP sisters. In June of -- just this past June, I was honoured to be able to be a delegate to the final CEP Women’s Conference, which was held in Ottawa. It was their National Conference. It was a phenomenal time. There were more than 300 women there speaking about the issues, learning new skills, being able to get up to the mic, and have good debate and good conversation about women’s issues in the CEP, and looking towards the union of Unifor as well. So, we were more than 300 delegates. We marched on Parliament Hill where we all wore red aprons, and carried our rolling pins, I think they’re called. I’m not in a kitchen for very long. And, it was called A Feminist Movement - A Recipe for Democracy. And, I just wanted to congratulate the CEP women on their final women’s committee as well. Thank you.

**BROTHER DINO CHIDO:** Thank you, sister.

**SISTER THERESA FARAO:** Hi, I'm Theresa Farao, President of Local 240. I just wanted to let everyone know here when we talk about retail, and them coming and developing these new two-tiered wages, two-tiered vacations, well, that's a substantial change. And, under the Pay Equity Act, they have to address that issue. So, that's exactly what we did with The Bay, representing four stores. We just finished up. We have one more meeting just to calculate, get some data. But, just based on straight hours worked, it's \$185,000.00 retro money for these workers, and it's going to give them an increase of up to \$0.71 an hour. So, I just wanted to give a little bit of good news there. But, it's a way of trying to get their wages up, because this two-tiered system is just about stealing these workers' wages. Thank you.

**BROTHER DINO CHIDO:** Very good.

**SISTER JULIE HERRON:** Julie Herron, staff. I'd just like to get up and talk about a couple sets of bargaining that I've been through and it's under my report. A brand new plant, TRW in Tillsonburg out of Local 1859, when we went into bargaining with this unit -- and, obviously they've been trying to organize for over 20 years -- there were three wage scales in there; there was contract workers, which was clearly where the employer wanted this facility to go, who were making \$11.00 an hour. We had a two-tier wage system which those people were making \$15.00 an hour, and that's with no benefits. And then we had the tier-one who were at around \$22.00 an hour.

This employer over the last few years was continuously cutting from these people, \$2.00 an hour, benefits being cut. Through that round of bargaining, and obviously with the assistance of Jerry Dias at that time, we were able to achieve, as of June next year, there will be no more contract workers in that facility. They will all be full-time employees. The tier-two people, and obviously the contract workers now, see a light at the end of the tunnel where they will be brought up to the tier-one wages, and obviously with benefits. So, I think that's a major gain for our union to show the solidarity in our union, and to get rid of some of the precarious work. Those people at least can contribute to the community buy homes, buy cars, and at least be able to provide for their families.

Also, in the town of Glencoe, Southwest -- Middlesex, we have the road worker fellows there, and this is out of Local 414. This employer, what they did was with the non-union people in one of the classifications, they increased the pay there by \$4.00 an hour, and in the other classification it was around \$2.00 an hour. So, we went into bargaining this time. It was obviously an issue. You could tell that the employer was trying to wedge between the non-union and the union people. And, the rec. department did pretty well; in fact, they're the same kind of work as what the road workers were doing. That round of bargaining, we made it perfectly clear and we challenged them, and those people obviously went up the rate of pay where the non-union people were at, and that was a huge gain for our union as well. Thank you.

**BROTHER DINO CHIDO:** Congratulations, sister.

**BROTHER MARK MATHEWSON:** Thank you. Mark Mathewson, Local 848, Shell, Sarnia. I'll just take a minute to talk to you about Energy and Environment in the speaking notes. It's a big factor for all of us, and I know we ask a lot of our members and our delegates, when they come to these meetings, to absorb all of the fight that we have, to try to take away and understand why it's important to them, and why they should be involved. Well, one of the handouts you had was about pipelines. Take a minute and have a look at it. Look at the majority of the direction that they want to make those pipelines go. Why is that? Well, the corporations, one of them which I work for, and a lot of others in the energy sector work for, are all multinational corporations. They have no borders. They're not beholden to any governments. They believe they're bigger than governments, and they'll do whatever it takes to make the most money they can, and that means putting all our jobs at risk.

Let me tell you a little story. A sister plant in Montreal, a refinery, 500/600 good paying jobs, and all the jobs that are associated to go with that refinery through contractors, through

construction, everything else that goes with it, they shut it down. The reason they shut it down was because bean counters decided it made more economical sense for them to take the oil from Canada, pipeline it through the Keystone, down to Texas, produce it, manufacture it, put the jobs there, send it back up on a freighter, and put it back into the orbit, so that everyone in this room right now could be buying that gasoline that was made in Texas with those jobs, our jobs.

So, why is this important, and why do we need to fight this? Because, people, this is our livelihoods. We shouldn't just chop down logs and ship them out on freighters. We shouldn't give away our natural resources to anybody else.

We are a strong prosperous country. Let's utilize those resources. Let's keep them for us. Let's add the value-added here in this country, and make sure that the next time we have one of these meetings, there's more of us here, not less of us. Thank you.

**BROTHER DINO CHIDO:** What I'm going to do is I'm going to take these next two speakers, and then we can vote on the motion with regards to the acceptance -- sorry, three speakers, and then we will vote to pass the recommendation to accept the reports as presented.

**SISTER DARLENE WILSON:** Good afternoon. Darlene Wilson, Local 4304, Grand River Transit. We have many issues in our local right now, many struggles, things that we are facing. And, they completely fade away to me when we're looking at the struggle that we're facing as workers; workers in this province, and workers in this country. I've seen none of the struggles in our local in comparison to what we're facing collectively as workers. Never before have we seen this attack on the labour movement, and the attack on the middle class, and the attack on workers, in our province and in our country. And, it strikes me that we here in this room are labour leaders. We're labour leaders of tens of thousands of people just in our own locals. And, those people in our locals, they have conversations, and they impact many others themselves, in their families, and in their relationships, and their friends.

So, we in this room have the ability to significantly impact hundreds of thousands of people just from our message. And, we need to get that message out. We need to get that message out on our websites. We need to get that message out at our union meetings. You know, we need to get that message out about protecting good jobs, and protecting the middle class. Thankfully, the Conservatives are doing us a great favour lately, and they're not hiding their agenda; it's out there, and it's brazen, and it's clear that they're after the middle class.

Whether people are unionized or not, we can start that conversation, and then we're all on the same page as workers if we can get that message out to our people, and they got that message out to, you know, their friends, and family. If we get that message out to hundreds and thousands of people just in our province, then we can start rising up against this Conservative agenda.

So, when we think of the Rand Formula alone, and how that's going to impact our unions, our local, I'm sure we can all think of our local and how that would impact us if that was taken away from us today. But, how will that impact good jobs in this country? And, I don't care whether someone's -- you know, we're actively involved in Toyota, and that's a great conversation starter with them. How will that impact their good jobs, you know, if the unions are under attack this way? So, I just want to encourage everybody to get that message out in your locals, get that message out to your workers, and encourage them to get that message out to everybody in this province.

**BROTHER DINO CHIDO:** Thank you very much, sister. Good job.

**BROTHER MIKE LOVRIC:** Good morning. Thank you, Brother Chair. My name's Mike Lovric, vice president of Local 444. I'm also the Vice President of National Recreation, and this is a different side of what our union does. I just want to bring your attention to the staff report on page 60 about National Recreation. It's an excellent organizing tool that we do for our members. It's another side that I don't think any other union does for our members as National Recreation. We put on events. There're volunteers from six different councils in

Ontario that organize events for our members. So, I encourage former CEP members to look after this, and look at this, and maybe in your area encourage your members to get involved. It's another way of something we do for our members. Thank you.

**SISTER ISABELLE TAYLOR:** Good morning. Isabelle Taylor, Local 2458. I've worked in long-term care for 30 years, and I'm considered a healthcare worker. And, when we think about healthcare workers, we automatically assume that they're well-paid, that their working conditions are good. But, I'd like to draw your attention to Katha's report on page 3, and what are we doing different in long-term care? And, I want to draw your attention that the fight is still on to have a minimum staffing standard in long-term care. I want you to know that the workers in these facilities are being pushed to their limits. They're literally running around with their heads cut off trying to take care of our most frail people in our communities. It should be completely a different situation in these places. I do know that the Liberal government has established a new program called Behavioral Supports Ontario. And I am hoping that this program is a good one. It just started recently. But, I certainly hope it's not the answer to the mental health issues of patients being dumped into long-term care that workers are now unable to take care of.

They're not only taking care of your grandmother that is 95 years old that has different types of dementias, but now they are taking care of, perhaps, a 50 year old man that is horrendously strong with mental health issues that lives with your frail grandmother.

So again, I'd like to push, and I'm so proud that Unifor is also pushing, for minimum staffing standards in long-term care. Thank you.

**BROTHER DINO CHIDO:** Thank you, sister. In order to get into our next order of business for the day I'd like to put a motion to the floor to adopt the staff reports, and the Ontario Regional Director's reports. Can I get a seconder? All those in favour? Down. Opposed, if any? CARRIED. Thank you very much. And, again, I just want to congratulate the speakers for getting to the mic and expressing your opinion and concerns with regards to the challenges that we're faced with. And the respectful dialogue that we were able to carry. Now getting into our next order of business, I'd like to call up Jerry Dias, our National President to introduce our guest speaker.

**BROTHER JERRY DIAS:** You know, I talked yesterday during my brief remarks about politics, and we talked about what politics has to be. And, politics has to be about inclusivity. Politics has to be about how we build our nation. It has to be about a straight understanding that in a diverse country, a diverse economy, there are going to be different stakeholders, of which every one's opinion has to be respected.

If you take a look at what's happening today in Ottawa, there's not a lot of respect. There's not a lot of discussions about building. There's a lot of discussion about "How do we take sides?", and "How do we exclude?" At a time where politicians toe the line, don't stick their neck out, it's really refreshing to see that there are some with the guts to stand for what they believe is correct.

Our speaker, Senator Segal, I just want to read some of what he's had to say. Senator Segal explained that Bill C377 is bad legislation. Bad public policy, and a diminution of both the order and the freedom that should exist in any democratic, pluralistic, and mixed-market society. He goes on to say he believes that society prospers when different views about the public agenda on the left and the right are advanced by different groups, individuals, and interests. At one point, Segal says that this bill is about a nanny-state. It has an anti-labour bias running rampant, and it diminishes the imperative of free speech, freedom of assembly, and free collective bargaining.

The bill before us today, as well as right-to-work legislation that is being proposed in other places as private member's bills are not who we are as Canadians. It is time this chamber said no. Segal concludes by suggesting by saying that the bill should be stopped dead in its tracks. Brothers and sisters, join me for a warm Unifor welcome, Senator Hugh Segal.

## GUEST SPEAKER: SENATOR HUGH SEGAL

**SENATOR HUGH SEGAL:** I'm glad that Jerry's introduction was short. I heard his intervention yesterday was a bit more substantial in length. I began to think about those interminable speeches that Fidel Castro would make, not because there's any similarity between Jerry and Fidel Castro, but because it speaks to how progressive this movement is that in the Centre square of Havana, you'd have to stand for 8 hours, here you get to sit. That's my definition of improved working conditions for everybody, Mr. President.

Now, you may be asking yourselves, "Why would anyone invite a Tory Senator to your meeting, to stand at your podium, and take up your time?" To tell you the truth, I was a little surprised to be invited myself. And, all I could find in the closet was a pinstripe suit. I was looking for something in brown; I just couldn't find anything. Well, look, if you're a Canadian Senator these days, you're glad to be invited anywhere. And, just for the record, let me reassure you, I spent my own money to get here. I didn't get a loan from anybody, and I won't be sending anybody any receipts, just so we're clear. The other thing I have to fess up to you is that if you work in the Senate as I do, and as I have for almost nine years, any chance you get to be in a room where depends is a verb, you're having a very exciting day. I am quite honestly very deeply honoured to be here with you.

My Canada is the kind of country where trade unions and free collective bargaining makes our economy stronger, and Canada a better place. It is as important a part of a strong and growing economy as capital investment, reasonable profits, and fair wages. And, without collective bargaining, there's never any guarantee on the fair wages. And, without fair wages, we are not building a society of which we can be proud, and we can transfer to our kids, and our grandchildren, knowing we've transferred them something that reflects our values as Canadians.

When my grandfather came here as an impoverished refugee after the Communist Revolution in Russia, 1918, he found work as a tailor. He earned enough to bring his wife and kids, my grandmother and father included, to this great country. Canada had given him a chance of over two years of work and living. He had changed from a poor and emaciated refugee to a working class healthy and robust father. The change of just two years living in this country was so massive that when his own wife and children stepped down from the train in Montreal, where they had travelled to from Halifax, where they had arrived on a ship from Romania, steerage class, they did not recognize him. That's how better, how well, how strong he looked.

My friends, that's the promise of this great country for all of us. In those days in the rag trade in Montreal, there were no salaries or benefits, only something called piece work. You were paid for each garment you sewed. And, one Wednesday, the owner of the factory who was part of Montreal's Liberal establishment, part of why I will never be a Liberal, informed his workers that if their output did not double by Friday, they would all be fired. My grandfather, Benjamin, looked at the men and women he shared the sewing machine bench with, and said, "Well, folks, we either walk out now as human beings or we crawl out like mice on Friday." This was one of the first strikes in the garment industry in Canada, and the beginning of the International Ladies Garment Workers Union in this country; salaries, benefits, holidays, safe working places, honest bargaining, a better life for more Canadians. When my grandfather led that strike, he would not have known that it was Canada's grandfather, Sir John A. MacDonald, our first Prime Minister, who first championed the labour movement in this country. I know he was a Tory, but there's a difference between a Tory and a Conservative. And, he called himself a Progressive Conservative, which is where that brand name came from, and in a moment you will see why. He brought in a piece of labour legislation in Canada that made it legal for trade unions to be trade unions; to organize, to bargain collectively.

Mark Chartrand, a great labour economist, took a look at the Trade Union Act of 1872,

and here's what he said:

*“Sir John A MacDonald was solely responsible for the introduction of the bill. In his preliminary remarks in the House of Commons, he said they were modeled after British statutes enacted in the previous year that emancipated union members from existing laws that were considered to be ‘opposed to the spirit of liberty of the individual’, and ‘too oppressive to be endorsed by free men’.”*

He suggested it was Canada's best interest to enact analogous legislation so that Canadian and British immigrant workers would have the same right to combine for the accomplishment of lawful objects as workers had in England. That's called the right to collective bargaining. And, during the debate of 12 June 1872, he noted that “recent events in Toronto” -- it was the great printer's strike -- “had shown the necessity of adopting some amendments to existing law here.” And, he expressed the concern, and I quote, “If working men should learn that the old law, the repressive law, remained unchanged, they would not come from the old countries, from the British Isles, to settle in Canada”. In other words, the right of working men and women to unionize was at the root of Tory policy less than five years after Confederation. This is not some new thing that came rolling in with Franklin Delano Roosevelt. This has been a part of who we are as Canadians from the very beginning.

The famous campaign poster of Sir John A., which I have in my office entitled “The Old Man, The Old Party, The Old Policy”, has Sir John A. being carried not on the shoulders of folks in pinstriped suits, and homburg hats, and high collars, but on the shoulders of factory workers and farmers. He was their guy, and they knew it. So, the very growth of Canada and the successive wave of immigrants that built Canada depended in some measure on protecting trade union rights. My friends, they did then, and they still do now.

My dad was a taxi driver in Montreal. They used to call him the Snowden Hustler, No. 100, Veteran's Cabs. In one Passover Seder, he showed up in a new suit. He looked nice, trim, well put together. My grandfather welcomed him at the door, said “That's a new suit, Morris”. He said, “Yes, it is, Dad.” He said, “Can I see the inside?” It was a Samuelson suit; it was not a union made suit. He kicked my father out of the Seder until he went home and put on that old suit, which was a union made suit.

Here's what Sir John A. said to the Toronto Trades Council when he was fighting for that bill to legalize their right to organize. And, I quote, “I ought to have a special interest in this subject, because I am a working man myself. I know that I work more than nine hours every day” -- he didn't say sober, he just said worked nine hours every day -- “and, I think I'm a pretty good mechanic. If you look at the Confederation Act, in the framing of which I had some hand, you will admit that I'm a pretty good joiner and carpenter. And, as for cabinet making, well, I think I've done as well as anyone might expect given the timber I had.”

My friends, that's the kind Conservative you have standing in front of you this morning. That's why it's an honour to be here with you, and to wish you well at this meeting, and your important work in the weeks, and months, and years ahead for a strong economy, and a better opportunity, more fairness, equality of opportunity for more Canadians. That is why I oppose Bill C377. I said in my speech that, you know, it had many things to commend it except for these simple facts; it was bad law, it was unconstitutional, it was a violation of privacy for millions of Canadians, and at best, in terms of transparency, needlessly redundant. I was one senator who said that, but I had senators on both sides of the chamber voting with me to amend that bill, essentially gut it and send it back to the other place. And, just so you have a status report, had that bill gone back to the House of Commons, and had the House of Commons met to consider it, that would've been one state of affairs.

But, the House of Commons wasn't there to receive it, because Parliament had been prorogued. And, under our rules, a private member's bill reappears at the beginning of the process it was in when there's prorogation, so that bill sits on the order paper, not yet been



called, unchanged from the amendments that I had proposed and others had accepted. My expectation is that it will not be called for the foreseeable future. My expectation is that the new Minister of Labour will be reflecting on what can be done not to promote that bill, but to look at other ways in the federal jurisdiction perhaps to bring some measure of comparable transparency to that which exists in provincial jurisdictions across the country. And, I do believe that she will be consulting broadly with you leadership in that process. But, let me be clear as I can with you this morning. If the government calls that bill in its un-amended form, as I stand before you today, I will stand in my place in the Senate to oppose it once again.

My brothers and sisters, solidarity is a word associated with unions. Freedom may be a word we take for granted, but in my Canada, both sustain each other; when unions and their members and locals help the United Way across Canada, that is solidarity. This year alone, your union locals have contributed across this great country \$250,000,000.00 to United Way. And, as one of the volunteer heads of United Way in my community of Kingston, I want to tell you, hospital workers, corrections workers, unionized locals right across the community made an unbelievable contribution to help put us over the top in that small little Ontario city, and that is something for which all Kingstonians will be forever grateful.

When the unions stepped up as partners in the difficult circumstance when the restructuring of our auto industry was necessary, I call that solidarity; saving jobs, saving an industry, and taking more than your fair share of sacrifice in the process.

When a union of dock workers help bring down a totalitarian communist regime in Poland, its name was solidarity. For me, solidarity, freedom, profit and prosperity are all part of the values we share as Canadians. And, we have a lot of work to do together.

On good jobs, and I think you're coming Summit on good jobs is a vital point of focus on the difference between real work, fair pay, and something that is less, and co-modified to the point where the human being doesn't seem to count.

I believe we need to do work on a minimum annual income for every single Canadian. And, let me tell you something, when the Swiss Federation -- and the Swiss are not known as radical lefties, or folks who don't believe in frugality, or who don't believe in hard work. When they are planning a referendum on a minimum annual pay from the government for everybody, a basic grant so there would be no poor people in that country, that tells you that this is an idea whose time is in front of us, and where we can work together to make such great progress.

Now let me say this, the Rand Formula is not likely to come up in the Senate of Canada, but if it does there will be a lot of us standing up to support it, and defend it as a rational way to make sure that everybody in a working community benefits, and pays the price of the leadership and the bargaining units that are there with their shoulder to the wheel at the coal-face fighting for fair conditions for everybody in that working circumstance.

So, let me finish with a prediction. What happens when you get solidarity and freedom working together? What's the potential of that? Let me quote from the words to an anthem you may all know a little better than me, "There can be no power greater anywhere beneath the sun." God bless you all. Thank you.

**SISTER KATHA FORTIER:** Wow, Senator Segal, that's incredible, and so very powerful. Thank you, on behalf of all of the delegates today that are in the room. I want to thank you sharing and for standing up against the attack on workers and unions.

It's obvious that you're driven by values that actually include a sense of equity, and that's so appreciated, and sharing your personal stories with us today, your family, your history, which so many of us in this room share, and we understand the positive influence that that's been in your life, and we appreciate it. It's stories like this and the stories from all of our pasts that when we remember our roots, we remember the contributions that unions have made in building Canada, in building the middle class. So, on behalf of us all, thank you very much, Senator Segal. We have a gift for you, and our appreciation. Thanks, again.

**SENATOR HUGH SEGAL:** Now, under the conflict of interest laws for senators, what

I'm going to do is I'm going to open it and we can share it with each other, and I'll have 800 witnesses as to what this really was. Oh wow, a wonderful, wonderful piece of art. Thank you very much. It will hang in a place of honour in my office right next to the picture of Sir John A. Macdonald.

## UNION RIGHTS PRESENTATION

**BROTHER DINO CHIDO:** Wow, pretty amazing. Where else do you get a Progressive Conservative to come and share his thoughts and views with a union organization? And, you heard it right here starting with the Unifor Ontario Regional Council. And, it's because of the hard work that we've put in, in making sure that our voice can be heard, whether it be through Ontario, whether it be through the other regions, but Canada for certain as expressed in Maclean's magazine. And, that's a testament to the work that we've been putting forward, brothers and sisters. So, thank you very much.

So, let's get into continuing our program for the remainder of the day. I'd like to ask Bill Murnighan, I think Bill Murnighan -- he's here; right? All right. Way to go. Bill Murnighan is our Director of Research. He does a fundamentally great job with regards to making sure he provides the information necessary for us at the bargaining table and outside of the bargaining table. But, I'd like to ask Bill Murnighan to come up, and just talk about union rights, and a presentation on that. Thank you.

**BROTHER BILL MURNIGHAN:** Thanks very much, Dino. Wow, that was an inspiring presentation from Senator Segal; it's going to be really hard to follow such a great speaker with his humour, with his passion, and his humanity, and I hope to be able to do justice to that.

It was also great when I started hearing Senator Segal give his presentation. I thought "Oh oh, he's going to give the same presentation I'm about to give", which is largely focusing on the history of the struggle for union rights in Canada. And, it reminded us how very important it is that we remember that history.

We heard from Jerry and Katha in their reports yesterday, and again from Hugh this morning about the current situation, about the many ongoing battles around labour rights we have, and the threats to our very existence. And, we thought it'd be fitting to take a few minutes to take a look back at our history and consider where our rights came from. And so, I'm going to take about 15 minutes. These were out on your tables yesterday, a book that's called, "Where Did Our Rights Come From? The Rand Formula and the Struggle for Union Security", and you might want to look at that while we go through this.

So, history; whose history? Like Hugh Segal, I'm going to talk about my ancestors briefly. My great-grandmother left Norway and came to the Prairies to make a better life as a farmer in the New World. And, my great-grandfather emigrated, along with millions of others, from Ireland after the wake of the potato famine. That's part of the reason why I'm here. I have a personal history that is bound up in great events, and tides with history far bigger than me, and I am very lucky it landed me where I am. And, we all have our personal histories; cities have histories, companies have histories, countries have histories. Just think back to your high school Canadian history textbooks. But, let me ask everyone a question. I know everyone was out late last night, so this should be easy.

Please raise your hand if you consider yourself to be a trade union activist. Great. Take a look around. Now, we have a history. Everyone in this room, we share a history, and we should remember that movements also have histories. How did we come to be here? And, I don't mean just here in the basement of the Sheraton on a Saturday morning. Big questions; how did it happen that we've got this great big new union of ours called Unifor? How did it happen that we've got this great organization with all our capacity, and our reach? For that matter, how did it happen that workers have rights to organize unions at all? None of this just happened. And, at a time when our very existence is being challenged, it's vital that we know where we came from. Now, the power of history is well known, and it's also the power behind whose history gets told is also well known. And, many have spoken very eloquently about

that. It's no accident we don't hear a lot about labour history in our schools, not enough, or on TV. Consider some of these statements, short and blunt, like the man, Winston Churchill, who said "History is written by the victors." And then some other comments by someone who knew all too well about power and its application, George Orwell, said, "The most effective way to destroy people is to deny and obliterate their own understanding of their history." Now, that's a little bit serious for a Saturday morning, but it's true. And this, "If you don't know your history, then you don't know anything. You're a leaf that doesn't know that it's part of a tree", observed by author Michael Crichton of all people. Perhaps more humorously, but perhaps a truthful observation was, "Those in power write their history. Those who suffer write the songs", that being by folk singer, Frank Harte. But, I think the most powerful observation on why knowing our history as a movement is important, particularly in times of adversity, comes from the famed civil rights historian, Howard Zinn, when he wrote this. And, he said "To be hopeful in bad times is not just foolishly optimistic; it's based on the fact that human history is a history not only of cruelty, but also of compassion, sacrifice, courage, kindness. What we choose to emphasize in this complex history will determine our lives. If we see only the worst, it destroys our capacity to do something. If we remember those times, and places, and there are so many where people behave magnificently, this gives us the energy to act."

The labour movement, I would argue, and I think most of you would agree, is one of those places throughout history where people have behaved magnificently; with compassion and sacrifice to build for the common good. And, knowing this inspires us, and it gives us energy to act.

Now, we heard yesterday in some detail from Jerry and Katha about the ominous developments brewing in some elements of the right wing in this country; in the parliaments, in their planning rooms, Bill 525, Bill 377, C4, Hudak's election platform, and we've been watching their sharpening attack on the labour movement. And, of course, we have been talking about these issues much more seriously, ever since the horrendous events of the so-called Right to Work laws that came ever closer to us here in Canada when they were passed in Indiana and Michigan just last year; the industrial heartland of America passed Right to Work laws. So, in our discussions about Right to Work, we typically raise the 1946 Rand decision as a bedrock of our labour relations. Now, 1946 was a while ago, and in our struggle for labour rights, we thought one of the things we need to do is get our history out there; among our members, among our allies and the public. And, so much of our history from the former unions that created Unifor, this is our history to tell. So, we made this booklet -- If I could get the PowerPoint up please? We made this booklet, and it provides a brief overview of the history of the struggle for union security that started well before the Rand decision. It has short pieces on each of the 1945 Ford strike, the Rand decision itself, and two other key struggles that were central to moving the yard sticks forward for labour rights in Canada; the ethic 20 month strike at United Aircraft in Longueuil, Quebec in 1974. And, an equally bitter five month dispute at Fleck Manufacturing in Centralia, Ontario in 1978.

Now, I certainly don't intend to go through all that history up here right now, unless Dino is going to give me a couple more hours? No? Okay. I'm going to leave that for your reading pleasure. But, I will touch on the few key themes, and if anything, I'd like to draw out three key points. First off, and this is something we should pay attention to, is that the struggle for union security, which is our ability to have a solid and permanent labour organization, has been a central goal of the labour movement since the beginning. It reaches back well before the Rand decision, and the struggle continued well after that. The second point I'd like to emphasize throughout is that suggestions by some that we outlaw the Rand Formula doesn't just take us back to the 1930's, but in many ways much further. As Hugh was talking about today, before the 1872 Trade Union Act, some like Hudak are aiming to roll back 140 years of labour rights, brothers and sisters, 140 years. And, third, through a look at our history, we realize that every right we have won; it was never given. With these in mind let me just say a few words

about the struggle for union security. Canada has a rich history of raising living standards to advance social conditions, but from the beginning, one of the most elusive goals was to create sustainable organizations that would stay around and be able to grow overtime.

The early history of Canada's labour movement is filled with heroic efforts; workers who had nothing, no organization to build from the ground up. Efforts were only undone largely when there was an economic downturn, or after they had a battle with a major employer. The goal has always been for workers to organize, but also to organize to stay. In the booklet, you'll read about three ways of the upsurge in the labour movement, each revealing the enormous potential and hunger for workers to organize, but also the fragility of workers organizations.

In the first wave, you'll read about the watershed events of the 1870's that Senator Segal mentioned this morning to unify Canada's disparate trade union movement, spearheaded by organized printers who were mobilizing for the nine hour day. Nine hour day. Now, remind you, that was a six day work week. Their leaders were jailed. Thousands protested in the street, and the government eventually caved. As we heard, John A. Macdonald spearheaded that legislation. And, I think it would be -- take a moment, take great pride in our newly expanded union to recognize the presence in this very room of the same local union that led those strikes 140 years ago in Toronto, Local 91 of the International Typographical Union here, now part of 591G. Could you wave, and stand be recognized for your proud legacy? It was that local union that led those strikes. They tell me that they are the oldest local union in Canada, having chartered sometime back in the 1840's. That same era, the first efforts of mass organizing got under way beyond just skilled trades and artisans, the knights of labour organizing in the 1880's achieved a peak of 14,000 members. But, they were largely undone with a downturn in the economy, a severe recession, and internal dispute. Things would be dormant for the next few decades, and the next upsurge came in the early years of the 1910's; arising in the logging camps, the rail building, and the forests, and largely coming from the West Coast. This was the year of the Wobbly's, the IWW, the era called also Western Radicalism, making in-roads in the logging camps, the railroads, laying the foundation for doubling union membership to nearly 400,000 just in two years after the end of the First World War. It was in those revolutionary days after the calamity and carnage of the First World War that we saw the Winnipeg General Strike in the summer of 1919. 30,000 workers walked off the job, seized power, ran the city for six weeks, and it wasn't just Winnipeg.

In the summer of 1919, there were 210 strikes across the country involving more than 115,000 workers. But, the Winnipeg Strike was put down bloodily, as we know, and crackdowns on foreign radicals, Red scares, immigration round-ups, combined with a hard recession in the 20's, put labour back on its heels for much of the next 15 years. And, once again, permanency for the labour movement would remain elusive. And then, finally, you would read about the third upsurge for labour, which involved the rekindled drive for mass organizing under the name of industrial unions, and that started in the 1930's.

This was a time when the CIO was founded, gave birth to many of Unifor's predecessor unions in the auto industry, paper industry, electrical, and many more. In the wartime economy, workers joined unions in droves. Membership surged to 725,000 just in five years. But, the early experience of CIO unions in large industrial workplaces showed that they remained vulnerable to the volatility of the marketplace, and employer interference on the shop floor. And, while hand-to-hand dues collection meant you had to have a very large and active steward body, it also created institutional instability; a serious challenge to permanency for rapidly growing unions. And, this would set the backdrop for the push for dues check-off. Regardless of the form of membership requirement, unions pushed to have dues checked off of pay cheques, and this wasn't new. This was a tradition picking up from other union-run social welfare burial benevolent societies. In fact, there were many battles waged over dues check-off well before the Ford Strike of 1945.

During the Second World War, Canadian Conciliation Boards awarded dues check off in

22 separate strikes. And, in the Halifax shipyards, who are also part of Unifor, a major strike in 1944 resulted in check-off being won by a ruling of the Provincial Supreme Court.

Dues check-off was not new by the time of the Ford strike, but it was far from being firmly established. At the end of the war, the Second World War, all the special legislation giving unions some rights was set to expire. It was time for labour to show it was not going to go backwards. And, the Ford operation in Windsor was the first major battleground.

I know Jerry recognized Local 200. That is the same Local that is here in the room with us today. Where are the Local 200 members? You should acknowledge, and stand for your proud heritage of bringing us the Rand Formula. After nearly two and a half months on strike with massive support from the rest of the labour movement, the 11,000 Ford workers were facing the prospect of the strike being broken by police who had been flown in from units in other cities. And, in a move of complete sheer genius to avoid bloodshed and a showdown with the police, they organized a blockade 20 blocks deep around the plant that eventually took three days to undo. And, it was that blockade, and understanding that the strike would not be broken, that led to the federal proposal to settle the dispute by binding arbitration on the questions of the union shop and dues check-off. And, the arbitrator was Justice Ivan Rand. Now, as many know, that decision gave rise to what became known as the Rand Formula. He did not give the union full union shop status, but he did award dues check-off for everyone in the bargaining unit. And, an essential part of that bargain, something that is far too often overlooked, was in exchange for the Rand Formula was a trade-off for a no-strike pledge during the term of the collective agreement; something that U.S unions never gave up in their push for security. Now, maybe I'm venturing too far, but maybe we need to consider that if somebody was to eliminate the Rand Formula, maybe we need to eliminate the no-strike pledge too. Now, after that decision, the Rand Formula was not law. It was applied only where labour strong enough to force companies to accept it. And, in those early days after the war, the Rand Formula was won inch-by-inch through negotiations, and it was backed up by the largest strike wave the country had ever seen.

In the years 1946 and 1947, 120,000 workers hit the picket lines with union security as the top demand, resulting in seven million days out. The strike wave shut down whole industries at the time; auto, and steel, electrical, rubber, forestry, newspapers, many more. Labour proved beyond a doubt that it was not going to go backwards after the war. By the early 1950's, provincial labour legislation modelled on the war time rules had become entrenched, paving the way for expanding unionization more broadly and across the public sector. But, the right to union security and the Rand Formula were still not guaranteed, and had to be fought for and won. Employers still fiercely opposed unionization, and where they were strong enough, they would refuse to provide the Rand Formula.

A wave of strikes in the 1960's led the federal government to establish a task force on labour relations. It was known as the Wood's Task Force, after one of its authors. Among several recommendations, the task force stressed that many strikes were still being fought over the Rand Formula, and they recommended that it become mandatory in all jurisdictions.

Only Manitoba would listen, becoming the first jurisdiction to afford legal protection to the Rand Formula. It would take many more battles to extend those legal protections, and two of the most important of those battles came from within our union.

In the booklet, you'll read about the epic 20 month strike at United Aircraft in Longueuil, Quebec, also represented by a Unifor local, Local 510. The company's now called Pratt & Whitney. And, that strike started in 1974. This was a bitter strike over several issues, and it became concentrated around union security, and the Rand Formula. The strike degenerated into police repression, scab replacements, violent efforts to break the strike. It galvanized the province as seen by many as one of the key factors that led to the PQ victory. And, it lay behind their adoption of the anti-scab laws and legislations making the Rand Formula mandatory in 1977. The second watershed struggle that you'll read about came just a few

years later in 1978 in the small town of Centralia, Ontario. A workforce of 140, overwhelmingly women, had just organized at Fleck Manufacturing. In their effort to secure a first collective agreement, the employer, of course, as was very common at the time, refused to agree to the Rand Formula in an effort to starve out the newly formed union. The women refused to back down and embarked on a heroic strike that lasted 163 days, involved staring down an unprecedented show of police intimidation, galvanized the labour movement, the women's movement and the general public. The women won the strike, and the Rand Formula. And, after their win, Bob White, one of my personal heroes sitting right here behind me, wrote to then Premier Bill Davis in August of 1978. And, he said, in part, "Never again in Ontario should workers have to do what Fleck workers did to strike for a Rand Formula check-off. Never again in Ontario should massive use of police be used to support an employer trying to break a strike and deny workers their right to have a union. The compulsory check-off should be automatic by legislation once the union is certified by the Ontario Labour Relations Board." Thank you, Bob. And, in 1980, under conservative Premier Bill Davis, legislation was passed in Ontario providing mandatory Rand Formula check-off when it's sought by the union in negotiations. Legal protections for the Rand Formula were extended to the federal jurisdiction in 1984, and eventually to other jurisdictions in ensuing years.

Today, the Rand Formula is protected in law in jurisdictions covering the vast majority of Canadian workers. It's either required automatically as part of every collective agreement, or employers must agree if the union seeks it in bargaining. And, in those few provinces where it's not part of the statute, it is, of course, entirely legal to bargain it, and even to strike to win it. So, that's a very brief tour through some of the main events. But, before I wrap up, I want to come back to the three points I mentioned at the outset. The first point about the long struggle for union security; a look at our history shows us how hard we fought to build a stable, and permanent, and strong organization. This was done through millions and millions of small and large acts of sacrifice, and bravery, and compassion. It can't all be swept away; it can't all have been for nothing. The second point about going backward more than 140 years; I want to emphasize that even before the Rand Formula became the standard, before World War II, there was nothing legally to stop a union from negotiating it or from striking to win it. In this regard, today's talk about outlawing the Rand Formula would actually take us back before 1872. Hudak wants to roll back our rights more than 140 years, and sisters and brothers, this shall not pass. And, the third point that the rights we have were won, and never given. This is key to understanding where our rights came from. Whether it was the printers' strikes, and the nine hour protests, whether it was militancy in the coal fields in Alberta that gave us the 1907 Industrial Disputes Act, the wartime strikes winning basic union recognition, the Ford Strike, and the Rand Formula, or the strikes and struggles at United Aircraft, and Fleck, which moved forward our rights and legislation, what we won, we won only by pushing and building a movement collectively. Our rights were not given or granted to us by anyone. They were won, and we should never, never forget that.

So, sisters and brothers, we have a lot of work ahead of us. We heard in Katha and Jerry's remarks about our many plans and efforts underway to build our campaigns, to not only turn back these attacks, but to go further, to go on the offensive, to build the strength to win even more rights for Canadian workers. I look forward to the debate and discussion on the recommendation from Katha's report, and for everyone to engage wholeheartedly in these campaigns. To wrap up, I want to say that we have a history together, you, and me, and all of us in this room. This union and this movement were built by those who came before us year by year, struggle by struggle, to build a better world to win justice and dignity, not just for themselves, but for future generations. It was built for us.

This is my heritage, and I intend to honour it, and to defend it, and I know you will too. Thank you very much.

**BROTHER DINO CHIDO:** Bill, thank you very much for that presentation; obviously, helping us understand where our rights come from. And, letting us know the challenges that

we were faced with then, and we still have a number of challenges that we're faced with currently. So, what we'll do is we'll move on to the recommendation that's connected to that specific presentation which is Recommendation No. 4. So, if you have your recommendation sheet, I'll read it. Oh, I'm sorry, point of privilege at mic number 1. Excuse me.

## POINTS OF PRIVILEGE

**BROTHER ROLLY KIEHNE:** Thank you, Brother Chair. Rolly Kiehne, President of Unifor Local 112, and a member of the National Executive Board. People will know if they've looked at their agenda that this afternoon we're going to have Symone Walters, the mom of Tahjler Walters who unfortunately succumbed to gun violence in the Jane and Finch community. We have a couple of people from that community here this morning, Sharmaine, and Leshay. And, we have a table set outside here, and we're asking folks to please contribute, so that we can continue the good work in the community to bring an end to horrible gun violence. So, we're seeking your support, so thank you very much brothers and sisters.

**BROTHER DINO CHIDO:** Point of privilege, mic number 3.

**BROTHER BRENT MACMILLAN:** Brent MacMillan, Local 38, Sault Saint Marie. Thank you for the presentation on the history of the labour movement, and this is a good segue for my point of privilege here. I've been a trade unionist for 36 years now, and back in 1988, I was with the Communications Workers of Canada Union, working for Bell Canada. And, we went through a 12 week strike at Bell, and we were a new union, only less than 10 years old with, I'm going to guess, probably about 15,000 members that were out on strike. And, our strike fund didn't last very long. We were just about out of money, and the company had us on the brink of collapse when thanks to Bob White, and the Canadian Auto Workers, along with the Ontario Federation of Labour, you lent us \$6.5 million, so we could continue on that strike. And, I can say today that if it wasn't for your generosity, I may not be here standing as a proud member of Unifor. And, for that I am truly grateful. Thank you.

**BROTHER DINO CHIDO:** Thank you. Point of privilege on mic number 6. No? Sorry. Lisa Kelly had a point of privilege.

**SISTER LISA KELLY:** I was just going to wait until the end of the discussion, because the point that I'm rising on links to what we're talking about right now. I'm rising to ask everybody to come and visit our education table out in the hall. I'm the Director of Education for Unifor, and we're doing a great job, and a big job, in updating all of our courses to reflect the great history, and the great struggles such as the ones that you just heard about from Bill Murnighan. We both have really strong examples of the battles that we're taken on, and the rights that we've won through those battles. And, what we try to do through the education programs is to know our history, and to arm ourselves for the present and future struggles.

So, we've got the area courses schedule out there, we've got the courses that are going on up in our education centre in Port Elgin. That's where we're going to build our solidarity. That's where we're going to build our fight back. And, that's where we're going to make gains. So, please visit the table, pick up the information, and if you've got any questions, I'm here in the hall. Thank you, Dino.

## RECOMMENDATION NO. 4

**BROTHER DINO CHIDO:** Okay, thank you very much, now getting to the recommendation for today. And again, I just want to express that Recommendation No. 5 will actually follow No. 4. So, if somebody wanted to prepare a little bit, get some notes together, please feel free to do that. I'll read out Recommendation No. 4.

*"I recommend that all local unions in Ontario support Unifor's campaign to defend the Rand Formula as our top political priority over the next year, including participation in our leadership tour in the New Year, and a full commitment to symbolically re-sign all*

*our members as a symbol of strength and solidarity of our union.”*

Can I have a seconder? Support?

**BROTHER CHRIS TAYLOR:** Thanks, Brother Chair. Chris Taylor, president of Local 200, Windsor. I'm the proud President of the Local that led the 1945 blockade, and I'm humbled to be presiding over that local right now. But, I don't think we're here today to discuss whether or not we support the recommendation and the resolution. The reality is we have to be here today to re-commit; that if any government is going to threaten to take away the Rand Formula that we're all going to stand in solidarity again, just like the workers in 1945 that were supported by Local 195, supported by the full community of Windsor, supported by the Mayor of Windsor. We need to make sure that that support is there again, because the reality is this is the biggest issue facing us today. The Rand Formula is a motherhood issue to all of us. We know the importance of it, and we know that any government that's going to attack us on it has to be put in the crosshairs of this union.

We heard Senator Segal today, and I've got to tell you, it's good to know that there are some Tory Conservatives out there that aren't associated to the likes of the right-winged Mayor here in Toronto. So, it's good to know that they're not all on crack. And, the reality is I feel a little better today, because when I hear the likes of Hugh Segal saying that if that legislation comes to the Senate, he will not support it. That's important. We need to step on that right now. We need to take advantage of the likes of the Hugh Segals to send a message to Harper, and to Hudak, Hillier, Bouvier, and the rest of the right-wing Conservatives out there that are saying that the Rand Formula must go if we're to see any economic gains here in Ontario, and indeed across Canada. Because that's what the ultimate goal is; they want to eliminate the Rand Formula across Canada.

So, brothers and sisters, this is a resolution that needs to be supported. But, it can't just be supported here today. We need to go back into the workplaces. I'm looking forward to the leadership tour, and the opportunity that we're going to have to go to our members again, and tell them to recommit.

Not just recommit to signing their card, but recommitting to the fact that it's going to take all of us together to fight this right-wing Conservative agenda, and make sure that the Rand Formula, and every other hard fought gain that the unions have won over the years are going to be maintained. So, thank you very much, and I look forward to the discussion.

**BROTHER DINO CHIDO:** Thank you, brother.

**BROTHER JAMES STEWART:** My name is James Stewart, and I'm the Vice President of Local 444 in Windsor. And, we stand here today, and I appreciate everything Senator Segal said to us. But, at the same time, he didn't mention a few other things, and if in 1872, if John A. MacDonald and his Progressive Conservatives were so concerned about being the working man and the working woman's leader, then, in 1945, we wouldn't have needed a 99 day strike. In 1978, we wouldn't have needed a 163 day strike for the women of Fleck, and the workers of Fleck. And, we wouldn't be facing the attacks today by these same Progressive Conservatives. So, although I appreciate, and I think he deserved our applause, and our standing ovation, the facts are the Progressive Conservatives in their most recent policy meeting in Alberta made it part of their policy to continue these attacks. They want to weaken the labour movement, and it's an attack on workers. It's not just an attack on the labour movement. Once they demolish the labour movement, then workers are automatically brought down; the wages are bad, the benefits are gone, the pensions are gone, and working people are left in isolation without a voice. So, I just want to make sure that we understand that the Progressive Conservatives, the attack is not going to go away; in fact, I think it's going to increase, because the corporations are going to keep feeding them the money to do that. And, we have to make sure we're committed to fighting that. But, more than that, we have to find a way to connect with our members, making a better connection, talking to our members, make sure they understand it's not about union bosses, it's not about the Progressive Conservatives,



the way they divide people. They attack the abortion issues, they attack religion, they attack gun control; they make sure they get five percent here, and five percent there, and five percent over here. And, before you know it, they have enough to have a majority federal government. And, we have to make sure when we're talking to our members that they understand it's an attack on them. It has taken away their future. It has taken away the future of my two daughters. It has taken away the future of their daughters, because, today, they do not have the opportunities I had.

And, I'm going to fight like hell, and I hope the Council here is committed to fighting like hell to make sure we provide for our future. So, I stand in support of this motion, but it's bigger than this motion. I think we all have to commit to it. Thank you.

**BROTHER ROLLY KIEHNE:** Rolly Kiehne, President of Unifor Local 112 in Toronto. Sisters and brothers, I rise in support of this recommendation. A line in the sand has been drawn, sisters and brothers. If we are going to be successful in defending the Rand Formula, we must all work harder than we already are. We must mobilize the organized. Work place representatives, executive board members, members of standing committees, activists, have a responsibility to engage our rank and file members in this defining fight back.

Local 112 will be hosting a day long workshop for leadership in the GTA on Saturday, January the 18th. And, just by way of a show of hands, how many delegates in the room today are from the GTA? Show of hands. We'll see you all on Saturday, January the 18<sup>th</sup>.

**BROTHER MIKE LOVRIC:** Good morning, brothers and sisters. My name is Mike Lovric, Vice President of Local 444. The Conservative agenda is nothing short of bullying, but on an even bigger scale than the schoolyard.

Since winning a majority government, Prime Minister Harper has increasingly given vent to his anti-union thinking. Last fall, he brought in Bill 377, placing an unnecessary financial reporting burden on unions while sparing professional business associations with similar regulations. It would appear that "whatever the business wants and attack the workers" mentality is on the minds of the Conservative government, and the Rand Formula is one of these attacks.

Now, in Windsor there is a free-riders card; we've produce these cards for people that are against the unions, or against the unions benefits. And, it goes like this; if you know people who are always bad mouthing unions and blaming woes of the world on organized labour, then you might want to give this card to those people and tell them to sign it just to see how strong their convictions really are. On the back, this is what it states:

*"I'm opposed to all unions, therefore I'm opposed to all benefits unions have won through the years; paid vacations, paid holidays, sick leave, seniority rights, wage increases, pension and insurance plans, safety laws, workers compensation laws, Canada Pension, time and a half for overtime hours in excess of eight in one day or any one week, unemployment benefits, job security. I refuse to accept any benefits that were won by the unions, and hereby authorize and direct the employer to withhold the amount of all the union-won benefits from pay cheque, and donate to charity."*

And, there's a signature. So, I dare anybody to sign this. I dare. So, if you're nervous of re-signing your members, then just think about this if you're nervous that you have to go every month, and collect the union dues. So, I encourage everyone to take this booklet back to your members. If you don't know your history, you can't move forward. Thank you.

**BROTHER ALEX KEENEY:** Thanks, Brother Chiodo. Alex Keeney, proud retired member of Unifor Local 200. Sisters and brothers, I stand here today to say that this is probably going to be the most important political campaign our union undertakes in the next little while. And, this campaign will not be successful without the participation of every member, every family member, every neighbour, every friend, in all of our workplaces.

There is no doubt, we are under attack; we've known that for a long time. But, I believe the fight on this is going to come a lot sooner than we think. I hope I'm wrong, I hope that the Wynne government is not defeated in the spring of next year, and we have to do this right away. But, my heart of heart tells me that come next spring, we're going to head into a provincial election in the Province of Ontario, and labour rights, working people's rights, will be central to that campaign. So, we don't have time to leave this convention, and sit back and relax. I think what we have to do is prepare everyone that we know to take the steps necessary to ensure, number one, Tim Hudak does not get elected, but if Tim Hudak gets elected, sisters and brothers, I would suggest not only do we have to be prepared to take on the fight of our lives, we better be prepared to shut down the Province of Ontario. Because without shutting down the Province of Ontario, we will not win the fight.

We will not win the fight as pacifists, we will not win the fight sitting watching TV, we will win the fight on the streets. The streets are where the fight will be won, and we have to prepare to go there. You know, we all hope that that doesn't happen, but, by God, our forefathers had done something right when they blockaded Riverside Drive in Windsor, with the support of every other working man and woman. They brought cars in there; they couldn't get out for days. And, in these days, we had a mayor that actually stood up and supported the working people in the community. And, when they wanting to bring in the OPP, and the RCMP, he said, "Not in my town, you're not coming in." But, that's only because of the strength of the working men and women.

So, sisters and brothers, leave here, have a wonderful Christmas, have a great start to 2014, but be prepared to dig your heels in and make sure the right wing agenda does not drive us back 140 years, as Bill Murnighan says; it doesn't drive us back to where everyone -- everyone -- is relying on food banks to survive.

Sisters and brothers unite, and make this union one we are all proud of. And, I'll tell you this; today, every retired member will stand shoulder to shoulder with you, if we have to do it on picket lines and in campaigns. So, don't be afraid to use the power of the retirees either. Thank you very much.

**BROTHER MARK ROY:** Good morning, brothers and sisters. Mark Roy, the recording secretary for 199. I'm going to date myself a little bit here. In 1978, there was a kid with hair down to his ass standing on a picket line at Fleck. That 19 year old kid was me, and that was the very first time I participated in any kind of a rally or demonstration. Did you guys see the picture of Hudak yesterday on the -- up here? Doesn't he kind of look like Bella Lugosi? Or maybe even Count Chocula? It's like maybe he'll suck your blood, and then give you a bowl of cereal. Just thinking.

**BROTHER DINO CHIODO:** Yes, Mister Bean.

**BROTHER MARK ROY:** Anyways, Tim Hudak is a disciple of Mike Harris. You get a two for one deal; Deb Hutton, his wife, was a co-author of the Common Sense Revolution. She was in the room outside of Ipperwash, when Harris said, "Get them fucking Indians out of the park". She was in the room.

I take great offense to that, my son in law, and my grandchildren are fucking Indians, and they don't like being called fucking Indians, they're Aboriginals. This government, if they ever come to power, will be the most divisive -- they'll make Mike Harris look like a walk in the park. They practice the art of division, they make -- and, for God's sakes, Hudak blamed the Caterpillar workers for not buckling under. Can you believe that? It's their fault that they want to take this company to a right to work state, and just kick these people out of work for no good reason. Caterpillar was a highly profitable organization. If this is Tim Hudak's vision for Ontario, I don't want any part of it, and nobody in this room, and nobody in this province should. We have got to stop this now, before it becomes something that we can no longer control. Thank you very much for your time.

**SISTER JAMIE ROSS:** Jamie Ross, President of Local 2002. I stand in support of this motion. As a coast to coast local, we have activists in every province, and we've last month

had the Jazz Leadership in on the Fairness Matters Campaign, and covered off the Rand Formula. And, we have seven VP's across the country that are going to ensure that all units within our local will be educated on this to be able to speak on it when it comes to their town. Thank you.

**BROTHER FIZUL KARIM:** Fizul Karim, Local 112. Brother Chair, sisters and brothers, I rise in support of this recommendation. For the simple reason I would like to suggest that in Ontario, in Canada, and around the globe, the ideological fabric of the world, including Canada as a nation has been shifted; and, it has been shifted by big capital.

It's no coincidence that big capital somehow has some kind of a glitch in their system, or they woke up one night, and they realized that we've got to change the society we live in. This was a carefully planned, orchestrated attack on the middle class, and the working class.

May I remind you, Mulroney, during the free trade debate, one of our brothers sitting up front, Brother Bob White, talked about the adverse effect that free trade will have on working people and on jobs. Today, that reality has manifested itself 10,000 times, with all the trade deals that have been going on since then to now. So, brothers and sisters, this is not an aberration when it comes to big capital. They have carefully constructed this campaign to go after changing the very world we live in. And, in doing so, the consequences of that change has -- we now know the onslaught and the devastation that it has created in every segment of our population, in our communities, and in our lives. So, today, what do we have with these changes? I would characterize that as a class apartheid. You have the one percent who is enjoying all the luxuries of that campaign versus the 99 %, and they're not stopping it there. They're going beyond that. Now they're going after labour rights.

Sisters and brothers, I want to suggest that when the liberal class, the liberal ideas come under attack, that is precisely the kind of nation building that will happen. Because for too long, from the seventies right up until now, over three decades, liberal ideas have been silenced, and they put us on the defensive. It's time the labour movement shift the pendulum back, and the debate, and we take back that debate based on working class interest, the middle class, and proper nation building.

The Conservative agenda right around Canada, around the world, including south of the border has been ratcheted up with the support of the Tea Party. And, this campaign is not going to end until either we all succumb as people in our society to big powerful business, or we wage our own discussion, debates, dialogue, and conversation, and take back our rightful place. Thank you.

**BROTHER DINO CHIDO:** Thank you, brother. Actually, I'm just going to go to mic number 2, recognizing the past National President of the CAW. Yes, you're on the mic, number 2. Ken Lewenza Sr.

**BROTHER KEN LEWENZA:** Instead of saying the past President, it might be more appropriate to say, historically, we've allowed retirees not to stand up for too long. So, I would prefer if I'm going to get any special recognition, that I'm a retiree that can't stand up too long.

But, let me say this to the brothers and sisters. This is the Ontario Sector of our union. And, brothers and sisters, I was incredibly disappointed a couple weeks ago when the political action team of Tea Party Hudak leaked a document that said once the provincial election is called, anticipated in the spring of next year, which is the next budgetary process, which I believe it's going to happen, he said "We're going to kick off our campaign in Windsor and Essex County. The minute the writ is dropped, I'm going to go into the community of Windsor, and I'm going to announce to the community of Windsor that we are going to introduce right-to-work legislation. We're going to get rid of the mandatory union dues in the community of Windsor." Now, brothers and sisters, I don't know what that meant to you. But, to me, I was angry. To me, I said to this son of a bitch, "Brother, in 1945, tens of thousands of people hit the bricks. Many, by the way, were injured; many of them were threatened. The cops were going to come in from the RCMP to the local police, and it was the mobilization of the

community that came together. It wasn't a particular political party, it wasn't the mayor, it was people coming together to fight for union security." Now, for this guy to say, "I'm going to modernize the Labour Relations Act, because it's outdated, because the rules that applied in 1945 under Justice Ivan Rand is not relevant today", and come into our community should, quite frankly, piss us all off. Its one thing about what goes around comes around; it's another thing to come into the community where union security was won. So, brothers and sisters, I remember the days, and I'm going to take some criticism about this as the former leader of our union, and the president of Local 444, let's be honest, we've got a little bit lazy. We've got a little bit complacent.

Our members, as a result of that complacency, are feeling the frustrations and anxieties in our workplaces. I don't care if you work in the public sector, where public services are being destroyed, as a result of government attacks on good jobs, and good services, and good wages that pay the taxes on those services. This morning, we talked about good jobs. Brother and sisters, how many of us in this room go to the bargaining table every single day, every single day, not just every three or four years, and fight for one job in our workplace? Fight for two jobs in our workplace? Say somebody's overworked, and they need work in that particular area? It's not in isolation of that particular workplace; it's the reality that, quite frankly, we fight for jobs. So, when Hudak can say with confidence that, "I've come to Windsor and Essex County", do you know what he's saying to us brothers and sisters? That he lacks the respect for the labour movement. He doesn't believe we have the ability to mobilize. He doesn't believe that we can build activism and support in our membership. He believes that when he comes into Windsor, he can destroy the hearts and minds of workers throughout the Province of Ontario by coming into the City of Windsor where union security was won.

So, brothers and sisters, remember the days when a Conservative came into our communities, whether it was an election or whether it was during a speaking engagement, they were always met with demonstrators. Maybe only 50 of us, maybe only 75 die-hards, but during an election campaign, we should be greeting Hudak in every one of the communities he goes into. And, I remind people, we can divide and conquer the Conservatives the same way they try to divide and conquer us. Just now, just in the last couple of weeks, they had a Provincial Policy Convention. I just want to remind people again, 56 % of the Conservatives at the Provincial Policy Conference supported Hudak's position. That means 44% don't want to screw around with the Rand Formula. That means 44% of them don't want to fight us. So, the same way that they built the wedges that young James Stewart just talked about, which the Tea Party is so damn good at in the United States, are exactly the wedges that we can build. We can say 44% of the people within the Conservative Party said that the labour movement, quite frankly, isn't our friends, but we can't disrespect the fight and the victories of 1945.

So, all of us, brothers and sisters, we are good here. All of you are good. I've said this many times. When you're a leader of this union, the comradeship, the friendship, the solidarity that we have for one another, the injustices that take place in our workplaces, part of these conferences are for people to come together and rebuild our confidence, and believe we can win if we fight back and defend the interest of our communities. But, we can't do it in our union offices. We can't do it lobbying. We can't do it in isolation of the mobilization and the education of our members.

This is an era, brothers and sisters, just like 1945. Are we up for the fight? Are we going to say to our membership, "We're no longer complacent"? Are we going to say to our members "But for us not to be complacent, we need your activism"?

Holding a union card isn't a God given right, brothers and sisters. It isn't a constitutional right. We've got to earn the respect of our members every single day. And, I believe if we build pride into our organization, and remind them what we've done for themselves and their families, remind them what we've done for the social contract like Canada Pension, Old Age Security, Unemployment, good public healthcare, all of those particular issues were won through the determination of the labour movement. So, I say to all of you today, all of us, when

Mr. Hudak goes into our communities and advocates the Tea Party policies from the United States, and says that “we want to duplicate the economy of the United States, where there are more impoverished people today in the history of the United States ever”, that’s not our country; that’s not our vision. And, the only way that we can change this is say to the labour movement that the importance of 1945 was significant. The struggles of every one of you folks going to your workplace every single day, there are stewards in here that still have to ask the boss if they can get time off to talk about a grievance in their workplace. And, they do it with heart, and they do it with determination.

Brothers and sisters, this is an issue about all of us coming together, and all of us taking on Tea Party Hudak, and then saying to all political parties, “you know, maybe we’ve been resting too long. Maybe to a certain degree we’ve taken things for granted. Maybe the good jobs that some of us have in this room still, we believe are here tomorrow.” Don’t believe that brothers and sisters. The economic system is there to screw us. The economic system, quite frankly, dictated by Hudaks, Brad Walls is to make sure that capital has the ability to make the decisions in their interest, and not in the interest of workers.

So, once again, in my closing remarks I want to say this to you. We can only win if we build pride in our membership. We can only build pride in our membership respecting the struggles of 1945, and the many struggles between 1945 and 2013. And, if we’re not talking to our members day in and day out, then, brothers and sisters, we deserve to lose.

I believe that the only way our organization, Unifor, can make a difference for all Canadians is, I believe, to fight back. And, fighting back makes a difference. Thank you, brothers and sisters.

**BROTHER DINO CHIDO:** Thank you. Thank you very much, Ken. I’d like to continue the debate going to mic number 6.

**BROTHER WILLIE LAMBERT:** Willie Lambert, Unifor Local 1256. I’m the vice-president and Chairperson of my unit, Transit in Oakville. And, thank you very much, delegates, for giving me a chance to serve on the Political Action Committee here on the Ontario Council.

My comments I want to particularly speak to was the initial beginning for our members at work that I represent, and have for 24 years almost now. When we came into the former CAW, there was a blue pamphlet that was handed out, and it said, “It doesn’t cost to belong to the CAW. It pays.” And, I ran around with that blue pamphlet like it was a message from somewhere very special, and I nauseated friends, but in the workplace, our members really, really took to that message, because it was very intrinsic for the fact that it was an obvious need to pay dues, but in paying them, they would receive so much more. So, much more that it was probably the best investment. In fact, it didn’t even cost; it paid.

And, I believe that particular beginning flavoured my outlook for all these years. I mean, I do agree with what Kenny had to say about every day in the workplace speaking to the people you represent; that’s vital. If you’re in an office, and you can’t get out to speak to your members, you’re really divorcing yourself. I could never represent workers like that, and feel I was doing what I had to if I didn’t. And, when you talk to them, it’s very important, and today, often you will get into discussion about union dues, and the fact that they’ll feel umbrage, they’ll complain about union dues, and you have to remind them that, you know, “Just with your charm and good looks the boss wouldn’t give you almost \$30.00 bucks an hour. Wouldn’t make sure you had teeth that were fixed at the dentist. They really wouldn’t give you overtime after 40 hours maybe; right?” You have to kind of, you know, nudge them gently, you have got to kind of provoke them thoughtfully to have them think about “Hey, you know what? If the union wasn’t representing me, and I wasn’t in this union, I mean, I wouldn’t have this stuff.” It really, really baffles me sometimes that people could be, in a very obvious way, not understanding the most vital and critical aspects of their economic circumstance.

Working in a union shop, “Why did they file a job application to work where I work?”

And, like, 300 of them file job applications every year for 20 jobs, every year, and management loves telling us that. If it wasn't for our union, I mean, we wouldn't have what we have. We've negotiated, again where I work, the best collective agreements for improvements in the province of Ontario in 2011; 3.4% per annum. I mean, the time before in '08, over four percent per annum; three year agreements, both of them. I mean, we've done fantastic things; I have to remind people of that. And, they'll tell me, "Well, I was in management where I used to work." And, you know, they'll talk to me about the stock market, and I am a socialist, so I always find that rather amusing. But, then I say hey, you know, like we are working class, we're in a trade union. I mean, look at what is on offer here in the economy for our improvement to our lives. And, look at what we've negotiated; look at where we're going.

We're going into bargaining, we're going to start next week again. And, you know, you're dealing with an employer that really has in Oakville as much animosity for our rights as any place probably in the Province of Ontario. And, I've lived in Oakville, I can't afford to live in Oakville now, but I grew up there when my dad had a house there. And, it was always that I felt like an unwelcomed guest in that community. And, we always had to fight for everything we ever had, and I believe that, you know, when we get out in this campaign, and we, you know, gently, thoughtfully nudge our members, and remind them of the obvious. I would say not to, you know, denigrate someone's intelligence, but just to let them know that this is the best investment you ever made, that's the kind of offense that's going to defeat Tim Hudak.

And, in the role that I have, in any way, shape, or form that I have it, my first obligation just like anybody's here, is to make sure that we defeat Tim Hudak, and the conservatives. Because they just mean to destroy ---

**BROTHER DINO CHIDO:** Brother, can you finish your point please?

**BROTHER WILLIE LAMBERT:** --- yes, they just mean to destroy everything we've ever built. And, that is what we must do. Thank you so much.

**BROTHER DINO CHIDO:** No, thank you brother, we appreciate that.

**BROTHER RON SVAJLENKO:** I was starting to wonder if the light was bad over here. Thank you. First off, Ron Svajlenko, President of Local 222 and, obviously, support of this particular subject is almost elementary. We know that we have to go out there, and work with our members. In 222, with the support of the National Union, Jenny Ahn, we brought in all of our elected reps and put them through a four hour training course particularly on right-to-work for less, and the legislation that is affecting us.

We will do that again early in the New Year after our elections. I probably should have warned my financial secretary. But, in the end, we have to make those kind of commitments to make sure that our grassroots members are out there on the floor talking about the issues that are key to us. And, we go to these types of meetings. We have an awful lot of information provided to us. We're privileged. Let's face it; not all of my committee people are doing that on a regular basis, so we'll bring them in and do it.

There's a secondary part of this that we also have to recognize. We have to build community partners. I have the privilege of having the Social Justice Fund negotiated by our union through the previous leadership. And, it's a wonderful asset for me to go out into the community and hand money out, and talk to the various community agencies, and say "this is not going to continue. This won't happen anymore if people like Tim Hudak actually have the opportunity to cut our wages, pensions, and benefits; this will disappear." More importantly, when I get an opportunity to talk to the community, whether that's a grocery store, whether that's at a restaurant, we always reinforce the fact that, you know what? My disposable income is really important to you. And, if you go backwards, you take away my disposable income, you'll see exactly what happened in the States. And, there's a wonderful number that Jim Stanford has provided me with. It's called "The current account deficit and/or surplus." The countries that are successful in the world have surpluses. You take a look at Canada, and you'll see that in about 2008, we went into a deficit, very similar to the United States, to the point where, more money leaves Canada on a daily basis, but over a year, probably in the

vicinity of between \$45 billion and \$60 billion. More money goes out of Canada than comes in. That's a trend change. The American's made the same trend change in the 90's, and they're in that situation right now, where some very right-wing economists, people like Jeffrey Sax, who is a Milton Friedman's disciple, is saying "We've gone too far. We are no longer providing the income."

So, those people out there in our community have to understand that our support of various social agencies is fundamental, whether that's the United Way, or what have you. But, on top of that, they also have to understand that if our income is their income; meaning that if our spending goes down, they're going to fail. So, making those connections are a huge part of what we do, because they may not understand the Rand Formula, and they may not care. But, they need to understand that if Tim Hudak is successful, they will fail. Thank you.

**BROTHER SHAWN ROUSE:** Thank you very much. Shawn Rouse, financial secretary for Unifor Local 1106. I rise in support of this resolution on behalf of our delegation here from Local 1106. I just wanted to say in support of this resolution, we're not only doing that in word; we're doing that in action. And, one of the things I wanted to let the delegates here know that our local has reached out to our local Labour Council, and has partnered with our sister locals in our area, and did leadership sessions for a full day using our hall to bring all of the local unions together to talk about this very important issue with the CLC. And then, in turn, we brought together our executive, and vice chairs, and that, approximately 70 people for an executive council, up in Port Elgin. And, with the help of Lisa Kelly, and Jenny Ahn, we did a one-day session with our local leadership to start the ball rolling in engaging those discussions for our membership, to let them know why this is so important. Not that it is important, but why it is so important, and to have them go forward with the conversations with their frontline membership. And then, we're going to take this again in January/February, and bring forward our stewards, and bring our stewards together from all over our workplaces, and educate them as well on the next stage to bring forward communicators and the next activists to engage those discussions, so that every single member in our local will know why we are having this fight. And, to engage as to why it's important to them as it is collectively to all of us.

So, I stand in support of this, and the challenge is out for every local to engage their leadership, and their frontline membership at the same level. Thank you.

**BROTHER DINO CHIDO:** Thank you.

**BROTHER GORD GREY:** Thank you. Good morning. My name is Gord Grey. I'm from Windsor, Ontario. I'm out of Unifor 444. Not too often do I get a mic and say what I want to say. And, I do support the motion. I think we all have to really put our feet on the ground.

I think the attack on labour on Canada is big, but it comes from other places; greed, corporate pigs, and other people of the right-wing agenda; there're no borders there folks. I live in Windsor, and if you see the devastation of what's happening in Detroit, with all the pensioners, the firemen, the nurses, everybody in the City of Detroit is being devastated because the Emergency Manager had to come in because of the right-wing government that was just elected in Michigan two years ago. So, I say to myself, where is this all going? Just recently, and a proud grandfather 10 days ago -- she's beautiful man, wow. It's just incredible, 42 pounds, and she's already in Grade 1. But, to say that, my daughter works at the University of Michigan. She's a biomedical engineer. And, through this process -- it was about two days later when she was back home, she says, "Dad, thanks for everything." "Don't thank me, you're the mother." "No," she says, "Dad, you know, you instilled the union thing into me. You've given me what I've got." And, I talked to somebody this morning, talked about that, and I think about it; she's right.

My wages, my benefits, helped provide my child to go farther and better, make a better life. So, I asked her, I said, you know, the healthcare system where she's at is private, but it's also state and federally funded; therefore, they can't turn anyone away. But, there are two classes in the hospital in the University of Michigan, which is the third largest hospital in the

U.S. You see, where she works is a new section, and the hospital cost \$2.8 billion, and it's called Children's and Mom's Hospital, dedicated to moms and children with special needs. The other section of the hospital, which is massive, is for the regular people. So, to go back where I wanted to reiterate, when I walked in, I thought I was walking in better than the Sheraton. The rooms are fantastic, the staff are beautiful; they're working class people. So, I said "What would your pregnancy, and delivery, and everything cost?" She says, "Dad, it's close to about \$11,000.00." And, you think of that in reality, and you say, "Oh my God, is this where the Hudaks, and the right-wingers want to go?" Absolutely folks. The other question I said to her, I said, "How much time off do you get in Michigan?" She said, "I'm allowed 12 weeks; that's it." I said, "You're kidding me." She says "Fortunately, I do have benefits that will carry it for another four. But, Dad, don't feel so bad, I feel for the people in the South."

The states that want the right to work for less, North Carolina, two weeks; South Carolina, two weeks; Tennessee, three weeks. The State of Texas now is going to try and get that down to a week. So, what we take for granted on healthcare, our benefits, and everything like that in Canada, we have to put our feet back on the ground, get to our grassroots, and I just had to say that in perspective of the Hudaks of the world. And, they don't care. It's all about money, money, money. But, I just wanted to thank you in sharing that opportunity.

And, to the healthcare workers that are here, I know what you're going through. My mother right now -- and, again, this goes back to my roots, because we had her in a non-union nursing home, and I got into a family quibble over this, but currently, she's represented through CAW 2458 on the drive. And, still to this day she says the healthcare is great, the food's good, and again it proves that a union does make a difference. Thanks.

**BROTHER KEN LEWENZA JR:** Ken Lewenza Jr., again, Unifor national coordinator. I just want to applaud Jerry Dias in a very public way for the strategy that he was letting us know about in terms of how he's getting in front of the face of corporations, and how he's challenging them. And, the strategies that our upper leadership is taking to fight the corporations to let them know what the consequences are if they're going to challenge us.

I also want to recognize again what James Stewart said from Local 444 in speaking about us getting the membership re-signed, which is part of the recommendation. And, I think it's important to note that it's not just about getting the membership card signed. This is really an opportunity to have a conversation with our members. It's a chance to listen to our members. We may even want to consider thinking about putting a little bit of a survey to go with that membership, so we can actually get a sense of what our members are thinking, what they're feeling, and who are the members that we might have to spend a little bit of time with?

You know, I've heard of labour leadership talking about the need that if they are going to start invoking these types of laws, that we're going to hit the streets, and I certainly support that a hundred percent. But, one of the things that we have to be cognizant of is that the right wing is actually saying that it's the labour leadership that's doing things that don't reflect the value of our members. And, we have to make sure that in the workplaces that we're not just having militancy without democracy. So, we have to make sure that in the workplace, we're having these types of conversations. And, it's the members that agree that we're going to go out and hit the streets, and it has got to come from them. We have got to make sure that when we do hit the streets that we can tell the media, that we can tell the community, that this just isn't the labour leaders saying, "Hey, how are we going to protect ourselves?" But, this is our members saying how they're going to protect themselves, they're going to protect their communities, and they're going to protect future generations.

Just real quickly, two weeks ago in Windsor, we actually had a conference that was supported by the Windsor & District Labour Council, affiliates, and a lot of the progressive and social movements. And, we invited in the Quebec students, and we invited in the Chicago school teachers. And, we had them share their stories about how they actually started from humble beginnings; how it was hard work. They had to hand out leaflets; they had to have conversations. But, these types of fight backs that we just saw on the television just didn't



sporadically happen. They happened because of a lot of hard work. And, for people that want to see those videos, they're online today. You can see it at [startmakingwaves.org](http://startmakingwaves.org). And, I really ask you to check those out, because it gives you an indication of the type of work that we actually have to do to pull this off.

So again, I certainly support this whole heartedly, and to the unions, we have to think about -- I'm going to close by saying this. We have to be honest with ourselves. There are some workplaces where it might be a little easier to communicate with our members, and there might be some workplaces where it's a little harder.

As mentioned in this conversation, we have some representatives in workplaces that work on the job. They're responsible for collective bargaining. They're responsible for grievance handling, for health and safety in the workplace, and they're overwhelmed. And, we need to start to think about how we can build an army of our workplace to start selling our fish. And, if there're workplaces that need help from some other workplaces in terms of how we're going to engage our members, we need to make sure that every single Unifor member, CUPE member, OPSEU member, is included in this type of conversation so that we can kick their ass. Thank you very much.

**BROTHER GERRY FARNHAM:** Thanks, Dino. Gerry Farnham, President of Unifor Local 195, and also President of IPS, which was just on Thursday. Anyways, I just want to say to you, basically, I'm reiterating everything that's going on today and I rise in support of this. This is an issue that we have to take on obviously. I'm humbled and I'm privileged to be the leader of Local 195, but at the same time, I've got a fantastic executive board behind me, and a fantastic membership.

When I look back to 1945, I really enjoyed on reading up on the history and what took place, and when I see Local 200 went out on strike in order to come up with this Rand Formula, when Local 195, I believe at the time, and don't quote me on the number, but I believe they had 27 facilities, and all 27 facilities shut down and joined in that blockade, and fought. And, the wives, and the daughters, and the sons, and everybody else. And, that's what we're going to have to -- we're going to need to do. And, I just want to make a commitment, you know, certainly in the Windsor area, we have now 52 workplaces at Local 195. But, make no mistake about it, we're going to go around, we're going to educate, we're going to talk to the people as Brother Lewenza was saying, and we're going to have to that.

But, at the same time, we may have to go to our neighbours, we may have to even go to our youth, and yes, to our retirees, and say this is the fight or our life, and let's take it on. So, I rise in support, and thank you.

**BROTHER LEON RIDEOUT:** Good morning, brothers and sisters. I'm Leon Rideout, the president of Local 1285 in the Brampton area. We're an amalgamated local. Just like several other speakers earlier, we've done the leadership sessions in our location as well. We actually did the training right in the Chrysler Plant, because we represent the Chrysler workers. So, we pulled them in, and did it right in the classrooms with the assistance of Jenny Ahn. And, we used some of our local activists that are very involved in the community as well to do that. And, then we had further sessions back at our local with the balance of leadership in our local. We invited a lot of the leadership from within the GTA as well.

So, it was really informative sessions; very positive feedback on the training that we did. It went really well, because we know -- and what really happens is we get a lot of our leadership that sit on their hands, and they don't get up a lot, or they don't get involved enough the way we want them. We've got our leadership within our workplaces. They come in, they put their union hat on when they walk in the door, and they take it off when they walk out. But, we need to be more involved, because the labour movement is under intense challenge, more than we've ever seen before. We know with the go back with the global downturn in 2008/2009, a lot of the corporations took advantage of that, and they're coming after organized labour.

So, we've had a lot of good speakers here today to discuss this. But, the leadership in this room, it's so important that we get out there and challenge the governments, all different levels of government, whether it's municipal, because we've got municipal elections coming next year, we're probably going to have provincial elections, in another year or so we're going to have federal. So, we need to take them on. They all listen to us, but we need to educate our leadership more than ever, because we're going to have more sessions as well with our leadership, and our membership, and then branch out into the community. Because community chapters, what we're evoking under Unifor, I think it's a great idea, and we've already started that within our community.

It's so important that we take this issue on, and take it to the extreme. Because Unifor, we are going to be a proud union, we're a force to be reckoned with, and I tell you, we're not going to stand back for anything. Thank you.

**BROTHER DINO CHIDO:** Very good. Very well done.

**BROTHER STEVE EAST:** Hello, Steve East, delegate, Local 2009. I just want to say that I stand in support of this motion, but I also think, and I don't know whether you've thought to do it or not. But, I think it might be a good idea to also perhaps have the Ontario Regional Council sanction some kind of pamphlet relative to the Rand Formula that can be handed out in the workplaces? Because sometimes time's of an essence in a workplace where you have 300 or 400 people. So that they can -- you can speak to that, and perhaps also suggest to them as to what's in their best interest on which way to vote, which would be in the best interest of the union, so that they're made aware of it, and that you also use that as a way to communicate.

**BROTHER DINO CHIDO:** Thank you, brother. And, I know there's the booklet that Bill Murnighan had talked about earlier. Are you suggesting that there's too much information there? You want something more concise? Is that what you're telling us?

**BROTHER STEVE EAST:** What I'm suggesting is it be made available to every worker.

**BROTHER DINO CHIDO:** Oh, absolutely. You can actually call the Research Department, and they can print those up, and they can be sent right to your local.

**BROTHER STEVE EAST:** I would be suggesting that we actually have a campaign sanctioned by the Ontario Regional Council that actually hands out -- makes sure that every leader in the workplace has it available to them, and that it's put out like that.

**BROTHER DINO CHIDO:** Okay, brother, very good. Thank you very much. Good point.

**BROTHER TULLIO DIPONTI:** Thanks Brother Dino Chiodo. Tullio Diponti, financial secretary for Unifor Local 2458, and now financial secretary for this great body for Ontario.

I stand in support of the recommendation, and I know we're all doing that, and I don't want to repeat myself with what everybody else is saying, but I have got a little story to tell you.

Two weeks ago, our local had to be involved in a representation vote, because they merged two hospitals. And, we were in our representation votes -- actually, five votes; one with OPSEU, one with IBEW, CUPE. Do you know what the biggest concern of our members were? Which union is paying less dues? And, it wasn't because our members want to do it. The other unions, IBEW, and CUPE, and OPSEU put that out there. They planted people in our meetings saying "Go ask Unifor, how much are union dues?"

Not only do we have to educate our members, we have got to educate ourselves, the other affiliates. This is not a fight that we have got to fight amongst ourselves. We have got to fight the corporate. We have got to fight the government. And, if we don't stand together, whether you're CUPE, OPSEU, Unifor, or IBEW, we'll never win this fight. So, I just wanted to bring that up. We have to look at ourselves. We have to look in the mirror. What are we doing wrong? And, we have got to commit ourselves to work together. Other than that, we might as well pack our tents and go home. Thank you.

**BROTHER BILL GIBSON:** Thank you, Brother Chair. Bill Gibson, staff, Kitchener. It should come as absolutely no surprise that this movement is under the greatest attack that it's

ever been under by this right-wing demagogue, Tim Hudak, and his Tea Party objectives that have already been proven in the U.S. -- and there is some ray of light here, because in the U.S, they have woken up somewhat, and seen, and exposed this movement for what it is. It's mean-spirited. It is anti-labour. It is anti-middle class.

But, the fight I want to bring to you, and I want to challenge everybody in this room, because it is time that we are in the fight of our lives. It is time that each and every one of us picked up a sword, and did something.

Contact your local newspapers, write an op-ed if you can, get on the open line radio shows and challenge these bastards, because this is an attack; make no mistake. And, if we lose, we're back 40, 50, 60 years ago. We cannot afford this type of politics in the Province of Ontario. And, I know in the past it's been a real challenge when we come down to telling our members where to vote. This isn't about who to vote for; this is about who to vote against. This guy has got to be stopped, and he has to be stopped this time around. And, to Brother Lewenza's point, for him to walk into the City of Windsor, and drop some announcement like he did is nothing short of a punch right in the mouth, and we better be able to respond to it.

So, again, I challenge everyone in this room to go back to your members, because we are really preaching to the converted here right now. But, we need to get back. We need to reconnect with our membership. We need to tell them what it is we do. I mean, the days of a brand new member walking in, and saying, "Why do we need a union? I have all these things already." We have to really get down to the building blocks and explain to our members where they hell this stuff comes from.

So, again, I challenge everyone in this time of need, and it is a time of need; pick up a pen, pick up a phone, and let's challenge them, and challenge them hard.

**BROTHER DINO CHIODO:** Right on, brother.

**BROTHER KEN LEWENZA:** Could you explain to the delegates why you are a Cowboy fan?

**BROTHER BILL GIBSON:** I love the Cowboys.

**BROTHER DINO CHIODO:** No, you don't have to do that. Spare us; we don't want to hear about it. We're not fans of the Cowboys, but anyways, we'll go to mic number 3. Thanks.

**BROTHER HERB JOHN:** Herb John, National Retired Workers Executive. I want to talk a little bit in support on the motion, and the direction for a fight back campaign, but maybe from a little bit of a different perspective.

As activists we always look for things to fight against, and I think it's important to recognize that a fight back campaign isn't one day, or one week, or one month. We need to recognize as a labour movement that we should be fighting back, and recognize that this is a battle that will never, ever stop. This is a battle that we need to do every day, and we fall under a fallacy of beliefs that when we win a victory, we can relax. The right-wing will never relax, they will never stop. And, we need to recognize that we will never, ever have the opportunity to relax. And, we need to make sure that communities and our kids understand that, too; we can't relax.

The other item of perspective that I think that's important, as activists, we all chomp at the bit to go, and kick somebody's ass. And, we look forward to that kind of a victory, but I don't know that the general public has the same perspective. I think we need to go with the message of something positive. We need to talk about what our agenda is. We need to stop focusing as a reaction to somebody else's agenda. We need to have a clear, defined agenda of what we see our society looking like. And, we need to promote that, and we need to talk about that. People will get excited about that. People will join in to that kind of a conversation.

I had an idea for a campaign I'd like to mention for poster children of different things going on. An idea for a poster child for the One Percent, I think Rob Ford would be a great poster child for the one percent at a municipal level. Mike Duffy would be a great poster child for the One Percent at a federal level. We need to find some poster children for the provincial

level, but -- yes, Hudak would be a good one. But, I think we need to make sure that we're focusing in the right direction here, and to put something positive at the front of the campaign while we're challenging all of the issues that are wrong. Thank you.

**BROTHER DINO CHIDO:** Thank you very much, brother. Thank you very much for those comments, brother. If I can, can we get the last slide up from Bill Murnighan's presentation? Basically, this is the information where you can call and get any of the information that was provided, and other information with regards to our position on the Rand Formula. So, you can make sure it gets into your workplaces, so everybody has the opportunity to get that information. Even the booklets can be ordered through that. And, I just wanted to take a couple of quick moments if I could, because I think it's important. Because in isolation, we're never going to be able to resolve the issue, and fight the Rand Formula off on our own; that's just not going to happen.

The reality is that there're a lot of organizations like the OFL, and the Canadian Labour Congress, too, that are together in this Fairness Works Campaign that is really reaching far and wide with regards to trying to contain with their over 3 million members. And, you know, you speak on some of the items that they've worked through, and they've put a campaign together, and did surveys, and they have 68% of those members that consider themselves "the union in the union". And, you have 32% that actually believe it's "my union."

And, you know, we talk about educating our members. We talk about getting out into the workforce and talking to people in the community. The reality is we've got to connect first off to every one of those 3 million unionized workers, and let them understand that it is their union, it is our collective union. And, if we can't sell it to our own members, then it's going to be very difficult to get out into the community. And, if I can just put one more point out, we continue to talk about right-to-work legislation, and I understand the way it's presented by the Conservatives, the Tea Party members. We've got to start figuring out how we call it our own name with regards to Fairness Togetherness Works, or it's work-for-less legislation that they're putting forward, because we're actually selling their message. And then we have got to go back to the community and talk to the people in the community to re-word what the definition is, because when people hear it, "right-to-work," it does sound good. And, from that perspective, I just want to cue in on those points, because, again, without educating our members, without getting into the community, this challenge is going to be much harder.

If we can't win this battle now, when the Tim Hudaks come into the Windsor's of the world, the London's, the Toronto's, the Ottawa's, and we can't shut down those cities, it's going to be ten times harder when we're trying to walk down the line, or walk in your workplace, or in your facility asking your members "Hey, can you give us a couple of dollars, so we can take care of our administrative fees, and take care of bargaining?" And, how hard do you think it's going to be to represent our members at that time? So, in saying that, I just want to make sure that I congratulate all the individuals that went to the mics for having the wonderful debate that we've had, because I think it's so fundamentally important. And, I appreciate the respect that's been given to one another on the discussion.

In saying that, seeing no more speakers at the microphone, all those in favour? Down. Opposed, if any? CARRIED.

Again, thank you very much. I think that's an important start to getting to where we need to be to tell Hudak that we're not going to take it, and we're going to make sure that we bring the education to our members to continue to move the needle forward, teaching them on the issues that are important with regards to the Rand Formula, on social unionism, and how we can make a difference in fighting for the issues our forefathers fought for us in the past.

## RECOMMENDATION NO. 5

**BROTHER DINO CHIDO:** Moving into the next order of the day, I'd like to go to Recommendation No. 5. I think it also fits with regards to some of the presentation that Bill Murnighan put forward, and I'll read it out:

*"I recommend that Unifor local leaders and activists campaign to oppose Tim Hudak's regressive vision for Ontario, and support the continued survival of the Liberal minority government with support from the NDP."*

Can I get a seconder on the motion? I'll open up the debate and start with mic number 2.

**BROTHER FRED SCHWERTNER:** Hi. My name is Fred Schwertner, local member of Unifor 112. I stand in partial support of this recommendation. Last week, I was at the OFL convention. I had a chance to hear Andrea Horwath speak. I was very impressed. I think that the second half appears to be an acknowledgement that the NDP cannot form the next government; either as a minority role or as a majority. I believe we should revise this recommendation to concentrate on supporting the NDP. We can endorse those Liberal candidates that have the best chance to defeat the Conservative counterparts in ridings where the NDP doesn't have any chance at all. I believe that Andrea Horwath deserves an opportunity to lead this province a great deal more than Wynne does. Thank you very much.

**BROTHER WAYNE GATES:** Thanks very much, Dino. Wayne Gates, President of Unifor Local 199. I want to talk about the recommendation. I'm not going to fool anybody here; most people know I'm an NDP-er, I've ran for the NDP not provincially yet, but federally.

I want to talk about -- there's a by-election coming up in Niagara Falls, where I think it'll happen before the next provincial election, even if the budget comes up in March. You're probably looking at a provincial election sometime in June. So, there's going to be a by-election in my hometown.

There are two issues in my area, but the one issue talks about jobs in Fort Erie, where the transition funding never included the Fort Erie Racetrack. The Liberals closed the slots that funded that racetrack. Fort Erie is losing a thousand jobs. And, just like Leamington, where you take out the major employer out of your community, the community dies. In Leamington, what they should be doing very carefully -- my consideration is let's continue to make ketchup. Let the provincial government tell them Heinz is no longer going to sell ketchup in the Province of Ontario if they take the jobs away. That's the type of stuff that we need to do, and we can do the same thing in Fort Erie Racetrack. And, there are other racetracks across rural Ontario, because there're not a lot of manufacturing jobs in rural Ontario.

So, I say to this recommendation, our union has to talk to the Liberals, and say the decision to not give funding to the racetracks in rural Ontario is wrong. And, they have to fix it, and create those jobs, and save those 1,000 jobs in Fort Erie. And, bring the slots back to Fort Erie. That's what we have to do in the Province of Ontario.

And, how we get there, whether it's an NDP government, or a Liberal government, when you're talking about jobs, we have got to make sure that happens.

The other thing I want to talk about, because the big issue in Niagara is healthcare, and we've had Gordie talk about healthcare. And, I know Gordie doesn't go to the mic very often, but he's a wonderful guy. And, I'd certainly like to congratulate him that he's a grandfather.

At the end of the day, the healthcare file in Niagara is a mess. And, we led the fight to take on healthcare, our union did. When they were closing hospitals in Niagara, what they did is they laid off nurses, and they contracted out the cleaning services in St. Catharines, in Niagara, in all the hospitals, and what was the result? The result was people ended up catching a disease called CDEF, because the hospital wasn't clean, and 41 people died. People were going into our hospitals, 46, 52, 65, and then some seniors. And, they're going in for knee surgery, they're going in for hip surgery, which is pretty common today. As a matter of fact our president, Jerry Dias, looks a little taller now that he's had his hips done, that's reality.

**BROTHER DINO CHIDO:** No, that's the platform.

**BROTHER WAYNE GATES:** But, they ended up dying just from going to the hospital,

because they caught CDEF. And, how many people know what CDEF is? You basically shit yourself to death; that's how you die.

We had a victims rally at our hall, and the victims came; the sons, the daughters came and talked on how they lost their parents, how they lost their dads. And, it went right across the country. But, here's the problem that we have; they want to build another hospital, not only in St Catherine's, but in Niagara Falls. It sounds good. The hospital in St. Catharines is a P3, anybody know what a P3 is? Private public partnership; at a cost of a billion dollars to build it privately, 375 beds. The private company that's going to run that hospital is going to get compensated at \$700 million for 25 years. So, that's money that's being sucked out of healthcare that can go back into the cleaning of our hospitals, go back into hiring nurses. Well, they want to do the same thing in Niagara Falls. And, I was talking just the other day -- anybody here from Peterborough? They just got a new hospital. How did they build it? They didn't build a P3. I won't talk too long Dino, trust me. How did they build it? They built it with a publically funded, publically administrated hospital at a cost of \$400 million, and a hundred more beds. We don't need P3'S in the Province of Ontario. We have to sit down with Wynne and say to her "Do not live by the Conservative agenda, and the Tim Hudak's". We all know what Tim's all about.

The reality is no more P3 hospitals in our province. In Peterborough, where they built it, 100 more beds, 100 more beds are made in Peterborough under a public system. We need publically funded, publically delivered hospitals. And, the problem that I'm having with the resolution, although I'll support it, is the fact that we want to be the same as the Conservatives. The Conservatives want to build P3's. They want to privatize our healthcare. We have got to make sure the privatization of our healthcare stops immediately. And, we have to lead that fight ---

**BROTHER DINO CHIDO:** Wayne, you have got to wrap it up.

**BROTHER WAYNE GATES:** --- as Unifor. And, I'm going to talk one more on an issue outside of that.

**BROTHER DINO CHIDO:** You have got to wrap it up.

**BROTHER WAYNE GATES:** I'll wrap up, I'll do it real quick. We just got a settlement at David's; one of our small units. And, how we did it is that we brought former CEP locals, CAW locals. We had a rally at that workplace where they wanted to cut almost 30% of their wages away, had 100 people show up on a Saturday, got lots of press, forced the employer back to the bargaining table, and the bargaining process worked. We got a negotiated collective agreement, ratified by 89%. So, if we all stand together, we can win any fight that we want. Thank you very much.

**BROTHER DAVE MCCORMICK:** Dave McCormick, Local 414. I, too, rise in partial support of this backing, or this recommendation. I have concerns -- well, needless to say, I don't like Hudak much. But, I do have concerns about supporting a Liberal government.

It wasn't that long ago that that Liberal government interfered with the teachers of Ontario, where they took away the right to free collective bargaining from them. Currently, the Liberal government is looking for recommendations on reform to ODSP and to social assistance. And, they're considering an issue where they're going to reduce the diet allowance for those on ODSP, and increase the amount of people on general social assistance. In my view, it's not good enough to rob the sick to feed the poor. I think all of those people who are on social assistance and that need a better standard of living. Many of the issues that we're looking at today, and we're talking about in general, are political.

I am not prepared to support any government that doesn't turn around and say that a \$14.00 an hour minimum wage in this province is mandatory in their platform. To me, it's not good enough to just simply say "protect the Rand Formula". I want to hear a government come out and say that we are not going to have scabs in this province. We need the right, as working people, to move forward. It's not good enough just to hold on to what we have. We need a government that turns around and protects the most vulnerable in society.

In the last 10 years with a Liberal government, they have done absolutely nothing to help those who are disabled and injured on the job. They have injured -- they have brought through the back door what they couldn't do through the front door, where they have changed the policies of the Workplace Safety and Insurance Board, so that now when our members are hurt, and injured it becomes that much more difficult for them to obtain the justice that they were supposed to receive for a no-fault accident.

Sisters and brothers, I rise in support, in part, of this resolution. I know what a Conservative government will do to us. But, to me, it's not good enough just to stay status quo; to me we deserve better. Thank you.

**BROTHER PETER BERGMANIS:** Thank you, brother. My name's Peter Bergmanis, I'm from Local 27 in London, and a healthcare activist. I too lend my voice to a qualified support for the recommendation.

We all recognize that the Hudak Tea Party would obviously destroy this province, and probably put in great jeopardy the entire Confederation. But, also, I am always leery as to going down a path where we set aside our values and our principles for fear that it may unleash the worst in politics.

If we don't stand by our values, and vote for the principled, and the parties that we believe represent our values, then we still have issues such as minority government like the Liberals who still continue in a very austere measure when they come to their governance. They are still cutting back. They continue to interfere with collective bargaining rights. We're not secure in any measure as far as our Medicare system being preserved for the future. They're doing stealth privatization by underfunding the hospitals.

In my own city, they have already cutback 3,000 beds and thousands of nursing hours. We cannot tolerate this situation any further in another budget that is just going to be another austerity budget. So, again, I only support a portion of this, and encourage those to vote with their hearts, and their conscience, not because a party may get in, but also because there's a party that still acts and behaves very arbitrarily.

And, if the Wynne government seems like they have a velvet glove, it still hides an iron austerity fist. Thank you.

**BROTHER STUART RYAN:** Stuart Ryan, Unifor Local 567 in Ottawa. I'm glad this motion is coming up after No. 4, because I agree that this is the fight that we have to take. We have to organize all our members, we have to educate them on that, and then we push that agenda. But, I can't come up here, and say unqualified support for the Liberal government. It is the government that brought in Bill 115, it's the government that brought in the austerity budget in 2012; which is cutting social services, cutting education, everything.

The Minister of Labour now is Yasir Naqvi. I ran against him twice in the provincial election as a Communist Party candidate, and he'll lie through his teeth. He lied on "we're the only party that hasn't raised tuition". Well, he raised it 20% in four years.

"Oh, we're the government that's going to give you a tuition break of 30% you're poor." But, he took that money out of other areas of post-secondary education. So, you can't really trust this government.

When Wynn became the Premier, she was asked by Hudak "Do you support the austerity budget of 2012 and Bill 115?" She said yes. So, this can't be unqualified support, and my fear is that the OFL and the others are pushing this type of thing, to not have an election now. "We're not calling for an election. But, the reason is because we're scared of Hudak". Well, the only way we're going to beat Hudak is by organizing and fighting back, and doing the campaigns, and saying no right-to-work legislation in this province.

You know, St. Catharines Labour Council has passed a resolution calling for a general strike. We've heard other people saying "we're taking to the streets." You know, and the NDP has allowed the last two budgets to go through. So, you know, we have to think about this. And, we can't always be in the situation of taking the lesser of two evils; we should be going for

proportional representation. Thank you.

**BROTHER GEORGE SARINEN:** Thank you, brothers and sisters. My name is George Sarinen. I'm an Executive Member of Unifor 229 in Thunder Bay. I'm also a community activist, and a publically elected School Board Trustee. And, I must add, there are three of us from Unifor 229 that are School Board Trustees in North Western Ontario.

My concern with the Hudak regime is the White Paper they released on education that's going to just kill the publically funded schools. They're looking at eliminating full-time kindergarten, staffing cuts, program cuts, and cuts that are going to hurt student learning. So, it's key that we keep public education in mind. And, we have to really talk about public education. You know what? Hudak's not for it, he's against it. Thank you.

**BROTHER BRUCE ALLEN:** Bruce Allen, Unifor 199, Niagara. You can never learn enough from history, and it's been touched on that the history of the right to work issue really goes back to the United States. And, more precisely, it's the worst racist histories of the American Deep South. With that said, that's not the point I want to make. There's some recent history in the United States, with respect to right-to-work that's relevant to this recommendation. When right-to-work was passed and rammed through in Michigan, all of the labour leadership, and particularly guys like Jimmy Hoffa Junior beat their chests, and said "Well, we'll get Rick Snyder and the Republicans in the 2014 elections", as if that was going to be a way to get rid of the right-to-work legislation. Well, that was complete fiction, because shortly after that legislation was passed, the democrats were questioned as to whether they would give an iron-clad commitment to rescind that legislation if they won the next election. They wouldn't do it, they wouldn't do it. And, the hard reality is in the United States, where there's 24 states with right-to-work legislation, the Democrats have almost never rescinded that legislation.

So, where's the electoral solution to right-to-work in the United States? There isn't any. There's only one time in history of the United States where the Democrats rescinded right-to-work, and that was 1965 in Indiana. And, now Indiana has gone back to being a right-to-work state, subject to a court ruling. The question this begs with respect to our situation in Ontario is this; let's say the worst happens. Let's say Tim Hudak does win an election. Do you really think the Liberal party would rescind right-to-work legislation if it was ever passed in the Province of Ontario? I don't. They've never rescinded Tory legislation of any kind in my lifetime.

In 1993, they ran on renegotiation NAFTA. Well, that went by the wayside in no time at all after they got elected. If you've lived in Ontario since Dalton McGuinty got elected; he's left intact almost all of Harris' policies. So, there's no reason to believe the Liberals would rescind that legislation. And, we don't know what we get from the NDP. I mean, we had an NDP government recently in Nova Scotia. You couldn't tell it apart from the Liberals or the Tories. So, I mean -- and look at their track record on anti-scab legislation. All those years in power in Manitoba, and Saskatchewan; well where's anti-scab legislation in those provinces? They never delivered it, among many other things.

So, the question is, can we place this kind of faith in the Liberals? And, I say no. And, I say, ultimately, it's up to us to do it ourselves. It's up to us to mobilize. It's up to us to engage in things like direct action to stop this from happening if, in fact, we're about to see it happen. We can't trust the Liberals.

**BROTHER BILL GIBSON:** Thank you, Brother Chair. Bill Gibson, staff ---

**BROTHER DINO CHIDO:** You've still got that Cowboys shirt on. What's going on?

**BROTHER BILL GIBSON:** How about them Cowboys? In any event, I rise in support of this resolution. And, I completely understand the sensitivity about wanting to be careful how we couch our support for the Liberal party. I think this is more about knowing the devil you know right now, than the devil you don't. Well, the devil we don't -- we really do know. This is the Hudak group; we can't afford to have any opportunity for these guys to seize power.

But, I want to tell you a quick story about what happened in my community of Kitchener/



Waterloo. A year ago September there was a by-election held when Elizabeth Witmer took the 20 pieces of silver from the Liberal government, and assumed the position of WSIB Chair. That created an opening in the Kitchener/Waterloo riding, and a progressive young candidate, a school board trustee with a great deal of labour background, ran for the NDP in the area against, again, a Tea Party candidate from the Provincial Conservatives and, again, ended up winning the seat, and ended up the seat by in large with the help of our brothers and sisters in our community. Tim Mitchell, presidents like Bill McLachlan and Darlene Wilson, put a lot of boots on the ground, and we did a lot of door knocking in terms of trying to connect with the population there. And, we did that. And, we heard loud, and clear that while the NDP wasn't the answer for everyone's ills, they surely really understood what the Conservative regime that was out there was all about. So, I believe that the NDP right now -- and, it was kind of nice to do that campaign, because from a certain perspective, it was really like going home. You know, I campaigned for the NDP before, proudly had done it. And, it was really nice to get behind a candidate who in the legislature now has done some terrific work in terms of workers health and safety, raising the social consciousness of that issue in front of the House, infrastructure questions. She's been a very, very progressive candidate for us.

But, once again, I want to ensure that the Conservatives do not get this foothold. And, I believe that the NDP can do the most for our people; the middle class out there right now, in the position they're in right now, as a steady opposition, pushing the government to do the right things, making sure the right policies are in place, and making sure that they stay on the line behind working people. So, for that I support this resolution.

**BROTHER DINO CHIODO:** Yes, thank you. Very well said, brother.

**SISTER CHRISTINE KING:** Christine King, Unifor Local 232. At 18 years of age, I was hired by Bell Canada as an operator, and within six months, was lucky enough to sign my first union card. I've been in the union ever since, and it's many, many years later, and I've always been involved with the union.

Then I got politically active. When my job was outsourced in 2000, I was then in the process, after working for 20 some years, of looking for another job, and I was lucky enough to find a job with a newly elected Member of Parliament for Windsor-Tecumseh. So, I'm now with Local 232 who represent the federal staff of the NDP. So, I struggled on whether to speak on this issue, because on a personal level, I understand the union's position on supporting a minority government in order to enhance our objectives and, more importantly, to keep Tim Hudak out. I feel, however, that I must point out that the members of 232 do work for the NDP. Therefore, we will not be able to participate in the implementation of the second part of Recommendation 5. We hope that our brothers and sisters in Unifor will respect the fact that there are going to be some potential campaigns that we won't be able to participate in actively, because of conflict of interest. So, I do partially support the resolution, and I'm hoping that the members here will remember that some of our members in Unifor are employed by one of the political parties. Thank you.

**BROTHER DINO CHIODO:** Christine, thanks for those comments, and I'd actually like to ask Katha Fortier to come up. She wants to make a friendly amendment to the actual recommendation.

**SISTER KATHA FORTIER:** So, we've just been listening to the speakers, and having some discussions about what this might mean. There are obviously issues around this, and I think maybe I didn't say it in my report, nor did Jerry; we failed to mention. But, very clearly, when we've met with Premier Wynne and Naqvi from the Ministry of Labour, they've come out as clearly telling our union, and I think being on the public record as saying they oppose the White Paper, and all that it stands for with Hudak's position on Rand. And, obviously, for us, that's very significant that they've said that they would do that, and they would run on that. But, that being said, I think there's clear -- you know we've had a lot of discussion. You can see that some people aren't happy with any of our political parties at this point. But, I think

we'd be happy to accept an amendment to the motion to just leave it at:

*"I recommend that Unifor Local leaders and activists campaign to oppose Tim Hudak's regressive vision for Ontario."*

**BROTHER DINO CHIDO:** Can I get support for the friendly amendment? Supported. All those in favour? Down. Opposed, if any? CARRIED.

Thank you very much brothers and sisters. So, that recommendation has changed with the friendly amendment. And, we'll continue on with the debate on the amended motion.

**BROTHER BRIAN KELLY:** Brian Kelly, Local 103 from North Bay, representing workers at Ontario Northland Transportation Commission and Brinks. I rise in full support of the amended motion. From the perspective of North Bay, we elected Mike Harris. Fortunately, I didn't, but they put Mike Harris in power. And, the MPP there now is a guy by the name of Vic Fedeli, who is no friend of working people. He's actually -- he's the Finance Critic, and he's the Energy Critic. And, what's going on at Ontario Northland is -- and, I'm no fan of the Liberal government, but I'll take them long time before we take a Hudak government. Anyways, back to the Liberal government.

They put the ONTC up for sale. They own it. It's a railroad, transportation, and communication company in Northern Ontario. It's been around for 110 years actually; was the province's first Crown Agency. Luckily, we had great support across the North, former retired -- or excuse me, retired president, CAW President, Ken Lewenza was instrumental in setting up a number of meetings with then Minister Bartolucci, who was in charge of the ONTC. We didn't get too far with him at that time. He was headlong out to destroy the ONTC.

And, luckily, Dalton McGuinty packed it in, and Kathleen Wynne was elected leader of the Liberal party, and now is Premier. She has slightly changed where they're going, and that goes back to my whole point: we have to continue to lobby, and keep pressure on Liberals. And, actually, even our friends the New Democrats, we've got to keep them on the straight and narrow supporting workers; right? We're not here to support the political party; we're here about supporting workers. We know where Hudak's going to go. So, we have got to keep the Liberal's feet in the fire, and well, keep the NDP to keep the Liberal's feet in the fire.

The good thing coming out of all of this is Jerry Dias, the President of Unifor, set up a meeting about a month, and a half ago. We had a hard time trying to set down with the government to talk about some of the ideas we had about keeping the ONTC together. Jerry graciously invited us into a meeting, and gave Brian Stevens our national rep, and myself, an opportunity to speak directly to the Premier. And, one of the questions coming out of it was her staff asked us was if we had met with the Minister, the new minister after Bartolucci resigned, Michael Gravelle, and we said, no we hadn't met. Well, lo and behold, five weeks later, we get a letter from the Minister inviting us into a meeting on Monday here in Toronto to talk about the future of the ONTC, and it sounds like they're changing direction.

So, this is what this is all about, we have got to continue to keep pressure on the Liberals, support people that are going to support us. And, ultimately, make sure that we don't elect a Hudak government, because we know what they're going to do. Thank you.

**BROTHER DINO CHIDO:** Thank you very much, brother. What I'm going to do is I'm going to take the next two speakers, and then test the House, and then we can get on with the order of the business of the day.

**SISTER SHERI LAEKEMAN:** Good morning. Sheri Laekeman, Unifor 4212, President of the Welland Canal Workers at the St. Lawrence Seaway. I stand and rise in support of Katha Fortier's resolution. I truly appreciate what you've just done. I cannot support the Liberal Party of Ontario, and I hope that the people who are here are going to recognize that this is not going to be a fast fix. If we continue to support the Liberal government, it's just going to be more of the same. We need to look at this at more of a long-term strategic plan. If we're supporting the Liberal Party now, when is that going to change? They're terrible.

They're not thinking about working people. Thank you.

**BROTHER RON SVAJLENKO:** Ron Svajlenko, President of Local 222. I think there's a misunderstanding, because I support the original. And, I support it for this reason. You know, we've just gone into a brand new union; Jerry Dias being recognized as one of the most powerful people in Canada, but how many people out there in the street right now, if I stopped them and asked them if they knew what Unifor was, would actually be able to identify us? Now, that's no fault of anybody in here; we have to build an image. So, this particular recommendation was not to support the Liberals, it was to give us time to educate our members. That's why No. 4 was discussed before. We have got to talk about the Rand Formula, we have got to talk to them about the importance of working wages, and good communities, and good employment, and good jobs. Those things all have to be discussed.

We get an opportunity for an extra year to prepare to fight this guy. This is not about supporting the Liberals; it's about getting our act together. So, don't misunderstand it. No one in here is asking anyone to stop being an NDP supporter. I think a 100 % we should be behind the NDP. But, let's give the Liberals the time to hang themselves, and make damn sure that when the writ is dropped for that election, that we're ready to go. And, we need time to image ourselves. We need time to take advantage of the power of Unifor. Whether we like it or not, it will take time. So, I, again, support the resolution, the original commitment, because I believe it prepares us to have that fight in the right time.

**BROTHER DINO CHIDO:** Thank you for your opinion, brother. The motion has already been amended. So, we've already passed that motion to have the friendly amendment, and it's already amended, and that's the desire of the floor.

So, I'd like to test the House, if I can, with regards to the friendly amendment that's put forward. I'll read it for clarity sake, so everybody understands what we're voting on. "I recommend that Unifor Local leaders and activists campaign to oppose Tim Hudak's regressive vision for Ontario."

In conclusion of the debate, All those in favour? Down. Opposed, if any? CARRIED.  
Thank you very much. Point of order on mic number 3.

## POINTS OF PRIVILEGE

**BROTHER BRENT MACMILLAN:** Actually, it's a point of privilege. Brent MacMillan, Local 38, Sault St. Marie, President of the Local. Dino, a while back, it was the previous resolution that you threw out a comment there that you're looking for some sort of a slogan for a campaign to fight against the right-to-work campaign, which is, as you were saying there, is very confusing for the population out there, the right-to-work. How about proud to work? There's a difference in having the right to work and being proud to work. When you are rewarded for a job well done, and have rights through a unionized workforce, you take pride in your job. And, that's the difference between proud to work and right to work, where you are working for a minimum wage or slightly above that. And, work at the mercy of the employer; that's a McJob. And, that's the difference between proud to work and right to work. Thank you.

**BROTHER DINO CHIDO:** No, thank you brother. Well, thank you, brothers and sisters, finishing the order of the morning part of the day. So, I think you very much for your indulgence. I thank you for getting up to the mics, and having some great debate. I do have a few announcements before we do adjourn for this portion of the day.

Okay. So, the announcements are the Aboriginal, Indigenous, Radicalized and Workers of Colour Caucus are going to meet in Hall E now. That's been changed. It was Hall B. And, lunch is going to be served there for them. So, the Aboriginal, Indigenous, Radicalized and Workers of Colour will be meeting in Hall E.

And, if the PAC Committee; Chris Taylor, Jacqueline McIntosh, and Willie Lambert, please come up to the front before they go out for lunch. Thank you very much, and we'll see

you at 2 pm. Thank you.

--- *Whereupon the meeting was in recess from 12:30pm to 2:00pm.*

**BROTHER DINO CHIODO:** If I can, we're going to get started for this afternoon's session to conclude. And, I just have some credentials for Barry Grylls; Barry Grylls, if you're in the room, I do have your credentials up here. Also, we're going to do -- oh, we have a scarf that's been misplaced. So, if anybody's misplaced a scarf, it looks nice and Katha says she wants one just like it. So, if you don't claim it, you'll know where it'll be. But if you have misplaced your scarf, please come up, and we'll make sure you get it back.

Also, just before we get to the points of privilege, I see a lot of speakers at the mic. What I would like to do is let everybody know is that Recommendation No. 6 will be the next recommendation that we will be discussing after the point of privileges. So, if you wanted to take a quick look at that, and be prepared to go the mic, you could feel free to do so. I'll take points of privilege now, going to mic number 1.

**BROTHER ROBIN DUDLEY:** Thanks, Brother Chair. Again, Robin Dudley, Local 1917 in Guelph, and Vice President Dale Heaney from Local 1917 as well. We just wanted to give you an update on the toy drive. They came and picked the toys up a short time ago. We raised nearly -- just over \$1,500.00 monetarily, and a whole pile of toys, which is more than what we normally get, which is great. We want to personally thank Chrysler Council, the IPS Council, and our local, too, for the donations that they made as well. And, we want to officially challenge next year to double what you brought, bring even more.

We've been speaking with some of the former CEP members that represent people at CP24, and we're going to arrange next year, hopefully, to get a little press coverage so that we can give back to the community and let them know that Unifor does care about the community, does care about kids, and like I said, we're challenging you all to step it up next year, and we'll be back doing it again. So, thank you very much on behalf of us, and the kids of Toronto.

**BROTHER DINO CHIODO:** No, very good. Wonderful. Point of privilege at mic number 6.

**BROTHER JAMIE WRIGHT:** Good afternoon, Jamie Wright, Local 88, and member of the newly elected Health, Safety and Environment Committee. Just a quick announcement; immediately following the adjournment of this council, we're going to hold an informal meeting for anybody that might be interested in being part of that committee. So, if you'd like to come by, we're going to discuss some things. That also includes anybody interested in Worker's Compensation; you're more than welcome. And, again, it's just an informal meeting, more or less, to get a list of names together and start that process. So, thank you.

**BROTHER DINO CHIODO:** Thank you very much, brother. I have a point of privilege at mic number 3.

**SISTER TERRY WEYMOUTH:** Hi, Terry Weymouth, Unifor National Skill Trades Education Coordinator, and as well as electrician. And, with me is Sister Margaret Manworn, Local 707. She's an electrician as well. We want to talk about the paper that's on your table called Unifor Women in Trades Network. This particular paper, we wanted to say, is we're starting a network that would identify who we are, where we work, offer support to each other as women in trades, and act as a networking tool.

We recognize that isolation is just one of the many barriers identified that make it difficult for women to successfully complete an apprenticeship. This network will allow us to share our best practices, to ease the way for current and future generations. So, what we're trying to say is that we're not trying to, you know, separate or anything. If anything, what we're trying to say is that women are in the trades, and we're trying to support them. So, electronic copies of this will be sent to each local. But, if anybody wants to fill it out on paper, we're going to be available at the back of the room. And, thank you very much. Please bring this to the attention of your membership, to any apprentice, or journey woman working in your workplace. Thank you.

**BROTHER RANDY KITT:** Thank you. Randy Kitt, Local 79-M, also Chairperson of the Media Council. I'd like to bring this very important issue to your attention about broadcasting in this country.

It used to be -- and, the whole theory of broadcasting in this country is that the government would give the broadcasters a licence to put their signal over the air. And, in exchange for that, in exchange for the ability for these broadcasters to make oodles and oodles of money broadcasting to us, they would give back to the communities in all sorts of ways. And, one of the ways that they give back to the communities is with a station like OMNI Television. OMNI Television is a multicultural, multilingual station that provides local multicultural programming to communities across this country. And, this year, OMNI has laid off most of its staff, and cut most of its programming, and it's shameful in light of Rogers Communications buying the rights to the NHL for \$5.2 billion, which allows each NHL team to increase their salary cap by \$7 million a year over that time; money going directly into the hands of millionaires, and billionaires, while our local community stations suffer.

So, Unifor, back just around the founding convention, filed an intervention with the CRTC asking the Commission to tell Rogers that they are in breach of their broadcasting licence. They didn't go as far as saying they were in breach of their licence, but what they did do was that they said to Rogers, "We have some very serious concerns about the lack of programming and the lack of the mandate that you're supposed to bring to Canadians". These concerns are so severe for us that they are going to reduce their licence by one year, and bring the renewal of their licence in line with the renewal of their City TV licence, which gives us a lot more bargaining power when it comes time to bringing those people back to work.

And, right now I'd like to introduce to you Angelo Contarin, who is the Vice President of Local 723-M, and an OMNI worker, to tell you a little bit more about the impact at OMNI. Thank you.

**BROTHER ANGELO CONTARIN:** Hi. So, once again, my name is Angelo Contarin, 723-M Vice President. I've been at OMNI for almost 22 years now, and this is a station of ethnic workers, ethnic television. And, over the years Rogers has been underpaying these people. They've been paying these people a fraction of what people in the English media have been paid. These people were afraid to speak up. Most of them were immigrants, third language people who basically were even afraid to phone in sick. The operations staff were a little luckier. We had other places to go. These people didn't have anywhere else to go.

We finally organized them. We organized them with 140 members. The certification took almost three years. In that time, we lost over a 100 members, and OMNI cancelled 22 programs. We're left with three newscasts and two shows that we produce in house. You'd think that after all that people would be against the union saying that, you know, we didn't do any good; it's the complete opposite. These people are so thankful, and I mean so thankful that, you know, Unifor stuck by them. They are now not afraid to speak up. They have a voice. They've got pay increases. But, I don't think that's the main thing that they were looking at. They have a future, and I would just like to thank Unifor for all your efforts in, you know, fighting with us with the CRTC, and fighting with us to have your support to get these people organized.

Our licence is going to be up at the end of next year. Or, sorry, Rogers' licence is up at the end of this year. And, I'm hoping for continued support because we will have a voice. We will have a voice when they go back and renew this licence. And, we're going to try to get every community group out in Ottawa to bring some of these shows and some of these people back. Thanks very much.

**BROTHER GERRY FARNHAM:** Thanks, Dino. It's Gerry Farnham, President of Local 195. I just felt that it would be inappropriate if I didn't get up here for a minute and just say a couple of words to an activist that's been around for a long, long time; worked diligently on behalf of his unit at that point in time; where many of the part sectors have put the languages

that came from his actual agreement into the agreements; fought hard on behalf of the labour movement; started in 1968 as a union member, and is here for his last council. Actually, the President that was standing up here, I was just talking to him, was Dennis McDermott at the time. So, I'd just like to get everybody to acknowledge, please, our first Vice President Kirk Lozon. Kirk, could you stand up? Kirk stand up.

**BROTHER DINO CHIODO:** 40 years proud. 45? 45 years? Okay. Thank you very much. Point of privilege, speaker on mic number 2.

**BROTHER ROBERT PINE:** Robert Pine, Financial Secretary, Local 1524. Retired staff member Maureen Kirincic will be participating in a 60 kilometre weekend walk to end women's cancer in memory of Tammy Helen. She was a retired rep, and she also came out of our local union. So far, Maureen has raised \$2,325.00, so we're asking if the Council would chip in to make it an even \$3,000.00?

**BROTHER DINO CHIODO:** So, there's a motion on the floor. Can we have a seconder on that motion? Any discussion? All those in favour? Down. Opposed, if any? CARRIED.

Thank you, and congratulations to the extra \$635.00 top up. She does a wonderful job, and it's well deserved. Last point of privilege on mic number 2; correct? Good.

**BROTHER CHASE ROBINSON:** Hi, sisters and brothers. My name is Chase Robinson, proud member of Local 247. I stand before you today to let you know Operation Christmas Cheer has raised \$33,670.00 in cheques to this date for this year's campaign.

For those who don't know, our mission has been the same for the past nine Christmases; to ensure every single sister and brother walking a picket line over the holidays receives a holiday oriented food hamper, grocery gift cards from a union store, toys for each child, and words of support from over 130 locals, Labour Councils, committees, organizations, and individuals from across Ontario who support Operation Christmas Cheer with money, toys, food, and their time. This is all to ensure these families are able to enjoy their holidays during their fight. Since our beginning in 2004, when my parents, Cassandra and Richard Robinson, went to Pembroke and Dryden to support the 27 former CEP sisters who were on strike over the holidays, since then, nine Christmases ago, no family on strike or lock-out in Ontario, regardless of geography, or local size has gone without during the holidays. This year we have 388 families on strike or lock-out across Ontario. United Steelworkers, Local 1005 in Hamilton, on strike for 162 days; Canadian Union of Public Employees, Local 1281 in Toronto, locked out for 64 days; Canadian Union of Public Unions, 4616 in Bonfield, locked out for 141 days; United Steelworkers, Local 9176 in Toronto, on strike for 99 days; two components of United Food and Commercial Workers, Locals 175 and 633, both in Trenton, on strike for 78 days, and Toronto on strike for 127 days; United Steelworkers, Local 1100 in Pembroke, locked out for 1331 days, or almost four years, with this Christmas being their fourth on lock-out.

What we do is not possible without the support of so many, whom there are many of you in this room, including behind me, who are long time supporters of Operation Christmas Cheer. Being 100% volunteer run, every dollar goes to support our brothers and sisters every holiday season. For more details on how you can help, and join the drop-off dates as well, as a sign of solidarity to those families who are on lock-out or strike, check out [operationchristmascheer.com](http://operationchristmascheer.com), as well as our Facebook page. All of the details are on there. And, it would be great if we could have as many brothers and sisters come out as possible as a show of solidarity to those families who need our support most.

**BROTHER DINO CHIODO:** Thank you, brother, and I hear how touching that is, especially reaching out to our brothers and sisters in need. And, on behalf of the Ontario Regional Council, we'd like to put another \$2,000.00 with the indulgence of the Council. I need a seconder. Moved and supported. All those in favour? Down. Opposed, if any? CARRIED.

Thank you very much brother, congratulations, and keep up the good work.

**BROTHER CHASE ROBINSON:** That's amazing. Thank you so much.

**BROTHER DINO CHIODO:** No problem. Thank you.

## RECOMMENDATION NO. 6

**BROTHER DINO CHIDO:** Okay. So, we've still got about 35 minutes, it looks like, before we bring up our guest speaker. So, what I'd like to do, just like we talked earlier, we have Recommendation No. 6, and I'd like to read the recommendation, and then we'll go into discussion on the recommendation, and debate.

*"National Energy and Environmental Strategy.*

*I recommend that Unifor's Ontario Council express its support for the concept of a national energy and environmental strategy for Canada, including the following principles:*

- a. Binding and ambitious targets to reduce Canada's greenhouse gas emissions;*
- b. Future expansion of bitumen production needs to be managed in line with those greenhouse gas caps;*
- c. Systematic efforts to ensure more Canadian content and Canadian value-added at all stages of the energy supply chain, including machinery, services, extraction, upgrading, processing, and manufacturing;*
- d. Prohibitions on the export of raw bitumen, and requirements for upgrading and processing of petroleum in Canada;*
- e. Efforts to match Canadian energy production with Canadian needs, and reduce imports of oil;*
- f. Completion of a Canada-wide energy grid (including pipelines and electricity transmission) to improve Canadian energy security and independence;*
- g. And ambitious green energy investment plan, including investment in alternative and renewable energy sources, energy conservation, and urban transit;*
- h. Support for the National Executive Board's call for a national moratorium on unconventional fracking until safety, environmental, and First Nations concerns are addressed.*

*The Ontario Council will participate fully with Unifor's other bodies (including our new Energy Council) to develop this national energy and environmental strategy, and present it to the meeting of Premiers next year."*

There is the recommendation, brothers and sisters. Are there any speakers at the mic?

**BROTHER HERB JOHN:** Herb John, National Retired Workers Executive, and proud member of Local 200. I rise in support of the direction that this recommendation provides, but I have a couple of things that I think need to be addressed in the recommendation, particularly item H. I think the wording would be clearer if we removed the words "unconventional fracking", because I believe we are opposed to all forms of fracking. Unconventional fracking is just fracking on steroids where they use silica and other chemicals in the water that they use to inject into the shale. But, I believe we are opposed to all fracking, and I think that's a permanent commitment. This statement makes it sound conditional that once an energy and environmental strategy and First Nations concerns are addressed that we can go ahead with fracking. I don't think that's the intent here.

So, I think the better wording would be to remove “unconditional”, and put a period after “safety”. I think the environmental and First Nations concerns should be in a separate statement. Or, right at the beginning, the first prerequisite to this, or the first commitment here should be that First Nations issues have to be addressed clearly in this whole process, and that the National Energy and Environmental Strategy also has to be there.

I think something else that needs to be included in here is a discussion on just transition. I know it's a concept that's been around for many, many years, but it's not talked about in the forefront anymore. Now that we have members that work in the energy field, and a lot of the energy comes from a place that's not sustainable environmentally, I think we need to resurrect and focus on the conversation of a just transition, so that over time we can maintain the support of First Nations that are opposed completely and unequivocally to the tar sands. We need to have a process that we can move forward working together, and that process, I think, can be met through a conversation about just transition.

And, I'd like to make one additional request in the staff reports. In the table of contents, it says “Health and Safety”; it should say “Health, Safety and Environment”. I've made that request at the last three CAW Councils and it hasn't been corrected. So, I'd really appreciate if the word “environment” was included in the table of contents to give it the visibility it deserves. Thank you.

**BROTHER KEN BONDY:** Thanks Dino. Ken Bondy, National Coordinator, Health, Safety and Environment. I certainly rise in support of this recommendation. And, I just wanted to take a minute to highlight how incredibly important this recommendation is. And, you may have guessed that by looking at the recommendation itself, and seeing that there are actually eight principles that have been listed under the recommendation. But, for those of us that work in Health, Safety and Environment issues on a daily basis, I'm even learning more about how important this particular issue is, now understanding our former CEP members. A large portion of those people that work in the energy sector, and those people looking to our equal concerns that we have to protect our environment, that they certainly have to work safe, and in safe workplaces, but they also want job security. And so, this is an issue that for former CAW people we've worked on in manufacturing sectors, but now we're going to have to broaden our arms, and get a better grasp of what this means all the way across the country.

So, if you look at that recommendation, and I just wanted to speak to the letter (d) principle that says,

“d. Prohibitions on the export of raw bitumen, and requirements for upgrading and processing petroleum in Canada.”

But, letter (d), if you look at letter D, what they're talking about is the export. And, what I'm learning from our members is that those pipelines that are somewhat controversial, those pipelines for the most part have been allowed and promoted by the Harris government to export the raw materials out of Canada. And, you've heard it said many times before, is that the natural resources of Canada do not belong to a government, do not belong to a politician, or the Prime Minister. Those raw resources belong to Canadians. And, the Harper government has no right to be exporting those raw materials out of our country that belong to us. But, not only that, could be providing jobs for Canadians. And, that's the point that was made in the other paper that's on your tables, the Debating Pipelines - A Primer. And, congratulations to Jim Stanford and Fred Wilson for the work that they've done on that. But, take a look at that paper, and understand what they're talking about. It's not that as we form this new union, one part of us was not anymore in favour of protecting the environment than the other. CEP has a long traditional history of strong environmental safety policies that they're bringing into Unifor, and the CAW likewise. So, I would like to say to those people -- and there are people watching us closely on what we're going to do as we move forward on these particular safety and environmental job forums; that we are committed to a safe Canadian environment, and we are committed to creating safe good jobs in Canada. Thank you.



**BROTHER MARK MATHEWSON:** Thank you. Mark Mathewson, Local 848, Shell, Sarnia. Once again, I rise to speak to you on behalf of this recommendation, what was put into the speaking notes earlier, on behalf of energy. I strongly support this recommendation, and let me tell you why. It affects every one of us in here; our families, our livelihoods. It affects your neighbours, your friends; it affects all of us as Canadians.

Why a National Energy Strategy? Why is that important? Well, the reason that's important is there's a National Energy Board, and their goal is to set the whole targets, the mandate, for how the multinationals can exploit our resources even further. We collectively are the voice that can stop that. We need to challenge our Executive, we need to challenge our leaders, we need to, as a voice collectively, go and challenge the NEB and say, "That's not acceptable. You cannot give away our resources. We need a strategic plan that's in place for us, the Canadians of this country. We want to share those resources; we want to share the wealth that is generated by those resources."

I had the opportunity of listening to Minister Oliver speak about the Gateway Pipeline. He wasn't exactly happy that unions such as Unifor, and collectively in partnership with the indigenous people of this land, they put a stop to that pipeline. Now, it's not done, but, I mean, the efforts that went into that really thwarted that effort. And, why? It's because it wasn't in the best interest of Canadians. It wasn't in the best interest of the aboriginal peoples of this land. And, why did the Canadian government want it? They wanted it so that they could get to a port. They wanted a western port that we could take our Canadian oil and ship it at whatever the cost. They wanted that money coming in. They wanted to exploit our resources further. So, we stopped them collectively. Be proud of yourselves, because you're a part of that movement. We stopped that, and now our challenges are still there, because what Minister Oliver is saying is "We're not done." Now, apparently, all along, now they want to go east. Now, they recognize that that western oil should benefit all of us Canadians, and it should move east.

Well, the strategy they have people, it has nothing to do with the spur to Sarnia. It has nothing to do with a spur to Quebec. They're looking for an eastern port, and they're trying to make you believe that in this, under this new National Energy Program that they believe they have, that this is in your best interest. Well, I'm telling you right now, it is not. It is not for us. It is for the multinationals. It is an export port, and that's what it's for.

Look, Ralph Nader said it best, "You can't blame corporations, it's not their fault. Their job is to make as much money as they can for their shareholders. If not, they're out, next CEO is in". And, that's what they want, they want that money right? But, I tell you, what we need to do is we need to make sure that those multinationals know the size of the skating rink that they can play in. And, who puts that in place? Governments. We need this bureaucracy, we need this National Energy Board to be able to come back and say "Look, there's a limit to what you're going to export. You cannot pull all our resources out and ship them. We need a national strategic plan that protects the interests of us Canadians, and that we all share in those benefits, and the profits from that." So, I encourage you, please support this resolution, this recommendation, and in the future, think about your energy and what it costs. Because whether it's natural gas going into your hot water tanks, or it's fuel into your tank for your car, energy matters, and we need a strategic plan for that. And, I thank the Council for putting this forward, and I look forward to working with you on it. Thank you very much.

**BROTHER KEN LEWENZA JR:** Thanks, Dino. Again, Ken Junior, Unifor Coordinator. I just want to be real quick. I want to congratulate our union again, especially for the strong position they took on fracking this week. But, I want to say here's an opportunity, if I can add a little something to the recommendation, and I don't think it has to be part of the recommendation. And, I don't want to suggest any type of monetary value, because I think that that's something that can perhaps be proposed by the Executive Board. But, if you look at the relationship that our union has built with the indigenous community, I know that Jerry Dias

just a few weeks ago met with Naomi Klein, and Clayton Thomas-Muller, and Fred Wilson from Idle No More, and talked about how we can work together in solidarity.

And, if you look at what's happening when Elsipogtog, I apologize if I'm not pronouncing it completely correctly. But, the New Brunswick Federation of Labour just put forward \$10,000.00 to support those people in their struggle, and to go towards their legal defense fund. And, I think that what they're actually doing is they're protecting their lands that are unseeded from fracking. And, again, if you look at the wonderful job the indigenous people are actually talking about in Canada about how we protect our waters, those are values that our union has protected, and it's important that we appreciate the fact that they, like us, are challenging corporate power. That's a perfect example, and this is an opportunity to show solidarity. So, again, I'll turn that over to the Executive Board for that type of consideration of, perhaps, what we could do as a union to show solidarity there. Thanks.

**SISTER ANGELA ADAMS:** Good afternoon. My name is Angela Adams, I'm from Local 707A in Fort McMurray, and I'm the Secretary Treasurer. I'm also the Chair of the new Energy Council. And, I'm certainly glad to be here, and to see this resolution, because the workers in energy are really happy about the resolution that the Ontario Council is putting forward.

CEP was one of the largest representatives of workers in energy across the country. And, our stance has always been a safe, sustainable, and environmentally sound policy that will take care of Canadians now and well into the future. Just yesterday, Leona Aglukkaq, I think that's how you say her name, the Energy Minister of this country, okayed an expansion to the Jackpine mine of 100,000 barrels a day. And, her comment was, "This is likely to cause significant adverse environmental affects, but that is justified by the circumstances." And, I ask, what are the circumstances? Fort McMurray was a small community, and I do represent 4,000 workers in the oil sands in that community. And, it was a small community 10 years ago, about 40,000 people. With the transient population in the last several years, we have grown to about 150,000 people. That's about 40,000 people in camp every day that are just there to work, and nobody is being taken care of.

I'm the daughter of an aboriginal that was born and raised, and his father was born and raised in that area. We were displaced from our land, and nobody took care of that. And, we need to stand up, we need to tell the government, "We're not going to take this." We all need that energy into the future, and the only thing that this government is taking care of is the corporations. They are taking our energy, and they want to ship it down to the States, and wherever, the same thing they did with the pulp and paper industry. It was one of the biggest industries in this country 20 years ago, and it is decimated to nothing. We're still using the paper. They want to take that oil, ship it down to Texas, and sell it back to you at twice the price that you would get it if it was refined here in this country.

The NDP just recently put out an energy policy, and it's -- Jim and Fred must have had some insight to what this is, because it's very close to what we're saying, and there are seven key points, and one is cap-and-trade on carbon; two is resolve the First Nations land claims; three is refine more resources in Canada; four is clarify foreign investment rules somehow; five is reintroduce tax breaks for energy efficient homes; six, shift tax breaks to renewable energy; and seven is make environmental issues more independent. We need to protect ourselves, but we also need to protect the future of our grandchildren, because that's where it's all going to be important, is what going to -- what are we going to leave for the future of this country? We do need to start working on the environment. We do need to start looking for environmental -- a different way to make energy. But, we also need to take care of our members.

So, I support this 100% from my local, from the Energy Council, and I also invite you all to go onto YouTube and Google a video, because my president spoke at the Durban Conference in 2011, and he went there as the enemy. They were speaking about the environment, and Roland was the enemy to everybody that was there. But, when Roland left,

he was an ally of those people, because that's where we have to build our allies. Roland spoke about the importance of an environmentally sound process, but he also spoke of how important it is to the workers. And, if we shut down organizations like my employer, where would half of Western Canada be, but where would many of us be here in this province? Because you would be getting your oil from somebody else, and again, you'd be paying twice as much. So, thank you very much for putting forward this resolution, and I recommend that you all accept it.

**SISTER MARILYN VEXA WENDELL:** Hi, yes. My name is Marilyn Vexa-Wendell. I'm from Local 414, and I am in agreement with -- in favour with this resolution. But, I would just like to say that the biggest issue facing Canada's energy industry right now is the lack of consultation and accommodation with affected First Nations territories. These environmental concerns are paramount since the pipelines have to run through most of the various First Nations' territories. Harper's "damn the torpedo's full-steam ahead" style shows no respect or recognition of the treaty rights of indigenous peoples of this country. Now is the time for a new direction in Canada's energy industry; and it is one that acknowledges the reality of aboriginal title and rights to the resources on their territories. And, I would hope that Unifor would stand in solidarity as a whole with First Nations, both in talk and on the ground actions; shoulder-to-shoulder with First Nations brothers and sisters who are on the front lines of resistance across Canada.

I would also like to see in the recommendation principle (h), perhaps principle (a), one that makes our government commit to meaningful consultation and accommodation with First Nations leaders. Thank you.

**BROTHER SCOTT DOHERTY:** Thanks, Dino. Scott Doherty, Western Director. I'd like to start by thanking Dino and Katha for putting on the first Regional Council. It's been unbelievably successful. Thank you for all the work you've done in doing that. I'd also like to thank Katha and Dino for listening to some of the concerns on the original recommendations.

As Jerry did in his speech yesterday, Unifor faces numerous amounts of challenges. And, one of the biggest challenges we face is our energy strategy, and what we're going to do around the energy policy. As we've talked on a number of occasions, this is not an easy task for us, to go through this and talk about this. I think this is a great first step, another example of Unifor being out in front of everybody else when it comes to an energy strategy. So, we have to realize and understand that we represent almost every unionized worker in this country when it comes to energy. And, that's a difficult balancing act that we have to face between what's right for the environment, and what's right for Canada as an energy strategy and our workers. And, I think we're doing that.

One of the speakers earlier talked about a just transition. We need to continue to be out in front about how we continue to support a proper energy strategy in this country, and how we go forward. Climate change is not something that we can deny; it's happening, it's there. We have to continue to work with environmentalists, First Nations, and every other one of our allies around an energy strategy. But, we have to realize that we have workers in those industries as well. So, I appreciate the fact that we've made some changes. I wanted to touch on two things. The first was on the fracking policy; we have identified unconventional fracking as what we're asking for moratorium on. We represent a number of employees in Western Canada that are in the normal fracking process right now. But, the unconventional fracking is exactly what they're talking about. The boom in B.C. is all about LNG and unconventional fracking. There is no research on unconventional fracking on whether or not it's safe or not. So, we have come out with a strong, and very strong recommendation to oppose any unconventional fracking in this country, which is a major step for Unifor, and one that we should be proud of. So, I just wanted to point that out.

The other thing that's been brought up is some of the stuff around First Nations. So, I wanted to bring to everybody's attention that on Thursday of this week in Vancouver, we

signed the Yinka Dene Alliance Save the Fraser Declaration Solidarity Accord, which is about 15 to 20 First Nations' groups across the Province of British Columbia who are opposing a number of the pipelines going across the province, and saving the Fraser River. So, we are reaching out. Unifor was there in strength signing that declaration again. So, I just wanted to thank everybody for their approach to the energy policy, recognizing that we have a difficult task in front of us, but we are doing the right steps. And, Unifor will be the leader when it comes to an energy strategy. We need to have an energy policy for this country, and just like we're doing with the Good Jobs Summit, we're going to lead the charge in making sure this country gets an energy policy. So, thank you.

**BROTHER JIM STANFORD:** Thank you, Dino. It's Jim Stanford from staff. Just a couple of points to throw into the discussion here on the resolution; first is to remind people the resolution itself is not our policy. The resolution is committing the Ontario Council to participate in developing the policy. That will happen over the next few months in conjunction with the Energy Council, with our brothers and sisters in the West, our brothers and sisters in the East. And there will be lots of tricky wording and fine tuning of the actual wording as we go forward, and we've already seen some of that happening here this weekend. That's why it's one of Unifor's greatest strengths, is that we represent workers in all sectors of the economy, and all parts of the country. And, because of that, we're able to do some of that fine tuning already.

Just a little bit more on the issue of the fracking; Scott has just mentioned why the term "unconventional" is in there. Fracking is a very generic term, and thousands of conventional oil and gas wells do what is called "fracking" as part of their normal production in Alberta, B.C. and Saskatchewan. What's new in the last few years is the unconventional use of that technology combined with higher pressure techniques and new chemicals to extract oil and gas from places where in the past it wouldn't have been possible. The ground zero for this was in North Dakota in the United States where they used fracking to extract oil and gas from shale where in the past you couldn't produce it. And, it's a horrible practice; the environmental consequences of this are absolutely devastating. It means polluted water. Maybe some of you have seen pictures on TV in North Dakota, Pennsylvania and elsewhere, where you can actually light the water on fire when it comes out of your kitchen tap, which you'd think would be your first bad sign.

It creates earthquakes, believe it or not, the pressure is so hard. And then there are enormous consequences for greenhouse gases, because there's methane gas that escapes from the process, and then they just burn it. So, that is where we do need to focus our efforts as opposed to on conventional wells that have been producing for a long time. The industry is drooling over places in Canada where they could have a similar immediate profit, boom, like they've seen in North Dakota. Quebec and Newfoundland, with great foresight, have implemented moratoriums on that type of activity, and that is the spirit of the NEB's resolution, which this recommendation supports.

Secondly, on the issue of jobs and the environment, this is where we have to be so careful from either direction; not get locked into the false choice between our jobs and the environment. That is a debate that we will never win. We won't win it as trade unionists, environmentalists won't win it either, and this is where we have to work very, very carefully with our friends in the environmental movement to talk about how our resources can be used in a sustainable, carefully managed way to enhance the economic security of Canadians. If we go one way or the other, we have been very careful to say we're going to oppose this idea of just turning on the taps, allowing companies, most of them foreign owned, to make a quick buck by sucking everything they can out of our ground. And, then we're left with the mess at the end of the day. That clearly isn't going to work for us long term. And, that is where the principled vision of folks like Angela and her local in Fort McMurray have said "Listen, we see that boom. We don't see it lasting. We don't see it creating sustainable, quality jobs in the long run. We do need to redevelop our resources. We do need to think about jobs. But, in the interest of

people in Fort McMurray and elsewhere, we have to do it carefully and in a managed way, with an eye on the long term goal.” And, the CAW before Unifor was completely on side with that goal. We were the ones making the case that the unsustainable boom time in the oil sands, and elsewhere, was driving up the dollar, squeezing out our manufacturing sector, and destroying hundreds and thousands of jobs of our members as well.

So, we were absolutely in common cause before Unifor was founded, and now we’re absolutely in common cause within the same family. By the same token our position in no resource sector has ever been “Turn off the tap completely.” Everywhere we’ve confronted the challenges of resource development for the environment, we have said “Let’s do it carefully, sustainably, and maximizing the value added for Canadians.” We did that in forestry when there were environmental concerns about forestry. We never said “Don’t cut down another tree.” We’ve done it in mining, we’ve done it in fisheries, and now we’re doing it in the petroleum industry as well, where we can say that resources will obviously be part of Canada’s economy going forward; that’s inevitable.

But, we can manage those resources in the interest of Canadians and our environment much, much better. And, I look forward coming out of this to work with all of our colleagues in the Unifor family now to come up with the best example, the best practice, if you like, of how we can be fighting for the jobs, and the environment at the same time, instead of being boxed into that false choice. Thank you very much.

**BROTHER CONRAD FOURNIER:** Hi there. My name is Conrad Fournier from Local 229. I approve this recommendation. After hearing our brothers and sisters talking about how families in this country are having a hard time raising families on the minimum wage, I believe that through this recommendation, we have a chance to increase the economy, make more jobs safe jobs for this great country, and maybe get people off of raising families on minimum wage. So, thank you very much.

**SISTER CHERYL ROBINSON:** Hi. Thanks, Dino. Cheryl Robinson from Unifor Local 2002, National Executive Board member coming from Atlantic Canada. I just want to thank the Council for putting this recommendation forward, and I hope we will see it in subsequent councils going forward. But, one of the things I need to understand is what Unifor’s position is going to be on educating our members about what a national energy strategy is? That’s going to be the key piece, I think, in us getting our membership on side to understand, because I know when I read all the kind of technical pieces about bitumen, and all this stuff, I have no idea what any of it means. I do know that it’s really scary what’s happening around fracking. We’ve seen some of the devastation in the United States and in other countries. And, I can’t imagine that happening in our beautiful country. But, it is a reality.

So, I support any efforts that we have to develop a strategy. But, we have to make that key piece, educating our membership on what it is, because it’s not, again, really worth much if it’s just written on a piece of paper, and they don’t understand how they need to oppose it.

As I mentioned, I come from Atlantic Canada, and Sister Adams talked about the transient workforce in Fort McMurray these days. Most of those people come from where I live in New Brunswick, Nova Scotia, Newfoundland. There aren’t any decent jobs, unfortunately, right now in Atlantic Canada. And, unfortunately, what’s happening, the government and corporations right now are trying to pull the wool over New Brunswickers’ eyes saying “you have to let this go through. We can’t afford to, as a province anymore, oppose any kind of development.” But, they’re not telling them the real facts. There aren’t going to be enough jobs to bring everybody back out from Alberta to live in New Brunswick, so that they don’t have to live apart from their families, or that they don’t have to travel back and forth.

This is a short-term plan. When you think about what fracking really is, it’s not going to create any kind of sustainable work, but folks are so starved for work where I live that they’re almost buying into the idea. But, one thing that I find very exciting, again coming from New Brunswick is, it’s a beautiful, beautiful province, and people are very proud of, you know, the

farming, and the rural areas that we have. And, there's a movement, a grassroots movement of folks like I've never seen before in New Brunswick that are standing up and opposing fracking. So, we've got a real opportunity to pull on the community and make sure that they're opposing any kind of a plan that isn't well thought out, and it doesn't take the interests of the people that live there in mind; but, of course, you know, it lines the pockets of the corporations. So, as I mentioned, I fully support the recommendation. I just hope that Unifor's plan is to make sure that the education piece around a national energy strategy is, for those folks like me who don't understand a whole bunch about it, is nice and simple, so that we can get out membership on board and stand up in opposition to anything that's going to destroy our country. Thank you.

**BROTHER DINO CHIDO:** Thank you very much, sister. And, without a doubt, I'm sure there'll be an education process and strategy in order to make sure we do get that word out, and make sure the people understand what we are dealing with, and what we are talking about regularly; especially on the issues of fracking, and the issues that we have before us in this resolution from the environment perspective.

Seeing no other speakers on the mic, take into consideration the recommendation, the amended recommendation actually, all those in favour? Down. Opposed, if any? CARRIED.

Thank you very much for the debate, and discussion brothers and sisters. Before we continue on with our next point of order, I would like to basically call up an individual from Unifor Local 252, but represents us at the Canadian Labour Congress. I'd like to have the Secretary Treasurer of the Canadian Labour Congress please come up, and take a few minutes of the mic. Hassan Yussuff.

## ADDRESS: HASSAN YUSSUFF, SECRETARY TREASURER, CANADIAN LABOUR CONGRESS

**BROTHER HASSAN YUSSUFF:** Thanks very much Dino, and I really want to say what an honour and pleasure it is to be here to listen to the debate. It's quite refreshing in terms of the work that quite often we're doing to come back to the parliament of our union, and to listen to rank and file leadership talk about their concerns. But, more importantly, the impact and the effect changes are having on the lives of our members, in our community. And, quite often, again, you can be very divorced from this work or be very connected to it. And, I think it's fitting to say the decision that you made very recently to become a new union, which I was so proud to be part of, I can't tell you how proud how I am to see -- when Jerry and others came to Ottawa very recently to lobby on behalf of the new union, what a sight that was to be in Ottawa, to reclaim some of the space that we're losing in this country, and to ensure the elected representatives of our country, regardless of their political stripe, be reminded about the important issues that workers face in this country. And, more importantly, they should do the right thing to represent the interests of the people that elected them, rather than the interests of those that are rich and the wealthy in this country, which has been going on for too long.

So, sisters and brothers, I am deeply honoured for a few minutes of your time. Two things I want to touch on today, and Brother Dias did cover this in his report, but I want to remind delegates, because you will be leaving here very shortly to go home.

Bill C55, which is the bill to amend the Canada Labour Code Part 1, will be in the House on December the 12th, which is this coming week for a second order of debate and vote. Should that debate conclude on the 12th and the vote be taken, that bill will be sent to Committee. What I'm asking you is a very simple task, for every one of you that are going to go back home to your local union. If you live in a Conservative member riding, I'm asking you to send them an email, or pick up the phone and call their constituency office, and tell them fundamentally that you are opposed to this bill, and you want them to vote against that bill when it comes up at second reading. It doesn't require very much; it's an email, or a phone

call. And, to remind them that this bill has no business in amending the Canada Labour Code because, fundamentally, not a single employer or anyone else has been calling for it, other than simply attacking the basic rights of workers to join a union, if they chose to do so. It's as simple as that. And, I'm sure you can do that when you go home, because it could potentially lead a number of MP's to abstain from the vote, to simply vote against the bill. But, if you can move a number of MP's, we could actually win that debate on the 12th of December this coming week. So, if you could do that, that would be a tremendous help for the work your union is doing, and we're doing also in the Congress.

The last thing I wanted to talk to you about, of course, is the CLC Campaign to expand the Canada Pension Plan. This December will mark the fifth year since we've started this campaign in lobbying Finance Ministers across this country to expand the CPP. If you've been outside at our booth there, there's a petition being circulating, and I'd ask you to take that back to your local to get your members to sign it.

And, despite the best efforts of the Federal Government to obstruct, at some point, and challenge us that we don't have the support to expand the CPP, your Congress and the affiliates across this country have put on a tremendous campaign.

Every time they have said we don't have the support, we've been able to show we've got the support. As a matter of fact, since we started this campaign, there's only one of the original provincial ministers who remain at the table when we started the campaign; that's Wes Sheridan from the Province of PEI.

Wes has been a stalwart in the campaign. He's actually a courageous Finance Minister. I have become very close friends with him, and I have to say he's done a great deal of good service to us. As a result of the debate going on endlessly, he finally put on the table a proposal from his perspective defining what a modest increase to CPP would be. And, of course, while he didn't give us everything we want, I think it was, of course, a fundamental shift in the debate. Most recently, him and his Finance Ministers met in Toronto to talk about the need to have some consensus to move forward. Despite everything the Federal Government has done, today, we still have enough of what is required to amend the Canada Pension Plan to move forward to expand the CPP. We still have 66, and two-thirds of the provinces, and 66 and two-thirds of the population in this country, and the only thing that's preventing that from happening is the obstruction of our Federal Government.

So, let me give you some statistics that you're going to hear a lot of debate on this week. On Monday of this week, the NDP has got an opposition day, for which they have put forward for debate in the House calling for the House to support an expansion of the CPP. But, I want to give you some perspectives about why this campaign is so important, sisters and brothers, and why it is so critical that we win this campaign. Because, you see, for most of us in this room we have nothing to do with the establishment of the CPP for the most part. We came into the workplace, it was generations before us who fought for a pension system that could ensure when we retire, we didn't all live in poverty.

As I speak to you today, 62% of Canadians rely on the CPP as their only pension in this country; 62%. That's 11 million people in this country who have no other pension plan than the CPP; no other pension plan. And, by the way, you know these people; they're your partners, they're your friends, they're your neighbours, they're your young kids in your family, nieces and nephews. This is who I'm talking about. Half of the middle class earners between 1945 and 1970 will see a significant drop of their standard of living when they retire because of not having enough adequate income to look after themselves. That is fundamentally going to have an effect on our economy.

As I speak to you today, 15% of our population, 15% are retirees. Within a short time it will be 20%; one-fifth. Are we going to give them a tin cup and ask them to stand on a corner begging? Or, are we going to simply say, "We have the capacity and the resources to ensure anyone who has worked for a lifetime in this country has the right to live in dignity,

fundamentally as a right, as a Canadian in this country”? The impact this is going to have in our country, and our economy locally, and across this country is going to be tremendous. We have done a tremendous job on seniors’ poverty in this country. What we’re also seeing is a significant increase in seniors’ poverty that will continue. This province alone, here in Ontario, the retiree population will increase over 100 % between now and 2036. That’s some of you sitting in this room today. And, if we don’t do something very shortly, it’s going to get tremendously worse.

Why is the CPP so important? It’s an affordable pension plan no matter where you work. You can have 50 jobs throughout your lifetime; you will take the full contribution of yours to the CPP regardless of where you work, because it’s portable; it’s safe, and it’s secure, and it’s dependable. It is predictable in terms of the benefits you’ll receive when you retire. It is inflation protected, because it continues to ensure that the benefit you get does not lose its value because every year it increased because of inflation. It’s paid until you die. As a matter of fact, the last cheque you get is the cheque before you die. We can’t say that about other pension plans. More importantly, your family will get a cheque for your death benefit after you die. It is low cost. It is the lowest cost pension plan in this country in terms of administration. There is no other pension plan that can match the cost of the CPP in terms of administration.

Compare that to your RRSP. Over a lifetime, your RRSP, 40% of your earnings from your RRSP will go to pay the fees of those managers who claim that they’re managing your investment. By the way if you hire a monkey, it would be cheaper, and you will do far better.

The wonderful thing about the CPP is that 50% of the premiums are paid by workers, and 50% are paid by the employers, and rightfully so. The CPP benefit is far too low. Here is the statistical evidence; if you’re fortunate enough to make a high salary, and pay in the max throughout your lifetime of contribution, you might get anywhere between \$1,000.00 a month to \$12,500.00 a year. But, here’s the reality: When the average worker in this country retires, their CPP benefit is \$530.00 a month, \$6,400.00 a year; no Canadian can live on that. It is simply unacceptable, sisters and brothers. And, that’s why this campaign is so important. Match that with the OAS and GIS, you just get to the poverty line in this country.

So, the importance for us in this campaign in the last five years of being involved in it, and pushing it, and directing it for the Congress, is about saying that every Canadian deserves to live in security when they retire; regardless whether they are a union member or not. And, fundamentally, the last time the CPP premiums were raised to ensure the plan would remain on strong financial footing back in 1997 to 2003, premiums went from 6% to 9.9%. The CPP is 75 years solvent; 75 years. There’s no pension plan in this country where we can do that solvency test to tell you it’s going to be around for that long. And, the only reason it’s 75 years is because you can’t calculate beyond 75 years.

So, to give you some understanding, and especially for the young workers in this movement and in this country, who quite often think the CPP is not going to be there; as a matter of fact, what we are fighting for today will ensure those young people will have the greatest benefit when they get to the age of retirement, because of what we’re proposing to do in terms of expanding the CPP. So, let me get you some statistics, because you’ll hear this from the right-wing talk show hosts, and you’ll see some articles in the paper. For that entire period when the premiums went up between 1997 to 2003, those who said increasing premiums for CPP is a job killer, here is what happened; real GDP growth, 23% in this country. It didn’t go down, it went up. Real investment grew by 19% in our country. Unemployment grew by 14% during that entire period. The unemployment rate went from 9.1% to 7.6% in 2003, and kept falling until 6% in 2007. The simple fact, sisters and brothers, is that increasing the premium for CPP at this particular time when our economy is in better shape -- all the statistical evidence we have looked at in the Congress, we’re in a better shape today than we were the last time when they increased the premium. The economy is better than in 1995. Unemployment and inflation are lower in the economy today. Corporate taxes back then was 28%; today, it’s 15%. By God, the employers can afford to pay for this, and fundamentally, we



have to demand our government meet their obligations.

So, I want to conclude, sisters and brothers, about the importance of this campaign. This campaign is about you and me, but more importantly, it's about the next generation, and our commitment to make sure that they have a better system than the one we currently have in this country. And, we have to keep fighting until we win this, because this is about dignity for all workers. Every single time our union goes to the bargaining table, and other unions go to the bargaining table, fundamentally employers are saying, "We want to get rid of your pension plan. We want to give you a defined contribution plan, or give you some RRSP money", and that simply is unacceptable.

If we're able to increase the CPP, it will take the pressure off private plans, because it's integrated; as the CPP benefit goes up, the pressure comes off for private plans. The solvency becomes that much easier for us to manage. And, more fundamentally, every Canadian will share in what we do in increasing the CPP. That's why our campaign the CLC with Running Fairness for Everyone is so important. Because, the things we fight for are not just for our members, we fight for every Canadian in this country. We have done a tremendous job in keeping this campaign focused and centered. Most recently, Premier Wynn in this province is taking it on as one of her personal commitment, to keep fighting to put this back on the national agenda. And, we're able to keep that coalition we have built with the Finance Ministers to say, "You have to go into that meeting on December 15<sup>th</sup> and 16<sup>th</sup>, and tell Jim Flaherty" -- in 2010, Jim Flaherty said when he met in Crowbush, PEI, that he supports a modest increase and a phased-in process to the CPP. What we need to do is to send Jim Flaherty a message on the 15<sup>th</sup> and 16<sup>th</sup> of December. And, I want you to send him a very simple message; "Jim Flaherty, keep your word. Expand the CPP. Now is the time where we can afford to do this." It's as simple as that.

Sisters and brothers, you have to keep this campaign alive. They have tried for five years to destroy it, to kill it, and to tell us we're not going to get there. And, it's still alive, and Finance Ministers across this country are fighting, because they understand what this means. I hope you will do your part in whatever way you can. Send Jim Flaherty a message, send the Prime Minister a message, tell him you're one of those voters, and it's time to get off their butt, and do the right thing.

But, I also want to end on a very personal note. President Mandela recently passing away for me was very personal. I had the good fortune in 1991 to be sent to South Africa by our former President, Bob White, on a fact-find mission after Nelson Mandela was released from prison. And, the simple question we were there to trying to ascertain was whether or not Canada should lift sanctions against South Africa.

I saw firsthand what the apartheid regime was all about. I saw the faces of black sisters and brothers, and the conditions they lived in. I saw the past law system. I saw the housing, the squalor, the poverty. We came back and recommended as a labour movement that we would maintain our commitment to keep the sanctions going until the apartheid regime came to its end. Again, in 1994, I had the good fortune to go to South Africa as an international observer to watch the first democratic election in that country. And, watched Nelson Mandela get elected as the President of the ANC, and saw the crumbling of the apartheid regime.

For a person of colour, I can't tell you the overwhelming feeling I had. The most evil system next to the Nazi regime existed in South Africa. And, Mandela came into power, and basically took the most courageous decision that black people were not interested in revenge; they were interested in equality where black and whites can exist in a country where they can share in the wealth of a nation, and try to build a new country.

But, on a personal level, the Sharpeville Massacre also created the International Day for Eliminating Racism, something that is so fundamental in our struggle in this country for equality. You're going to hear from Sister Symone Walker very shortly to talk about her own personal tragedy. What that reminds me about, what Nelson Mandela stood for, is about the

greatness of human beings, that if we stand tall and fight with each other as working people, we can do great things. The efforts by our union, and our then President Bob White, who supported the Solidarity Committee, and the work we did to isolate the apartheid regime to block them from selling their products in Canada gave us a conviction that our struggle is not just about the benefits of our members in our country, it's about lending a hand to other shores, so they can fight their own struggles, and to be in solidarity with them.

Our efforts were very small in supporting the South African brothers and sisters, where there were thousands who died to end that apartheid regime. We did a very small thing. And, as we will celebrate Nelson Mandela's death, and his funeral, and I say celebrate because it's something to celebrate. What he has given us all is true hope in humanity. Despite the scars of racism, we can do better. We can rise as one, we could put our hands together, and say "we can build a better world". And, he has made it possible for a black man in the United States to today hold President, because he said, "If we can do it in South Africa, you can do it anywhere." I was honoured to be part of that. My union made that possible. And, I want to say the work we continue to do to build a union for equality for all makes me feel so proud. Thank you.

**BROTHER DINO CHIODO:** Thank you to Hassan Yussuff for the inspiration, for the discussion, for the talk with regards to you being out there representing Unifor members, but at the same time, you having a voice on behalf of Unifor with the Canadian Labour Congress. Again, Hassan, thank you. Much appreciated.

Getting on to the regular order of business, back to our agenda, I'd like to now ask Rolly Kiehne, President of Local 112, and also an NEB member to please come up, and recognize our next guest speaker.

## LOCAL 112 COMMUNITY PROJECT ON NEIGHBOURHOOD GUN VIOLENCE: GUEST SPEAKER - SYMONE WALTERS

**BROTHER ROLLY KIEHNE:** Thank you very much, Dino. On Saturday, July the 28<sup>th</sup>, 2013 at 10:00pm., Tahj Loor Walters was on his bike, and rode up to a cream coloured car in the parking lot of the Yorkwoods Plaza in the Jane and Finch community. He was shot multiple times, and was taken to hospital. Two weeks later on August 13<sup>th</sup>, he died in hospital. He was only 15. Tahj was a son, a brother, a nephew, a cousin, and a friend. Family and friends will tell you that each and every time he saw you, he would greet you with a hug.

With the inspiration, courage and determination of Tahj's mom, Symone, our local has joined with young people, moms and dads, community activists, teachers, politicians, clergy, and business leaders to form a coalition that is working towards bringing an end to gun violence among young people in the Jane and Finch community. Can we go to the video?

--- *Whereupon a video is played*

**BROTHER ROLLY KIEHNE:** Sisters and brothers, please give a warm, Unifor welcome to Tahj's mom, Symone Walters.

**SISTER SYMONE WALTERS:** Thank you to all of you for inviting me out to such a great event. I am honoured to be here to share with you the story of myself and my family.

On January 3<sup>rd</sup>, 1998, I gave birth to a beautiful baby boy. Sorry. He was the youngest of my three children. But, collectively with my son and my daughter, the older ones, we knew that he was a special kid. We knew that we had met an angel, because he made a difference in every life that he was involved with. We've never seen him get upset; we've never seen him mad. The only thing that did make him angry was when he lost at a video game. That was the worst you ever saw him. My son smiled all the time. Nobody knew him to be anything but joy. He was almost six foot tall, but he was a baby. He didn't know violence, he didn't know anger, he didn't know hate.

He taught me how to love unconditionally. He showed me what it was to be a

passionate human being; that regardless of circumstances, I was to go through my day smiling. Since the death of my son, life has been unbearable. It's sometimes hard to go to sleep at night, because I know when I wake up in the morning, he's not there. I see his pictures on the wall, and it sends little comfort, because I'm unable to touch, or speak, or hold him ever again. He will never graduate high school. He will never have children. He will never be an uncle. He'll never get married. This is the hardest part of my day, to know that such a joy has been taken from us far too soon. I know that the other mothers of the other three boys who were also killed in the last few months have been going through a very difficult time.

It is indescribable what it feels like to lose a child. Many of us have lost loved ones; mothers, fathers, sisters and brothers. But, to lose a child, there's a different pain that you go through every single day, and nothing can take it away. I live in fear of being unable to keep myself together. I live in fear of wanting to take my life, because it just gets too hard. I feel alone, and I feel empty. I have two other children, and I feel inadequate, because I'm always so unhappy. This is not a feeling that any parent should have to live through. Fifteen years old is a baby. No child should ever have to fear where they live, or fear riding their bikes in the neighbourhoods that they grow up in.

For the children who have taken the lives of these four boys, I love them still. I pray for them daily. And, I would love to have a chance to just put my hands around them, and tell them, "I don't understand. But, I know there had to have been something that brought you to this point where you figured you had to take the life of another human being."

These children have obviously gone through things where us as parents, communities, social workers, have lacked in their lives; things that they have seen, been through, endured, that have given them that much hate to shoot another child dead. Those children as well need to see that they are still loved, because they are still children.

I ask all of you today to join with me, as well as Unifor Local 112 who have been fabulous. They have given me the strength to speak up and to go forward, and to speak about what has happened to my son, and to those other three children, and to many more before them. We come together to try to figure out a way to stop another child from dying, another parent from going through this anguish, another family from seeing the lives of these children taken far too soon. I'd ask this morning that each and every one of you would stand with us with your hearts open and join with us for change, because it starts with us, and if we don't start it today, it'll never have an end.

So, I thank you all for having me speak to you today, and thank you for listening to me. You've all been loving, kind, generous, and welcoming, and I feel so good to be here. Thank you so much.

**BROTHER DINO CHIODO:** I want to -- if I can, I just want to thank Symone, obviously, for her courage, first off, for coming here and speaking about the tragedy that she has to live day in and day out. But, it really is about trying to stop gun violence against youth. It's about talking to one another, each of us in this room, educating people, and taking on that challenge to get that message out, and how we can play an effective role like Rolly Kiehne's local did; basically, adopting that whole community, and trying to make it better, trying to enlighten the situation enough to show that there's a problem in the community with regards to gun violence, and it has to be stopped. And, we have to come to the forefront. So, in saying that, Symone, and I know this is only a token of our appreciation from the Ontario Council, but what I'd like to do is make sure that we put some money towards the TAHJ Fund. TAHJ standing for Towards A Higher Journey. And, we want to put \$5,000.00 towards the effort of making sure we can continue to reach out and educate those individuals that need that education, and give you the opportunity to continue to speak, and talk, and show the passion and courage that you have here in this Council, because we have got to do the same thing. We have got to tell Symone's story. We have got to go out and express to people how important it is to put things like the

Gun Registry back on track, to fight about the initiatives that are important to each and every one of us in keeping our children safe.

Thank you very much for coming here today, showing us your courage, because I just can't, inside of myself -- I have a six year old daughter, and I just could never imagine what that would feel like. And, I just give you the utmost amount of respect for being that voice for all of us. So, thank you. Thank you. Symone, also -- sorry, Symone. Also on behalf of the Ontario Regional Council, we'd like to just give you a little token of our appreciation, and we will also, again, provide you a cheque with the \$5,000.00 towards the TAHJ Fund. So again, you can get your message out. But, thank you very much for being here, thank you for being a part of us. Thank you.

**SISTER SYMONE WALTERS:** Thank you so much.

**BROTHER DINO CHIDO:** Wow. It's just amazing to hear a story like that, and try to get yourself together and move on. So, if I can, what I would like to do now, because there's still some order in the day that we have to get through, our next order of the day is recognizing John Aman, the Director of Organizing. And, he's going to do a presentation with regards to community chapters. So, I'd like John Aman to please come up to the front.

## ORGANIZING/COMMUNITY CHAPTERS

**BROTHER JOHN AMAN:** Good afternoon everybody. And, Sister Symone, I also want to join Dino and others in recognizing yourself. You are a very, very brave person, and an inspiration indeed.

And, I think the words of Nelson Mandela are really important in that point that Hassan made, when he talks about the reason why these things are happening, and he talks about poverty not being an accident. He says, "Like slavery and apartheid, it's manmade, and it can be removed by the actions of human beings." And, I think it's the reason why we do the kinds of things that we do on a daily basis, fighting for a better world to prevent needless tragedies from happening. And, certainly, you know, it really hits home when it's a personal issue like that. Let's face it, economic and social apartheid, you know, comes about when you have injustice in our societies, in our workplaces. And, our collective action, our goals and objective, is to build a better world where all people, regardless of their race, creed, gender, or, you know, equity, have the same opportunities, and are treated in a fair and just manner. So, again, I thank you very much. It's certainly hard, you know, to put my -- to bring my thoughts together after hearing that story.

In front of you delegates, you have my report. And, I'm going to be brief. I know there's a lot of work to be done. And, we also have some special guests that I want to acknowledge, and share my brief time on the podium with them.

So, you do have the Organizing Report on page 49 of the staff book. And, you also have the first edition of Uniforward, which is in front of you, and I urge you to take the time to look at it. I am glad to report that, you know, since we formed Unifor there's been a lot of actions, a lot of work. We're in the midst of a lot of very good and exciting organizing campaigns. But, to date, so far, we've had almost 1,000 members join our union today already. And, we know that there's a lot of work to be done, and a lot of it is because of the work that you do. And, you deserve as much credit as anybody else, whether they're an organizer, a national rep, and in the small role that I obviously think that I play in our organizing efforts. So, I just want to quickly recap, again, the main focus of our organizing policy, which is the Vision of the Future, which was adopted at our recent convention.

We talked about a very ambitious, strategic, comprehensive and well-resourced plan. And, to that end, the delegates committed 10% of the national union's dues for the first five years is going to be directed towards our organizing efforts. We're going to have a new, and enhanced organizing model. We're going to build a culture of organizing, where organizing is ingrained in all the activities of our union. And, you've heard our President, Jerry Dias, speak a lot about organizing, and the importance of it. And, it's important that we all do that. We

have to keep it front, and center. We are the ambassadors of Unifor. I mean, we are the face of the union in our communities, in our workplaces, in our gatherings. And, I know as the Christmas season comes up, most of us are going to be faced, usually with a drunken uncle at Christmas time; after he's had a few drinks, few beers, he's going to tell us how bad unions are. And, in spite of that, I think the vast majority of working people realize the importance of unions. And, in spite of all the rhetoric from the neoliberals, and we'll talk a little about that in a sec, about how unions are not necessary anymore, I think the evidence clearly shows the complete, complete opposite. And, you'll hear from a couple folks to that end in a second.

We've also developed some very strategic organizing policies and plans, working with a lot of the various industries in our union; the industry directors, the soon to be industry councils that are being formed, the regional directors. We're reaching out trying to establish where our best opportunities are knowing that, obviously, we can't be all things to all people but, hopefully, with the support of the delegates in this room, we will definitely build a team, an army of folks, that can help enhance our plan. And, on that, I think most of you -- I just want to throw that out. Most of you should have received, it was mailed out to everybody, the Local Union Organizing Program. We haven't received many so far. It's a great program where we cost share with the local unions in our organizing efforts.

So, we do have a table out back, along with some of the community chapter information. You'll have a copy of the plan. So, I urge you, if you haven't seen one already to make sure that you grab one on your way out. And, if you have any questions, by all means, you can speak to myself or one of the organizers in the room, because we do need the support of our local unions. We know that a worker to worker model, with the support of a strong local union, is what enhances our ability, and the stats clearly show that we have a much, much greater statistics rate, and that's exactly what's happening at Toyota today. And, we have to have some honest and regular evaluations of our efforts regularly. I know Jerry holds my feet to the fire, as he should. But, we have to make sure that we ensure that the money that the members have very carefully committed to organizing is well spent, and is not needlessly just wasted frivolously away. And so, to that, before we get to the community chapters, I do also want to introduce a number of people. As most of you have heard, we have a very, very strong organizing campaign, a very important campaign that's happening at Toyota today. You know, there's been organizing efforts there for the last 20 years, and clearly, I mean, I think the magnitude of organizing a transplant can be lost.

I think if we're -- and we will be successful, based on everything that's happening, and based on the support that we have from some very, very strong and committed people, who deserve a lot of credit. There are too many of them to mention. But, there are a few that are here with us today, and they just want to say a few words. And, again, they're very nervous. Just like I am, also, when I'm -- it's tough when you're up here looking down on everybody. I'm just imagining everybody naked. So, Andy, I need Andy to turn around a little there. But, no, I mean, again, with the indulgence of the delegates I'd just -- first of all, I'll introduce them.

So, to my -- the closest person to me is Patty Shipway. She's a worker from Woodstock, Ontario, a Toyota worker. Next to her is Mike Martin, Denton Schreiber, and Brandon Burt. So, they -- and, again, I draw a lot of my inspiration to the commitment and the activism of these people. I mean, I know sometimes we're hard on ourselves, and we talk about the level of work that we have to do. But, in addition to doing the work that they do, and their family obligations, these folks have given up so much of their time, so much of their time that it's immeasurable to create a better situation. It's not only for them, by the way; it's for a whole host of people that are going to benefit by their selflessness and their activism. So, they deserve, I think, another round of applause. And then, who's up first? Patty?

**SISTER PATTY SHIPWAY:** Thank you. I just wanted to say thanks for having us here today, and all the support you have given us with this drive. The more support we get from you guys out front, the stronger the momentum is inside. And, to the women of Unifor, a

special thank you for helping improve women's rights in the workplace. And, I look forward to the day we unionize, and become a part of Unifor. Thank you.

**UNIDENTIFIED SPEAKER:** Good afternoon. A little over a year ago we started this drive at Toyota. It started off a little slow; a year later it seems to be gaining a lot of momentum. This past week, we've probably seen our biggest one week hauling cards, thanks to our President. It seems they're helping us out. So, I just want to say thanks to everybody for their support. And, hopefully, we will be here one day as our own local. Thank you.

**BROTHER JOHN AMAN:** Okay. With that, I do want to introduce Roxanne Dubois, who has been doing a lot of work on the community chapters. And, she's -- her and Jerry have a presentation of the first two chapters of Unifor. Roxanne.

**SISTER ROXANNE DUBOIS:** Hi everyone. Thanks for having me here. So, a quick note about community chapters, there's been a lot of interest since convention, and I'm happy to have talked to many of you who have ideas on how to start a community chapter at your local. And, you should know that the process is obviously very new; all of -- the whole process to welcome these new members as part of the membership of our union is something to be built from scratch. And so, we take every call as we can, and we try to figure it out with you. So, definitely give us a call if you want to, sort of, figure it out.

There are some resources that have been developed. For one, there is some benefits plans that will be available very soon, which means that members in community chapters will be able to opt into health and dental coverage that would be more affordable than if they weren't part of the union which is really exciting, and hopefully that will be ready very, very soon.

We also have these new booklets which are Unifor Community Chapters Handbooks. So, there are two; one for potential members. So, people who want to join the union as members in community chapters. And, the other one is for local unions, to assist you with knowing what the process is to form a community chapter. So, we have some of these booklets here. They're at our table that's right outside the hall. And, you can come and chat with us, and get some booklets. And, just in terms of a note, if you're a local chapter wondering how to form a -- if you're a local union wondering how to form a chapter, the first thing you want to think about is to think of a group of workers that you're already in contact with in your workplaces who would be a good group to bring into the union, because they're not already members. So, that's a good, sort of, first question to ask. And, as a local union, your role is to provide support, and guidance, and help in helping these members of community chapters to reach their goals.

So, we have -- we actually have two ways to form a chapter; the first one is to form a local chapter. So, it's to be hosted by a local union. And, the second way is to be recognized by the National Executive Board as a national chapter. And, we actually have our first two community chapters that are here that were accepted by the NEB this November. So, that's very exciting, and we're happy to be able to present to them their official charter, and to welcome them as part of the union. So, to start off, I'll invite Jim and Karen to come here. Jim and Karen are from the Unifaith Unifor Community Chapter who represents ministers and workers at the United Church of Canada, who are trying to gain a full certification as a union. And, secondly, we have Ethan Clarke that's here from the Canadian Freelance Union. He's here on behalf of the Executive of the Canadian Freelance Union who represents self-employed media workers, workers in the media and communications sector. And, their goals are to improve industry standards and to provide services for their members. And so, welcome to the union.

**BROTHER DINO CHIDO:** Yes, we'd like to ask Ethan to say a few words. Ethan if you would like to do that, that would be great. We would very much appreciate it.

**BROTHER ETHAN CLARKE:** All right, just a few words. I've just recently joined the Freelancers Union, and it's got a lot of potential. And, I'm really excited. There are a bunch a folks of us in Toronto who are really excited to make things happen. So, we'll see you next

time with lots more folks up on the stage.

**BROTHER JIM EVANS:** We have to bring Karen up here as well, because she has been the main -- well, without Karen we wouldn't be here. We actually -- this journey has been nine years for our group. So, thank you to Unifor for your support, and for the NEB in November. And, thank you to all the CAW members who have been supporting us for nine years up to this point. So, we're here, so thank you. And, we're working on our next goal.

**SISTER KAREN EVANS:** Certification next. Certification. Thank you.

**BROTHER DINO CHIDO:** So, now that we've heard from both the Director of Organizing and from Roxanne for community chapters, what I would like to do, getting into the order of the business for the day, is look at Recommendation No. 8 and No. 9. Oh, I'm sorry. Point of privilege on mic number 1.

## POINTS OF PRIVILEGE

**BROTHER SCOTT MCILMOYLE:** Scott McIlmoyle, financial secretary, Local 112; very proud today to be a part of the local. That's a moving video, that's for darn sure. We've done our draw, so the \$150.00 gift certificate, first place, with regards to The Keg, Ron Riberty. So, come out and see us afterwards, we'll make sure we get the gift certificate to you. The second one didn't have a name on it. The ticket number is 641128. 641128 was the second prize for the \$150.00 gift certificate to The Keg. One more. The jacket. It didn't have a name on the back of the ticket, so somebody in here has a 112 Unifor jacket, one of a kind; it's a 4X. I tried it on myself. It fits.

**BROTHER DINO CHIDO:** Way to go.

**BROTHER SCOTT MCILMOYLE:** It won't fit after The Keg, though, Ronny. 648051. And, I want to give a special thanks to -- I didn't bring the business cards in, but the local from Crown Royal who dropped a bottle on the table to pass on. Thank you very much. D.J. Lache. She's a proud member of Unifor already, so pardon me. There was a name on the ticket by Lache, L-A-C-H-E. And, we have another bottle from Hiram Walker, from Steve Taylor, and we appreciate it very much. Dave Lovric, party is in your room tonight. You've won a bottle. Special thanks to everybody here. You know, you walk down the -- it only takes you about \$60.00 to walk down the gauntlet down there to help out the different charities and everything else. And, everybody digs deep, as was said in the video. So, today, there was almost \$3,000.00 raised from 10:30am till about 2:30pm. Thank you. Thank you very much.

Just a quick cap, and you saw the video that we did, and with the people that came out, there was probably about 350 people. We raised over \$8,000.00 that day. So, right now, we're sitting at about \$16,000.00 strong. And, Symone, an incredible lady, let's put it all back, every penny, right to the community, and help out. That's for sure. So, thank you.

**BROTHER KEN LEWENZA:** Dino, I do think it's appropriate, when you look at our chapters that were just recognized today, and in particular the Toyota workers. I'm an auto worker, and the fact of the matter is in 1972, I walked into my workplace, was given a good union, good wages, good benefits, good conditions. I didn't have to have the courage to take on the employer because of the Rand Formula, which we talked about this morning.

So, I felt the responsibility to the CAW, to now Unifor, to thank the Toyota workers for their 20 years of courage. But, I also want to recognize our union. Because, the reality is, Toyota is a very sophisticated company, just like so many other companies out there today that spend millions of dollars to keep the union out of their workplace. And, what we've been able to do for Toyota workers in the last 20 years, when Toyota decided to invest in our community. And, Bob White remembers this. We said, "Would they be accepted in Ontario?" Of course. Do we want another manufacturing base to compete with General Motors, Ford and Chrysler? Of course we do.

When it comes to jobs, obviously we don't care if it's Toyota, Honda, we want Volkswagen to come in our town; we want Koreans to come into our town. We want value

added jobs. But, at the end of the day, this is what Toyota did. What they did was every time we did something in Big Three negotiations to advance the cause of our members from a compensation perspective, whether it be wages, pensions, or benefits, they matched it to a certain degree, to keep the union out. Because they said, "We don't need unions, we have associates."

So, the union has had incredible influence over the conditions of the Toyota workers today. But, that influence has translated into activism. It may take us 20 years, 20 years and one more month, but I want to say on behalf of our union, and this is the best way that I can do it, all those that got up, and organized their workplace, had the courage to say to the boss during break, in a coffee shop, maybe in a church basement, somewhere, "Meet us to sign a union card", because the boss, quite frankly, has total power over you when you work in a workplace without a union.

I would like all of those folks to stand up who organized a workplace, and had the courage to stand in front of a boss to organize your workplace. Stand up. Stand up please. Stand up. So, to the Toyota workers, stand up Toyota workers. It isn't going to be long. You folks stay up. It isn't going to be long where you're standing on this side of the podium, fully engaged in our union, building good jobs, building good conditions, given a union you can be proud of, taking on the boss, and helping our union build a nation with a future. Keep up the good work. You're driving enthusiasm, you're inspiring us the same as you folks inspired your workplace, and inspired our union. Thank you very much.

**BROTHER DINO CHIDO:** Point of privilege? Point of privilege? Or, is this on the recommendation? Point of privilege on number 5.

**BROTHER BOB HOFFMAN:** Thank you. I'm Bob Hoffman. I'm from Thunder Bay, Local 39 President. Apparently, it's going to get down to 34 below tonight and we've got three feet of snow.

I'm a fairly new president. I've only been elected on here for the last six months. Thank you. So, I've got a lot of new things. It's exciting being part of Unifor. I'm looking forward to working with all you guys. I'm heading into, next year, our first negotiations for me, my first arbitration, and I'm also the WSAB Coordinator. I'm going to have my first WSIAT Tribunal next year as well. But, I'd like to stand in favour of the local community chapters. Not only does this make us feel better ---

**BROTHER DINO CHIDO:** Brother, if I can, and I apologize. I thought you were on a point of privilege. So, if I can, if there're no other points of privilege, and I apologize. Sorry, that's why I tried to clarify it. Maybe what I should do is read the recommendations, then we can have a mover, and we'll get back to you, and I'll have you as the first speaker. Is that okay?

**BROTHER BOB HOFFMAN:** Okay, thanks.

## RECOMMENDATION NOS. 8 AND 9

**BROTHER DINO CHIDO:** Okay, no problem. So, we're good? Okay, thank you very much. Let me just read the recommendations, and then we'll have a seconder, and we'll get right into the discussion. And, again, we're going to take Recommendation No. 8, and No. 9 together.

*"8. I recommend that the Ontario Council actively support and assist the Organizing Department in ensuring that Toyota workers are successful in their efforts to join Unifor.*

*9. I recommend that the Ontario Council commit to building Unifor by working to support the formation of community chapters, retirees' chapters, and by continuing their strong tradition of community involvement."*

Can I have a seconder? Okay, brother on mic number 5. Start again. I apologize for



that.

**BROTHER BOB HOFFMAN:** Thank you. Sorry for jumping the gun. Like I said, I'm new at this.

**BROTHER DINO CHIDO:** No, that's fine. No, it's my fault.

**BROTHER BOB HOFFMAN:** So, I'm in favour of the local chapters. It's a good way to grow. And, especially in a community, it makes us feel better working with some of these groups. And, it's also a boost to our image in the community. I think this could be great for us, especially just becoming Unifor. So, I encourage other locals to pursue this if you get the opportunity. In fact, we met last week with a local community chapter in Thunder Bay that's interested in joining up with us. They're called the Thunder Bay and District Injured Workers Support Group. So, with our background with WSIB, I think we can help them probably with training, and whatever else we can do for them. Thank you.

**BROTHER DEAN LINDSAY:** Thank you, Dino. Dean Lindsay, national coordinator, Retired Workers Fund. I rise in full support of this Recommendation No. 9. And, I really feel that the community chapters initiative is a very progressive and bold step for our union. But, this recommendation also talks about forming retired workers chapters. And, for those delegates that are not familiar with retired workers chapters, and the retired workers involvement, this is something that our former union adopted many years ago. The leadership knew then what they know now; that having retiree structure builds a union and builds communities. By forming retirees chapters, the locals can draw on the experience and the strengths of the retired workers, and their families, to help build their union. We can also include the retirees by having our structures; having them as part of our organizing campaigns. Other organizations around the world copy our retired workers structure, because we've proven that we can mobilize our members, and we can have, when it comes to demonstrations and protests, our retirees out there standing shoulder-to-shoulder with the active members.

But, I want to say, this is not about retirees taking over local unions. That's what I've heard some people say. This is about the retirees being part of the union. Retirees respect the fact that the union will always be -- the direction of the union will always be led by the active members. But, the retirees want to play a role and be part of that. So, I urge people to talk to the Retirees Executive members that are here, read the reports and the staff reports on page 66 about what the retirees are involved in, in the local unions and the National Retirees Executive, and put this recommendation into practice, and form a retired workers chapter within your local union. Because, we have a saying the retirees use all the time, "The retirees need the union, and the union needs the retirees." And, we also have a motto "Retired from the job, but not the fight." Thank you.

**SISTER DEB TVEIT:** Deb Tveit, Assistant to the President, and I just have to say that Southern Ontario is having one hell of a snow storm about joining the union, and you Toyota workers are really showing that.

So, now for the ministers that want to join the union, I'm holding you responsible to use your chapter to find out who in your congregation works at Toyota, and sign them up. So, I think that's now part of your responsibility. We've been supporting you for a long time, and now it's time to invite me to church, and anybody else that can come. Although I must say, the first time you invited me to speak to your group, I didn't know what the covenant is. Luckily, I found out since then, and I did say to a few of the group that weren't going to join the union if we touched the covenant that we wouldn't if they liked it, even though I didn't know actually what it was. But, I just told them "if you like it, we'll leave it. And, if you don't like it, we'll change it." So, I've learned since that that was probably speaking out of turn. But, I hope when I get to the gate nobody holds that against me. But, certainly, it is your responsibility now. And, you're certainly two good activists on the stage there. So, we really need you to reach out to your congregations and find out who in that congregation is working at Toyota. We need all the help we can get at this point to get that drive not only signed up, but that vote

won.

And, also, for all the locals in this room, and all the people in this room, I know that you are eating dinner with somebody that works at Toyota, you live by somebody that works at Toyota. One of your siblings, or your children work at Toyota; I bet you some of you are sleeping with people that work at Toyota. And so, I'm telling you right now, you have a responsibility to help those courageous people on the stage get those people signed up. So, when you go back, everybody in this room signed a card, Toyota workers would be in the union in two weeks. So, let's get it done.

**BROTHER BOB VAN CLEEF:** Thanks Dino. Bob Van Cleef, staff, Organizing Department. And, well, Unifor, you're three months old, you've already got two new community chapters. I've been working with the Clergy United when we were trying to get them in a position of certification, and when the prospect of forming a community chapter came up, they jumped on it. And, what an incredible building exercise this has been. And, I support the recommendation that we do more to bring in more community chapters. But, to the people in this room, and the people that aren't in this room, I offer to you -- extend the handshake of solidarity to our new members. They're going to need a lot of help. And, when we continue to build in this kind of a capacity, it's only going to strengthen our union. So, thank you for helping them, and getting them to where they are. And, congratulations to the Clergy United group.

To the second group here, Toyota workers, the world is watching. And, I've said this to you before; people that have been part of building important marks in history didn't know how important it was. Look at each other. Look at the people in this room. Because, I'm telling you, as sure as I'm standing here, we are making history.

Everyone in the auto industry around this globe is watching what's going on in Woodstock, in Cambridge. Obviously, we have to support the recommendation and do what we can for these workers. We've only got four in representation here today, because they have to work Saturdays. They were not able to get as many people out. But, I'm telling you, this is a small representation of modern day heroes. You are the incredible inspiration to everybody in the Organizing Department. And, today, we stand here and salute you. And, thank you for coming out and joining us today. And, just in closing, as we support -- don't just support this recommendation that our locals are going to, you know, support this drive. I'm asking you all today, we need your help. Join these people next week starting on Tuesday at 1:00pm until 5:45pm in Cambridge. We're going to be standing outside that gate, like we've been doing since the campaign started. But, we've been standing out there with 20, and 30 people in support of the courageous workers that are standing at the gate encouraging their fellow workers to sign a card. I need a commitment from the people in this room today that you'll be there with them next Tuesday, next Wednesday, and next Thursday. And then do the same thing the following week.

We're heading into the Christmas break, and we've got a hell of a momentum going on here, and we don't want any of it to drop. So, when you vote unanimously in favour to support this recommendation, please come and see Doug Atcheson at the table outside. Give us your name and contact information, because we need you standing shoulder to shoulder with our modern day heroes at Toyota, because they're going to be part of our union next time we get together. Thank you very much.

**BROTHER DINO CHIDO:** Before I take the next speaker, can the time keeper -- can you just make sure you're on the time please? And, I apologize, it's not for the next speaker, it's just that they haven't been watching the time. And, I just want to make sure that they have it, so it's up on the monitors.

**SISTER CAROLYN HADDAD:** Hi. Carolyn Haddad, staff in Organizing. I just want to say, yesterday, when I introduced those young workers, and I was privileged and honoured to introduce them as soon-to-be new members, I neglected to say the company they work for, Cornerstone, is an English as a second language school. So, it's the teachers and the

administration staff that are trying to join our union. And, that organizing campaign started, because one of the teachers knew a teacher at another ESL school that joined our union a couple of years ago. And, because of that connection and that relationship, they contacted us, and we started organizing with them. It's so important the people that you know that are non-union, that you speak to them, you encourage them, tell them who to call, call for them and say, "I can call someone. I can make a call, and I can hook you up, you can have a coffee with them, and talk about the process." So that they can find out what the process is, what their rights are, what the benefits are, and encourage them, because that's how that campaign started. And, now, hopefully, very shortly, we'll be successful at the labour board, and we'll be able to welcome them as new members. So, that's my request to all of you as we support this recommendation. Thank you.

**BROTHER DAN BORTHWICK:** Good afternoon. Dan Borthwick, Unifor Local 88, President. I rise in support of this recommendation for several reasons. One is that I'm the president of a General Motors local in Ingersoll, and it's for a selfish reason I stand here. I believe that when the Toyota workers get organized, the Honda workers get organized, that our employers will not be able to use the different standards that are in place in these workplaces. We need to bring up the standards of the Toyota workers, and of the Honda workers to the standards that are across the board in GM, Chrysler, and Ford. We need to raise the standards of living in those workplaces that will benefit the communities in which they work in. This is not just about organizing a plant. This is about making the places in which we live, and do things on a daily basis, a better place to do. We need to -- and I'm just going to reiterate what's already been said, that each one of us here, not only Toyota workers, but any worker that's unorganized, we all know a worker that's unorganized. So, we need to talk to them. We need to have the debate with them to show -- the statistics show that organized workplaces are better workplaces to work than unorganized. Wages are better, benefits are better, postings, retirements, grievance procedure to resolve your issues that you have disputes with; these are all things that we have in an organized workplaces that every place in this province should have.

We need to talk to our neighbours, talk to our relatives. As Deb said earlier, we all know workers at Toyota. We need to step up today, and like fellow speakers have said, it's not just putting your hand up here and showing support; it's about taking the action, and talking to your neighbours, and showing that you support your neighbours, the Toyota workers, in getting them into this very great union that we've formed just recently. And, I ask everyone to support this recommendation.

**BROTHER ROB LINDSAY:** My name is Rob Lindsay. I'm with Local 444. I'm a safety rep at the Windsor Assembly Plant. So, it's been an honour and a privilege over the last three weeks to have supported you out on the street; handing out flyers, collecting cards, making calls to your members, listening to their stories, delivering t-shirts to their homes.

I support this motion, because this is the perfect time to bring you into the fold. We need to be united as an Auto Council, and you should be on it, and we should be fighting for investment in this country. And, you deserve all the respect that that employer is not giving you. On Wednesday, December 4<sup>th</sup>, there was an article in the paper, The Globe and Mail, saying Canadian dealers handed over the keys to 133,860 new vehicles in November, up 6.5% from the same month a year earlier. The number represents the highest November on record, and follows record performances in several months this year. Record sales of the past few months have made it all but certain that the annual record of 1.703 million sales for automobiles set in 2004 will be surpassed this year. The forecasted sales will be 1.735 million this year. The industry continues to grow, slow and steady growth. We don't see them letting up going into December, and into 2014. We've made the turn, and it's the autoworkers in this province that have done it for these companies.

Toyota Canada Inc. gained market share with a 7.4% rise. You have no idea how hard

that is to do. Toyota is making record profits, they're having record sales, and it's because of the hard work that your members are doing. And, you deserve the respect from your employer by forming a union, and having a collective agreement. Toyota workers need language to protect these workers' rights to a safe work environment, free from harassment and intimidation, and to provide job security, language to protect benefits, pensions, and to secure jobs into the future. These workers need a share of the profits, and it's through negotiations through Unifor that you're going to get them. These companies are making record profits on the hard work of these members, and they need to be a part of the Unifor work that is being done to protect our auto footprint in this country. And, we also need to work together with our Toyota brothers and sisters to give them a voice to get a fair share of the corporate profits, to fight for corporate investment in your plants, and to also get government support for the auto industry in the Province of Ontario. We look forward -- I look forward to seeing a sea of red flags being waved by Unifor members next week, the week after, and into January out on the street. I'd like to see all these locals commit to having a few people every week out there just waving flags and cheering these workers on. Let them know that we have their back. We care about what happens to you. We care about you being part of the footprint of the Canadian auto industry. And, it's important that you be with us. It's important that we be with you. We need each other.

I've heard the horrible stories. There's not a more deserving group than you that needs health and safety, and needs union stewards on the floor to fight for your issues. You need time off, you need respect, and this is the group that's going to get it for them. But, everybody's got to send people. These people have to see a sea of red flags, and a sea of people out there letting them know they have nothing to fear. These guys are putting their heads on the chopping block. They need our support. You've got mine. Thank you.

**BROTHER ANDRE DESJARDINS:** Hi, my name is Andre Desjardins, I'm president for Local 4266. I stand in favour of the recommendation of the Ontario Council endorsing with the Organizing Department to do it. Nice and easy, I'm not a big speaker. For the Toyota workers, congratulations, you guys have got big balls. It takes a lot of balls to do what you guys have done. Congratulations, and it's not meant to be derogatory all right? Congratulations. It takes a lot of kudos to do what you've done. Congratulations.

**BROTHER DINO CHIDO:** I'm just going to hold the speakers at the mics. Our National President, Jerry Dias, has a meeting with Bombardier at 4:30pm, so I'd like to have Jerry come up to the mic, and say a few words before he has to exit.

**BROTHER JERRY DIAS:** I remember during the economic recession we went through just a few short years ago, and I remember when General Motors and Chrysler went bankrupt in the United States, and we were in collective bargaining here in Canada, because the issue was whether or not the governments were going to let the companies fail. And, we knew, of course, that if GM failed in Canada that the pensioners that we had, think about this, their pensions would have been reduced to 39 %. Think about it. The most senior, the most vulnerable in society, the Chrysler pension plan was in better shape, but our pensioners stood to really take a beating. But, not only that, it was about a question of, were the governments going to participate in saving the industry in Canada? And, there's no question in my mind that the only reason that Harper participated was because the provincial government in Ontario stepped forward. But, more importantly, Obama in the United States said there was no damn way they were going to let this important industry go down. And, that started probably the most difficult set of bargaining that President Ken Lewenza ever went through in his life. And, it took great courage, it took incredible leadership, it took the leadership from the entire organization; I'm talking about our members in Chrysler, the leadership at GM and Ford, of course, all pulled together to say that we knew what we had to do in order to keep the industry alive. But, the key thing is you need to understand is they said to us during the crisis that "you are going to have to match the all-in and labour costs of the Honda and Toyota workers here in Canada." Because, it was the opportunity for Harper's government to say, "We are now going

to show that whether or not you're unionized or non-union, you're going to be making the same." And, that's what the challenge was. At the end of the day, we got -- we didn't quite get all the way there. But, we made some significant changes. But, the point that I'm trying to make is as we did well in bargaining, the Toyota workers came up with us. When we stalled, the Toyota workers stalled.

The key thing is, today, it's not going to be very far from now, it's going to be very close from now, when the Toyota workers aren't going to be following what we do; go up with us, go down with us. It's high time that the Toyota workers in Canada led the industry, and led collective bargaining, and determined that strong companies are going to take the lead. And, it's not just about the wages, brothers and sisters. It's about the working conditions. It's about the fact that they want a say on work standards. It's about the fact that they want to have an element of control over their lives. Understand that 85% of all Toyota workers around the world are unionized. And, if it's good enough for those other 85%, it's darn well good enough for the other 15%, including our brothers and sisters here in Canada.

Companies impose 10-hour shifts. It is already in one plant and it is filtering through to the rest. They came out, like I said yesterday, just the other day, they said anybody hired after 2011 is going to go to a DC plan. The workers have conditions imposed on them all the time. And, I can stand here and I can promise you, when the cards are signed, and we have the final vote, and you're members of our union, nobody will unilaterally be able to take away one darn thing from you, because they're going to be covered by a collective agreement. And, they're going to be covered by a collective agreement that has the Rand Formula laid out.

So, brothers and sisters, we're close, and we're going to celebrate at the next Ontario Council, a Council with all kinds of leadership from Toyota in the room, as voting members of Unifor. Thank you very much, brothers and sisters. Let's get it done.

Just if I can take the liberty, because I have to go, thank you all very much. This is our first Ontario Council and think of what an incredible couple of days it has been. Think about an incredible opportunity for us all to get together, shake hands with each other, grow and understand that we belong to a common cause. We are building a different organization when I listen to people like Simone, and I listened to the pain, and I watched what Local 112 was doing to bring support. I listened to what we all did today to provide support. That's the type of organization we're going to be, brothers and sisters. The community chapters are going to be about bringing in people who typically haven't had the opportunity to be organized. We're going to bring together, whether it's Simone, whether it's our community, whether it's the clergy, whether it's the freelancers, whether it's couriers, whether it's -- we can start to watch. Anybody that wants to play a role in changing this country for the better are going to be welcome members of Unifor. And, to have Hugh Segal speak here today took a lot of guts, because for us as an organization, to invite a Conservative, I think this may be the first time in our history we have ever done anything like that, if you take a look at our two organizations. But, the reality is, when you're in a war, you make sure that you reach into every corner and use every ounce of strength you have in order to be successful. So, I gave him full marks for having the courage and the vision for being here today.

I want to end by saying to each and every one of you, thank you so much for not what you have been doing in your workplaces for years, but for what it is you are going to do to make Unifor the organization that we all expect it to be. Thank you all very much, brothers and sisters, and we'll see you shortly.

**BROTHER STUART RYAN:** Thank you, Dino. Stuart Ryan, Unifor Local 567 in Ottawa. I fully support both of these motions. I just want to say that we are a small local that have many different bargaining units. Some stretch across the country; others are just in Ottawa. And, we have had the support of the Organizing Committees, the Organizing Department, to organize staff of the Faculty Union at Carleton. It was very difficult negotiations. We had the support of Brother Mohamad Alsadi at conciliation.

We organized another small unit, an aboriginally-owned communications company at Lachine, Quebec. And, we are now, on Monday, filing a certification for staff at Ecology, Ottawa. And, just to let you know that you think sometimes social justice groups are good employers, they have hired a lawyer from the leading employer lawyer firm in the city to deal with our certification. So, it's the support of Unifor that allows this to happen. It's, again, precarious-employment-type situations.

I would also like to say about the United Church, I had the privilege of participating in the United Church lobby of Parliament a couple of years ago, around mining violations, human rights violations in the Philippines. It was an honour to be with them. And, I'm somewhat surprised, again, another social justice group had difficulty to unionize. But, anyways, supportive groups like Unifor, community chapters and that, our local has supported the community chapters' idea, and we'll be meeting Tuesday with Roxanne to work on a project. Thank you very much.

**BROTHER DINO CHIDO:** Wonderful. Good job, brother.

**SISTER ISABELL TAYLOR:** Isabell Taylor, Local 2458. I've just recently started tweeting, as a lot of Unifor members have started doing. And, one of the people I'm -- well, not people. One of the organizations I'm following is Advocate Newsletter. And, these are members from the Toyota floor. And, their latest tweet, I just thought I would read this out, says:

*"A tidal wave of unity is forming. Each action taken against us will drive our momentum, solidarity and resolve. We will prevail. Count on it."*

**BROTHER SAM SNYDER:** Thank you, Dino. I actually thought I was going to be talking after Jerry there, and I was a little nervous. The third most powerful man. Brothers and sisters, my name is Sam Snyder. I'm president of Local 1996-O. I stand here in support of community chapters. This is a very exciting initiative that we all need to become involved in. Imagine this, wages, \$80.00 for a 10-hour day, far below our current minimum wage and often with problems collecting. Fees to work, \$80.00 a month. No health and safety standards. In fact, many workers have to provide their own equipment. Unfairness in the workplace, favoritism, constructive dismissals, no reasonable termination notices, no job security, lack of vacation pay and CPP coverage, lack of benefits, lack of WSIB coverage, lack of representation with employers, lack of education and training, lack of fair labour laws and employment standards around the definition of independent contractors. These were just some of the concerns that were raised at a recent meeting with members from our community. And, when you listen closely enough, these are the same concerns we all share in this room. Their concerns are on a much grander scale. We concern ourselves with increasing the CPP; they concern themselves with being able to afford paying for the CPP, both portions.

But, this commonality equates to a common answer: employers reaping the benefits off the workers. Inside this room, we have a response to these employers. We have a strong, collective voice, but not everyone has access to that power. Many workers have to deal with employers who do not want a strong, collective voice. And, their best dealings are backroom meetings, one on one, where intimidation and threat is the order of the day. Fights against employers like this have to happen, not just for the dues-paying member, but for those that don't have the same opportunity to mobilize as we do. Unions are under attack, and we must invest in collective voices if our union wants to succeed. We must take on the fight of all workers, unite the common agendas.

Local 1996 met with a core group of bike couriers from the Greater Toronto Area in an effort to organize a community chapter. There exists 150 bike couriers in the GTA who are labelled as independent contractors, people of our community faced with a huge struggle. The struggle? The right to organize. Yet, every day, they work for the same employer. And, the issue of whether an employee is labelled as an employee or an independent contractor is

important, because it kicks in certain obligations, obligations like the Income Tax Act, the Unemployment Insurance Act, the Canadian Pension Act, the Employment Standards Act, the Workers Compensation Act, the Labour Relations Code, and the right to reasonable notice of termination. And, here is the question. Do you think employers set up businesses under the guise of using independent contractors to bypass obligations that the law affords to regular employees? Absolutely. And, courier companies have a very strong lobbying arm, and they ensure that the exploitation laws are maintained.

I just hope these employers realize that it is not an illegal strike when your employees refuse to work and they're not covered by a CBA. And, the one thing that we do know well is how to organize strikes. Local 1996 is going to stand with these members and we are going to provide resources. And, we are also going to do some bylaw changes to financially support the political action fight that they're going to need. With the support of the National Union, we are also working to create the benefits package that you heard Roxanne talk about earlier: \$20.00. And, when you say that to somebody that has never had benefits, I can assure you this is a fantastic organizing tool and we all need to use it.

Last week, I was up in Parliament Hill, in an effort to lobby 377 and 525. And, I want to thank Jerry and the National Executive for having us there, because obviously it puts us in the forefront. But, it gave me a unique opportunity and I took it.

I pitched the plight of these independent bike couriers and the injustice in the law that these members are hiding behind and using to exploit these workers with the Member of Parliament who represents that riding.

**BROTHER DINO CHIDO:** Brother, if you can wrap up your point?

**BROTHER SAM SNYDERS:** I will. I have now gained a commitment from that MPP and he will attend our next meeting with Local 1996, the couriers, and Jerry Dias, and we will collectively design a private member's bill to put forward in the House of Commons. We all need to be involved in this, everyone. Thank you.

**SISTER SHERI LAEKEMAN:** Thank you. Sheri Laekeman, Unifor 4212, president of Welland Canal Workers at the St. Lawrence Seaway in Niagara. I stand in full support of this recommendation. I am actually extremely excited about this particular growth of a movement here, many people that I have talked to in my activism.

I have been strategically involved in a few other things; specifically, the Occupy Movement. And, a lot of the things that I learned there within the Occupy Movement, other than less than one percent of the people in Canada control 99 % of the wealth, but I also learned that there's a lot of people that are really disenfranchised; that have no rights to any sort of organization like this. So, when the National, at the Unifor Founding Convention, notified us that this was happening, I was so proud to be a part of it. I was proud to be there. I am definitely proud as we move forward. And, I just wanted to say thank you very much to the leadership who brainstormed this whole notion. I think it's going to be a great thing that we will look back on, that it may be really one of the main things that puts Unifor way ahead of the game.

Just as an aside, I am so excited about Toyota in my home town, Woodstock, coming on board. And, I wish you all the luck. Thank you, again, to the leadership.

**BROTHER DINO CHIDO:** Thank you, sister. Seeing no more speakers at the mic, I want to call on the Recommendation No. 8 and No. 9. All those in favour? Down. Opposed, if any? CARRIED. Thank you very much.

If I can, before we go on to the next point, Local 591-G has given us some hats to make sure that the Toyota workers could leave here with a token of our appreciation, and at the same time, wear some of our hats proudly in their workplace. So, thank you very much to Local 591.

# SWEARING IN OF COUNCIL EXECUTIVE AND STANDING COMMITTEE MEMBERS

**BROTHER DINO CHIDO:** If I could, I would like to call up the members elected to our Ontario Regional Council and the standing committees that have not been sworn in yet. So, anyone that has not been sworn in yet or taken the oath of office -- I know that there has been a number of elections. We will be doing the oath of office.

Ken, if you can come up to the front, too, so you can read that oath, we would appreciate that. And, we'll be going into new business as we wait for those individuals to come up to the front. If anybody has anything under new business, we can get into that.

Yes, there is the Workers with Disabilities caucus and they're meeting at 5:00pm, so we won't be able to swear them in until our next Council meeting, which will be in April. So, for all intents and purposes, this will be short one of our standing committees with regards to having the oath of office done for them. And, the people that are at the mics for new business, I'll take you as soon as we have gone through this.

**BROTHER KEN LEWENZA:** Okay, let's hug up. Hug up. Hug up. I know it's a little cool back there. Give attention while I read to you the obligations:

*"Do you pledge on your honour to perform the duties of your respective offices as required by the Constitution of the union and to bear true and faithful allegiance to Unifor?"*

**ELECTED MEMBERS:** I do.

**BROTHER KEN LEWENZA:**

*"Do you pledge to promote a harassment- and discrimination-free environment, and to work to ensure the human rights of all members are respected?"*

**ELECTED MEMBERS:** I do.

**BROTHER KEN LEWENZA:**

*"Do you pledge to support, advance and carry out all official policies of the union and to work tirelessly to advance and build the membership of our union?"*

**ELECTED MEMBERS:** I do.

**BROTHER KEN LEWENZA:**

*"Do you pledge to deliver all books, papers and other property of the union that may be in your possession at the end of your term to your successor in office, and at all times conduct yourselves as becomes a member of this union?"*

**ELECTED MEMBERS:** I do.

**BROTHER KEN LEWENZA:**

*"Your responsibilities are defined in the bylaws, constitutions and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interests of the union. I trust you will all faithfully perform your duties so that you may gain the esteem of your brothers and sisters and just as equally important, the approval of your conscience."*

You will now assume your respective offices. Congratulations on behalf of all of the delegates at the first Ontario Council. Good luck, delegates. Good luck.



## NEW BUSINESS

**BROTHER DINO CHIODO:** Okay. Thank you very much. Getting back to new business.

**BROTHER KEVIN PATTERSON:** Thank you. I'm Kevin Patterson, Local 1917, from Guelph Hitachi Truck. I just wanted to pass on a little information on a campaign that we have recently started with regards to stopping Tim Hudak. I'm the second vice-president of Guelph and District Labour Council, as well, and I attended a meeting there in October. And, as I walked into the OPSEU hall where we hold those meetings, there was some information on the table, as there usually is. There was a DVD there in a nice, covered pack that said "Made in U.S.A." And, as I picked it up, it said, "Tim Hudak's Plan for Ontario." So, we have taken this back to our local. We have discussed it. We have held meetings. And, we're going to keep this campaign very simple. We have made several copies. We're handing it out. We get the DVD back. And, I can tell you, every member that has handed it back to me has started the conversation. So, that conversation is automatic. And, I just nod my head and tell them, "Remember that, brothers and sisters, with the election coming up."

So, it's a very simple campaign. I believe it can be very effective. I want to thank the brothers and sisters at OPSEU for having that out on the table. And, we have also just discussed about handing out this booklet, as well. I just wanted to bring up that point that I believe this could be very effective right across the board. Thank you.

**BROTHER NICHOLAS PERNAL:** Thank you, Mr. Chair. Nicholas Pernal. I am the vice-president and chief steward from Unifor Local 3011, representing the Professional Institute of the Public Service of Canada.

Brothers and sisters, we have heard a commitment from the National President saying that anyone who wants to be organized should be organized, and is welcome in this union. I come from a union staff local, one we tried to organize. Not that many unions accept staff locals as part of their brothers and sisters and comrades-in-arms. The former CEP accepts and is one of the few national staff unions that accepts local staff unions to be formed. Therefore, I ask this Ontario Council, and I would like to make a motion, that the Ontario Council recommend that Unifor going forward continues its support to organize and support local union staff members, so that everyone can have a voice. Could I please have a second?

**BROTHER DINO CHIODO:** Yes. If I can, I'm going to have -- yes. Yes, Peter is just going to talk to this issue. If I can, can I -- I'll take the motion, but I'm going to have Peter speak to it. Is there a seconder? Okay. Discussion?

**BROTHER PETER KENNEDY:** Thank you, sisters and brothers. Peter Kennedy. And, I would like to speak in opposition to the motion for a number of reasons. And, I don't think it at all has to deal with whether or not workers have the right to be represented. They do. There is no question about that. The question is whether or not they should be represented by a union and a competing union in terms of organizing, or whether they're best represented by their own independent unions.

We have a discussion slated for the next National Executive Board meeting to talk about what we do as Unifor on a go-forward basis with respect to taking in, as members of Unifor, workers who work for another union. Now, I ask you the question, sisters and brothers. We have organizers who are members of Unifor who work directly for other unions. Can you imagine a situation today with Toyota, and we have a competing union working to organize those workers at Toyota and telling them that they ought not to be joining Unifor, even though they're a Unifor member, they should "join the union which employs me"? Now, if that is not a contradiction, sisters and brothers, I don't know what is. Those staff unions may or may not. We need to have the discussion. It's a discussion that we will have at the next National Executive Board, and then we will bring back a recommendation as to what Unifor does in terms of going forward with respect to organizing staff of other unions. And, I think, sisters and

brothers, that that is the proper way to talk about it. That is the proper way to do it. And, I would suggest that we defeat the motion. We maintain the moratorium that we have. And, we'll come back at a further meeting with a recommendation with respect to how we organize within Unifor. Thank you very much.

**BROTHER DINO CHIDO:** Any other speakers on the motion? So, now, again -- and I don't even know like -- can I get -- the individual that stood up, can I get the actual verbiage of the motion?

**BROTHER NICHOLAS PERNAL:** Mr. Chair, after the rousing debate and some of the comments, I think we will defer the motion until the next meeting of the Ontario Council ---

**BROTHER DINO CHIDO:** We appreciate that.

**BROTHER NICHOLAS PERNAL:** --- if the floor accepts it.

**BROTHER DINO CHIDO:** Okay. So, the member would like to defer until the next Ontario Council, but also have discussion between then with the National Executive Board, with the Ontario Regional Council delegates, in acceptance of that. Can we show a hand of support for that? All those in favour? Down. Opposed, if any? CARRIED. Thank you very much, brother. Thank you for that. Okay. Going to -- again, any other speakers on the mic?

**SISTER TRACEY RAMSEY:** Hi, everyone. My name is Tracey Ramsey. I am a proud member of Unifor Local 200. I have been there for 18 years, working for Ford. And, I am very honoured to be here today with my sister, Heather Brunelle. And, the reason for that is that this is our first Council that we have ever attended. So, I would like to thank our leadership, especially Chris Taylor, for his support to us. The women of our local are very strong. And, when we came with this proposal, he was 100% supportive from the get-go.

We are very thankful to be here. And, I can't tell you what an honour it is to attend Council. I am a discussion leader in Port Elgin and we have done mock Councils, you know, over and over. But, to be here and experience it is really something special. And so, I want to thank everyone in the room, because this has been an amazing experience. I would like to thank Dino. I would like to thank Katha and, again, everyone here for all of your comments. Everything that you said made this such a rich experience and I can't tell you how much this meant to us. Thank you.

**SISTER JO-ANN HANNAH:** Thank you. Jo-Ann Hannah, Unifor staff. I would like to follow up on Hassan Yussuff's comments on the expanded Canada Pension Plan. The CLC has run a really excellent campaign, and they have made us aware of the problems in that half of Canadians age 45 and older face a serious decline in income upon retirement. And, it is even worse for the younger generation before age 45. And, we also recently had an OECD report, which Hassan referred to, which shows that even among the current retirees where we have had a lot of success in eliminating poverty, the poverty rates are starting to slip back up again. So, the expanded CPP is a very rational solution to the problem. And, Premier Wynne in Ontario and Wes Sheridan, the PEI Finance Minister, have really done a great job in bringing the Finance Ministers together, to support the expanded CPP.

The Federal Finance Minister, James Flaherty, has said that, "Well, if everybody is on board, okay, but it has to be unanimous." And, he is a bit concerned about the fragile economic recovery, and what an expanded CPP, the increased contributions to the CPP, might do to the fragile economic recovery. But, there has been growing support for the expanded CPP among Canadians.

Well, on December 4<sup>th</sup>, the Minister of State, Ken Sorenson, came out with a statement, which is really what the Tories think about the expanded CPP. And, that statement came right from the Canadian Federation of Independent Business who are absolutely opposed to the expanded CPP. Let me tell you some of the things that were in his statement. "An expanded CPP will kill jobs. It's irresponsible. The CLC have come up with a radical plan. It's an increased payroll tax." The expanded CPP is not an -- this is what I'm saying, not what he said. An expanded CPP is not a payroll tax. It's a retirement savings plan. There is a big difference.

Again, back to Minister Sorenson, "It would stunt economic growth. It will kill jobs. We are in immediate economic danger to families, business and communities." And, did I say "kill jobs", because "kill jobs" was about five times in his statement? This comes straight from a report of the Canadian Federation of Independent Business.

The Finance Department reports that an expanded CPP, phased in over ten years, would have minimal impact on the economy. But, Sorenson chooses to go to the CFIB study which is full of holes. I think this is an absolutely terrible way for a government to speak to its people. Why isn't our government saying, "We're concerned about the 12 million Canadians with no employer pension plan"? Or, "We're concerned about the inability of Canadians in low-wage precarious jobs to save for retirement, and our government is going to bring people together to develop a plan for a secure retirement"? Instead, they stand beside the employers and use threats and fear-mongering to tell us to expect less. And, I think that is the real crime of the Tory government, is that they continue to force us to lower our expectations about wanting a decent standard of living.

So, what can we do? Well, the NDP has their Opposition Day on Monday, which should be very interesting, because they're calling on the government to support an expanded CPP. The CLC had a petition, which is outside. Why don't you take a copy of it, take it into your workplace and go around and talk to our members about an expanded CPP? Most of our members have an employer-sponsored pension plan, but their kids don't and they're worried about their kids. There's a lot of support, overwhelming support, among Canadians for an expanded CPP, so you will be well received when you go to talk to people.

Go to the CLC website and there's an e-link where you can send a message to James Flaherty, as well as your MP. And, I should also mention that it is important that you do it now, because as Hassan said, the Finance Ministers, and I see I'm out of time, will be meeting on December 16th and 17th to discuss this topic. Thank you very much.

**BROTHER BOBBY PEARSALL:** I'm Bobby Pearsall, Local 6008, and I just got elected on the Aboriginal, Racialized and People of Colour. Somebody has got our committee working already, because as soon as I had done my oath, a couple of brothers took me aside and asked me to make a request. So, a point of privilege, I guess, and correct me if I'm wrong. A couple of brothers took me aside with the concern of the fact that there was no accommodation for multi-faith people, members, within our organization. I'm not looking at passing motions here, but I just wanted to bring this to your attention. And, maybe this is something that we can look at for the next event, in regards to the Ontario Regional Council. But, they made me promise to come up here and speak to that, so that is what I am doing.

**BROTHER DINO CHIDO:** Thank you, brother. Thank you, brother. We appreciate that. We will have that discussion and we will be able to be prepared for something for the next Council.

**BROTHER STUART RYAN:** Stuart Ryan, Unifor Local 567. I had the privilege in July to participate in a fact-finding mission in the Visayas Islands of the Philippines. That is the area just south of where the typhoon went through. It went through on the same -- one of the islands I was on, but farther north. That's the largest storm ever to hit land. 6,000 or more people died. The area is absolutely devastated. I know Unifor nationally gave \$50,000.00 to the OXFAM to do its support. Our local gave some money to Migrante Canada, which is the Philippine Migrant Association here in Canada. They have been supporting the people back home for years.

I noticed on the subway today as I passed Milan Foods -- sorry, oh, the -- it's a Philippine food place that also had signs for remittance. That is the way the people in this country have been doing it. They send money back to the Philippines. The Philippines has an organization in government dealing with that type of thing. A large number of temporary foreign workers here are Filipinos. We should be supporting those people.

I discovered the hard way that organizations don't get their money matched by the

Canadian government, but individuals can. And, they have until December 23rd to do that. They can do it through OXFAM. They can do it through Migrante Canada. That's where our local sends the money. Thank you.

## CLOSING REMARKS

**BROTHER DINO CHIDO:** Thank you, brother. Seeing no more speakers at the mic, what I would like to do now, because we're coming to the conclusion of our meeting -- and, again, it has been very exciting, to say the least. It is basically the end of a great and exciting weekend. And, in saying that, I think that it has been amazing. I think that there has been a lot of great discussion, a lot of great courage for people to get up to the mics, a number of people for their first time. But, at the same time, just being respectful and understanding some of the challenges by getting up and experiencing the complications that we do in each of our workplaces is sometimes not easy to get up and speak about.

We have shown a lot of strength. We have shown a lot of courage getting up to the mics. We have showed that we could take and make decisions that are necessary to build upon the foundation that we want to set to create a new direction for the Ontario Regional Council within Unifor. And, it is a testament to all of your hard work, getting the work that we have worked on over the last couple of days, making sure that we could look after our members' needs. So, I want to say thank you very much to each and every one of you for participating, for being here, for making sure that your voice could be heard, and really setting the direction over the next five months until we meet at the next Regional Council in Port Elgin on April 25<sup>th</sup>, 26<sup>th</sup> and 27<sup>th</sup>. So, with your indulgence, brothers and sisters, I will ask for an adjournment and -- sorry. But, before I do that, I would like to make a few announcements, so we can call this an end to a very successful and wonderful weekend.

First and foremost, our newly-elected Executive Board that has been elected here over the weekend, and for the standing committees that have also been elected, there will be another election this afternoon at 5:00pm for the Workers with Disabilities caucus.

There will be a meeting tomorrow morning at 9:00am. and that meeting will be held right here in this room. So, if you could make sure to be here, it's very important, so we can go over the logistics of what we need to provide for over the next little while. At the same time, if you could please make sure -- because there's a lot of great information that has been provided to you over the course of the last few days, and the information is just amazing for you to bring to your workplace, share with the brothers and sisters in your workplace, share with other representatives, because it's just invaluable to be able to express to them what we have gone over, what we have done, and the recommendations we have put forward.

We heard Senator Hugh Segal speak here. And, again, it was an amazing speech, with some humour and comedy. But, at the same time, some people have asked if we're going to be able to put that on YouTube or on a web page. It is on YouTube right now, for all intents and purposes. And, basically, it is with regards to Unifor Ontario Council. And, those are some of the key words, so you can bring that up.

Your Workers with Disabilities, upon adjournment, are going to meet in Sheraton Hall A, so you have a change in location from where you were supposed to meet. Sheraton Hall A is on this floor, just towards the back. So, please, make sure you can be in attendance there. And, anybody interested in the health and safety and the environment, you are to meet in the back of this room at the conclusion of this meeting today.

And, last but not least, there is a 50/50 draw that has been put on with regards to the United Way. And, what is expected is there will be a prize of \$25,000.00. They were for sale till around noon today. They will be going on for sale at adjournment. And, from that, \$25,000.00 will go to the United Way and \$25,000.00 will go to the successful winner of that draw. And, if I can, if there are any petitions left on the table with signatures, if you would be able to at least bring them up to the front or make sure they stay on the table, so we could collect them, we would very much appreciate that.

Oh, I'm sorry. If you can bring them just to the ends of the tables, we would appreciate that, just to make it easier for us to collect that.

I appreciate everybody's participation. I appreciate the discussions and I appreciate everybody's effort to really working towards a wonderful Ontario Council and a greater and stronger union going forward. Thank you very much. So, I'll take a motion to adjourn. Moved and supported. All those in favour? Down. Opposed, if any? CARRIED.

And, I'm looking forward to a bigger, brighter Ontario Council, April 25, 26 and 27. Thank you very much.

*--- Whereupon the Council was adjourned at 5:00 pm.*