

ONTARIO REGIONAL COUNCIL

STANDING COMMITTEE,
NATIONAL & AREA
STAFF REPORTS



unifor

Ontario Regional Council
Conseil régional de l'Ontario

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ONTARIO REGIONAL COUNCIL EXECUTIVE

Samia Hashi
Ontario Regional Director

Shinade Alder, Local 6005
Chairperson

Brian Chapman, Local 27
Vice-Chairperson

Balkar Bains, Local 4457
Secretary-Treasurer

Marc Brennan, Local 707
Carleen Finch, Local 87-M
Cindy Hasler, Local 504
Dana-Anne James, Local 6006
Jordan Lennox, Local 199
Debbie Montgomery, Local 4268
Alicia Rivera, Local 1106
Members at Large

Sisters, Brothers and Siblings;

Greetings as we gather once again for Unifor's 2023 Ontario Regional Council!

This past year has been exiting for us as we unified a new ORC Executive Committee and welcomed our newly elected Ontario Regional Director, Samia Hashi. We have a shared dedication to serving the members of Ontario and feel privileged to continue to put our commitment and dedication to work.

We have advanced in many ways, yet the journey ahead is line with significant battles. The surge of far-right ideologies threatening hard-earned progress requires a unified front with a strong coalition of allies. Everywhere we turn and on a daily basis, our dedication to upholding the rights of each and every worker and community member is challenged by radical beliefs that contradict our core labour values. Standing together and united against these beliefs is paramount.

Our health care system is under an immediate and transparent threat from the present provincial government's privatization plans. Health care is a fundamental right, not a privilege determined by one's ability to pay. In response to the government's clean plan, we have launched a strong member-to-member campaign challenging Bill 60 and the consequences it poses to all our well-being.

In addition, our siblings in the media sector are facing the most challenging time in a generation. Recently, we saw the loss of over 300 Unifor members in the media sector, the elimination of over 70 community newspaper print editions as well as bankruptcy protection for a media giant that would have them violate their contractually obligated severances, deferred salaries or retirement benefits. To this, we say... Shame!

Let us also not forget that the affordability crisis in Ontario has only worsened and demands our attention. As the provincial government proved, they are more inclined towards questionable dealings than supporting its citizens. Our focus continues to be advocating for a province where affordable housing, food security, and liveable wages are accessible to everyone.

While facing all of these challenges head on, we take heart in the strength and unity of our members. Time and time again, we have shown that standing side by side we are strong. Together, we move forward, renewed with hope and with the certitude that, united, we can overcome these challenges.

Side by side, we advance, confident in our shared purpose and the brighter future we are building together.

ONTARIO REGIONAL COUNCIL STANDING COMMITTEE REPORTS

BLACK, INDIGENOUS AND WORKERS OF COLOUR STANDING COMMITTEE

Carrie Moffitt, Local 229
Donovan Nezbeth, Local 26
Dina Roushanroz, Local 2458
Committee Members

Gloria Hendricks
Saira Chhibber
National Staff Liaisons

The Ontario Regional BIWOC Committee led by chair Donovan Nezbeth and committee members Carrie Moffitt, Dina Roushanroz have collaborated on issues in the BIWOC community in 2023 and are committed to continue to strive for change.

Since the ORC last December when the committee was formed, we have been working hard to develop our network and increase engagement from the overall BIWOC community. We have established a Facebook page that has 200 followers, a WhatsApp group, and distributed emails to local presidents in Ontario to expand our reach. Through this member outreach we have also established zoom meetings to develop goals & areas of focus.

The BIWOC committee through the support of the ORC & our National Union has sponsored numerous events and causes which included a \$2000 sponsorship for the Can-Am Indian Friendship Foundation, a \$5000 platinum sponsorship for Truth & Reconciliation Honouring our Children run, \$6000 to the Africville Museum and \$2000 for the Sheffield Black History Museum.

The BIWOC Committee has also participated & promoted many social justice events including; the Jamaican Canadian Association celebrating black youth excellence, Ontario Black History Society, Clothing & Supplies drive for migrant workers in Niagara Falls area, Unity Hopeful Charity dinner for migrant workers, Tears to Hope Relay in support of the families of missing or murdered Indigenous women, girls & two spirited relations, Durham Region Emancipation day celebration, the Owen Sound Emancipation Day picnic celebrating the underground railroad destinations, Rally for fair rent and Search the Land fill demonstrations.

Some members of the BIWOC community attended the Coalition of Black Trade Unionist conference in New Orleans with the theme “Confronting the Radical Dangers to Our Families and Our Future”. We also participated in leadership training and toured Whitney Plantation which educates the public about the history and legacies of slavery in the United States.

The committee was also responsible for the approved proposal to include Africville tours for members during the Canadian Council in Halifax and the inclusion of the Sheffield

Black History Museum exhibit during the BIWOC conference at Port Elgin. Both initiatives helped to increase the awareness of black history and the struggles of the black community in Canada.

The BIWOC Committee was actively involved in the planning of the BIWOC Conference at Port Elgin and members led focus groups, discussions, and presentations. We focused on the theme of building our community and representation in the Union which will be the continued goal as we move into next year. It is critical that we continue to increase representation from our community to be reflected in all levels of our union.

We ask that you join our Unifor Ontario BIWOC Facebook page and/or our WhatsApp community to learn about upcoming events and how you can engage, participate, and grow our representation.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM/ ADDICTIONS STANDING COMMITTEE

Yolanda Cornwall, Local 2002
Paulo Duarte, Local 26
Mike Kemp, Local 200
Jessica Ridgewell, Local 1285
Committee Members

Mike Byrne
National Staff Liaison

Greetings,

This year our committee hit the ground running.

Starting with ORC 2022, where we brought in “The Works” Toronto Public Health, to host an information table outside in the hallway. Delegates were able to learn about Opioid Overdose, Naloxone and how to administer Naloxone in the event of an overdose.

Over 400 naloxone kits were distributed to delegates in the two days of council. Secondly, we hosted a training session after the council ended for the day for delegates to have a more indepth look into Opioids, overdose and naloxone. Over 60 delegates attended the 60 min presentation and it was well received and appreciated.

After the successful council, we knew we had to keep the conversation going. We approached the education department and asked if they could add information on opioid overdose and naloxone in the Mental Health Matters course. It was approved and that information is now included in the 1 day/8hr, Unifor Mental Health Matters Course. This also spurred conversations about how else do we get this important information out there. In working with the education department again, we inquired about the possibility of having naloxone training and kits on at the Education Centre in Port Elgin, where many Unifor members attend weekly. It was also accepted, and the staff of Port Elgin have been trained and there are now Naloxone kits on site. Being prepared and having a Naloxone Kit can help save a life.

The Unifor Education Department's, Mental Health Matters Course was offered for the first time ever to delegates prior to Prairie, Atlantic and BC Regional Councils this year. Jessica and Yolanda, had the privilege to deliver the course, alongside EFAP National Staff Rep, Mike Bryne. Thank you to all the regional councils for this.

Mental Health Awareness week is observed every year in the first week of may and we wanted to also bring awareness and conversation to the week. In talking about how we were going to do that, and find a way to help end the stigma around mental health, We came up with the idea of t-shirts. We designed the “End the Stigma- Mental Health Matters” t-shirt, with a heart filled with words on the back to bring awareness to and coincide with the Mental Health Week. The ORC executive committed to donating \$5 per shirt sold, up to \$5,000 to CMHA (Canadian Mental Health Association) Ontario. That donation was made shortly after the sales ended. The t-shirts have been such a huge

success, seen all over Unifor events across the country, as well as members of our communities stopping us and asking where they could get a shirt. We are happy to announce that we are in the works of having another run of the shirts in production and will include a french language version.

Also this year, our committee really wanted to connect with members and share information about mental health, mental illness and addictions. We created a networking newsletter named “In Touch” where we share mental health/mental illness and addiction resources, articles and information with Unifor members that signed up.

Lastly, our committee was asked to present EFAP tools and resources at the EI/CPP conference. We in turn have created a slide presentation explaining EFAP committee roles, tools to help members and how to access resources, also translated to french. We are extremely happy with all the progress and impact we have had this year and look forward to next year.

In Solidarity,

ORC EFAP Committee, Jessica, Yolanda, Paulo and Mike.

EMPLOYMENT INSURANCE/ CANADA PENSION PLAN STANDING COMMITTEE

Dan Cushenan, Local 504
Stephan Cronin, Local 88
Dwayne Gunness, Local 40
Committee Members

Lisa Contini
Erin Harrison
National Staff Liaisons

This has been a challenging year for the ORC EI-CPP committee as we looked forward to some positive changes to the Employment Insurance system, but our hopes were dashed when the Federal Government announced that they would not overhaul the system and merely do piecemeal changes such as the Board of Appeal and EI sickness benefits (outlined later in this report). We still wait for meaningful and much needed permanent changes to a very broken EI system. We continue the demand for increasing benefits rates, accessibility and the administrative processes.

Our ORC committee is pleased to announce that we have an expanded volunteer committee to help with our national conference and campaigns. This expanded committee currently includes: Jennifer Benoit (Antigonish, Nova Scotia), Hugo Desgagné (National Liaison – Quebec), Mike Rafuse (Unifor local 222), Paul Ivey (Unifor local 707), Ken Kwiatkowski (Unifor local 444), John Burnett (Unifor local 1459) Jeanine Noseworthy (Unifor local 1285) and Della Rogers (Unifor local 651). We also would like to thank Nasra Mussa, who gives the committee administrative support.

With thanks to our above expanded volunteer base, the committee has grown our presence on these national issues by participating full at the Canadian Council meeting in Halifax this August with a booth, resolution, and a meeting on the Friday. Our first information meeting was well attended with over 50 delegates from all regions. The committee looks forward to doing the same at upcoming councils and conventions.

2023 EI-CPP CONFERENCE RECAP

The 2023 EI-CPP Conference, hosted at the Unifor Family Education Centre, was expanded to a four (4) day conference for the first time! This was a fully bilingual conference which took place from October 26 to 29 and proved to allow for greater participation from all regions across the country.

The conference was organized by the ORC EI-CPP Committee and our expanded volunteer committee. Over 100 delegates attended representing all of Unifor's regions including: 7 provinces, 39 locals, and 15 sectors of the union.

Delegates left the conference with a wealth of information on both EI and CPP by experiencing workshops by Service Canada representatives and hearing from inspirational guest speakers both internally and from our community partners. Delegates at the

conference committed to taking action on the issues both online and through a phone zap the following week that Unifor co-hosted with Justice for Workers.

CPP UPDATE

Changes have been ongoing with the Canada Pension Plan (CPP) since 2019. The CPP enhancements means that today's workers and the seniors of tomorrow, will experience greater financial stability and higher benefits. The enhancements add two additional components to the CPP. They are not separate benefits but a top-up to the base CPP. The first component was phased in over 2019 to this year 2023 and the next component will be phased in over the next two years. These enhancements will increase the amount working Canadians receive in CPP retirement pension, post-retirement benefits, disability pension and survivor pension. Up until 2019 CPP retirement pension replaced one quarter (25%) of your average work earnings, while the enhancements means that the CPP will begin to grow to replace one third (33%) of your average work earnings you receive after 2019. If you only work in Quebec, you contribute to the Quebec Pension Plan (QPP), and a similar enhancement to the QPP may affect you.

EI UPDATE

In 2023 to receive regular EI benefits you must have worked a minimum of 420 to 700 insurable hours depending upon where you live in Canada and the regional unemployment rate at your time of filing (with the majority currently sitting closer to the 700 hour mark today). To find the regional unemployment rate in your region by postal code visit: https://srv129.services.gc.ca/ei_regions/eng/postalcode_search.aspx

The duration of your EI benefits depends on the regional unemployment rate during the month you're laid off and the number of insurable hours you accumulated in the last 52 weeks or since your last claim whichever is shorter. In 2023 a worker can receive EI from 14 weeks to a maximum of 45 weeks.

The basic benefit rate is 55% of your average insured earnings up to a yearly maximum insurable of \$61,500 (as of January 1, 2023). This means you can receive a maximum payment of \$650 per week (with no minimum payment currently).

With an announcement made on November 25, 2022 by the Minister of Employment, Workforce Development and Disability Inclusion, the Federal Government finally delivered their promised permanent reform extending the EI sickness benefit from 15 weeks to 26 weeks effective December 18, 2022. Recent statistics show that this positive change has provided approximately 169,000 Canadians per year with additional time and flexibility to recover after an illness, injury or quarantine.

On August 15, 2019 the Employment and Social Development Canada (ESDC) announced the new EI Board of Appeal (BOA) structure which would see the Canada Employment Insurance Commission (CEIC) become responsible for first-level EI appeals through the creation of the new tripartite decision-making tribunal. Due to faulty language in the

proposed legislation and after much pressure and consultation from Unifor and the broader labour movement, C-47 reached royal assent on June 22, 2023 to establish the Board of Appeal to hear appeals of decisions made under the Employment Insurance Act instead of the Employment Insurance Section of the General Division of the Social Security Tribunal. Rumour has it that this new structure will not be fully rolled out by the Federal Government until the end of 2024.

On July 26, 2023 the Prime Minister announced a new minister responsible for EI – MP Randy Boissonnault from Edmonton Centre. Under the new title of Minister of Employment, Workforce Development and Official Language, Unifor has engaged with Minister Boissonnault on several ongoing issues including the need for permanent EI reforms.

The committee wishes to commend the Auto bargaining teams who during 2023 bargaining, improved income securities for their membership and set a positive benchmark for our union. These improvements were bargaining as a result of the shortfalls currently seen in our EI system. The Ford Bargaining committee (who set the pattern in Auto bargaining) was able to establish a negotiated pattern that made permanent improvements to the supplemental unemployment benefit (SUB) rate by increasing it from 65% to 70%. There was a reduction for SUB eligibility from three (3) years to one (1) year. With the auto industry currently going through an Electric Vehicle (EV) transition, special income security measures have been put into place specific to the transition period to ensure that workers and their families will continue to be supported through the whole duration (even if EI has been exhausted).

SAVE THE DATE

The EI-CPP Committee is excited to announce that the next EI-CPP conference will take place at the Unifor Family Education Centre in Port Elgin from Thursday, June 5 to Sunday, June 8 of 2025. In the meantime, you will be hearing often from the committee as we continue campaigning for a fairer, more equitable EI and CPP system for all workers and continue fighting the neo-conservative agenda that is becoming more of a threat to all. Reach out to an ORC EI-CPP committee member to join our contact list today!

HEALTH AND SAFETY AND ENVIRONMENT STANDING COMMITTEE

Paul McKee, Local 4268
Bonnie Nantais, Local 195
Committee Members

Vinay Sharma
National Staff Liaison

After many years of service Brother Brian Lowery has left his position on the ORC health and safety committee. Brian will continue pursue his passion of advocating for mental health. We want to thank him for everything he has brought to the committee and wish him well in his future endeavors.

Early in 2023 the Ontario regional council sent out information on Mental Health awareness week. This included guides for employers, information on mental health first aid,1) and mental health injury prevention tools.

There was a National Transportation conference held in Port Elgin. That included work shops on health and safety and just transition.

Your ORC Health Safety and Environment Committee was asked to provide input on two proposed amendments to the Occupational Health and Safety Act.

1) New Heat stress regulations under the Act. The proposed changes to the Heat stress regulations offered less protection to the worker. Unifor's submission to the Ministry addressed our concerns. Unifor submitted recommendations on all employers developing Heat Stress policies and Heat Stress exposure limits.

2) Poor Outdoor Air Quality Workplace Health and Safety Consultation. We have all been adversely affected by poor air quality, our communities have been impacted by smoke from the forest fires and smog events. There is evidence to support that poor air quality is a contributing factor to accidents and injuries.

Our committee has met numerous times over the past year to discuss a plan for our term. Together with the help of the National Health Safety and Environment Department we are looking to empower the health and safety reps within our workplaces by networking together to provide accurate information on safety alerts or notices of recalls, critical workplace injuries/fatalities and information on campaigns. This network will help deliver accurate information on the transition to electric vehicles and the overall EV shift. We have started collecting contact information on our who our Health and Safety reps and Advocates are to help develop this network. Please stop by the Health and Safety table and fill out your contact information to get into the database. Every worker deserves to come home from work.

Health Safety and Environment Database

Name: _____

Local: _____

Position (if any): _____

Email: _____

Phone: _____

LGBT STANDING COMMITTEE

Denise Keefe, Local 222
Deanne Smith, Local 25
Committee Members

Billy O'Neill
National Staff Liaison

The struggle and the fight never seem to take a break...The moment we achieve a few positives gains for our right to peacefully exist as a human being in this society ...

there comes the re-ignition of hate spouting, bigotry, and misinformation to tear away at those gains and the initiation of more negative actions on issues such as:

the 1 million protesters for parents' rights to know if their children want to use different pronouns in school, the backlash against drag story time, Gay/Straight alliances, and the flying of our PRIDE flag.

However, we had a successful PRIDE celebration season with UNIFOR being in Chatham and Peterborough Pride for the first time along with celebrations in other cities and towns. Local community members showing up with our UNIFOR flags to exhibit their support not only at PRIDE events but also on picket lines and other events.

We had a wonderful PRIDE conference which brought together members of our 2SLGBTQ+ members from across the country. We gathered in PORT ELGIN to celebrate our gains, discuss our needs/desires as well as to support each other, shared resources and worked on strategies to combat issues that are negatively affecting our UNIFOR members and their families.

Some of the topics discussed were:

- 1) Developing a new PRIDE Ally Activist course designed with the direct input from the 2SLGBTQ+ members. This course should be offered at least once per year and should be led by 2SLGBTQ+ members who self identify.
- 2) Suggesting a leaflet that has all the equity committees and how to contact any of them. It could be distributed to UNIFOR membership at all events.
- 3) Some of the roadblocks/resistances that our Trans members face in present day Society: Access to proper rounded health care services greatly stands out.
- 4) Our trans members shared that they face 'Misnaming & Mis-gendering' on a daily Basis. Sadly, even from our very own UNIFOR membership. As one person shared hearing "You don't sound like a woman." It is not every Trans-female or Sis-Female that has a high frequency pitched voice and that should not be the basis to define whether a person is treated with respect."

5) Not all Trans persons wish or wants to have “Upper and or Lower surgery’ and frankly it is their personal business and should not be questioned or used to engage in a conversation. A person’s genitalia should not be anyone’s focus.

6) An obstacle that presently exists in the medical realm is the huge COST for various surgeries for those who desire to engage in fulfilling gender matching identity. At present only ‘lower surgery’ is covered by the health care system all other surgeries must be paid out of an individual’s pocket. Whether or not someone engages in upper and or lower surgeries should not be used to discriminate. A person should just be respected for who they are and have their body match who they believe they are.

7) Some of the ways to show support for our 2SLGBTQ+ membership is by offering education to the general UNIFOR membership via a course at Port Eglin as it would be an opportunity to engage in fact sharing and lived experiences sharing. A chance to learn and foster attitude and behavior changes which are difficult to achieve but as a union we have never shied away from difficult tasks.

8) Hopefully, members would be able to see the need to have healthy respectful and equitable workplace policies but will be encouraged and equipped to participate in creating such policies at the bargaining table as well as push to have better policies implemented.

9) Requesting more dissemination of resource information and material available through UNIFOR and the contact persons at the national, regional and local level. Unifor members can participate in local events held in their community to support our 2SLGBTQ+ workers/members.

These are some of the items the 2SLGBTQI+ caucus members voted on as priority and set to work on achieving in a variety of ways:

Union/Local

- Allies course
- LGBTQ representation on executive boards at all levels of the union (local, regional, national)
- Gender affirming health care language as a bargaining priority.

Municipal

- Develop a lobbying tool kit for our membership to use to engage local politicians around pride recognition and raising of the pride flag due to current hostile environments happening in our communities around the province.

Provincial

- Gender affirming health care language to model language similar to that of the 'Yukon for fairness and equity for trans members across the Country.'
- A mental health and homelessness campaign for queer and trans folks.

International

- A 'Lobbying of politicians campaign' for refugee status for trans folks in Canada applying from the UK and the US.
- the LGBTQ identifier on registration forms for conferences & courses.
- We worked in collaboration with other EQUITY committees to support and participate in each others event and projects such as the 'phone Zap' calls to provincial members of parliament in a variety of ridings in an effort to address citizens concerns on issues that affect us all.
- Our members engaged with many delegates at the 2023 Halifax Canada Council to assist in garnering the votes necessary to get the National President's recommendation passed...'A commitment for leadership to keep working for equity & inclusion' ,,,,, Hurray to the delegates and all allies!

We still have a lot more work to do while at the same time taking the necessary steps to work and fight for all our rights in a healthy and balanced manner.

POLITICAL ACTION STANDING COMMITTEE

Melissa Holden, Local 636
Donovan Nezbeth, Local 26
Committee Members

Josh Coles
National Staff Liaison

The 2023 Member to Member Political Action Committee, Donovan Nezbeth, Local 26, Brian Chapman, Local 27, and I Melissa Holden, Local 636, with the steadfast leadership of Josh Coles have had an incredibly busy and successful year creating space and making gains for our members in 2023.

Even when we do not have an election in Ontario the work continues, fighting for the issues that affect our members in the workplace and at home. Last year's win by Doug Ford and the Conservatives after hard line promises to protect education, the greenbelt and healthcare have softened to political pandering to private interest groups and stakeholders to profiteer from tax payers money. This side step on key issues that our members expressed to us as being paramount to them and their families has taught us one thing. Doug Ford can be pushed back from the edge; he can be forced to do what the tax payers of this province want. The Greenbelt controversy that I am sure will go down in the history books as one of the largest errors in judgment ever made by an elected Ontario government, demonstrated to us that when cornered by laws, legislation, and community solidarity they will concede! So with this fervor and renewed confidence we charge forward with the biggest Healthcare, Stop Privatization Campaign we have ever seen in this province. We've had 5 book offs since June and 9 more since October, out talking to our members and meeting them where they are at, building capacity and creating a movement. From town halls and referendums to phone zaps and lobbying to petitions and rally's, we are everywhere fighting the fight and telling the Conservatives Hands off our public healthcare. The success at interest Arbitration for the Orang workers, and the reversal of bill 124 was a huge win and well deserved raises have begun to make their way into the pockets of our members. We have seen some of the highest wage and benefit increases ever in the collective agreements. But Bill 60 is a huge threat still and we are here now, working everyday to stop the cuts and save our healthcare.

At the 2022 Canadian Convention it was recommended to move forward with a transformative National Bargaining Strategy. This Canada wide project invited members to attend meetings to speak on and assist in prioritizing what would become the first ever member driven bargaining program. This campaign culminated in Halifax in August with the historic release of the National Bargaining Agenda. With many successful collective agreements within our province negotiated this year, we cannot over look the members who had to choose the most extreme stand and take strike action to push back against employers who thought they could push our members to concede and sacrifice their pensions, benefits and wages. Windsor Salt workers were holding the line for 192 long

days. And Metro workers after working through the pandemic demanded respect and sat out for 30 days!

One of the hardest hit was our media sector this year. There has been a large amount of job losses this year due to decreased revenues and increased dependency on tech have left substantial gaps in providing current and grass roots news coverage. Compounding this issue is the abhorrent amount of abuse and harassment our journalists and media sector members are subjected to on a daily basis. All these issues must continue to be addressed by collective agreements, legislation, laws, public awareness and education. A media discussion paper from Feb, 2023 disseminated that the forms of harassment included equity deserving groups disproportionately (Unifor,2023). The paper also went on to explain how this continued abuse can lead to the silencing of voices and stories that need to be heard. We must provide protections to our members for the integrity and privacy of their work from A.I. and demand fair and respectable compensation from social media websites who profited for many years from the sharing of Canadian news and never paid up. Bill C-18 only asked for what was dually theirs and once again corporate greed has turned its back on workers and refused to compensate and has blocked the sharing of Canadian news content. Now more than ever it is paramount that we all stand together for and with our media sector and support local news.

In July Naureen Rizvi moved on to other career paths. We are so very sad to see her go and only wish her the most success and thank her for her many years of devotion, hard work and strong leadership she brought to us as our Ontario Regional Director. Following Naureen's resignation an election was held in Halifax and we are so lucky to have a new Ontario Regional Director, Samia Hashi! Samia brings with her a passion for our union and our members and invigorated desire to continue our campaigns and fight until we win spirit! Samia is a tireless activist, an exceptional organizer and strong woman leader. We look forward to many years of your determined leadership.

This year saw lobbying for pensions for active members and retirees, C.P.P. and E.I. reform as well as Anti-scab legislation. Meeting with our politicians can be frustrating as well as a moving experience that puts our members at the table with the people in power, that make the decisions, that can change the course of our lives. We will continue to book these meetings, make those phone calls and demand that our member's voices are heard.

WOMEN'S STANDING COMMITTEE

Sarah-Kai Antanaitis, Local 5555
Emily Coulter, Local 1106
Melissa Wood, Local 598
Committee Members

Tracey Ramsey
Gwen Campbell
National Staff Liaisons

In March, Emily Coulter and Sarah-Kai attended the Local 1106 & 4304 Charity Drag show to our support. On behalf of the Women's Committee, the ORC donated \$300 to this event that raised funds for Rainbow Camp.

In April and June, the ORC Women's committee joined the National Women's Department for the Women's Activist and Outreach Activism and Outreach Program on their stops in Windsor, Oshawa, and Thunder Bay. Emily was a Discussion Leader for two of the legs of this tour. It was a great honour to be invited to meet so many engaged and passionate Unifor Women from other areas in the province. Our committee made lasting connections that will fill our cups and keep us active and motivated.

In June, Sarah-Kai represented the ORC Women's Committee as a delegate to the National Suicide Prevention Conference. This conference highlighted the importance of eliminating the stigma and increasing community resources for mental health and more particularly for folks considering suicide. The most impactful take away from this conference is how effective the Asist – Applied Suicide Intervention Skills training and SafeTALK training is for suicide prevention. It is a 2-day program that our delegation believes should be more widely taken by Union representatives who do mental health work as well as council members day to day.

On October 20th, Emily represented the ORC Women's Committee as a volunteer for the Imagine Build, Blitz Build Day in London, ON. She remarked that the organization has done incredible work and was grateful for the opportunity to have played a small part in it.

In October, Melissa and Emily attended the BC Regional Women's Conference to support the BCRC Women's Committee. It was a great conference filled with sisterhood and solidarity. It was great to have Regional Women's Committee members gathered from coast to coast at the first ever BC Women's Conference. Some highlights from the conference included Melanie Mark who spoke of the 20 Rs and who to "keep in your canoe" sharing her herstory as the first female First Nations MLA as well as grade12 student Sophie Choong who delivered an uplifting presentation from AccessBC, a not-for-profit organization that has lobbied the government for all contraceptives to be free in BC.

At our last Ontario Regional Council our Women's Committee spoke to how there were fewer women and gender diverse delegates registered for the 2022 Council than in previous years. When we learned of this, we started a fundraising campaign that we coined 50/50 for 2023. The idea of that campaign was to bring awareness to the gender

disparities in our voting delegation. We wanted to highlight that as a society we are working hard to close the gender representation gap but as a Union, we needed to do better. This not only applies to women, but also to other equity seeking groups in our Union. We would like to see better representation of equity seeking groups in leadership and in our voting delegations to ensure that the issues these groups are concerned with become priorities when we are making decisions.

While we have made so many gains in the last few decades in the goal for gender equity and justice, we have more work to do. We would like to address some of the issues that are important to women in Ontario.

Human Trafficking

On October 11, Sarah-Kai Antanaitis attended Local 707's Human Trafficking Awareness Evening. This was an eye-opening experience that has brought this nefarious issue to the attention of the ORC Women's Committee. We learned that 95% of all human trafficking victims are women and that more than 60% of reported human trafficking instances occur in Ontario. While this is not just a problem in Ontario, our population density has made it a greater problem in this province. The ORC Women's Committee will focus by learning more about this problem over the next year and we have discussed the possibility of a Human Trafficking Awareness lobby with the Ontario Government for 2024.

Action: Learn more about Human Trafficking in Ontario:
<https://www.ontario.ca/page/human-trafficking>

Reproductive Justice in Ontario

While not quite to the scale of our friends to the south, reproductive justice is still an important issue in Canada and Ontario. Specific to Ontario, the Unifor Reproductive Justice campaign is calling for enforcement of the Canada Health Act against provinces (New Brunswick and Ontario) that fail to provide accessible and fully-funded Sexual-Reproductive Healthcare; to require compliance by all provinces with the Canada Health Act provisions on abortion access; to increase the federal health transfer to provinces to enable them to expand SRH services, including funds earmarked for abortion care; to quickly implement the promised Health Canada web portal that will feature accurate, unbiased information on SRH and rights, including correction of abortion myths; to revoke charitable status for anti-choice groups; to relax the regulation of abortion medication by allowing Mifegymiso to be obtained over-the-counter and through advance provision, so that (much like with Plan B) people have immediate access to the medication they need, when they need it. Overall, to maintain and improve reproductive justice in Ontario, we need to continue to defend and uphold the legal right to abortion at every opportunity and vote against any private member's bill that threatens reproductive justice.

Missing and Murdered Indigenous Women

According to the “Pathways to safety: Ontario’s strategy in response to the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls”, Indigenous female youth are 3.1 time more likely than non-Indigenous youth to experience violent victimization which is of particular significance for Ontario where 39% of Indigenous women are under the age of 25.

The strategy of this report has 6 pathways to for the safety of Indigenous women and girls in Ontario. These pathways are Safety and security; Culture; Health; Justice; collaborative responsibility and accountability; identifying and addressing anti-Indigenous racism.

The goals of the Ontario strategy are to honour the Missing and Murdered Indigenous Women and Girls who are no longer with is by addressing the root causes of violence of this community who are unjustly targeted. For any of this to have meaning and impact, the report also emphasizes that the strategy and associated actions be led by Indigenous people and in particular Indigenous women.

The ORC Women’s Committee will continue to follow the outcomes of this report and draw attention to MMIWG for as long as it takes for Indigenous women to be safe in Ontario and Canada.

On May 5, we ask you to reflect on MMIWG and honour those who are no longer with us.

Important upcoming dates:

November 25 to December 6, 2023- 16 Days of Activism against Gender-Based Violence

December 6, 2023 – National Day of Remembrance and Action for Violence Against Women

February 22, 2024: Canada and Ontario – Human Trafficking Awareness Day

March 8, 2024: International Women’s Day

May 5, 2024: Red Dress Day – MMIWG

WORKERS COMPENSATION STANDING COMMITTEE

Rob Gallace, Local 88
Mike Kisch, Local 2458
Ashok Venkatarangam, Local 100
Committee Members

Vinay Sharma
National Staff Liaison

In response to the growing number of workplace injuries within each sector of our Union, the Workers Compensation Committee has created a survey to help gauge the level of representation and support Ontario Locals provide to their members who unfortunately experience a workplace injury.

This survey went live on October 24, and Ontario Local Presidents and Federal Union Presidents with workers in Ontario were contacted by email requesting their assistance in responding to the survey.

The information received will help develop stronger bargaining demands, improve working conditions, and demand better rules and legislation from the provincial government. It will also assist Local Unions and injured members in obtaining access to resources, support, and/or representation.

The survey responses will then be compiled, summarized, and reported to our ORC delegates in December 2023.

We have also begun preliminary discussions regarding the potential return of a Workers Compensation Conference, possibly in 2024.

Finally, for members to make any WSIB related inquiries of the WCB Committee, we have created a new email address. We can now be reached at orc_wcb@yahoo.com.

For their assistance with the survey and their ongoing support, we wish to thank the Health, Safety and Environment, Research, and Communication Departments.

WORKERS WITH DISABILITIES STANDING COMMITTEE

Andrea Henry, Local 112
Melanie Forget, Local 5025
Jacqueline McIntosh, Local 79-M
Committee Members

Derek MacLeod
National Staff Liaison

The Unifor Ontario Regional Workers with Disabilities Committee (ORC WWD) is pleased to present the ORC Council 2023 Checklist report. The committee consists of Andrea Henry (Local 112), Melanie Forget (Local 5025) and Jackie McIntosh (Local 79M).

The ORC WWD committee attended the Bargaining Strategy workshop at the Canadian Council and requested to view contract language around Workers with Disabilities.

As a committee, we were forwarded 3 articles and the wording was not strong.

We are asking if other locals could share their collective bargaining language with them, or other locals that have model language to improve how the contracts were worded.

The committee is looking forward to working on a national campaign to;

- Educate, assist and develop content for WWD content across all course curriculums
- Build on the momentum of having disabilities advocated in workplaces. Establish training, education and an action plan for Advocates to improve standards for workers
- ORC WWD Committee will target by the end of our 3 Yr term to have the booklet made by the Quebec Council for workers with disABILITIES translated into English
- Highlight mental health issues and ensure it is getting the attention it desires. That could include short stories or a movie to bring awareness and address stigma
- The Committee would like to focus on and develop a list of organizations that assist with retention, training, and the issue of not hiring workers with disABILITIES
- We are looking to have a resource pamphlets/collateral available with key items and resources

- The committees do have a time frame to coordinate with other organizations to bring ideas for the Unifor Inclusive Practices Tool Kit. example.... ONWIN.CA - Ontario works info net and Rick Hansen Foundation.
- Our WWD Committee has made it known that we want to be upfront and ready for all the lobbying sessions.
- Promote the Unifor Workers with Disabilities logo
- T-shirts/sweatshirts with the official logo on it and identify stigma - We have made it known that we would piggyback with Health and Safety for invisible disabilities
- All of the Workers with Disabilities regional committees have identified functions that don't allow everyone to participate and have to remove barriers. Example ... The Ontario Regional Council (ORC) is usually held at the end of November and early December. Some of the members didn't have access to handrails or the proper ramp to access the stage for the swearing-in Ceremony.
- Labour shortage - trying to open doors and get people working
- Identify the rules for federal and provincial compliance which will be found in your ORC
- If people are getting fired for disabilities follow the grievance procedure and human rights process
- How to get employers to remove barriers ahead of time
- Checklist for steps when people injured on the job and off the job. We will be working with our other committees
- For individuals who do not have a family doctor, what do they do for prescriptions and paperwork
- Encourage and support everyone who would like to share their stories to create awareness and try to end stigma.

Dec 3 is the International Day of Persons with disABILITIES. On this day the World Health Organization joined with its partners to celebrate under the theme 'A Day for All', which reflects a growing understanding that disabilities are part of the human condition.

We are asking Locals across Canada to support with the following asks:

Encourage the use of Unifor's Inclusive Practices Toolkit
<https://www.unifor.org/resources/our-resources/inclusive-practices-toolkit>

On December 3, use Unifor's social media shareable and highlight the abilities of persons with disabilities.

Challenge your perceptions about disability and consider how your workplace, and local, can be made more inclusive.

At your next General Membership Meeting play Unifor's Workers with disAbilities Video. https://www.youtube.com/watch?v=liiT_sGlZ7k

Why do we celebrate disability Day?

The annual observance of this day was proclaimed in 1992 by the United Nations General Assembly. Its a day to promote an understanding of disability issues, mobilize support for the dignity, rights and well being of persons with disabilities.

We would like to honour International Day of Persons with Disabilities by doing a couple things;

1. Recognizing the struggles that people with disabilities have to endure on a daily basis by observing events and recognizing barriers that don't allow everyone to participate. We will speak up and try to remove the barriers ahead of time.
2. We will be working on updating the disability tool kit for everyone to use
3. Encourage and support everyone that wants to share their stories to create awareness and try to end stigma in our committee meetings. We will listen to what people are needing help with.
4. We will work with our other ally committees to create education to add to collective agreements or courses at Port Elgin
5. We will help other people doing the necessary work by creating space for a disabled person to show case their incredible talents.

What does a registered charity do you might ask?

It is a charity that provides therapy services to disabled people. It provides for anyone suffering from a chronic health issues or medical conditions as well as those people involved in their care.

The Accessibility Compliance Checklist

This checklist outlines some of the basic requirements of the customer service standards for businesses or non-profit organizations (with 50 or more employees) that provide goods, services, or facilities to the public in accordance with the Integrated Accessibility

Standards Regulation (IASR), O. Reg 191/11 under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

Is your business or non-profit organization (i.e., Union/Local) compliant with the AODA?

- ☐ Has your business or non-profit organization developed a statement of commitment to accessibility and made it publicly available?
- ☐ Have written accessibility policies been developed and made publicly available in your business or non-profit organization?
- ☐ Has a written multi-year accessibility plan been developed, updated (at least every five years), and posted on your website?

Ensure company policies, of businesses and non-profit organizations, consider and address the following areas required by the IASR:

Assistive Devices

- ☐ Are there any assistive devices that could pose a health and safety hazard if used in the workplace?

Guide Dogs and Service Animals

- ☐ Are service animals prohibited by law in the workplace or specific areas of the workplace?

Notice of Temporary Disruptions

- ☐ What accessibility features or services do people with disabilities rely on in your business or non-profit organization?
- ☐ How would you inform, publicly, if any accessibility features or services were temporarily unavailable?

Feedback Process

- ☐ Has a process been established for receiving and responding to feedback related to the provision of goods, services, or facilities to individuals with disabilities?
- ☐ How is accessibility to the feedback process itself provided?

Training

Employees, volunteers, those involved in the development of policies and procedures, and other persons who provide goods, services, or facilities on behalf of businesses and non-profit organizations are required to be trained on the requirements the accessibility standards and on the Human Rights Code as it pertains to persons with disabilities.

- ☐ The purpose of the AODA and the requirements of the standards?
- ☐ The Human Rights Code and how it pertains to persons with disabilities?
- ☐ How to interact with people with disabilities who use assistive devices, require the assistance of a service animal or require the use of a support person?

□ What to do if an employee/union member with a disability is having difficulty accessing the business or non-profit organization's goods, services, or facilities?

YOUNG WORKERS STANDING COMMITTEE

James Chilcott, Local 88
Angelyn Francis, Local 87-M
Heather Lenson, Local 200
Committee Members

Laura Sullivan
National Staff Liaison

The Young Workers Standing Committee would like to start by extending its best wishes to our previous Ontario Regional Director Naureen Rizvi. Your hard work, perseverance and dedication to Unifor has been inspiring to young workers across Unifor and did not go unnoticed.

We would also like to extend a warm welcome to our newly elected Ontario Regional Director Samia Hashi! You are an exemplary role model for our members and for young workers. We are excited to see all the great things you are going to do for our members.

Over the past year, we can celebrate some of the victories we've had, such as the overturning of Bill 124. However, with the continuing housing crisis and rising cost of living there is much work that needs to be done within the coming year. These issues affect every worker, but young workers are especially affected by these issues. New to the workforce, they are entering into workplaces at lower wages, tiered wage systems with some long term grow-ins and are more likely to face layoffs due to being low in seniority.

These things affect their ability to make ends meet, enter into the housing market, start families and advance in their careers.

Living Wage and Housing Crisis

The term minimum wage is defined as "the lowest wage permitted by law or by a special agreement (such as one with a labor union)." Minimum wage was created in Canada for the purpose of protecting women and children from being exploited in the workforce.

With the current economy and cost of living, however, we need our governments to change their perspective from a minimum wage to a liveable wage to protect all workers.

Did you know that the average cost to purchase a home in Toronto is \$1,161,200? In order for an individual to be able to afford this, their gross income would need to be approximately \$268,000 annually. To achieve this income, an individual would need to earn an hourly wage of about \$129. Now, let's talk about renting because over half of Ontario households that rent are between the ages of 25-34. The average rent for a one-bedroom apartment in Toronto is \$2,550 as of 2023. Now, if we use the "30% rule" which means that your total expenses should equal 30% or less of your income for it to be considered affordable; an individual would need to make a gross income of approximately \$106,000 per year to afford the average rent price in Toronto. The current minimum wage

in Ontario is \$16.55 per hour and when working 40 hours a week a worker's gross income would be \$34,424. It's time to shift our government's perspective from a minimum wage to a liveable wage. Workers are struggling to make ends meet. We do not want to see our members having to go to food banks because they can not afford the cost of living due to their wages. We deserve a livable wage, people deserve a liveable wage.

Mental Health

With the ever changing economy, more and more workers are facing hardships every day. The rates for psychological distress are high among young workers aged 15-24 due to a multitude of factors. Entering into the workforce and starting a career can be stressful and when entering the union they are sometimes unclear of where to go for support at work. On top of it, young workers are often faced with uncertainty when it comes to work, as they are usually the workers with the lowest seniority. So, when retooling or layoffs occur they are often the first workers to be affected. We've also seen a number of strikes this year, which has been stressful for our members, some even having to go to food banks to ensure meals for their families as we pressure management unwilling to offer a fair deal. Hardship doesn't always come from work, it can come from our personal lives and sometimes we take that into work. This year, the Ontario Regional Council sent one member from each standing committee to the Canadian Association for Suicide Prevention conference in May. Through this convention we learned the importance of talking about mental health. We hope that each workplace continues to strive to ensure that mental health is a priority at work and that members have a safe space to open up about their struggles.

Call To Action

The Young Workers Standing Committee is always looking for new ways to get young workers involved in Unifor activities and business. Our union depends on young workers learning, developing and seeing the work we do up close. We would like to ask all local presidents in Ontario to start Young Workers Committees at the local level. We're also asking that each local save a seat on their executive boards for someone from this Young Workers Committee. If you have already done this fantastic and we thank you! If you haven't... we'd like to ask why not? Young workers are the future of our union. It is time to start including them in the difficult conversations, mentor them and show them the ins and outs so that we can continue Unifor's legacy of fighting for its members. If not now, when? A saying that we consistently use on the Young Workers Standing Committee, our future is worth the fight! Unifor's future is worth the fight.

The Young Workers Standing Committee is also excited to announce that we are planning for a young workers convention next year ahead of the Ontario Regional Council in 2024! We plan for it to take place a day ahead of Ontario Regional Council and will be requesting that each local do their best to send a delegate. We hope to see a large turnout for this convention, so, once we know more and things are finalized we will be sending out a call letter!

AEROSPACE

Barry Lines
National Representative

BOMBARDIER AEROSPACE, LOCAL 112 AND LOCAL 673, DOWNSVIEW, TORONTO, ON – These two Local Unions are in the process of moving to a new state of the art manufacturing facility at the Toronto Pearson Airport, which will allow the company access to a runway at the airport for test flights. The new facility will employ approximately 900 skilled unionized workers in local 112 and over 200 workers in local 673. Members in local 112 at Bombardier have recently elected a new in-plant Bargaining Committee and are taking care of business in solidarity with local 112 in dealing with the issues.

DE HAVILLAND AIRCRAFT (LONGVIEW AVIATION) LOCAL 673, DOWNSVIEW, ON - Longview Aviation purchased the Q400 Series Aircraft from Bombardier in 2019 and had been producing Aircrafts right up to the start of the pandemic when sales plummeted which resulted in the cessation of production of the Q400 Aircraft Series at the Downsview Facility. Local 673 continues to represent members at the Toronto location and has been successful in dealing with several grievances that dealt with the outsourcing of bargaining unit work. The relationship has improved slightly but there is a lot of work to be done.

AUTO

Dino Chiodo
Director

STELLANTIS CANADA (FORMERLY FCA CANADA)

STELLANTIS BRAMPTON ASSEMBLY PLANT, Local 1285, Brampton, ON – Plant will go through some down time starting early 2024, for EV retooling that will see a new vehicle being built by members of Local 1285. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement on October 30, 2023, and are now preparing for the ratification vote scheduled for Sunday, November 5th. Congratulations to James Stewart,

chairperson and Vito Beato, vice chairperson of the Stellantis Master Bargaining Committee for their hard work in securing a tentative agreement. Chairperson: Ardis Snow.

STELLANTIS WINDSOR ASSEMBLY PLANT, Local 444, Windsor, ON – Plant has gone through some EV retooling that will see some new vehicles in the Windsor Assembly plant in 2024. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement on October 30, 2023, and are now preparing for the ratification vote scheduled for Saturday, November 4th. Congratulations to James Stewart, chairperson and Vito Beato, vice chairperson of the Stellantis Master Bargaining Committee for their hard work in securing a tentative agreement. Chairperson: Anthony Greco.

STELLANTIS ETOBICOKE CASTING PLANT, Local 1459, Etobicoke, ON – We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement on October 30, 2023, and are now preparing for the ratification vote scheduled for Saturday, November 4th. The plant will see some new investments that will bring this plant to almost double its current population with more work entering the facility almost maximizing capacity to 100%. Congratulations to James Stewart, chairperson and Vito Beato, vice chairperson of the Stellantis Master Bargaining Committee for their hard work in securing a tentative agreement. Chairperson: Trevor Reid

STELLANTIS O C & E, Local 1285, Brampton, ON – In my last report I spoke about the PEL grievance that we slated for arbitration. A lot of work went into representing members for the coveted language and its with great pleasure, i announce that we were successful in protecting the language. I would like to recognize all the leadership that worked hard in representing our members while protecting the intent of the language. Special thanks go out to Laura Sullivan from legal for the great job in presenting and articulating the facts. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement on October 30, 2023, and are now preparing for the ratification vote scheduled for Sunday, November 5th. Congratulations to James Stewart, chairperson and Vito Beato, vice

chairperson of the Stellantis Master Bargaining Committee for their hard work in securing a tentative agreement. Chairperson: Patrick Darion

STELLANTIS O C & E, Local 1498, Windsor, ON – In my last report I spoke about the PEL grievance that we slated for arbitration. A lot of work went into representing members for the coveted language and its with great pleasure, i announce that we were successful in protecting the language. I would like to recognize all the leadership that worked hard in representing our members while protecting the intent of the language. Special thanks go out to Laura Sullivan from legal for the great job in presenting and articulating the facts. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement on October 30, 2023, and are now preparing for the ratification vote scheduled for Saturday, November 4th. Congratulations to James Stewart, chairperson and Vito Beato, vice chairperson of the Stellantis Master Bargaining Committee for their hard work in securing a tentative agreement. Chairperson: Steve Morash.

STELLANTIS O C & E, Local 1459, Etobicoke, ON – In my last report I spoke about the PEL grievance that we slated for arbitration. A lot of work went into representing members for the coveted language and its with great pleasure, i announce that we were successful in protecting the language. I would like to recognize all the leadership that worked hard in representing our members while protecting the intent of the language. Special thanks go out to Laura Sullivan from legal for the great job in presenting and articulating the facts. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement on October 30, 2023, and are now preparing for the ratification vote scheduled for Saturday, November 4th. Chairperson: Frank Serravelle.

STELLANTIS SECURITY GUARDS, Local 195, Windsor, ON – In my last report I spoke about the PEL grievance that we slated for arbitration. A lot of work went into representing members for the coveted language and its with great pleasure, I announce that we were successful in protecting the language. I would like to recognize all the leadership that worked hard in representing our members while protecting the intent of the language. Special thanks go out to Laura Sullivan from legal for the great job in presenting and articulating the facts. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining

opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement on October 30, 2023, and are now preparing for the ratification vote scheduled for Sunday, November 5th. Congratulations to James Stewart, chairperson and Vito Beato, vice chairperson of the Stellantis Master Bargaining Committee for their hard work in securing a tentative agreement. Chairperson: Joe Denardi.

STELLANTIS PARTS DEPOT MISSISSAUGA, Local 1285, Mississauga, ON – In my last report I spoke about the PEL grievance that we slated for arbitration. A lot of work went into representing members for the coveted language and its with great pleasure, I announce that we were successful in protecting the language. I would like to recognize all the leadership that worked hard in representing our members while protecting the intent of the language. Special thanks go out to Laura Sullivan from legal for the great job in presenting and articulating the facts. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement on October 30, 2023, and are now preparing for the ratification vote scheduled for Sunday, November 5th. Congratulations to James Stewart, chairperson and Vito Beato, vice chairperson of the Stellantis Master Bargaining Committee for their hard work in securing a tentative agreement. Chairperson: Melody Pedersen.

STELLANTIS PARTS DEPOT RED DEER, Local 815, Red Deer, AB – We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement on October 30, 2023, and are now preparing for the ratification vote scheduled for Monday, November 6th. Congratulations to James Stewart, chairperson and Vito Beato, vice chairperson of the Stellantis Master Bargaining Committee for their hard work in securing a tentative agreement. Chairperson: Cal Thudium.

FORD MOTOR COMPANY

FORD MOTOR COMPANY, Local 200, Windsor, ON – Essex Engine Plant produces the 5.0L that goes into the F-150 and the Mustang. The 7.3L program built at the Annex facility will be supplemented by the 6.8L and in October, the 3rd shift is supposed to come

on line. The 6.8L is an option like the 7.3L and will go into the Super Duty, buses, mobile homes, generators for stores example Target, airport vehicles. The majority of the workers to fill the 3rd shift will all be new hires. The 7.3L are running approximately 625 engines a day and at full capacity, they will run 145,000 engines a year. With the 3rd shift this will be approximately 230,000. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We were selected the target company to establish the pattern for Detroit 3 master bargaining. We reached a tentative agreement that set the standard for manufacturing once again leading the way in wages and benefits gains. I would like to recognize all the leadership at the Ford facilities that did an amazing job working to put this agreement together. This agreement does an amazing job looking after our membership. It's a great agreement that touches every one of our members, changing lives for betterment. It also supports our retirees, providing them with quarterly special payments that get them onto a path that puts money back into their pockets to help cope with inflation. Special thanks go out to John D'Agnolo, chairperson and Marc Brennan, vice chairperson of the Ford Master Bargaining Committee for their hard work and conviction in getting this done. Chairpersons are Jeff Boughner and Chad Lawton.

FORD MOTOR COMPANY, OAKVILLE ASSEMBLY, Local 707, Oakville, ON – There are currently 3200 members on the active rolls with no one on layoff. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, support for EV transition are the focus and main priorities. We were selected the target company to establish the pattern for Detroit 3 master bargaining. We reached a tentative agreement that set the standard for manufacturing once again leading the way in wages and benefits gains. I would like to recognize all the leadership at the Ford facilities that did an amazing job working to put this agreement together. This agreement does an amazing job looking after our membership. It's a great agreement that touches everyone of our members, changing lives for betterment. It also supports our retirees, providing them with quarterly special payments that get them onto a path that puts money back into their pockets to help cope with inflation. Special thanks go out to John D'Agnolo, chairperson and Marc Brennan, vice chairperson of the Ford Master Bargaining Committee for their hard work and conviction in getting this done. Chairperson: Marc Brennan.

FORD MOTOR COMPANY, PARTS DEPOT, Local 584, Bramalea and Casselman, ON – There are currently 190 members on the active roll with no one on layoff. Transitioning to our new PDC locations are ongoing with most of the transfer complete to the Paris location. The second location in Casselman Ontario is still working to complete the

transition. Local 584 will continue to represent both locations. We are continuing to pursue better options and conditions for our members as we try to get this completed. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, support for EV transition are the focus and main priorities. We were selected the target company to establish the pattern for Detroit 3 master bargaining. We reached a tentative agreement that set the standard for manufacturing once again leading the way in wages and benefits gains. I would like to recognize all the leadership at the Ford facilities that did an amazing job working to put this agreement together. This agreement does an amazing job looking after our membership. It's a great agreement that touches every one of our members, changing lives for betterment. It also supports our retirees, providing them with quarterly special payments that get them onto a path that puts money back into their pockets to help cope with inflation. Special thanks go out to John D'Agnolo, chairperson and Marc Brennan, vice chairperson of the Ford Master Bargaining Committee for their hard work and conviction in getting this done. Chairperson: Claudio Parise and Jeff Hillier.

FORD MOTOR COMPANY, PARTS DEPOT, Local 1087, Edmonton, AB – There are currently 73 full time members in this unit with 17 part time. No major concerns at this workplace and all remains well. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution center (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, support for EV transition are the focus and main priorities. We were selected the target company to establish the pattern for Detroit 3 master bargaining. We reached a tentative agreement that set the standard for manufacturing once again leading the way in wages and benefits gains. I would like to recognize all the leadership at the Ford facilities that did an amazing job working to put this agreement together. This agreement does an amazing job looking after our membership. It's a great agreement that touches everyone of our members, changing lives for betterment. It also supports our retirees, providing them with quarterly special payments that get them onto a path that puts money back into their pockets to help cope with inflation. Special thanks go out to John D'Agnolo, chairperson and Marc Brennan, vice chairperson of the Ford Master Bargaining Committee for their hard work and conviction in getting this done. Chairperson: Rick Andersen.

FORD MOTOR COMPANY, Engineers, Local 240, Windsor, ON – There are currently 34 members in this unit with no one on layoff. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, support for EV transition are the focus and main priorities.

We were selected the target company to establish the pattern for Detroit 3 master bargaining. We reached a tentative agreement that set the standard for manufacturing once again leading the way in wages and benefits gains. I would like to recognize all the leadership at the Ford facilities that did an amazing job working to put this agreement together. This agreement does an amazing job looking after our membership. It's a great agreement that touches everyone of our members, changing lives for betterment. It also supports our retirees, providing them with quarterly special payments that get them onto a path that puts money back into their pockets to help cope with inflation. Special thanks go out to John D'Agnolo, chairperson and Marc Brennan, vice chairperson of the Ford Master Bargaining Committee for their hard work and conviction in getting this done. Chairperson: Mark Radvanyi.

FORD MOTOR COMPANY, OFFICE, Local 1324, Bramalea, ON – This is salary bargaining office staff of 11 full time members. The operation is located in the Bramalea parts distribution warehouse but are currently working from home. As our PDC members transition to the new locations the company will roll up future plans on work locations. This unit is responsible for merchandising, pricing, ordering, claims, recalls, accounting, customer service, and systems, directly affecting the Ford of Canada parts business. We have worked hard since the last report, putting demands together focusing on our members in production, trades, office, clerical and engineers as well as the parts distribution centres (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, support for EV transition are the focus and main priorities. We were selected the target company to establish the pattern for Detroit 3 master bargaining. We reached a tentative agreement that set the standard for manufacturing once again leading the way in wages and benefits gains. I would like to recognize all the leadership at the Ford facilities that did an amazing job working to put this agreement together. This agreement does an amazing job looking after our membership. It's a great agreement that touches everyone of our members changing lives for betterment. It also supports our retirees, providing them with quarterly special payments that get them onto a path that puts money back into their pockets to help cope with inflation. Special thanks go out to John D'Agnolo, chairperson and Marc Brennan, vice chairperson of the Ford Master Bargaining Committee for their hard work and conviction in getting this done. Chairperson: Christine Parise.

FORD MOTOR COMPANY, PLANT PROTECTION, Local 240, Windsor, ON – There are 21 members in this unit with no one on layoff. The company continues to delay us receiving the print version of the collective agreement. The grievance log is in good shape. Chairperson: Lindsay Beneteau.

FORD MOTOR COMPANY, PLANT PROTECTION, Local 1256, Oakville, ON – This unit has 22 members, with no one on layoff. The company continues to delay us receiving the print version of the collective agreement. We are currently experiencing some pay practice

issues and should look to have this corrected within days of his report. The grievance log is in excellent shape. No major concerns at this workplace and all remains well. Chairperson: Dennis Spehar.

GENERAL MOTORS (GM)

GENERAL MOTORS, Local 222, Oshawa, ON – The grievance log is in excellent shape. No major concerns at this workplace and all remains well. GM Oshawa is enjoying running steady with a three-shift operation, and with 3200 members. We have worked hard since the last report, putting demands together focusing on our members in production, trades, as well as the parts distribution centre (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement that was over welcomingly supported by the membership. We followed the pattern set at Ford of Canada. I would like to recognize all the bargaining committee for their hard work and dedication in putting this agreement together. This agreement does an amazing job looking after our membership. It's a great agreement that touches everyone of our members changing lives for betterment. It also supports our retirees, providing them with quarterly special payments that get them onto a path that puts money back into their pockets to help cope with inflation. Special thanks go out to Jason Gale, chairperson, and Trevor Longpre, vice chairperson of the GM Master Bargaining Committee for their hard work and conviction in getting this done. Chairperson: Jason Gale.

GENERAL MOTORS, Local 199, St. Catharines, ON – Plant population of 809 production and 186 skilled trades, total population of approximately 995 active members. The V8 engine volumes in St. Catharines continue to be strong. We currently produce 6000 V8 engines a week on 2 full shifts. The GF6 transmission runs approximately 480 per shift in assembly totaling about 2400 per week. The HFV6 engine is sole sourced to Lansing Delta currently running 2 shifts. We have worked hard since the last report, putting demands together focusing on our members in production, trades, as well as the parts distribution centre (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement that was over welcomingly supported by the membership. We followed the pattern set at Ford of Canada. I would like to recognize all the bargaining committee for their hard work and dedication in putting this agreement together. This agreement does an amazing job looking after our membership. It's a great agreement that touches everyone of our members changing lives for betterment. It also supports our retirees, providing them with quarterly special payments that get them onto a path that puts money back into their pockets to help cope with inflation. Special thanks go out to Jason Gale, chairperson and Trevor Longpre, vice chairperson of the GM Master Bargaining Committee for their hard work and conviction in getting this done. Chairperson: Trevor Longpre.

GENERAL MOTORS PARTS DEPOT, Local 636, Woodstock, ON – Total membership now in this unit is approximately 83 members. The grievance log is in good shape. We have worked hard since the last report, putting demands together focusing on our members in production, trades, as well as the parts distribution center (PDC) employees. Our bargaining opened on August 10th with each of the Detroit 3 manufacturers. Pensions, wage improvements, investments, supports for EV transition are the focus and main priorities. We reached a tentative agreement that was over welcomingly supported

by the membership. We followed the pattern set at Ford of Canada. I would like to recognize all the bargaining committee for their hard work and dedication in putting this agreement together. This agreement does an amazing job looking after our membership. It's a great agreement that touches everyone of our members changing lives for betterment. It also supports our retirees, providing them with quarterly special payments that get them onto a path that puts money back into their pockets to help cope with inflation. Special thanks go out to Jason Gale, chairperson and Trevor Longpre, vice chairperson of the GM Master Bargaining Committee for their hard work and conviction in getting this done. Chairperson: Craig Warnock.

CAMI AUTOMOTIVE, Local 88, Ingersoll, ON – The company continues experiencing difficulties getting components and full batteries, which has affected operations right across the chain. Members continue to work shift smoothing schedule (rotating layoffs) and members were getting close to exhausting their SUB. Agreements were reached with GM that will see the negotiated master agreement provisions applied to GM CAMI members. This helps our entire membership at the facility maximize with 70% wage supplement and automatic renewal of credits when members return from work for layoff. The grievance log is in good shape. Chairperson: Mike Van Boekel

CONSTITUTIONAL MATTERS

Josephine Petcher
Director

Major developments since last meeting: At the time of this writing, the Constitutional Office is working on 53 Active Appeal files and 188 By-Law files, and responds to daily queries from members, local executives, election committees, and staff on Constitutional matters.

Appeals

34 Review of Decisions, 11 Charges, and 8 Election Appeals.

Decisions Written by Committee on Constitutional Matters (CCM)

May	Local 4001	Review of Decision	June	Local 2002	Charges
May	Local 252	Charges	Aug	Local 3007	Review of Decision
May	Local 2002	Charges	Aug	Local 114	Review of Decision
June	Local 2002	Charges	Sept	Local 252	Review of Decision
June	Local 199	Review of Decision	Sept	Local 252	Review of Decision
June	Local 27C	Review of Decision	Sept	Local 114	Reconsideration

File Closures, Settlements or Withdrawals

May	Local 1MWF	Charges	July	Local 1996	Review of Decision
May	Local 1MWF	Election Appeal	July	Local 1090	Review of Decision
May	Local 1MWF	Election Appeal	July	Local 2002	Election Appeal
May	Local 444	Election Appeal	July	Local 252	Election Appeal
May	Local 16-0	Review of Decision	July	Local 252	Election Appeal
May	Local 1106	Review of Decision			

Public Review Board – Decisions Issued by PRB re CCM Decisions

April 3 Local 4001

By-laws

- 188 sets of by-laws require changes; waiting for amendments back from Local
- 3 Locals have been sent information to complete and submit By-laws
- 46 sets are in queue to be reviewed
- 22 sets of by-laws have been approved since April 2023
- 3 sets approved but waiting for clean copy

EDUCATION

Robin Fairchild-Clennell
Director

Patty Barrera
Lisa Bastien
Saira Chhibber
Roland Kiehne
Sam Vrankulj
National Representatives

Union education has been in full swing at our Centre in Port Elgin, across the Country in area schools, and workplace training in all Detroit 3 locations. There has never been more demand for our programs, and we could not be happier.

We launched our new 4-week PEL program this year, and 38 participants have graduated. We're excited to reoffer this program in 2024. We encourage locals to visit our website to find our Paid Education Leave (PEL) schedule to view all our offerings.

In the regions, our area school programs continue to be very popular. Our Ontario Area school schedule is available on the Unifor Education Department page on the Unifor website.

A new Workplace Training Program module for members of Detroit Three Locals is currently under development. This module will provide members with a detailed overview of their new collective agreements, Unifor's Auto Policy and an auto industry update focused on Unifor's priorities with the shift to electric vehicle production. Education Department staff are in consultation with Detroit Three National Training Coordinators to schedule orientation sessions on the new content for workplace trainers and prepare them to deliver the new curriculum to members.

We also continue offering self-directed online modules for members to complete independently and at their own pace. We provide the following modules: Get to Know Your Union, Introduction to Collective Bargaining, Workplace Harassment, and Duty to Accommodate. New to our offerings is a module called: So you're a union rep...now what?

To access these modules, visit: unifor.org/resources/education/online-education

Our department writers continue developing and revising courses to ensure programs remain relevant to our members.

Thank you to all the local unions for your continued support.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

Mike Byrne
National EFAP Liaison

EMPLOYEE & FAMILY ASSISTANCE PROGRAM/ADDICTIONS COMMITTEE

I would like to begin by introducing the Ontario Council EFAP Committee: Jessica Ridgwell from Local 1285, Yolanda Cornwall from Local 2002, Paulo Duarte from Local 26 and Mike Kemp from Local 200. I want to acknowledge the commitment and hard work these four individuals are doing, not just in their own Locals but for the Ontario Regional Council as well.

The Ontario Council created an EFAP/Addictions Committee to address the issue that one in five Canadians will suffer from a mental illness, and those that are Unifor members deserve to be treated with dignity. Since the last report and partially due to the COVID pandemic that statistic has now grown to one in four.

The EFAP Committee's main objective is to keep the Ontario Regional Council Executive and delegates updated in EFAP issues that are happening in and out of Unifor federally, provincially and municipally within the region.

The EFAP/Addictions Committee also promotes the importance of having an EFAP Program in all our workplaces. It assists our members with a commitment to improve lives, families and communities by promoting benefits and tools available to our members for assistance around mental health and addiction as well as breaking the stigma surrounding mental illness and addictions.

As you can see the Committee is actually a Mental Health Advocate Committee.

Be sure to look under committee reports to get more information on what's happening around EFAP.

EFAP/ADDICTIONS CONFERENCE

I am happy to report that the next EFAP/Addictions Conference will be held in Port Elgin on May 10th – 12th 2024. Although the Conference is hosted by the Ontario Council there will be delegates attending from across the Country. There will be a variety of workshops to help the delegates in assisting members when it comes to Mental Health and Substance Use disorders. This is a great opportunity for leadership and all roles to attend to improve their skills and knowledge when it comes to mental health and addictions issues. Everyone is invited! Hope to see you there!

TRAINING AND COURSES:

Employee Family Assistance Program (1 Day)

This is a course that can be facilitated in your region or at your Local Union hall. All workplace and local union leadership would benefit from participating in this course as well as local union

EFAP representatives and other interested members. The course introduces the issues and needs that Unifor EFAP programs address, from alcohol and substance use disorders to other issues where members or their families may need referral to professional counseling.

Participants discuss root causes, primary issues, and effects. They gain insight into the complex and progressive nature of addictions. The class identifies the principles (best practices), actions, and the resources we need to achieve recovery for co-workers and families who need our help.

The class engages in and discusses active listening strategies that are essential to successful union programs, and discusses what enabling is, and the better choices.

Participants learn about the duty to accommodate as it applies to workers with dependency issues, the value of early intervention, and the rights and duties that apply to the employer, the union, and the individual worker.

Members find out what they can do to help build the program or become an EFAP representative. Participants hear AA's 12 step program and the 13 Affirmations of the New Life Acceptance Program of Women for Sobriety. The class ends the day by identifying the many things unions and peer support movements have in common.

Worker Referral Assistance Program – Level 1 (5 days)

The Worker Referral Assistance Program is offered through the Paid Education Leave (PEL) Program at the Unifor Family Education Centre in Port Elgin. This course is open to participants from all Unifor Local Unions.

This course is for Employee & Family Assistance or Substance Abuse Representatives or new peer referral agents who have not yet had the opportunity to take part in the CLC Labour Community Advocate (previously Union Counselling) course in their communities. This is a course designed by the Canadian Labour Congress and delivered by United Way Labour Programs and Services staff.

Level one is part of a three level program.

Worker Referral Assistance Program – Level 2 (5 days)

This Course is for previous graduates of the Worker Referral Assistance Program, Labour Community Liaison Training Level 1, or Employee & Family Assistance or Substance Abuse Representatives with equivalent to Level 1 experience. This course is also designed by the Canadian Labour Congress and delivered by United Way Labour Programs and Services staff.

Level 2 is part of a three level program; those who graduated from Level 1 at Port Elgin or in their home communities are encouraged to attend.

Level 2 offers Worker Referral Assistants/Liaisons an opportunity to share the experiences they have had in the workplace and community, and provides more in-depth information about specific social issues.

HEALTH CARE

Kellee Janzen
Director

Hospitals have not altered their mandatory COVID Vaccine Policies and workers have remained terminated. There are still grievances in the system where members were terminated due to non-compliance.

Regarding Bill 124 (capping public sector workers to 1% total compensation for a 3 year moderation period) and reopener language in the Hospital sector - Employers were very reluctant to come back to the table due to the outstanding appeal decision. Arbitrator Kaplan awarded CUPE/SEIU 4.75% and 3.5% general wage increases despite the outstanding appeal decision. Unifor hospital bargaining units went straight to work and to date almost all of our hospital units have reached settlement, with no less than the Kaplan award, and in some cases bargained higher than the award.

In the Long Term Care/Retirement Home sector, there have been many employers who have reversed their COVID policies mandating vaccine. Many of our members that were on unpaid leaves or terminated due to non-compliance of mandatory COVID Vaccine Policies have been recalled to employment.

Health care facilities masking requirements are being re-introduced as we are experiencing COVID outbreaks.

During the first wave of COVID in Long Term Care facilities, they were so desperate for workers that they introduced RSAs to assist PSWs.

The RSA classification now qualifies as an eligible expense charged to the appropriate envelope. RSA classification will continue to assist PSWs but now will have overlapping duties of the dietary, laundry and housekeeping as well. We will have to be diligent to monitor the introduction of RSAs and the potential effects on current staffing levels in the environmental service departments.

Health Care Conference 2023 in Halifax was a huge success!!! A BIG shout out to our planning committee - job well done. The conference was well attended with record numbers of first time participants. The success is a true testament of our leadership and I cannot thank Health Care Locals and Locals with Health Care Units enough for your support in making the conference a success.

Ontario Health Coalition held a rally on September 25, 2023 against the privatization of health care services. Wow - the sea of red could be seen across the lawn of Queen's Park - it was absolutely amazing. A clear message was sent to Doug Ford and his Conservatives that day:

“HEALTH CARE IS NOT FOR SALE.” A big shout out to all members, locals, retirees and the ORC for assisting/supporting in making this happen. To Lana Payne and Samia Hashi, thank you both for attending and being the voice for Unifor against privatization of health care services.

We have a newly elected Health Care Council Executive. Congratulations!

NEB Health Care representative is Kari Jefford. Congratulations to Kari.

2024 is going to yet again be another busy year for the sector. We have Hospital, Long Term Care and Retirement Home bargaining commencing in the spring. These will be tough rounds of negotiations.

HEALTH, SAFETY AND ENVIRONMENT

Vinay Sharma
Director

Ken Bondy
Joanne Hay
Emil Mesic
Ryan Rodrigues
National Representatives

COMMITTEES

ESDC OSH Advisory Committee	Vinay Sharma
ESDC Part X Working Group; Grain Dust	S Sairanen
ESDC Part XI Confined Space	S Sairanen
Health Canada - Current Issues Committee WHMIS	S Sairanen
ON MOL's Section 21 Health Care Committee	Vinay Sharma
ON MOL's Section 21 Health Care EMS sub-committee	Isaac Arnold, L2002
CCS-Workplace Cancer Research, Labour Advisory Council	Vinay Sharma
OHCOV LAC Chair, Windsor	S Richardson
CSA Z94.3 Eye and Face Protectors	Scott Richardson
CSA Z96 High Visibility Apparel	Dave Thomas
CSA Z195 Protective Footwear	Doug Boughner
CSA B335-04 Safety Standard for Lift Trucks	Jim Beaudry
CSA A344.1-05/A344.2-05 User guide for steel storage racks	Jim Beaudry
CSA M424 Underground Mining Mobile Equipment	Bill Wark, L1959
CSA Z432-04 – Safeguarding of Machinery	Doug Boughner
CSA Z460-05 – Energy Control Lockout & other Methods	Doug Boughner
CSA Z462 – Electrical Safe Work Practices	Doug Boughner

CSA Z1000 – Occupational H&S Management System	Ken Bondy/Sari Sairanen
CSA Z1001 Occupational Health & Safety Training	Scott Smith
CSA Z1002 Injury Risk Assessment and Management	Emil Mesic
CSA Z1003 Psychological H&S in the Workplace	Sari Sairanen
CSA Z1004 Workplace Ergonomics	Thayne Smith
CSA Z1005 – Accident Investigation	Ken Bondy
CSA Z1006 Confined Space	Scott Smith
CSA Z1008 Management Impairment in the workplace	Mike Byrne
CSA Z1007 Hearing Loss Prevention Program	Jim Beaudry
CSA Z1009 Management of Working at Heights	Emil Mesic
CSA Z1010 Management of Work in Extreme Conditions	Emil Mesic
CSA Z1011 Work Disability Management System	Sari Sairanen
CSA Z767 Process Safety Management	Vinay Sharma
CSA Z1210 First aid training for the workplace- Curriculum and quality management for training agencies	Steve Moore
CSA S719 – Caregiver- Friendly Workplace Standard	Sari Sairanen
CSA Z797 Access Scaffold Code of Practice	Emil Mesic
CSA B352 Operator Protection on Mobile Equipment	Thayne Smith
CSA OHS Strategic Steering Committee	Sari Sairanen
Toronto Cancer Prevention Coalition – Occu/enviro group	Ken Bondy
Blue Green Canada	K Bondy, Sari Sairanen
Board of Directors ON Workplace Safety & Prevention Services	Joanne Hay
Board of Directors ON Infrastructure H&S Association	Robin Dudley
Board of Directors ON Workplace Safety North	David Kelly
Board of Directors Worker Health & Safety Center	Lyle Hargrove
Board of Directors OHCOW	Vinay Sharma
Board of Directors WorkSafe NB	Mike MacMullin
Board of Directors Electric Vehicle Roadmap	Ken Bondy
Board of Directors Green Economy Network	Ken Bondy
Board of Directors NIDMAR/Pacific Coast University	Sari Sairanen

FATALITIES

Since our 2022 HSE report to ORC there have been two deaths at Unifor Ontario workplaces however we do not have a report from Ministry as to cause of death.

Brother Adam Love, Local 4268 died at work on November 4, 2022 in Stoney Creek/Hamilton, ON in a vehicle accident. Brother Love worked as a driver at Green for Life (GFL) Environmental. Brother Love was very popular with our membership and even members of the community. We heard a heart-warming story of a little boy who greets Adam weekly on route and will likely be very sad not to see Adam again. The cause of death has not been determined yet. Ministry, Police and JHSC is investigating.

Brother Yani, Local 252 (former L554), service Tech for 27 years with Telus (Formerly ADT) Mississauga, ON died at work December 17, 2022. The cause of death has not been determined yet. Ministry, Police and JHSC is investigating.

There have not been any fatalities in 2023. Our HSE department has been working diligently with all of our sectors to highlight the importance of workplace health and safety by focusing on the rights of workers to know about hazards, participate in workplace safety and refuse unsafe work; this is being done through outreach to various locals independently and online.

In the event of a workplace fatality or critical injury, please ensure that our department is notified verbally and in writing.

Threads of Life - Steps for Life Walk: The “Threads of Life” is a Canadian registered charity and currently provides support services to hundreds of families after a workplace fatality, life-altering injury or occupational disease. At our Threads of Life events, we also respectfully recognize April 28th as the National Day of Mourning for workers killed or injured on the job, or diagnosed with occupational disease.

Unifor has been actively involved with supporting Steps of Life walks since 2007. Our Unifor teams in Toronto and Vancouver had fantastic success raising funds for this charitable organization.

Team Unifor National in Toronto braved the cold and rain this April 30th to raise \$3,750 supported by the Unifor National Office, helping the Toronto based event to reach an overall record-breaking goal of more than \$90,000. Special mention to the many Unifor Local 584 representatives from Ford Bramalea that joined us in force this year in Toronto.

There are thousands more who could use this support, if they knew it was available to them. We encourage all of our locals and regional councils to support this important charity either financially or by participating in the Steps for Life annual walks.

If you know someone struggling from a workplace tragedy or want more information, please visit: www.threadsoflife.ca

Bud Jimmerfield 2023 Award: This year we honored Dave Churchill from Unifor Local 28 (Bell Technical Solutions – BTS Ontario) with the 2023 Bud Jimmerfield award.

During the COVID-19 pandemic, Dave’s guidance and leadership was pivotal in guiding 3,600+ Unifor Telco members in Ontario through a dangerous and stressful period. In the summer of 2022, Dave had the unfortunate task of leading the investigation into the on-the-job fatality of a Unifor Telco member. His conduct through the course of this investigation was indicative of Dave’s consistent approach of being thorough, compassionate, and dedicated. Dave has worked tirelessly with local committees across the province to promote adherence to and the updating of Health and Safety practices and policies.

Dave has helped with improvements regarding anti-harassment language for his BTS locals. Active and eager to support fellow Unifor members on the picket line, Dave is also deeply rooted in community activism.

Congratulations to Dave Churchill for receiving the 2023 Bud Jimmerfield Award.

We invite submissions from our locals for Bud Jimmerfield award candidates every year. Keep an eye out for the 2024 call letter and nominate a deserving member. Too often, health and safety activists do not get the credit that should be afforded to them for their tireless work.

Canadian Council and Regional Councils: Our department met with regional council HSE representatives and co-ordinators in Halifax. We were able to come together and understand the various challenges that we have across the country in the spheres of health and safety, the environment and workers compensation. We continue to act as a resource for the extremely important regional voices which are pushing the needle forward for our members and Canadian workers at large. We invite all delegates to regional and national councils to attend our HSE meetings that are held at every council.

The department participated in BCRC, PRC, ORC and ARC councils as well as multiple consultations with the various Ministries of Labour.

REGIONAL STANDING COMMITTEES

BC	Prairie	Ontario	Atlantic
Rob Giroux, L 1119 Marc Young, L 2301 Robby Sidhu, L 111	Nathan Kraemer, L 594 Mark David, L 2169 Tracey Swarbrick L 707A	Bonnie Nantais, L 195 Paul McKee, L 4268 Vacant Workers Compensation Ashok Venkatarangam, L 100 Rob Gallace, L 88 Mike Kisch, L 2458	Glenn McGinley, L 601N Paula Sansome, L 597 James Stuart L 1520

Conference: Climate Change & Our Jobs: Building an Economy Where No Worker is Left Behind.

This conference will be held at the Delta Hotel Toronto Airport and Conference Centre on November 10-12, 2023. This is our second national conference on Climate Change & Our Jobs. The event will present panels and workshops to build an economy where no one is left behind; an economy that is built around good, stable, union jobs for today and into the future. Speakers will include labour and community leaders, as well as experts in economic transition.

Whether you work in energy, or in aerospace, in aviation or in rail, in social services or in telecommunications, the world of work is transforming.

The plenaries, workshops and discussions during this conference will focus on the importance of climate-proofing our workplaces and reducing impacts on workers by building resilience and adaptive capacity for workers. Our discussions will contribute to Unifor's National Climate Taskforce.

This conference will be an important, integral part of our on-going and future activities to ensure sustainable work in a transforming environment.

HEALTH AND SAFETY

COVID-19: As the winter season approaches we will also be entering into a more indoor living and working setting, and the reality is that COVID-19 is still (and will continue to be) with us. Many of our workplaces (especially those in health care) are struggling with outbreaks and a persistently mutating virus that threatens to explode into the general public. We still know that the old rules of COVID-19 protection apply - multi-layered mitigation is necessary to protect our members.

COVID is airborne - Avoid the 3Cs; Crowded places, Close contact and Confined spaces.

Any case of COVID-19 in the workplace must be thoroughly investigated by the worker representative or JHSC. If there is any potential that there may have been workplace contact with the disease, a worker's compensation case file must be opened within the jurisdiction in which it occurred. Our department created many documents related to COVID-19. See <https://www.unifor.org/campaigns/all-campaigns/covid-19-information-resources>

International RSI Day February 28th: As we have done every year for the last 23 years, our department worked on raising awareness that **Work Should not Hurt**. We organized a virtual round-table this year through an RSI Day Webinar with many health and safety activists and interested members in attendance. Topics included the use of the hierarchy of controls in ergonomics, the challenges of work from home scenarios and the need to bargain ergonomic language in our collective agreements.

Every year some 2.3 million Canadian adults are crippled by these repetitive-strain injuries (RSIs) or musculoskeletal disorders (MSDs), seriously limiting their daily activities. The majority of these overused injuries are caused by work-related activity and **Prevention** is the key.

To that end we have a resource document available on line related to RSI Day. See:

<https://www.unifor.org/resources/our-resources/repetitive-strain-injury-rsi-awareness-day>

Watch out for **RSI day February 29th 2024!**

Day of Mourning April 28th: As every year for the last 30 years, since Canada officially recognized the National Day of Mourning, Unifor held commemorative Day of Mourning activities at the National Union Office. We commemorated and remembered our members who died, were injured, or became ill from their job. <https://www.unifor.org/news/all-news/national-day-mourning-april-28-2023>. Many of our Unifor locals across the country recognize the Day of Mourning with their own ceremonies either at their own workplaces and local union buildings or with their local district labour councils or organizations.

If your own local is part of a Day of Mourning ceremony we would like to know about it so that this somber day can be better recognized and elevated across the country and across the world. Email us at healthandsafety@unifor.org

All injuries and fatalities are preventable.

Critical Injuries and Fatalities: Here are some quick points that we should keep in mind when dealing with an illness or fatality from an exposure to hazardous substances, or an accident in the workplace:

Has the Health, Safety and Environment Department (vinay.sharma@unifor.org) been notified?

Has the ill/injured worker been given treatment to alleviate the pain or other symptoms?

In relation to COVID-19:

Has the regional public health unit been informed?

Has there been a determination if the COVID-19 transmission is from the workplace or public exposure?

Has the relevant Ministry of Labour been notified?

Has the worker and family received all financial supports available to them?

Has a worker's compensation claim been filed?

Is the union helping the worker/family with the claim and aiding in procuring documentation in order to substantiate the claim?

Is the union investigating the causes and background events related to the causes?

Has the workplace JHSC been involved in investigating this and has it made recommendations to control the hazards that lead to the illness/injury/fatality?

Has the employer responded to JHSC recommendations in this regard?

Is the worker's family affected by the worker's exposure? Are they also ill? (Secondary exposure?)

Is the worker or their family communicating with the union?

There are many WHY's often coming from the victim's family that need to be answered by the employer. The union must ensure that the responsible party answers the questions asked related to the illness/injury/fatality.

Please consult your National Staff Representative and remember that the Unifor National HSE Department is here to help when needed.

Inquests Related to Unifor Member Fatalities: Tragically, fatalities are still occurring in our workplaces though 2023 has been exceptional in that as of September 17th, there has not been a single fatality among our 315,000 members.

In 2022 (August-September) an inquest was held in Sudbury related to the tragic death of Richard Pigeau, who was killed in a workplace accident while working at the Nickel Rim South Mine in the City of Greater Sudbury on October 20, 2015, from injuries sustained.

Unifor Local 598 and the National Health, Safety and Environment department played a pivotal role in the inquest. The jury in the Pigeau inquest came up with many recommendations that were put forward by the union to prevent such tragedies in the future. See <https://www.unifor.org/resources/our-resources/worker-safety-recommendations-mining-sector>.

If your workplace has had a fatality, please contact our department, as we believe that all victims of workplace fatalities deserve justice. We are formulating a strategy that will demand an inquest for any Unifor member killed in the workplace, regardless of jurisdiction or sector.

Regarding Inquests – You may want to bargain the following language into your collective agreement...

The employer obliges to agree to family or union demands for an inquest if a member is killed in the workplace or dies from a work-related illness”

During recent Auto Bargaining, we were able to get our foot in the door regarding above demand - the company will engage in discussion concerning a Coroner’s Inquest at the next appropriate master JHSC meeting, in the event that a workplace fatality of a bargaining unit employee comes to pass.

Check out our Health, Safety and Environment webpage for important updates: for fact sheets and resources on a number of issues see the Material and publications tabs at: unifor.org/healthandsafety

Education/Tools

Our Health, Safety, Environment and Compensation courses are in a constant state of transition and update. As regulations, politics and science changes, we work to ensure our courses reflect changes as soon as possible. This is also a primary way to ensure “mentorship” throughout these areas of representation. The dedication to this task is what makes Unifor courses the premiere labour education in Canada.

We are hard at work updating the following:

40-hour Health and Safety Course

Health and Safety Committee Manual

Occupational Cancer Booklet

Worker Industrial Hygiene Course

Preliminary work to update our Two Environmental courses has started

In addition, we have had requests for French course content to accommodate our francophone members outside of Quebec. We have been able to adjust on a case by case request but a more formal adoption needs to occur.

To learn more about health and safety courses available and to access other resources and supports, contact Unifor HSE at healthandsafety@unifor.org. Alternatively, visit the department's resource page at unifor.org/healthandsafety

Violence and Harassment Prevention - Federal Bill C-65 – is a landmark achievement in the fight against harassment and violence, including sexual harassment and violence. The H&S landscape has changed; the Code has been changed to prohibit reporting violence or harassment to health and safety committees. Instead, health and safety committees (policy or workplace depending on the size of the workforce) will act as joint partners in the employer activities required by the new regulations, including but not limited to, risk assessment, policy development and the implementation of recommendations made by investigators.

Our department can help you to achieve an “overseer” role for the union as well. See our information page <https://www.unifor.org/media/13423/download> (English version) and https://www.unifor.org/sites/default/files/legacy/attachments/c65_guide_april6_fr.pdf (French version).

Mental Health - Psychologically Healthy Workplace - No workplace is immune from mental injury hazard. That is why our definition of occupational health and safety cannot be limited to the physical well-being only; it must include mental well-being as well. Awareness is critically important but we need to get beyond just talking about mental health and start focusing on primary prevention.

We must ensure that employers pay greater attention to workplace factors such as reasonable job demands/job control, to worker engagement, physical security, and respect affecting worker mental health.

Ensuring a psychologically healthy workplace (a workplace that promotes workers' psychological well-being and actively works to prevent harm to worker psychological health) is a key function of Occupational Health and Safety (OHS) Committees.

Just like any other hazard at workplace, OHS Committees need to recognize, assess, control, evaluate, review, adjust, monitor and maintain the program to ensure a psychologically healthy workplace.

We urge OHS Committees to use the **National Standard of Canada for Psychological Health and Safety** in the Workplace (the Standard) which identifies psychosocial risk factors (workplace factors). See

<https://mentalhealthcommission.ca/national-standard/>

Please contact HSE Department for assistance with preventative and protective measures for a safer and healthier workplace. We have developed tools for our leadership and membership to deal with psychosocial hazards in the workplace,

Stress – the Workplace Hazard 40-hour PEL	Workplace factors are dealt with along developing an action plan towards strategies and solutions. To be revised in 2024.
Workplace Bullying – an Occupational Hazard	This 8-hr course has received renewed demand from our eastern Health Care Locals, with support from the employers.
Mental Injury Toolkit (MIT)	An online guide provides worker reps with tools and resources how to best prevent mental injuries and how to deal with the injuries. See https://www.ohcow.on.ca/mental-injury-toolkit/

OHCOV APP TOOLS – Download iOS or Android versions

<https://www.ohcow.on.ca/resources/apps-tools-calculators/#1638211929688-4ac5c2b9-da25>

AirAssess	Uncover H&S issues related to indoor air quality at your workplace with this free app. Answer some simple questions about your work conditions, symptoms and environment to find possible links and ideas to help you and your workplace take action. https://www.ohcow.on.ca/resources/apps-tools-calculators/airassess/
PainPoint	Basic ergonomic assessment through a series of diagrams and questions to pinpoint musculoskeletal pain, identify possible sources, and discover practical solutions. The results are presented on a body map, with recommendations to address work-related MSD hazards. https://www.ohcow.on.ca/posts/painpoint-app/
HazardAssess	Take action to reduce or eliminate health and safety risks in your workplace by auditing the H&S conditions, identifying concerns, and reporting them for action and follow-up. https://www.ohcow.on.ca/resources/apps-tools-calculators/hazardassess/
StressAssess	Respond to 25 screens of questions about work demands, organizational factors, relationships, workplace values, health & safety concerns, stress symptoms and offensive behaviours. https://www.ohcow.on.ca/posts/stressassess-app/

We also put together a booklet called “***A Guide to Accessing and Appealing Short-Term Disability Benefits in Canada.***” This excellent reference tool provides a general overview of how to apply for short-term disability benefits if you are eligible for them, and how to appeal if your insurer has denied your application.

This guide focuses on internal appeals, which are appeals directly to the insurance company that denied your application. The appeals process will differ depending on the insurance company and the issues of your claim. Depending on your case, you may need the involvement of your union or a privately hired lawyer. If you have questions or concerns regarding your insurance appeals, you should seek legal advice. Consult the resources section for more information. This guide is available upon request. We will make it available on line in the near future.

Work with individual locals and sectors: Our department has been quite active in giving support to various locals and sectors across the country in the development of specific occupational health and safety modules related to items that have been highlighted as needed. From the basics of health and safety to specific appeals to various boards we have been there when asked to step up as a resource on many occasions. Some recent examples are our work with the Hotel sector and specific aid with locals on skills development of HSE reps.

We invite you to contact us for any open health and safety issues at: healthandsafety@unifor.org

York University Student Project: We worked with 3 placement students from York University, Jovita Ndagire, Tyler Hong and Stephen Diji. Our key focus was on Just Transition challenges and opportunities taking place currently in our workplaces and anticipated challenges/opportunities in the future.

We asked the students to take the opportunity to look at how this transformation is having effect on the supply chain such as Independent Parts Sector and the impact it will have on workers in regards to re-training and people-power requirements including skills inventory.

At the conclusion of the school year, the students shared their ideas/vision for the future of environmental sustainability through a labour lens and successfully completed the course.

Asbestos Free Canada (AFC): The door is now open for Canada to develop a comprehensive strategy to address the legacy of asbestos in our buildings, infrastructure and environment. Many buildings build prior to 1990 contain asbestos. Unifor is the key founding member of Asbestos Free Canada (AFC) previously known as Ban Asbestos Canada.

Research

Occupational Cancer Research Center – Unifor works closely with the Center to deal with legacy exposures and to prevent future exposures.

Occupational Disease Surveillance - There has been limited progress in developing a national strategy for occupational exposure and disease surveillance in Canada over the past 30 years. Options for expanding disease surveillance efforts involve the use of death certificates, patient registries, and physician-based case reporting programs, as well as the continued development of linked administrative data sources.

Institute for Work and Health; Artificial Intelligence (AI) - The goal is to develop collaborations across industry and community, centred on understanding how the use of artificial intelligence in the workplace can reinforce or widen social inequities. This is an exciting opportunity to collaborate, build a research, and practice agenda to address the emerging challenges and opportunities of a working world increasingly reliant on intelligent machines.

University of Ottawa Heat Stress Project - Last meeting was on July 24th to discuss Worker Health and Safety and Maintaining Operational Capability in the Heat – Unifor is a Project Partner. Knowledge Mobilization Team Meeting is scheduled for end of September and General advisory committee meeting scheduled for October. The study has three objectives:

Understand initial stay times for moderate – to heavy – Intensity work

AIM: To assess initial stay times for continuous moderate- and heavy-intensity work (equivalent metabolic rate of 200 and 260 W/m², respectively) under ambient conditions exceeding the ACGIH ALV (i.e., WBGT of ~25 and <24°C for moderate and heavy work respectively).

Initial stay times and efficacy of Heat-alleviation controls over a prolonged workday

AIM: To determine if refinements in initial stay times for moderate-intensity work may be required following a post-lunch break or prolonged work stoppage (e.g., relocating to a new work site)

Rest breaks with and without access to cooling to mitigate increases core temperature

AIM: To assess the efficacy of work to rest cycles in preventing excursions in core temperature beyond recommended limits (38.0°C) following the initial stay time for moderate-intensity work in hot ambient conditions (WBGT of 29°C; represents outdoor conditions experienced by Ontario workers in recent summers) in context of the prescribed ACGIH ALV work-to-rest allocation.

CONSTRUCT - Conestoga College working group on reducing barriers for workers with disabilities entering the trades - We support this three-year funded research program that will be the basis of new CSA standard. Barriers for workers with disabilities need to be addressed to build a more just and equitable society and this will definitely aid in the current skilled trades shortage. Unifor is a partner and supports other research such as “Supporting Women in the Skilled Trades by Making Work Safer and More Accessible” as well.

Universities of Windsor and Durham - We have been working on Fatigue Modeling on jobs that are deemed “hard” jobs.

New Technology - We participate in a Nanotechnology Network established by the Ottawa OHCOW clinic. Health Canada and National Research & Development are key contributors who are in the forefront of Nano innovations. CCOHS has developed an awareness webinar: <https://www.ccohs.ca/products/courses/nanotechnology/>

Government interaction: Submissions and Consultations

ON Proposed Outdoor Air Quality and Workplace Health and Safety Consultation

ON Protecting Workers from Heat Stress and Heat-Related Illnesses Consultation

ON WSIB Dispute Resolution and Appeals Process Value-For-Money Audit Consultation

Federal Questionnaire on the proposed regulatory changes to Levels of Sound (LoS) and Personal Protective Equipment (PPE)

Federal consultation on the proposal for consumer product exclusions in the Hazardous Products Act (HPA),

BC Submission on the proposed WorksafeBC Amendments for Part 5: Emergency Planning in the Occupational Health and Safety Regulation

BC Submission on the proposed WorksafeBC policy changes to Part 6, Substance Specific Requirements, Sections 6.133 to 6.167 - Combustible Dusts

BC Submission on proposed B.C. Amendments to the Occupational Health and Safety Regulation, Part 6 – Asbestos certification and licensing

BC Submission on proposed amendments to the Occupational Health and Safety Regulation Part 5, Chemical Agents and Biological Agents, Sections 5.97 to 5.10 – Emergency Planning

SASK Review of the Workers' Compensation Act Stakeholder Consultation Survey

Federal Harassment and Violence Working Group - We represent Unifor with the Federal Labour Program as part of a working group that is looking at changing and expanding the federal language related to harassment and violence in the workplace. The proposed changes to Bill C65 are being reviewed with a critical lens from our department. Be ready for changes coming in the New Year.

WORKERS COMPENSATION

The department submitted a consultation report to the Ontario government based on the flawed and insulting KPMG Value for Money Audit. The proposed changes by the WSIB from the KPMG VFMA indicated an abrupt turn from the Board's focus on improving workers benefits to putting injured workers in the crosshairs of the government's plans to cut benefits. The report if legislated would have been a huge step backwards for injured worker rights in Ontario. If legislated by the government, this report's recommendations would make it even harder for injured and ill workers to access compensation, due to compressed time-limits. **Meaningful changes to the resolution and appeals processes should include intense consultations with the injured and ill worker community** so that regulators can understand their struggles and problems. Our comments on the consultation are available upon request

Our department commented on the Saskatchewan government Review of the Workers' Compensation Act Stakeholder Consultation Survey. We supported nearly all of the 34 COR recommendations and we hope that these recommendations are implemented in a timely and open manner. For information on this or any submission feel free to contact the National HSE Department.

In collaboration with **ORC Worker's Compensation Committee** we are asking all Unifor Ontario Locals to participate in WSIB Representation Survey. This [important survey](#) will help us in achieving improve protections for injured workers. We plan to use the information to help develop stronger bargaining demands, improve working conditions, demand better rules and legislation from the provincial government, and to assist Local Unions and injured members in obtaining access to worker's compensation resources, support, and/or representation.

Prevent Cancer Campaign – Activities are on-going with our coalition partners at the Toronto Cancer Prevention Coalition and the Ontario Environmental and Occupational Stakeholder Group. Many of our Locals across the country have requested copies of the "[Hazard Exposure Log printable](#)" to continue their prevention and intervention activities.

OHCOW Occupational disease Cluster Investigations website - Occupational disease cluster investigations are opened at the request of individuals, worker organizations and community groups who suspect that health conditions that a group of workers have in common were caused by exposure in their shared workplace or industry. OHCOW approaches these reported clusters at both the group and individual level, pursuing the goals evaluation and identification, screening and providing assessments. There are numerous investigations underway regarding workplaces in the Kitchener-Waterloo, Sudbury, Peterborough and Thunder Bay areas. See: <https://www.ohcow.on.ca/occupational-illness/occupational-disease-cluster-investigations/>

The department participated in the inter-union gas conference from Oct 23rd-26th 2023. This included a joint presentation with OHCOW on the **Hidden Hazards of Lead**, Lead exposures and illness with Unifor Local 975, and facilitated two three hour workshops with North American Energy Workers on Health & Safety in the workplace. The inter-union gas conference is a forum for sharing ideas and information amongst gas locals throughout the United States and Canada.

Electromagnetic Fields (EMF) – We are part of a Network organized by OHCOW to ensure sufficient knowledge is available to establish and maintain adequate controls for potential workplace exposures to EMF. This Network is a response to the Ontario Occupational Disease Action Plan with a focus on developing key messages to promote awareness around EMF and health issues.

ENVIRONMENT

Climate Change & Our Jobs - Our Department is planning this conference which will be held at the Delta Hotel Toronto Airport and Conference Centre - November 10-12, 2023. This is our second national conference on Climate Change & Our Jobs. The event will present panels and workshops to build an economy where no one is left behind; an economy that is built around good, stable, union jobs for today and into the future. Speakers will include labour and community leaders, as well as experts in economic transition.

Our Department has continued to meet with coalition partners and government officials Re: Bill C-50 the Canadian sustainable jobs act. The department is also continuing to work on the following partnerships:

Blue Green Canada (BGC)

Parkland Institute

Climate Action Network (CAN-Rac)

COP28 - The annual UN climate change conference will take place November and December 2023 in Dubai with a focus on how countries will finance commitments to climate change action. The conference will need to move beyond reassessing past commitments and deliver bolder action to keep 1.5 degrees in sight, avoid even greater losses and damages and accelerate a just transition to an economy that works for people and the planet.

Joint Workplace Environment Committees - The Detroit 3 auto workplace committee members held the delayed 2022 conference, January 2023 in Windsor, ON. Activities included the mutual sharing of 2023 Auto Bargaining Proposals as well as a tour of the Ford Essex Engine Plant.

During recent Auto Bargaining, we were able to get climate related adaptation needs training on subjects such as heat stress, air quality and biological hazards.

Unifor Regional Environment Councils - Ontario Activities Challenging the Ontario Government of Premier Doug Ford - We continue to support our Unifor Regional Environment Councils in Windsor, London, West GTA and Durham, Ontario.

HUMAN RIGHTS

Tricia Brown
National Representative

Tricia Brown has recently been appointed to the position of National Representative, Human Rights, and has been tasked with helping to build and embed a strong human rights culture throughout all structures of the Union. The Human Rights Department will continue to provide programming, opportunities for participation, and learning and knowledge to support all equity-deserving members, liaisons, and committees.

The Department is deeply committed to cross-collaboration with other departments to support the goal of ensuring equitable treatment of every single union member.

We welcome Gwen Campbell to the position of Anti-Harassment Coordinator. Having a dedicated person performing this role will better allow us to support our members and our locals by providing timely information about harassment processes and procedures or potential harassment complaints.

The BIWOC course has been updated and ran the first week of the course from September 10th to 15th. This led us right into the Black, Indigenous, and Workers of Colour Conference that ran in Port Elgin from September 15th to 17th with almost 200 delegates in attendance. The theme

“Growing Together” symbolized the victories that BIWOC members and communities have achieved and the necessity of continued growth to ensure a future with more fairness and more justice.

During the Conference, an election was held for the new position of Indigenous Representative on the NEB. Congratulations to Michelle Wilson on her election!

Conference delegates were joined by President Lana Payne who announced the Union’s brand-new Local Union Equity Fund (LEF). \$250,000 has been earmarked for the LEF which is to be used to support members and committees within local unions to encourage the expansion of equity work. Local unions, members with the support of their Locals, and committees may submit their application on or before December 15th, 2023 for the first round and on or before May 3, 2024, for the second round. The application can be found on the Unifor web page under “Local Union Equity Fund”.

Racial Justice Advocates continue to be negotiated into our collective agreements and we are supporting those positions with updated curriculum. The next training session will run November 19th-24th for newly bargained advocates and those who have not yet received training.

ONTARIO PAY EQUITY – MAINTENANCE

In Ontario we have over 364 workplaces, currently, several workplaces are under review for Pay Equity maintenance. Some of these workplaces have filed complaints through the commission, and Theresa Farao has been providing ongoing assistance to ensure their workplaces are complying with the Pay Equity Act. Pay equity maintenance has been completed in several workplaces and adjustments are currently being determined. Pay equity is an important tool that we must continue to use, not just because of our legal obligations but because it often benefits our membership. In the past few years alone, our members have received close to four million dollars in retro monies. In some of the workplaces, the wage adjustment ranged from \$ 0.10 to \$4.00 per hour with retro activity going back as far as 2010. It has been particularly beneficial in our Healthcare sector as PSWs have been undervalued and underpaid. Adjustments for PSW in hospitals and long-term care have ranged from \$1.00 to \$4.38. We have also made gains in manufacturing where adjustments of \$6.00 an hour along with pension and benefit increases for nine women at Local 195 Emrick Plastic. These gains are only possible when Locals, with the assistance of National Staff Reps, make pay equity a priority.

The National Rep for Pay Equity is currently working through the process of review with dozens of workplaces and is prepared to support locals and National Reps through these processes.

FEDERAL PAY EQUITY REPORT

Our estimated membership in federal units (using our existing SOU database) is between 75,000 – 77,000 members. That is approximately 24% (nearly a quarter) of Unifor’s total membership.

Unifor represents members in several federal sectors, including telecommunications, fisheries, transportation (rail, air, marine, and road), media, and energy.

All workplaces in federal jurisdiction must meet their legal requirements under the [Pay Equity Act](#). Regardless of an employer's size, be it 10 or 10,000 employees the Pay Equity Plan must be complete and posted no later than September 3rd, 2024 and the time to act is now. Closing the gender pay gap is essential to advancing gender equality and fostering workplaces driven by inclusivity and fairness. It is also integral to Canada's economic recovery and prosperity.

Below are key actions to take in the year ahead to meet your pay equity obligations:

- Develop a Terms of Reference (Should be already developed and signed)
- Put in place a Pay Equity Committee For those required to do so, (your pay equity committee should be in place).
- Have already started the process of evaluating all job classifications to include (Management, Non-Union, and all Union)
- Post the draft pay equity plan by May 2024 Employees must have 60 days to comment on the draft plan. Posting in May 2024 ensures employers meet this legislative requirement while providing them enough time to consider comments as they craft the final pay equity plan.
- Post the final pay equity plan and notice of increases by September 3, 2024, to avoid penalties.
- Start increasing compensation by September 4, 2024.

INTERNATIONAL AND SOCIAL JUSTICE FUND

Navjeet Sidhu
Director

INTERNATIONAL DEPARTMENT

In March of this year, Unifor's International and Social Justice Fund Director, Mohamad Alsadi, retired after decades of contributions to the Union and the labour movement, promoting workers' rights and human rights, both in Canada and around the world. Navjeet Sidhu, from Unifor's Research Department, assumed the role as new department Director in April of 2023.

MEXICO WORKER RIGHTS ACTION PROJECT

The Mexico Worker Rights Action project (MWRAP), funded by the Canadian Federal Government, reached the halfway mark of its four-year duration and continues to educate, organize and empower Mexican workers on their rights while promoting the country's growing independent trade union movement.

In June 2023, a Unifor delegation travelled to Mexico to greet the Canadian Federal Labour Minister, Seamus O'Regan, who visited the project's national Worker Action Centre in Mexico City. The Minister met with project staff, learned about the overall state and progress of labour reforms in the country, the work being done on the ground by the project's five regional worker

centres (Casa Obreras) and heard directly from workers and labour leaders about their experiences in the workplace and challenges and successes they are seeing as they continue to improve working conditions in the country.

Additionally, our partners from the independent trade union, SINTTIA (Sindicato Independiente Nacional De Trabajadores Y Trabajadoras De La Industria Automotriz), were engaged in a difficult organizing campaign at a global automotive supplier called Fränkische Industrial Pipes, in Silao, Mexico, in an effort to displace the existing employer trade union, SITIMM. Ongoing labour rights violations at the plant, however, resulted in Unifor needing to work with the Canadian government to launch its first-ever complaint under the Rapid Response Labour Mechanism (RRLM) of the Canada-United States-Mexico Agreement (CUSMA). In late June, Unifor's International Director travelled to Silao, Mexico to act as an international observer, with other global labour representatives, for the union vote at the plant, where the workers voted to join the independent union, SINTTIA.

SOCIAL JUSTICE FUND

PROJECT VISITS

In May, the International Director travelled to Bogota, Colombia, to visit three Social Justice Fund (SJF) funded projects. This included Peace Brigades International, an organization which protects and supports human rights, labour and environmental activists through non-violent protective accompaniment (sometimes referred to as “unarmed body guards”). This creates a deterrent for potential attacks on these activists while giving them the opportunity to carry out their work in safety. They operate in several regions of the world, however, Unifor is currently supporting their work in Guatemala and Colombia.

The SJF is also supporting the Colombia Petroleum Workers Union (USO), doing work to promote greater gender equity in the energy sector, while also engaging in environmental protection, education and awareness work. Lastly, we are supporting a three-year project being coordinated by UNI Global Union, doing work in Colombia, Peru and Chile, to promote anti-violence and harassment in the workplace, especially against women and LGBTQ+ workers, using targeted outreach, education and training with key labour partners and labour organizations.

SJF PROJECTS

In May of 2023, the Spring SJF Board meeting took place and approved a total of four Canadian projects and nine international projects. Some of the Canadian projects included: the Geneva Centre for Autism, supporting access to autism programs and services for low-income and immigrant communities in the Greater Toronto Area; Eva's Initiative for Homeless Youth, supporting their print shop social enterprise where Black and racialized youth in Toronto's east end can learn print, design and entrepreneurial skills; and the Montreal City Mission, supporting their legal clinic services for migrants and newcomers without full immigration status.

On the international front, the Board approved a number of important projects, including: Doctors without Borders, supporting their search and rescue operations in the Mediterranean for migrants attempting to traverse dangerous waters to reach safety in Europe; World Accord, promoting women's economic, social and political development and empowerment in Nepal, through sustainable farming practices, affinity group support and education and awareness raising; the Canadian-based organization CODE, strengthening children's literacy skills across 37 schools in Ghana through reading promotion activities, book distribution, establishing "mini-libraries" and professional development of primary school teachers; and Artistri Sud, empowering Indigenous and Afro-Ecuadorian women farmers from rural communities in Ecuador through education of sustainable and traditional farming practices, and entrepreneurial skills and leadership development.

HUMANITARIAN RELIEF

During the year, the SJF has answered multiple calls for support in response to some significant humanitarian disasters and crises. In February, the SJF donated \$75,000 to the Humanitarian Coalition to support relief efforts to help victims of the devastating earthquake that hit Turkey and Syria. The death toll surpassed well over 50,000 people and it is estimated that in Syria alone, over 5 million people were left homeless. In early June, we also supported Oxfam Canada, who have been working with partners on the ground to support those who have been displaced due to violent conflicts in Sudan between rival military factions. Finally, during the summer months, Canada has seen unprecedented wildfires ravage nearly all parts of the country, resulting in thousands of Canadians having to evacuate their homes. In response, the SJF has donated \$100,000 to the Canadian Red Cross to support relief efforts across the country, including Atlantic Canada, Quebec, Northwest Territories and British Columbia.

2022 SJF ANNUAL REPORT

In August 2023, the SJF released its 2022 Annual Report, a document summarizing and highlighting key projects and organizations the SJF supported during the previous year. The department plans to make this a yearly resource so that members, Locals and the public can learn about the important life-changing and life-saving projects the SJF helps to support both in Canada and around the globe. You can find the report by visiting: unifor.org/sjf.

MEDIA

Randy Kitt
Director

C-18 – Unifor has completed our submissions to the Ministry of Heritage on our recommendations for regulations. We are looking for Google and Facebook to contribute 7% of

their Canadian earnings towards supporting Canadian news publishers, while the government has proposed 4%. In response to this legislation Facebook has pulled access to Canadian news from its platforms. In all fairness they have also decided to pull news from their platforms in the UK, Germany and France and are signalling that they will do the same in Australia. Google is also threatening to pull news from their google search in Canada, but they will have a harder time, as news is a more integral part of google search and Canadians will be forced to go elsewhere. Even with a best case scenario, if Google can somehow get 'on board' the CRTC has set the process up for the next year and publishers won't see any money until the end of 2024 or the beginning of 2025. It turns out it might all be too little too late to #savelocalnews with bill C-18.

C-11- This bill was designed to have Netflix, Amazon, Apple and the other foreign streamers to contribute to the Canadian broadcasting system. Stakeholders in Canada, including the broadcasters, other unions and guilds, and industry groups like Friends (of Canadian Broadcasting) all agree that foreign streamers must contribute. The question is how much and to where. Is it programs of national interest (PNI), Indigenous content, drama, or local news. Of course, the answer is all of the above. Apple has come right out and said that they have no interest in supporting Canadian news. Unifor, has pointed out that by the CRTC even allowing the foreign streamers into the Canadian system (a decision made in 1999 and again in 2009) has completely disrupted the model for Canadian Television and the funding the model for local news in this country. Unifor is asking for a dedicated fund that all parties Canadian and Foreign pay into to support and #savelocalnews.

BROADCASTERS- The broadcasters of course have all made applications to the CRTC to reduce their programming obligations to Canadians. We have all been arguing that we need to level the playing field. Now our biggest Canadian broadcasters are saying that to do so we need to lower the floor so everyone pays less. This is all before the CRTC has decided how much the foreign streamers need to contribute. Bell Media led the headlines this year with a staggering closures and layoffs, but Rogers and Corus have all had layoffs and restructuring in 2023. To note, Rogers Media was bolstered by the Shaw merger and will need to contribute approx. 13 million dollars to its media division. Corus used to be the beneficiary of that 13 million dollars, but no longer.

THE OFFICIAL OPPOSITION – The Conservatives, Pierre Poilievre, a career politician that has never been a working class Canadian, has said that Bill C-18 and C-11 are Liberal censorship bills and are meant to silence Canadian Voices. He is spreading miss-information at every turn and trying to turn these issues into freedom of speech issues. Lobby groups and academics funded by big tech are helping him spread these messages.

COMBATTING THE HARASSMENT OF JOURNALISTS AND MEDIA WORKERS– Unifor Media has been from Coast to Coast and every regional council and the Canadian Council has supported our plan to combat the harassment journalists and media workers face. Our plan is two-pronged. The first is to support the media worker when they are dealing with the harassment and the

second is to combat the harassment at its source. We are working on a plan to set up a National Committee to Protect Journalists and Media Workers and a public facing campaign to show the importance of quality news journalism and to stop the harassment of journalists. It will be important to ensure that our employers and industry groups are included in our campaign preparations.

NEWSPRINT MEDIA – The face of news media in this country has changed forever. Too many newspapers to count are closing. Many others are losing their print editions and are going online, or are reducing their publications. Post Media and Metroland lead the headlines with staggering closures and layoffs this year. Sing Tao, The Winnipeg Free Press and Glacier Media have also all had significant layoffs this year.

THE CANADIAN FREELANCE UNION (CFU) – Community Chapter. Nora Loreto is the president. The freelance union brings together media freelancers from across the country, where they wouldn't otherwise have a united voice. With all of the different jurisdictions in Canada, organizing freelancers has become increasingly difficult and with the large reduction of full-time work in the industry, many media jobs are precarious and are now considered part of the 'gig economy'.

The CFU is focused on organizing new members and providing them with support and services they can use, including group benefits, help with negotiating working conditions, press passes and providing a support community.

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

MEMBERSHIP MOBILIZATION AND POLITICAL ACTION

Josh Coles
Director

Since our last report, the Membership Mobilization and Political Action Department (MMPA) has been pleased to continue to fulfill its mandate in assisting the Ontario Regional Director, the ORC and the National Union leadership with issue-based campaigns and strike mobilizations.

In Ontario the MMPA Department has been focused on:

Health Care Privatization Campaigns (ORC Health Care Privatization Campaign), Membership Mobilization in the Hospital Sector (5u Campaign), Membership Mobilization in health care bargaining (3u hospital campaign and others), Federal anti-scab legislation, Regulatory Reform in

Telecommunications Sector, Get Back on Track VIA rail campaign, Federal Election Preparedness, Strike Mobilizations

MMPA would like to thank the ORC Political Action committee for its continuous work and indefatigable pressure on everyone to be more active.

ORGANIZING

Justin Gniposky
Director

Andre Hachey
Angela Drew Kimmelman
Billy O'Neill
Bruce Fafard
Danny McBride
David Amow
Gloria Hendricks
Hassan Mirza
Jason Yerex
Jean Walters
John Biekx
Justin Minello
Margaret Olal
Michel Belanger
Patrick Murray
Roque Anonuevo
Simon Lau

National Representatives

Gary Rumboldt
John MacDonald
Lucy Alessio
Todd Rivero
Coordinators

NEW MEMBER ORGANIZING IN 2023

The Department achieved some significant successes in 2023, exemplifying the commitment of our local unions, communities, and non-union workers to seek better representation and collective agreements. Notable accomplishments include:

TRQSS in Windsor: In January, we welcomed 680-plus workers from TRQSS, a seatbelt manufacturer for Toyota and others, into the Unifor family. Their decision to join us reflects the determination of workers to secure their rights and fair agreements.

Sodecia in London: In April, 150 workers at Sodecia, a stamping plant, voted to join Unifor. This victory was a testament to the resilience of workers in the face of challenges.

The Original Cakerie in London: In August, we celebrated another success as 750 workers at The Original Cakerie, an industrial bakery, voted to become Unifor members. Their inclusion strengthens our collective voice and concludes a 3+ year organizing drive.

Additionally, we have expanded our membership base with new members including Twin Lakers Terrace in Sarnia, The Municipality of Calvin in Nipissing, and Aspira Lincoln Retirement Home in Grimsby.

ORGANIZING PLAN - 2024 AND BEYOND

Our commitment to innovation in organizing remains unwavering. As we look forward to 2024 and beyond, we are actively exploring and evaluating digital organizing tools. Our goal is to establish Unifor as the most dynamic, modern, and effective organizers in North America.

We will build upon our past achievements while embracing contemporary innovations that enhance our capabilities. Our department's dedicated team has been diligently harnessing modern technology to facilitate more efficient and impactful organizing campaigns.

UPDATE ON CURRENT STRATEGIC CAMPAIGNS

Niagara Casinos – We have had great success in organizing gaming facilities across the country since they began to re-open in late 2021. The pandemic shined a light on the unfair treatment and experiences of workers in non-union environments. This coupled with Unifor's effective labour actions in the sector has pushed for successful organizing drives in Gananoque, Peterborough and North Bay. As the last standing unorganized resort casino in Ontario, the Niagara Casino maintains the attention of the Department.

Toyota – The Department remains engaged with workers at the Toyota facilities in Cambridge and Woodstock. We have an eye towards 2023 Detroit Three bargaining and the organizing possibilities this presents.

WestJet – In July, WestJet agents in Toronto successfully formed a union joining their unionized colleagues in Calgary and Vancouver. While the later group has completed bargaining, Toronto members are currently engaged in collective bargaining. Organizing activity continues with WestJet including efforts in Edmonton.

Warehouse Campaign – The year mark for the Warehouse Campaign passed in November 2023. The Department remains committed to organizing the workers of this important and growing sector of the Canadian economy. This past year, there was successful organizing efforts at Uni-Select in coordination with our colleagues in Quebec, who have a previously organized facility with the same employer. While this is in the campaign and its targets are in the process of review and assessment, it is becoming clear we need to focus our efforts on

targeted facilities. We expect to release these targets in next year's organizing plan. You can visit this link for current information: <https://www.warehouseworkersunite.ca/>

THE RED FLAG E-NEWSLETTER:

The Department launched The Red Flag, our new e-newsletter in October. This publication will serve as a valuable resource for organizing, providing a platform to share stories, insights, and essential information from across the country. The Red Flag will include updates on organizing successes; tips and strategies for organizing success; calls to action and engagement resources. The Red Flag will be distributed quarterly, with editions released in October, January, April, and July. It will be available in both English and French. To learn more about The Red Flag or to subscribe, please reach out to Angela Drew at Angela.Drew@unifor.org.

LOCAL UNION AND MEMBERSHIP ENGAGEMENT:

Local Unions and our members are the bedrock of our union. They are essential for fostering the organizing culture necessary to bring new workers into Unifor. Many of the contacts we work with come directly from our local unions and membership.

While recognizing the importance of these contacts, we aim to strengthen our ties with local unions and members. This includes training opportunities, encouraging active participation, and working collaboratively in our communities. We conducted several successful trainings in Ontario over the past year and are eager to expand these opportunities to your community. Look out for engagement opportunities with the Organizing Department in the New Year. Feel free to reach out with questions, ideas, or requests for trainings in your region. Together, we can advance organizing efforts across Ontario.

RESEARCH

Angelo DiCaro
Director

MAJOR DEVELOPMENTS SINCE LAST MEETING:

- **BARGAINING ASSISTANCE:** Supported collective bargaining, including through corporate financial analysis, contract analysis, costing as well as providing solutions to rising consumer price inflation. Recent support included for Unifor members at Metro supermarkets, aerospace, Detroit 3, Suncor, hospitals, among others.
- **BARGAINING WORKERS' POWER:** Supported Unifor's Bargaining Workers' Power project, including analyzing regional session input, prepared interim 'What We Heard report' and

coordinated the development of Unifor's Collective Bargaining Program. The Department contributed to the 2023 Bargaining Program Summit.

- **NATIONAL CLIMATE TASK FORCE:** Continued support for the National Climate Task Force, discussion materials/workshops, C-50 (Sustainable Jobs legislation) monitoring, and workplace climate survey.
- **MONETARY POLICY:** Ongoing analysis of the Bank of Canada's interest rate policy strategy, and support for the National President's office, including BoC Governor's meeting, public commentary, etc.
- **LABOUR STANDARDS:** Continued work on both federal and provincial labour standards (including submission to Saskatchewan labour standards review), with a focus on pending federal anti-scab legislation.
- **SECTOR POLICY AND SUPPORT:** Provided support in developing Unifor sector policies and strategies, including ongoing work updating Unifor's forestry policy, supporting the national Transport Conference and Media Council, supermarket sector-wide bargaining, competition policy, housing policy development, and others.
- **LABOUR ADJUSTMENT OVERSIGHT AND MEMBER SUPPORT:** Provided continued support to staff and local union leadership on labour adjustment matters, including for members at Syncreon, Adient, Domtar and Cooper Standard, as well as ongoing work on Unifor's Build Better EI campaign and EI-CPP conference support.
- **INTERNATIONAL TRADE:** Assisted in initiating Canada's successful claim of a denial of rights under the Canada-United States-Mexico Agreement (CUSMA); provided ongoing support for units facing unfair global trade practices through the Canadian International Trade Tribunal (Local 551, Evraz; Local 2006, Hitachi).
- **BUDGET SEASON 2024:** Prepared Unifor's submission to the Federal Finance Committee's pre-budget consultation hearings. Continued pre-budget planning and engagement work.
- **RESEARCH TOOLS:** Continued to produce Unifor's monthly Labour Market Insights and Quarterly Economic Update, and restarted Working Group dedicated to modernizing Unifor's State of the Union database.
- **BROAD-BASED BARGAINING:** Supporting internal union discussions on models, concepts, and methods of broad-based bargaining.
- **CAMPAIGN SUPPORT:** Continued support for Unifor priority campaigns such as the Manitoba Election, and the Ontario Regional Council Healthcare Privatization campaign.

MAJOR ISSUES AHEAD:

- Delivering Unifor's Collective Bargaining Quarterly Trends report for internal staff use.
- Discussing measurement and monitoring tools for Unifor's updated Collective Bargaining Program.
- Explore potential cross council, cross-sectoral strategy on critical mineral supply chains.

- Providing ongoing support for election preparedness and membership engagement.
- Library and filing system management, office changeover.

RETIRED WORKERS

Barb Dolan
Director

MAJOR DEVELOPMENTS SINCE LAST MEETING:

- Retired Workers and the Retired Workers Council Executive (RWCE) met throughout 2023
- The RWCE met in preparations for the upcoming Retired Workers Council as well as for the Unifor Canadian Council
- On behalf of Chapters and Area Councils, locals brought forward resolutions to the Unifor Canadian Council addressing benefits and pensions and the CPP/QPP Death Benefit
- The Retired Workers Council was held in Port Elgin in September. There were approximately 175 participants, during the council. Unifor retirees along with labour council affiliates and the community celebrated Labour Day. Keynote speakers at the RW Council included; National President Lana Payne; National Secretary-Treasurer Len Poirier; Quebec Director Daniel Cloutier; Regional Chairs; Sophie Albert Quebec and Shinade Alder Ontario also Dave Meslin, Author
- Special thanks to all the staff of the Family Education Centre and the work that they do to ensure a successful RW Council and to the overall success of our Labour Day festivities.
- Action and implementation of resolutions adopted at RW Council
- Participation in Quebec Retired Workers Council
- The full RWCE received Human Rights Training
- Retirees remain active across the country participating in election campaigns, healthcare rallies and campaigns, fighting back against the regressive attacks of governments and companies from across the country.
- Congratulations to 101R Calgary and local 50 on forming and receiving charters for their newly formed RW Chapters

MAJOR ISSUES AHEAD:

- Continuing to form Retired Workers Councils in the Regions

- Work with the education department to help build the link between active members and retired members across the country.
- Retired Workers Council Executive, Regional RW Councils, Equity caucuses, through work with our RWCE equity members, develop an action plan for outreach in the Regions. Building our Equity networks within Retirees.
- Continue work in the Avalon Region, Calgary, Edmonton, Halifax although we need to have growth in all areas of the country, we will be putting extra emphasis on the Atlantic Region, Prairie Region, BC Region and reaching out to other sectors of our union. Working with 707A, local 2002 and local 324 regarding forming a chapter
- Continue to meet with locals and build Retired Workers Chapters across the country. We will use existing materials along with continuing to develop material to encourage broader retiree involvement.
- It is also important to identify areas where we have density of membership to begin building retired workers chapters and area councils or in fact expanding the area councils that exist.
- Met with the forestry and rail councils regarding the importance of having retirees involved and forming chapters.
- Working with the RWCE Regional Members-at-Large to build networks within regions.
- Retired Workers leadership speakers to provide information on RW chapters encouraging members to stay active and involved once they begin the next phase of their life.
- Action and implementation of resolutions adopted at RW Council
- Promote Health and Wellness activities within Chapters and Area Councils
- Planning for your future program assists active members to prepare for retirement. With a focus on the social aspects of retirement, the course also provides presentations from Unifor Legal Services Plan on wills and Powers of Attorney, Service Canada on Government Pensions, and financial advice. Look to reworking the description to increase involvement of younger members and whether our members have a pension in their workplace or not
- We are currently trying to address a back log of requests for this program.
- Will be working with 707A on a delivery of this program as well as beginning stages of forming a retired workers chapter.
- Upcoming plans include through the PEL program, the cost share program and for individual locals.

ROAD TRANSPORTATION

Scott Bateman
Director

Currently, in road transport, there are 159 collective agreements, representing nearly 22,000 members. In June we held a transportation conference in Port Elgin, and nearly 150 delegates from across the country attended.

We continue to grow the Road Transportation Council, with 2,600 new members this year. We are excited to have Alain Daigle, First VP Road Transportation Council, represent our sector at the NEB.

After a lengthy strike, on August 29, the members from Autobus Venise voted to accept the company's final offer. Under the leadership of Nat Rep Jonathan Blais, and Local 700 President Alain Daigle, the members received substantial increases in pay, guarantee of 30 hours/week, paid sick days and many other improvements. As a result of their success, Autobus Brault have signed cards to join Unifor. Dates to bargain have been sent out.

Jean-Pierre Hamzo and the executive committee of Local 1004, with Unifor QC Director Daniel Cloutier pressured the government to finance Hybrid production and to ensure job security during the transition period leading to mass production of 100% electric buses at Nova Bus.

First Student in Ontario recently applied to the CIRB to confirm that parts of their operations actually fall within provincial jurisdiction, rather than federal. We reached a settlement with the company and maintained our CBAs at all 9 units in Ontario, as well as added the 5 Personal Emergency days and Truth and Reconciliation Day to the agreements.

In September, Gavin McGarrigle and Mario Santos attended the launch of the ITF Safe Rates Campaign in South Korea. Rallies were held across the country to support this launch. We look forward to continuing our work with the ITF, and to improving working conditions for our members in this sector.

CHALLENGES AHEAD:

DHL announced "re-route" plans as well as their "core zone" changes. The company proposed a new payment methodology that will cost the Owner Operators hundreds of dollars a day. In September, we held a rally country wide to fight back against the company's decision. Thanks to Mario Santos, Robin Dudley, Krista Lee Hanson and others for their contribution to this.

The CNTL Bargaining Committee met in September to prepare bargaining proposals. We are looking at commencing bargaining with CNTL and CN the beginning of November. The present collective agreement which covers nearly 2,500 members, expires on December 31, 2023.

First Transit Local 114, under the leadership of Gavin Davies is working to address the short comings of third-party contracts with the Provincial Government to deal with pay equity issues in the Transit industry. Many transit locals are experiencing challenges with regards to scheduling and shift issues.

Driver facing cameras installed in vehicles are causing concerns with privacy and discipline.

Wages that keep up with inflation, cost of living and rising food prices continue to be a challenge in this sector.

Solidarity!!

STRIKE AND DEFENCE FUND

Barb Dolan
Director

MAJOR DEVELOPMENTS SINCE LAST MEETING:

Unit - New conflicts in 2022 and 2023	Local Union	# of members	Strike/LO Start Date	Strike/LO End Date	Back to Work Date
Transervice	8284, 176,81,77Q, 79, 78, 75	55	31-Oct-22	07-Dec-22	12-Dec-22
Compass Group	462.04	57	28-Nov-22	04-Dec-22	05-Dec-22
Kuenhe & Nagel	1285.7	133	05-Dec-22	11-Dec-22	12-Dec-22
Bois Chic Chocs	299.174	13	04-Nov-22	15-Dec-22	03-Jan-23
Nestle	41-0		17-Feb-23	18-Feb-23	18-Feb-23
GRT	4304		1-May-23	10-May-23	10-May-23
Zanchin	252.08		11-May-23	16-May-23	16-May-23
AWin	252		11-May-23	25-May-23	25-May-23
Windsor Salt – Ojibway Mine	1959.01	170	16-Feb-23	27-Aug-23	28-Aug-23
Windsor Salt – Fine Salt	1959.02	66	16-Feb-23	27-Aug-23	28-Aug-23
Windsor Salt - office	240.04	11	16-Feb-23	28-Aug-23	28-Aug-23

Autobus Longueil	510.11	59	21-Mar-23	4-June-23	5-June-23
Autobus Venise	700.63	46	3-April-23	29-Aug-23	31-Aug-23
Metro	414	3700	29-July-23	31-Aug-23	1-Sept-23
Active Dynamics	591G	278	2-Aug-23	7-Aug-23	8-Aug-23
AGS	222		3-Sept-23	4-Sept-23	5-Sept-23
Salvation Army	114	38	16-Aug-23	29-Sept-23	29-Sept-23
Pure Metal Galvanizing	504	73	28-Sept-23	12-Oct-23	Staggered 25-Oct-23
GM	199, 222, 636	4300	10-Oct--23	10-Oct-23	10-Oct-23
Sodecia	27	150	15-Oct-23	19-Oct-23	Staggered
St Lawrence Seaway	4211, 4212.01, 4212.02, 4319, 4320, 4323	369	22-Oct-23	29-Oct-23	29-Oct-23
Stellantis	195, 444, 815, 1285, 1459, 1498	8200	30-Oct-23	30-Oct-23	30-Oct-23

- This program continues to be delivered to our members with the assistance of the local union financial secretaries and strike coordinators. With their ongoing cooperation and dedication, we are able to successfully deliver the Strike Assistance Benefit Program across the country to approximately 3000 bargaining units.
- Since the last report the department has provided strike support to 119 bargaining units, while assisting 42 locals through their strikes /lock outs.
- The Strike and Defence Department would like to thank and acknowledge the efforts and work put forward each day by all involved during the bargaining process on behalf of our members and their families represented by Unifor.

WOMEN'S

Tracey Ramsey
Director

SISTERHOOD OUTREACH

This spring a joint project between the Women's and Education department took place with six regional offerings of a 3-Day Women's Activist Course with a 1 Day Sisterhood Outreach. The program was a smash success with 500 women attending across the country. We held three in Ontario in Windsor, Oshawa and Thunder Bay that were filled with women who are doing incredible work in our union and their locals. We had Emily Coulter, Sarah-Kai Antanaitis and Melissa Wood from the ORC Women's Committee join us on these stops and these women helped incredibly to ensure Ontario sisters had an excellent experience.

REPRODUCTIVE JUSTICE CAMPAIGN

In June we launched our national reproductive rights campaign to increase access to abortion services, sexual and reproductive health services and reduce barriers to accessing healthcare that is needed by women and trans people in our country. The interactive campaign includes sending an email to your MP and MPP to ensure they are aware of our campaign and work to uphold reproductive rights in Canada. We have a poster and social media graphics for sharing in the workplace and in union spaces.

You can find more information at <https://www.unifor.org/campaigns/all-campaigns/reproductive-justice-now>

Please reach out to the department for any further materials required.

NATIONAL WOMEN'S CONFERENCE

The National Women's Conference will return in 2024 in Port Elgin. The dates are August 18-21, 2024. Keep an eye out for a Save the Date in January with the call letter to follow.

DECEMBER 6, NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN

This year we have a poster and button available to support locals in the awareness campaign to end violence against women. We are appreciative for locals who will hold vigils to mark the day along with sharing of materials and information about the importance of our continued fight to end violence against women. An email has been forwarded to locals with information on ordering materials. We ask that you please share your events with us by email at women@unifor.org

GENDER-BASED VIOLENCE & HARASSMENT/CREVAWC STUDY PROJECT

All provinces and the federal government have now passed Domestic Violence Leave legislation. In all jurisdictions except Alberta, the leave includes paid leave. These leaves are also available in connection with an employee's child experiencing domestic or sexual violence.

It is important to bargain domestic violence leave into our collective agreements even if it is the law. The collective agreement can increase awareness and reduce stigma. Where there is a Women's Advocate, she can help navigate the member through the system and ensure supports are in place.

Unifor is working with Western University on a project to study sexual harassment in the Hospitality, Gaming and Airlines sectors focusing on Ontario, Manitoba and British Columbia. The goal of the project is to identify the barriers to effective implementation of the law and to develop

education materials to assist our members and workplace leadership. More information will be posted soon on the projects page of www.learningtoendabuse.ca

Canada has now ratified Convention 190 and Adopting Recommendation 206 on Elimination of Violence and Harassment in the World of Work. This landmark International Labour Organization Convention will raise the bar on Canada's laws and enforcement of employer's obligations to eliminate and address violence and harassment. We now await the much needed action and legislation required to fully enact this important convention. We will continue to follow the implementation phase.

WOMEN'S ADVOCATE TRAINING

Women's Advocate 40-hour Basic training is being offered at our Education Centre for March 11-15, 2024 with childcare available. The course is open to all bargained Women's Advocates who haven't yet taken their Basic training. We also offer a yearly 3-Day Women's Advocate Update each fall that we encourage all advocates to attend to ensure they are staying up to date on current and emerging issues.

We have conducted an audit of Women's Advocates and are working towards updating the final contact information on them. It is critical that we have up to date contact information on our advocates to ensure they are receiving the supports they need to fulfill their duties. We currently have 576 advocates representing 151,000 of our members, which is amazing! We have many units without advocates and have launched an initiative to identify them and provide support to achieve more advocates.

Please remember to update your Advocate's contact information with women@unifor.org to ensure we have contact with all Advocates.

EMPLOYMENT INSURANCE REVIEW: MATERNITY AND PARENTAL LEAVE, DOMESTIC VIOLENCE LEAVE AND LIFE EVENTS

The federal government is undertaking a review of the Employment Insurance program. We've reviewed uptake of the extended parental leave and found that it is rarely accessed outside of the largest employers where we've bargained top-ups. A critical issue was also identified involving women who return from parental leave and are then laid off without time to accumulate enough hours for EI covering the layoff. Or they return from layoff pregnant without enough hours to qualify for maternity or parental leave benefits. We need a longer qualifying time where special benefits and regular benefits are accessed within a period of time.

Unifor has made a submission on improvements for EI that includes providing benefits to cover extended domestic violence leave. We underscored that employers must provide primary coverage for leave that is taken in 1 day increments.

WOMEN'S LEADERSHIP

Over the last few years, we've seen an increase in the election of women in some jurisdictions in Canada. Municipally, there has been an increase in women elected. Congratulations to Olivia Chow on her recent win in Toronto and Andrea Horwath in Hamilton! Currently 20% of mayors

in Canada are women. 9 out of 23 of Canada's largest cities are women. In provinces, women have the highest representation in Quebec at 46% with a close second in BC at 42.5%,

Federally women's representation increased by 1% to 30%. Our global ranking federally is a dismal 50th. And there is a real lack of Indigenous, Black, women of colour and queer women elected. The issue of attacks on elected women or women running for election must be addressed.

Within the union, the election of women is still uneven. Initiatives such as mentor programs and offering the women in leadership course is aimed at improving women's representation.

PAY EQUITY

Federal pay equity legislation is now in force with a deadline to have a plan of September 2024. This law covers approximately 65,000 of our members in federally regulated workplaces. Unifor pay equity information can be found at <https://www.unifor.org/payequity>. Reach out to your staff representative for any assistance you may need. We are here to support you throughout the process and answer any questions you may have.

Theresa Farao is now our full time Pay Equity National Representative and can be reached at Theresa.farao@unifor.org or payequity@unifor.org

A course for Committee members is being offered virtually. Please keep an eye out for the latest dates it will be offered.

CONTACT INFORMATION

We are continuing to work on ensuring our database is up to date with contact information for women's committees, activist, local leadership and anyone interested in hearing from the Women's Department.

If the women's committee and women's activists in your local aren't receiving information from us, and would like to, please sign up using our form on at www.unifor.org/women or contact women@unifor.org.

AREA DIRECTORS & STAFF REPORTS

Pearl Almeida
National Representative

AIRCRAFT APPLIANCES, LOCAL 252, BRAMALEA ON – President, Eamon Clarke; Chairperson Scott Crawford. the company was sold to a Private Equity firm and in turn has sold its Marine Filtration Unit, which has left (5) employees in the collective Agreement. the current contract is expiring March 31st 2025. The relationship is amicable.

A.S.P SECURITY INC, LOCAL 2002, ON – President, Tammy Moore; Assistant – Denise Cochrane Chairperson Sonia Torres. There are approx. (460) employees in this unit. This unit is presently in Bargaining and has moved to conciliation. Both parties continue to work collectively to address the issues and future plans. Currently there some grievances in the system. The relationship is not amicable.

COCO ASPHALT ENGINEERING ,LOCAL 4266 MILLHAVEN ON – President Andre Desjardins; Chairperson Andrew Miller. We made significant gains in wages and some excellent language around contracting out and benefits that will provide a more sustainable working environment for the membership There are approx. (25) employees in this unit. the collective agreement was renewed June 2023. The relationship is amicable.

H.L BLACHFORD, LOCAL 593, TORONTO ON – President Edwin Patrick; Chairperson John Dolinar. There are approx. (25) employees in this unit. the collective agreement was renewed in Oct 2021 We made significant gains in wages and some excellent language around contracting out and benefits that will provide a more sustainable working environment for the membership. The collective agreement was ratified by 100% percent. Presently there are some grievances in the system. The relationship is amicable.

ICS COURIER,LOCAL 333, MESSENGERS,VARIOUS ON - President, Lisa Marks. There are approx. (160) employees in this unit. The collective agreement comes up for renewal Oct 2023. Presently there are no grievances in the system. The relationship is amicable.

ICS COURIER,LOCAL 333, SORTERS,TORONTO ON - President, Lisa Marks. There are approx. (100) employees in this unit. The collective agreement comes up for renewal Oct 2023.Presently there are no grievances in the system. The relationship is amicable.

MAUSER PACKAGING(FORMERLY ICS INDUSTRIAL PACKAGING SERVICES), LOCAL 1256, VARIOUS ON – President Alice Kelly; Chairperson Nelson Raposo . There are approx. (60) employees in this unit. the collective agreement will come up for renewal in June 2024 There is one grievance in the system pending arbitration. The relationship is amicable.

LAFARGE CANADA INC, LOCAL 2190, BATH ON – President Ben Struthers. There are approx. (79) employees in this unit. The collective agreement was renewed Jan 2023. We made significant gains in wages and some excellent language around contracting out and benefits that will provide a more sustainable working environment for the membership Both parties continue to have ongoing discussions to address issues in a timely fashion. There are some grievances in the system. The relationship is amicable.

NABET 700- (FILM TECHNICIANS) LOCAL 700 M, TORONTO ON -President, Peggy Kyriakidou. There are approx. (1500) employees in this unit. the collective agreement was renewed in April 2023. we made significant gains in wages and some excellent language gains through out the agreement that will provide a more sustainable working environment for the membership. The collective was ratified by 80 % percent. There are no grievances in the system. The relationship is amicable.

PETRO CANADA LUBRICANTS, LOCAL 593, TORONTO ON – President, Edwin Patrick; Chairperson Shane Horne. There are approx. (250) employees in this unit. this unit is presently in Bargaining and is part of the National Energy Bargaining . talks are progressing well. There are several grievances in the system that are scheduled for arbitration and in arbitration. The relationship is amicable.

PETRO CANADA TERMINAL, LOCAL 593, OAKVILLE ON – President, Edwin Patrick; Chairperson Doug Moysich. There are approx. (17) employees in this unit. this unit is presently in Bargaining and is part of the National Energy Bargaining . talks are progressing well .There are several grievances in the system that are schedule for arbitration and in arbitration. The relationship is amicable.

PORTER AIRLINES INC (FBO), LOCAL 2002, TORONTO ON – President Tammy Moore; Assistant -Denise Cochrane, Chairperson Paul Best. There are approx. (30) employees in this unit. The collective agreement was renewed in April of 2023. There are no grievances in the system, both parties continue to have discussions to resolve the issues in the workplace. The relationship is amicable.

PORTER AIRLINES INC (RAMP), LOCAL 2002, TORONTO ON – President Tammy Moore; Assistant -Denise Cochrane, Chairperson Mahbub Azad. There are approx. (30) employees in this unit. The collective agreement was renewed in April of 2023. There are grievances in the system, both parties continue to have discussions to resolve the issues in the workplace. The relationship is amicable.

PORTER AIRLINES INC (CUSTOMER SERVICE REPS), LOCAL 2002, TORONTO ON – President Tammy Moore; Assistant Denise Cochrane, Chairperson David Robson. There are approx. (70) CSRs in this unit. The collective agreement was renewed in April of 2023. There are grievances in the system, both parties continue to have discussions to resolve the issues in the workplace. The relationship is amicable.

REDPATH SUGARS (ENGINEERS)LOCAL 2003E, TORONTO ON – President Phil Barbara; Chairperson Sinclair Williams There approx. (10) employees in this unit. the collective agreement will be renewed in June 2025. We made significant gains in wages and some excellent language

gains and benefits that will provide a more sustainable working environment for the membership. The collective was ratified by 100% percent. Presently there are no grievances in the system. Both parties continue to have good and meaningful discussions to resolve the issues in the workplace. The relationship is amicable.

REDPATH BRANDS (PLANT)LOCAL 2003E, TORONTO ON– President Phil Barbara; Chairperson Sinclair Williams There approx. (150) employees in this unit. the collective agreement will be renewed in June 2025 .Presently there are some grievances in the system and both parties continue to have good and meaningful discussions to resolve the issues in the workplace. The relationship is amicable.

RIPLEYS AQUARIUM OF CANADA,LOCAL 6006 ,TORONTO ON - President Sapna Sagar; Chairperson vacant. There are approx. (100) employees in this unit. This unit is presently in Bargaining for the second collective agreement with talks progressing well. There are some grievances in the system. Both parties continue to have good and meaningful discussions to resolve the issues in the workplace. The relationship is new and so far, amicable.

TORONTO CRICKET SKATING CLUB, LOCAL 673, TORONTO ON - President Mary Ellen Mcilmoyle; Chairperson Ozlem Bengu. There are approx. (100) employees in this unit. The collective agreement has been renewed in 2023. We made significant gains in wages and some excellent language gains and benefits that will provide a more sustainable working environment for the membership. Both parties continues to have good and meaningful discussions to ensure that the issues are resolve in timely fashion. There is presently one grievance in the system. The relationship is not amicable.

Michelle Arruda
Ottawa Area Director

MAJOR DEVELOPMENTS SINCE THE LAST ORC:

Ottawa staff had some amazing bargaining wins. I want to say a very warm welcome to Véronique Prevost who started in May 2023. Véronique is currently working on several upcoming rounds of bargaining and getting settled into her new position. I would like to extend another warm welcome to our new support staff Nadine Maleau, who also started working in the servicing department in May.

LOCAL 8300 SHEPHERDS OF GOOD HOPE ratified in early July, improvements on language, employees in the largest employee group will see wage gains of 40.25% over the three years. (Derek MacLeod)

LOCAL 2182 RADIO OPERATORS who work for the Coast Guard ratified a new contract in July. Wage increases of 12.6% over four years, and roughly 90% of the membership in this unit will benefit from a 14.75% wage increase during the term of the agreement. (Derek MacLeod)

LOCAL 8300 QUINTE HEALTH CARE, members achieved wage gains of 8% over two years and a wage adjustment for RNs dating back to the beginning of their contract, as well as other benefit improvements. (Jan Malek)

LOCAL 33 HYDRO OTTAWA, members secured a significant wage adjustment and increases that will raise their pay by more than 30% over the life of their collective agreement. (Jan Malek)

FIRST STUDENT in Ontario recently applied to the CIRB to confirm that parts of their operations actually fall within provincial jurisdiction rather than federal. We reached a settlement with the company and maintained our CBAs for all 9 units in Ontario, as well as added the 5 Personal Emergency days and Truth and Reconciliation Day to the agreements. (Scott Bateman)

LOCAL 2002 CANADIAN NORTH, The agreement was up in late December but we were able to negotiate that the agreement would start with a good wage increase as soon as it ratified (September). The members gained some good language and a 3-year deal at 5%, 4%, 4%. (Michelle Arruda)

MAJOR ISSUES AHEAD:

LOCAL 87-M METROLAND MEDIA, owned and controlled by Jordan Bitove's Nordstar, made a devastating announcement in September 2023, saying it will discontinue 70 community newspapers and is laying off 605 workers including 106 Local 87-M members. "The gloves are off," said Local 87-M President Carleen Finch. "We will use every and all legal actions at our disposal to fight this inhumane treatment of our members, many of whom spent their whole careers at their paper serving their communities."

LOCAL 87-M THE GLENGARRY NEWS is a small weekly newspaper in Alexandria, Ontario that was founded in 1892. Owned by the McDonald family, who recently announced they are closing the doors. This newspaper is believed to be the last family-run local newspaper in Canada. The Employer is looking to sell the business and hopes the paper will reopen. The closure announcement has left our members shocked and devastated.

HERSHEY PLANT SMITH FALLS, Cannabis Company Canopy Growth Corp. announced in August it's shutting down its Smiths Falls, Ontario headquarters and selling the building back to its original owner, Hershey Canada. Hershey is a Unifor certification and we will be contacting the Employer.

407 ETR. This unit of approximately 81 members are responsible for all administration of operations for the 407 toll route highway. A new 3 year agreement was reached commencing Feb 1 2022 which sees a \$2.25 wage increase, benefit improvements and a new “ work from home “ agreement .President Local 414 Gord Currie

ARMADA TOOLWORKS LTD LOCAL 222, LINDSAY ONT.- This is a tier 2 car parts manufacturer producing small parts for all major OEM,s There are approximately 230 full time employees in the bargaining unit working three shifts. Unit Chair person Dan Desousa, Local 222 President Jeff Gray

BOMANVILLE CREEK SENIORS LOCAL 1136 BOMANVILLE ONT This has approximately 63 members caring for senior long term living residents. This Unit continues to struggle with staff shortages and turn over. Unit Chair Lana Demone. Local 1136 President Derek Spence.

CALYX GROUND TRANSPORTATION (FORMERLY NATION FAST FREIGHT) LOCAL 303 VAUGHN ONTARIO. This warehouse has approximately 60 employees working on three shifts. The business has lost volumes and are currently in the process of achieving more distribution contracts. The company has recently contracted out some bargaining Unit work as a result of the inability to hire with current wage rates. Contract expires March 31 2024. Local 303 President Brian Vance

CASINO RAMA- ORILLIA ONTARIO. LOCAL 1090. This Casino operated by Gateway. Casino Rama has approximately 840 members . After slowly rebounding from the Pandemic, a new agreement was reached commencing Jan 24 2022, seeing major improvements. The Committee does an exceptional job and has worked hard to improve a decent labour relationship with the company. Unit Chair Joanna Nelson, Local 1090 President Greg Weaver

GREAT BLUE HERON CASINO PORT PERRY .LOCAL 1090 . This Casino operated by Great Canadian Gaming has approximately 250 members. The collective agreement expired in July 2022. . We entered into Common table pattern bargaining, with Several Casinos operated by the same owner in early summer involving Casinos represented by Local 1090, Local 252, Local 504, and Local 444, Putting maximum, multi site pressure on the company, and with the full endorsement of all locals at the table, we were able to reach agreements with significant improvements at all sites, including much needed Fulltime/Part time ratios entrenched into collective agreements. Great Blue Heron Unit Chair- Rob Bicknell, Local 1090 President Greg Weaver

CASINO AJAX/PICKERING. LOCAL 1090 Operated by Great Canadian Gaming, these combined locations have approximately 900 members with an estimated total of approx. 2000 members once final construction have been completed and operations are at capacity . An agreement was reached with significant improvements in wages, benefits, time off the job, scheduling and a Fulltime/ Part time ratio.

It is regrettable to have to report that just days prior to writing, a Security Guard was shot and killed in a senseless and violent incident at the Casino. Although not a Unifor member, the shock ,disbelieve and heartfelt sympathy for our colleague and his family continues to be on the minds of all members.

This again brings the priority of ensuring the Health and Safety of all workers are paramount in every workplace.

Unit Chair Marley Klus Local, 1090 President Greg Weaver

SHORELINES CASINO BELLEVILLE. LOCAL 1090 A Great Canadian Gaming Company Casino, this is new unit joining Unifor consisting of approximately 120 members. For the first time in Unifor history, these determined members went on strike for a first collective agreement, which ultimately saw improvements in wages benefits and working conditions. First contract expires September 30 2024. Unit Chair Leigh-Anne Macdonald Local, 1090 President Greg Weaver

SHORELINES CASINO PETERBOROUGH. LOCAL 1090 After witnessing and supporting the achievements made in Belleville, this new unit of approx. 110 members overwhelmingly voted to join Unifor. A Great Canadian Gaming Company, these members supported the strategy of common table bargaining for a 1st agreement, to achieve pattern with other GCGC collective agreements. As a result, significant gains and improvements were achieved for members similar to improvements made at all sites. Unit Chair – Sandy Carson, Local 1090 President Greg Weaver.

WOODBINE SECURITY . LOCAL 1090 This is a security unit at woodbine casino , operated by Great Canadian Gaming. The Unit has 100 members who were part of the common table bargaining in Jul with Great Canadian. The members ratified their agreement which saw huge gains in wages, benefits and job security by transitioning part time positions to full time.. Unit Chair -Elizabeth Diaz , Local 1090 President

DOMTECH INDUSTRIES INC. TRENTON This unit of 87 members manufacture heavy electrical cable used in multiple applications such as Hydro etc. We have recently bargained a new agreement there which saw major gains in wages benefits paid time off and the reduction of mandatory overtime. Since the agreement was ratified we renegotiated increases for trades as the plant struggles with retention. Unit Chair and Local 887 President Chris Deline.

FORMULA FORD LINCOLN SALES LIMITED LOCAL 1090 PICKERING ONTARIO. This is a Ford dealership with approximately 23 employees. We have a decent relationship with the employer here. There are no outstanding grievances in the system. Business continues to be steady although service has dropped recently. Local 1090 President Corey Dalton. Unit Chair- Mark Platnarm, Committee- Peter Phavard. Agreement was to expire January 31 2023, Unfortunately this Unit has made the decision to leave their Union.

GDI SERVICES CANADA LP LOCAL 222 OSHAWA ONTARIO. This employer provides cleaning services for Durham College UOIT at the Whitby and Oshawa campuses. There are approximately 90 employees in the bargaining unit. Although this unit is now represented by Kat Leonard, This unit was without a collective agreement since December 31 2021. After a two week strike which turned into a lockout using replacement workers, Kat and I were able to negotiate a renewal agreement with immediate cost of living increase, improved benefits with reductions in co pay premiums and job security. This Unit is now represented by Kat Leonard. Unit Chair Theresa Grabowski. Local President Jeff Gray.

KERR INDUSTRIES, LOCAL 222 OSHAWA ONTARIO. This company provides and installs equipment modifications to vehicles for Police departments, Taxi companies and special service utility vehicles. Kerr has acquired extra rebuild work from GM to which we have negotiated a premium rate for our members who perform the work. The company has been sold to a new owner,. and is now known as Safe Fleet. Unit Chair Steve Verbrugghe. Local 222 President Jeff Gray

MAPLELEAF FOODS PORT PERRY. LOCAL 1090 This unit of approximately 100 members are food processing, making frozen pre packaged goods for distribution. The plant continues to struggle with staff shortages, retention and recruitment. Work loads are taxing as overtime is continually mandated on our members. The labour relationship in the plant is far from perfect and we continually meet to find resolves to issues. Although the current collective agreement expires March 31/24, the committee and Local are preparing proposals to enter into early bargaining in hopes of bargaining fair and equitable economics that will not only be able to retain current workers, but recruit new employees. Unit Chair, Rodney Gervais, Local 1090 President- ,Greg Weaver

NVENT (FORMERLY PENTAIR THERMAL) TRENTON LOCAL 537 This unit of 60 specialising in the manufacturing of copper wire products. The labour relationship is stable and most issues are resolved fairly quickly. There are a couple of outstanding grievances that are pending investigation that will likely be heading to arbitration. Local 537 Paul Butler.

OAKLEY SUB ASSEMBLY OSHAWA. LOCAL 222 This is a GM supplier located inside the supplier park at General Motors. Our members there assemble the rim and tires for direct

installation at the final assembly line. There are no outstanding grievances in the system. Contract expires July 2024. Unit Chair Jesse Berard, Local 222 President Jeff Gray.

PHILLIPS ELECTRONICS. LOCAL 222 This is a warehouse and distribution unit for Phillips electronic products predominantly lighting division . The approximate 55 members there are very busy fulfilling orders and the committee has a very decent relationship with the company, and most issues are resolved quickly between the employer and Chair Jim Johnstone. There are no current issues or grievances in the system. . Unit Chair Jim Johnstone Local 222 President Jeff Gray

PROGISTIX SOLUTIONS MISSISSAUGA. LOCAL 26 This unit of 260 members are a warehousing and distribution location for Bell Technical equipment as well as others. There has been a number of grievances sent to arbitration there. We are currently in contract negotiations with the current agreement expiring December 31/23 Unit Chair Mohamed Omer Local 26 President Donovan Nezbeth.

RR DONNELLY/MOORE NORTH TRENTON. LOCAL 887 The 83 members here are responsible for mass printing operations for major companies such as Pharmaceutical, Airlines, Big box advertising etc. The company has been acquired by DCM (data control management) and has announced a closure of the facility within 18 to 24 months. We have extra severance already bargained in the agreement, but are meeting with the company on retention agreements and wind down expectations. . Unit Chair Barry Woodcock Local 887 President Chris Deline

BELRON CANADA (A DIVISION OF VANFAX) LOCAL 414 MISSISSAUGA ONTARIO. This is an auto windshield warehouse in Mississauga with 19 members. The company had previously closed their operations in Woodbridge. Currently there are no outstanding issues. Contract expiry is Feb 21 2024 Unit Steward, Franklyn Taylor. Local 414 President Gord Currie.

Scott Bateman
National Representative

BELLEVILLE TRANSIT, LOCAL 1839, BELLEVILLE ON - 45 members. These members are bus drivers in the city of Belleville. Management is in the process of modifying the routes. They have committed to eliminating the on-demand service. We are working with the company to try to eliminate dead head time. There are no grievances slated for arbitration currently. The Unit Chairperson is David McClennon.

BLUE LINE TAXI, LOCAL 1688, OTTAWA, ON - 487 members. The local under the leadership of Amrik Singh, has been successful in having the city amend by-laws which greatly benefit our

members. Age limits for accessible/hybrids has been increased to 12 years. Drivers are now receiving \$15 for each accessible fare. City Council approved a pilot project which entitles each accessible plate owner/ vehicle owner to \$5000/year to assist with the cost of the vehicle and \$2000/year per driver. Currently there are no grievances scheduled for arbitration. The unit chairperson is Hassan Karam.

BRINKS CANADA LTD., LOCAL 4266, OTTAWA, ON - 90 members & Kingston ON - 30 members. The company's interpretation of the changes in the CLC regarding personal leave and 10 paid sick days was challenged, and we were successful in the changes being implemented as per the CLC and IPG's. The company has been successful in securing some new work. There are no outstanding grievances scheduled for arbitration. The Unit Chairperson is Chris Pogue in Ottawa, and Sean Murphy in Kingston.

BRINKS CANADA LTD., LOCALS 27, 195, 112, 229, 504, 598, 599T, 1359, 4266, ACROSS ONTARIO - 500 members. The company's interpretation of the changes in the CLC regarding personal leave and 10 paid sick days was challenged, and we were successful in the changes being implemented as per the CLC and IPG's. We continue to try to explore new opportunities to continue to keep our members employed, and the company has managed to secure some contracts previously lost to competitors. There are a number of outstanding issues in several of the branches, including the use of driver facing cameras, but we continue to work with the Locals and branches to resolve them. Unit chairs- Dragan Saponja, Louis Kovacevich, Nelly Francis, Ray Losier, Cliff McCollam, Kenneth Biggar, Morris Khull, William Janik, Nicole Dempsey, Patrick Curtin.

FAIRMONT CHATEAU LAURIER, LOCAL 4270, OTTAWA, ON - 340 members. The hotel is in the planning stages for renovating the restaurant and adding a coffee shop, resulting in the creation of a new classification of barista. We have several outstanding issues including an unresolved severance pay issue and termination grievances. We are working with the employer to resolve these; however, some may be deferred to arbitration. The unit chairperson is Miles Bailey.

FIRST STUDENT LTD., LOCAL 4266, CORNWALL, ON - 65 members. At the time of writing, we are bargaining and optimistic that we will be successful in securing increases for our members. First Student is now recognized as a provincially regulated workplace. The employer submitted an application to the CIRB in April, and after numerous meetings, we agreed to cooperate in the transition, but secured paid personal leave and Truth and Reconciliation Day for our members. There are no outstanding grievances. The unit Chairperson is Krissy Lucas.

FIRST STUDENT LTD., LOCAL 4266, KINGSTON/TRENTON, ON - 45 members. First Student is now recognized as a provincially regulated workplace. The employer submitted an application to the CIRB in April, and after numerous meetings, we agreed to cooperate in the transition, but

secured paid personal leave and Truth and Reconciliation Day for our members. There are no outstanding grievances. The Chairperson is John Molleson.

INGREDION CANADA INC. LOCAL 483, CARDINAL, ON - 145 members. We bargained a new CBA in March of this year which included a 14.25% wage increase, as well as improvements to language, bereavement and hours of work. There are no outstanding grievances. The unit chairperson and president is Bill Garlough.

KINGSTON ACCESS BUS, LOCAL 4266, KINGSTON, ON - 30 members. As a result of difficulty in driver retention, the Local and the employer drafted a LOU which included a wage increase scheduled for January 2024 being implemented in April, changes to qualification for benefits and a \$1.00 premium for weekend work. The unit chairperson is Jeff Mason.

METRO TAXI (CAPITAL TAXI), LOCAL 1688, OTTAWA, ON - 225 members. We bargained a new collective agreement in the spring with improvements throughout. The local under the leadership of Amrik Singh, has been successful in having the city amend by-laws which greatly benefit our members. Age limits for accessible/hybrids has been increased to 12 years. Drivers are now receiving \$15 for each accessible fare. City Council approved a pilot project which entitles each accessible plate owner/vehicle owner to \$5000/year to assist with the cost of the vehicle and \$2000/year per driver. The unit chairperson is George Chamoun.

SAPUTO DAIRY PRODDUCTS, LOCAL 4000, VAUGHN, ON - 58 members. A new collective agreement has been bargained with this new group of dependent contractors in December 2022. The contract was ratified by 94% of the membership. One of the key issues during those negotiations was rising costs for our members and the failure of the company to properly account for these costs in their compensation model. The Union was successful in securing a compensation review for all members within six months of ratification, as well as bonuses totalling \$9,000 over the course of the three-year contract. There are several outstanding issues including the unnecessarily complicated cost & revenue formula, scheduling and seniority, and sick leave. These problems will form the basis of our next round of bargaining talks, currently slated to begin in late 2025. There no active grievances for this group and no pending arbitrations. The unit chair is Zbigniew Godlewski.

SHORELINES CASINO THOUSAND ISLANDS, LOCAL 1090 GANANOQUE, ON - 95 members. Layoff and bumping language were a concern that was recently addressed and corrected. The unit chairperson is Albert Serson.

STERLING FORD SALES, LOCAL 4270, OTTAWA ON - 26 members, that include mechanics, parts dept, wash bay, shuttle/parts drivers and janitor. A new collective agreement was recently ratified with improvements to language, pension, vacation, bereavement and a 10.5% wage

increase over the three-year term. There are no open grievances. The unit chairperson, and Local President is David O'Connor.

WESTWAY TAXI, LOCAL 1688, OTTAWA, ON - 94 members. We are currently in bargaining. There are no outstanding grievances. The unit chairperson is Abbas Sharafi.

Nena Bogdanovich
National Representative

ABZAC CANADA INC., LOCAL 591-G, BOWMANVILLE, ON – This Unit has approximately 27 members. There have been very little issues there over the past year. We have started exploring options regarding implementing a pension plan for the members, as this was a post bargaining commitment, but we have not been able to convince the employer that we would like more than an employee only contributed RRSP.

BELL CANADA (CLERICAL AND ASSOCIATED), LOCALS 6004 (OTTAWA), 6005 (LONDON), 6006 (TORONTO), 6007 (TORONTO), 6008 (MISSISSAUGA) AND 37 TORONTO, ON – These units combined have close to approximately 2400 members. Things are still busy at Bell Canada in terms of post bargaining commitments such as the Racial Justice Advocate which we are currently in interview stages for. The majority of our members are still working from home remotely. Over the last year, we filed a national policy grievance on behalf of both Ontario and Quebec members as it has been a challenge for the Company to follow the notification process as outlined in various parts of the clerical collective agreement, especially when it comes to the surplus of employees and making sure that proper communication with the Union is being had. We have had a few members declared surplus this year and have been working closely with the locals to make sure that the process is being followed correctly. Over the past year, we canvassed, interviewed, and chose our Pay Equity member that will sit on the Pay Equity Committee. We are still processing all our covid vaccine related and forced leave of absence grievances through arbitration. Because of the amount of grievances there are, we strategically decided to group the grievances in categories and deal with them all in those categories at arbitration.

BGIS O&M SOLUTIONS (THROUGHOUT ONTARIO), LOCAL 27-C TORONTO, ON – There are 3 different bargaining units that this local is responsible for. BGIS offers facility management services to Bell Canada to support Bell's various real estate and their projects. We have both the technicians who service on the road as well as the Clerical and Associated members that look after procurement, contract and insurance, and project coordination. The agreements will expire February 29, 2024 for the technicians and May 06, 2024 for the clerical group. We have not had much grievance activity over the last year.

CADILLAC FAIRVIEW (SECURITY), LOCAL 2003E, TORONTO, ON- There are approximately 60 members in this Unit. The Local represents Security Guards, Desk Guards and Concierge at Toronto's downtown TD Centre Complex. The current agreement expires March 17, 2024. We continue to work on our relationship with the employer and the stewards have been able to settle and work out most grievances. Currently there is one outstanding grievance that concerns its self with the company's covid vaccine policy that is pending arbitration. Cadillac Fairview still has not changed/removed their vaccine policy.

CADILLAC FAIRVIEW (MAINTENANCE), LOCAL 2003E, TORONTO, ON - There are approximately 30 members in this Unit. Last spring, we ratified a new 3-year agreement with improvements to wages with 3.5%, 3% and 3%. The Local represents the Maintenance Workforce at the Toronto Eaton Centre. The current agreement expires April 30, 2026. We continue to work on our relationship with the employer and the stewards have been able to settle and work out most grievances. Currently there are no open grievances as we have been able to resolve all our grievances.

CADILLAC FAIRVIEW (SECURITY), LOCAL 2003E, TORONTO, ON - This Unit has approximately 70 members. The Local represents Security Guards and Concierge at the Toronto Eaton Centre. The current agreement expires March 17, 2024. We continue to work on our relationship with the employer and the stewards have been able to settle and work out most grievances. Currently there is one grievance that deals with a short-term disability denial of benefits.

CADILLAC FAIRVIEW (SERVICES), LOCAL 2003E, TORONTO, ON - This Unit has approximately 9 members in it. The Local represents the Guest Services Desk at the Toronto Eaton Centre. The current agreement expires August 31, 2024. We continue to work on our relationship with the employer and the stewards have been able to settle and work out most grievances. Currently there are no open grievances.

CHEP CANADA INC. (MISSISSAUGA) LOCAL 2003E, MISSISSAUGA, ON - CHEP Manufacturers a range of wooden and plastic pallets. There are approximately 50 members at this location. The Local and Company has built a much better working relationship and we are seeing more and more issues being resolved successfully. We recently negotiated a 3-year agreement with improvements in the following areas: Wages with increases of 6.25%, 2.75%, 3.0%, increase to the shift premium, clothing and work boot allowance, vision care and changes to the vacation language. This agreement expires March 31, 2025.

COMTECH FIRE CREDIT UNION, LOCAL 6007, TORONTO AND OTTAWA, ON - There are approximately 20 members. The Steward is Lorraine McAulay. The current agreement has expired, and we are working on our proposal package and booking dates with the employer to

begin negotiation. The Company continues to try and expand its business through mergers with other Credit Unions and expanding Branches. We have some issues over the past year, but we have been able to work them out.

ENWAVE ENERGY CORP., LOCAL 2003E, TORONTO, ON – There are approximately 25 members at this Unit. The current agreement does not expire till March 31, 2025. Last spring, we were able to successfully ratify a new 3-year agreement. Improvements included wage increases of 4.6%, 2.6% and 2.7% respectively. Currently there is one grievance at Arbitration dealing with a jurisdictional dispute between Unifor and CUPE. There are 2 other grievances at the moment that we are dealing with at the top step of the grievance procedure, issues that tend to arise and result in grievances are issues that surround hours of work and scheduling.

HALLMARK HOUSEKEEPING SERVICES, LOCAL 2003E, TORONTO, ON – There are approximately 10 members in this Unit. The current agreement expires December 31, 2024. There currently are no active grievances.

MESSER CANADA INC., LOCAL 591-G, WHITBY, ON – There are approximately 11 members in this Unit. The current agreement expires August 31, 2024. Currently there are no active grievances.

MOUNT PLEASANT CEMETARIES, LOCAL 112 (FORMER LOCAL 1643), TORONTO AND GTA, ON - There are approximately 250 members in this Unit but this number varies throughout the year as we have two different Units. There are full-time/part-time outdoor Cemetery Workers and the Seasonal Workers. The relationship with the Union and Management has changed substantially in recent years and the relationship is much better. There seems to be issues in attracting and retaining our seasonal workers. Currently we are in talks about making improvements to the current salary grid. It has been challenging for the company to hire seasonal workers and as a result they have had to contract out some of the work. We are in the process of trying to negotiate terms and a letter of understanding that will hopefully address these issues. The Unit Chairperson for this group is Gerson Daponte. There are no active grievances at this time.

NATIVE CHILD AND FAMILY SERVICES OF TORONTO, LOCAL 2488, TORONTO, ON – There are approximately 240 members in this Unit. Native Child and Family Services of Toronto (NCFST) is a multi-service urban Aboriginal agency providing holistic, culture-based programs and services for Aboriginal children and families. The Local continues to work with the National Union to establish its local and practices. We also continue to relationship build with the employer to change the culture and relationship between the parties. There has been quite a bit of grievance activity, mainly to do with disciplines given to members for conduct and

performance on the job. We are currently in the process of settling all these grievances at the top step. We have no grievances referred to arbitration at this moment.

ROTHSAY (DARLING INTERNATIONAL CANADA INC.), LOCAL 2003E, MOOREFIELD, ON - There are approximately 5 members in this Unit. The Engineers keep the Plant operating. The currently agreement will expire June 29, 2026. Over the last year, there have been numerous issues within the Unit that has led to many grievances being filed. The Local union has been working with the Employer to try to improve the working conditions for the members and the relationship between the parties. We currently have about 3 grievances dealing with members discipline referred to arbitration and are currently in the process of reaching a settlement for a termination grievance. Most issues that have arisen in the workplace have stemmed from overtime and the distribution of overtime.

ROTHSAY (DARLING INTERNATIONAL CANADA INC.), LOCAL 39X, MOOREFIELD, ON - There are approximately 80 members in this Unit. The members in this Unit are responsible for the Management of collecting, processing and recycling edible and inedible animal by-products. There have been some changes to both Management and the Union over the last couple of years and the Union and the Company have been working hard to improve the relationship between them, the year started out with quite a few grievances, and slowly through relationship building, most grievances have been resolved and settled. There are currently about 2 grievances that have been referred to Arbitration. We have been able to settle and are still trying to settle a couple of grievances that were referred to arbitration.

LIASON UNITS: LOCAL 591-G:

***A3H IMAGING (FORMERLY ARTCRAFT THREE HANDS INC.), LOCAL 591-G, BURLINGTON, ON -** A3H is a digital, litho and large format printing company. The currently collective agreement expires in 2024. We have not had any grievances at A3H over the past year. There is currently 1 member in this unit.

ANNAN & BIRD LITHOGRAPHERS, MISSISSAUGA, ON - Large format, commercial/specialty printer. There are 46 members in this Unit. The agreement on December 31, 2024. The owner company RR Donnelly was recently purchased by Data Communications Management but we have not seen any changes to the workplace as of yet. The stewards are Tim La Cavera and Landale Jackson.

FPC FLEXIBLE PACKAGING CORP., TORONTO, ON - Finishing department. Manufacturer of specialty foil/plastic labels, seals and cigarette wrappers. There are 15 members in this Unit. Unfortunately, this unit closed in April 2023. The parties were able to negotiate an exit package

and job offers to other companies related to the parent company as well as wage increases for 2021 and 2022.

GABER'S, TORONTO, ON – Manufacture of convention type bags and hats. Custom designed with embroidered or silk-screened decoration with manufacturing work being done onsite. Authorized to affix the Union Label. The current agreement is expired and the Local recently met with the 4 members of the unit to elect a steward and set priorities. Bargaining dates are set for Nov and Dec.

OUTFRONT MEDIA CANADA LP – (LITHO DIVISION), ETOBICOKE, ON – Lithographers of outdoor signage and billboards. There are 10 members in this Unit. Collective Agreement expires April 7, 2025. No issues.

OUTFRONT MEDIA CANADA LP – (DIGITAL DIVISION), ETOBICOKE, ON – Digital printers of outdoor signage and billboards. There are 13 members in this Unit. Current Collective Agreement expires July 11, 2024, and the members are preparing for bargaining.

OWEN SOUND TIMES, OWEN SOUND, ON – Mail Room. There are 3 part-time members in this Unit and the parties negotiated a three-year agreement in August with increases to bereavement leave, expansion of health benefits to one additional member, improved severance pay and modest wage increase. The steward is Stacey Hauser.

PARAGON INDUSTRIAL PHOTOGRAPHIC REPRODUCTIONS LIMITED, SCARBOROUGH, ON – Commercial print and graphic design. Fine Art reproductions, signs, posters, banners, floor graphics, vehicle graphics, and engineering reprographics. There are 12 members in this Unit. The parties negotiated a new collective agreement, expiring in June 2026, with improvements to wages and the reclassification of members, inclusion of glasses into benefits and an additional floater holiday. The steward is Lorne Mawby and Dave Argles joined us on the bargaining committee.

PRISMAFLEX INC., MISSISSAUGA, ON – Wide format digital printers of billboards, indoor and outdoor signage, floor/wall/ceiling tile graphics. There are 18 members in this Unit. There have been no issues at this unit over the past year.

SHOREWOOD CARTON CORP. LTD., SCARBOROUGH, ON – Warehouse for Shorewood's Non-Union print facility. There are 6 members in this Unit. The parties negotiated a three-year deal with increases to LTD and STD, inclusion to the PEL, and wage increases of 3.25%, 3%, 2.5% and 2.5% increases. The shop stewards are Dan Danchuk and Tony Orrecchio.

THISTLE PRINTING LTD. (BINDERY, PRESS, PRE-PRESS), LOCAL 591-G, TORONTO, ON – This is a commercial printing company and there are approximately 40 members in three units. This workplace has been unionized with the Local for many decades and is a prominent Toronto area unionized printer. All three collective agreements were negotiated in the past year with increases to pensions, benefits and wages of 3%, 3%, and 3%. The bargaining committee was Manny Teixeira (bindery), Marc St. Rose (pre-press) and Victor Peacock (press).

WESTROCK COMPANY OF CANADA CORP., MISSISSAUGA, ON – Commercial printers of labels and packaging. There are 50 members in this Unit. The unit has not had any grievances in the past year. We are encouraged that the company has purchased a new machine which will result in 6 new hires. The shop stewards are Wade Bodden, Ryan Nowlan and June Belle Lam.

Stephen Boon
Northern Area Director

MAJOR DEVELOPMENTS:

Local 156 and 74 Domtar mill curtailment. About 350 Local members of Local 74 and 156 will be laid off for at least a year following Domtar's announced curtailment of the Espanola pulp and paper mill. Production will begin winding down in November with final paper production set to cease as of mid-January. A labour adjustment agreement was reached this month led by National Representative Jerry Logan providing enhanced early retirement options and a new labour adjustment centre. Successful job fairs have been held and there are very good job prospects in the region. A skeleton crew of under 24 will maintain the mill during the outage and we will continue to explore opportunities for a mill sale or re-start in 2024.

Federal Caribou Directive averted: Unifor met with key stakeholders and engaged in political action over the last 6 months to counter a proposed federal caribou directive that threatened to impose severe wood supply reductions on forestry operations across Ontario. Due to effective political pressure, the federal cabinet rejected such a directive and will instead continue to work with the Ontario government under the terms of the existing 5-year caribou framework. This issue may arise again in 2025 when the agreement expires.

Alstrom hiring for Local 1075 in Thunder Bay: This rail car plant is well below its peak employment of over 1000 members, but there has been recent positive news in terms of new hiring and recalls related to work on 94 bi-level cars and 60 LRV cars. Local 1075 will see its existing 185 member workforce expand to almost 375 over the coming months. Work continues at the National and Local level to secure long-term work for this plant.

Improving health care deals since overturning of Bill 124: After years of stagnant wages for health care workers, a number of Northern Ontario health care groups are beginning to see significant wage gains in the 3 to 4% annual range. In just the last few months, National Representative Rob Moquin and Local 229 secured 12% in wage gains and other key improvements in a 3-year deal

with George Jeffrey Children Centre in Thunder Bay. Fortunately, we are seeing more health care deals like this!

MAJOR ISSUES AHEAD:

Increased consolidation in the forest sector is creating real concerns about wood supplies, pension plans and mill curtailments. Paper Excellence acquired both Domtar and Resolute and sold Domtar Dryden to Dryden Fibre Canada and Resolute Thunder Bay to Atlas holdings on August 1, 2023 as a feeble way to address competition concerns. Despite selling the Thunder Bay mill, Paper Excellence/Resolute inexplicably retained that that mill's entire wood supply. With 6 weeks of the sale, Paper Excellence also curtailed Domtar's Espanola pulp and paper mill. Within weeks, we are seeing that these large forest sector consolidations create serious concerns over worker leverage and risk of future closures due the huge size of these new companies.

Increased concerns about privatization of health care services remains a priority for Unifor at the National and Local level. Health care rallies and townhalls were held last month in Thunder Bay and clearly more action will take place in 2024 to keep health care public!

INTERFOR EAR FALLS SAWMILL, LOCAL 324-308, EAR FALLS, ONTARIO – Local 324 represents 140 employees inside the sawmill and another 150 Unifor members in wood harvesting and hauling operations that supply saw logs. This operation was previously owned by EACOM Timber Corporation and was purchased by Interfor on February 23, 2022. The last collective agreement expired April 30, 2022 and a new agreement was negotiated on October 21, 2022 that achieved the Unifor Eastern Canada Pulp and Paper Pattern along with other additional improvements. The new contract contained over 24% in wage increases for production workers and 36% wage increases for certified trades, 25% increase in employer pension plan contributions with up to a 7.5% contribution match, 2 additional floating holidays, increased statutory holiday pay, \$.17/hour increase in shift differentials to \$1.00/hour, \$5,000 annually for union social functions and local union training, increased severance pay to 2 weeks per year of service, \$800 annual tool allowance, new maternity leave top-up program, increased \$200 boot allowance, improved vacation flexibility, new commuting compensation program, improved benefit coverage and commitment to fly Unifor flag at the sawmill site. Top production rates will reach \$39.49/hour with top trades rates reaching \$49.99/hour by 2025. Lumber prices have declined dramatically from recent record highs during covid, but we were pleased to see much higher lumber duties reduced to under 8% and recent positive rulings in Canada's favour related to the ongoing softwood lumber dispute. The Local President is Katrina Peterson and Vice-President is Jeff Skinner.

DRYDEN FIBRE CANADA (PULP MILL OPERATIONS, MAINTENANCE AND OFFICE), LOCAL 105.1, 105.3, DRYDEN, ONTARIO - This pulp mill produces up to 325,000 tons of softwood kraft with 225 members in operations, maintenance and office. Due to anti-competition concerns related to Paper Excellence purchasing both Resolute Forest Products and Domtar, the Dryden mill was sold to a U.S. based company Dryden Fibre Canada on August 1, 2023. A new 4-year contract was negotiated and ratified 96% on December 22, 2022 that achieved Unifor's Eastern

Canada Pulp and Paper Pattern. The operation has maintained stable operations with no downtime. The mill is seeing substantial hiring due to a record number of retirements. Cory Oltsher is the acting Local 105 President.

Key Terms of Current Collective Agreement (Members of Local 105.1 and 105.3):

- 4 year term (September 1, 2022 to August 31, 2026);
- salary adjustments of \$2.50/hour for all production members and \$3.50/hour for members in the trades over the term;
- additional General wage increases of 3% in the 2022, \$1.30/hour in 2023, 3% in 2024 and \$1.30/hour in 2025;
- in total, wages will increase 22% to 24% over the term of the agreements;
- significant enhancements to group benefits (\$100 for vision, \$200 increase in dental and orthodontics, \$10,000 increase in life insurance, \$1,000 for eye surgery and improvements in short- and long-term disability);
- night and Evening Shift Premium increased by \$0.10/hour;
- third week of vacation after 2 years of service;
- double time for Sunday overtime after 4 hours;
- union representatives will have a paid 30-minute period to meet with all new employees;
- \$75 increase in annual boot allowance;
- improved bereavement and statutory holiday pay based on regular scheduled hours;
- new maternity leave top-up program;
- new Unifor Women and Gender Diverse People's Advocate;
- \$15 increase in Local 105 meal tickets to \$50 at the pulp mill;
- new 7% supervisory and trainer premium for Local 105 pulp mill agreements;
- employer will cover lost wages of bargaining committee while in negotiations.

DRYDEN FIBRE CANADA (DRYDEN/EAR FALLS WOODLANDS OPERATIONS, LOCALS 324, 324-1, 324-8, 324-9, 324-31, 324-55 – LOCAL 324 has jurisdiction over the entire Trout and Wabigoon Forests and all operations based out of Ear Falls and Dryden, Ontario – About 250 members are employed in log harvesting, chipping, trucking and silviculture at over two dozen contractors employed by both Dryden Fibre Canada and Interfor. The woodlands operations are covered under an umbrella agreement between Dryden Fibre Canada and Local 324. Due to anti-competition concerns of Paper Excellence purchasing both Resolute Forest Products and Domtar, the Dryden mill and woodlands operations were sold by Domtar to a U.S. based company Dryden Fibre Canada on August 1, 2023. A new 4-year contract was negotiated and ratified 100% on December 22, 2022 that achieved Unifor's Eastern Canada Pulp and Paper Pattern. Local President is Katrina Peterson and harvesting and trucking Vice-Presidents are Brent Mudryk and Dan Trist.

Key Terms of new Dryden Fibre Canada and Interfor woodlands Deals

- 4 year term (September 1, 2022 to August 31, 2026)
- salary adjustments of \$2.50/hour for all production members and \$3.50/hour for members in the trades over the term;
- additional General wage increases of 3% in the 2022, \$1.30/hour in 2023, 3% in 2024 and \$1.30/hour in 2025;
- in total, wages will increase 22% to 24% over the term of the agreements;
- significant enhancements to group benefits (\$100 for vision, \$200 increase in dental and orthodontics, \$10,000 increase in life insurance, \$1,000 for eye surgery and improvements in short- and long-term disability);
- night and Evening Shift Premium increased by \$0.10/hour;
- third week of vacation after 2 years of service;
- double time for Sunday overtime after 4 hours;
- union representatives will have a paid 30-minute period to meet with all new employees;
- \$75 increase in annual boot allowance;
- improved bereavement and statutory holiday pay based on regular scheduled hours;
- new maternity leave top-up program;
- new Unifor Women and Gender Diverse People's Advocate;
- an additional \$1,020 annually in employer pension contributions for all Local 324 woodlands workers;
- 11% increase in Local 324 woodlands daily commuting per diem to \$50 per day.

GREENFIRST FOREST PRODUCTS, LOCAL 324-2, KENORA, ONTARIO – About 120 members worked at this stud mill that re-started sawmill production on February 1, 2016 after being closed since the late 2008. \$35 million was invested to modernize and expand the mill and as a result, lumber production was expected to expand by over 50% to a 125 million board feet per year target. Due to weak lumber prices in 2018/19 and ongoing production issues, the mill closed in September, 2019 and subsequently filed for bankruptcy on December 5, 2019. The mill was purchased on October 5, 2020 by GreenFirst Forest Products and is in the process of securing additional wood fibre and plans on investing heavily to rebuild a new, modern sawmill. The current 6-year Collective Agreement expired on December 31, 2020 and a new start up contract will be negotiated with the new owner prior to rebuilding the mill at a new in 2025. The Local President is Katrina Peterson and Vice President is Joel Latimer.

WEST FRASER TIMBER, LOCAL 324-99, BARWICK, ONTARIO - This oriented strand board mill employs over 135 members and a new 4-year agreement was ratified on March 5, 2023 by 88% of members. This mill was formerly owned by Norbord and was purchased by West Fraser Timber on February 1, 2021. The new contract achieves Unifor's Eastern Canada Pulp and Paper Pattern and remains in place until July 31, 2026. The Local President is Katrina Peterson and Vice President is Corey Spuzak.

Key terms of the existing deal include:

- salary adjustments of \$2.50/hour for all production workers and \$3.50/hour for trades over the term;- Additional general wage increases of three per cent in 2022, \$1.30/hour in 2023, three per cent in 2024 and \$1.30/hour in 2025;
- total average wage increases of 23 per cent over term with top production rates of pay reaching \$43.79/hour and top trades pay reaching \$51.60/hour by the final year of the deal;
- \$5,000 in lump sum payments in year 1 of deal;
- increased \$500 annual health spending account;
- \$1.00/hour first responder and \$1.00/hour fire team premium;
- \$250 annual boot allowance;
- improved vision care coverage to \$400;
- \$3,000 orthodontic coverage;
- \$4 increase in meal tickets to \$20 meal;
- new maternity leave top-up program;
- new Unifor women's advocate position;
- up to 4.25% in additional wage adjustments for some maintenance positions;
- improved clothing, vacation, apprenticeship and benefit language;
- employer will make annual \$4,000 contribution to Unifor Local 324 training fund.

TOWNSHIP OF EAR FALLS, LOCAL 324-4, EAR FALLS, ONTARIO – This group includes 17 members who perform all municipal inside and outside work for the township of Ear Falls. A new 4 year agreement was unanimously ratified on April 20, 2021 which includes provides 9% in wage increases, new \$1,000 orthodontic coverage, \$50 increase in annual boot allowance, \$25 in vision care, as well as improved language and benefits. The Local President is Katrina Peterson.

COMMUNITY LIVING DRYDEN-SIOUX LOOKOUT (DRYDEN), LOCAL 324-12, DRYDEN, ONTARIO -This Community Living Association employs 90 members and a new 3-year contract was ratified by 86% of members of February 14, 2023. In addition to the contract gains, these workers will continue to receive a provincially funded \$3.00/hour personal support worker

enhancement. The Local President is Katrina Peterson and Vice President is Shawnda Bell. The new contract runs from September 1, 2022 to August 31, 2025 and includes:

- 7.75% in wage increases over the 3 year deal with top rates of pay reaching \$35.85/hour;
- \$2,500 full-time signing bonus, \$1,250 part-time signing bonus and \$500 casual signing bonus;
- new \$500 full-time and \$350 part-time health spending account;
- \$2.50 increase in work alone premium to \$3 per hour;
- 1 additional week of vacation to 4 weeks after 10 years of service for Sioux Lookout part-time workers;
- \$0.09/KM increase in mileage compensation;
- up to 25% increase in employer pension contributions and transition to a defined benefit pension plan;
- 1 additional paid personal day for part-time workers;
- \$1,000/month increase in long-term disability maximum;
- improved benefits, paid personal leave and dental coverage.

DISTRICT OF KENORA HOME FOR THE AGED (PRINCESS COURT), LOCAL 324-14, DRYDEN, ONTARIO – 120 members are employed at this home for the aged and a new 3-year contract was ratified by 93% of members on November 18, 2022. Top rates of pay will increase to \$49.85/hour under the new contract that runs from June 1, 2022 to May 31, 2025. In addition to the contract gains, personal support workers will continue to receive a provincially funded \$3.00/hour personal support worker enhancement. Pay equity was achieved in March, 2010. The Local President is Katrina Peterson and Vice President is Ben Borton. Highlights of the new contract include:

- 2.8% annual wage increase;
- \$.10/hour increase in shift differentials;
- \$.30 to \$.40/hour increase in both RN and RPN shift differentials;
- increased eye glass, paramedical, specialist, dental, orthopedic, chiropractic and other health benefits;
- double time for Christmas statutory holiday;
- \$10 increase in both annual shoe allowance and uniform allowance;
- \$.50/hour premium increase for RNs now up to \$2.00/hour.

PATRICIA GARDENS SUPPORTIVE HOUSING AGENCY, LOCAL 324-13, DRYDEN, ONTARIO

– This assisted living home employs 6 members and a new 3-year contract was ratified unanimously on January 23, 2023. In addition to the contract gains, these workers will continue to receive a provincially funded \$3.00/hour personal support worker enhancement. The Local President is Katrina Peterson and Vice President is Shawnda Bell. The new deal is in place from April 1, 2022 to March 31, 2025 and the key terms include:

- 2.8% annual wage increase;
- \$.25/hour increase in shift differentials;
- 12 cent increase in mileage pay to \$.57/km;
- 8th week of vacation after 30 years of service;
- 1 additional sick day;
- \$75 increase in eye glass coverage;
- increase 4 hour call in pay;
- \$50 increase in annual uniform/shoe allowance and uniform allowance;
- improved break, scheduling and sick time language

DISTRICT OF KENORA HOME FOR THE AGED (SIOUX TOWERS), LOCAL 324-15, SIOUX LOOKOUT, ONTARIO - This agency employs 15 members at this municipal home for the aged. A new 3-year contract was ratified unanimously on January 30, 2023. In addition to the contract gains, personal support workers will continue to receive a provincially funded \$3.00/hour personal support worker enhancement. The Local President is Katrina Peterson and Vice-President is Danielle Morash. The new deal runs from January 1, 2022 until December 31, 2024 and includes:

- 3% annual wage increases;
- \$.15 increase in all shift differentials;
- New 6th week of vacation after 20 years of service;
- \$50 increase in shoe allowance;
- Increased vision care to \$350;
- Improved call in pay, ability to break up 2 weeks of vacation;
- Improved language and benefits.

COMMUNITY LIVING DRYDEN-SIOUX LOOKOUT (SIOUX LOOKOUT), LOCAL 324-16, SIOUX LOOKOUT, ONTARIO - This Community Living Association employs 50 members and a new 3-year contract was ratified by 100% of members of February 14, 2023. In addition to the contract gains, these workers will continue to receive a provincially funded \$3.00/hour personal

support worker enhancement The Local President is Katrina Peterson and Vice President is Danielle Morash. The new deals run from September 1, 2022 to August 31, 2025 and includes:

- 7.75% in wage increases over the 3 year deal with top rates of pay reaching \$35.85/hour;
- \$2,500 full-time signing bonus, \$1,250 part-time signing bonus and \$500 casual signing bonus;
- new \$500 full-time and \$350 part-time health spending account;
- \$2.50 increase in work alone premium to \$3 per hour;
- 1 additional week of vacation to 4 weeks after 10 years of service for Sioux Lookout part-time workers;
- \$0.09/KM increase in mileage compensation;
- up to 25% increase in employer pension contributions and transition to a defined benefit pension plan;
- 1 additional paid personal day for part-time workers;
- \$1,000/month increase in long-term disability maximum;
- improved benefits, paid personal leave and dental coverage.

ACADIA BROADCASTING, LOCAL 324-5, FORT FRANCES, ONTARIO – The radio station employs 6 members. A 4-year collective agreement was negotiated on April 20, 2023 and ratified unanimously. The contract provides 4%, 3%, 2.5%, 2.5% annual pay increases, 10 paid sick days, \$100 increase in eye glass coverage, increased employer \$15/month pension contributions, 1 new statutory holiday, 1 additional floating holiday, 50% benefit co-pay increased to 80% employer paid. This contract provides one of the top benefit and compensation packages for radio stations in the region. The Local President is Katrina Peterson.

PARAMED HOME HEALTH CARE LOCAL 324-10, DRYDEN, ONTARIO – The Dryden location has 25 members with another 5 members in Ear Falls and Red Lake. These personal support workers provide home visits to clients requiring support for various medical conditions. Members voted 80% in favour of a new 4-year contract on May 15, 2023. The deal included improved vacation entitlements with a 5th week of vacation after 20 years of service, improved mileage pay from \$0.41 to \$0.45/KM, increased sick pay with 1 additional sick day per year, improved wage grid, \$1,000 lump sum payments with 1.75% general wage increase in 2023 and 2% increase in 2024 and again in 2025. On top of contract increases, all employees will continue to receive a \$3.00 PSW wage enhancement and home visits of less than an hour will be compensated at a full hour of pay which greatly increases compensation rates. The agreement is in place from June 2, 2021 to June 1, 2026. Pay equity was achieved on March 1, 2010. Local President is Katrina Peterson and Vice President is Shawnda Bell.

HOSHIZAKI HOUSE DRYDEN DISTRICT CRISIS SHELTER LOCAL 324-17, DRYDEN, ONTARIO – The Local has 18 members at a women and children’s crisis shelter. Members voted unanimously in favour of a new 3-year deal on May 15, 2023. Local President is Katrina Peterson and Vice-President Shawnda Bell. The new contract runs from January 1, 2023 until December 31, 2025 and includes:

- General wage increases of 3% in year 1, 2.8% in year 2, 2.8% in year 3;
- 1 additional statutory holiday National Day for Truth and Reconciliation;
- Increase employer Drug and Dental reimbursement from 80% to 90%;
- \$175 increase in vision care coverage;
- Up to 25% increase in employer pension plan contributions;
- New language on implementation of a Defined Benefit Pension Plan;
- \$0.12/KM increase in mileage allowance to \$0.62/KM;
- \$15 per day increase in meal per diem to \$71 per day.

NORTHERN YOUTH CENTRE, LOCAL 324-229, KENORA, ONTARIO – This unit currently has 5 members. The members unanimously ratified a new 4-year deal on April 8, 2022. The new contract provides 2.5% annual wage increases, increased mileage allowance from \$.48/km to \$.55/km, \$13 increase in daily meal allowances, 25% increase in employer pension contributions from 4% to 5% of earnings and 1 new statutory holiday for National Day for Truth and Reconciliation. Local President is Katrina Peterson.

COMMUNITY SUPPORT CENTRE LOCAL 324-18, DRYDEN, ONTARIO – This developmental support centre was originally organized on April 14, 2014 with 8 employees. The agency has expanded greatly over the last year and the membership has tripled to about 24 members. Members at Community Support Centre Northwest in Dryden, Kenora and Fort Frances voted unanimously in favour of a new 3-year contract on July 26, 2023. The Local President is Katrina Peterson and Vice-President is Shawnda Bell. Highlights of the new contract include:

- \$3.00 general wage increase for all employees in 2023, 2% wage increase on August 1, 2024 and 2.25% wage increase on August 1, 2025;
- Ratification Bonus - \$1,000 for all full-time employees, \$750 for all part-time employees and \$250 for all casual employees;
- New group retirement pension plan with 4% employer and employee contribution match;
- New 100% paid employer paid benefit package with drug, dental, vision, paramedical, life insurance and extended health coverage;
- 4 Additional paid sick day per year for both full-time and part-time employees;
- 5 cent per kilometre increase in mileage pay to \$.50/KM;
- Shift cancellation pay increases from 3 hours to 4 hours;

- New Statutory Holiday for Easter Monday;
- \$10 increase in daily meal allowances;
- \$3.00 per day coffee allowance for outings;
- Improved contract language.

WEECHI-IT-TE-WIN FAMILY SERVICES INC., (LOCAL 324-19) FORT FRANCES, ONTARIO –

This operation employs 70 members at an Indigenous-based child welfare agency that provides child care, alternative care, family preservation, psychological services, capacity building, family counselling, outpatient treatment for families, developmental support services, cultural support and youth in transition programs for members of nine Partner First Nations across the Rainy River District. Membership at this agency has doubled in the last two years from 35 employees up to 70 members. The Local President is Katrina Peterson. A new 3 year contract was ratified by 96% of members on April 9, 2023.

The new contract includes;

- 3% annual wage adjustments;
- new 7th week of vacation after 25 years of service;
- 8.3% increase in employer pension contributions and transition to a defined benefit pension plan;
- \$125 increase in vision care to \$500;
- increased major dental up to \$3,000 annually and orthodontic coverage from \$3,000 to \$5,000;
- improved vacation and contract language;
- New \$300 annual health spending account;
- Increased on-call pay and improved sick pay provisions.

David Cayer
National Representative

ARMTEC: LOCAL 636, WOODSTOCK ON – There are (26) members in this unit. The current Collective Agreement expired September 30th, 2023. This Unit has recently been assigned to me, I met with the Committee and set dates with the Company to bargain in December. There are no outstanding grievances.

ATLANTIS: LOCAL 4342, MISSISSAUGA ON – There are (49) members in this unit. The current Collective Agreement expires December 31st, 2025. There are no outstanding grievances. We bargained an agreement in February with strong gains and 100% ratification. This is a (1) unit Local.

CANADA CEMENT LAFARGE LTD. – Local 636, Woodstock ON - There are (20) members in this unit. The current Collective Agreement expires June 30th, 2024. There are no outstanding grievances, all appears to be in order.

COMPASS GROUP CANADA: LOCAL 1285, BRAMPTON ON –There are (6) members in this unit. The current Collective Agreement expires August 15th, 2024. There are no outstanding grievances, all appears to be in order.

FIRST STUDENT INC: LOCAL 4268, OWEN SOUND ON –There are (128) members in this unit. The current Collective Agreement expires March 31st, 2025. There are no outstanding grievances. After the Company applied to CIRB to change the jurisdiction, Scott Bateman negotiated a great settlement for (5) personal days with (3) paid.

FIRST STUDENT INC: LOCAL 4268, BOWMANVILLE ON –There are (273) members in this unit. The current Collective Agreement expires February 15th, 2025. There are no outstanding grievances. After the Company applied to CIRB to change the jurisdiction, Scott Bateman negotiated a great settlement for (5) personal days with (3) paid.

FIRST STUDENT INC: LOCAL 4268, KINCARDINE/PT. ELGIN ON – There are (65) members in this unit. The current Collective Agreement expires March 31st, 2025. There are no outstanding grievances. After the Company applied to CIRB to change the jurisdiction, Scott Bateman negotiated a great settlement for (5) personal days with (3) paid.

FIRST STUDENT INC: LOCAL 4268, WHITBY/AJAX ON - There are (250) members in this unit. The current Collective Agreement expires December 07, 2024. There are no outstanding grievances. After the Company applied to CIRB to change the jurisdiction, Scott Bateman negotiated a great settlement for (5) personal days with (3) paid.

GREEN FOR LIFE HAMILTON: LOCAL 4268, STONY CREEK ON –There are (168) members in this unit. The current Collective Agreement expires April 26th, 2025. There are no outstanding grievances. All appears to be in order.

HYD MECH GROUP LTD: LOCAL 636, WOODSTOCK ON - There are (92) members in this unit. The current Collective Agreement expires June 30th 2025. This Unit has recently been assigned to me, there is nothing to report.

HONEYWELL BUILDING SOLUTIONS: LOCAL 636, WOODSTOCK ON – There are (5) members in this unit. The current Collective Agreement expires April 29th, 2024. There are no outstanding grievances, everything appears to be in order.

MASCO CANADA LTD: LOCAL 27, ST. THOMAS ON – There are (523) members in this unit. The current Collective Agreement expires December 17, 2023. Currently have bargaining dates in December. There are no outstanding grievances.

MEL HALL TRANSPORT: LOCAL 69, LONDON ON - There are (45) members in this unit. The current Collective Agreement expires August 31st, 2024. There are no outstanding grievances. This is a (1) unit Local.

MPS FACILITY SERVICES - CANADA: LOCAL 1285, BRAMPTON ON – There are (6) members in this unit. The current Collective Agreement expires November 30th, 2023. Sent notice to Arbitrate regarding a Termination grievance. Upcoming bargaining dates to be determined.

ONTARIO AIR AMBULANCE SERVICES: LOCAL 2002, ETOBICOKE ON – There are (238) members in this unit. The current Collective Agreement expires July 31st, 2027. There are no outstanding grievances. We bargained in June, first freely bargained agreement since 2009.

PENSKE LOGISTICS CANADA LTD: LOCAL 4268, WOODSTOCK ON - There are (125) members in this unit. The current Collective Agreement expires June 29th, 2025. There are (2) arbitrations in the que, (1) for a termination of our Committee Person, this company is a challenge. There are (5) outstanding grievances including the above.

PENSKE LOGISTICS CANADA LTD: LOCAL 4268, BRAMPTON ON - There are (11) members in this unit. The current Collective Agreement expires May 29th, 2024. There are (2) outstanding grievances.

PRECON PRECAST LTD: LOCAL 636, WOODSTOCK ON - There are (85) members in this unit. The current Collective Agreement expires August 31st, 2023. There are (3) outstanding grievances for terminations seeking settlements (1) moving to arbitration. We are currently in bargaining with more dates in November.

UNIVERSAL LOGISTICS SOLUTIONS: LOCAL 1285, BRAMPTON ON – There are (13) members in this unit. The current Collective Agreement expires December 14th, 2025. There are no outstanding grievances, all appears to be in order.

WASTE CONNECTIONS OF CANADA: LOCAL 4268, BRACEBRIDGE ON – There are (110) members in this unit. The current Collective Agreement expires September 30th, 2024.

WASTE CONNECTIONS OF CANADA: LOCAL 1106, KITCHENER ON – There are (32) members in this unit. The current Collective Agreement expires December 3rd, 2024. There are (2) grievances one that poses a challenge regarding a termination as the member has since passed away.

WASTE CONNECTIONS OF CANADA: LOCAL 4268, SARNIA ON – There are (5) members in this unit. The current Collective Agreement expires December 31st, 2024.

WASTE MANAGEMENT OF CANADA: LOCAL 4268, LONDON ON – There are (44) members in this unit. The current Collective Agreement expires April 30th, 2024.

WASTE MANAGEMENT OF CANADA: LOCAL 4268, HAMILTON ON – There are (48) members in this unit. The current Collective Agreement expires April 30th, 2024. We have a MOS with the Company regarding “Forced Overtime” but the Company continues to force members to work overtime, with some working constant (12) hr shifts. We Bargain in April and deferring this issue until then.

WASTE MANAGEMENT OF CANADA: LOCAL 4268, ST. CATHARINES ON – There are (3) members in this unit. The current Collective Agreement expires April 30th, 2024.

XEPA TRANSPORT LTD: LOCAL 4268, TORONTO ON – There are (77) members in this unit. The current Collective Agreement expires June 17th, 2024. There are no outstanding grievances, all appears to be in order.

Dino Chiodo
Director of Auto

SECURITAS CANADA LIMITED, LOCAL 199, ST. CATHARINES, ON – This unit provides security services for the GM Power Train facility in St. Catharines. There are currently 18 full time members and 7 part time members, with one currently on layoff. The collective agreement is set to expire March 15, 2026. Chairperson: Mike Winterbottom.

SECURITAS CANADA LIMITED, LOCAL 222, OSHAWA, ON – This unit provides security services for the GM Oshawa Assembly plant. There are 47 full time members and 22 part time

members. No layoffs in at this unit. The collective agreement is set to expire March 15, 2026. Chairperson: Peter Davies.

SECURITAS CANADA LIMITED, LOCAL 636, WOODSTOCK, ON – This unit provides security services for the GM Parts Depot in Woodstock. There are currently 8 full time members and 3 part time members. The collective agreement is set to expire March 15, 2026. Chairperson: Laura Romanick.

Beth Couchman
National Representative

EXTENDICARE-WYNDHAM, LOCAL 504-32, OAKVILLE ON –There are (36) members in this unit. The current Collective Agreement expires July 31st, 2024. These are full-time and part-time units. They have just gone through a change in payroll systems that created pay issues with some members not being paid on time and their vacation and overtime tracking needing some adjusting. These units participate in group bargaining with Extendicare. The Local President is Cindy Hasler and the Unit Chair is Natalie Trubbie.

EXTENDICARE-WYNDHAM, LOCAL 504-54, OAKVILLE ON –There are (86) members in this unit. The current Collective Agreement expires July 31st, 2024. These are full-time and part-time units. They have just gone through a change in payroll systems that created pay issues with some members not being paid on time and their vacation and overtime tracking needing some adjusting. These units participate in group bargaining with Extendicare. The Local President is Cindy Hasler and the Unit Chair is Natalie Trubbie.

GRAND RIVER HOSPITAL, LOCAL 1106-14, KITCHENER-WATERLOO ON –There are (300) members in this unit. This workplace is two units representing 1400 members in service and clerical. The local representative is Local 1106 Colleen MacDermott-Stevens, Vice-President. The service unit is compromised of various classifications with the RPN classification holding most of the membership in this unit. The full-time chairperson for the service unit is Rose Groothuis and the part time chairperson is Carol Ann Beitz. The clerical unit full time Chairperson is Aisha McKaig, Kristine Jayatillake is the Vice-Chairperson and Monika Kalita is the part time Chairperson. This Unit has gone through the three years of Bill 124 wage restraints and was only recently successful at bargaining their reopener language and achieving the pattern set through arbitrations. This was a hard-fought battle seeing the unit come together to put pressure on the employer to do the right thing. They will be bargaining in the new year and look to build on the gains they just made. The current Collective Agreement expires March 31st, 2024. The Local President is Ray Souto.

GRAND RIVER HOSPITAL, LOCAL 1106-13, KITCHENER-WATERLOO ON –There are (1070) members in this unit. This workplace is two units representing 1400 members in service and

clerical. The local representative is Local 1106 Colleen MacDermott-Stevens, Vice-President. The service unit is comprised of various classifications with the RPN classification holding most of the membership in this unit. The full-time chairperson for the service unit is Rose Groothuis and the part time chairperson is Carol Ann Beitz. The clerical unit full time Chairperson is Aisha McKaig, Kristine Jayatillake is the Vice-Chairperson and Monika Kalita is the part time Chairperson. This Unit has gone through the three years of Bill 124 wage restraints and was only recently successful at bargaining their reopener language and achieving the pattern set through arbitrations. This was a hard-fought battle seeing the unit come together to put pressure on the employer to do the right thing. They will be bargaining in the new year and look to build on the gains they just made. The current Collective Agreement expires March 31st, 2024. The Local President is Ray Souto.

HALDIMAND NORFOLK, LOCAL 1106-20, KITCHENER-WATERLOO ON –There are (25) members in this unit. This is a small unit of 30 members of various classifications. They achieved significant wage increases their first year of the last round of bargaining. The current Collective Agreement expires November 30th, 2025. This workplace is represented by Mike Camblin, Local 1106 Manufacturing/Services Representative. The chairperson is Christy Major. The Local President is Ray Souto.

LANARK HEIGHTS, LOCAL 1106-96, KITCHENER-WATERLOO ON –There are (220) members in this unit. The current Collective Agreement expires May 31st, 2025. They are represented by Mike Camblin, Local 1106 Manufacturing/Services Representative. The Chairperson for the LTC home is Adriana Espinal and Christina Buck is the chairperson for the Retirement Home. The Local President is Ray Souto.

MCMASTER UNIVERSITY: OPERATIONS AND MAINTENANCE, LOCAL 5555-5, HAMILTON ON –There are (300) members in this unit. This unit joined Unifor August 2018 and has since successfully bargained two collective agreements. This unit is just over 300 members consisting of custodians, trades, grounds and trucking. Their positions help to keep McMaster University facilities clean and well maintained. This group of members worked on campus throughout COVID and certainly put a lot of work into ensuring the workplace was safe for the return to campus for many workers and students. In the last round of negotiations, they were successful at bargaining language to build an apprenticeship program for the trades. Within this agreement there will be opportunity for all full-time members to have access to the GRRSP and benefit increases including a mental health benefit of \$3000 a year. The current Collective Agreement expires November 30th, 2025. The Local President is Emily Heikoop, Vice-President is Meghan Forbes and the Unit Chairperson is Joanna Rodziewicz.

MCMASTER UNIVERSITY: PARKING AND TRANSIT SERVICES, LOCAL 5555-3, HAMILTON ON –There are (16) members in this unit. The current Collective Agreement expires September 30th, 2024. This unit provides the University with safe and well-maintained parking and transit infrastructure. The structure of the unit was previously only two full time parking control officers and several part time students who work while attending McMaster University. There has

recently been the addition of permanent part time parking control officers with set schedules providing a more stable coverage for nights and weekends The Local President is Emily Heikoop, Vice-President is Meghan Forbes and the Unit Chairperson is Jeremy McFarlane.

MCMMASTER UNIVERSITY, LOCAL 5555-1, HAMILTON ON –There are (2871) members in this unit. The current Collective Agreement expires April 30th, 2025. This unit includes non-academic administrative, professional and technical staff, including research staff, medical assistants and program assistants. There were 28 members terminated in 2022 for non-compliance with the vaccination policy at McMaster University. There were six days of mediation scheduled and the local was able to resolve 22 of the grievances. There will not be an arbitration for the outstanding grievances and the members are currently in process of appealing the local's decision. Once outside of the Bill 124 mandated cap of 1% total compensation for three years the unit was able to bargain significant wage increases, the best the unit has seen in many rounds of bargaining. The Local President is Emily Heikoop, Vice-President is Meghan Forbes and the Unit Chairperson is Sarah-Kai Antanaitis.

MCMMASTER UNIVERSITY: SPECIAL CONSTABLES/SECURITY SERVICES, LOCAL 5555-4, HAMILTON ON –There are (28) members in this unit. This Unit recently ratified their collective agreement with 77% in favour. The new agreement maintained the paid sick leave for full-time members and secured paid sick days for the part-time members. There were additional options bargained for counselling and the addition of a Health Care Spending Account. This Unit has been affected by Bill 124 and their wages fell below the industry standard. They have struggled to keep the trained Special Constables with wages being one of the biggest factors. Bargaining outside of the Bill 124 restraints allowed the unit to bargain higher wages for the top end of the wage scale in hopes that achieving top rate within 3 years of service will entice the trained Special Constables to stay and have this workplace be their career. The current Collective Agreement expires September 30th, 2026. The Local President is Emily Heikoop, Vice-President is Meghan Forbes and the Unit Chairperson is James McGuinness.

REGIONAL MEDICA ASSOCIATES, LOCAL 5555-2, HAMILTON ON –There are (27) members in this unit. The current Collective Agreement expires June 30th, 2026. This Unit is comprised of administrative staff whose company is an affiliate of McMaster University. They provide payroll and billing services for physicians in the greater Hamilton area, primarily for McMaster Faculty members. This includes OHIP, WSIB as well as other third-party insurance providers. The unit recently ratified a collective agreement that saw increases of 6.75% over the three-year term. They were also able to bargain increases to benefits and language that speaks to job evaluation. This unit is going through changes to their services and updating the systems they currently use to facilitate their work. This change in systems will see an increase in the membership as new roles will be introduced. The Local President is Emily Heikoop, Vice-President is Meghan Forbes and the Unit Chairperson is Stephanie Carey.

ROYAL CANADIAN LEGION BRANCH NO. 163, LOCAL 5555-6, HAMILTON ON – There are (10) members in this unit. The current Collective Agreement expires July 31st, 2024. This unit has been part of Local 5555 following their first agreement with Unifor. The Unit is a small unit of bar staff working at the Royal Canadian Legion, Branch #163. Prior to COVID there were two full time bar staff and five part time members. Given this workplace relies on Legion members to attend functions their business was closed through the majority of COVID and it has not gotten back to the way business was prior to COVID. The most recent collective agreement bargained was a difficult round to achieve significant increases when the company is faced with increased costs to just keep the doors open. The hours have been drastically reduced and there are more part time members holding two jobs so that they can still work at the Legion. This workplace is run by an Executive that is voted in members(patrons) of Legion #163 and they only hold a one-year term. This makes having a good working relationship with management a bit more difficult as the local just starts to make some progress and another election occurs. The Local President is Emily Heikoop, Vice-President is Meghan Forbes and the Unit Chairperson is Peter LeCheminant.

Corey Dalton
National Representative

ACCESS INDEPENDENT LIVING, LOCAL 40, TORONTO, ON - Approximately 80 members. Collective Agreement expires December 2025. Chairperson - Debra Bruce | Local President – Dwayne Gunness

ART GALLERY OF ONTARIO, LOCAL 40, TORONTO, ON - Approximately 75 members working as Protection Services Officers. Recently ratified a new 3-year Collective Agreement which expires March 2026. Chairperson - Kirk Kroher | Local President – Dwayne Gunness

BMW GROUP CANADA, LOCAL 303, TORONTO, ON - Approximately 80 members, working as Technicians, Advisors, Parts, Porters, Detailers, and Shuttle. Collective Agreement expires August 2024. Chairperson – Krishna Henschke | Local President – Brian Vance

C.T.I INDUSTRIES, LOCAL 303, SCARBOROUGH, ON - Approximately 150 members, working in various classifications manufacturing cables and wiring harnesses. Recently ratified a new 3-year Collective Agreement which expires April 2026. Chairperson – Sonny Ho | Local President – Brian Vance

CANADA LANDS CO. CLC LTD, LOCAL 4271 TORONTO, ON = Approximately 210 members working at the iconic CN Tower in various classifications in Food & Beverage and Sales. Collective Agreement expires May 2025. Chairperson - Philip Albuquerque | Local President – Shan Ramanathan

CO-OP HOUSING FED. OF TORONTO, LOCAL 40, TORONTO, ON - Approximately 10 members working in various classifications as Assistants, Advisors, Consultants, and Co-Ordinators. Collective Agreement expires September 2025. Chairperson - Miriam Wohl | Local President – Dwayne Gunness

CULTURELINK, LOCAL 40, TORONTO, ON - Approximately 65 members working as Program Workers, Reception and Administrative Support, and Youth Program Workers. Collective Agreement expires March 2025. Chairperson – Rubeen Chauhan | Local President – Dwayne Gunness

FIRAN TECHNOLOGY GROUP (FTG), LOCAL 40, SCARBOROUGH, ON - Approximately 110 members working in various classifications manufacturing Printed Circuit Boards (PCB). Collective Agreement expires July 2026. Chairperson - Muhammad Qadeer | Local President – Dwayne Gunness

FIRAN TECHNOLOGY GROUP (FTG), LOCAL 303, SCARBOROUGH, ON - Approximately 68 members working in various classifications manufacturing Instrument Panels and Keyboards for Aerospace Customers. Collective Agreement is expired. The Union is currently in negotiations. Union has filed for Conciliation and is seeking to establish a legal strike position. Chairperson - Shahid Khandhia | Local President – Brian Vance

HALLMARK HOUSEKEEPING, LOCAL 462, NORTH YORK, ON - Approximately 52 members working as Light Duty, Heavy Duty, and Matron Housekeepers. Collective Agreement expires June 2025. Chairperson – Jenniver Forester | Local President – Andrew Kellman

HENRY COMPANY CANADA INC, LOCAL 303, SCARBOROUGH, ON - Approximately 30 members working in various classifications in production, maintenance, and Shipping/Receiving manufacturing various construction materials related to building envelope systems. Collective Agreement expires December 2025. Chairperson – Willie Bugante | Local President – Brian Vance

J.A. WILSON DISPLAY LTD, LOCAL 565, MISSISSAUGA, ON - Approximately 50 members working in various classifications manufacturing store fixtures and displays. Collective Agreement expires March 2024. Chairperson – Mark Kane | Local President – Clive Williamson

MARCH OF DIMES OF CANADA, LOCAL 40, TORONTO, ON - Approximately 150 members working as Community Support Leaders, Acquired Brain Injury Rehabilitation Workers, and Support Service Attendants. Collective Agreement expires March 2025. Chairperson - Barb Ewan | Local President – Dwayne Gunness

NUCLEUS INDEPENDENT LIVING, LOCAL 40, TORONTO, ON - Approximately 42 members working as Personal Support Workers (PSW). Collective Agreement is expired. Parties are currently in negotiations. Chairperson - Tony Sewell | Local President – Dwayne Gunness

PACE INDEPENDENT LIVING, LOCAL 40, TORONTO, ON - Approximately 70 members working as Support Care Workers and Housekeepers. Collective Agreement is expired. Parties are currently in negotiations. Chairperson - Shelly Ann Young | Local President – Dwayne Gunness

ROUGE VALLEY RETIREMENT (CHARTWELL), LOCAL 303, MARKHAM, ON - Approximately 30 members working as Guest Attendants and Dietary. Collective Agreement expires December 2023. Parties are currently in negotiations. Chairperson – Sonia Sharma | Local President – Brian Vance

SCEPTER CORPORATION, LOCAL 303, SCARBOROUGH, ON - Approximately 150 members working in various classifications manufacturing primarily fuel containers. Collective Agreement expires June 2025. Chairperson – Nandu Patel | Local President – Brian Vance

TRENCH ELECTRIC LTD, LOCAL 303, SCARBOROUGH, ON - Approximately 199 members working in various classifications manufacturing electrical components. Collective Agreement expires March 2025. Chairperson – Ron McNeil | Local President – Brian Vance

TRENCH ELECTRIC LTD, LOCAL 303, PICKERING, ON - Approximately 155 members working in - various classifications manufacturing electrical components. Collective Agreement expires September 2024. Chairperson – Paul Wyatt | Local President – Brian Vance

VIBRANT HEALTH CARE ALLIANCE, LOCAL 40, TORONTO, ON - Approximately 110 members working at Tobias House Site. Collective Agreement is expired. Parties are currently in negotiations. Chairperson – Curtiss Climenhage | Local President – Dwayne Gunness

WIRECOMM SYSTEMS, LOCAL 5011, VAUGHAN, ON - Approximately 196 members working as Residential Technicians and Construction Technicians as third-party contractors to Rogers Inc. Collective Agreement is expired. Parties are currently in negotiations. Chairperson – Eghosa Iyamu | Local President – Michael Murden

YORKDALE FORD LINCOLN SALES, LOCAL 40, TORONTO, ON - Approximately 22 members working as Technicians, Maintenance, Parts, Detailers, and Shuttle. Collective Agreement expires September 2025 Chairperson – Dave Boldt | Local President – Dwayne Gunness

Angela Divitaris
National Representative

ADM AGRI-INDUSTRIES COMPANY (FOOD PROCESSING), LOCAL 195, WINDSOR, ON – Things are busy here at this food processing facility. They are currently hiring. There are 4 grievances in the system. Dwayne Brignall is the Chairperson. Dwayne and his Committee handle the day to day issues. The Local President is Emile Nabbout.

AVANCEZ ASSEMBLY CANADA, LOCAL 444, WINDSOR, ON - This auto parts facility supplies direct to the Stellantis Assembly Plant. The plant was recently down due to the retooling at Stellantis. We will be going into negotiations in early 2024. William Ross is the Chairperson. The Local President is Dave Cassidy. Local Liaison is Vice President Mike D'Agnolo.

B.A.S.F. CANADA INC. – (PLANT), LOCAL 341-O, WINDSOR, ON – Things are steady at this automotive paint and chemical facility. One grievance is at the arbitration stage regarding an Attendance Management Policy. Terry Harrison is the Chairperson and Local President.

B.A.S.F. CANADA INC. – (LAB), LOCAL 341-O, WINDSOR, ON – Things are steady here at this automotive paint and chemical facility. One grievance is at the arbitration stage regarding an Attendance Management Policy. Kim Reed is the Chairperson. The Local President is Terry Harrison.

BEST WESTERN PLUS (HOTEL), LOCAL 195, WINDSOR, ON – The hotel has been operating at full capacity (305 rooms). Since March the hotel was occupied solely with asylum seekers. The hotel has recently opened half of the rooms to guests. The hotel is fully staffed. There is one grievance in the system. Tammy Smith is the Chairperson and handles the day to day issues. The Local President is Emile Nabbout.

CATALENT PHARMA SOLUTIONS (PHARMACEUTICALS), LOCAL 195, WINDSOR, ON – It is busy at this pharmaceutical manufacturing facility. They have been hiring over the last year which requires onboarding and training. There are few grievances in the system. Nicole and her Committee are handling the day to day issues. Chairperson Nicole Simpson. The Local President is Emile Nabbout. Local Liaison is Vice President Tammy Pomerleau.

CENTOCO PLASTICS LIMITED, LOCAL 195, WINDSOR, ON – It has been extremely busy at this facility that produces toilet seats. There has been quite a bit of overtime. They are currently hiring. The Collective Agreement expires November 21, 2024. Chairperson Angela Moussallam. The Local President is Emile Nabbout.

CHATHAM-KENT PUBLIC UTILITIES COMMISSION (MUNICIPAL SERVICES), LOCAL 2003-E, CHATHAM, ON – This is a Waste Water Treatment Facility for Chatham and surrounding Municipalities. There are a few grievances in the system. There is an upcoming arbitration in January 2024. Dan Carroll is the Chairperson. The Local President is Phil Barbara.

DAKKOTA INTEGRATED SYSTEMS LLC (AUTO PARTS), LOCAL 444, WINDSOR, ON – This auto parts facility supplies direct to the Stellantis Assembly Plant. We will be going into negotiations in early 2024. Melissa Stamotovski is the Chairperson. The Local President is Dave Cassidy. Local Liaison is Vice President Mike D'Agnolo.

DOUBLETREE HOTEL & SUITES (HOTEL), LOCAL 195, WINDSOR, ON – Things are steady at this newly renovated downtown riverfront hotel. We are in negotiations at this time and the Collective Agreement expires December 31, 2023. Renee Langlois is the Chairperson. The Local President is Emile Nabbout.

ELRINGKLINGER CANADA INC., (AUTO PARTS), LOCAL 444, LEAMINGTON, ON – This is an auto parts manufacturing facility. We will be going into negotiations in early 2024. New Chairperson is Pam Vaughan. The Local President is Dave Cassidy. Local Liaison is Mike D'Agnolo.

H.B.P.O. CANADA INC., (AUTO PARTS), LOCAL 444, WINDSOR, ON - This auto parts facility supplies direct to the Stellantis Assembly Plant. We will be going into negotiations in early 2024. Jennifer Allard is the Chairperson. The Local President is Dave Cassidy. Local Liaison is Vice President Mike D'Agnolo.

HIRAM WALKER & SONS LIMITED (LIQUOR, DISTILLERY AND BOTTLING), LOCAL 2027, WINDSOR, ON – Things have been really busy at this facility as they are in their busy season. The distillery is running well. There is overtime in bottling and shipping. There are 15 grievances in the system. They are actively recruiting. Steve and his Committee handle the day to day issues. The Local President is Steve Moon.

JAMIESON WELLNESS INC., (VITAMINS) LOCAL 195, WINDSOR, ON – Work is steady at this vitamin manufacturing facility. There has been overtime to keep up. There are numerous grievances in the system. We are preparing for bargaining as the Collective Agreement expires

January 31, 2024. Chairperson is Nikola Savic. The Local President is Emile Nabbout. Local Liaison is Vice President Tammy Pomerleau.

KAUTEX TEXTRON (AUTO PARTS), LOCAL 195, WINDSOR, ON – Work is steady at this auto parts (Gas Tanks) manufacturing facility. There are no layoffs. They will be building a battery casing plant within the plant for Rivian early next year. The Collective Agreement expires June 24, 2024. Dany Tannous is the Chairperson. The Local President is Emile Nabbout. Local Liaison is Financial Secretary Sarkis Gaspar.

KB (1) COMPONENTS (FORMERLY POST MERIDIEM PLASTICS LIMITED C.O.B. PM PLASTICS) (AUTO PARTS), LOCAL 195, WINDSOR, ON – Things are steady at this auto parts (Plastics) manufacturing facility. The Collective Agreement will expire May 15, 2024. Steve Banfill is the Chairperson. The Local President is Emile Nabbout. Local Liaison is Vice President Tammy Pomerleau.

KB (2) COMPONENTS (FORMERLY LAKESIDE PLASTICS LIMITED) (AUTO PARTS), LOCAL 195, WINDSOR, ON – Things are very busy at this auto parts (Plastics) facility. Hiring is ongoing and there has been steady overtime working 6 days per week. There are currently 4 grievances in the system. The Collective Agreement will expire May 15, 2024. Pauline and her Committee handle the day to day issues. Pauline Ridley is the Chairperson. The Local President is Emile Nabbout. Local Liaison is Vice President Tammy Pomerleau.

NICKELSON MACHINE & TOOL (TOOL & DIE SHOP), LOCAL 195, WINDSOR, ON – Things are steady at this Tool & Die facility. We have one grievance in the system. Chairperson Scott Larock. The Local President is Emile Nabbout. Local Liaison is Financial Secretary Sarkis Gaspar.

PAPP PLASTICS & DISTRIBUTING LIMITED (AUTO PARTS), LOCAL 195, WINDSOR, ON – Things are steady at this auto parts (Plastics) facility. Marta Nesin is the Chairperson. The Local President is Emile Nabbout. Local Liaison is Tammy Pomerleau.

RENAISSANCE PERSONNEL INC., LOCAL 2003-E, WINDSOR, ON – This is a Personnel Agency that send licensed trades people into our facilities for support during maintenance shutdowns. The Local President is Phil Barbara.

REVERA CHATHAM RETIREMENT, LOCAL 2458, WINDSOR, ON – This retirement home was recently taken over by Levante Living and is now called “Chatham Retirement Resort”. We ratified a new 3 year agreement in June. Highlights include: language improvements, night shift 30 minute paid meal break, Vision increase to \$350.00, Uniform Allowance increase FT \$185.00, PT \$120.00. Wages increased by 3% per year for all classifications (retro) as well as a Special

Adjustment for RPN of \$1.25 in Year 1 and \$1.00 in Year 2. There was a \$0.10 Special Adjustment to all other classifications in Year 1 and \$0.05 in Year 3. Stephanie Vanek Jordan is the Chairperson. The Local President is Tullio DiPonti. Local Liaison is Vice President Mike Kisch.

STM-LM, ULC (AUTO PARTS), LOCAL 200, WINDSOR, ON – We ratified a 2 year agreement at this auto parts manufacturing facility that makes the headliners for the Stellantis Assembly Plant. This will get us back on a 3 year bargaining cycle. Highlights include: \$3.50 wage increase over the first 18 months and language improvements. Doug Miller is the Chairperson. The Local President is John D'Agnolo.

VIKING PUMP (INDUSTRIAL PUMP FACILITY), LOCAL 195, WINDSOR, ON – Things are stable at this industrial pump facility. There are no grievances. Richard Todd is the Chairperson. The Local President is Emile Nabbout.

WINDSOR DETROIT BORDERLINK LIMITED (WINDSOR – DETROIT TUNNEL INTERNATIONAL BORDER CROSSING), LOCAL 195, WINDSOR, ON – Business is steady at this International Border Crossing. We are in the midst of negotiating a Pay Equity plan under the Federal legislation. The Collective Agreement expires January 31, 2024. Ivana and her Committee handle the day to day issues. Chairperson is Ivana Cavrag. The Local President is Emile Nabbout. Local Liaison is Financial Secretary Sarkis Gaspar.

ZF (AUTO PARTS), LOCAL 444, WINDSOR, ON – This auto parts facility supplies direct to the Stellantis Assembly Plant. We will be going into negotiations in early 2024. John Middleton is the Chairperson. The Local President is Dave Cassidy. Local Liaison is Vice President Mike D'Agnolo.

Luis Domingues
National Representative

3M CANADA, LOCAL 27, LONDON, ON. - This plant has a very mature collective agreement with good pension and wages. The Unit Chairperson, Brian Halliwell, deals with most of the issues. There are about 120 members.

ACCURIDE CANADA, LOCAL 27, LONDON, ON. - This plant manufactures rims for the light, medium and heavy truck industry. At the time of writing, there are approximately 180 employees working. We negotiated a new agreement with improved wages, benefits and language. The Unit Chairperson is Pat Murphy.

ARCELORMITTAL, LOCAL 636, WOODSTOCK, ON. - This workplace produces automotive parts. There are currently about 105 members, and the Company is occasionally hiring. This unit

has a very mature collective agreement. The Unit Chairperson Ken Rushton, and the Local President Brent Thompson deal with most issues.

AUTONEUM CANADA LIMITED (LONDON), LOCAL 27, LONDON, ON. - This unit is a manufacturer of automobile carpets with the Detroit 3 as its biggest customer. Currently, there are about 200 members on the seniority list, with some on lay-off. We have a good working relationship with the Employer. The Unit Chairperson is Leo Vasquez.

AUTONEUM CANADA LIMITED (TILLSONBURG), LOCAL 1859, TILLSONBURG, ON. - We have a very mature collective agreement. There are approximately 200 members on the seniority list, with some on lay-off. The Company has the new Equinox program which will bring members back from lay-off. Rob Hansford is the Unit Chairperson.

CALEDON TUBING, LOCAL 27, ST. MARY'S, ON. - This unit manufactures tubing for the automotive industry. There are currently around 70 employees working. There is a good working relationship at the plant between the parties. We are going into bargaining shortly. The Unit Chairperson is Paul Rudy.

COOPER STANDARD AUTOMOTIVE, LOCAL 27, GLENCOE, ON. - This place has unfortunately announced it is closing. We have a closure agreement in place that pays our members two weeks of severance for every year of service and we are working to establish an action center to help the members.

GENERAL DYNAMICS, LOCAL 27, LONDON, ON. - This unit has approximately 450 members and it produces Light Armoured Vehicles (LAVs). This is a mature agreement with the highest paid industrial wage in Southwestern Ontario. The Unit Chairperson, Jeff Skinner, deals with almost all of the issues at the plant.

MAGNA INTEGRAM WINDSOR SEATING, LOCAL 444, WINDSOR, ON. - This plant provides seats to the FCA Windsor Assembly plant. There are currently over 800 bargaining unit members at this location. This is an established agreement with good wages. The Unit Chairperson is Dave Simone.

MAGNA MISSISSAUGA SEATING, LOCAL 2009-AP, MISSISSAUGA, ON. - The plant produces seats for the Ford Oakville plant. We are currently working to see if we can bring new business to supplement the current product to ensure job security for our members and their families. There are approximately 350 bargaining unit members at the plant. The Unit Chairperson is Bungay Sunil and the Local President is Jimmy D'Agostino.

MAGNA QUALTECH SEATING, LOCAL 2009-AP, LONDON, ON. - This plant provided seats for the CAMI Equinox. However, the seized production of the Equinox caused 80% of the plant to be laid-off. Currently, there are about 12 bargaining unit employees. The Company has announced that new foam business will be coming in the next year, which will create some hiring. The Unit Chairperson (Employee Advocate) Currie Ferguson, and the Local President Jimmy D'Agostino, successfully deal with most issues. There is a good relationship between the parties.

MAGNA WINDSOR MODULES, LOCAL 2009-AP, WINDSOR, ON. - There are currently around 200 bargaining unit members at this location. The parties have a reputable relationship. The Unit Chairperson (Employee Advocate) Christine Whitesell, and the Local President Jimmy D'Agostino, successfully deal with most issues.

NIFAST CANADA, LOCAL 636, INGERSOLL, ON. - This workplace supplies fasteners to the marketplace, with CAMI being the major customer. It currently has approximately 15 members and we have a good working relationship with the Employer. We just bargained a new agreement with wage and benefit increases. The Committee does a great job dealing with the day-to-day issues. The Unit Chairperson is Branden Brouwer.

SIVACO ONTARIO, LOCAL 636, INGERSOLL, ON. - We have around 90 members in this production facility. There is a great relationship between the parties. This is a mature collective agreement with high wages. The Unit Chairperson is Tim Smith.

SODECIA AUTOMOTIVE, LOCAL 27, LONDON, ON. - This unit was organized in March of this year. There are approximately 150 members. We just ratified a first agreement with significant wage increases, including 8.5% for the first year. We had a two-day strike and our new members were fantastic holding the line.

URSA MANUFACTURING, LOCAL 27, LONDON, ON. - This unit has approximately 100 members and it has been steady over the last couple of years. It has contracts with GM in the auto parts, as well as in the energy sector, with steel products dealing with drilling holes in the oil fields. There is a good relationship between the parties, as well as excellent leadership by the Committee. The Unit Chairperson is Rick Senay.

Robin Dudley
National Representative

BELL CANADA COMMUNICATIONS SALES LOCAL 6007, TORONTO, ON - This unit deals with the Bell sales agents who deal directly with client and potential new customer sales calls; and handling large corporate accounts. We began bargaining late last year for a Collective agreement that expired Dec 31, 2022. We bargained up to May 2023 and then filed for

conciliation. We had a ratification/strike mandate vote in July 2023. The agreement was turned down by 53.3%. We then spoke with the company and tried to salvage the deal. We are currently scheduled to vote again on Oct 11, 2023. We will know then if they are on strike or if they accepted the tentative agreement. The Local President for Local 6007 is Sonny Malhotra.

EXPERTECH NETWORK INSTALLATION, LOCALS 26, 27C, 28, 29X, 30-O, 31, 34-O, 35-O, 36, 39-O, 40-O, 42, 43, 44, 45, 46, 47 AND 49, ON – This bargaining unit covers approximately 750 Cable Splicers and Line Technicians across Ontario and Quebec. Since the change in National leadership in the Telco sector I have become the Ontario National Rep for all Expertech Craft and Clerical. We began bargaining in September of this year for a new collective agreement as the current one expires November 30, 2023. We have met for a number of weeks, with the company for so far. We are looking to secure a fair agreement in light of the ongoing issues within Expertech. There are significant challenges with outsourcing and the members also have high expectations due to the current inflation and higher cost of living.

EXPERTECH NETWORK INSTALLATION, ONTARIO. LOCALS 26, 27C, 28, 29X, 31, 34-O, 35-O, 36, 39-O, 40-O, 42, 43, 44, 46 AND 49, ON – This bargaining unit covers clerical employees across Ontario and Quebec. Since the change in National leadership in the Telco sector I have become the Ontario National Rep for all Expertech Craft and Clerical. We have not begun bargaining the Clerical unit yet but will be soon. The collective agreement expires November 30, 2023. We are trying to align the monetary for both craft and clerical. We are looking to secure a fair agreement in light of the ongoing issues within Expertech. There are significant challenges with outsourcing and the members also have high expectations due to the current inflation and higher cost of living.

BARRY CULLEN CHEVROLET, LOCAL 1917, GUELPH, ON- This is an automobile dealership selling Chevrolet, Corvette and Cadillac. This is a pretty quiet unit. The workplace chair and local president sort most issues. We negotiated and ratified a new collective agreement in late 2022. We bargain Barry Cullen's, Wayne Pitman's and Wellington Motors simultaneously. The chair is Angelo Renon and the Local President is Jerry Escott

WAYNE PITMAN FORD, LOCAL 1917, GUELPH, ON- This is an automobile dealership selling Ford and Lincoln automobiles. This is a relatively quiet unit. The workplace chair and local president sort most issues. However, they have a new chairperson Mike Johnson. We negotiated and ratified a new collective agreement in late 2022. We bargain Barry Cullen's, Wayne Pitman's and Wellington Motors simultaneously. The chairperson is Mike Johnson and the Local President is Jerry Escott

WELLINGTON MOTORS, LOCAL 1917, GUELPH, ON- This is an automobile dealership selling all Stellantis/FCA vehicles. This unit has issues from time to time but they usually can be worked

out. The workplace chair and local president work together. We negotiated and ratified a new collective agreement in late 2022. We bargain Barry Cullen's, Wayne Pitman's and Wellington Motors simultaneously. The chair is Rob Dittmer and the Local President is Jerry Escott

HITACHI CONSTRUCTION TRUCK, LOCAL 1917, GUELPH, ON- This unit manufactures large mining and quarry dump trucks. Today the plant is down from over 250 members to 35. They are holding their own currently and after being very slow and are producing and building trucks again. This is a testament to the hard work of the members as well as the union leadership. There is a great relationship between the Union and company here. We bargained and ratified a new collective agreement in 2022. Unit Chair is Jerry Escott and Jerry is also the Local President.

WESTROCK CONTAINER LTD., LOCAL 1917, GUELPH, ON- The unit manufactures various paper and cardboard products like amazon boxes, pizza boxes, beer cases and much more. This unit is currently quite busy and hiring. The workplace committee handles most of the issues there and have done a great job building solidarity with the membership and the relationship with the company. We bargained and ratified a new collective agreement in early 2023. The new Unit Chair is James Morgan and the Local President is Jerry Escott.

DHL EXPRESS CANADA LTD., LOCAL 4457, ON- This unit is a worldwide transportation courier company. I am responsible for the Ontario facilities. Currently there are a lot of issues here. A back log of grievances, arbitrations and ongoing issues. The company is trying to change the core zones as they open a new facility as well as trying to do a re-route. This will cost the Owner Operators hundreds of dollars a day in Ontario. The collective agreement expires late next year. We will begin negotiating the current collective agreement mid-year 2024. The Unit Chair is Sivasdas Santhosh and the Local President is Gary Millen.

LOOMIS EXPRESS., LOCAL 4457. This unit is a national transportation courier company. I am responsible for the Ontario facilities. Currently there are a few issues but most of the issues are handled by the Chairperson and Local President. A new collective agreement was ratified in September of 2022. The Unit Chair is Larry Breese and the Local President is Gary Millen.

GRAND RIVER TRANSIT, LOCAL 4304, KITCHENER, ON – A new 3-year agreement collective agreement was negotiated after a brief strike. Their new agreement had various gains including the highest yearly wage increases they have seen, benefit improvements and a new scheduling article. This was ratified earlier this year. This unit has a few grievances from time to time but the Unit chair, committee and Local President handle things for the most part. The bargaining committee, some bargaining for the first time, did an amazing job and the solidarity speaks volumes. The Unit Chair is Angela Ransome and the Local President is Brendan Burke.

AGS AUTOMOTIVE SYSTEMS, Local 195, Windsor, ON – Jaswinder Rai (Chairperson), Emile Nabbout (President) – The unit recently updated their Pay Equity plan in order to make sure that they are in compliance with the Pay Equity Act. No female job classifications, no maintenance required. With the support of the Local union Jaswinder deals with the day to day issues effectively.

THE BAY, LOCAL 240, WINDSOR, ON – Rita Slatter (Chairperson), Jodi Nesbitt (President) – This unit along with Local 40 (Kitchener and Sherway) successfully bargained a new three-year collective agreement that includes wage increases, improvements to language, improvements to scheduling and exit packages for grandfathered full-time. Congratulations to the Windsor group – Jodi, Julie, Nancy and the entire bargaining committee on a job well done. I would like to thank Nancy Denomey for all her hard work and devotion. Best of luck in your retirement.

BEACH GROVE & COUNTRY CLUB, LOCAL 240, TECUMSEH, ON – Sandy Tracey (Chairperson), Jodi Nesbitt (President) – 69 members with no one on layoff. This unit is currently in the process of doing maintenance on their current Pay Equity plan in order to stay in compliance with the Act. With support of the Local Sandy continues to deal with the day to day issues effectively.

CABOTO CLUB, LOCAL 240, WINDSOR, ON – Marybeth Punzalan (Chairperson), Jodi Nesbitt (President) – The unit (a sector hard hit by the impact of COVID) is still trying to recover. With the support of the Local Marybeth is handling the day to day issues on behalf of the membership.

CANADIAN ENGINEERING, LOCAL 195, WINDSOR, ON – Rob Sznurkowski (Chairperson), Emile Nabbout (President) – 73 members, no one on layoff. There are currently no grievances. Rob continues to handle the day to day issues.

CEASARS WINDSOR, LOCAL 444, WINDSOR, ON – Diego Mazzone (Chairperson), Dave Cassidy (President) – Diego Mazzone was elected as Chairperson in June 2023. This workplace has approximately 1500 active members, 20 on layoff. There are 16 grievances in the system and one arbitration. With the support of the local Diego and his committee are handling the daily issues on behalf of the membership.

CENTRAL STAMPINGS, LOCAL 195, WINDSOR, ON – John Smithies (Chairperson), Emile Nabbout (President) – The unit has 3 outstanding grievances and 3 arbitrations in process. 31 members are on layoff due to no customers building vehicles that require their parts. This unit has agreed to a 32-hour work week rather than having more layoffs. Only Skilled Trades, the

committee and one driver are working 40 hours per week. We are hoping for an end to the UAW strike action. John Smithies continues to handle the day to day issues.

COLONIAL TOOL, LOCAL 195, WINDSOR, ON – Wade Boose (Chairperson), Emile Nabbout (President) - The unit has been quite busy over the last few months. This Unit will be going into bargaining in the new year as the current collective agreement expires March 31, 2024 Wade effectively handles the daily issues on behalf of his membership.

CORPORATION OF THE COUNTY OF LAMBTON (ROADWORKS), LOCAL 2003-E, WYOMING, ON – Dave Allardyce (Chairperson), Phil Barbara (President) – 22 members with no one on layoff. The unit has been quite busy. Dave and Phil handle the daily issues quite effectively on behalf of the membership.

GATEWAY CASCADE CHATHAM CASINO, LOCAL 444, CHATHAM, ON – Krista Lee (Chairperson), Dave Cassidy (President) – This unit is preparing for upcoming negotiations with the current collective agreement expiring November 11, 2023. Darryl (Local 444 3rd VP) and Krista continue to handle the daily issues within the workplace

GATEWAY STARLIGHT POINT EDWARD, LOCAL 444, POINT EDWARD, ON – Linda Spence (Chairperson), Dave Cassidy (President) – This unit is preparing for upcoming negotiations with the current collective agreement expiring November 12, 2023. Darryl (Local 444 3rd VP) and Linda continue to handle the daily issues within the membership.

HELIGEAR (FORMERLY NORTHSTAR AEROSPACE), LOCAL 444, WINDSOR, ON – Chris Thrasher (Chairperson), Dave Cassidy (President). The unit has recently ratified a new three-year collective agreement that included wage increases, pension increases, vision coverage increase. Mike D'Agnolo (Local 444 2nd VP) and Chris continue to handle the daily issues within the workplace. Congratulations Dave, Mike, Chris and the entire committee on a job well done.

LANDMARK VILLAGE, LOCAL 302, SARNIA, ON, - Lyndsay Desrochers (Chairperson), Kevin Phillips (President) – This unit has recently ratified a new 3-year collective agreement. This agreement includes increases to vision coverage, wage increases, and language improvements. Congratulations to Mary Rymal (local 302 VP), Lyndsay and Jessica on a job well done. Pay Equity is not required as this workplace falls under the Landlord and Tenant Act.

MASHALL GOWLAND MANOR. LOCAL 302, SARNIA, ON, - Michelle Stewardson (Chairperson), Kevin Phillips (President) – This Unit under the leadership of Rusty (Local 302) and Michelle held a very successful information picket on October 4 at the County Office to try and get the employer back to the bargaining table rather than being forced into arbitration for a

collective agreement. These members are not asking for the world. They asking for a fair wage, some work life balance, competitive benefits that match the industry standard. Their collective agreement expired March 31, 2023. Keep up the fight you all deserve a fair deal.

MARTIN TRANSPORTATION, LOCAL 444, WINDSOR, ON – Dan Coatsworth (Chairperson), Dave Cassidy (President) – This unit has just completed their biannual bid of lanes and despite plants being down they continue to find work. They have also grown in numbers. They are up to around 90 members. With the support of the Local Dan is handling the day to day issues. Federal Unit currently under Pay Equity review.

MORRICE TRANSPORTATION, LOCAL 195, WINDSOR, ON – Jean Marc Chartier (Chairperson), Emile Nabbout (President) – The unit has recently ratified a new three-year collective agreement. This agreement includes improvements to language, bereavement enhancements, pension improvements and wage increases. Congratulations Emile, Sarkis, Jean Marc and the entire bargaining committee on a job well done. With the support of the Local Jean Marc is handling the daily issues. Federal Unit currently under Pay Equity review.

MOTOR CITY COMMUNITY CREDIT UNION, LOCAL 240, WINDSOR, ON – Jolayne Janisse (Chairperson), Jodi Nesbitt (President) – The employer has recently been notified that a pay equity plan needs to be established and the parties have met to begin negotiating and developing the plan. 22 members with no layoffs. With the Support of Jodi, Jolayne handles the daily issues on behalf of the membership.

OWEN SOUND TRANSPORTATION (UNLICENSED PERSONNEL), LOCAL 444, KINGSVILLE, ON – Jim MacPherson (Chairperson), Dave Cassidy (President) – 41 members with no layoffs. There are currently no grievances. Federal unit currently under Pay Equity review.

OWEN SOUND TRANSPORTATION (LICENSED PERSONNEL), LOCAL 444, KINGSVILLE, ON – Joe Montgomery (Chairperson) Dave Cassidy (President) – 7 members with no one layoff. There are 2 grievances outstanding. Federal Unit currently under Pay Equity review. Even though this unit has less than 10 employees still required to develop a Pay Equity Plan as Owen Sound Transportation is one employer with more than 10 employees.

OWEN SOUND TRANSPORTATION (CHIEF ENGINEERS), LOCAL 444, KINGSVILLE, ON – Dave Cassidy (President) - 5 members with no one layoff. There are no grievances outstanding. Federal Unit currently under Pay Equity review. Even though this unit has less than 10 employees still required to develop a Pay Equity Plan as Owen Sound Transportation is one employer with more than 10 employees.

SHUR-LOK PRODUCTS, LOCAL 195, WINDSOR, ON – George McFarland (Chairperson), Emile Nabbout (President) – 10 members no one on layoff. The unit has been quite busy the last few months. George and Emile effectively handle the daily issues as they arise.

THE WINDSOR STAR GROUP INC., LOCAL 240, WINDSOR, ON – Julie Kotsis (Chairperson), Jodi Nesbitt (President) – The unit has 16 full-time members working in the Editorial, Advertising and Reader Sales and Service departments. Postmedia closed the Starway printing plant in January, putting approximately 250 members out of work. Printing is now being done in Toronto and then the paper is driven down the 401 to Windsor Tuesday to Saturday for distribution. Over the last year, this unit has also had numerous layoffs, including outside sales reps, multi-media consultants, reporters and a photographer. They continue to hold the employer to the letter of their collective agreement.

TRILLIUM VILLA NURSING HOME, LOCAL 302, SARNIA, ON – Meghan Campbell (Chairperson), Kevin Phillips (President) – This unit has one grievance that is slated for arbitration. The current collective agreement expires October 31, 2024. Pay Equity under review.

VISION'74 INC. NURSING HOME, LOCAL 914, SARNIA, ON – Tom Rinker (President) – The unit has recently ratified a new two-year collective agreement. This new agreement includes language improvements, wage increases, increases to paramedical services, increases to vision, domestic violence language, RPN special adjustment and the \$3.00 PWE enshrined into the collective agreement for the PSW's. Congratulations Tom, Heather and Allison on a job well done.

VISION'74 INC. RETIREMENT HOME, LOCAL 302, SARNIA, ON – Rose Richardson (Chairperson), Kevin Phillips (President) – This unit has recently ratified a new two year collective agreement. This agreement includes wage increases, many language changes, Vision and dental increases, racial justice advocate language and uniform allowances. Pay Equity is not required as this workplace falls under the Landlord and Tenant Act. Congratulations Mary (Local VP), Rose and Leanne on a job well done!

VISION'74 INC. (RN'S), LOCAL 302, SARNIA, ON – Tracey Moore (Chairperson), Kevin Phillips (President) – This unit is in preliminary discussions about joining the NHRIPP with the assistance of Mary Rymal Local VP. The retirement home also under Local 302 has NHRIPP. This unit currently has a group retirement savings plan, RRSP that is administered by Assante Wealth Management with a 4% contribution rate.

AMAPCEO: Local 591-G – Toronto, ON. This unit has approximately (41) members. The current Collective Agreement expired February 28, 2023 and we are still in negotiations. We have been bargaining with this employer since April of 2023. We will be heading into conciliation late October of 2023. The membership recently voted 100% in favour of strike action and did so with 100% voter turnout. The Chairperson for this unit is Chris Sloan. Chris and his committee have done a great job addressing and resolving issues with the employer throughout the year. Local Union President is Burke Moffat.

ATLANTIC PACKAGING (MILL): Local 1894 – Scarborough ON. This Unit has approximately (80) members. This unit ratified a pattern agreement in late 2022. Ashley Mulvey is the Plant Chairperson and Local union President. This employer continues to be challenging with many issues ending up in arbitration. Ashley and the committee have done an excellent job representing this membership.

BIMBO CANADA: Local 462 – Markham, ON. This unit has approximately (20) members. The unit chairperson is Mark LI. Over the past year the union has been able to reach reasonable resolve on most issues that arise in this workplace. This membership ratified a new collective agreement in March of 2023 by 100% approval. The average increase will be 29% over 4 years with many other enhancements as well.

BLACK DIAMOND CHEESE: Local 555 – Belleville ON. This unit has approximately (483) members. This employer continues to be difficult when dealing with the union. The employer demonstrates very little respect for the collective agreement and timelines. This employer has also recently announced a partial closure so we will be heading into closure agreement talks shortly. I would like to commend the Unit Chairperson Laura, the committeepersons Sherri, Jeff, Doug, Catlin and Local President Lee on their commitment to their members and diligently upholding the collective agreement.

BOART LONGYEAR INC.: Local 1256 – Mississauga, ON. This unit has approximately (65) members. The current Collective Agreement expires April 19, 2024. The Chairperson Bill Kingston and local union President Alice Kelly have done a great job keeping me informed with any concerns that arise at this employer.

CONCENTRIX: Local 222 – Oshawa, ON. This unit has approximately (12) members. The current Collective Agreement expires January 11, 2025. The majority of concern from this workplace generally comes when new policies and procedures are being introduced or enforced by the employer. Guy Stacey has been a great Chairperson for this unit for many years and continues to demonstrate great leadership for his members.

JAZZ AIR CSA AND ACS: Local 2002 – Canada wide. This unit has approximately (1000) members. The unit Chairperson is Lucie Lapierre. This committee has been great to work with. Lucie, Astraea, Wendy, Annette, Beth and Karl have done an exceptional job representing their members from coast to coast. Late last year this group along with Local 2002 leadership negotiated an agreement that saw the elimination of a two tier pay grid and an Avg increase of 43.5% over 5 years. The bargaining committee is strong and is doing an excellent job representing their members.

LACTALIS FOODS BRAMPTON: Local 462 – Brampton, ON. This unit has approximately (112) members. John Reid is the Chairperson for this unit and continues to do a great job. John and the committee have been able to resolve many issues in this workplace.

LOBLAW AJAX DISTRIBUTION: Local 222- Ajax, ON. This unit has approximately (1000) members and is the central to eastern hub for Loblaw companies' food and goods distribution. Kyle Coughlan is the unit Chairperson. Kyle along with in plant representatives have done an excellent job resolving issues and dealing with the day to day issues that come their way. Kyle and the committee do their best to resolve issues in the plant and can generally reach a resolve without needing outside help.

MARCH OF DIMES CANADA (DURHAM): Local 222 – Durham Region, ON. This unit has approximately (65) members providing PSW services. Nadine Wolla is the Chairperson and has done a wonderful job challenging this employer when needed. We are currently waiting to hit the negotiating table again under the wage reopener language in the collective agreement. This employer has difficulty applying the collective agreement and monthly meetings are held to discuss new and ongoing issues. Many of which are usually resolved with positive results. I would like to commend Nadine on taking on the role of Chairperson.

NEW FOREST PAPER MILLS LP: Local 1894 – Scarborough, ON. This unit has approximately (76) members. The Unit Chairperson is Mike Stratton.

ONTARIO GAMING EAST LIMITED PARTNERSHIP (SECURITY): Local 1090 – Peterborough, ON. This unit has approximately (20) members. The Chairperson Catherine does an excellent job dealing with the day to day concerns from our members.

RITZ PLASTICS INC: Local 222 – Peterborough, ON. This unit has approximately (42) members. The members at Ritz successfully ratified a new agreement which will see a wage increase of 16.5% over 3 years. Pamela Bosgraaf is the Chairperson for this unit. Sister Bosgraaf has been faced with many issues at the workplace but has proven to be fierce and remained determined to make her workplace better for those she represents.

SYNCREON AUTOMOTIVE: Local 1285 – Brampton, ON. This unit has approximately (150) members. This unit ratified their agreement on a first ballot for the first time in roughly 9 years. Members received an immediate increase anywhere between \$2 - \$2.95/hr. The local union is usually able to resolve most issues that arise.

TOROMONT MATERIAL HANDLING INC.: Local 112 – Concord, ON. This unit has approximately (38) members. Dwight Brown is the Unit chairperson and has done a great job addressing issues and concerns in the workplace.

TOROMONT INDUSTRIES LTD: Local 112 – Concord, ON. This unit has approximately (265) members. A Collective Agreement expires May 31, 2024. Dustin Philip is the Unit Chairperson here and continues to do an excellent job addressing his members concerns. The Employer recently advised the union that it intends to proceed with a partial closure of this workplace and decided to open a new facility without union recognition. The employer has also made an effort to enter into individual work agreements without the union's involvement. This will be challenged.

TOROMONT INDUSTRIES LTD: Local 112 – Orenda, ON. This unit has approximately (49) members. The current Collective Agreement expires September 30, 2024. Things seem to be running smooth. Andrew Kilgour is the current Chairperson of this unit and continues to represent his member's best interests very well.

WOOD WYANT INC: Local 333 – Pickering, ON. This unit has approximately (33) members. The current Collective Agreement expires October 24, 2026. Things seem to be running smooth and the local has done a great job supporting this unit.

Frances Galambosy
National Representative

AIR CANADA- MAINLINE, LOCAL 2002 - 10 Airports, 3 Call Centres, Departure Control Centre (CJM), and Customer Relations The airline is still facing industry wide challenges of short staffing, long delays and difficulty recruiting. The company is having difficulty hiring bilingual individuals because of the heavy competition from other non-transportation companies who are paying a much higher starting wage. People are unwilling to accept a lower starting wage at Air Canada even if the benefits and flight privileges are very good. The Federal Pay Equity review is ongoing. This is a massive undertaking with five unions, non-management and management groups. Quebec City Airport was repatriated to the mainline group under the small bases arbitration settlement. Outside the expedited mediated arbitration process there are five full arbitrations taking place. One of the arbitrations relates to scope, automation and job responsibilities. Three days of hearings have been set aside for January 2024.

The company has also introduced a tele med EAP program and the feedback from the membership particularly in provinces where there is a major doctor shortage have found this access to beneficial. All cost is borne by the company.

Digitalization is allowing the company to remove the human presence. The goal is to automate every process and to adapt virtual technologies. The advancements in technology are appearing very quickly, the Collective Agreement has job protection but the union is needs to ensure that we fully understand what is coming on the horizon.

AIR CANADA IN-FLIGHT CREW SCHEDULERS, LOCAL 2002 MONTREAL - In early 2023 Air Canada reversed their decision to maintain two offices and announced the closing of the Toronto office. Members located at that office have a difficult choice. If they want to remain in Toronto they will be inflowed into the Flight Ops scheduling unit. However, this work is different from in-flight scheduling in that federal regulations and the pilot's collective agreement are more complex than the rules that cover the in-flight group. If a member elects not to transfer to flight ops they can transfer to Montreal, the move being paid by the company. They can seek out other work within the company or they can elect to sever which includes a separation package.

AIR CANADA FLIGHT OPERATIONS CREW SCHEDULING, LOCAL 2002 - Toronto Due to staffing issues this group worked a lot of overtime. During the height of the short staffing period, there were approximately 324 shifts a month that were not covered. To cover these shifts the company was paying double time, and providing hotel rooms for members who agreed to work extra shifts. Many members took advantage of this. In the spring of 2023 the company approached the union with the possibility of opening the Collective Agreement. Intense discussions took place but an impasse presented itself when the company made an ask that the union could not agree to. The company continues to recruit. However, training an individual is a lengthy process. It takes about 18 months for an individual to become comfortable with the function.

ATS- AIRPORT TERMINAL SERVICES- TORONTO PEARSON AIRPORT, LOCAL 2002 - This unit ground handles a number of airlines arriving/departing in Toronto. The company has one large contract, United Airlines. They handle a number of smaller airlines and one large cargo carrier. There is one grievance which most likely will go to arbitration in 2024. The company was purchased by AGI in 2022 and they have yet to introduce any new business practices.

SWISSPORT- TORONTO PEARSON, LOCAL 2002 - The unit picked up a number of new airline contracts this year. Sunwing is their major contract. Notice to bargain was issued in January 2023. Soon after it was discovered that there was an active decertification effort taking place. Organizing and Local 2002 worked very hard to connect with the members. An unsuccessful application was made to the CIRB. Bargaining opened March 2023. A collective agreement was ratified on September 16, 2023. The bargaining unit is comprised of a number of mergers resulting in a disparity in the pay scale There were 12 different pay rates. This meant that there

were individuals with the same seniority but by virtue of which bargaining unit they came from they could be paid differently than their co-worker with the exact same seniority. The bargaining committee were successful in merging the pay scale to create an 8 step pay scale.

PIVOT AIRLINES- TORONTO, LOCAL 2002 - This is a small charter airline company. Unifor represents mechanics. We will enter into bargaining shortly with the company.

NASSITUQ- ALERT, LOCAL 2002 - Nasittuq is the contractor providing site-support service, to the Government of Canada's Department of National Defence for the maintenance and operation of the 90 buildings and extensive grounds that comprise CFS Alert. A combination of skilled trades and site support is provided by our members. In early 2024 we will bargain to renew the current collective agreement.

WESTJET, LOCAL 531 - VANCOUVER, CALGARY, TORONTO AIRPORTS - The new local has been very busy. Toronto airport ratified their collective agreement in May 2023. Immediately after that Unifor filed and received approval to begin the process of merging the Collective Agreements. This work is well under way and will be completed in early 2024. The local has had three arbitrations this year. Two have been upheld and the third will continue into 2024. The airline has adopted a new strategy of focussing mainly on their hub base Calgary and are looking to develop it into a western gateway to Europe and beyond. In September, they signed an agreement with the US based ground handler Unifi, a Delta company for their below the wing operations. It is expected that this collaboration will evolve into much more in the coming year.

John Hockey
National Representative

ASPIRA LINCOLN RETIREMENT LIVING – LOCAL 199, GRIMSBY, ON - This unit recently decertified from CLAC, and is now part of Unifor. Currently there is a committee being established and once that is completed the bargaining process will take place for a first collective agreement.

BLACKADAR CONTINUING CARE CENTRE – LOCAL 504, DUNDAS, ON - Continuing staff shortages as with all other Long-Term Care Homes. There are few grievances in the system at this time regarding video surveillance of the staff and discipline. This unit is scheduled to begin Bargaining a new Collective Agreement on October 23rd, 2023.

BRIAN CULLEN MOTORS – LOCAL 199, ST. CATHARINES, ON -. The Service Shop is fairly steady at this time. There are no grievances in the system at this time.

CANADA FORGINGS – LOCAL 199, WELLAND, ON – This Employer seems to be struggling at this time and there are some members on lay-off. There are a few grievances in the system related to working environment as well as health and safety.

CITY OF WELLAND – LOCAL 199 - I was recently assigned this unit. There are no grievances in the system at this time.

DAVID CHEV OLDS – LOCAL 199, WELLAND, ON - The Service Shop continues to be steady. There are no grievances in the system.

ED LEARN FORD – LOCAL 199, ST. CATHARINES, ON - The Service Shop is steady and there are no grievances in the system.

FIRST ONTARIO CREDIT UNION – LOCAL 199, ST. CATHARINES, ON - I was recently assigned this unit, which have ratified a new Collective Agreement a few months ago. There are no grievances in the system at this time.

GENERAL MOTORS (POWERHOUSE) – LOCAL 2003E – St. Catharines, ON - The Power House is at full employment at this time. This unit is in the process of arranging dates for the November 2023 time frame to bargain a new Collective Agreement.

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

GRIMSBY FORD LTD. – LOCAL 199 - GRIMSBY, ON -. The Service Shop is steady at this time with no lay-offs. There are no grievances in the system at this time.

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

IAFRATE MACHINE WORKS – LOCAL 199, THOROLD, ON – A new Collective Agreement was bargained and ratified last fall. There are currently no grievances in the system at this time.

IMPERIAL OIL – LOCAL 900, NANTICOKE, ON - This Unit continues to be at full employment at this time. There are a number of grievances in the system with several scheduled for Arbitration. This unit is currently in the bargaining process.

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

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

NIAGARA MOTORS SALES LTD. – LOCAL 199, VIRGIL, ON –The Service Shop continues to be steady. There are no grievances in the system at this time.

NUTRA 2000 RIDGEVIEW – LOCAL 504, STONEY CREEK, ON –There are no grievances in the system at this time.

PARAMED HOME HEALTH CARE – LOCAL 199, NIAGARA ON THE LAKE, ON - All Members continue to be employed at this time and there are two grievances currently regarding lieu days and the Workday pay system. In the process of scheduling bargaining for the December 2023 time frame.

SGS CANADA INC. - LOCAL 900, NANTICOKE, ON – Bargained and ratified a new Collective Agreement in December of 2022 with good wage and incentive increases. There are currently no grievances in the system.

SOUTHMONT FAMILY PRACTICE INC. – LOCAL 504, STONEY CREEK, ON - There are no issues in this Unit at this time and no grievances in the system.

ST. LAWRENCE SEAWAY O&M – LOCAL 4212, ST. CATHARINES, ON

ST. LAWRENCE SEAWAY HQ – LOCAL 4212, CORNWALL, ON

ST. LAWRENCE SEAWAY O&M – LOCAL 4323, IROQUOIS, ON - This Employer continues to be a very difficult Employer for the Local Union. This Employer has little to no ability to manage without their decisions resulting in grievances. There are a large number of grievances in the system with many scheduled for Arbitration as this Employer has little competence to resolve even minor issues. The vast majority of the issues are predominately in the St. Catharines area where the highest concentrations of our members work. We are currently in the bargaining process with this Employer, which continues to be difficult. This Unit has a strike deadline date

of October 21st, 2023 and considering to this point, the evolution of this process I cannot rule out a strike at this time. As a point of interest, there is absolutely no relationship between the St. Lawrence Seaway Management Corporation and its employees/our members or the Union and this Management Corporation has made it clear time and again that they don't want one.

Tracy Holmes
National Representative

ALEXANDRA HOSPITAL, LOCAL 302, INGERSOLL, ON – There are approximately 48 members who work at this hospital located in Ingersoll. The collective agreement expires March 31, 2025. We were successful in negotiating wage remedies from reopener language from Bill 124. The part time Unit Chairperson is Jennie Rodney. Rusty Sproul is the local representative.

BLUE WATER REST HOME, LOCAL 2458, ZURICH, ON – There are approximately 62 full time and part time members. We have successfully completed bargaining outside of Bill 124. This home uses Bass and Associates to do their bargaining. Chairperson: Marianne Ducharme. The local representative is Jennifer Kennedy.

CANADA STAMPING LIMITED, LOCAL 636, WOODSTOCK, ON – There are approximately 30 members in this workplace. We have successfully negotiated a collective agreement that will expire October 19, 2026. We negotiated some good wage increases. Unit Chairperson, Amanda McConkey takes care of daily issues at the plant. Brent Thompson is the local representative.

DOMESTIC ABUSE SERVICES OXFORD (DASO), LOCAL 302, WOODSTOCK, ON – There are approximately 15 members who work in this non-profit community/social service facility located in Woodstock. The current collective agreement expires on March 31, 2024. Local representative Michelle Flewin and chairperson Sophia Romanick will be preparing for the upcoming bargaining in the new year.

EXETER VILLA NURSING HOME, LOCAL 2458, EXETER, ON – Exeter Villa is a Long-term care home with approximately 55 members. Brenda Hern is the Chairperson. The collective agreement expires on October 31, 2024. Shelley Smith is the local representative

HCL LOGISTICS, LOCAL 27, LONDON, ON – There are approximately 200 warehouse and clerical members working at this warehouse. The current collective agreement expires July 20, 2024. This unit was transferred to national representative, Kellie Scanlan on October, 2023. Jim Kennedy is the local representative.

KERRY FOODS INC., LOCAL 636, WOODSTOCK, ON – There are approximately 34 members working at this Woodstock plant with good relationship with this employer. Local representative Brent Thompson, chairperson Jeremy Butterfield and the bargaining committee negotiated a 3-year renewal agreement with the largest wage increases ever along with other benefit improvements. This agreement expires November 9, 2026.

LONDON CROSS CULTURAL LEARNER CENTRE (CCLC), LOCAL 6005, LONDON, ON – There are approximately 80 members working in this community/social service workplace. Shinade Alder is the local representative, who works closely with the committee and the unit chairperson, Debbie Szelepski. In July 2023, the bargaining committee successfully bargained a two (2) year collective agreement with good pay increases.

MJA MACGOWAN NURSING HOME (BRAEMAR NURSING HOME), LOCAL 2458, WINGHAM, ON – Chairperson is Lisa Hamilton. This collective agreement will expire October 31, 2024. This is a for profit, privately run long-term care facility in Wingham. Labour relations appear to be improving in this home where we have approximately 50 members. This long-term care home uses Bass and Associates for their bargaining. Jennifer Kennedy is the local representative.

MUNICIPALITY OF SOUTHWEST MIDDLESEX, LOCAL 414, GLENCOE, ON – There are 11 members employed by the Municipality of Southwest Middlesex. Labour relations are good with this employer. We bargained a new three (3) contract that expires on October 9, 2025. Jeff Tidball is the Chairperson and Jeff Ferriss is the local representative.

ONEIDA NATION OF THE THAMES LONG TERM CARE (TSI' NU: YOYANTLE' NA' TUHUWATISNI) LOCAL 27, SOUTHWOLD, ON – Leah Claxton-Vandenberk is the Chairperson at this long-term care home with 84 members. On April 2023, the members ratified a two (2) year agreement with good wage increases. This agreement expires March 31, 2025. Kari Selmes is the local representative.

PACTIV, LOCAL 27, LONDON, ON – There are approximately 119 members at this paper cup manufacturing facility. In July 2023, local representative Jim Kennedy, and Chairperson Peter McClung and the bargaining committee was successful in bargaining language improvements for the 3 year agreement expiring on June 30, 2026.

RICHMOND WOODS RETIREMENT HOME, LOCAL 302, LONDON, ON – Unit Chairperson, Janet Vidican and Local 302 Liaison, Mary Rymal work closely together to resolve daily issues at his 64 bargaining unit member facility. Staffing and scheduling tends to be a concern of the members.

SEAFORTH MANOR LONG TERM CARE HOME, LOCAL 2458, SEAFORTH, ON -. This collective agreement will expire on October 31, 2024. There are approximately 42 members in this Long-term care home. Chairperson is Rebecca Bontain and local representative is Shelley Smith.

SECORD TRAILS CARE COMMUNITY, LOCAL 636, INGERSOLL, ON – There are approximately 68 full time and part time members combined working in this Sienna home. Members are represented by chairperson, Pauline Hetherington. Brent Thompson is the local representative. This collective agreement expires on September 30, 2024.

ST. JOSEPH'S HEALTH CARE, LOCAL 27, LONDON, ON – There are approximately 1650 members employed at this Hospital. The collective agreement expires on March 31, 2025. We renegotiated wages from Bill 124, which resulted in substantial bumps in wages, and increases for the skilled trades members. The relationship with the employer is good, local representative Kari Selmes, and chairperson Janiss Marth work collectively on daily issues that arise.

THE MAPLES HOME FOR SENIORS, LOCAL 636, TAVISTOCK, ON –The collective agreement will expire on September 30, 2024. There are approximately 60 members in this Caressant Care run home. Brent Thompson is the local representative.

THE MAPLES HOME FOR SENIORS RETIREMENT HOME, LOCAL 636, TAVISTOCK, ON This collective agreement expires on September 30, 2024. There are approximately 20 members working in this Caressant Care run retirement home. Brent Thompson is the local representative.

TILLSONBURG DISTRICT MEMORIAL HOSPITAL, LOCAL 302, TILLSONBURG, ON –Tammy Tales is the Chairperson. This is a small rural hospital with approximately 132 members. We were successful in utilizing Bill 124 reopener language, which resulted in good wage increases. This agreement expires on March 31, 2025. We are currently entering into pay equity maintenance.

UNIFIN INTERNATIONAL, LOCAL 27, LONDON, ON – The Chairperson is Treff Dutrizac. There are approximately 23 members at this cooling unit manufacturing facility ratified a three (3) agreement expiring on May 5, 2026 with improvements to language and wages.

WELLKIN CHILD AND YOUTH MENTAL WELLNESS, LOCAL 302, WOODSTOCK, ON – This organization specializes in the treatment of mental health for children and youth. There are approximately 32 members, and Kathy Deadman is the Unit Chairperson. The current collective agreement expires on March 31, 2024. Michelle Flewin is the local representative.

WOODINGFORD LODGE, LOCAL 636, WOODSTOCK, ON –the local representative is Brent Thompson. Melissa Tanner is the Unit Chairperson at this municipal home. The current collective agreement is expiring on December 31, 2025. The union and management relationships are good.

WOODSTOCK GENERAL HOSPITAL, LOCAL 636, WOODSTOCK, ON – There are approximately 330 combined full time and part time service members at this hospital. We bargained outside of Bill 124 for wages. The current collective agreement expires on March 31, 2024. There is a new management team. Local 636 leadership, and unit chairperson Jody Versteeg, work collectively to resolve daily issues.

WOODSTOCK GENERAL HOSPITAL TRUST, LOCAL 636, WOODSTOCK, ON – There are approximately 85 clerical members in this bargaining unit. The chairperson is Carol Olmstead. We successfully bargaining outside of Bill 124 on three (3) year agreement expiring on March 31, 2025. Brent Thompson is the local representative.

Kellee Janzen
National Representative

BABCOCK COMMUNITY CARE CENTRE, LOCAL 302, WARDSVILLE, ON. - This unit is a Long Term Care facility. The employer amended their COVID policy and vaccine is no longer mandatory. There are currently no outstanding COVID grievances. There is no agency use in this facility and labour relations are in good standing, with thanks to Mary Rymal, Vice President of Local 302, and Chairperson Darlene Pinter - Great job.

CEDARWOOD VILLAGE NURSING HOME, LOCAL 302, SIMCOE, ON. - This unit is a Long Term Care facility. The employer amended their COVID policy and vaccine is no longer mandatory; there are no outstanding COVID grievances. There is high agency use in this facility and labour relations are fractured. Kevin Phillips, President of Local 302, and Chairperson Angelina Lea work tirelessly supporting our members to combat this disrespectful employer. I am working closely with the Local and Committee trying to build a better relationship. Thank you Kevin and Angelina for your perseverance and commitment to our members, making their workplace better.

COUNTRY TERRACE NURSING HOME, LOCAL 302, KOMOKA, ON. - Country Terrace is a Long Term Care facility. The employer amended their COVID policy and vaccine is no longer mandatory. There are no outstanding COVID grievances. Labour relations are in good standing thanks to Kevin Phillips, President of Local 302, and Chairperson Maria Medeiros - Good job.

CRAIGHOLME NURSING HOME, LOCAL 302, AILSA CRAIG, ON. - This unit is a Long Term Care facility. The employer amended their COVID policy and vaccine is no longer mandatory. In

addition, there are no outstanding COVID grievances. This facility is a not for-profit facility and the parties were successful in reaching settlement for the term covering their moderation period as per Bill 124. Labour relations are in good standing with thanks to Kevin Phillips, President of Local 302, and Chairperson Laura Davidson - Excellent job.

DELHI LONG TERM CARE CENTRE, LOCAL 302, DELHI, ON. - Delhi is a Long Term Care facility. The acquisition of Delhi Nursing Home Ltd. has been finalized and peopleCare Communities has become the new owner of the facility. They are rebranding the business name to peopleCare Delhi Long Term Care, as well as redeveloping this facility, and since peopleCare has been managing the facility since 2011, we are anticipating a smooth transition. The employer amended their COVID policy and vaccine is no longer mandatory. There are currently no outstanding COVID grievances. Labour relations are in good standing with thanks to Kevin Phillips, President of Local 302, and Chairperson Tanya Burtch - Good job.

EARLS COURT VILLAGE NURSING HOME, LOCAL 302, LONDON, ON. - This unit is a Long Term Care facility. The employer amended their COVID Policy and vaccine is no longer mandatory, and there are no outstanding COVID grievances. Labour relations are in good standing with thanks to Mary Rymal, Vice President of Local 302, and Chairperson Casandra Caruana - Great job.

KENSINGTON VILLAGE LTC & RETIREMENT, LOCAL 302, LONDON, ON. This unit is both a Long Term Care facility and Retirement Home. The employer amended their COVID policy and vaccine is no longer mandatory, with no outstanding COVID grievances. Labour relations are in good standing with thanks to Mary Rymal, Vice President of Local 302, and Chairpersons Heather Richardson and Ann Bartlett-Laforet - Good job.

MAPLE MANOR NURSING HOME, LOCAL 302, TILLSONBURG, ON. - Maple Manor is a Long Term Care Facility. The employer amended their COVID policy and vaccine is no longer mandatory; there are no outstanding COVID grievances. Labour relations are in good standing with thanks to Kevin Phillips, President of Local 302, and Chairperson Lori Eppe - Excellent job.

MEADOW PARK NURSING HOME, LOCAL 302, LONDON, ON. - This is a Long Term Care facility. The employer amended their COVID policy and vaccine is no longer mandatory. There are also no outstanding COVID grievances. Labour relations are in good standing with thanks to Kevin Phillips, President of Local 302, and Chairperson Carol Morrison - Good job.

MEDAVIE EMS, LOCAL 302, ST. THOMAS, ON. - This unit is a Paramedic Service. Members rejected their tentative on September 19, 2023. The parties have agreed to meet for further discussions, and failing those discussions, the unit will be on strike. Thank you to Mary Rymal, Vice President of Local 302, Chairperson Lisa Arbour/Brammer, and the Committee for your

perseverance and commitment to our members in attempting to bargain a deal they can support, as well as fighting to make the workplace a better place.

MERRYMOUNT, LOCAL 302, LONDON, ON. - Merrymount is a Family Support and Crisis Centre. The parties entered into bargaining spring of 2023 and ratified March 30, 2023. The employer maintained their COVID policy of mandatory vaccine. We have one outstanding COVID-related grievance with remedy awaiting member agreement. Labour relations are in good standing with thanks to Michelle Flewin, Vice President of Women's Issues Local 302, and Chairperson Tina Neeb - Great job.

NUTRITIONAL MANAGEMENT SERVICES LTD., LOCAL 27, LONDON, ON. - This unit provides dietary services at Valleyview Long Term Care Home. The parties entered into bargaining fall of 2022 and ratified December 12, 2022. There is one grievance in the system scheduled for arbitration regarding contract interpretation. It is with thanks to Kari Selmes, Vice President of Health Care Local 27, who continues to work on building the foundations to establish good labour relations as we struggle to maintain unit representation - Excellent job.

ST. MARY'S GENERAL HOSPITAL, LOCAL 302, KITCHENER, ON. - It is with thanks to Unifor Local 302 Financial Secretary Rusty Sproul, Chairperson Deanna Brown, and Committeepersons James Milson and Lucy Decker that the parties were successful in reaching settlement August 23, 2023 for the term covering their moderation period as per Bill 124. Currently, the employer is taking action (up to termination) with members and their absenteeism. The Local and Committee are handling each action individually.

TWIN LAKES TERRACE, LOCAL 914, SARNIA, ON. - Welcome! This unit is a newly organized Long Term Care facility, which certified in September of 2023. I look forward to working with Tom Rinker, President Local 914 and the Bargaining Committee to achieve their first collective agreement.

STRATHMERE LODGE, LOCAL 302, STRATHROY, ON. - This unit is a Municipal Long Term Care facility. The employer amended their COVID policy and vaccine is no longer mandatory. There are no outstanding COVID-related grievances. Notice to bargain has been sent as this agreement expires December 31, 2023. There are currently two grievances in the system. Labour relations are in good standing with thanks to Kevin Phillips, President of Local 302, and Chairperson Barb Thoms - Great job.

VALLEYVIEW HOME, LOCAL 27, ST. THOMAS, ON. - Valleyview is a Municipal Long Term Care facility. The parties entered into bargaining fall of 2022 and ratified October 7, 2022. There are no grievances in the system and one outstanding arbitration decision. Labour relations are in good

standing with thanks to Kari Selmes, Vice President of Health Care Local 27, and Chairperson April Henderson - Good job.

Randy Kitt
Media Director

CITY TV: ROGERS BROADCASTING LTD – LOCAL 723-M 0003. Angelo Contarin is the local president. Their current CBA expires October 31, 2025. This unit, although separate from the OMNI unit below are bargained at the same time and share language in their collective agreements. Both units are currently struggling with staffing and jurisdiction issues.

OMNI 1 & OMNI 2, LOCAL 723-M 0012. Angelo Contarin is the local president. Their current CBA expires October 31, 2025.

ROGERS SPORTSNET HIGHLIGHT ZONE, LOCAL 79-M 0009. Tracy Nolan is the local president. This group just ratified their second agreement this year with 2.5%, 2.5%, 2.5% and 2.3% (9 months). With an adjustment to the top wage grid of approx. 2.5%.

ROGERS SPORTSNET INC., LOCAL 79-M 0002. Tracy Nolan is the local president. Negotiations completed this year with a four-year deal at 2.5%, 2.5%, 2.5% and 2.3% (9 months).

CFTO-TV, CTV, TSN & DISCOVERY – LOCAL 79-M-0001, Tracy Nolan is the local president. Bell Media continues to consolidate, employ new technology and to cancel programming to reduce their workforce. Industry pressures have made negotiating in the media sector particularly difficult. Bargaining has commenced, the collective agreement expires December 31, 2023.

TORONTO STAR NEWSPAPERS LTD – LOCAL 87-M 0023. Carleen Finch is the local president. There is now some ownership stability at the Star when Jordan Bitove became the sole owner after his bitter 'divorce' with Paul Rivett. Despite this 'stability' there are constant cost pressures on the company and recently 5 employees took a buyout to cut costs further. To put it into perspective, the membership at The Star has declined from 610 in 2009 to 168 members today. The unit is currently in a 5-year deal, expiring on December 31, 2026 with wages increases of 1%, 1%, 1%, 2%, and 1% with an extra 1% in the 2nd year for employees on the digital wage scale.

POSTMEDIA NETWORK INC. LOCAL 87-M 0077. Carleen Finch is the local president. The local is currently in bargaining for its second ever agreement and the committee is under a tremendous amount of pressure dealing with member expectations coupled with the current state of the industry.

CANADIAN MIST DISTILLERS – LOCAL 2003-E-0010, Phil Barbara is the local president. The company struggles to maintain their staff of 5 trained stationary engineers. Bargaining at the end of 2021 saw wage gains of 12%, 3%, 3%, 3% to get them closer to industry standard. Their agreement expires December 31, 2025.

MOORE PACKAGING –LOCAL 333-0018, Lisa Marks is the Local President. The local has just completed bargaining a 4-year deal. Fighting off major concessions with a 100% strike vote and bargaining to the deadline, the local successfully negotiated a wage adjustment and 3.25% wage increase in the first year (totalling approx. 7%) and 3%, 3%, 3% in subsequent years. The agreement expires on December 31, 2026.

ATLANTIC PACKAGING SCARBOROUGH RETAIL PACKAGING DIVISION – LOCAL 333-0049, Lisa Marks is the Local President. A new collective agreement has been ratified in 2023 with major gains in pension, benefits and wages. Wage adjustments and % increases totaling approx. 5%, 3%, 4%, 5%, 3%. The collective agreement expires January 2, 2028.

ATLANTIC PACKAGING MIDWEST – LOCAL 333-0034, Lisa Marks is the Local President. The current collective agreement expires August 31, 2025.

ATLANTIC PACKAGING COLORPAK – LOCAL 333-0022, Lisa Marks is the Local President. The current collective agreement expires January 1, 2025.

ATLANTIC PACKAGING WHITBY – LOCAL 333-0030, Lisa Marks is the Local President. Production issues can't get mill working at any capacity. 5 local grievances to do with safety, restructuring and production issues are outstanding. The members are struggling with an 8-year deal that expires in 2028. Their wages are subject to the eastern paper pattern.

ATLANTIC PACKAGING MISSISSAUGA – LOCAL 333-0003, Lisa Marks is the Local President. Company is training supervisors on bargaining unit work, the local is grieving and will section 49 the grievance. Members are coming off a 5-year deal ending 2024.

ATLANTIC PACKAGING BRAMPTON & CALEDON – LOCAL 333-0051. Lisa Marks is the local president. This agreement expires January 31, 2026.

TENCORR PACKAGING – LOCAL 333-0019 – Lisa Marks is the Local President. Bargaining will commence in November 2023 as their agreement expires shortly.

PETRO CANADA, 2465867 ONTARIO INC. – LOCAL 333-0046, Petro Canada gas station in Ajax. Lisa Marks is the Local President. For years this Ajax gas station has been chasing minimum wage. In the last agreement we have negotiated a minimum wage plus deal.

SERVICO LTD. – LOCAL 333-0043 – Petro Canada gas station in Pickering. Lisa Marks is the Local President. For years this Pickering gas station has been chasing minimum wage. In the last agreement we have negotiated a minimum wage plus deal.

DJ Lacey
National Representative

CAA SOUTH CENTRAL ONTARIO, LOCAL 240, WINDSOR, ON – Janet Buston, (Chairperson), Jodi Nesbitt, (President Local 240). No current issues, and no grievances.

CHARTWELL LEAMINGTON COURT RETIREMENT SERVICES, LOCAL 2458, WINDSOR, ON – Donna Massong (Chairperson), Mike Kisch (Vice President Local 2458). This unit been waiting to go to interest arbitration, talks broke off in the spring and we just got a date in January for the arbitration. This employer is very frustrating and Donna and the committee do a great job at keeping them accountable.

CHARTWELL ROYAL OAK KINGSVILLE, LOCAL 2458, KINGSVILLE, ON – April Dupuis (Chairperson), Mike Kisch (Vice President). April does a great job taking care of all the day to day issues, currently we have a few grievances. This unit bargained early this year and the committee did a fantastic job securing a new 2 year agreement with many improvements.

CHARTWELL OAK PARK LASALLE, LOCAL 2458, LASALLE, ON – Robyn Skov (Chairperson), Jennifer Kennedy-Cloutier (Local Liaison). Currently no outstanding issues. This unit recently bargained a new 2 year Collective Agreement, it was tough round but the committee was very persistent, and they succeeded to get gains in many of the areas we were looking to improve.

CHARTWELL OAK PARK TERRACE, LOCAL 2458, WINDSOR, ON – Dana Standon (Chairperson), Jennifer Kennedy-Cloutier (Local Liason). Dana and Jennifer do a great job overseeing the day to day issues. This home currently has no grievances, and we are in the process to preparing to bargain, contract expires before the end of this year.

COPPER TERRACE NURSING HOME (SERVICE UNIT), LOCAL 2458, CHATHAM, ON – Holly Bush (Chairperson), Ken Durocher (Financial Secretary Local 2458). Currently no issues or grievances in this unit.

COPPER TERRACE NURSING HOME (NURSING UNIT) – Sheana Strong Moore (Chairperson), Ken Durocher (Financial Secretary Local 2458). Sheana does a great job with the day to day issues, we currently have 1 grievance in the system that is slated to go to arbitration in February 2024.

CORPORATION OF THE COUNTY OF LAMBTON (LIBRARIES & GALLERIES), LOCAL 444, SARNIA, ON – Ann Helps (Chairperson), Daryl Desjarlais (Local 444 Vice President). Currently we are getting ready to bargain, contract expires December 31st, 2023. Ann have done an effective job of handling the daily issues on behalf of the membership.

DEVONSHIRE RETIREMENT RESIDENCES, LOCAL 2458, WINDSOR, ON – Christina Sayer (Chairperson), Jennifer Kennedy-Cloutier (Local Liaison). We are currently in the process of going to interest arbitration with this home, this home is a retirement home that uses Bob Bass and associates to negotiate for the home and have no respect for our members or our committee. The committee is doing a great job and they are not a group that will just take no for an answer.

E. R. ST. DENIS INC. (C/O VALIANT CORPORATION), LOCAL 195, WINDSOR, ON – Abe Shroeder (Chairperson), Sarkis Gaspar (Vice President Local 195). We were successful in negotiating a good agreement this year, which saw improvements to wages, time off, out town per diem pay etc. Currently this unit has no outstanding issues.

EMRICK PLASTICS, LOCAL 195, WINDSOR, ON – Connie Durocher (Chairperson), Tammy Pomerleau (Vice President Local 195). It is with great sadness that we were informed a few months ago that the employer would be shutting down the plant and moving the work to their many other locations. This is devastating news... The committee Connie, Felicia, Jutin and the local are trying to secure a closure agreement for their members while dealing with all the uncertainty on the floor. I truly respect this committee and the local for all their hard work over the last little while, and we will make sure the members are taken care of.

EXTENDICARE SOUTHWOOD FT/PT, LOCAL 2458, WINDSOR, ON – Ayan Holland (Chairperson), Shelley Smith (Vice President). We are in the process of amalgamating the FT/PT collective agreements, we met with the employer and it should be completed by the end of the year. The unit implemented a new pay system which has been giving our members grief, Ayan, Shelley and the committee have been working hard to make sure the members concerns are being addressed in a timely manner, however this is definitely not an easy task especially when it comes to members not being paid. We met with Extendcare corporate Liaison last month and so far things have been getting better.

EXTENDICARE TECUMSEH, LOCAL 2458, TECUMSEH, ON – Lumi Csiki (Chairperson), Shelley Smith (Vice President). Currently we are trying to roll out the RPN pilot project, which would see

members moving into fulltime rolls, more to come. This home is also having issues with the new payroll system, Lumi and her committee are working tirelessly to get our members paid.

FREED STORAGE LIMITED, LOCAL 240, WINDSOR, ON – Karren Burdge (Chairperson), Jodi Nesbitt (President). Currently no issues or grievances.

GATES WINDSOR OPERATIONS, LOCAL 195, WINDSOR, ON – Pam Marcoux (Chairperson), Emile Nabbout (President Local 195). This a very tough employer, currently we have several grievances in the system. We are in discussions with the employer to address some of the outstanding issues. Pam is a strong activist for her members and doesn't take no for an answer, especially when it comes to representing her members concerns.

KINGSVILLE COURT RETIREMENT RESIDENCE, LOCAL 2458, KINGSVILLE, ON – Joey McArthur (Chairperson), Jennifer Kennedy-Cloutier (Local Liaison). Currently we are in bargaining with the employer with 2 dates this month, this has been a tough round but the committee is doing a great job.

LANEX MANUFACTURING INC., LOCAL 195, WINDSOR, ON – Stacey Curtis (Chairperson), Tammy Pomerleau, (Vice President local 195). We are currently in the process of setting up a date for ratification meeting, this committee secured one of the highest pay increases they have ever seen along with many monetary improvements. The committee does a great job with day to day issues, currently no issues or grievances.

LIFETIMES ON RIVERSIDE, LOCAL 2458, WINDSOR, ON – Tayler Campeau (Chairperson), Jennifer Kennedy-Cloutier (Local Liaison). Currently there are some issues with scheduling that we are working on, the employer wants to post more jobs, and has been putting lots of money in the home which is a good sign.

ROYAL MARQUIS RETIREMENT RESIDENCE, LOCAL 2458, WINDSOR, ON – Sharon Hamka (Chairperson), Shelley Smith, (Vice President). There are currently no grievances, and we are in preparations for upcoming bargaining, we will be meeting with the members shortly to do their proposal meeting.

TFO (TELEVISION FRANCAISE DE L'ONTARIO, LOCAL 72-M, TORONTO, ON – Alfred St-Aubin (Chairperson). Currently we are in discussions with the employer to get back to the table to bargain Bill 124 increases, we will know more shortly. Alfred is a very hands on Chairperson, who has been very active in his workplace, he is definitely making his members lives better within the workplace, by dealing with their issues very efficiently. I have had the opportunity to visit the members at the workplace, what a great group can't say enough good things about them.

TILBURY CONCRETE TRANSPORT INC., LOCAL 195, WINDSOR, ON – Dean Dupuis (Chairperson), Emile Nabbout (President). No current outstanding issues within the unit.

TITAN TOOL & DIE LIMITED, LOCAL 195, WINDSOR, ON – Randy St. Pierre, (Chairperson), Sarkis Gaspar (President). Randy is doing a great job in this unit with no issues Randy and the committee do an amazing job at problem solving issues on a daily basis and work hard on behalf of their members.

UNIVERSITY OF WINDSOR (CAMPUS POLICE), LOCAL 444, WINDSOR, ON – John Dekok (Chairperson), James Stewart (Financial Secretary of Local 444). Unit has a few grievances outstanding regarding Bill 124, which is slated for arbitration in January 2024. Day to day issues are being handled by John Dekok which are doing a great job.

UNIVERSITY OF WINDSOR (ENGINEERS), LOCAL 2458, WINDSOR, ON – Jeremy Girard (Chairperson), Mike Kisch (Vice President Local 2458). The unit has several outstanding grievances which are in the 3rd step process, which we are working thru the grievance procedure. To date issues being addressed quickly in the unit by the Jeremy Girard (Chairperson) along with the local Mike Kisch (Local Liaison)

UNIVERSITY OF WINDSOR (OFFICE/CLERICAL/FULL TIME), LOCAL 2458, WINDSOR, ON – Dolores Handsor (Chairperson), Mike Kisch (Vice President Local 2458). Currently there are a couple outstanding issues, we have a grievance that is slated for arbitration regarding Bill 124 grievance. We are also in the process of challenging the University, regarding the Successorship Rights of the book store, an application to OLRB has been submitted and there is more to come. Dolores Handsor and Jennifer Rocheleau and the whole committee do a great job on the day to day issues. Thanks goes out to Mike Kisch (Local 2458), who has helped get me up to speed with this assignment.

UNIVERSITY OF WINDSOR (OFFICE/CLERICAL/PART TIME), LOCAL 2458, WINDSOR, ON – Mike Houlahan (Chairperson), Mike Kisch (Vice President Local 2458).

VICTORIA MANOR, LOCAL 2458, WINDSOR, ON – Raquel Burke (Chairperson), Mike Kisch (Vice President Local 2458). This Unit is new to Unifor, they recently decertified from SEIU Local 1, I would like to take this time to welcome them to the Unifor family!! This spring we have successfully negotiated a new agreement that saw many improvements such as wages, seniority, hours of work, PEL language, and much more. Great job by Raquel and Mike Kisch (local 2458) who oversees the unit.

WINDSOR MACHINE & STAMPING LOCAL 444, WINDSOR, ON – Mike Emslie (Chairperson), Daryl Desjarlais (Local 444 Vice President), Tammy Bradley (Committee Person). Early this year the members ratified a new collective agreement that saw many improvements such as Wages, Dental/Vision and Paramedical, Signing Bonus, Vacation improvements and much more. Day to day issues are handled quickly by Mike and the local.

Kat Leonard
National Representative

ANGUS FACILITY MANAGEMENT LTD, LOCAL 112, TORONTO ON – Local President John Turner; Unit Chair Lealan Curling. These are approximately 45 members that perform maintenance work and other duties including monitoring systems for 10 Cadillac Fairview office buildings in and around Toronto downtown core. In September 2023 we bargained a 3-year contract which includes gains such as an approximate 15% wage increase, improved premiums, CAAT Defined Benefit Plus pension plan, Racial Justice advocate and increased union representation. The collective agreement will expire in September 2026.

ARIVA (Division of Domtar) LOCAL 1291, MISSISSAGUA ON - Local President Adam Doran. There are about 25 members here who work in paper supply as drivers and in the warehouse. This group bargains as part of the Domtar Paper Pattern and this spring we successfully achieved the pattern of the bigger groups including improvements to wages, premiums, health benefits, LTD and STD as well as greater vacation entitlements and union representation. This collective agreement will take us to April 2026.

BENECARD, Local 673, Toronto ON - Local President Mary Ellen McIlmoyle; Unit Chair Sara Moussette. This is a third-party benefits provider that was purchased by Green Shield Canada in 2021. The unit ratified their first collective agreement with Unifor February 2022 for a term of three years. This is a group of about 20 employees in Customer Care, Claims, and Finance. We are currently undertaking a Pay Equity Plan review with this group. The collective agreement expires February 2025.

BEST SERVICE - LOCAL 222 – OSHAWA, ON - Local President Jeff Gray; Unit Chair Theresa Grabowski. This Employer provides cleaning services for Durham College/UOIT at the Whitby and Oshawa Campuses. Previously, this cleaning contract was held by GDI Services, and in June 2023 Best Services was awarded the cleaning contract with Durham College. The transition between employers has been relatively seamless with approximately 90 employees in the bargaining unit under the collective agreement that remains in force until December 31, 2024.

BIOX CANADA LTD, LOCAL 593, HAMILTON ON - President Edwin Patrick; Unit Chair Dirk Gerlofs. This is a group of about 15 employees who work at a refinery that turns animal fat and old cooking oil into clean fuel. This workplace goes through periods of low to no production, which will be the case again for the remainder of this year. They made it through the pandemic

without any layoffs and it is anticipated there will not be layoffs during this shut down either. Their current collective agreement is in play until March 2025.

COMMERCIAL BAKERIES CORPORATION, LOCAL 6006, TORONTO, ON – Local President Sapna Sagar; Unit Chair Mauro Rossi. There are 180 members at this unit who make packaged cookies and biscuits. As of September 2023, this family-run business was sold to Graham Partners, an equity firm in the US. It will be business as usual for this workplace and the existing collective agreement remains in force expiring October 2025.

GRANITE CLUB , LOCAL 4271, TORONTO, ON – Local President George Cheong. These 145 members work in housekeeping and food & beverage services in this private club which provides athletic, recreation and social facilities to their members and guests. We are currently reviewing their Pay Equity Plan. The current collective agreement is in place until June 2025.

KUEHNE & NAGEL (HOGAN) LOCAL 1285, BRAMPTON ON – Local President Vito Beato; Local Bargaining Rep and First Vice President Joe Giorgi; Unit Chair Joseph Evans. This is a global transport and logistics company. This group of around 140 members rallied for a one-week strike December 2022 which resulted in significant gains over their second collective agreement with Unifor, including improved wages and premiums, health benefits and vacation entitlements, increased union representation, and an end to mandatory overtime. Possibly the greatest gain from the strike was their fortified solidarity. The current collective agreement expires December 2025.

LANCASTER HOUSE, LOCAL 591-G, TORONTO, ON – Local President Burke Moffat; Local Bargaining Rep and Vice President Mitch Bissoon; Unit Chair Caitlin Selly. Lancaster House is a publishing house and provider of conferences and training on labour law. You may recognize them from titles such as “Labour Arbitration in Canada” and “Winning Cases at Grievance Arbitration.” There are approximately 15 members in this unit and we are currently negotiating a renewal agreement for expiry December 31 2023.

LASSONDE BEVERAGES CANADA – LOCAL 333, ETOBICOKE, ON - Local President Lisa Marks; Unit Chair Vania Lima. This is a unit of about 115 members who process, package and ship bottled beverages including for Tim Hortons. The parties are currently working through the adjustment period of having a first collective agreement with Unifor that expires June 2025.

LEADEC – LOCAL 707, OAKVILLE, ON – Local President Mark Sciberras, Local Bargaining Rep and Vice-President Dave Millar, Unit Chair Dan Bachmeier. Leadec does facility operations within the Oakville Ford Assembly Plant. This bargaining unit of 113 employees is negotiating in October 2024.

MACKENZIE HEALTH, RICHMOND HILL ON – Local President Phil Barbara; Unit Chair Frank Contafio. This is a group of 10 skilled trades working out of MacKenzie Health hospital. This group was constrained by the modification period under Bill 124 but had bargained re-opener language, so the parties recently successfully negotiated additional retroactive wage increases and benefits improvements following the Central Arbitration Award set by the Kaplan Board. The parties will be bargaining the rest of the collective agreement again when it expires September 2024.

MPS FACILITY SERVICES – LOCAL 707, OAKVILLE ON – Local President Mark Sciberras; Local Bargaining Rep and Vice President Dave Millar; Unit Chair Emerson Velasco. MPS is a Water Treatment plant inside the Oakville Ford Assembly Plant. This small but mighty bargaining unit of four goes into negotiations for their collective agreement expiring October 2024.

MR FURNACE - RIGHT TIME HEATING & AIR CONDITIONING CANADA INC., LOCAL 1999, ST. CATHARINES, ON -Local President Frank Wall; Unit Chair Ryan Tufford. This is a HVAC Company which provides and services rental water heaters and equipment. The Unit has approximately 30 members. Bargaining this spring resulted in improvements to wages, premiums and benefits, and the current collective agreement expires April 2026.

MR FURNACE - RIGHT TIME HEATING & AIR CONDITIONING CANADA INC. CALL CENTRE, LOCAL 1999, ST. CATHARINES, ON - President Frank Wall; Unit Chair Andrea Gledhill. This is a call centre of approximately 60 members working remotely to serve Mr Furnace, the HVAC Company which provides and services rental water heaters and equipment. Their collective agreement expires November 2025.

NEILL-WYCIK CO-OP, LOCAL 414, TORONTO, ON – Local President Gord Currie; Local Bargaining Rep and Area Unit Chair Jason Steeves; Unit Chair Paul Tirimacco. This is a student housing co-operative located in downtown Toronto. Our approximately 20 members work as security guards for the facility. The current collective agreement expires December 31, 2023 and the parties will be at the bargaining table imminently.

OXFORD LIVING (KING PL-MIDLAND), LOCAL 333, MIDLAND ON – Local President Lisa Marks; Unit Chair Jody Laffler. This is Oxford Living's retirement home in Midland Ontario. This is a group of about 30 members who do work such as personal care, housekeeping, dietary, nursing and maintenance. Their collective agreement goes to June 2024.

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

THE HUDSON BAY ECOMM AGENCY - LOCAL 40 - SCARBOROUGH, ON - President Dwayne Gunness; Unit Chair Margaret Henry. This Unit has about 525 members and is responsible for on-line purchases through the Hudson Bay Company. The current collective agreement expires May 2025.

UNIVERSITY OF TORONTO, LOCAL 2003, TORONTO, ON - Local President Patrick Doyle. This Local represents operating engineers from across three University of Toronto campuses (Mississauga, Scarborough, and Toronto downtown.) There are approximately 90 members in this unit. This group endured a 1-year moderation period under Bill 124. After a backlog of negotiations with the university on the heels of COVID, the group ratified a 3-year deal retroactive for 2 years, effective April 2023, taking them to expire again in April 2024.

WAKEFIELD CANADA INC, LOCAL 1459, TORONTO, ON - Local President Rod McGill. This is a warehouse and distribution facility for automotive, heavy-duty and industrial lubricants. There are about 50 members in this unit who work in manufacturing, packaging, distribution, driving and skilled trades, and the current collective agreement expires 2025.

Dawn Leroux
National Representative

AVON MAITLAND DISTRICT SCHOOL BOARD, LOCAL 302, SEAFORTH, ON. - This school board is comprised of 29 schools where we represent 115 members in maintenance, skilled trades and custodial. The current collective agreement expires August 31, 2026. The Bargaining Committee belongs to the Ontario Coalition of Education Workers. The Local Representative is President Kevin Phillips and the Unit Chairperson is Rod Parker.

C.A.A. TRAVEL AGENCY, LOCAL 414, SIMCOE AND ST. THOMAS, ON. - There are approximately 11 members who work as travel agents in two retail stores. The Local Representative is Jeff Ferriss and the Unit Chairperson is Irene Schaafsma. The current collective agreement expires May 31, 2024.

CANADA CEMENT LAFARGE LIMITED, LOCAL 636, WOODSTOCK, ON. - The Local Representative is President Brent Thompson and the Unit Chairperson is Tyson Collins. There are approximately 25 members who work at this cement plant. The current collective agreement expires June 30, 2024.

CARESSANT CARE NURSING HOME WOODSTOCK, LOCAL 636, WOODSTOCK, ON. - The Local Representative is President Brent Thompson. This for-profit long-term care home employs approximately 200 members. The collective agreement expires March 31, 2026. During recent

negotiations, the Union negotiated the Nursing Home and Related Industries Pension Plan (NHRIPP) for members who are employed at this home. Labour relations between the Employer and the Union are good. The Unit Chairperson is Ashley Chaulk, who does a great job dealing with the day-to-day issues.

CEDAR CROSSING RETIREMENT COMMUNITY, LOCAL 302, SIMCOE, ON. - The Local Representative is Rusty Sproul. The collective agreement expires on December 31, 2023. This retirement home has seen improvements to recruitment and retention of staff since the last round of negotiations, where the Union made significant gains and improvements to wages.

CHELSEY PARK RETIREMENT HOME - SERVICE UNIT & RPN UNIT, LOCAL 302, LONDON, ON. - The Local Servicing Representative is Vice President of Women's Issues, Michelle Flewin. This retirement home and apartment complex is attached to a nursing home that is also represented by Unifor. These two units represent approximately 40 members. The collective agreements expire December 31, 2024.

COMPASS GROUP CANADA (FANSHAWE COLLEGE) - LOCAL 414, LONDON, ON. - The Local Servicing Representative is Jeff Ferriss, who does a good job handling the day-to-day issues. The longstanding Unit Chairperson is Lisa Pinnell. There are 110 members in this bargaining unit who work in hospitality and food services at Fanshawe College. During the last round of negotiations, the Union negotiated Employer-paid time for the Chairperson. The collective agreement expires February 28, 2026.

DEMENTIA CARE INC. - HIGHVIEW RESIDENCES, LOCAL 302, LONDON AND KITCHENER, ON. - The Local Representative is Rusty Sproul and the Unit Chairperson is Rhonda Adams. This unit has approximately 90 members working out of the London and Kitchener locations. The current collective agreement expires April 30, 2025.

EXTENDICARE PORT STANLEY, LOCAL 302, PORT STANLEY, ON. - The Local Servicing Representative is 2nd Vice President Michelle Flewin. The Chairperson for the full-time unit is Tracey Kirk and the Chairperson for the part-time unit is Anne Richards. The Local and committee do a good job dealing with the day-to-day Union business. This unit has approximately 70 members. At the time of writing, there are several grievances in the system as a result of the Employer introducing a new HRIS that is not compatible with the collective agreement.

FRESHCO - TRAFALGAR & HIGHBURY, LOCAL 414, LONDON ON. - This grocery store has approximately 56 employees on the seniority list. The current collective agreement expires November 19, 2025. Labour relations between the Union and the Employer are good. The Local Representative is Jeff Ferriss and the long-standing Unit Chairperson is Kathy Anger who does a great job dealing with the day-to-day issues.

MIDDLESEX TERRACE NURSING HOME, LOCAL 302, DELAWARE, ON. - The Local Representative is the Vice President of Local 302, Mary Rymal. The Chairperson for the full-time bargaining unit is Tracey Robinson. The Chairperson for the part-time bargaining unit is Jen Richard. There are approximately 120 members between the two bargaining units. The current collective agreement expires on October 31, 2024.

NORFOLK GENERAL HOSPITAL & NURSING HOME, LOCAL 302, SIMCOE, ON. - The Local Servicing Representative is Rusty Sproul and the Unit Chairperson is Amie Muntz. There are approximately 250 members in the bargaining unit. These bargaining unit members work at the hospital, nursing home and rehabilitation/detox facility. The Union successfully re-negotiated wage increases for the three-year moderation period under Bill 124 as a result of reopener language that had been previously negotiated. This resulted in significant wage adjustments for staff who worked tirelessly during the pandemic. The current collective agreement expired on March 31, 2023 and at the time of writing, the parties have spent 7 days in negotiations and have not reached a renewal agreement.

OLD DUTCH FOODS LIMITED - LONDON SALES, LOCAL 462, LONDON, ON. - The Local Representative is President Andrew Kellman and the Unit Chairperson is David Dunlop. There are 7 members in this unit who sell food products to businesses in the London area. The collective agreement expires December 2, 2023.

OLD DUTCH FOODS LIMITED - COUNTIES, LOCAL 462, GREY COUNTY AND BRUCE COUNTY, ON. - The Local Representative is President Andrew Kellman. There are 4 members in this bargaining unit. The current collective agreement expires April 17, 2025.

REAL CANADIAN WHOLESALE CLUB, LOCAL 414, LONDON, ON. - The Local President is Gord Currie. The Local Servicing Representative is Jeff Ferriss and the Unit Chairperson is Chantal St. Georges. There are approximately 20 members in this bargaining unit. This retail store sells wholesale products to other businesses and the general public. The current collective agreement expires April 20, 2025.

SIFTON PROPERTIES - LONGWORTH RETIREMENT RESIDENCE, LOCAL 302, LONDON, ON. - This retirement home has approximately 50 members on the seniority list. The Local Representative is Mary Rymal, who does a good job dealing with the day-to-day issues. Labour relations between the Union and the Employer are good. The current collective agreement expires October 31, 2025.

TEPPERMAN'S - OFFICE, LOCAL 414, LONDON, ON. - The Local Servicing Representative is Jeff Ferriss. The Union Steward is Theresa Lubjick. There are approximately 20 members in this bargaining unit. The current collective agreement expires August 14, 2024.

TEPPERMAN'S - SALES, LOCAL 414, LONDON, ON. - The Local Servicing Representative and workplace Union Steward is Jeff Ferriss. This popular furniture, appliance and household retail store is well-established. There are approximately 30 members in this bargaining unit who work in sales and home décor. The Employer and the Union have a good working relationship. The current collective agreement expires July 27, 2024.

TEPPERMAN'S - WAREHOUSE, LOCAL 414, LONDON, ON. - The Local President is Gord Currie and the Vice President is Tony Falcone. This warehouse was recently expanded. It is attached to a well-established retail store that sells furniture, appliances and household items. The Chairperson is Scott McIntosh. The current collective agreement expires July 1, 2024. Labour relations between the Union and the Employer are good.

THE ORIGINAL CAKERIE, LOCAL 27, LONDON, ON. - The Local Servicing Representative is the President of Local 27, Brian Chapman. This newly organized workplace represents approximately 750 members who work in an industrial bakery. The newly elected Bargaining Committee has submitted proposals from the membership and the parties are working hard towards a first collective agreement.

THK RHYTHM AUTOMOTIVE CANADA, LOCAL 1859, TILLSONBURG, ON. - The Local President and Servicing Representative is Dave McDowell. The Unit Chairperson is Deb Larabee, who does a good job dealing with the day-to-day issues. This is an independent auto parts supplier. The bargaining unit has approximately 170 members. At the time of writing, approximately 30 members are facing a temporary layoff due to the strike in Kentucky. The current collective agreement expires April 25, 2025.

ZF AUTOMOTIVE CANADA, LOCAL 636, WOODSTOCK, ON. - The Local President and Servicing Representative is Brent Thompson and the Unit Chairperson is Rodney Boudreau. This unit has approximately 125 members. The Union made significant gains in the last round of negotiations. The current collective agreement expires on February 7, 2026.

Laurie Lessard-Brown
National Representative

ALGOMA COMMUNITY REGIONAL HOSPICE (ARCH HOSPICE), LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairperson is Kathy Wilson. This new unit has thirty-seven (37) members. The local now services RNs, RPNs, PSWs, Nurse Coordinators and Chef in this palliative care/end of life facility in Sault Ste. Marie. There are four (4) grievances in the system. The collective agreement expired December 31, 2021 and a tentative agreement was ratified October 19, 2022 (Bill 124) currently in negotiations for the reopener, we are looking at dates with a conciliator to see if they are able to help the parties obtain an agreement.

CEDARWOOD LODGE INC., LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairperson was Shelly Wemigwans. This unit has forty (40) members. Classifications include: RPNs, PSWs, Office and Clerical, Recreation Aides, Laundry, Housekeeping and Dietary. This home was closed July 25, 2023 due to the Ministry of Health and Long Term Care not renewing the interim operating licence. An grievance was filed because the terms of the MOS was not followed but as of today all employees have received their retro and severance. The only outstanding item is union dues have not been paid since June 2023. The collective agreement was negotiated June 1, 2021-May 31, 2024.

EACOM/INTERFOR TIMBER CORPORATION (I-JOIST PLANT), LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairperson is John Harris. This unit has sixty-four (64) members. The facility manufactures I-Joist (manufactured I-Beams) for the construction industry. Classifications include: Millwright, Electrician, Instrumentation Technician, Filer, Production Technicians. There is one (1) grievance in the system. The collected agreement was negotiated May 16, 2022-May 15, 2027.

ELLISDON FACILITIES SERVICES (SAH) INC. (FORMERLY CARILLION CANADA INC.), LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairperson is Rob Kenney. This is a maintenance unit. There are ten (10) skilled trades, four (4) general maintenance workers and two (2) office and clerical staff in this unit. Members represented at this location are; Maintenance I & II, Environmental Service Worker, Maintenance Mechanic Laundry, Skilled Tradesperson (Carpenter, Plumber, Painter, HVAC Tech, Third Class Engineer), Electrician, Master Electrician. There is one (1) grievance in the system scheduled for arbitration-job posting. The collective agreement expired October 2021, an interest arbitration date is set for February 7, 2024.

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

EXTENDICARE MAPLEVIEW, LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairperson is Peter Carr and Karen Morin. This is a long-term care facility with 312 members (122 FT and 190 PT). Members represented at this location are; Dietary Aide, Housekeeping Aide, Laundry Aide, Janitor, Activity Aide, Personal Support Worker (PSW), Cook, Maintenance, Registered Practical Nurse (RPN). There are currently five (5) grievances in the system. Extendicare Group expired July 31, 2022 and the tentative agreement was ratified September 21, 2022-CBA expires July 31, 2024.

EXTENDICARE VAN DAELE MANOR, LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairperson is Jeanne Couturier. This is a long-term care facility with 142 members (46 FT and 96 PT). Members represented at this location are; Dietary Aide, Housekeeping Aide, Laundry Aide, Janitor, Activity Aide, Personal Support Worker (PSW), Cook, Maintenance, Registered Practical Nurse (RPN). There are currently no grievances in the system. Extendicare Group

expired July 31, 2022 and the tentative agreement was ratified September 21, 2022-CBA expires July 31, 2024.

HILLSIDE PARK RETIREMENT RESIDENCE, LOCAL 1359, ELLIOT LAKE, ON – Unit Chair-vacant This twenty (20) members unit is a retirement home which is privately owned and operated. There are no current grievances in the system. One member still off due to vaccination status. Expired June 30, 2021 and ratified a tentative agreement September 22, 2021, CBA expires June 30, 2024.

L.L.B. MANAGEMENT GROUP INC., LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairperson is Tara McAloney. This unit has thirty-five (35) members representing RNs, RPNs, PSWs, Janitorial, Housekeeping and Laundry. There are currently five (5) grievances in the system. Collective agreement expired June 29, 2022 and the tentative agreement was ratified October 18, 2022. CBA expires June 29, 2025.

LADY DUNN HEALTH CENTRE (NORTH ALGOMA HEALTH ORGANIZATION), LOCAL 1359, WAWA, ON – Unit Chairperson is Tracey Vernier. This unit comprised of RPN's, PSW's, Office and Clerical staff and services has 37 members (19 FT and 18 PT). Members represented at this location are; Environmental Services, Dietary Aide, Medical Devices Reprocessing Tech, Clerk, Physio Clerk, Cook, Diabetes Clerk, Phlebotomist, Personal Support Worker (PSW), Certified Health Records, Registered Practical Nurse (RPN), Mental Health Medical, Dicta Typist, Activities Co-Coordinator. There are no grievances currently in the system. The parties have negotiated terms to bring RPNs to full scope in this location. This Unit's Collective agreement expired October 10, 2021 and participates in Northern Central bargaining, which saw a historical award from Arbitrator Sheenen which recognized the healthcare workers for putting themselves on the frontline during the worldwide pandemic and this award addressed some of the pressing and long-standing needs of health care workers. Term: October 11, 2021-October 10, 2023 and notice to bargain has been served and proposal meetings have been scheduled and bargaining dates will be scheduled in the new year. Two (2) employees have been terminated for vaccination status. The Union and the Employer have had a number of discussions surrounding the maintenance for pay equity and hope to have dates scheduled in the new year

ONTARIO FINNISH RESTHOME ASSOCIATION (OFRA), LOCAL 1359, SAULT ST. MARIE, ON – Unit Chairperson is Alesha Howard. This unit has 129 members. The home currently employs 129 of our members representing Environmental Services, Laundry, Housekeeping, Home Help, Food Service Workers (certified and uncertified), Caretaker, Maintenance, Head Cook, RPN's, Personal Support Workers, Activity Aide and Recreation Therapist. There are no grievances in the system. Five (5) employees have been terminated for vaccination status and they filed a complaint with the OLRB, the board dismissed the application, but there has been a request for reconsideration and we await the decision from the board. The collective agreement was negotiated June 1, 2022-May 31, 2025.

SAULT AREA HOSPITAL OFFICE & CLERICAL UNIT, LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairperson-Samarita Hurley. This Office & Clerical Unit has two hundred and nine (205) members (101 FT, 100 PT and 4 Casual) There are three (3) grievances in the system. This Unit's Collective agreement expired October 10, 2021 and participates in Northern Central bargaining, which saw a historical award from Arbitrator Sheenen which recognized the healthcare workers for putting themselves on the frontline during the worldwide pandemic and this award addressed some of the pressing and long-standing needs of health care workers. Term: October 11, 2021-October 10, 2023 and notice to bargain has been served and proposal meetings have been scheduled and bargaining dates will be scheduled in the new year. The Pay Equity Commission issues two (2) orders with respect to an application the Union file and the orders required the Hospital and the Union to negotiate a job-to-job or proportional value comparison for each female job class in the bargaining unit, to prepare amended pay equity plans, and to pay any adjustments that may be owing, including retroactivity. The amount was over \$614,000.00.

SAULT AREA HOSPITAL SERVICE UNIT, LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairpersons are Charlene MacDonald and Brian MacKenzie. This Unit has five hundred 503 members (231 FT, 253 PT and 19 Casual). This Unit's Collective agreement expired October 10, 2021 and participates in Northern Central bargaining, which saw a historical award from Arbitrator Sheenen which recognized the healthcare workers for putting themselves on the frontline during the worldwide pandemic and this award addressed some of the pressing and long-standing needs of health care workers. Term: October 11, 2021-October 10, 2023 and notice to bargain has been served and proposal meetings have been scheduled and bargaining dates will be scheduled in the new year. The Pay Equity Commission issues two (2) orders with respect to an application the Union file and the orders required the Hospital and the Union to negotiate a job-to-job or proportional value comparison for each female job class in the bargaining unit, to prepare amended pay equity plans, and to pay any adjustments that may be owing, including retroactivity. The amount was over \$2,800,000.00.

THE DISTRICT OF SAULT STE. MARIE SOCIAL SERVICES ADMINISTRATION BOARD-PARAMEDICS, LOCAL 1359, SAULT STE. MARIE, ON – Unit Chairperson is Hannah Fairburn. This DSSMSSAB Paramedic Unit has sixty-seven (67) members. The local is pleased that through their efforts this EMS unit is now operating with five (5) ambulances 24/7 two (2) running twelve (12) hours per day/7 and one (1) Paramedic Response Unit (PRU) in Goulais River for twelve (12) hours per day/7 and four (4) Community Paramedics twelve (12) hours per day/7 and in January another two (2). Fifty-eight (58) full time members and thirty-five (35) part time members. These members cover approximately 120 km west and 40 km east and approximately 60 kms north of Sault Ste. Marie. There are two (2) grievances in the system that have been sent to arbitration. Expiry-March 31, 2023. Negotiation dates scheduled for January 16,17,18 and January 30, 31, February 1, 2024

ST. JOSEPH'S GENERAL HOSPITAL, OFFICE & TECHNICAL/OAKS CENTRE, LOCAL 1359, ELLIOT LAKE, ON – Unit Chair-Heather Young. This Office & Technical Unit has seventy-four

(74) members. There are four (4) grievances in the system. -Expiry February 26, 2022-Currently in negotiations. The local and the employer will be doing a pay equity maintenance review in the new year for the bargaining unit

ST. JOSEPH'S GENERAL HOSPITAL SERVICE UNIT, LOCAL 1359, ELLIOT LAKE, ON – Roxanne Gallogley-Unit Chair. This Service Unit has one hundred and twenty (120) members. There are currently two (2) grievances in the system. This unit represents service and nursing workers. Expiry- October 10, 2021. Participates in Northern Central bargaining. The Hospital and the Union have negotiated a job-to-job or proportional value comparison for each female job class in the bargaining unit, to prepare amended pay equity plans, and to pay any adjustments that may be owing, including retroactivity. Adjustments have been made to current employees and any adjustment for former employees should be paid out in the next two (2) weeks.

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

Barry Lines
National Representative

ARAMARK CANADA (TIM HORTON'S) LOCAL 414, OAKVILLE, ON - Aramark Canada is the owner of this Tim Hortons, which is located in the Ford Manufacturing Facility in Oakville. There are 18 members in this unit. The Union recently negotiated a new three-year agreement with substantial wage increases in each year of the collective agreement. There are no current grievances in the system.

BARN MARKET, METRO - LOCAL 414, HAMILTON/TORONTO, ON - These two locations are now under the Barn Collective Agreement. They are part of the Metro Group. There are 244 members working in these two locations. The Toronto location opened in May of 2017. The Local has signed a new tentative collective agreement at the time of writing this report. The Tentative Agreement reflects the pattern set by the Local during negotiation with Metro Inc.

COMPASS GROUP (MAPLEHURST) - LOCAL 414 - MILTON, ON - This facility is a Cafeteria located inside the Maplehurst Detention Facility and employs 39 members. The union recently negotiated a new collective agreement which include, wage increases in each year of the collective agreement along with benefit improvements.

COMPASS GROUP (LAKESHORE AND HUMBER) - LOCAL 414 – TORONTO, ON - This unit has approximately 230 members that work in the college food court, the union has negotiated a new Collective Agreement. The Local was successful in achieving substantial wage increases in each year of the collective agreement, including improved language changes and benefits improvements. There are no grievances in the system.

FOOD BASICS GROCERY STORES – METRO - LOCAL 414 – Twenty Locations – This is a Division of Metro Inc. The Bargaining Committee and its members are from as far west as Chatham and to the east of Cornwall. The Collective Agreement is patterned to reflect other Retail Stores. The Agreement was the last of the multi-site Supermarkets that maintained the pattern. In all, there are 1,228 members.

METRO ONTARIO INC. - LOCAL 414 – The 29 stores in this Unit set the pattern for Retail Workers that include improved scheduling, wage increases, benefit improvement and language improvements that are considered the best in the industry. This was achieved as a result of the solidarity and leadership of local 414 and their members. Members went on strike in August for weeks and took on this retail giant and achieved the best contract in the industry.

METRO WAREHOUSE AND DISTRIBUTION CENTRE'S - LOCAL 414 – TORONTO, ON – This Unit has over 1,000 members and is located in Toronto. It holds and distributes grocery products for Metro Stores. The Company is currently investing in several areas of their warehouses which will become state of the art facilities. There are several grievances in the system and pending arbitrations.

NATIONAL GROCERS CASH & CARRY - LOCAL 414 – NIAGARA FALLS, ON - This Store is located in Niagara Falls and has 33 members. There are no grievances in the system.

NAPIER SUPERMARKETS (SOBEY'S) - LOCAL 414 – KINCARDINE, ON - This Store is located in Kincardine and has 133 members. The Local is currently in negotiations at the time of writing this report.

NO FRILLS – LOBLAWS - LOCAL 414 - These 18 stores are located across the Province and are Franchise Stores. They can be compared to their Metro counterpart, Food Basics. The union is currently in negotiations at the time of writing this report.

ONE FACILITY MAINTANACE - LOCAL 414 – BRAMPTON, ON - These members are responsible for the cleaning and sanitation at the Bramalea City Centre Mall. This company has recently been purchased by a new company called BEE CLEAN Maintenance. The union has

sent Notice to Bargain to the new employer and will begin negotiations in December of this year.

REAL CANADIAN WAREHOUSE CLUB, LOCAL 414 – WHITBY, ON - This Store is located in Whitby and has 40 members and at the time of writing this report there are no grievances in the system.

ROBERT CRUIKSHANK CLEANING SERVICES - LOCAL 830 – PETERBOROUGH, ON - This small group of 9 members work in an environment of segregation as they clean businesses in the Peterborough area. They were the first Unit that negotiated a minimum wage plus scale. The union will be sending Notice to Bargain in order to begin negotiations.

SAVE-A-CENTRE STORES – METRO - LOCAL 414 – This Unit is part of the Metro Inc. and consists of 4 stores. There are 515 members under the Collective Agreement. The union has just ratified a new collective agreement that followed the pattern set by local 414 with Metro Inc. which is the best in the industry.

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

Y.I.G STORE #2608 (SMYLIE’S) - LOCAL 414 – TRENTON, ON - This Unit has 119 members and there are currently no grievances in the system.

BAYVIEW WILDWOOD RESORT – LOCAL 1411 – MUSKOKA, ON

This membership work at this year-round resort located in Muskoka, ON. There are approximately 100 members at peak periods. The union recently ratified a new collective agreement.

Jerry Logan
National Representative

BRAGG COMMUNICATIONS (PERSONA COMMUNICATIONS INC, OPERATING AS “EASTLINK”), LOCAL 37, SUDBURY, ON – There are 21 members in this unit. The Collective Agreement will expire September 4, 2025. We have no outstanding issue here.

BRAGG COMMUNICATIONS (PERSONA COMMUNICATIONS INC, OPERATING AS "EASTLINK COMMUNITY TV"), LOCAL 37, MULTIPLE LOCATIONS, ON – There are 8 members in this unit. The Collective Agreement expires February 13, 2025.

CAISSE POPULAIRE DE KAPUSKASING LTEE: LOCAL 89, KAPUSKASING, ON – There are 19 members in this unit. A new Collective Agreement was ratified in December, 2022 that will expire December 31, 2025. This location has undergone a technology change which has led to combining jobs and a higher rate of pay on the scale.

CORPORATION TOWN OF SMOOTH ROCK FALLS: LOCAL 89, SMOOTH ROCK FALLS, ON – There are 6 members in this unit. A new Collective Agreement was ratified in May of 2023 that had significant economic and language gains the ne CBA expires May 31, 2026.

DOMTAR INC./EDDY SPECIALTY PAPERS, LOCAL 156, ESPANOLA, ON – There are 85 members in this unit. The Collective Agreement was ratified in May and on September 5th we were informed of the indefinite idle of the mill all local 156 members will be laid off by Christmas and the local will have no active members after over 80 years. Together with local 74 we bargained an enhanced idle agreement and both locals will work together through the action center. I want to Thank long term president Dean Houle and congratulate him on his retirement.

DOMTAR INC. (FORESTRY DIV.), LOCAL 74, ESPANOLA, ON – There are 240 members in this unit. The New Collective Agreement with the forestry pattern was ratified in February after a very difficult round. On September 5, 2023 we were given notice the mill would permanently idle. November 30, 2023 the majority of 74 members will be indefinitely laid off. This mill has been the back bone of Espanola for over 100 years and the idle is a devastating blow to our members and the town, we bargained a idle agreement with some enhancements and retirement options and have also received approval and funding for an action center for 1 year to help our members Chris Presley is the local president he has done an amazing job through this process I want to thank him for always putting the union members first.

EACOM, NAIRN CENTRE SAWMILL (INTERFOR), LOCAL 31-X, NAIRN CENTER, ON - There are 140 members in this unit. The Collective Agreement expires February 28, 2027. We have had a lot of grievances in this unit and turnover in leadership I am working hard with current president Ryan Savicky to get things on track I expect a great improvement with the new leadership.

GEMINNI-SRF POWER CORPORATION: LOCAL 89, SMOOTH ROCK FALLS, ON – There are 4 members in this unit. The Collective Agreement expires March 31, 2025. This unit has had very little issues since our major arbitration win last year we have had zero grievances.

GP NORTH WOODS, LP/GEORGIA PACIFIC CANADA WOOD PRODUCTS: LOCAL 99-P, ENGLEHART, ON – There are 146 members in this unit. The Collective Agreement was ratified in September with 97% in favour, the agreement had many firsts including the best economic package they have ever seen. Chad Benke is the Local President who does an amazing job and was instrumental in our huge success at the bargaining table the first time they bargained face to face with the employer and not through a conciliator in at least a decade just to name one of many firsts.

GM COLD WEATHER DEVELOPMENT CENTRE: LOCAL 89, KAPUSKASING, ON – There are 12 members in this unit. The Collective Agreement expires on December 11, 2024. This unit's season has begun the local will be in communication to make sure the season starts safe and all are aware of the upcoming local elections. The members are looking forward to next years negotiations.

GREENFIRST FOREST PRODUCTS LOCAL 89, KAPUSKASING, ON – There are 275 members in this unit. The Collective Agreement expires on April 21, 2025. The recent restart of paper machine 4 has generated significant hiring. We have seen a lot of turnover un management making it difficult for the locals to get work done. Local election nominations are taking place at the time of writing this report.

HORNEPAYNE POWER INC, LOCAL 598, HORNEPAYNE, ON – There are 17 members in this unit. The Collective Agreement expired on September 30, 2023. At time of writing we are in bargaining with this unit, we achieved a 100% strike mandate.

LINDE CANADA INC, LOCAL 876-O, SAULT STE. MARIE, ON – There are 16 members in this unit. The Collective Agreement expires on October 31, 2024 we have zero issues at this facility and very little participation.

NORTHERN CREDIT UNION, ESPANOLA, ON – There are 5 members in this unit. The Collective Agreement expires March 31, 2025. The unit has struggled to maintain a workforce and has had to not open for full hours due to this.

NORTHERNTEL LTD PARTNERSHIP, LOCAL 6, NEW LISKEARD, ON – There are 130 members in this unit. The Collective Agreement will expire June 20, 2026. Robert Huff has taken over as president of the local. The office will need to be moved as the landlord has asked them to leave their location in Timmins that they have had since the 1970s.

ONTARIO NORTHERN TRANSPORTATION COMMISSION, LOCAL 103, MULTIPLE LOCATIONS FROM NORTH BAY TO MOOSOMEE, ON

- **AGREEMENT #1 - CLERICAL**
 - Contract expires December 31, 2023 and we are scheduled to negotiate non-money/language November 22, 23 and 27. With common table monetary discussions to begin November 28. The unit has 29 full time members with no outstanding grievances unit chair Jeannine handles day to day issues with the support of local president Jeremy Rodgers.
- **AGREEMENT #4 - STORES/CALL CENTER**
 - Contract expires December 31, 2023. We have completed non-monetary bargaining with this group last week and will continue at the monetary/common table November 28. This unit has no outstanding grievances. Kourtney the unit chair handles day to day issues with the support of the president, finding new employees is the biggest concern. We have 46 members 6 of which are part-time.
- **AGREEMENT #5 - ONBOARD SERVICE**
 - Contract expires December 31, 2023. We have completed non-monetary with this group and await the common/monetary table. The unit has 8 full time members and very little issues no outstanding grievances at this time.
- **AGREEMENT #9 - HOTEL, STATION INN**
 - Contract expires December 31, 2023. Non-monetary bargaining is completed and we await the common/monetary table. The unit has 9 employees at this time and we struggle getting the cleaning done as there is a difficulty recruiting new workers because of the low wage.
- **AGREEMENT #12 - SHOP CRAFT**
 - Contract expires December 31, 2023. As of writing we are in the process of negotiating the non-monetary language. The committee worked very hard on proposals in an attempt to move LOU and MOU into the body of the agreement so it reads clearly. This unit has 317 members a large majority are skilled trades workers and the rates of are significantly behind in this industry and others and even for the region we have a lot of catch up to do. We have 1 grievance to be arbitrated in the new year for sure and potentially another.

RAYONIER ADVANCED MATERIALS (NOW O/A GREENFIRST FOREST PRODUCTS), LOCAL 256, KAPUSKASING, ON – There are 71 members in this unit. The Collective Agreement expires on April 21, 2025. The restart of PPM #4 has generated hiring into the local, Luc Paquette is the Local President the local struggles to get answers from the employer as they have a lot of turnover with a new HR and Mill Manger.

THE CORPORATION OF THE TOWN OF NORTHEASTERN MANITOULIIN AND THE ISLANDS, LOCAL 31-X, ESPANOLA, ON – There are 16 members in this unit. The Collective Agreement expires on May 31, 2024. This unit runs well with very minor issues and only 1 grievance this year, bargaining preparation will start early in the new year.

WEST NIPISSING POWER GENERATION LTD, LOCAL 7135, STURGEON FALLS, ON – There are 6 members in this unit. The Collective Agreement expires April 30, 2025. Pete Hardy the local President has retired, we will merge this local into local 103 in the new year so they are better serviced, they are going through automation so the number of members will not be enough for an executive board.

Mike Lovric
National Representative

AMHERSTBURG CHEVROLET BUICK GMC LIMITED, LOCAL 195, AMHERSTBURG, ON - Mechanics & Detailers are Unifor members and they service all vehicles. A small dealership with not much issues. No Grievances. Chairperson: Brother Pat Manchurek, President: Emile Nabbout, Liaison: Fin.Sec. Sarkis Gaspar.

VITESCO TECHNOLOGIES, LOCAL 35, CHATHAM, ON – This unit continues to be busy, it's a R&D facility for the auto sector. Vitesco has been collecting orders for its electric-drive division. The company is going through the process of winding-up their defined benefit pension from previous agreements. We are currently in bargaining. Chairperson: David Countryman, President: John Alexander.

CONAGRA FOODS, LOCAL 580, DRESDEN, ON – The Plant's busiest time of the year is from August to October season canning foods. We are heading in negotiations at the end of the year. Company is looking for Skilled Trades and recently increased their wages to attract. Chairperson: Brother Josh Rich (Plant) & Sister Shelley Smoke (Office), President: Steve Medd.

DAJCOR, LOCAL 127, CHATHAM, ON – The company makes components used in cars, boats, bathroom fixtures, sliding doors and the construction industry. Some of the new areas Dajcor is exploring include transit door assemblies, ventilation systems, LED light enclosures and high-end furniture. Committee are doing good job in settling grievances. Chairperson: Brother Chris Ritchie, President: Jeff McFadden

FIRST STUDENT, LOCAL 195, WINDSOR, ON – The Company took over some other runs, which increased the membership. We have a new three year agreement with increase in wages over 13.5%. Also the company applied for Provincial jurisdiction from Federal and were successful but we were able to negotiate some paid time off. Chairperson: Brother Flavio Marcon, President: Emile Nabbout, Liaison: Fin.Sec. Sarkis Gaspar

FIRST STUDENT, LOCAL 127, SARNIA, ON – Busy unit with a lot of chartered runs. We have a new three year agreement with increase in wages over 13.5%. Also the company applied for

Provincial jurisdiction from Federal and were successful but we were able to negotiate some paid time off. Chairperson: Brother Aubrey Taylor, President: Jeff McFadden.

FIRST STUDENT, LOCAL 127, CHATHAM, ON – We have a new three year agreement with increase in wages over 13.5%. Also the company applied for Provincial jurisdiction from Federal and were successful but we were able to negotiate some paid time off. Chairperson: Brother Gary Cooper, President: Jeff McFadden.

FLEX-N-GATE CANADA, LOCAL 195, WINDSOR, ON – This unit produces auto parts for the Windsor Assembly plant. We had a lot of temporary layoffs because of the auto industry. The plant has gained new work that supplies other OEM's. Chairperson: Brother Greg Rocheleau, President: Emile Nabbout, Liaison: Fin.Sec: Sarkis Gaspar.

FLEX-N-GATE HOWARD, LOCAL 195, WINDSOR, ON – This unit continues to grow and produces a lot of small auto parts for the OEM's. We have been settling grievances quarterly and this unit continues to grow. We will be going into negotiations in May of 2024. Chairperson: Brother Damian Bryce, President: Emile Nabbout.

FLEX-N-GATE LAKESHORE, LOCAL 195, WINDSOR, ON – This unit produces auto parts for the Windsor Assembly plant with 200 Unifor members. We have a new 3 year agreement with pay equity for new members with the legacy members. Chairperson: Brother Steve Petrie, President: Emile Nabbout, Liaison: Fin.Sec: Sarkis Gaspar

HERON TERRACE LTC, LOCAL 2458, WINDSOR, ON – This is a privately run long-term home in Windsor. We made some huge gains from bargaining and the home has been hiring to relieve some over worked members. Chairperson: Sister Jen Cloutier, President: Tullio DiPonti

MOTOR CITY CHRYSLER, DODGE JEEP (UNIT #1), LOCAL 195, WINDSOR, ON – This unit consists of technicians and parts employees. We are going into negotiations in January. Chairperson: Brother Wayne Rogers, President: Emile Nabbout, Liaison: Fin.Sec. Sarkis Gaspar.

MOTOR CITY CHRYSLER, DODGE JEEP (UNIT #2), LOCAL 195, WINDSOR, ON – This unit consists of the salespeople and office/clerical personnel. We are going into negotiations in January. Chairperson: Brother Wayne Rogers, President: Emile Nabbout, Liaison: Fin.Sec. Sarkis Gaspar.

PERFORMANCE FORD SALES INC., LOCAL 195, WINDSOR, ON – This unit consists of technicians and service department. Since bargaining in 2022, this workplace has been working

out their grievances. Chairperson: Sister Shawne Lemire, President: Emile Nabbout, Liaison: Fin.Sec. Sarkis Gaspar.

PROVINCIAL CHRYSLER LIMITED, LOCAL 195, WINDSOR, ON – This dealership consists of technicians, service advisors, clerical personnel and shipper/receivers. We are going into negotiations in March 2024. Chairperson: Brother Cheryl Fielding, President: Emile Nabbout, Liaison: Fin.Sec. Sarkis Gaspar.

PRECISION GROUP (PLANT 1), LOCAL 195, WINDSOR, ON – This unit produces parts and dies for the auto industry. We are settling the grievances and we bargained huge wage increases in early 2023. Chairperson: Brother Scott Patterson, President: Emile Nabbout.

PRECISION GROUP (PLANT 2), LOCAL 195, WINDSOR, ON – This unit produces parts and dies for the auto industry. We are settling many grievances and looking forward to bargaining in 2024. President: Emile Nabbout.

PRECISION GROUP (PLANT 3), LOCAL 195, WINDSOR, ON – This new unit produces parts and dies for the auto industry. We bargained a new collective agreement with many increases to wages and benefits. Approx. 40 members with the possibility of growing. President: Emile Nabbout.

VENTRA MANUFACTURING, LOCAL 127, RIDGETOWN, ON – This is a small unit that produces service parts for the OEM's. We bargained huge wage and benefit increases in early 2023. Chairperson: Sister Cheryl Gibson, President: Jeff McFadden

VENTRA PLASTICS, LOCAL 195, WINDSOR, ON – This unit produces a lot of plastic parts for the OEM's. There are a few issues that we continue to address and monitor with the employer. Approximately 330 members. Chairperson: William Kirchner, President: Emile Nabbout, Liaison: Vice-President: Tammy Pomerleau

WOODBRIIDGE FOAM, LOCAL 127, BLENHEIM, ON – This unit continues to be busy and produces head rests and consoles for the OEM's. Trades and Production received extra wage increases in the middle of CBA to compete with other workplaces for employees. Chairperson: Brother Brian Wright, President: Jeff McFadden.

ARLANXEO CANADA LTD., Manufacturing Unit, Local 914, Sarnia ON - This unit is provincially regulated. The Company operates a major synthetic rubber production facility for Butyl Rubber (regular Butyl, Chlorobutyl, and Bromobutyl). The site also manufactures fossil resources and bio-based raw materials. Current agreement expires in January 31, 2023. This unit participates in the National Energy Pattern Bargaining Program and has started participation in PEL. There are currently 158 members in the bargaining unit. The Chief Steward is Jamie Spelay. This unit is part of a composite Local; the Local President is Tom Rinker. There are regularly a number of outstanding grievances and arbitrations. We are at the table at time of print October 2023.

ARLANXEO CANADA LTD., Plant Protection Officers, Local 914, Sarnia ON - This unit is provincially regulated. The Company operates a major synthetic rubber production facility. The bargaining unit members provide Security and Emergency Services for the Manufacturing and Warehouse Site. The Collective Agreement will expire in April 30 2023. This unit has started participation in PEL. There are currently 13 members in the bargaining unit. The Chief Steward is Kelsey Rowlinson. This unit is part of a composite Local; the Local President is Tom Rinker. There are no outstanding arbitrations. We are at the table at time of print October 2023.

BLACKBURN, CKNX RADIO Broadcasting Radio station, Local 591G, Wingham ON- This unit is Federally regulated. This radio station is made up of Radio broadcasters, editors, producers, sales personell. We have currently ratified a new 3 year deal expiring Aug 2025. There are currently 12 members in the unit. Unit chair is Dan Bieman. This unit is part of a composite Local; the Local 591-G VP is Mitch Bissoon.

CABOT CANADA LTD., Local 914, Sarnia ON - This unit is provincially regulated. The Company produces Carbon Black for the rubber and dye industry; and also ships chemicals via truck and rail. Current agreement expires in January 31, 2023. This unit participates in the National Energy Pattern Bargaining Program; and also participates in PEL. There are currently 72 members in the bargaining unit. The Chief Steward is Steve Clendening. This unit is part of a composite Local; the Local President is Tom Rinker. No outstanding arbitrations at this time. We are at the table at time of print October 2023. We are at the table at time of print October 2023.

CLEAN HARBORS CANADA INC. (Lambton Transportation), Local 914, Corunna ON - This unit is federally regulated. The Company operates a Hazardous Waste Landfill Site and Incineration. The bargaining unit members perform short and long mile haulage for the Company. The

current contract expires November 12, 2023. There are currently 18 members in the bargaining unit; the Chief Steward is Bill Wallis. This unit is part of a composite Local and the Local President is Tom Rinker. There are no outstanding arbitrations. We are heading into bargaining at time of print October 2023.

CLEAN HARBORS CANADA INC. (Landfill/Incinerator), Local 914, Corunna, ON - This unit is federally regulated. The Company operates a Hazardous Waste Landfill Site and Incineration. The current contract expires April 29 2025. There are currently 66 members in the bargaining unit; the Chief Steward is Jeremy Morley. This unit endured a 2 week labour dispute in December of 2021 which was fighting for women's rights and equality within the workplace. This unit is part of a composite Local and the Local President is Tom Rinker. There are numerous Grievances and several Arbitrations slated for mediation.

COMPASS MINERALS CANADA CORPORATION, Fine Plant, Local 37-01, Goderich ON - This unit is provincially regulated. The Company produces a number of varied salt products. The members perform a number of manufacturing tasks regarding the cleaning, refining, packaging and shipping of Salt products. The agreement expires June 30, 2023. This unit has started to participate in PEL. There are currently 75 members in the bargaining unit; the Local President is Ray Swan. This unit is part of a composite Local with Local 37-02. There is several outstanding arbitrations. We are at the table at time of print October 2023.

COMPASS MINERALS CANADA CORPORATION, Boiler Plant, Local 37-02, Goderich ON - This unit is provincially regulated. The Company produces a number of varied salt products. The members operate and maintain a steam boiler plant which is used within the complex to clean salt for the production and manufacturing process. This unit just ratified a new 3 year deal with big gains in benefits and 12 hour holiday pay the agreement expires June 30, 2026. This unit participates in the Safety Health Industrial Relations Training Fund. There are currently 11 members in the bargaining unit; the Chief Steward is Wayne Squire. This unit is part of a composite Local with Local 37-01; the President is Wayne Squire. The Company has modified its steam plant to a non-registered boiler and reduced head count due to technological changes. There are no outstanding arbitrations.

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

Diamond Petro Chemical Canada Inc. Local 914 Sarnia ON- This unit was formerly part of the Arlenxco Plant. This unit refines Light ends of refined crude oil to produce 1:3 Butadiene. This bargaining unit consists of 30 members. This agreement expires Jan 31, 2023. The Unit Chair is Joe Mason, which is a composite Local. Local 914 President Tom Rinker. There are no outstanding Grievances or Arbitrations. We are at the table time of print October 2023.

H.C. STARCK LTD., Local 914, Sarnia ON - This unit is provincially regulated. The Company is a leading international manufacturer of high-tech metal powders, which are used in tool and dye manufacturing. Freshly ratified a new 3 year deal with significant monetary gains Agreement expires January 31, 2026. This unit has started participation in PEL. There are currently 30 members in the bargaining unit; the Chief Steward is Darrell Szusz. This unit is part of a composite Local; the Local President is Tom Rinker. There are no outstanding arbitrations.

HENRY COMPANY LTD, Local 914, Petrolia ON - This unit is provincially regulated. The Company is a manufacturer of asphalt based roofing, air barrier and waterproofing products for the Construction Industry. The collective agreement expires December 31, 2024. This unit has started participation in PEL. There are currently 72 members in the bargaining unit; the Chief Steward is Jeff Plata. This unit is part of a composite Local; the Local President is Tom Rinker. There are no outstanding arbitrations.

MARSHALL GOWLAND MANOR, Local 302, Sarnia ON - This unit is provincially regulated and is a Municipal Long Term Care Home. The agreement expires March 31, 2023. There are currently 150 members in the bargaining unit; the Chief Steward is Michelle Stewart. This unit is part of a composite Local; the Local President is Kevin Phillips. There are two Arbitrations before Arbitrators, one regarding termination of the Chief Steward. We are heading into Binding Arbitration with this employer at time of print October 2023.

NOVA CHEMICALS LTD., Local 914, Corunna ON - This unit is provincially regulated. The Company refines liquid chemicals and has crude oil refining capabilities and also ships chemicals via truck and rail. This company has started a major rebuild for a new Ethylene Plastics Plant. Current agreement expired in March 31 2023. This unit participates in the National Energy Pattern Bargaining; and has started participation in PEL. There are currently 205 members in the bargaining unit; the Chief Steward is Todd Grunte. This unit is part of a composite Local; the Local President is Tom Rinker. There are no outstanding arbitrations. We are bargaining at time of print October 2023.

Pembina Pipeline Corporation, Local 672, Corunna On- This facility is a Propane, Butane, Natural Gas, storage facility. The Collective Agreement expires Jan 31 2023. The Unit Chair is Joel Weed. This is a composite Local; the president is John McEwan. There are no outstanding Grievances or Arbitrations. We are at the table at time of print October 2023.

PLAINS MIDSTREAM ULC, Local 200, Windsor ON- This unit is Federally Regulated. This unit directs light oils for distribution all over Canada and controls a pipeline between the Canada and US border. There are currently 7 members. The Unit Chief Steward is Clint MacGregor-Mitchell. This is a composite Local; the Local President is John Dagnolo. This unit successfully bargained it's first Collective Agreement June 09 2022, and expires January 31, 2025.

PLAINS MIDSTREAM ULC, Local 200, Windsor ON - This unit is provincially regulated. The company operates a light gas storage /shipping and defractionating facility. The agreement expires June 30 2023. This unit participates in the National Energy Pattern Bargaining Program and has started participation in PEL. There are currently 69 members in the bargaining unit; the Chief Steward is John Daly. This unit is part of a composite Local; the Local President is John Dagnola. There is one outstanding arbitration regarding scheduling. We are heading to the table at time of print October 2023.

PRAXAIR CANADA INC. (PLANT), Local 866-O, Sarnia ON-This unit supplies Nitrogen to the Chemical Valley and surrounding Sarnia area. The unit consists of 7 members. The contract expires June 10, 2023. Unit chair is Randy Wilson. This unit mirrors the National Energy Pattern. This unit is part of a composite Local; the Local President is Scott Wigle. There are no Grievances or Arbitrations at this time. We are bargaining at time of print October 2023.

SGS COMPANY LTD., Local 672, Sarnia ON - This unit is provincially regulated. The Company is a Refinery and Chemical Loading Service provider for Imperial Oil. The members use Imperial Oil equipment to load Ocean/Lake vessels, trucks and rail cars with the manufacturers' products (Oil/ Gasoline/ Plastics/ Solvents/ Sulphur etc). This unit has a collective agreement which expires October 23, 2024. There are currently 46 members in the bargaining unit; the Chief Steward is Nick Ennit. This unit is part of a composite Local; the Local President is John McEwan. There is one outstanding arbitration.

SHELL CANADA INC. Local 848, Sarnia ON, this unit is a Shell refinery plant and produces all kinds of petroleum's. The unit is part of the National Energy Pattern Program. The contract expires March 31, 2023. The Local President is Mark Mathewson, VP is Cory Sommise. The Local is working through issues and continue to fight a few Arbitrations. We are at the table at time of print October 2023.

STYROLUTION CANADA LTD, Local 914, Sarnia ON - This unit is provincially regulated. The Company separates and refines liquid chemicals (Styrene and Benzene); and also ships chemicals via truck and rail. Current agreement expires in February 01, 2023. This unit participates in the National Energy Pattern Bargaining Program and has started participation in PEL. There are currently 42 members in the bargaining unit; the Chief Steward is Wade

Parsons. This unit is part of a composite Local; the Local President is Tom Rinker. There are no outstanding arbitrations. We are at the table at time of print October 2023.

TODA ADVANCED MATERIAL CANADA INC., Local 914, Sarnia ON - This unit is provincially regulated. The Company is a leading international manufacturer of high-tech metal sulphite powders, which are used in battery manufacturing. The Collective Agreement expires Jan 31, 2025. This unit has started to participate in PEL. There are currently 26 members in the bargaining unit; the Chief Steward is Jason Plug. This unit is part of a composite Local; the Local President is Tom Rinker. There are no outstanding arbitrations.

TRANSALTA POWER GENERATION INC., Local 672, Sarnia ON - This unit is provincially regulated. The Company produces electricity and steam for local customers. The agreement expires January 1, 2023. This unit participates in the National Energy Pattern Bargaining Program and has started participation in PEL. There are currently 55 members in the bargaining unit; the Chief Steward is Steve Hammel. This unit is part of a composite Local; the Local President is John McEwan. There is one outstanding arbitration regarding suspensions. We are at the table at time of print October 2023.

Veolia Canada Industrial, Local 866-O, Sarnia On- This unit is provincially regulated and is a waste treat facility located in Chatham On. A new collective was reached with good monetary gains and 6 weeks vacation after 18 years of service, the collective agreement expires Dec 31, 2025. Currently this site employees 12 union members. Local unit chair is Darren Scott. This unit is part of a composite Local: the Local President is Scott Wigle. There are no outstanding Grievances or Arbitrations.

Ortec Environmental Services Local 866-O, Sarnia ON - This unit is provincially regulated. Specializing in vacuum truck operations and environmental clean up service. The agreement expires January 31, 2023. There are currently 15 members in the bargaining unit; the Unit Chair is Dave Fournier. They are part of a composite Local 866-O President is Scott Wigle. One outstanding Arbitration for a termination is outstanding. We are in bargaining at time of print October 2023.

Ortec Environmental Services, Local 866-O, London ON - This unit is provincially regulated. Specializing in vacuum truck operations and environmental clean up service. This unit just ratified a new CA which expires Dec 31 2024. There are currently 15 members in this bargaining unit. Local President is Scott Wigle. There are no outstanding grievances or Arbitrations.

Kyles No Frills Grocery Store, Local 866-O, Sarnia ON - This unit is a provincially regulated Grocery Store. The agreement expires March 31, 2024. There are currently 92 members in

the bargaining unit; the Unit Chair is Bill Ewles. There are no outstanding arbitrations. This unit is part of a composite Local 866-O. Local President is Scott Wigle.

Katoen Natie Canada, Local 866-O, Corunna ON - This unit is a provincially regulated 290,000 square foot state of the art warehousing facility for the Petro-Chemical Industry. Specializing in Valve bag packing units, Super sac filling lines and bulk truck transloading. There are currently 15 members in this Composite Local. This agreement expires July 31, 2024. The President is Scott Wigle. There are no outstanding arbitrations.

City of Sarnia Transit Unit, Local 914, Sarnia On- This unit is a provincially regulated city Bus Transportation unit. This unit services most of Lambton county and Sarnia. There are currently 60 members at this site. The CBA expires December 31 2024.

Derek MacLeod
National Representative

ABE FITTINGS, LOCAL 4266-0019, BROCKVILLE, ON - The Local President is Andre Desjardins and the Unit Chair is Andy McMullen. ABE Fittings members work out of Brockville and manufacture pipefittings. After years of slow sales and a reduction in the workforce, orders and hiring of new staff have increased significantly. The committee ratified a two-year agreement in the spring of 2023 with a significant wage increase for most classifications and a workshare agreement that will help to stabilize work volumes. There are no outstanding grievances to report at this time.

BASF CANADA LTD, LOCAL 4266-0017 (ENERGY), CORNWALL, ON - The Local President is Andre Desjardins. BASF employees work at their Cornwall plant, which manufactures monomeric and polymeric plasticizers. The committee renewed their agreement in June 2022 with modest wage gains, improvements to vacations and benefits. Union-Management meetings are held quarterly with the Employer to discuss and resolve continuing issues. No layoffs and no unresolved grievances.

CASCADES CONTAINERBOARD PACKAGING, LOCAL 1470, TRENTON ON – President, Jamie Mallory; Chairperson, Chris Gane. Approximately 110 employees in the bargaining unit. Paper mill. We have started bargaining for the renewal of this unit's collective agreement and the committee is anticipating a positive round of bargaining and is looking to build off the gains from the last round.

CANADIAN COAST GUARD MARINE COMMUNICATIONS OFFICERS, LOCAL 2182, OTTAWA, CANADA WIDE - 360 Members. The Local President is Jacqueline Pygiel. The local represents Marine Communications and Traffic Services (MCTS) Officers across Canada and

instructors at the Coast Guard College in Sydney, Nova Scotia. MCTS Officers are responsible for detecting marine distress incident radio calls and coordination of search and rescue communications covering the entire Canadian coastline on all three oceans, the Great Lakes and the St. Lawrence Seaway. Our Members also screen ships for defects or deficiencies prior to entry into Canadian waters and regulate shipping to prevent accidents that could result in loss of life or significant pollution to the marine environment. The local has a number of active grievances related to the Federal Governments vaccination policy, grievances related to the classification and pay of their instructors at the Coast Guard College, as well as individual grievances related to Benefits entitlements and the Employers discriminatory termination of a long-standing employee. The local recently ratified a four-year agreement and with creativity at the bargaining table beat the PSAC wage pattern that was set after a long public sector strike.

CHARTWELL RETIREMENT HOME (STONEHAVEN), LOCAL 8300-0036, KANATA, ON – The Local President is Kathleen Brooks and the unit chair is Stella Byce. This group has a contract that is set to expire on December 31, 2023 and is preparation to start bargaining for the renewal of their collective agreement. This sector is facing many issues, and every round of bargaining poses challenges to achieve the gains that these employees deserve.

DYNO NOBEL NITROGEN INC., LOCAL 33-X (ENERGY), MAITLAND, ON - Local President is Mark Woods. Employees at this site manufacture ingredients used in the manufacturing of explosives used primarily in mining and construction projects. No ongoing grievances at this time and no layoffs. The Local renewed their Collective Agreement in March, 2023.

EVONIK, LOCAL 235, (ENERGY), MAITLAND, ON - The Local President is Spencer Moreau. The plant manufactures Hydrogen Peroxide for use in multiple applications. There are approximately 23 members. The demand for their product has declined as paper production has declined. There are plans to upgrade the site with a higher-grade peroxide that is used in the manufacturing of computer chips. While there are no immediate plans to reduce staffing at the plant, employees are concerned that the reduce workload could lead to a reduction in headcount. The collective agreement expires in April 2024 and preparations for bargaining are underway with the Local.

FOOD BASICS, LOCAL 414, CORNWALL, BROCKVILLE, OTTAWA ON - The local president is Gord Currie and the roughly 300 employees at these stores are represented by Local 414. The group is set to go into bargaining for their provincial agreement in 2024.

HOUSE OF COMMONS, LOCAL 87-M-0044, OTTAWA, ON - The Unit Chairperson is Pat Yeaton and Carleen Finch is the Local President. There are approximately 86 members. The unit renewed their agreement in 2021 and we are expecting to commence bargaining for a new collective agreement in early 2023. The unit has been very active over the past two years providing technical and other support for parliamentarians who work in the House of Commons.

The relationship with the employer has improved over the past few years and the Local is looking to resolve the last few outstanding grievances.

METRO ONTARIO – GLEBE, LOCAL 414, OTTAWA, ON – This independently owned and operated Metro store is located in the Glebe in downtown Ottawa. There are currently more than 70 employees represented by Local 414. There are currently no outstanding grievances or issues and bargaining is about to commence for the renewal of their collective agreement.

METRO STORE – LINCOLN HEIGHTS, LOCAL 414-0028, OTTAWA, ON – The local president is Gord Currie and this location renewed their agreement in November 2022. Employees made good wage, benefits and part time improvements.

MITCHELL'S YIG – LOCAL 414, CARLETON PLACE, ON – Local 414 represents this unit, which is comprised of more than 170 members who work in a variety of positions in the grocery store. Negotiations continue with Loblaws with respect to recent minimum wage increases. Local 414 is coordinating efforts to ensure there is consistency for workers at the top rate of grocery store wage grids.

MOTOR COILS LTD., LOCAL 520, BROCKVILLE, ON - The Local President is Dan Simpson. The members manufacture and repair locomotive traction motors. There are approximately 80 employees in the bargaining unit. The plant has seen a resurgence in orders and is back to pre-pandemic levels of work as travel and rail transportation has resumed. The employer's biggest customer is rail companies in the US. The local ratified a new collective agreement in 2021 and will be back at the bargaining table next year.

NATREL, LOCAL 462-0022, ORLEANS, ON – The Local President is Andrew Kellman and the unit chair is Lee Weinkauff. We have 70 members in this dairy. The local has numerous grievances related to discipline, implementation of the pension enhancements, conversion of Part-Time to Full-Time, outsourcing of work and Overtime. Most grievances are able to be resolved at the monthly Labour Management Meetings.

PARKWAY HOUSE, LOCAL 8300-0008, OTTAWA, ON - The Local President is Kathleen Brooks and the Unit Chairperson is Debbie Fedy. We have 12 members in this long term assisted living facility and employees ratified a new three-year agreement in the spring of 2023. There are no outstanding grievances.

REVERA COLONEL BY RETIREMENT RESIDENCE, LOCAL 8300-0027, OTTAWA, ON – The Local president is Kathleen Brooks and employs approximately 65 members. Employees ratified a new three-year agreement earlier in 2023. Employees at the residence have faced unrelenting

pressure and demands to keep residents safe during the pandemic amidst a pandemic that has caused staffing shortages, departures and extensive overtime.

REVERA HALLOWELL HOUSE, LOCAL 8300-0021,0022, PICTON, ON – The Local President is Kathleen Brooks and there are about 90 members who work in this Long-Term Care home. There are a number of grievances related to unjust termination, maternity leave payments and other workplace issues. Resolving issues has been a challenge with this group due to the constant changeover in management.

REXALL, LOCAL 414-0045, OTTAWA, ON - The local president is Gord Currie. This Unit currently has approx. 330 members within 26 stores throughout Ottawa. After a contentious round of bargaining that nearly resulted in a strike the committee successfully renewed their Collective Agreement on June 1, 2022. They saw gains in wages, benefits and improvements for part-time employees. There are several outstanding grievances related to recognition of part-time seniority when employees change from Part-Time to Full-Time status. There is an arbitration scheduled for December to decide on that matter.

SHEPHERDS OF GOOD HOPE, LOCAL 8300-0025, OTTAWA, ON – The local President is Kathleen Brooks and the unit chair Brendan Copegog-White. There are 140 members. The employer relies on donations and Municipal and Provincial grants for their funding which means that are impacted by the draconian measures of Bill 124. The membership provides various programs for the community such as meals and shelters, as well as a safe injection site. Employees recently ratified a new three-year collective agreement that included the largest wage gains they have ever seen.

SHEPHERDS OF GOOD HOPE – HOPE LIVING, LOCAL 8300-0026, KANATA, ON - The local President is Kathleen Brooks and the unit chair is Susan Fournier. There are about 50 members. The employer relies on donations and Municipal and Provincial grants for their funding which means that are impacted by the draconian measures of Bill 124. This unit provides assisted living services in the West end of Ottawa. Employees ratified a new three-year agreement in April of 2023 which saw significant improvements to wages and other benefits

STRATHCONA PAPER COMPANY, LOCAL 492, NAPANEE, ON - The local President is Ryan Wagar. This local of 140 members produces paper board products. There are currently no outstanding grievances. After a round of bargaining that was less than 24 hours from a strike, employees ratified a new four-year collective agreement. While their agreement was not a direct match to the Forestry Wage Pattern employees in the unit still achieved over 20% wage increase over the term of the agreement as well as pension and other benefit increases that were not part of the pattern agreement.

ARRIVA (WAREHOUSE), LOCAL 1291, OTTAWA, ON – This small two-person unit delivers Domtar paper products in Ottawa, Ontario. Work hours have returned to normal for members following reductions due to the pandemic. Product volumes continue to increase. Member Dan Marchand joined the bargaining committee to help successfully negotiate the paper pattern, which resulted in significant wage and benefit increases and a new collective agreement that is in place until December 2024.

BEST THERATRONICS, LOCAL 1541, KANATA, ON – Membership in this Kanata-based company, which manufactures external beam cancer therapy units and self-contained blood irradiators, has been holding steady at more than 50. The Executive changed recently with new President Steve Labelle taking the helm following the retirement of former president Dan Shean and Executive member Ed Smit. The new Executive will be heading to the bargaining table in November to secure a new deal for members. Increased wages are the members' top priority.

C.A.A. (NORTH & EAST), LOCAL 414, OTTAWA, ON – This unit, represented by Local 414, provides roadside assistance services. There are currently 18 members in the unit and no active grievances. The company recently agreed to pay double time for nights and weekends bringing more work to the unit to cover an increase in roadside calls.

CANTERBURY GARDENS, LOCAL 8300, PETERBOROUGH, ON – Members are this retirement home ratified a new collective agreement – its second as a Unifor bargaining unit – in July that gave members a 6% increase over two years, increased shift premiums, and additional vacation for long-serving part-time employees.

CARLINGVIEW MANOR, LOCAL 8300, OTTAWA, ON - There are more than 300 members working in this long-term care home in Ottawa. Like many other LTC homes, the ongoing pandemic has had devastating and lasting impacts on workers. Outbreaks and challenging work conditions make it difficult to maintain adequate staffing levels. There are several open grievances that the Local continues to work through.

CHAUDIÈRE SERVICES INC., SECTION LOCALE 33, HULL, QC – This Local of six members, led by Local President Shawn Cassidy, generates hydro-electric power produced by the waterflow of the Chaudiere Dam. Bargaining for a new collective agreement concluded in August, with members securing a wage adjustment of more than \$7 and yearly wage increases totalling more than 12%. Night shift premiums will triple by the end of the agreement. Benefits were also increased.

CHAUDIÈRE WATER POWER INC., LOCAL 73, CHAUDIÈRE ISLAND, OTTAWA, ON - This Local of nine employees, led by President Tim Falls, operates the dam on the Ottawa River located on the Ontario-Quebec border between Ottawa and Hull. Bargaining for a new collective agreement began in December 2022 and is ongoing with increased wages being a top priority for members.

CTV BELL MEDIA, LOCAL 78-M, OTTAWA AND PEMBROKE, ON - Led by President Mike Pang, this Local has 20 members who are involved in the planning, production and presentation of a morning show called "Ottawa Morning Live." The bargaining unit is comprised of on-air presenters, producers, technicians, engineers and administrative staff for CTV, a division of Bell Media. There are currently no outstanding grievances. Like with many Bell Media groups, the Company has eliminated positions and workers are being asked to do more with less.

CHVR FM, DIVISION OF BELL MEDIA INC. LOCAL 35-O, PEMBROKE, ON - Last year, this small group of two people merged with Local 35-O, led by President Marshall Saar. Members work at the Pembroke radio station, which is now owned by Bell Media. A new collective agreement was negotiated earlier this year. There are no outstanding grievances.

EXTENDICARE KINGSTON FT/PT, LOCAL 8300, KINGSTON, ON - Members at Extendicare Kingston, under the guidance of Local 8300, joined with Locals 302, 504, 1359 and 2458 to negotiate a new Master Agreement in September 2022. Part of the negotiations included the implementation of a new payroll management system. Since then, members have struggled with missing or inaccurate pay. The Local organized an information picket line to push the company to resolve the outstanding pay grievances. The situation has improved, but is not yet fully corrected. The Unit Chairperson is Sandra Valente.

EXTENDICARE MEDEX, LOCAL 8300, OTTAWA, ON - Led by President Kathleen Brooks, Local 8300 represents more than 90 full-time members at this long-term care home (LTC) in Ottawa. Like most Ontario LTC homes, members continue to struggle with the impacts of COVID-19. In September 2022, Local 8300 joined with Locals 302, 504, 1359 and 2458 to negotiate a new Master Agreement, making gains for members in wages, shift premiums, benefits and more. The Unit Chairperson is Ashley Whisking.

EXTENDICARE STARWOOD, LOCAL 8300, OTTAWA, ON - There are 110 full time and 94 part time members at this long-term care home located in central Ottawa. While members continue to face the ongoing systemic challenges of the industry, as well as challenges as a result of the pandemic, management in this home continues to be proactive on concerns. This, combined with the work of the Local, has led to improved working conditions for members. The Local President is Kathleen Brooks and the Unit Chairperson is Norma Laury.

GUILDLINE INSTRUMENTS LTD., LOCAL 4266, SMITHS FALLS, ON - These 10 members make high-end electrical testing instruments for the federal government. The Local President for this unit is André Desjardins, who continues to work with members on issues of concern, including workplace harassment.

INVISTA (CANADA) COMPANY, LOCAL 28-O, MAITLAND, ON - Led by President John Graham, this Local has a strong and active Executive and membership. The Local donates regularly to union and community initiatives. They recently amended their by-laws and continue to find new ways to build solidarity with rank and file members. There are currently some outstanding grievances, which the Local is working through.

LACTALIS CANADA (WINCHESTER), LOCAL 462, WINCHESTER, ON - There are presently more than 200 members at this plant, producing a variety of cheese, butter and other dairy products. There is also a separate Cold Storage Unit with four members. The group is headed up by Local President Andrew Kellman and the bargaining unit chairperson is Mike McCadden. The unit's executive continues to play an active role in addressing workplace issues. There are ongoing grievances with the employer, the majority over pay and scheduling of overtime. Safety within the plant also continues to be a concern, which is being addressed by Union members on the Joint Health and Safety Committee.

MASTERFEEDS LP, LOCAL 4266, JOHNSTOWN, ON - This group of nine members produce animal feed products in Johnston, Ontario. The unit has no outstanding grievances. The group, with the assistance of Local President Andre Desjardins, is preparing to bargain a new collective agreement.

OMNI HOMES BURNBRAE GARDENS, LOCAL 8300, CAMPBELLFORD, ON - Members of this unit ratified a new two-year collective agreement this past spring. Implementing the "Stout award" of 3% per year, plus other benefit increases that represented significant gains for these workers. They hope to build on these wage gains with even larger increases for these workers, who are traditionally underpaid for the care work they provide.

OMNI HOMES PLEASANT MEADOW MANOR, LOCAL 8300, NORWOOD, ON - This bargaining unit of more than 60 members went through conciliation and eventually came to an agreement with the employer to ratify a new collective agreement in July 2023. The agreement included a 6% wage increase over two years, benefit and premium increases, an additional sick day, and a signing bonus for all members.

PUBLIC SERVICE ALLIANCE OF CANADA, LOCAL 2025, OTTAWA, ON - Members of this Local work as negotiators, researchers, educators, grievance officers and more for the PSAC. Members recently ratified a new three-year collective agreement that provided

wages increases totalling 13% over three years (8%, 3%, 2%), a new retiree benefit package, and significant benefit improvements. There are several open grievances.

QUINTE HEALTHCARE CORP., LOCAL 8300, BELLEVILLE, TRENTON, BANCROFT, PICTON, ON – This bargaining unit is comprised of more than 700 hospital workers at four different hospital sites. Members ratified a new collective agreement in July after a long period of bargaining that included Bill 124 being declared unconstitutional. Members saw wage gains of 8.25% over two years, significant increases to premiums, a wage adjustment for RPNs dating back to the start of the collective agreement term, and more. Members voted 98% in favour of the deal. We will be back at the bargaining table for a new collective agreement in January 2024.

QUINTE VITALITY AND SOCIAL SUPPORT, LOCAL 8300, BELLEVILLE, ON. – Members in this workplace enhance the lives of adults with developmental challenges through relationship building, day programs and more. There are currently 10 members in this unit and no outstanding grievances. Bargaining for a new collective agreement will get underway early next year.

UNION OF SAFETY AND JUSTICE EMPLOYEES – LOCAL 2025, OTTAWA, ON – This small unit is part of Local 2025 in downtown Ottawa. Members provide support services to the USJE, a union that represents a wide variety of court, tribunal, prison guards and other safety personnel across the country. Their collective agreement expires in April 2024. There is one active grievance for this unit.

WEATHERSTRONG BUILDING PRODUCTS – LOCAL 4266, SMITHS FALLS, ON – This unit of 26 members produces aluminum siding in a manufacturing setting. The company was recently bought by Saint-Gobain, an international corporation that produces a wide variety of material used in new home construction. The current collective agreement expires at the end of this year. Bargaining will begin soon.

Liz Marzari
National Representative

CHCH-TV, LOCAL M-1, HAMILTON, ON - CHCH IS A LOCAL TELEVISION STATION LOCATED IN HAMILTON, ON. The station is independently owned and operated by Channel Zero. The station has moved from their long-time downtown Hamilton location to a new, state of the art facility. Our media-sector members are facing unprecedented levels of hate online and in the field and they continue to do exceptional work under very difficult circumstances. The Union ratified a new two-year collective agreement with wage increases of 3.5% & 2%. Annette Hamm is the Local President.

CHEX-TV, CKRU-AM, CKWF-FM, LOCAL 724M, PETERBOROUGH, ON – These TV and radio stations are part of Corus Entertainment Inc./Global TV. The station serves Peterborough and the Kawartha Lakes region. Our members work as announcers, journalists, technicians, engineers, production, operations and administrative staff. Our media-sector members are facing unprecedented levels of hate online and in the field and they continue to do exceptional work under very difficult circumstances. Contract negotiations reached an impasse and the parties made a joint application for conciliation on October 19, 2023. No conciliation officer has been appointed yet. The Local President is Dave Dundas.

CJMX-FM (KISS), LOCAL 725M-2, SUDBURY, ON - The station is owned by Rogers Radio. Our members work as announcers and support staff. Our media-sector members are facing unprecedented levels of hate online and in the field and they continue to do exceptional work under very difficult circumstances. Long-serving, local President Dave Lindsay was targeted for layoff earlier this year. The Union was able to negotiate additional severance for Dave. The Local wishes to thank Dave for his many years of service. Jamie Johnston has been elected Local President

CKCO-TV AND CKKW/CFCA-FM, LOCAL 712M, KITCHENER, ON – These local television and radio stations are owned by Bell Media Inc. Recruitment and retention of staff is an ongoing problem at the station. This is leading to increased workloads on our members and jurisdictional fights as the employer looks to the easiest way to get work done without dealing with the core problem. The local ratified a new 3-year collective agreement at 2.75%/2.5%/2.25%. Our media-sector members are facing unprecedented levels of hate online and in the field and they continue to do exceptional work under very difficult circumstances. Andrew Heubner is the Local President.

CKNY-TV (CTV NORTHERN ONTARIO), LOCAL 710-M, NORTH BAY, ON –This station is owned by Bell Media. Members in North Bay work in a news bureau of CTV Northern Ontario covering the news in a large geographic area around North Bay. CTV no longer has a physical station in North Bay and our members all work remotely. The local ratified a new 3-year collective agreement – 2.75%/2.5%/2.25%. Our media-sector members are facing unprecedented levels of hate online and in the field and they continue to do exceptional work under very difficult circumstances. Sean Croteau is Local President.

CKVR-TV, LOCAL 79M, BARRIE, ON - The station, a division of Bell Media, serves Barrie, Aurora-Newmarket and Muskoka in Central Ontario. The station continues to face staffing shortages and are having a hard time filling vacancies. The Local has a grievance on behalf of retired President, Jim Holmes going to arbitration in November 2023. Our media-sector members are facing unprecedented levels of hate online and in the field and they continue to do exceptional work under very difficult circumstances. George Martini is the Unit Chair supported by Steve Wishart. Tracy Nolan is president of Local 79M.

CKWS-TV, CKWS-FM, CFMK-FM, LOCAL 713M, KINGSTON, ON – The TV and radio stations are owned by Corus Entertainment Inc/Global TV. The members of the Local work in radio and/or television as announcers, producers, journalists, technicians, engineers and administrative staff. The Local continues to deal with issues regarding jurisdiction and upgrades. The local was successful in fighting off an attack on jurisdiction during the last round of bargaining and recently ratified a new 3-year agreement. Our media-sector members are facing unprecedented levels of hate online and in the field and they continue to do exceptional work under very difficult circumstances. The Local President is Bill Hutchins.

CROVEN CRYSTALS, LOCAL 1090, AJAX, ON - The members at Croven Crystals perform skilled work to manufacture crystal components for multiple industries including telecommunications. The local recently ratified a new 4-year collective agreement. Corey Dalton resigned as local president to accept a job with the National Union. The local thanks Corey for his years of service and wishes him well in his new role. Greg Weaver, Local Vice-President will assume the president role on an interim basis for the balance of the term.

CTV TELEVISION, NATIONAL CAMERA, LOCAL 79M (FORMERLY 720M) - Our members work in CTV (Bell Media Inc.) news bureaus with the largest group working out of the parliamentary news bureau in Ottawa covering Parliament Hill. Our members work as camera crews, editors and operations staff. CTV recently sent a member to report from the field on the conflict between Israel and Palestine without appropriate supports/safeguards in place. Tracy Nolan has taken a firm stand with the employer on this and is working to ensure that future assignments are handled with appropriate care. Our media-sector members are facing unprecedented levels of hate online and in the field and they continue to do exceptional work under very difficult circumstances. Local 720M has merged with Local 79M. Jeff Stevens is Unit Chair and Tracy Nolan is local 79M President.

GLOBAL-TV/CORUS, LOCAL M1 EASTERN BARGAINING UNIT (EBU) THE EBU INCLUDES GLOBAL NEWS WORKERS IN TORONTO, OTTAWA, MARITIMES, WINNIPEG AND SASKATOON, LOCAL 2549 - Our members work in all aspects of news gathering and production. Global/Corus continues to experience significant difficulty in attracting and retaining staff. Wages have not kept pace. This bargaining unit will begin negotiations in November 2023. Members will be seeking recognition of the exceptional work they do every day under very difficult circumstances. There are a number of outstanding grievances regarding layoffs earlier this year and over the recent termination of a journalist. Our media-sector members continue to face unprecedented levels of hate online and in the field and despite that, they continue to do exceptional work under very difficult circumstances. Julie Finkelman is the President of M1-National.

KAPLAN/PLI INC, LOCAL 40, TORONTO, ON – International language school. Through the pandemic this group experienced significant layoffs and bargaining was on hold. Classes are back

to full capacity the collective agreement that was negotiated as we emerged from the pandemic provided a 4% increase for 2022 and 5% for 2023. Dwayne Gunness, Local President.

METROLAND MEDIA GROUP LTD, LOCAL 87M – Unifor represents approximately 200 members at various Metroland community and daily publications across Ontario. On September 15, 2023, Metroland Group Ltd and president Jordan Bitove announced that they would be seeking protection under the Bankruptcy and Insolvency Act and would be making a proposal to creditors that if accepted will allow continued operation of the business. As part of that announcement, Metroland took steps that had immediate impact on our members – they announced that severance payments to any member who left as part of voluntary departure program (VDP) would end immediately and any money still owed is subject to the bankruptcy/creditor proposal - they issued layoff notices to approximately 100 Unifor members effective December 31, 2023, out of seniority order and advised that any severance owing is subject to the bankruptcy/creditor proposal – they notified that benefits to all current and future retirees is terminated effective September 30, 2023. Also as part of that notice, Metroland announced that they were ceasing print publication of all weekly community newspapers. These announcements were shocking and disappointing. Local 87M had worked closely with Metroland earlier this year to make changes designed to protect local news and preserve jobs. As a result of the improper layoffs, some very senior and long-standing union members received notice of layoff. Unifor Local 87M is working closely with their legal counsel to take all possible measures to defend these hardworking, dedicated union members and the national union stands with them in solidarity.

METROLAND/FAIRWAY GROUP, LOCAL 87M, METROLAND – These are Torstar/Metroland publications. Editorial members produce content for the Guelph Mercury, Cambridge Times, New Hamburg Independent and Waterloo Chronicle. Members at Fairway Group received notice of layoff on Sept.15, 2023. Graham McNaughton is Unit Chair. Carleen Finch is the Local President.

METROLAND/HAMILTON COMMUNITY NEWS, LOCAL 87M, HAMILTON, ON – This is a Torstar/Metroland publication. Members work in editorial and advertising at HCN. All members of this bargaining unit received notice of layoff on September 15, 2023. Including Mark Newman, unit chair and Richard Leitner, 87M Treasurer. Mark and Richard are longstanding union activists and are leaders in their workplace and at the local. Carleen Finch is the Local President.

METROLAND/HAMILTON SPECTATOR, LOCAL 87M, HAMILTON ON – This newspaper is part of the Torstar/Metroland group. Members are part of two contracts – advertising and editorial. The members in the Advertising group received notice of layoff on September 15, 2023. The classified advertising work will be sent to a call centre in Buffalo New York. Marina Ljuljdjuraj is Unit Chair. Carleen Finch is the Local President.

METROLAND/WATERLOO REGION RECORD, LOCAL 87M, HAMILTON, ON – This newspaper is part of the Torstar/Metroland group. There are multiple contracts/divisions – Advertising, Editorial and Circulation. Members in this publication received notice of layoff on September 15, 2023. David Bebee former Unit Chair took the VDP package earlier this year and as part of the Metroland bankruptcy announcement on September 15, 2023 had his severance payments immediately terminated. Kim Sidle is acting Unit Chair and Carleen Finch is the Local President.

OCASI, LOCAL 87M, TORONTO, ON – The Ontario Council of Agencies Serving Immigrants (OCASI), was formed in 1978 to act as a collective voice for immigrant-serving agencies and to coordinate response to shared needs and concerns. This new bargaining unit recently ratified their first collective agreement. The unit was able to achieve a number of things that led them to organize with Unifor including a job posting protocol, grievance process, wage increases and recognition that movement on the salary grid will happen on the anniversary of your hire date and not be delayed for up to two years as was policy. Carleen Finch is the Local President.

SOUTH EAST TORONTO FAMILY HEALTH TEAM (SETFHT), LOCAL 40, TORONTO, ON – Members work as part of a Toronto family health practice. There are no major workplace issues at this time. Dwayne Gunness is the Local President

TFT GLOBAL INC, LOCAL 222, OSHAWA, ON – The members at TFT Global work as material handlers, forklift and tug drivers as general labour in shipping/receiving, data entry and dock coordinators. The membership has grown so approximately 1,000 since the start of the first collective agreement in February 2022. There are also agency workers in the facility, but the local has successfully negotiated a protocol to transition those workers to permanent status. The unit continues to need to file many grievances each month in response to breaches of the collective agreement and the implementation of new policies. Deb Nicoll is Unit Chair. She is a strong and knowledgeable advocate for her members and her hard-working executive team supports her. Jeff Gray, 222 Local President continues to provide strong leadership for this new unit.

TVO/ONTARIO COMMUNICATIONS AUTHORITY, LOCAL 72M, TORONTO, ON - TVO is a publically funded English-language educational television network. In addition, TVO-ILC is also the distance-learning partner for the Ontario Ministry of Education. Membership in the bargaining unit has grown in response to increased demand for distance learning. The last few months have been difficult for this local as their colleagues who are CMG members began a labour dispute on August 21, 2023. The Local has provided what support they are able to their CMG union colleagues, but it has been difficult as many members work remotely. Jeff Kucera is the Local President.

VEONEER(AUTOLIV)/MAGNA, LOCAL 1980, TORONTO, ON – The members of Local 1980 are technical and professional office employees within the automotive electronics manufacturing sector. Early in 2023 the employer, Veoneer announced that the business was being divided into two separate entities (active & passive) the active side of the business was sold to Magna Corp. and the passive side remains part of a holding company while a buyer is finalized. The collective agreement was duplicated and remains in force in both sides of the operation. The Local is in the process of establishing workplace leadership in both units. Bargaining for both collective agreements will begin in January 2024. Aaron Cheung is the Local President.

Scott McIlmoyle
National Representative

HILTON GARDEN INN, LOCAL 1090, AJAX, ONTARIO We have a base of 60 members. The hotel capacity has remained with a high occupancy rate since spring. Rob Milford is the Local rep who services this workplace. There are no outstanding issues at this time.

AXES INVESTMENT TANDEM INC, LOCAL 2003E, TORONTO, ONTARIO The company has hired 2 more members bringing this unit up to 6 members. The members in this bargaining unit work in the building maintenance sector. President is Phil Barbara and the unit chair is Bill Burtscher.

KENDAL PRINTING COMPANY, LOCAL 591G, TORONTO, ONTARIO This is a small unit with one worker who performs Pre-Press work. There are no outstanding issues. Collective agreement expires in April 2024. President is Burke Moffat and the Vice President is Mitch Bissoon.

GUS BROWN PONTIAC BUICK, LOCAL 1090, WHITBY, ONTARIO We have 27 members in this bargaining unit. They work mainly in automotive service technician, body technician and parts personnel. President is Greg Weaver and the Financial Secretary, Greg Aucherlonie is the local representative responsible for this unit. The unit chair is Dale Gareau. At the time of writing this we are in the middle of negotiation's seeking to renew a 3-year collective agreement with improvements to wages, benefits and language.

MAKSTEEL, LOCAL 252, MISSISSAUGA, ONTARIO We have approximately 80 members in this unit. The plant is busy as they supply roles of steel to many companies around southern Ontario. President is Eamonn Clarke. The unit chair is Courtland Sauer. There are no outstanding issues at this time.

TORONTO MUSICIANS ASSOCIATION, LOCAL 2003E Our bargaining unit work has remained steady with 3 members. Since securing a new collective agreement in 2022 the relationship has

improved with better communications between the parties. The President is Phil Barbara and the unit chair is Rebecca Sinnaeve.

THE SALVATION ARMY HAMILTON BOOTH CENTRE, LOCAL 2003E, HAMILTON, ONTARIO

We have 42 members in this unit. It is extremely important work they perform in this community helping those less fortunate with a place to stay, have a meal and speak with a case worker. There have been several issues we have to deal with from discharged members, to accommodation's and ongoing labour management meetings working to resolve our members issues. Local President is Phil Barbara and the unit chair is Nickole Bowler. Both are on top of the issues in this busy unit and deserve credit for doing a great job.

CAVAN ADVERTISING LTD, LOCAL 591G, TORONTO, ONTARIO This unit has 8 members. We have completed a very successful round of negotiation's earlier this year with 100 % support from the membership. Local President is Burke Moffat and the VP servicing this workplace is Mitch Bissoon. This workplace offers a great assortment of swag that your local can purchase for your members for events or functions.

COMMERCIAL SWITCHGEAR LTD, LOCAL 333, THORNHILL, ONTARIO There is 38 members in this bargaining unit. They manufacture heavy duty enclosures, protection and control units and electrical power. The employer services the electrical industry. Many thanks go to the local President Lisa Marks for staying on top of the issues as they arise from here.

BATTENFELD GREASE CANADA LTD, LOCAL 1459, MISSISSAUGE, ONTARIO There are 18 members who produce grease products within this plant. We dealt with a tough round of negotiations from May and finally reached a tentative agreement that was passed by the membership. There are no outstanding issues in the plant and the plant is very busy. Thanks again to Rod McGill, President of the local and the unit chair is Kirt Mansingh for there hard work during these negotiations.

TRANSERVICE LEASE CORP, PROVINCE WIDE ACROSS ONTARIO, 19 DIFFERENT LOCALS

Transervice has 85 members across the province of Ontario. We have negotiation's scheduled in late November 2023 to renew a 3-year collective agreement. In the past we have always had our fellow bargaining committee from Quebec whom we have sat at the same table with and bargained with the company. The Quebec membership ended up moving to a 4-year agreement and will negotiate in late 2024. We have held our delegate meeting to caucus and raise the issues we will propose at the table in November. Company is still searching for mechanics for some of its workplaces. Currently no issues across these 20 workplaces.

REVLON CANADA INC, LOCAL 323, MISSISSAUGA, ONTARIO Revlon has come out of the Chapter 11 in May 2023 with no changes in our unit. We resolved the discharged employee at mediation. There are no outstanding grievances at this time. The President is Ranuka Gomes who is on top of all the issues within this workplace.

NELSON AGGREGATE COMPANY, LOCAL 494, BURLINGTON, ONTARIO This workplace has 4 members. Members work in a Quarry. We just finalized a complicated duty to accommodate issue with getting our member back to work. We still have the issue of redress to sort out and it may proceed to arbitration if we can't find a resolve. President is Jake Dekker.

HALTON ASPHALT SUPPLY, LOCAL 494, BURLINGTON, ONTARIO We have 2 members that work in asphalt making & distribution. These members work on the same site as their sister local of 494, Nelson Aggregate Collective. President is Jake Dekker.

MARCH OF DIMES CANADA, LOCAL 2003E, HAMILTON, ONTARIO We have 18 members in this bargaining unit, and work as support service attendants. There are no outstanding issues. President is Phil Barbara and the unit chair is Maria Guerreiro.

KINGSWAY ARMS @ AURORA, LOCAL 333, AURORA, ONTARIO We have 39 members that work at this nursing facility. These members provide superior quality retirement living for seniors. We just won a grievance when the company took the action to discharge our local chairperson. We won full redress for all lost wages, benefits and her seniority. President is Lisa Marks and the unit chair is Arlene Orpen.

BWXT NUCLEAR ENERGY CANADA, LOCAL 524, PETERBOROUGH, ONTARIO We have 36 members in this unit. We have 1 grievance in the system. The local union President is Hilda Blanchard and VP, Kyle Conlin and they have a handle of the issues here.

BWXT CANADA, LOCAL 5990, PETERBOROUGH, ONTARIO There are 72 members in BWXT that make fuel rods for the nuclear industry. Tabitha Mocon is the Local President whom deals with the issues within this unit as they arise. 1 outstanding issue on a return to work at the time of writing this.

BWXT NUCLEAR ENERGY CANADA, LOCAL 2228, ARNPRIOR, ONTARIO We have 23 members at this workplace. Allen Roesler is the new President as our last President Adam Baker has left the company. The local has a couple grievances filed that we are working through the grievance process. Allen along with Holly Serazan a bargaining committee member are on top of the issues within this workplace.

COCA-COLA, LOCAL 973, BRAMPTON, ONTARIO There is approximately 700 members in this facility. They produce several different Coca-Cola products. The local President is Mike Egan and the unit chair is Ryan Parson. They do an excellent job of dealing with the daily issues. With a facility of this size the plant chair will deal with many issues to get resolved and Ryan has a superior handle on his collective agreement and how to find a resolve on behalf of his membership. Big shout out to the Locals Women's advocate, Maeve McArthur on her work raising the awareness of women's issues not only within the workplace but also in the community. Her progressive work and hard work effort have even led to the Coca-Cola senior management acknowledging her work.

Mental health initiatives are being brought to the forefront by the leadership of the local and the plant leadership to speak about issues and ask for assistance. They are also working on expanding and growing the apprenticeship numbers in the program. VP , Les Brown has worked on developing an APP with a tech company for the leadership and members to have better communication.

COCA-COLA, LOCAL 973, HAMILTON, ONTARIO This workplace has 70 members. President is Mike Egan and the bargaining committee; unit chair is Dave Leonard along with Dan Goulet. Mike and Dave and Dan have worked hard to build a better working relationship to improve the members working conditions. Many long-standing issues have been resolved to our members satisfaction, since my last report.

COCA-COLA, LOCAL 126, WESTON, ONTARIO We have 130 members there. They produce other related refreshments and power drinks. We have 1 member discharged and the bargaining committee has held its 3rd step grievance hearing. Glad to report that this member will be returning to work. President is Devin Blair.

IKO INDUSTRIES LTD, LOCAL 333, MADOC, ONTARIO There are 73 members within this worksite. Madoc is a rock Quarry that crushes the rock to pebbles and then paints the pebbles the different colours for the shingles. Still having major payroll issues that seem to be getting worked out. We are currently in the middle of bargaining a new collective agreement. Workplace is very busy and there has been some management changes which resulted in an increase of grievances. President is Lisa Marks and the unit chair is Darcy Jacques.

SAPUTO DAIRY PRODUCTS CANADA G.P. LOCAL 2003E, GEORGETOWN, ONTARIO There are 4 members in this bargaining unit in Maintenance. We have one discharge outstanding and are in mediation to find a resolve for this member. President is Phil Barbara.

Tim McKinnon
National Representative

ALGOMA CENTRAL CORPORATION ALGOMA GREAT LAKES SHIPPING, Local 4401, St Catharines ON. This unit has two hundred and seventy-five (275) members. The Company's Canadian flag dry-bulk fleet is the largest and most diversified dry-bulk fleet operating on the Great Lakes. There is no Unit Chairperson. The Unit is serviced by the local President Jim MacDougall.

ASSEMBLE-RITE, Local 199, St. Catharines, ON - This Unit of fifty (50) members performs containment type inspection and is located in the basement of General Motors Glendale Operations. At the time of writing there are no grievances in the system however, scheduling has been impacted due to COVID. The Unit Chairperson is Kim Cosgrove.

BARTEK, Local 504, Stoney Creek, ON - Bartek Ingredients Inc. is involved in the distribution and manufacturing of specialty chemicals, primarily for use in food and beverage applications. The Unit has seventy-four members (74) Bartek is the world's largest Malic and Food Grade Fumaric Acid Producer with a network of over forty Distributors selling in over thirty-five Countries. Local 504 Union President, Cary MacMillan plays an active role with the In-Plant Committee in resolving most issues before they become part of the grievance procedure. The Chairperson is Rod Rakcevic.

BRUNNER MANUFACTURING & SALES LTD., Local 199, Niagara Falls, ON - Plant population is currently Forty-two (42) members with four recently laid off. Brunner manufactures airbrake camshafts for the Heavy Tractor Trailer Industry and has seen their customer base change over the years. The main customer, Meritor Automotive requires volume two shift production of the Plant. Regular communication with the Unit Chair, Bob Lohrke takes place when issues arise and normally yields successful outcomes with the Employer as a result. At the time of writing there are no grievances in the system.

CENTRAL COMMUNICATIONS, Local 84-5 Welland ON - With a population of ten (10) members. They provide traditional telephone support service, help desk and web enabled support etc. At the time of writing there are no grievances in the system. The Chairperson is Sandra Kelba.

COMPLEX SERVICES INC. (Casino Niagara and Fallsview Casino Resort) - Local 199, Niagara Falls, ON - With a population of two-hundred (200) members. Mohegan Sun has fully taken over as the new Operator and the transition with Complex Services Inc. has been relatively painless. There has been a lot of down time and closures due to COVID. No grievances are in the system. The Chairperson is Jim Storin. Local President is Jordan Lennox.

FIRST ONTARIO CREDIT UNION, Local 199, Niagara Falls, St. Catharines, Thorold, ON - This Unit has ninety-two (92) full and part-time members. There have been significant upper management changes within this workplace. Chairperson Rose MacIntosh.

GENAIRE LTD., Local 199, St. Catharines, ON - The workplace produces products for the Department of National Defence. The Collective Agreement is currently running year to year as the Employer has failed to attract any new business or investment in the facility since 2012. Fourteen (14) members are working. and business has changed hands to the Owner's siblings. The Unit Chairperson is Devin Saumier.

JOHN BEAR BUICK GMC LTD. - Local 199, St. Catharines, ON - This unit has thirty-six (36) members. No grievances are in the system. The Chairperson is Todd Taylor. Local President is Jordan Lennox. We will start bargaining in March 2024.

KNIGHT FACILITIES MANAGEMENT INC., Local 199, St. Catharines, ON - This Unit has forty (40) members who perform janitorial/labourer worker inside the General Motors facility in St. Catharines. There is currently one outstanding issue dealing with an alleged human rights complaint. Chairperson is Phil Naylor.

McASPHALT MARINE TRANSPORTATION LTD. (MMTL), Local 4401, St. Catharines, ON, they specialize in providing marine transportation. They use articulated tug and barge units. This Unit has twenty-five (25) members. There are currently no grievances in the system. The Chairperson is James MacDougal.

ONTARIO STAMPING INC. Local 199 Niagara On the Lake, ON. They do metal stamping and machine tools. The business is up and down due to COVID. They have extended their contract month to month and have recently pick up some business. They have fourteen (14) members with only 4 actives at this time. Their Chairperson is Peter Bonnette.

PLEASANT MANOR, Local 199, Niagara on the Lake, ON - Pleasant Manor Retirement Village is a Private, Non-Profit Organization committed to providing quality accommodation and care to senior citizens. Lisa Frame is the Unit Chairperson and deals with issues promptly and professionally as they arise and have regular communication with the Local 199 President, Jordan Lennox. There are ninety-two (92) members.

POST CANADA INC., Local 1101, Niagara Falls, ON - They are a food manufacturing facility most of their products are cereal related. The Unit has one hundred and forty-five members (145) with no layoffs. The New Local President, Carly Sonier proving to be a strong leader. There are no active grievances at the time of writing.

REVERA MEADOWS LONG TERM CARE – Local 504, Ancaster, ON – These eighty (80) Long Term Care workers maintain a Facility that continues to operate well. There are no grievances in the system, Pay Equity provisions form part of the Collective Agreement. The Chairperson is Sharon Olario. The Local President is Cindy Hasler.

REVERA BAYWOODS LONG TERM CARE - Local 504, Hamilton, ON - These two-hundred-nineteen (219) Long Term Care workers continue to have steady work. There is 1 grievance in the system. Pay Equity provisions form part of the Collective Agreement. The Chairperson is Martha Bedminster. The Local President is Cindy Hasler.

REVERA RIDGEVIEW LONG TERM CARE – Local 504, Stoney Creek, ON - These eighty-seven (87) Long Term Care workers maintain a Facility that continues to operate well. No grievances are in the system. Pay Equity provisions form part of the Collective Agreement. The Chairperson is Synthia Tompa. The Local President is Cindy Hasler.

RICH PRODUCTS, Local 462, Fort Erie, ON - This Unit has two hundred and thirty (230) members with no permanent layoffs at the time of writing. There have been several terminations with the majority being attendance related. The Unit Chairperson is Laura Cameron and she has significant experience and understanding of the workplace.

SENECA MANUFACTURING COMPANY, Local 199, St. Catharines, ON - This Auto Parts Unit is a tier two supplier for TRW (now THK) and has fourteen (14) workers with one on layoff. The Unit Chairperson is Peter Bonnette. At the time of writing, there are no active grievances in the system.

SOLVAY (Formerly CYTEC CANADA) Locals 21-01 and 20-1 Niagara Falls, ON – This facility manufactures production of phosphene-based products for mining reagents, biocides, catalysts, fumigation, electronic gases and pharmaceuticals and research etc. They employ seventy-eight (78) members. There are no outstanding grievances. The Chairperson is Bryan Sebben.

SPENCERARL, Local 199, Niagara Falls, ON – Spencer ARL provides Kitting/CMA/Warehousing and line-side delivery support to GM St. Catharines Transmission Plant Operations. The workplace has been relocated in the basement of GM in St. Catharines. The Plant population has been reduced to one-hundred-eleven (111) members as a result of GM automating part of the manufacturing process. The Unit Chairperson is Brian Nicholl who works closely with the Local Union and my office.

STERLING FUELS, Local 4401, Hamilton ON, - This Unit has two hundred seventy-five (275) members and currently no grievance in the system. The Local President, Jim McDougall has structures in place to resolve all issues.

TORA INVESTMENTS INC., Local 199, St. Catharines, ON - This Auto Parts Inspection workplace has sixty members working and forty on layoff. General Motors in St. Catharines is their main customer eliminated packing and repacking of cranks as well removed warehousing of engines resulting in job loss of forty workers. This unit has sixty (60) members with forty (40) on layoff. Regular communication with the Local Union normally resolves most issues as they arise. The Chairperson is Greg Boyd.

VALBRUNA, Local 199, Welland, ON - Valbruna SpA, based in Vicenza, Italy. The Valbruna Group has been in business since 1925 and has annual sales in excess of USD \$1 billion. Valbruna Group is a leading international manufacturer and distributor of stainless steel and nickel alloys bars and wires with manufacturing plants in Italy and the U.S. and worldwide distribution. Valbruna's North American operations include production of stainless and alloy bars at Valbruna Stainless Inc. in Fort Wayne, Indiana as well as a distribution facility in Milton, Ontario. The Unit Chairperson is Doug Leblanc and there are Seventy-five (75) members and they will be hiring more in the near future.

VESUVIUS CANADA LTD., Local 199, Welland, ON - This workplace of thirty members (36) with no layoffs produces refractory material for the Steel Industry and runs smoothly with most issues being resolved at the floor level. At the time of writing, there are issues around the Companies attendance management policy. The Unit Chairperson is Jason Charette who works smoothly with Local 199 President, Jordan Lennox and my office.

WELLAND FORGE, Local 199, Welland, ON - At the time of writing there are now closed. They had fifty-five members (55) working in the Plant at that time. The Chairperson is Peter Ott.

WELDED TUBE OF CANADA, Local 199, Welland, ON - The Welded Tube of Canada Group of Companies is a diversified steel pipe and tube producer with annual production capacity of 700,000 tons. Headquartered in Concord, Ontario, Canada, Welded Tube owns and operates five manufacturing and finishing facilities. They currently have one-hundred-seventy-six (176) members and are looking to expand in the near future. The Chairperson is Rob Garner.

Mario Mocerì
National Representative

ALEXANDRA MARINE AND GENERAL HOSPITAL (OFFICE & CLERICAL), LOCAL 2458, GODERICH, ON - Unit has an expiry date of June 24, 2025 with 36 members. Since recently

ratifying their three-year agreement with GWI's of 4.75/3.50/3.50 % respectively, the Local and Committee are eager to build upon these gains with the addition of new language providing union time for the Unit Chairperson. Utilizing the direction and resources of an incredible provincial campaign assisting in driving the dissolution of Bill 124 from the great work of our National's Research and Legal departments. The Committee and Local leadership remained diligent and committed in working through these legal barriers and challenges with the strong support of their membership. The Committee remains focused in maintaining a safe work environment under ongoing new COVID related conditions and further facility security and H&S policies targeted for improvements. Congratulations to the Committee and Local leadership for their commitment and hard work. Chairperson: Courtney Lee. President: Tullio DiPonti, Liason: 2nd Vice-President, Shelley Smith.

AUTO TRANSPORT SERVICES LLC (FCA/STELLANTIS CANADA), LOCAL 444, WINDSOR, ON
– This unit (former AWC employees) ratified a new 4 year agreement with Auto Transport Services LLC (FCA/Stellantis Canada) that expires February 15, 2025 with 55 members. The unit provides vehicle transport/storage logistics for the FCA-(Stellantis) WAP facility. The Committee and Local leadership remain dedicated to providing these services but still face the overall challenges experienced in the Auto sector. Through the combined work of the Local 444 leadership and the Unit Committee, the leadership worked strategically and effectively through a difficult transition process and remain actively working on improving the new working relationship with FCA/Stellantis. Chairperson: Mark Bourdeau. President: Dave Cassidy, Liason: 1st Vice-President, Manny Cardoso.

KARIS DISABILITY SERVICES, (FORMERLY “CHRISTIAN HORIZONS”), LOCAL 127, CHATHAM, ON – This Community and Developmental Services bargaining unit with 67 members is currently working under its second Collective Agreement with an expiry date of February 21, 2026. Congratulations to the Committee and the Local leadership in working patiently and strategically to achieve these new improvements. The Committee is experiencing many operational and scheduling difficulties in implementing enhancements within the new CBA but remain focused and are working very hard by consistently taking on the challenges experienced in this health care sector. The membership is benefiting from new language that provides for union time for the Unit Chairperson. This unit has made some gains in building upon a decent working relationship but is still confronting difficulties and organizational barriers that hinder developing a respectful relationship with this Employer. This environment is further driving active grievances in review that may most likely move toward arbitrated resolves. Staffing shortfalls and retention issues are strongly rooted in the employers' inability to commit to establishing a reasonable working relationship with Unifor. Chairperson: Shannon Browning. President: Jeff McFadden.

COTTAM DIECASTING, LOCAL 444, TECUMSEH, ON – Newly assigned unit. This is a workplace of 68 members that provides zinc and aluminium die-casting for the auto sector. The unit recently increased operations with a third shift. Chairperson: Vicki Doan

ERIE SHORES (REG. TECHS) (FORMERLY LEAMINGTON HOSPITAL), LOCAL 2458, LEAMINGTON, ON – This unit currently has 70 members working within a three year agreement expiring on September 30, 2024. Utilizing the direction and resources of an incredible provincial campaign driving the dissolution of Bill 124 from the National's Research and Legal departments, the Committee recently achieved gains including GWI's of 4.75/3.50/3.50 % per recent applicable Bill 124 re-opener awards. Great work by the Committee and Local Leadership. Chairperson: Jeff Jackson, President: Tullio DiPonte, Liason: Secretary Treasurer Ken Durocher.

ERIE SHORES (SERVICE) (FORMERLY LEAMINGTON HOSPITAL), LOCAL 2458, LEAMINGTON, ON – This unit of 87 members also ratified a new three year agreement expiring on September 30, 2024 and again shared in achieved gains including GWI's of 4.75/3.50/3.50 % per recent applicable Bill 124 re-opener awards. This Committee and membership continues to address issues with this Employer, focussing on refining scheduling and language conditions to best support its members. Chairperson: Jeff McPherson, President: Tullio DiPonte, Liason: Secretary Treasurer Ken Durocher.

HOTEL DIEU GRACE HEALTHCARE (SERVICE), LOCAL 2458, WINDSOR, ON – This unit of 152 members are working within a three year Collective Agreement that expires on March 31, 2024. As with the other Hospital units positioned by the dissolution of Bill 124, and in combination with our re-opener language, the unit shared in the increased GWI's of 4.75/3.50/3.50 % from these awards. This Committee is regularly facing the difficulties in healthcare but is steadfast in pushing to enhance workplace conditions for its members. Chairperson: Bill Taylor. President: Tullio DiPonte, Liason: Secretary Treasurer Ken Durocher.

HOTEL DIEU GRACE HEALTHCARE (SKILLED TRADES/ENG.), LOCAL 2458, WINDSOR, ON – This smaller unit is also working under a Collective Agreement expiring on March 31, 2024 coinciding with the other two Local 2458 HDGH units and as well in attaining the same recent award gains from their Bill 124 re-opener. This Committee continues to have operational challenges motivating their focus on targeting language and scheduling improvements in our next round of negotiations. Chairperson: Chris Ard. President: Tullio DiPonte, Liason: Secretary Treasurer Ken Durocher.

HOTEL DIEU GRACE HEALTHCARE (SECURITY GUARDS), LOCAL 2458, WINDSOR, ON – This new unit of 32 specialised security members ratified its first collective agreement for a two year term expiring on March 31, 2024. This agreement provides similar patterned conditions of its Bill 124 re-opener gains as the other two HDGH units within Local 2458. The Committee is concentrating on expanding its role in providing the best life-safety responses and service supports to this facility. Doing so by continuing to make a significant impact on enhancing the well-being of patients and employees alike. Incredible work from both the unit leadership and Local leadership for all their work and efforts in achieving these improvements and building a

solid foundation for future growth for these unit members. Chairperson: Brody Rupert. President: Tullio DiPonte, Liason: Secretary Treasurer Ken Durocher.

HUDSON MANOR RETIREMENT HOME LOCAL 1941, TILBURY, ON – This unit of 16 dedicated members, working with an expiry date of December 31, 2023, is currently scheduled to start our new round of bargaining in November. Our previous round proved to be a very trying and lengthy bargaining process. The Local and Unit leadership are working hard to develop a decent relationship with the owner of this smaller home that provides important care in the Tilbury community. The unit continues to experience reoccurring obstacles interrupting their pursuit of trying to improving unit conditions as the Employer is using their internal restructuring changes to cause delays in implementing their CBA obligations. The Committee is prioritizing its bargaining on improving this relationship. Doing so in order to find resolutions that provide remedy to these frustrations caused from the ever-changing directions mandated to this facility administration. The unit did achieve some strong health and safety language and plan on utilizing, enforcing and expanding upon these previous gains in our upcoming bargaining with the home. Chairperson: Edna Larsh. President: Bob Ashton.

LEAMINGTON UNITED MENNOITE HOME AND APARTMENTS, LOCAL 2458, LEAMINGTON, ON – This unit is a combined long-term care and retirement home facility with 80 members. The current Collective Agreement expires on September 8, 2024. As did other affected units, this membership felt the punitive impacts of Bill 124. Recognizing the priority, the Committee and Local leadership recently utilized their Bill 124 re-opener language and focused their collective efforts to achieve and implement the recent increased monetary adjustments as per the applicable awards activated by the dissolution of Bill 124. These enhancements were achieved under very challenging negotiations that were just as frustrating as they were unnecessary in duration. This experienced Committee is solid and continues to be committed to work diligently in addressing issues that aim to build a stronger relationship with the Employer. A Pay Equity review is planned. As are recommendations from both the Unit and Local leadership to address staffing concerns and improving infectious and pandemic restrictions. Chairperson: Ashly Tonita. President: Tullio DiPonte, Liason: 1st Vice- President Mike Kisch.

MAITLAND MANOR - LTC, LOCAL 2458, GODERICH, ON – This unit of 62 members is currently in a very difficult and lengthy round of bargaining with this Employer. The Employer, Southbridge Care, is presently in the process of constructing a new LTC facility in Goderich. This new build is a larger facility and with the redevelopment project relocation resulting in a 160-bed home, adding 84 new LTC beds to the facility there are operational restructuring and staffing issues that remain a struggle. The Committee has seasoned experience in the workplace and are very focused on capturing the needed adjustments in order to provide for the best transition of work for its members. The Local 2458 leadership, Shelley Smith, continues to provide support in working with the unit committee to achieve a fair and reasonable agreement. Chairperson: Jason Geldoff. President: Tullio DiPonte, Liason: 2nd Vice- President Shelley Smith.

PRECISION PLASTICS, LOCAL 1959, AMERSTBURG, ON- Currently 60 members in this unit that recently ratified a 3 year agreement with an expiry of June, 2025. Unit Chair and Local 1959 Union President Doug Shaw and the Committee gained language improvements, increases in benefits and wages and as well as a signing bonus. This is a recently assigned unit but I am working with Doug on a small number of Step 4 grievances with only a limited number of grievances in their system that Doug and the Committee is effectively handling. There is an increasing amount of operational issues surfacing from the facility's new ownership. The Local Committee is working sensibly with Facility Management to address and resolve items in good faith. Chairperson: Doug Shaw. President: Doug Shaw.

TILBURY MANOR NURSING HOME, LOCAL 1941, TILBURY, ON – This LTC unit of 58 members is working under a CBA that has an expiry date of April 30, 2024. As the Unit and Local leadership prepare for our upcoming bargaining, this unit is also dealing with a relocation and facility expansion that will increase bed capacity via the new facility. The Local and Unit leadership continue to struggle with on going challenges from the Employer, who also prefers to manipulate its workplace obligations to frustrate our members with job security and ownership concerns as we move toward bargaining. Our Unifor leadership remain committed to properly enforcing the terms of the current Agreement with the intent of bargaining and achieving an improved new collective agreement. Proactively targeted an improved relationship with the ownership of this home in anticipation of applying the conditions that recent awards are now providing. Chairperson: Dominique Sheehan. President: Bob Ashton.

WALKER AGGREGATES INC., LOCAL 1959, AMERSTBURG, ON- This unit of 27 members recently ratified a 3 year agreement with an expiry of June, 2025. There are a few grievances in the system and have addressed a small number of Step 4 grievances for this recently assigned unit. However, there is a need for some language clarifications but am sure with the historic working culture of the membership these will drive workable resolves. The unit has recently had an election that posted a newly elected Unit Chair; Randy McClousky. Thank you to Jason Wiebe, previous Unit Chair for all your hard work and dedication. Chairperson: Randy McClousky President: Doug Shaw.

WINDSOR ESSEX CATHOLIC DISTRICT SCHOOL BOARD (CUSTODIAL AND MAINTENANCE), LOCAL 2458, WINDSOR, ON – This unit of 153 members recently ratified an agreement with an expiry date of August 31, 2026. As per provincial legislation, this unit initially negotiating provincially under the Central table and then moved to our to Local Board bargaining for respective ratifications. Applicable Central table compensation, under OCEW, allocated wage increases of \$1/hour for each year of the Agreement and as well as substantial annual benefit increases commutatively from each year's % increases. Local unit achievements included securing 4 new permanent jobs/ utility staffing and utilization of unit trainers. The Local leadership and the entire Bargaining Committee remain focused in securing stability and implementing the new CBA. Congratulations to the entire Committee on their hard work, patience and commitment. Chairperson: Brad Allsop. President: Tullio DiPonte, Liason: Vice- President Jennifer Cloutier.

WINDSOR ESSEX CATHOLIC DISTRICT SCHOOL BOARD (OFFICE AND CLERICAL), LOCAL 2458, WINDSOR, ON – This unit of 74 members coincides its bargaining with the Locals other WECD SB Custodial & Maintenance unit sharing its CBA expiry of August 31, 2026. Likewise, this unit shared in OCEW Central table bargaining and achievements. Local unit bargaining achieved needed adjustments in language and operational improvements. This experienced and mature Committee effectively targeted bargaining gains, as always, remains prepared and strategically focused in dealing with daily issues. Chairperson: Manon Pageau-Lane President: Tullio DiPonte, Liason: Vice- President Jennifer Cloutier.

WINDSOR ESSEX STUDENT TRANSPORTATION SERVICES, LOCAL 2458, WINDSOR, ON – This is a small unit of 6 members that performs the critical work of establishing, organizing and maintaining school bus routing for the safe transportation of our children. This Unit historically followed contractually under the umbrella of the OCEW/Consortium mix but with the recent ratification of their new agreement also expiring August 31, 2026 it has done so with a new stand alone agreement that captured its previous conditions and recent OCEW gains with the relevant “me too” inclusions. This unit endured some major internal challenges of unit restructuring and work ownership but through determination and focus did address these issues positively moving forward. There is still much work to hone some operational items down but both the Local and Committee leadership are strongly attentive and dedicated to doing so. Great work by this new Committee. Chairperson: Danielle Chinnery. President: Tullio DiPonte, Liason: Vice- President Jennifer Cloutier.

WINDSOR REGIONAL HOSPITAL (SERVICE), LOCAL 2458, WINDSOR, ON – Unit is at 481 members with the unit CBA expiring on March 31, 2024. This was achieved after a very challenging and hindered round of bargaining. Local Leadership worked progressively and determinedly with experienced Chairperson Cathy Elwood and the entire committee to strategically persevere through staffing complexities, scheduling challenges and from the procedural impacts of enduring COVID/infectious related problems. Following the direction and resources of an incredible provincial campaign driving the dissolution of Bill 124 from the National’s Research and Legal departments, the Committee also recently achieved gains including GWI’s of 4.75/3.50/3.50 % from their strategic language resulting in Bill 124 re-opener awards. Great work by the Committee and Local Leadership. This knowledgeable committee is dedicated to supporting its members, working tirelessly with the everyday issues to support the membership. Chairperson Sister Cathy Ellwood. President: Tullio DiPonte, Liason: Secretary Treasurer Ken Durocher.

WINDSOR REGIONAL HOSPITAL (SKILLED TRADES), LOCAL 2458, WINDSOR, ON – This unit’s Collective Agreement holds the same expiry date of March 31, 2024 for its 35 members as tied to other Local 2458 WRH unit. The Bargaining Committee and Local collectively worked together on our work ownership specifics and direct outsourcing attempts by the Employer to achieve this agreement. Committee is still addressing many occurrences and contractual abuses that the Employer is resisting to recognize. Coinciding with the other Local 2458 WRH Service

Units, this unit also recently attained the same recent award gains from their Bill 124 re-opener. Local officer, Ken Durocher, and the entire Committee continue to deal effectively with unit issues. Chairperson: Vacant. President: Tullio DiPonte, Liaison: Secretary Treasurer Ken Durocher.

WINDSOR SALT LIMITED (STONE CANYON HOLDINGS INC.), OJIBWAY MINE UNIT, LOCAL 1959, WINDSOR, ON - This unit has 158 members and ratified a 5 year agreement on August 27, 2023. These negotiations included 3 separate bargaining units represented by both Unifor Locals 240 and 1959. After a tremendously difficult and complicated bargaining process that led to a labour dispute with a 7 month strike an agreement was achieved. Our core bargaining priorities to resist this Employer and its new owner's vast and deep pursuit of concessions was attained. GWI's of \$4.10 for Non-Skilled and \$4.60 for Skilled over the life of the agreement were achieved and as well as a COLA fold in of \$2.81 respectively.

The incredible commitment, experience and dedication of seasoned Local President Bill Wark, Unit Chair Dario Zeuch and the entire Bargaining Committee, and most assuredly, the bargaining unit members can not be overstated throughout this extremely challenging process. We collectively could not fully recognize and capture all but I still must thank all the individual Staff Reps, Local Union Leadership, Labour Councils and members within Unifor and as well as the numerous groups of Trade Unionist and Community partners alike, and all citizens in between, that supported these members both financially and emotionally through this draining round of negotiations; my most sincere thanks and gratitude to all.

Do also have to acknowledge, with special recognition and appreciation, the amazing support and direction from our National President Lana Payne and National Secretary-Treasurer Len Poirier as well as Assistant to the President Tim Mitchell. Further thanks to all the guidance received from Directors; Mario Santos-Mining, Barb Dolan-Strike Fund, John Breslin-Skilled Trades, Anthony Dale-Legal, Kathleen O'Keefe/Ian Boyko-Communications and each of their respective departments in total. Chairperson: Dario Zeuch. President: Doug Shaw (as per Bill Wark's recent retirement).

WINDSOR SALT LIMITED (STONE CANYON HOLDINGS INC.), WINDSOR EVAPORATION UNIT, LOCAL 1959, WINDSOR, ON - This unit has 58 members and ratified a 5 year agreement on August 27, 2023. These negotiations included 3 separate bargaining units represented by both Unifor Locals 240 and 1959. After a tremendously difficult and complicated bargaining process that led to a labour dispute with a 7 month strike an agreement was achieved. Our core bargaining priorities to resist this Employer and its new owner's vast and deep pursuit of concessions was attained. GWI's of \$4.10 for Non-Skilled and \$4.60 for Skilled over the life of the agreement were achieved and as well as a COLA fold in of \$2.81 respectively.

The immense perseverance and devotion of Unit Chair Sean Smith and the entire Bargaining Committee, and unquestionably, the entire membership's overwhelming impact of direct support and solidarity could never be overstated.

This Committee and its members strongly share in the thanks and appreciation for the full scope of direction, support and utmost Solidarity provided by the entirety of Unifor and all our leadership at both the Local and National levels. Chairperson: Sean Smith. President: Doug Shaw.

WINDSOR SALT LIMITED (STONE CANYON HOLDINGS INC.) - WINDSOR OFFICE UNIT, LOCAL 240, WINDSOR, ON - This unit has 10 members and ratified a 5 year agreement on August 27, 2023. These negotiations included 3 separate bargaining units represented by both Unifor Locals 240 and 1959. After a tremendously difficult and complicated bargaining process that led to a labour dispute with a 7 month strike an agreement was achieved. Our core bargaining priorities to resist this Employer and its new ownership's vast and deep pursuit of concessions was attained. This group of clerical specialist also shared in their GWI's that totalled an increase of \$4.10 per hour over the term of their collective agreement.

These gains could not have been accomplished without the amazing organizational skills and unbelievable commitment and dedication at both the bargaining table and the picket line from Local President Jodi Nesbitt and Unit Chair Lindsay Meloche and the entire Bargaining Committee, and as well to this small group of hugely faithful unit members. Tremendous thanks to all.

This Committee and its members strongly share in the thanks and appreciation for the full scope of direction, support and utmost Solidarity provided by the entirety of Unifor and all our leadership at both the Local and National levels. Chairperson: Lindsay Meloche. President: Jodi Nesbitt.

Jake Moore
National Representative

ACORN PACKAGING, LOCAL 462, MISSISSAUGA, ON- The collective agreement covering production staff at this packaging plant was renewed in 2022, workers gained 9.5% over 3 years, 3 sick days, benefit improvements, and other improvements. This workplace makes various packaging products. The Local President is Andrew Keilman.

BELL EXPRESS VU, LOCAL 79M, TORONTO, ON - This technical workforce is responsible for putting all of Bell TV's content onto the satellite and Internet distribution system. If you watch any media on the Bell network, these workers made it possible for you. We renewed the CBA in June 2023, gains include wage increases of 13.5% over 3 years (inclusive of lumping the yearly 5.5% bonus into the wages in YR1) as well as improvements to various premiums. The wage gains won by the committee has sent a recent Bell Media record in regards to wage increases. We still have more to do here but we are now on the offensive instead of defensive. The Local President is Tracy Nolan.

BELL MEDIA - CFPL-TV, LOCAL 87M, LONDON AND WINDSOR, ON - This bargaining unit consists of broadcast professionals at CTV in London and Windsor. This unit continues to feel

operational pressure from foreign behemoths like Netflix, Amazon, and Google. The media sector as a whole, continues to see these international players take market share out of the Canadian media industry, while contributing very little back into the sector itself. We are currently in negotiations and are fighting to set a new record in wage increases within the Bell Media sector. The Unit Chair is Trevor Dixon.

BELL MEDIA (SPECIALTY TV CHANNELS), LOCAL 723M, TORONTO, ON – This bargaining unit covers most employees at Bell Media's Queen St. location including CP24. This unit continues to feel operational pressure from foreign behemoths like Netflix, Amazon, and Google. The media sector as a whole, continues to see these international players take market share out of the Canadian media industry, while contributing very little back into the sector itself. The local recently reached a tentative collective agreement. The Local President is Angelo Contarin.

BELL MEDIA CFRB-AM, LOCAL 723M, TORONTO, ON – This newly organized unit represents technical employees who bring CFRB-AM to radios everywhere. The first CBA expires in May 2024 and the committee will expect significant gains from this employer. The Local President is Angelo Contarin

CAVALLUZZO LAW FIRM, LOCAL 333, TORONTO, ON – This collective agreement covers support staff at this labour law firm.. The Local President is Lisa Marks.

CERTAIN TEED GYPSUM (MISSISSAUGA PLANT), LOCAL 1256, MISSISSAUGA, ON – This workplace produces the best gypsum products available, you can find their drywall products in Lowes stores across eastern Canada and Home Dept in the west. The local President is Alice.

MING PAO NEWSPAPERS, LOCAL 87M, TORONTO, ON– This collective agreement will expire in May 2024. Like all Canadian newspapers, the work of this unit is shared on various social media platforms with no remuneration. Unifor's Media council continues to push the government to force these platforms to compensate those who create the content. The Local President is Carleen Finch.

THE MABIN SCHOOL, LOCAL 87M, TORONTO, ON – This unit is a progressive private school teaching grades JK – 6. This first agreement for this unit expires next June. The Local President is Carleen Finch

ROGERS SHOPPING CHANNEL, LOCAL 79M, TORONTO, ON – The shopping channel allows you to shop from the comfort of your couch, the CBA expires next year and the committee will be holding the employer to provide a show stopper of a deal. The local President is Tracy Nolan.

SING TAO NEWSPAPERS, LOCAL 87M, TORONTO, ON – This unit continues to face pressure in the newspaper industry, recently the employer ceased its daily publication and laid off all but 7 employees, we are contesting the classification of those layoffs. The Local President is Carleen Finch

GRAPHIC PACKAGING, LOCAL 36X, BRAMPTON, ON - This plant is a converting operation. The employer recently merged a non-union plant into the Brampton plant. Working with the employer we welcomed the 66 employees from the nonUnion plant into the Local. The CBA expires in June 2024. The Local President is James Ogurian.

HOOD PACKAGING, LOCAL 1178, BURLINGTON, ON – These Members manufacture paper bags for various industries. Negotiations start in November. The Local President is Paul Tatone.

HOOD PACKAGING, LOCAL 1178, GUELPH, ON – These members manufacture paper bags for the food industry. The Local President is Paul Tatone

THE INTERNATIONAL GROUP – LOCAL 27-C, TORONTO, ON – These members refine petroleum products to create various wax products. Members recently ratified a 3-year agreement with wage increases totaling 10% over 3 years and various skilled trades wage adjustments. The president is Steve Wanless

KRUGER PAPER, LOCAL 1646, MISSISSAUGA, ON – This collective agreement expires in September of 2023. The Local President is Rick Moriarity

MERCEDES-BENZ DURHAM, LOCAL 222, WHITBY, ON – this unit is comprised of the service department staff, we are current in negotiations. The president is Jeff Gray

PAN-OSTON, LOCAL 1987, PETERBOROUGH, ON – These members manufacture retail checkouts and fixtures. We are dealing with several grievances and arbitrations. The local president is James Beatty

SELIG CANADA CORPORATION, LOCAL 333, AURORA, ON – These members manufacture induction sealing for the food and drug industries. They are close to finishing their relocation to Aurora. The local president is Lisa Marks

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

the agricultural industry. The company is building 3 more manufacturing lines and plans to hire up to 200 new employees. The local President is Robert Whitlaw.

DUFFERIN AGGREGATES (TRUCKING), LOCAL 266, MILTON, ON – There are 5 employees who haul aggregates from Milton Quarry. The local President is Robert Whitlaw

DUFFERIN AGGREGATES (QUARRY), LOCAL 266-05, MILTON, ON – These members manufacture various aggregates. They use monster machines to take big rocks and turn them into smaller rocks that are used to build all kinds of infrastructure. The local President is Robert Whitlaw

VENTRA GROUP INC., LOCAL 1987, PETERBOROUGH, ON – These members manufacture parts for the auto sector. There has been an ebb and flow of layoffs and recalls due to continued assembly line closures that continue to hit automobile assembly plants. In February the committee was able to negotiate a stellar agreement that included wage increases of 11% over 3 years, the reinstatement of full COLA over the life of the agreement, a reduction of the full wage phase in, increases to many benefits and the RRSP contributions. The local president is James Beatty

Rob Moquin
National Representative

CHARTWELL HILDALE RETIREMENT RESIDENCE, LOCAL 229. This unit has 25 members. The Unit Chair position is currently vacant. This unit's collective agreement expires in September 2024. There are no grievances on file. This is a retirement/ assisted living facility. Recently members started an in-house Pool league with the residence.

CHARTWELL ISABELLA RETIREMENT RESIDENCE, LOCAL 229. Unit Chairperson is vacant. This Unit has 27 members. Ongoing issues with member recruitment and retention continue to be problematic. There are no grievances in the system. They have transitioned to accepting higher needs residence that have put added pressure on the members.

FORT WILLIAM FAMILY HEALTH ORGANIZATION, LOCAL 229. The Unit Chairperson is Nancy Cameron. This unit has 15 members. The members of the F.W.F.H.O. consist of reception, billing & accounting and clinical assistants to the physicians and practitioners. The common struggle these members face is a lack of support and communication with their Administration team that coordinates between the physicians and the members. There is a lack of transparency and communication between the Administration team and the Union as well.

GARDA CANADA SECURITY CORPORATION, LOCAL 39. The Unit Chair is Robert Otto. This unit has 22 members. This unit provides security inside the Thunder Bay International airport. There were member layoffs at the height of the pandemic. All members have been since recalled. Their contract expires in January 2026.

GEORGE JEFFREY CHILDREN CENTRE, LOCAL 229. Unit Chairperson is Debi Steadman. This unit has 52 members. This unit just ratified a 3-year contract that expires in March 2026. They saw significant gains in wages and language for mental health and wellness days. There are no active grievances in the system.

JASPER PLACE, LOCAL 229. Unit chair is Shannon Redden. This unit has 35 members who provide supportive housing for seniors. There are multiple investigations in the workplace.

LAKEHEAD UNIVERSITY, LOCAL 229. Unit Chairperson is Dustin Piche This unit has 26 members. The members ratified a new 3-year collective agreement in May. This agreement saw increases to wages and pension contributions. There are no active grievances in the system.

LITTLE GEORGES CHILD CARE CENTRE, LOCAL 229. This unit has 14 Members. The unit chair is Jenilee Gagne. They are a non-for-profit daycare centre. the contract expires in April 2024. Most of the senior staff have recently retired, this has led to management offering mentoring and training opportunities for the new staff

NORTH WEST COMMUNITY CARE ACCESS CENTRE OF THUNDER BAY, LOCAL 229. The Unit Chairperson is Lisa Carlson. This unit has 40 members. Members are working in a hybrid model that consists of working from home primarily with each member working in the office 1 in 8 shifts to cover reception. The members have seen quite a bit of turnover for the team assistants which have left the team with staffing shortages and extra duties divided up between the team assistants to cover. The employer is working on a new formal recruitment strategy across the province to address staff shortages.

OPTIONS NORTHWEST, LOCAL 229. The unit Chairperson is Kathy Atkins. This unit has 180 members. They bargained a new 3-year collective agreement that saw gains in wages and hours of work. members provide 24/7 support services in group homes. This unit has struggled with recruitment and retention.

PARAMED HOME HEALTH CARE, LOCAL 229. This unit has 26 members. The unit chairperson is Carmeta Levy. A recent change in payroll has caused ongoing issues with missed or improper pay for members. The collective agreement expires March 2026

SAFETY NET SECURITY LTD, LOCAL 39. This unit has 22 members. The Unit Chair position is currently vacant. They provide security for Thunder Bay Pulp and Paper. The collective agreement expires December 31, 2023. A notice to bargain has been sent to the employer.

SOUTHBRIDGE LAKEHEAD MANOR, LOCAL 229. Jen Shott is the Unit Chairperson. There are 150 members. This group ratified a new 3-year agreement in the spring. With gains to wages staff shortages and inconsistent Covid masking mandates have been a challenge for members.

SOUTHBRIDGE ROSEVIEW, LOCAL 229. The Unit Chairperson is Charlene Kriikkula. There are 150 members. Staff shortages and inconsistent Covid masking mandates have made working conditions challenging. The members ratified a new collective in the Spring.

ST JOSEPHS CARE GROUP (SISTER MARGARET SMITH CENTRE), LOCAL 229. SMSC has 85 members. The unit chair position is currently vacant. Members are facing challenges with clients that are not properly detoxed prior to admission. Members are also facing low wages in comparison to other treatment centers. Funding for programming continues to be a challenge.

ST JOSEPHS CARE GROUP (HOGARTH RIVERVIEW MANOR/ SISTER LILA GRECO), LOCAL 229. The Unit Chairperson for HRM is Kelly Godick and the Unit Chairperson for Sister Lila Greco is Jennifer Dunnigan. These units have 362 members. They provide long-term care and assisted living facilities. These members are facing staff shortages with PSW's and RPN's. This has caused an increased workload for members. There are several grievances in the system, most are terminations related to the employer's mandatory vaccine policy.

SUPERIOR NORTH EMERGENCY MEDICAL SERVICES THUNDER BAY, LOCAL 39 Unit Chairperson is Kyle Stamler. This unit has 105 members. This unit continues to have significant issues with retention and recruitment. This unit continues to experience daily occurrences of code black (no ambulance available). Violence towards paramedics also continues to be an issue with this group.

THUNDER BAY HOMES FOR THE AGED (PIONEER RIDGE), LOCAL 229. The Unit Chairperson is Joanne Berube this unit has 175 members. This unit has seen a turnover in management and has resulted in a high number of investigations. There are currently 6 vaccination termination grievances in the system.

VICTORIAN ORDER OF NURSES (OFFICE AND CLERICAL), LOCAL 229. The unit chairperson is vacant. This unit has 15 members that work in an office and clerical setting. The contract has expired and this unit has applied for conciliation.

VICTORIAN ORDER OF NURSES (VISITING NURSES RPN UNIT), LOCAL 229. The unit chairperson is vacant. This unit has 30 members that provide in home care. The contract has expired and this unit has applied for conciliation.

YES EMPLOYMENT SERVICES, LOCAL 229. The Unit Chairperson is Tracey Laffin. There are 17 members in this unit. This unit provides employment counselling and job searches. They just ratified a 3-year collective agreement with gains in wage and benefits and working from home language.

Clayton Nunn
National Representative

BELL CRAFT AND SERVICES – BARGAINING UNIT OVERVIEW In the Bell unit many of the issues previously reported are still of concern to the membership i.e. contracting out and performance management plans. The bargaining Unit of close to 3200 members across Ontario and Quebec, ratified a new collective agreement in August of 2021. The new four year agreement provides job security for all active members, along with many enhancements including wages and benefits. The Provincial Delegates will be preparing for negotiations this coming spring, with bargaining to start in the fall of 2024. The current CBA is set to expire on November 30th 2024.

BELL CRAFT AND SERVICES, LOCAL 25, TORONTO, ON – This Local represents 370 Bell members in the GTA. The Local President is Justin Connolly.

BELL CRAFT AND SERVICES, LOCAL 26, MISSISSAUGA, ON - This Local represents 466 Bell members in the Mississauga area. The Local President is Donovan Nezbeth.

BELL CRAFT AND SERVICES, LOCAL 27-C, SCARBOROUGH, ON – This Local represents 450 Bell members in the Scarborough area. The Local President is Steve Wanless

BELL CRAFT AND SERVICES, LOCAL 28, OSHAWA, ON – This Local represents 77 Bell members in the Oshawa area. The Local President is Dave Wray.

BELL CRAFT AND SERVICES, LOCAL 29-X, PETERBOROUGH, ON AND SURROUNDING AREA – This Local represent 45 Bell members in the Peterborough area. The Local President is Dave Hicks.

BELL CRAFT AND SERVICES, LOCAL 30-0, OSHAWA, ON - This Local represents 26 Bell members in the Oshawa area. The Local President is Chris Wright.

BELL CRAFT AND SERVICES, LOCAL 31, KINGSTON, ON - This Local represents 60 Bell members in the Kingston and Cornwall area. The Local President is Kevin Paddon.

BELL CRAFT AND SERVICES, LOCAL 34-0, OTTAWA, ON - This Local represents 188 Bell members in the Ottawa area. The Local President is Jim Fling.

BELL CRAFT AND SERVICES, LOCAL 35-O, BARRYS BAY, ON - This Local represents 22 Bell members in the area. The Local President is Marshall Saar.

BELL CRAFT AND SERVICES, LOCAL 36, CORBEIL, ON - The Local represents 24 Bell members in Corbeil.

BELL CRAFT AND SERVICES, LOCAL 37, SUDBURY, ON - The Local represents 44 Bell members in the Sudbury area.

BELL CRAFT AND SERVICES, LOCAL 38, SAULT STE. MARIE, ON - The Local represents 19 Bell members in the area.

BELL CRAFT AND SERVICES, LOCAL 39-O, HUNTSVILLE, ON - The Local represents 34 Bell members in the Huntsville and surrounding areas. The Local President is Pieter Badenhorst.

BELL CRAFT AND SERVICES, LOCAL 40-O, BARRIE, ON - The Local represents 114 Bell members. The Local President is Mike Dowdell.

BELL CRAFT AND SERVICES, LOCAL 41, OWEN SOUND, ON - This Local represents 17 Bell members in the Owen Sound area. The Local President is Kirk Watson.

BELL CRAFT AND SERVICES, LOCAL 42, HAMILTON, ON - This Local represents 215 Bell members in the Hamilton and surrounding area. The Local President Is Drew Kerrigan

BELL CRAFT AND SERVICES, LOCAL 43, ST. CATHERINES, ON - This Local represents 63 Bell members in the Owen Sound area. The Local President is Dave Wilson.

BELL CRAFT AND SERVICES, LOCAL 44, KITCHENER, ON - This Local represents 78 Bell members in the Kitchener area. The Local President is Eric Johnson.

BELL CRAFT AND SERVICES, LOCAL 45, BRANTFORD, ON - This Local represents 25 Bell members in the Brantford area. The Local President is Randy Puscher.

BELL CRAFT AND SERVICES, LOCAL 46, LONDON, ON - This Local represents 62 Bell members in the London area. The Local President is Paul Couvion.

BELL CRAFT AND SERVICES, LOCAL 4747, WINDSOR, ON - This Local represents 48 Bell members in the Windsor area. The Local President Fadel Sbeiti.

BELL CRAFT AND SERVICES, LOCAL 48, SARNIA, ON - This Local represents 18 Bell members in the area.

BELL CRAFT AND SERVICES, LOCAL 49, THUNDER BAY, ON - This Local represents 98 Bell members in the area.

BELL CRAFT AND SERVICES, LOCAL 53, CHATHAM, ON - This Local represents 15 Bell members in the Chatham area. The Local President is Drew Wickens.

BELL TECHNICAL SOLUTIONS INC. – BARGAINING UNIT OVERVIEW This bargaining Unit comprised of just over 4000 members in the province of Ontario, deals with many similar issues as the Bell Craft Unit. Performance management plans and daily transfers are a continuous and growing concern. The Unit ratified a new collective agreement in the spring of 2022, which included several enhancements, including upgrades, wages and a new DC Pension and benefit plan. The collective agreement expires in June of 2026.

BELL TECHNICAL SOLUTIONS INC., LOCAL 28, OSHAWA, ON– This Local represents 146 BTS members in the Oshawa area. The Local president is Dave Wray.

BELL TECHNICAL SOLUTIONS INC., LOCAL 30-0, BELLEVILLE, ON - This Local represents 146 BTS members in the Belleville and Peterborough area. The Local president is Chris Wright.

BELL TECHNICAL SOLUTIONS INC., LOCAL 31, KINGSTON, ON - This Local represents 155 BTS members in the Kingston and Cornwall area. The Local president is Kevin Paddon.

BELL TECHNICAL SOLUTIONS INC., LOCAL 34-0, OTTAWA, ON - This Local represents 300 BTS members in the Ottawa area. The Local president is Jim Fling.

BELL TECHNICAL SOLUTIONS INC., LOCAL 35-0, BARRYS BAY, ON - This Local represents 25 BTS members in the area. The Local president is Marshall Saar.

BELL TECHNICAL SOLUTIONS INC., LOCAL 39-0, HUNTSVILLE, ON - This Local represents 32 BTS members in the Huntsville area. The Local president is Pieter Badenhorst.

BELL TECHNICAL SOLUTIONS INC., LOCAL 40-0, ALLISTON, ON - This Local represents 300 BTS members in the area.

BELL TECHNICAL SOLUTIONS INC., LOCAL 42, HAMILTON, ON - This Local represents 183 BTS members in the Ottawa area. The Local president is Drew Kerrigan.

BELL TECHNICAL SOLUTIONS INC., LOCAL 43, ST. CATHERINES, ON - This Local represents 104 BTS members in the area. The Local president is Dave Wilson.

BELL TECHNICAL SOLUTIONS INC., LOCAL 44, KITCHENER, ON - This Local represents 169 BTS members in the Ottawa area.

BELL TECHNICAL SOLUTIONS INC., LOCAL 45, BRANTFORD, ON - This Local represents 84 BTS members in the Brantford and surrounding area. The Local president is Randy Puscher.

BELL TECHNICAL SOLUTIONS INC., LOCAL 46, LONDON, ON - This Local represents 120 BTS members in the area. The Local president is Paul Couvion.

BELL TECHNICAL SOLUTIONS INC., LOCAL 47, WINDSOR, ON - This Local represents 90 BTS members in the Windsor area. The Local president is Jeff Mark.

BELL TECHNICAL SOLUTIONS INC., LOCAL 48, SARNIA, ON - This Local represents 15 BTS members in the area.

BELL TECHNICAL SOLUTIONS INC., LOCAL 1996-O, GTA, ON- This Local represents approximately 1900 BTS members in the GTA. The Local president is Lee Zommers.

CANADIAN INSTRUMENTATION SERVICE, Local 599-0, Peterborough, ON - This small unit produces calibration equipment. There are no grievances currently. The President is Tabitha Mocon.

DOUGHTY MASONRY CENTRE, Local 294, Peterborough, ON – This is a small family owned concrete products Company. A new four year agreement was negotiated in the spring of 2020. The Unit Chairperson is Murray Smith.

GENPACK LP – Local 685, Peterborough, ON – This Local produces containers for dairy products. There are very few issues in this Local currently. Negotiations on the new agreement concluded successfully in early 2020. The Local will be entering negotiations again this spring. The Local President is Shawn Serroul.

TEAM SOLUTIONS, Local 1987, Peterborough, ON – This unit currently employs 21 of our members. This membership is responsible for cleaning and maintenance of the injection molds and paint booths inside Ventra Plastics.

UNIMIN CANADA LTD., Local 306-0, Nephton, ON – This is a mining operation that produces silica based product that is used in paints, ceramics, etc. This unit has a sister plant at the same location which is the United Steelworkers Union. The Company had announced plans to close our side of the site in April of 2023, but has since retracted its notice of closure. A new collective was ratified in October of 2022, which provides job security, as well as enhanced severance. Nathan White is the Local President.

PARKLAND FUEL CORPORATION, LOCAL 34-0, OTTAWA, ON - This bargaining unit is an independent supplier of fuel and petroleum products. The local represents 2 members in the Ottawa area.

Lisabeth Pimentel
National Representative

EXPIRING IN 2024 – 17 UNITS

THE ANNDORE HOUSE, LOCAL 112, TORONTO, ON – President, John Turner; chairperson, Alejandro Jaime Hernandez. Approximately 25-30 employees. Boutique hotel. Recovered since the pandemic. Owner has applied for approval to convert hotel to condominiums. No grievances at arbitration.

THE BROADVIEW HOTEL, LOCAL 112, TORONTO, ON – President, John Turner; Unit Chair, Alex Desta. Approximately 90-100 employees. Significant recovery since pandemic. Young workforce. No grievances at arbitration.

BRR LOGISTICS – PARMALAT, LOCAL 462, BRAMPTON, ON – President, Andrew Kellman; Chairperson, Dave Cullen. Approximately 20 employees in the bargaining unit. Ice cream/frozen

food storage and distribution. No grievances at arbitration. Significant layoffs due to a non-union competitor, founded by a previous management employee who is poaching their customers with lower labour costs. The relationship between the Union and the Employer is positive.

COMPASS GROUP CANADA (EUREST DINING SERVICES), LOCAL 112, TORONTO, ON – President, John Turner; no Unit Chair. Cafeteria at Bombardier site. Completely closed due to Bombardier's plans to move; few if any remain on recall list. Scope amended to include successor rights for the union and the workers at the new site (when Bombardier moves to the airport area). No grievances at arbitration.

COURTYARD BY MARRIOTT DOWNTOWN TORONTO HOTEL, LOCAL 112, TORONTO, ON – President, John Turner; Chairperson, Louie Naccaratto. Approximately 175 employees in the bargaining unit. Hotel and conference centre. Significant recovery since pandemic, but food and beverage, banquet and guest services employees are still impacted. This workplace is approved to convert to condominiums, but it is unlikely to happen in the near term. 2 termination grievances at arbitration.

CRL – COMMUNICATIONS REPAIR LOGISTICS (2 UNITS: HOURLY AND SALARIED), LOCAL 1915, MISSISSAUGA, ON – President, Sam Biamonte. Approximately 18 employees between the 2 units. Electrical circuit board repair. Workplace slated to close at the end of the current collective agreement (2024). Strong closure language. No active grievances. Relationship is good.

DELTA HOTELS BY MARRIOTT TORONTO AIRPORT, LOCAL 112, TORONTO, ON – President, John Turner; Chairperson, Manny Romanis. Approximately 210-220 employees in the bargaining unit. Hotel and conference centre. Significant recovery since pandemic. No grievances at the arbitration stage.

GATEWAY INNISFIL, LOCAL 1090, INNISFIL, ON – President, Greg Weaver. Approximately 25 employees in the bargaining unit. Casino. No grievances at arbitration.

HILTON GARDEN INN TORONTO MISSISSAUGA HOTEL, LOCAL 112, MISSISSAUGA, ON – President, John Turner; chairperson, Emilio Libao. Approximately 40 employees. Hotel. Wage reopener in October 2022 moved raises earlier in the CBA due to labour shortage. No grievances at the arbitration stage.

HYATT REGENCY HOTEL, LOCAL 112, TORONTO, ON – President, John Turner; chairperson, Albert Pacis. Approximately 160 employees. Hotel and meeting facilities. Significant recovery since pandemic. Several active grievances, none at arbitration.

PAN PACIFIC TORONTO HOTEL, LOCAL 112, TORONTO, ON – President, John Turner; chairperson, Andrea Henry. Approximately 200 employees. Hotel. Slow recovery since pandemic. At risk of losing their flag. Relationship with the Employer is difficult. No grievances at arbitration.

SANOFI PASTEUR, LOCAL 1701, TORONTO, ON – President, Mike Hill. Approximately 785 employees. Manufacturer of vaccines. Some expansion occurring; new flu vaccine work. No grievances at arbitration.

TO LIVE, LOCAL 2003E, TORONTO, ON – President, Phil Barbara; chairperson, Evan Ramdin. 8 employees. Maintenance workers who service the City of Toronto's theatres. No grievances at arbitration.

W TORONTO, LOCAL 112, TORONTO, ON – President, John Turner; chairperson, Carol Lynn Jones. Approximately 150 employees. Finally reopened in July 2022. Reopening has been rocky. Several active grievances, 2 referred to arbitration.

WOODBINE (BARS), LOCAL 252, TORONTO, ON – President, Eamonn Clarke; chairperson, Sue. Approximately 135 employees. Recently added Hotel Room Service Servers to this bargaining unit. (Woodbine provides the Room Service to the Great Canadian facility.) No grievances at arbitration.

WOODBINE (MUTUELS), LOCAL 252, TORONTO, ON – President Eamonn Clarke. Approximately 110 employees. No grievances at arbitration.

EXPIRING IN 2025 – 7 UNITS

COMPASS GROUP CANADA (CANTEEN OF CANADA/VENDING), LOCAL 414, MARKHAM, ON – President, Gord Currie; Chairperson, Darrell Tawse. Approximately 60 employees in the bargaining unit. Drivers, techs, and warehouse workers, stocking and servicing vending machines and grab-and-go food service for various clients across Southern Ontario. No active grievances.

DELTA HOTELS BY MARRIOTT TORONTO MISSISSAUGA, LOCAL 112, TORONTO, ON – President, John Turner. Approximately 80 employees. Hotel, some meeting space. Some recovery since the pandemic. No active grievances. Coordinated bargaining with other Vrancor-owned property (Novotel North York).

NOVOTEL TORONTO NORTH YORK HOTEL, LOCAL 112, TORONTO, ON – President, John Turner; chairperson, Jason Parkes. Approximately 75 employees. Hotel. Common expiry date with other Vrancor-owned property. Some recovery since the pandemic. No active grievances.

RIBBON COMMUNICATIONS, LOCAL 1285, MISSISSAUGA, ON – President, Danny Price. 1 employee. No active grievances.

STOCK TRANSPORTATION (TORONTO DRIVERS), LOCAL 4268, TORONTO, ON – President, Debbie Montgomery; chairperson, Safwat Elmor. Approximately 500 employees. School bus drivers. Big issue this year is surveillance (discipline related to incidents caught by Drive Cam cameras) and training (what training is provided when; pay for training). 2 terminations and 1 policy grievance currently scheduled for arbitration.

STOCK TRANSPORTATION (TORONTO MECHANICS), LOCAL 4268, TORONTO, ON – President, Debbie Montgomery; chairperson, Greg Hill. Approximately 17 employees. Mechanics servicing school buses. No grievances at the arbitration stage.

ZF AUTOMOTIVE LTD., LOCAL 1411, MIDLAND, ON – President, Larry Moreau. Approximately 220 employees. Auto parts (seatbelt components) for multiple clients. No outstanding grievances (2 grievances recently resolved, bringing 2 people back to work). Relationship is good.

EXPIRING IN 2026 – 2 UNITS

MASTERFEEDS INC., LOCAL 294, CAVAN, ON – President, Johnny Kyle. Approximately 16 employees. Animal feed. Recently ratified new agreement. Collective agreement expires March 2026. No active grievances. Federally regulated workplace.

VAST AUTO DISTRIBUTION ONTARIO LTD, LOCAL 1285, BRAMPTON, ON – President, Danny Price; unit chair, Lucio. Approximately 30 employees. No active grievances. Collective agreement expires January 2026.

Rick Poole
National Representative

ALPHA COURT NON-PROFIT HOUSING CORPORATION, LOCAL 229. This unit has 27 members. The Local Chairperson is Jen Lavoie, President is Kari Jefford. We are currently in bargaining to renew the contract for 3 years and very close to an agreement. There are currently no grievances in the system.

ALSTOM, THUNDER BAY PLANT. This plant was formally named, Bombardier has been under the ownership of Alstom for a couple years now. They currently have 2 contracts, 60 LRV street cars for the City of Toronto and 94 Bilevel Go trains to be refurbished for MetroLinks. In the last year, over 400 members lost recall rights after a 3-year layoff due to lack of contracts. All members with recall rights have been recalled bringing the number of Unifor members to 293 far short of the 900-1000 members prior to 2019. Due to the uncertainty of work many members severed their employment as well. Negotiations are currently under way for a renewal of the collective agreement with hopes of a deal the first week of November. The lack of contracts stem from no committed funding from the federal and provincial government. We should not forget how the Federal government awarded the Via contract to a German company that is being built in the USA, the Ford government has let the "Ontario line" bid go to a Japanese company after reducing the Canadian content to 10% from 25%. Currently the City of Toronto had a Request for Proposals for 420 subway cars but have removed the request for proposal due to no commitment of funding from the Ontario or Federal governments. Alstom has committed work for the Thunder Bay facility until late 2025, early 2026. The Local 1075 has a new President, Justin Roberts of Thunder Bay.

ALTERNA COMMUNITY CREDIT UNION, LOCAL 39-02. There are currently 9 members in this unit. The unit runs quite smoothly no grievances in the system. Their contract will expire December 31/2024. President Earl Harrison.

ANISHNAWBE MUSHKIKI COMMUNITY HEALTH CENTRE, LOCAL 229, THUNDER BAY, ON
– Unit Chair is Evie Pietala. This unit has thirty-six (36) members. Anishnawbe Mushkiki is funded by the Ministry of Health and Long Term Care to fund a primary care expansion to reduce health disparities for indigenous and non-indigenous people in Thunder Bay. This unit and workplace continue to grow in the community with new bargaining unit positions and programing rapidly increasing. This collective agreement expires in March 2024. The last round of bargaining resulted in increased vacation time, wages increases, additional statutory holiday and improved benefits.

BEENDIGEN INCORPORATED, LOCAL 229. Negotiations started in December 2022 with the first ratification meeting resulting in a negative vote. We filed for conciliation. A zoom meeting was held with the Conciliator, company and the Union. We have a commitment from the employer that they would address some of the employee concerns in the Labour/management meetings. We were confident that if we took the package back to the members with some clarification it would pass. The agreement ratified 87% in favour. This unit is Government funded with not a lot of room for monetary gains. We were successful to negotiate 6% over the 3 years, \$.40 cent wage adjustment along with increases to the night shift premium, RRSP contribution and PEL. We have also negotiated Indigenous Territory Land Acknowledgement language with a paid day off for Truth and Reconciliation Day. President Kari Jefford Thunder Bay.

BISNO LOCAL 229. Brain Injury Services Northern Ontario currently has 92 members and their contract was ratified December 13/2022. Currently we still need resolve the short fall of the

pension. There is currently 1 grievance in the system which may possibly go to arbitration. President is Kari Jefford.

CHARTWELL GLACIER RIDGE LOCAL 39. Negotiations were done over 2 days with a better than expected outcome as this employer is a for profit Retirement Home and they like to keep the money as profit, not wages. We were able to gain 2 additional float days, part time sick leave, increase to vision care, new night shift premium, increase to weekend shift premium and 8% wage increase over 3 years- 3%, 3%, 2%. The agreement was well accepted by the membership. Unifor local 39 President Earl Harrison Thunder Bay.

CHRONICLE JOURNAL 191. Currently we are working with an expired contract due to personal reasons and no pension information being supplied to the Union for negotiations. During the last round of negotiations, it was clear that the pension needed to be addressed as there was a shortfall and the pension could not payout the numbers without increased contributions. The pension was to be addressed during the life of the last agreement but there was no updated actuarial report provided. We are currently waiting for the updated actuarial report. This Local 191, President, Jamey Rosdobtko has formally retired in July of this year. The newly elected President is John Ridd, based out of Winnipeg, MB.

CHRONICLE JOURNAL 375G. There are currently 5 members left in this group of Pressman that are responsible for printing the newspapers here in the City of Thunder Bay. The collective agreement was renewed in the Spring of this year for a 4-year agreement without the involvement of the National representative. The agreement reflects this with a low of 2.5% over 4 years. Repeated attempts to have contact with this group went unanswered. The current President is Gord Arden of Thunder Bay.

CORPORATION TOWN OF TERRACE BAY LOCAL 229. There are currently 13 members in this unit. There are no grievances in the system at this time. Notice to bargain to be sent as the contract expires December 31/2023. President Kari Jefford.

HARBOURVIEW CHILDCARE CENTER LOCAL 229. Negotiations went quite well. The employer came to the table prepared to get a deal with all the monetary on the table first pass. We were able to obtain 6% over the 3-year contract, Mental Health LOU, 3 additional paid days off during Christmas and the Indigenous Land Acknowledgement language. President Kari Jefford.

KA-NA-CHI-HIH LOCAL 229. Unit Chairperson is Derek Sanderson, President Kari Jefford. This unit has twenty (21) members. These employees provide specialized treatment for First Nations youth experiencing addiction issues. There is a new Director and she is implementing a Wellness Worker position that is replacing the Primary Counsellor and the Day and Evening Youth Counsellor. There are no grievances in the system. The collective agreement was renewed for a 3-year term with 1%, 2%, 2%.

LAKEHEAD NEWSPRINT, LOCAL 39-1. Unit Chair is Chris Wright President Earl Harrison. This unit has fourteen (14) full-time employees and six (6) students working there. The plant takes cull paper rolls and rewinds, cuts and packages the paper for primarily the U.S. market. Everything is relatively quiet. The Collective Agreement expires August 31, 2024.

MUNICIPAL CORPORATION OF RED ROCK LOCAL 39-05. This is a unit of 2 as a result of the financial restructuring. The contract expires December 31 of this year. The Township has made it clear already that they need cut 400k from their operating budget. We will do our best to maintain the CBA without concessions. Chairperson is Shelly Lafleur, President Earl Harrison.

RESOLUTE SAWMILL LOCAL 5025. Resolute Sawmill was purchased by Paper Excellence early 2023 and still operate under the banner of Resolute Sawmill. The mill has many active grievances around the job posting procedure which 1 grievance will be in arbitration early in the new year. The mill currently has a problem with retention and attraction despite opening the contract to raise the wages with a 26.5% increase over the life of the agreement. The mill is just finalizing to move to CAAT pension.

SUPERIOR GREENSTONE COMMUNITY LIVING LOCAL 39. Negotiations went relatively smooth with some good gains in the contract. We were able to secure PT and Retirement benefits at a 50/50 cost. 5.5% over the 3 years for wages, lieu time for overnight excursions in excess of 13 hours over 24-hour period this was previously considered volunteered time, signing bonus, paid holiday for Truth and Reconciliation and they added Cousin to the 2-day bereavement. Although there were significant gains when compared to the previous contracts we only managed a 63% ratification vote. President Earl Harrison Thunder Bay.

THUNDER BAY CATHOLIC SCHOOL BOARD LOCAL 229. Negotiations at the Central table with the Crown were concluded September 26/2022 which contained all monetary items and controlled by Bill 124. For all non-monetary and local items, the negotiations started March 20/2023 and were concluded with ratification April 30/2023. The wage increases would be retroactive to the expiry of the collective agreement. The employer was difficult but we were able to make changes in the Collective agreement to benefit the employees. The employer can be quite difficult in the grievance procedure most grievances end up in arbitration. President Kari Jefford Thunder Bay.

THUNDER BAY PULP AND PAPER LOCALS 39, 39-386, 257. Formally, Resolute Forest Products. With Paper Excellence purchasing the Resolute Sawmill in Thunder Bay and others in the Province the Federal Competition Bureau forced the sale of the pulp mill now purchased by Atlas Holding which will operate as a stand-alone company. The sale created a few issues firstly, there was no fiber attached with the sale of the mill. Paper Excellence was able to keep the fiber rights with the purchase of the Sawmill which is usually not the normal when a mill is sold.

Thunder Bay Pulp and Paper had the fiber rights well before the creation of Resolute Sawmill. When we approached the Government with this issue they just clearly stated “as long as Atlas Holdings and Paper Excellence could come to an agreement together for a fiber agreement we won't get involved”. There was an agreement reached between the 2 company's that they both can live with. Second issue was the pensions held with Resolute for Thunder Bay Pulp and Paper. Since they were no longer working for Resolute they would not be able to participate any longer in the Resolute pension plan. We are currently negotiating a pension plan to move forward and with assistance from Unifor National Pension department. We are working on making sure that the members affected by the sale receive all pension and benefits owed to them from the Resolute pension plans. This affects several unions at the site 3 with Unifor, Locals 257, 39, 39-386. President for Locals 39, 39-386 is Earl Harrison. President for local 257 is Rob St.Jean.

TOROMONT CAT, LOCAL 229. Unit Chairperson is Adam Turuba. President Kari Jefford. There are eighty-one (81) members in this unit. There are no unresolved grievances in the system. Toromont CAT is a workplace of skilled trades workers specializing in repair and refurbishing of heavy machinery. Contract expires June 2025. Membership participation has increased, with members being more involved in Union training and education programs.

Véronique Prévost
National Representative

BROWNS AUTOMATIC VENDING, LOCAL 8300, KINGSTON, ON Small unit with 18 members with no issues to report at this time. President is Kathleen Brooks.

CAMPBELL MONUMENT, LOCAL 8300, BELLEVILLE, ON Small unit with 18 members with no issues to report at this time. President is Kathleen Brooks.

CANADIAN BANK NOTE, LOCAL 87-M, OTTAWA, ON

This unit has 58 members that are part of 3 different contracts. Bargaining for all 3 collective agreements will be starting in the new year. President is Carleen Finch.

CERTAINTEED INSULATION CANADA INC, LOCAL 80-0, OTTAWA, ON This workplace of roughly 100 members has elected a new executive who is eager to learn. They finished bargaining and have a collective agreement in place until 2025. President is Lloyd Dagenais.

CJOH-TV (CTV), LOCAL 715M, OTTAWA, ON This small but mighty group is heading into bargaining in January 2024 with some key issues surrounding jurisdiction and the effects of artificial intelligence in the workplace. President is Peter Szperling.

DEXTERRA, LOCAL 8300, BELLEVILLE, ON This unit has a newly signed collective agreement and we are working on electing a unit chair. President is Kathleen Brooks.

DOMTECH INC, LOCAL 887, TRENTON, ON This unit of approximately 60 members is led by a strong and knowledgeable president. Their current collective agreement expires in 2026. President is Chris Deline.

ENCORE, LOCAL 87-M, OTTAWA ON This unit of 29 just went through bargaining and has a new collective agreement till 2025. They are a very technically skilled group that provides audio visual services for our conventions. President is Carleen Finch.

GRIEF, LOCAL 9670, KINGSTON, ON This is a small unit of approximately 29 members that recently went through an arbitration regarding jurisdiction of work. They have no other active grievances at this time. President is Wally Jackson.

HELEN HENDERSON CARE CENTRE, LOCAL 8300, AMHERSTVIEW This is a unit of roughly 114 members who work in health care. Bargaining started in July and at this time in October 2023, we are proceeding to conciliation in November. President is Kathleen Brooks.

H.J. MACFARLAND MEMORIAL HOME, LOCAL 8300, PICTON, ON A health care unit of roughly 75 members. We have a good working relationship with the employer with ongoing discussions on how to improve the workplace. Their collective agreement is in place until 2025. President is Kathleen Brooks.

HGC MANAGEMENT INC, LOCAL 333, BELLEVILLE ON This is a small unit with no ongoing grievances or issues at this present time. Their collective agreement expires in 2025. President is Lisa Marks.

HOPE CEMETERY, LOCAL 6004, OTTAWA ON A unit of 9 employees that is negotiating their 2nd contract starting in November. No grievances at this time. President is Brooke Hooykaas.

IMPRIMERIE PLANTAGENET PRINTING, LOCAL 4266, PLANTAGENET, ON A small unit of 4 members with an accommodating employer. Bargaining has been completed until 2025. President is Andre Desjardins.

KENNEDY YOUTH SERVICES, LOCAL 333, various locations, ON We have 18 members in this unit, with a collective agreement expiring in December 24. No outstanding issues at this time. President is Lisa Marks.

RECREATIONAL ASSOCIATION CENTRE, LOCAL 4266, OTTAWA, ON A unit of 5 members that has a collective agreement in place until 2025. No grievances at this time. President is Andre Desjardins.

RUSSELL METALS, LOCAL 4270, OTTAWA, ON A unit of 26 members in manufacturing in Ottawa. Very active over the past couple of months with Health and Safety. Local President Dave O'Connor has put in a lot of work in strengthening the joint committee and improving the incident reporting process.

SOLTEX CANADA, LOCAL 1459, BELLEVILLE. 7 members make up this unit with a collective agreement in place until 2025. No outstanding issues at this time. President is Rodney McGill.

COLUMBIA FINISHING MILLS INC, LOCAL 4266, CORNWALL, ON A small unit of under 15 members with a collective agreement in place until 2025. President is Andre Desjardins.

Dave Reston
National Representative

ASCO NUMATICS CANADA, Local 504, Brantford, Ontario – There are (25) members in this unit working in valve assembly. The unit is represented by Chairperson, Edmund Smith and Local 504 President Cindy Hasler. The Collective Agreement will expire March 3rd, 2025.

BANKSIDE TERRACE RETIREMENT HOME, Local 302, Kitchener, ON – The Local Leadership person assigned to this unit is Rusty Sproul, the Financial Secretary of Local 302. There are (34) members in this unit. The Chairperson is Richard Schlauch. Most of the issues that arise in this workplace are largely resolved through Labour Management meetings. The current Collective Agreement expires December 31, 2024.

BURLINGTON GOLF & COUNTRY CLUB, Local 2003E-Unit 06, Burlington, ON – Local President is Phil Barbara and the Unit Chairpersons are Anthony Zappata and Priya Homeniuk. We represent all Employees except above rank of Asst. Supervisor, Golf Professionals, Head & Second Chef, Curling Mgr., Ice Maker & Asst., and Office & Clerical Staff. The Collective Agreement expires October 31, 2024.

CANADIAN LABOUR INSURANCE SERVICES, Local 1106, Waterloo, ON – The Local Union Leadership person assigned to this unit is Ray Souto, Local 1106 Vice President. The Chairperson is Mary Ellen Dance. The unit currently has a total of (6) members. The members of this unit provide property, auto, motorcycle, boat and seasonal insurance for all active Unifor members and dependent children in their home, and retired members. In addition members at this Local provide insurance for Local Unions and the National Union. All Unifor members and Local Unions are encouraged to support our members by promoting the Breckles Insurance Brokers Waterloo / Unifor Group Insurance Program with their membership. For more information about the services offered, members and Local Unions are encouraged to contact Mary Ellen Dance through Local 1106. The Collective Agreement for this unit expires on August 31, 2026.

CHARLOTTE VILLA RETIREMENT (LAVANTE LIVING), Local 504, Brantford, ON- This unit was organized in October of 2022, we are still working on the first Collective agreement as it has been very difficult getting dates with the employer and its representatives. They have had a number of Manager changes during this period. We are now looking at interest arbitration in an effort to finalize a deal.

COLUMBIA FOREST (REVERA): Local 1106, Kitchener, ON – There are (113) members in this long term care home. The Local Union Leadership person assigned to this unit is Mike Camblin, Local 1106 Manufacturing/Service Representative. The Unit Chairperson is Charmaine Harris. This unit is part of the Revera group bargaining, the Collective Agreement expires on October 31, 2024.

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

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

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

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

FOREST HEIGHTS LONG-TERM CARE (REVERA), Local 1106, Kitchener, ON - This unit has (187) members in this long term care facility. They are represented by. The Chairperson is Ordell Williams, and serviced by Mike Camblin, Local 1106 Manufacturing/Service Representative. This unit is part of the Revera Group bargaining, the Collective Agreement expires on October 31, 2024.

KEMIRA WATER SOLUTIONS, Local 333, Brantford, ON – Our (8) members work in this water treatment plant. Local 333 President is Lisa Marks, Unit Chair Marc Larouche. The Collective Agreement expires December 31, 2025.

MONDELEZ, Local 462, Stoney Creek, ON- The Chairperson is Jim Speller and the Local President is Andrew Kellman. This unit has approximately (45) members. This warehouse facility stores foods which are then shipped to stores in Ontario as required. Collective Agreement expires on March 21, 2024.

TALLMAN TECHNOLOGIES INC, Local 504, Burlington, ON- This unit is represented by Plant Chair Gary Clarke, Local President Cary MacMillan. This unit has approximately (12) members. The current Collective Agreement expires November 30, 2024.

THRESHOLDS HOMES AND SUPPORTS (Formerly Waterloo Regional Homes for Mental Health), Local 1106, Kitchener, ON - There are (21) members at this unit. They are represented by Colleen MacDermott-Stevens Vice-President Local 1106. The Chairperson is Allan Strong. The Collective Agreement expires on March 31, 2025.

VERSACOLD STORAGE (formerly Atlas), Local 504, Hamilton, ON- The Chairperson is Tom Vukelic and the Local President is Cindy Hasler. This unit has approximately (36) members. The Collective Agreement expires on June 30, 2024.

VILLAGE SENIORS NURSING HOME (SAUGREEN VILLA): Local 1106, Hanover, ON - There are (56) members in this unit. They are represented by Mike Camblin, Local 1106 Manufacturing/Service Representative. The Chairperson is Megan Canning. This unit bargains through the Revera Group bargaining process, the Collective Agreement expires October 31, 2024.

VILLAGE SENIORS RETIREMENT HOME (SPRUCEWOOD COURT): Local 1106, Hanover, ON - This unit has (29) members. They are represented by, Chairperson is Tracy Gutzke and Mike Camblin, Local 1106 Manufacturing/Service Representative. The Collective Agreement expired October 31, 2024, we are currently awaiting dates from the employer to commence bargaining.

WINDSOR AREA OFFICE UPDATE

Welcome Dana Dunphy whom was appointed as a National Representative replacing Mina Sarajcic. Dana was a previous NEB member and was the Chairperson of Caesars Windsor here in Windsor with Local 444. I also want to welcome Kellie Scanlan who will be replacing Mike Byrne. Kellie has years of experiencing in organizing, she knows the challenges workers face and is looking forward to putting her knowledge into bargaining. Both Dana and Kellie will be outstanding Representatives for our members. On behalf of the office, I welcome them and look forward to working with them.

On behalf of the office, I want to congratulate Mina Sarajcic who retired, Mina will be missed. She was a tough bargainer and always very thorough in her work. We wish her the very best.

Lastly, congratulations to Mike Byrne. Mike has accepted a position as a full-time EFAP Representative with our Union. Mike will continue to work out of this office and is going to be a huge asset to all of us in this new capacity.

ORGANIZING

After some huge successes this year in organizing, we have some very good momentum heading into next year. We see how high our members expectations are and they are equally as high for unorganized workers seeking to join a Union. The need to organize has never been greater. John Biekx from the organizing department reports a lot of interest from numerous workplaces in the area.

PASTABILITIES LUNCHEON

Our Locals are always supporting various fundraisers in our community. They participate, organize and promote a number of initiatives and this Fall was no different as a first time ever new fundraiser to tackle hunger was held.

The UHC-HUB of Opportunities held this first ever “pastabilities” luncheon making the “pastabilities” endless as over twenty (20) area restaurants prepared pasta dishes in a fun competition to tackle hunger. Some of our Locals sponsored the event and/or bought tickets to attend the lunch.

Thanks to our Locals, members and the community, it was a huge success with proceeds going to the UHC-HUB of Opportunities food bank and other programs. Over \$47,000.00 raised is told.

ARAMARK CANADA LIMITED, LOCAL 2458, LEAMINGTON, ON – The Committee does an outstanding job handling the day to day issues as they arise for these members in this cafeteria at Erie Shores Healthcare facility. Chairperson: Mercedes Lopaz

CHATEAU PARK NURSING HOME, LOCAL 2458, WINDSOR, ON – There are ninety (90) members at this Long Term Care Facility. There is currently an issue involving vacation pay and the Committee is working on retro-active payments to resolve the issue. Chairperson: Sabrina Mastrogiacono

GREEN SHIELD CANADA LOCAL 240, WINDSOR, ON – The members are very concerned over job security and the erosion of bargaining unit work. The employer has made eight (8) accusations and went through a re-branding to a more payer provider model than just a payer. This has not resulted in any substantial bargaining unit growth. There are approximately five hundred and fifty-six (556) union members which is only fifty-two percent (52%) of the combined union/salary employees. The Committee is preparing proposals for bargaining as the current agreement expires on February 28. Chairperson: Paula Bastien Stedman

GREENLAWN AND VICTORIA MEMORIAL GARDENS AND CREMATORIUM, LOCAL 2458, OLDCASTLE, ON – A new four (4) year agreement was ratified by members in October. The agreement includes \$4.15 per hour in wages over the agreement plus COLA fold-in with an improved COLA formula. It also includes increases to the clothing allowance and numerous improved premiums. Chairperson: Sam Dimaggio

HIA (HARMONY IN ACTION), LOCAL 240, WINDSOR, ON – Local 240 President Jodi Nesbitt handles this unit and reports the day to day issues with the Committee at this non-profit day support organization for developmental disabilities. Chairperson: Edgar Majano.

PETERSON SPRINGS, LOCAL 444, KINGSVILLE, ON – This auto plant manufacturers valve springs for the auto industry. It remains steady with thirty (30) members. Local 444 2nd Vice President, Mike D'Agnolo works with the Committee and handles issues as they arise. Chairperson: Anthony Girard.

RICHMOND TERRACE NURSING HOME (NURSING UNIT), LOCAL 2458, AMHERSTBURG, ON – There are no grievances or outstanding issues at this Nursing Unit in this Long Term Care Home. The Committee does an excellent job serving these members. There are thirty (30) RN's/RPN's in this Unit. Chairperson: Tina Digiovanni

RICHMOND TERRACE NURSING HOME (SERVICE UNIT), LOCAL 2458, AMHERSTBURG, ON – The Committee does a great job handling the issues at this Long Term Care Home. There are eighty (80) members in this Unit. Chairperson: Alisha Renaud.

SOUTHGATE RESIDENCE, LOCAL 444, KINGSVILLE, ON – Southgate bargaining is ongoing at this Retirement Residence. Members expectations are high as they are in this sector and

understandably so. The Committee has followed the patterns bargained in other retirement homes and done a good job preparing. There are thirty (30) members at this Unit. Chairperson: Nathalie Mallot

WINDSOR WOMEN WORKING WITH IMMIGRANT WOMEN, LOCAL 240, WINDSOR, ON
Our members provide numerous programs that assist immigrant women and their families as they adapt and become familiar with Canadian Society. It remains very busy and Local 240 President Jodi Nesbitt reports there are no unresolved issues. Chairperson: Anto Masiya

UNIFOR LOCAL 195 (OFFICE), LOCAL 240, WINDSOR, ON – There are no issues at this Local Union office. Chairperson: Tim Fitzgerald

UNIFOR LOCAL 200 (OFFICE), LOCAL 240, WINDSOR, ON – There are no issues at this Local Union office. Any concerns are promptly addressed. Chairperson: Madeleine Gagnier-Chauvin

UNIFOR LOCAL 444 (OFFICE), LOCAL 240, WINDSOR, ON – There are no grievances or issues at this Local Union office. Despite being a very busy Local it has not caused any concerns. Chairperson: Tena Maclean

UNIFOR LOCAL 200/444 (BUILDING CORP), LOCAL 240, WINDSOR, ON – Any issues are resolved quickly, there are no workplace concerns. Chairperson: Ryan D'Agnolo

UNIFOR LOCAL 2458 (OFFICE), LOCAL 240, WINDSOR, ON – There are no issues at this Local Union office. This Local continues to grow but it has not resulted in any workload concerns. Chairperson: Nancy Ridsdale

Rob Roca
National Representative

ENBRIDGE GAS INC., LOCAL 975, PROVINCE OF ONTARIO. - Enbridge is a natural gas distribution company in the province of Ontario. There are the usual grievances and arbitrations in this unit with approximately 550 members. Their agreement expired on December 31, 2022. Doug Carter, Full Time Unit Chairperson and Local 975 President and the bargaining committee was able to achieved a 3% general wage increase in each year of the agreement, and an inflationary bonus of \$2000 at signing. We also bargained an increase in work hours for our clerical members, and added National Truth and Reconciliation Day as a recognized holiday. The tentative agreement was ratified on September 17, 2023. The contract is in effect from January 1, 2023 to December 31, 2025.

ENBRIDGE GAS INC. SOUTH TABLE, LOCALS: 56, 758, 914, 938, 999 AND 8833, SIMCOE, BRANTFORD, WINDSOR, SARNIA, LONDON, CHATHAM, DUNNVILLE, HAMILTON, HALTON AND WATERLOO, ON. - These Unifor locals have three (3) separate collective agreements which represent the hourly workers, office workers and the Brantford Call Centre. The Unifor Gas Workers Council bargain these CBA's collectively. These agreements expire on December 31, 2023. The Locals are in the process of developing their proposal and we have December 20th, 2023 scheduled to open up bargaining and exchange proposals. The Local Presidents are: Dante Girardi - Local 56, Wayne Beaumont - Local 758, Tom Rinker, - Local 914, Karen Wulff - Local 938, Jeff Gray - Local 999 and Lee Neuman - Local 8833. The Unit Chairperson of Local 914 is Phil Vokey. The Executive of the Unifor Gas Workers Council are: Wayne Beaumont - President, Ryan Coombs - Secretary Treasurer, Karen Wulff - Recording Secretary, and Stephanie Krucas - Safety Officer.

ENBRIDGE GAS INC. STO TABLE, LOCAL 999, DAWN, LOBO, BRIGHT, PARKWAY AND CAMBRIDGE, ON. - This agreement expires on December 31, 2024. The Local has had some recent organizing wins with the addition of 24 Technicians that were previously non-unionized Enbridge employees. The Bargaining Committee members are Jeff Gray, Stacey Renaud and Chris Fryfogle. This unit has the usual grievances in the system.

ENBRIDGE GAS INC. NORTH TABLE, LOCALS 38-0 KINGSTON, PORT HOPE TO CORNWALL, ON., LOCAL 795, TIMMINS, KIRKLAND LAKE, KAPUSKASING, COCHRANE, IROQUOIS FALLS, ON., LOCAL 790, THUNDER BAY, ON, has 2 units, operations unit and a call centre - These Unifor Locals have two (2) separate collective agreements which represent operations and the Thunder Bay call centre (office) which expires on January 31, 2024. These three (3) locals bargained the aforementioned agreements collectively. The Locals have started developing proposals and we are scheduled to open up bargaining in January 2024. Each local has the usual grievances. The Local Presidents are Stephanie Krucas - Local 38-O, Steph Lefebvre - Local 795 and Dave Richardson - Local 790.

The Union has filed a Section 69 1 (4) application at the Ontario Labour Relations Board. The Company did not notify the Union that Enbridge Inc. had purchased Lakeside Performance Gas Services in December 2020. Enbridge Gas Inc.'s Work and Resource Strategy contracted out work performed by Unifor members in Locals 38-O, 56, 758, 914, 938, 999 and 8833 to Lakeside Performance Gas Services in 2021. Still ongoing with closing arguments slated for January/February 2024.

ENBRIDGE GAS INC. TECHNICIANS TABLE, LOCAL 999, DAWN, ON. - This unit consists of 15 members who were awarded their 1st collective agreement through arbitration. The Unit's elected Bargaining Committee members are Brad Hill and Mark Janes. Local President: Jeff Gray

ENERCARE HOME SERVICES, LOCAL 975, PROVINCE OF ONTARIO. - This is an HVAC Company which also services over 1 million rental water heaters. This unit has approximately 800

members. This agreement expired on June 30, 2023. A tentative agreement was ratified on June 20, 2023. The new agreement runs from July 1, 2023 to June 30, 2026. The new agreement includes general wage increases of 5% in year one, a CPI match (min 2.5%-max 6%) in year two, and a CPI match (min 2%-max 6%) in year three for hourly members. Task rate workers received 2% in year one, 1.5% in year two, and 1% in year three. There are grievances and arbitrations in the system. Andrew Steenson is the Full-Time Unit Chairperson and Local 975 Vice-President.

JRL HVAC LTD., LOCAL 975, REGION OF PEEL, ON. - This is a HVAC company that is a franchisee of Enercare Home Services. This unit has approximately 50 members. The agreement expired on July 14, 2023. A tentative agreement was turned down on October 28, 2023, and we are currently in conciliation for further discussions. The Unit Chairperson is Matt Bandiera.

METERGY SOLUTIONS, LOCAL 975, TORONTO, ON. - This unit consists of 14 members employed in sub-metering installations and operations. This agreement expires on March 31, 2025. There are a few grievances in the system. The Unit Chair is Peter Marinovic.

RELIANCE COMFORT LIMITED PARTNERSHIP, S/W & CENTRAL DISTRICT, N/E DISTRICT, MAUVE CONTRACT, GREATER TORONTO DISTRICT, LOCAL 1999, PROVINCE OF ONTARIO. - This is an HVAC company which also services over 1 million rental water heaters. There are over 800 members in this bargaining unit. There are four (4) collective agreements which are negotiated at this table expires on September 30, 2024. The South West & Central agreement covers all of Southwestern Ontario, the North-East agreement covers Kingston and Thunder Bay, Mauve contract covers members hired after May 16, 2012, and the GTA covers Durham, Richmond Hill and Mississauga. There are numerous grievances and arbitrations in the system. The Local President is Frank Wall.

RELIANCE COMFORT LIMITED PARTNERSHIP, OSHAWA CALL CENTRE, LOCAL 1999, OSHAWA, ON. - There are approximately 50 members at this call centre. This agreement expired on December 31, 2022. The tentative agreement was ratified by the membership on January 19, 2023. The new agreement is a 3-year term with general wage increases of 3% in year one, 2.25% in year two and 2% in year three. Post 2014 hires also saw a benefit cost sharing reduction and an additional two paid personal days. Pre 2014 hires received a \$250 signing bonus. The Unit Chair is Roxanne Irvine and committeeperson is Crystal Chapman. Local 1999 President is Frank Wall.

Jan Romo
National Representative

DSI UNDERGROUND, LOCAL 103, STURGEON FALLS, ON - This group manufactures ground support systems for the mining industry. Reached a 3-year Collective Agreement. CBA expires on December 31, 2025.

DSI UNDERGROUND, LOCAL 598, SUDBURY, ON – This unit manufactures rock bolt resin for the mining industry. Reached a 3-year Collective Agreement. CBA expires March 31, 2026.

DYNO NOBEL, LOCAL 103, NORTH BAY, ON – This unit manufactures explosive products for the mining industry. Currently in bargaining. Current CBA expires December 5, 2023.

VALLEY EAST LONG TERM CARE O/A ELIZABETH CENTRE, LOCAL 598, SUDBURY, ON – This is a long-term care home. We are currently in conciliation with this group. Current CBA expired December 31, 2022.

FINLANDIA HOIVAKOTI NURSING HOME, LOCAL 598, SUDBURY, ON – This is a nursing home. We reached a 2-year Collective Agreement, current CBA expires March 31, 2025.

GATEWAY CASINOS SUDBURY, LOCAL 598, SUDBURY, ON – This is a gaming unit. We reached a 4-year Collective Agreement, current CBA expires January 31, 2027.

LAFARGE CANADA INC., LOCAL 598, MELDRUM BAY, ON – This unit does construction work in a lime stone open pit quarry. We reached a 3-year Collective Agreement, current CB expires January 31, 2026.

MONARCH RECOVERY SERVICES, LOCAL 598, SUDBURY, ON – This organization offers substance abuse support services. We reached a new 3-year Collective Agreement, current CBA expires March 31, 2026.

MUNICIPALITY OF CALVIN, LOCAL 103, CALVIN, ON – This is a newly organized unit and we are currently in the process of bargaining their first Collective Agreement.

NUTRA SERVICES INC. LOCAL 598, SUDBURY, ON – This unit is a food service provider for one local long-term care home. We reached a new 2-year Collective Agreement, current CBA expires November 18, 2024.

ST. GABRIEL'S VILLA, LOCAL 598, SUDBURY, ON – This is long-term care home. We recently reached a new 2-year Collective Agreement. Current CBA expires March 31, 2025.

ST. JOSEPH'S VILLA, LOCAL 598, SUDBURY, ON - This is long-term care home. We recently reached a new 2-year Collective Agreement. Current CBA expires March 31, 2025.

THE WALFORD ON THE PARK, LOCAL 598, SUDBURY, ON – This is a retirement home. We are currently in conciliation with this unit. Current CBA expired June 30, 2023.

Paul Shiels
National Representative

AGS AUTOMOTIVE, LOCAL 1106, CAMBRIDGE, ON – This unit manufactures automotive metal parts, in particular bumper modules. The membership ratified a new 3-year Collective Agreement in February of this year with improvements in numerous areas. The Local President is Ray Suoto. The CBA expires in February, 2026.

ANDRIOD INDUSTRIES, LOCAL 222, OSHAWA, ON – There are over approximately 170 members in this unit. With the re-opening of the GM plant in Oshawa, Android was successful in securing the work to provide front and rear suspension parts for the truck facility. The company and the union negotiated the current scope of the Brampton agreement would cover this new unit. Local President Jeff Gray is working with the new committee. The CBA expires in January, 2024.

ANDRIOD INDUSTRIES, LOCAL 1285, BRAMPTON, ON - This unit supplies parts for the vehicles at the Chrysler Brampton Assembly Plant. There are approximately 155 full-time members and 40 TPT's. There are currently no outstanding grievances and Local 1285's VP Bill Aspey does an excellent job representing the membership at the plant. The Chairperson is Jody Schneider. The plant is dealing with the retooling concern with BAP, as the company has still not secured the new work from Stellantis. Both the commercial agreement and lease are set to expire on December 31, 2023. We are entering discussion with the company regarding their future. The CBA expires in January 31, 2024.

AUTO TRANSPORTATION SERVICES, LOCAL 222, OSHAWA, ON - AWC members sequence vehicles for GM shipping by rail and car carrier transport. There are currently 40 members. This unit was awarded the work after it closed in 2019 with the GM closure announcement. We bargained a renewal CBA late last year, which expires in August, 2024. The Local President is Jeff Gray.

AUTO TRANSPORTATION SERVICES, LOCAL 88, INGERSOLL, ON - AWC Ingersoll ships vehicles for the Cami plant. The layoffs at the CAMI facility has led to more layoffs at this facility. This unit has 5 office staff, 20 full-time members and 17 part-time members that work in the yard. Local President Brent Tree along with the bargaining committee ratified a new CBA with wages/pension and benefit improvements, which expires in March, 2026. The Chairperson is Mel Boelsterli.

BFG TREEHOUSE FOOD INC., LOCAL 1285, GEORGETOWN, ON - This unit has over 300 members who produce crackers and different cookies. Our members continued to work through the current pandemic and were successful in negotiating a new Collective Agreement last year with increases in wages/benefits and pensions. The new CBA expires in July, 2025. There are currently no grievances in the system thanks to the great work of the in-house Chairperson and Local 1285 President Vito Beato. The Chairperson is David Watts.

DURAPAIN INDUSTRIES LTD., LOCAL 1285, BRAMPTON, ON - There are just over 60 members that work at the Brampton location. Our members apply high performance liquid coating on metal and aluminum products (office windows and doors) that provide resistance and colours to the finished product. The committee along with VP Joe Giorgi were successful in ratifying a new 3-year agreement. The new CBA expires in June, 2025. The Chairperson is George Bonsu.

E TO Z COATING, LOCAL 1106, CAMBRIDGE, ON - This unit has 70 members working in the Cambridge plant. The members at this facility do electro-static coating of the bumpers for stamping plant at AGS, as well as robotic welding of nuts onto the brackets. The current Collective Agreement expires on February 3, 2024. The Company indicated that they wished to enter into early discussions as issues with the current labour market and lower wages was a big issue in the attempt to attract new members. The company offered increases into production and skilled trades during the term of the Collective Agreement. There is one outstanding grievance that the Local President Ray Souto and committee are dealing with. The Chairperson is Ray Jackman.

GREATER TORONTO AIRPORT AUTHORITY, LOCAL 2002, TORONTO ON - There are approximately 1,400 members in the unit that work out of Toronto Pearson International Airport. The layoffs that we experienced during the pandemic has seen everyone to return to work this year. The Chairperson and the committee do an excellent job with the day to day issues. The parties were able to reach a new 4 year Collective Agreement., the new CBA expires on July 31, 2027 and includes wage increases each year of the agreement, with pension and benefit improvements as well. In Skilled trades we removed a wage progression that now sees them as some of the highest paid members throughout our union. Local 2002 Assistant to the President Theresa Amicarelli does a wonderful job working with the committee. The Chairperson is Rick Pucilowski.

LEAR CORPORATION, LOCAL 222, AJAX, ON - There are over approximately 300 members in this unit. This membership assembles and sequences seats for the 300, Charger, and Challenger for the Chrysler Brampton Assembly Plant. The current retooling at BAP and the expiry of the current Commercial Agreement at Stellantis has led the parties to enter discussion around possibly closure and transfer to a new facility not covered under the scope. The Current CBA expires in April, 2026. The Chairperson is Jamie Tryon, the Local President is Jeff Gray.

LEAR CORPORATION – LOCAL 222, OSHAWA, ON - There are currently over 200 members in this unit. This facility produces and sequences seats for the Oshawa GM Assembly Plant. The new facility is currently dealing with a few grievances, the CBA expires in October, 2025. The Local President is Jeff Gray.

THE MARTIN BROWER OF CANADA CO., LOCAL 1285, BRAMPTON, ON - There are over 265 warehouse workers and drivers covered in this unit. They ship products to MacDonald's stores throughout Ontario. They just recently last year moved into a new facility in Brampton. The relationship with the company is good and Vito Local 1285 President along with Chairperson Ryan Stuckley have a handle on the outstanding issues at the plant. This current CBA expires in April, 2024.

MCINTOSH LIMOUSINE SERVICES LTD., LOCAL 252, TORONTO, ON - There are approximately 160 drivers in this company who operate out of Toronto Pearson International Airport. This unit has been devastated dealing with the pandemic. The local union are continuing to put together representation from within the membership. The local President is Eamonn Clarke.

MTD PRODUCTS, LOCAL 1106, KITCHENER, ON - This is a warehouse distribution center for snow blowers, lawn mowers and trimmers. There are approximately 25 members working in the warehouse. There are currently no issues at the time of this report. Local 1106 representative Mike Camblin does a great job representing this membership. The Chairperson is Dan Stavenow. The CBA expires in September, 2024.

METOKOTE CANADA LTD, LOCAL 1106, CAMBRIDGE, ON - This unit has approximately 100 members currently. They provide protective coatings for the auto parts industry through liquid paint and electro coating. This unit ratified a new Collective Agreement last year and made significant gains in language and monetary. There are currently a few grievances in the system and Brother Mike Camblin Local 1106 service rep is doing a great job assisting the membership. The CBA expires in October 4, 2024.

OAKLEY SUB ASSEMBLY, LOCAL 1285, BRAMPTON, ON - There are 44 members in the unit. This unit assembles tires for the Chrysler Brampton Assembly Plant. This unit has been up and down over the last year with layoffs due to the chip shortage effecting the Stellantis facility. This unit also will be affected by the retooling of the BAP, we managed to bargain retention language in the CBA during the slowdown. The committee along with Local VP Joe Giorgi do an excellent job on dealing with issues at the plant level, the Chairperson Jay Hydal. The CBA expires on October 3, 2025.

SAPUTO DAIRY PRODUCTS CANADA G.P., LOCAL 1285, GEORGETOWN, ON - The Georgetown location is a milk processing and distribution facility. There are approximately 200 members currently working at this 24/7 plant. There are a few outstanding grievances in the system. The membership ratified a new Collective Agreement last year with major gains throughout. Local 1285 President Vito Beato does a great job dealing with numerous issues with the company. The Chairperson is Jermaine Bramwell. The CBA expires in June, 2025.

WALLBANK MANUFACTURING LTD, LOCAL 1106, PLATSVILLE, ON -This membership designs and manufactures springs, customer bolts and wire foaming. There are currently 8 fulltime members working in this facility. The membership was affected with layoffs throughout most of this year but have recently recalled the members that wanted to return. Local 1106 President Ray Souto works closely with James to deal with the issues within the plant. The Chairperson is James Hughes. The CBA expires in May, 2025.

XEROX CANADA INC, LOCAL 1285, MISSISSAUGA, ON - There are 16 current members working at the SDC plant. During the pandemic the facility has seen some very slow periods with more and more people working from home. After a 1 year extension the membership ratified a new 3 year Collective Agreement. Local VP Joe Giorgi is working close with the new Chairperson Richard Edwards as we prepare for upcoming bargaining. The CBA expires in March, 2025

ZAHAVY LIMOUSINE SERVICES, LOCAL 252, TORONTO, ON - Current membership is down to approximately 14 drivers. The membership operates out of Toronto Pearson International Airport. The company continues to experience high turnover rate of drivers as the lack of work because of the pandemic has decreased volumes of customers, along with competition from Taxis, Uber and Lyft to name a few. The Local president is Eamonn Clarke.

Scott Smith
National Representative

CARESSANT CARE RETIREMENT HOME HARRISTON, LOCAL 1106, HARRISTON, ON. - This unit has 15 members. We are currently working with the Employer for paid sick time for part time members. The collective agreement expires in April 2025. The Local Representative is Mike Camblin.

CARGILL ANIMAL NUTRITION, LOCAL 636, WOODSTOCK, ON. - There are approximately 25 members in this unit. The plant manufactures feed for cattle, hogs and domestic animals. The plant is slated for closure December 5, 2023. The closure agreement has been negotiated. The Local President is Brent Thompson. The Unit Chairperson is Duane Nutt.

CARMEUSE LIME (CANADA) LTD., LOCAL 3264, BEACHVILLE, ON. - This unit is a lime quarry with 94 members working and no one on layoff. The collective agreement expires in 2026. We currently have 5 grievances we are working through. The Local Representative is Steve Hilderley.

CATALENT PHARMA SOLUTIONS, LOCAL 27, STRATHROY, ON. - The day-to-day issues are resolved with the Chairperson and Local Vice President. The membership has ratified a new three year agreement. We made very good gains in wages in this round of negotiations. The collective agreement expires in March 2026. The Local Vice President is Jim Kennedy and the Unit Chairperson is Tony Azevedo.

DEARNESS HOME FOR THE AGED, LOCAL 302, LONDON, ON. - This unit is a publicly funded nursing home operated by the City of London. There are approximately 330 members working at this facility. Local 302 Vice President Mary Rymal handles the day-to-day issues at Dearness. We are currently working through pay equity maintenance. The collective agreement expires in 2025. The Unit Chairperson is Stefanie Spalding.

ENWAVE LONDON DISTRICT ENERGY, LOCAL 2003-E, LONDON, ON. - There are currently 11 members in this unit. Our members at this workplace are Engineers and Millwrights. The collective agreement expires in 2024. The Local President is Phil Barbara.

FINCH CHEVROLET CADILLAC BUICK GMC, LOCAL 27, LONDON, ON. - The current collective agreement expires June 2024. There are 31 members at this dealership. Currently, there are no grievances in the system. The Local Representative is Jim Kennedy.

FINCH HYUNDAI & FINCH COLLISION, LOCAL 27, LONDON, ON. - There are approximately 50 members in this unit. The collective agreement expires in 2025. The Local Representative is Jim Kennedy. The Unit Chairperson is Danny Reis, who does a great job handling the day-to-day issues.

FINCH NISSAN (FORMERLY DALE DOWNIE NISSAN), LOCAL 27, LONDON, ON. - The membership has ratified a new collective agreement expiring in 2025. Significant gains have been made in this round of bargaining. The Local Representative is Jim Kennedy and the Unit Chairperson is Kevin Scott.

GENTEK BUILDING PRODUCTS, LOCAL 27, LONDON, ON. - There are approximately 174 members at this location. The unit manufactures windows and doors and supplies the Canadian and American market. The current collective agreement expires in June 2024. The Local Representative is Jim Kennedy. The Unit Chairperson is Carlos Romero, who does an excellent job dealing with the day-to-day issues.

HARTZ CANADA INC., LOCAL 27, ST. THOMAS, ON. - There are 8 members with no one on layoff. This workplace is a pet food and toy warehouse. The products stored in the warehouse are shipped to numerous different customers across the country. The collective agreement expires in 2026. The Local President is Brian Chapman. The Unit Chairperson is Chrissy Baker Welsh.

HOLIDAY INN LONDON, LOCAL 302, LONDON, ON. - This is the only Unifor-organized hotel in London. Local President Kevin Phillips handles the day-to-day issues. The three year collective agreement expires in 2025. The Unit Chairperson is Michelle Kimmerer.

JAKE'S HOUSE (FORMERLY PRINCE GEORGE RETIREMENT RESIDENCE), LOCAL 27, LUCAN, ON. - There are no grievances in the system. The current collective agreement expires in 2025. The Local Representative is Kari Selmes. The Unit Chairperson is Melissa Lewis.

LACTALIS CANADA, LOCAL 462, MITCHELL, ON. - This unit is a dairy plant with 110 members. The collective agreement expires in 2026. Bob and the Committee handle the day-to-day issues and do an excellent job. We have a great relationship with the Company and there are no grievances in the system. The Unit Chairperson is Bob Nash.

LONDON HEALTH SCIENCES CENTRE, LOCAL 27, LONDON, ON. - This unit is a major health care centre in Southwestern Ontario with approximately 1674 members. The new collective agreement was ratified by 94% after 18 months of negotiations. This agreement saw major gains for our members, including a 5% increase in the last year of the agreement. The Local Representative is Kari Selmes. The Unit Chairperson is Jim Mahon.

LONDON HOSPITAL LINEN SERVICE, LOCAL 27, LONDON, ON. - There are approximately 247 full-time and part-time workers at this facility. This unit provides laundry services for hospitals and health care settings throughout Southwestern Ontario. The current collective agreement expires in 2023 and the renewal agreement is going to interest arbitration, after the agreement was not ratified. The Local Representative is Kari Selmes. The Unit Chairperson is Al Fenton.

LONDON MACHINERY, LOCAL 27, LONDON, ON. - This plant manufactures ready-mix concrete trucks. There are approximately 120 members in this facility. The collective agreement expires in August 2024. There are no grievances in the system. The Local President is Brian Chapman and the Unit Chairperson is Ed Vaz.

MACMASTER CHEVROLET LTD., LOCAL 27, LONDON, ON. - These members provide vehicle services. The current collective agreement expires in March 2024. There are currently 38

members in this unit. The Local Representative is Jim Kennedy. The Unit Chairperson is Stewart Wise.

MASTERFEEDS INC., LOCAL 15, KOMOKA, ON. - This unit makes chicken feed. There are currently 6 members in this unit. The day-to-day issues are dealt with by the Unit Chairperson and the National Representative. We are currently in bargaining. The Unit Chairperson is Colin Stafford.

NESTLE ICE CREAM, LOCAL 2003-E, LONDON, ON. - Nestle is an ice cream plant located in the city of London. There are currently 8 members in this unit, who are Engineers. The collective agreement expires in 2025. There are currently no grievances in the system. The Local President is Phil Barbara. The Unit Chairperson is Taylor Ward.

ORGILL CANADA, LOCAL 27, LONDON, ON. - There are approximately 145 members in this unit. It is a distribution warehouse. The current collective agreement expires in 2025. The Committee handles the day-to-day issues with the Company. The Local Representative is Vice President Jim Kennedy. The Unit Chairperson is Charlie Cameron.

SEASONS STRATHROY, LOCAL 302, STRATHROY, ON. - This unit is a retirement home in the community of Strathroy. The collective agreement expires in 2025. There are no grievances in the system. The Local Representative is Rusty Sproul. The Unit Chairperson is Monica Kulak.

SODEXO MARRIOTT SERVICES CANADA, LOCAL 27, LONDON, ON. - This unit performs cleaning at St. Joseph's Hospital. There are currently no grievances in the system. We are currently in bargaining. The Local Representative is Kari Selmes and the Unit Chairperson is Rita Sultanov.

SOUTH HURON HOSPITAL, LOCAL 2458, EXETER, ON. - This unit is a small hospital in Exeter with 45 members. The reopener has been complete and the membership is very happy with the new agreement. The Committee deals with the Local on most day-to-day issues. The Local Representative is Ken Durocher. The Unit Chairperson is Linda Millar.

SUNOCO INC. (SUNCOR ENERGY GROUP), LOCAL 27, LONDON, ON. - There are 4 members who work at this gas distribution centre for Suncor. Labour relations with this employer are good, with no outstanding issues at the present time. The collective agreement expires in 2023 and we are waiting for the pattern to be set. Once that is complete, the Local issues will be negotiated. The Local President is Brian Chapman. The Unit Chairperson is Dave Harris.

TRIM GARD COMPANY LTD., LOCAL 27, LONDON, ON. - This group of 15 members works in a plant that produces body side molding for the automotive aftermarket. At this time, there are no outstanding grievances. The collective agreement expires October 2024. The Local President is Brian Chapman.

Brian Smith-Ramirez
National Representative

SENSORMATIC CANADA INC., (Formerly LOCAL 554-02, Now Local 252) BRAMPTON, ON - This small group of 12 members part of Local 554; that have now merged to join and become Local 252. These members are Technicians who install loss prevention systems, cameras, anti-theft, access tags, and cash registers. This group falls under the umbrella of Tyco Intergraded Security Canada. A new CBA was bargained in 2023 with increases to meals and accommodations, increase to shift premium, Union representation, and continuation of payment into the Social justice Fund. Substantial wage increases of 13.5 % in year 1 and 2% in year 2 and 3 (Total of 17.5%) The Unit Chairperson is Hubert Campbell. The Local President is Eamonn Clarke.

Dexterra – (Formerly Aramark) LOCAL 414, MISSISSAUGA, ON. – The members at University of Toronto, Mississauga Campus are employed in food services and work at a variety of locations on the campus. Dexterra was recently, in June, awarded the contract. September has brought on the new school year and it remains to be seen how it will operate under new management. The collective agreement expires next year in September of 2024 and hopefully we can achieve some of the successful gains we were able to attain in the last round of bargaining, and more. The Local President is Gord Currie

RAIN CARBON (Formerly known as RUETGERS) CANADA INC., LOCAL 24, HAMILTON, ON - There are 36 members. This is a 24/7 operation in Hamilton. The members work Twelve (12) hour shift that continually rotate. They receive tar from steel plants, via truck, railway and ship that need to be unloaded. This is a by-product from making steel and the waste is pumped through a heater at high temperature; they use a vacuum to drive off oils out of the tar, the tar they sell. When the oil is taken off, they are left with pitch. This product is then sold to Companies that make battery electrodes; the main use is for aluminum. Labour relations has improved, leading to less grievances heading to arbitration in order to get a resolution. The Union and employer entered into negotiations last year, where it was a success with some major gains of increases to meal allowance, shift premium, floater days, vision, chiro, massage, STD Benefit and wages, which also included 14 thousand dollars in lump sum payments over the life of the 3-year contract.

TYCO INTERGRADTED SECURITY CANADA INC. (Formerly LOCAL 554-04, and Now Local 252) BRAMPTON, ON This local was formed when ADT Canada split the business into two companies. This unit has 42 Technicians who look after commercial customers, small business

and National Accounts. They install fire security cameras, access control, and integration. The Union and employer, after a tough round of bargaining last year in 2022 – we were successful in negotiating substantial gains, including increase in cap of individuals off for vacation per department. Additional 10% of regular wages when acting as a Lead Worker, 5 paid sick days, 16% in wages over the life of the agreement (8% - 4% - 4%) and a \$2,250 Signing Bonus. Currently – IBEW has put in an application on scope of work, which our legal department is addressing. The Local President is Eamonn Clarke

ABB INDUSTRIAL SOLUTIONS CANADA. LOCAL 252-106, BURLINGTON - Operates in Burlington. General Electric sold this business to ABB industrial Solutions in the fall of 2018. The collective agreement expired on February 11, 2022 and we were successful at bargaining a new 3 year agreement with increases to vision, safety boots, meal allowances, Road Bonus, a 8% wage increase over the life of the collective agreement (3) years, a \$1,250 Signing Bonus, improvement to the DB Pension Plan, and a lump sum payment to the DC Pension Plan. The Local President is Eamonn Clarke

Hitachi LOCAL 252-106, STONEY CREEK ON – Was formerly part of ABB before being taken over by Hitachi. Members work on large transformers. We bargained last year and were successful at negotiating gains, and bargaining a new 3-year agreement with increases to safety boots, meal allowances. Adding plant closure language with compensation, a 6.5% wage increase over the life of the collective agreement, and adding COLA language that will apply in years 2 and 3 of the agreement, plus a \$1,250 Signing Bonus. The Local President is Eamonn Clarke

BWXT NUCLEAR ENERGY CANADA INC., LOCAL 252 -105, TORONTO, ON - There are 38 members. This workplace makes pellets. We began negotiations in early May of 2022 and in the end were able to reach a deal that included gains with increases to safety boots, massage, physio, vision, medical note coverage by employer, dental, severance, and 9.75% in wages over 3 years. The Unit Chairperson is Lester Allen. The Local President is Eamonn Clarke

HUGH GARNER HOUSING CO-OPERATIVE INC., LOCAL 333-04, Toronto, ON - There are 5 members, made up of office staff and maintenance. This is a cooperative housing group. The collective agreement expired on August 31, 2021. We reached a tentative agreement for a new Three (3) year agreement after filing for conciliation and made gains with increases in wages, compensation for travel (km)

Added National Day for Truth and Reconciliation as a paid day off to reflect, and added Domestic Leave language with additional 5-paid days off above entitlement under legislation. The Local President is Lisa Marks.

CUSTOM CONTROL PANELS., LOCAL 546, MISSISSAUGA, ON - This small family owned business has been unionized for a long time and they were certified with the IUE in 1966. They

are a small local of 19 members that build Electrical control panels. In the last round of bargaining we were able to negotiate Domestic Violence Leave language, a Racial Justice Advocate and recognition of March 21st International Day for the Elimination of Racial Discrimination and wage increases, plus an increase to RRSP contribution paid by the company. The contract expired in Feb. 21, 2023 and we renewed a two year contract as members wanted with gains and improvements to Bereavement, adding new 5 days paid leave if the member needed to travel out of province, increase to dental, Group Pension and increase of 7% in year one and 3% in year two for wages. The Local President is Sumeet Briah.

GRAY TOOL CANADA INC., LOCAL 557, BRAMPTON, ON - There are 25 members. This is a small family ran business in Brampton that manufactures and distributes the Gray brand and Dynamic tools (Pry Bars, Chisels, Wrecking Bars, Punches) in Canada. The Local is made up of members in production and the Warehouse. They have PEL in the agreement and maintain the Social Justice Fund contributions from the Company, Domestic Violence Leave with Pay language, Racial Advocate and Plan language, as well as recognition of March 21st International day for the elimination of Racial Discrimination. We began bargaining this late September and after only two days, the Company provided us with a Final Offer. The offer was not endorsed and rejected by the members. We have since filed for conciliation and will be taking a strike vote in order to commence deadline bargaining in hopes of achieving a fair and reasonable agreement we can endorse, and more importantly, ratify. The Local President is Gerry Fennelly.

ACTIVE Dynamic (Formerly Active EXHAUST CORP.) LOCAL 591-G-647, Toronto, ON - There are 250 members. This Company has gone through many changes over the past few years. The members build small mufflers. We commenced bargaining in May of 2023 and unfortunately had to file for conciliation, and even take strike action that lasted 5 days, however, through it all we were able to negotiate increases to shift premiums, increase to safety boots, improved language to overtime – making Saturday at time and half regardless of having 40 hours by Friday or not, No Dispensing fee at Costco and 80% covered elsewhere, introduced 3 new paid Sick Days and a wage increase of \$5.00 dollars across the board for the life of the agreement (3 Years) The chairperson is Sammy Ntete and the Local President is Burke Moffat.

BIRCH GLEN CO-OPERATIVE HOUSING INC., LOCAL 333-17, Oakville, ON - There are 4 members, made up of office staff and maintenance. This is a co-operative housing group. A new CBA was negotiated in July of 2021. We bargained Domestic Violence Leave with pay into the agreement, added harassment language, and a 3% wage increase in year 1 & 2 and 3.5 % in year 3 of the agreement. The collective agreement expires in 2024. The Local President is Lisa Marks.

CHARLES DARROW HOUSING CO-OPERATIVE, LOCAL 333-01, Aurora, ON - There are 4 members, made up of office staff and maintenance. This is a cooperative housing group. We bargained PEL into the agreement, added harassment language. The Collective Agreement, which was extended by a year to March 1, 2022 led to a difficult round of bargaining, where we had to file for conciliation in hopes of reaching a fair agreement. We eventually reached a deal, avoiding a strike, where we negotiated better language on vacation payout/entitlement. Increases to paid

kilometers, clothing allowance and wages. We were also able to negotiate paid Domestic Violence Leave. The Local President is Lisa Marks.

MAIN-GERRARD COMMUNITY DEVELOPMENT CO-OPERATIVE INC., Local 333-14, Toronto, ON - There are 5 members, made up of office staff and maintenance. This is a co-operative housing group. We have a Three (3) year agreement with increase to safety shoes and wages of 12% over 3 years, as well as improved vacation language. The Local President is Lisa Marks.

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

CLINTWOOD NON-PROFIT HOUSING CO-OPERATIVE INC., Local 333-21, Toronto, ON - There are 2 members, made up of office staff and maintenance. This is a co-operative housing group. We reached a new 3 year agreement with increases of 9% over the 3 year agreement, 14 additional paid personal days in the event of a declared public health emergency, two new holidays (Truth and Reconciliation Day and Remembrance Day) if it falls during the week, increase to safety boots, increase to vision, Snow Days with pay if unable to leave home. The Local President is Lisa Marks.

PERTH AVENUE HOUSING CO-OPERATIVE., LOCAL 333-26, Toronto, ON- There are 4 members, made up of office staff and maintenance. This is a co-operative housing group. We negotiated a new CBA in the fall 2021. We added harassment language, Domestic Violence Leave with Pay, Paid Education Leave, compensation of \$700/year of service upon retirement, increase of \$100,000 in insurance during the pandemic, continuance of insurance paid premiums by the company upon retiring to a maximum of 2 years, and a CPI plus 2% wage increase in each year of the agreement. This is a Three (3) year agreement. The Unit Chairperson is Carmella Grouse. The Local President is Lisa Marks.

DAVID B ARCHER CO-OPERATIVE INC., LOCAL 333-28, Toronto, ON - There are 5 members, made up of office staff and maintenance. This is a co-operative housing group. The collective agreement expired in September 01, 2022 and we began bargaining and were successful at negotiating a three year agreement with extra holiday time off, increase to carry over of unused vacation, increase to wages in each year, as well as negotiated paid Domestic Violence Leave language. The Local President is Lisa Marks.

CITY PARK CO-OPERATIVE APARTMENTS INC., LOCAL 333-40, Toronto, ON – There are 18 members, made up of cleaners, security and maintenance. This is a co-operative housing group.

We negotiated a new CBA in 2021. We added harassment language, increased paid sick days from 6 to 10 days, Domestic Violence Leave with Pay, increase to clothing, reduction of probation time and wage increases in each year of the 2 year agreement. We have now begun bargaining once again. The Chairperson is Ryan Brathwaite. The Local President is Lisa Marks.

CHARTWELL MONTGOMERY VILLAGE RETIREMENT RESIDENCE, LOCAL 1285, ORANGEVILLE, ON - There are 55 members. This is a newly organized unit. It is a retirement residence with approximately 200 people living in the residence. We negotiated a Three (3) year agreement. It was difficult bargaining with an employer whom did not want to negotiate fairly with the union. Chartwell has a poor history when it comes to Labour relations. We managed to negotiate a 3-year agreement that have increases in each year of 2% with a special adjustment of an extra 1% in year 1. An increase to vision, increase to weekend premium, plus a new night shift premium, an extra sick day and floater day. The Unit Chair is Bonnie Ryder.

TOWN OF INNISFIL, LOCAL 333-16, INNISFIL, ON - Unifor represents the majority of the unionized employees at the Town of Innisfil. There are 48 Employees. Our members work in all of the areas of the Town except for the outside roads workers (CUPE) and the fire fighters (IAFF). The administrative support workers in those areas are Unifor members. Our members are municipal law enforcement, customer service, tax administration, administrative support, building inspectors, permit processors, planners, engineers, and finance and budget analysts. The members work either 35 or 40 hours. We began bargaining in year (2022) however, bargaining moved slower than our liking, and being far apart led to filing for Conciliation and requesting a No Board. The Company provided a final offer that, although some minor improvements, it was ultimately accepted by the membership. The Chairperson is Jennifer Sheremeto. Lisa Marks is the Local President.

INNSERVICES UTILITIES INC, LOCAL 333-02, INNISFIL ON - The Innservices members work in the Water and Waste Water facilities of the Town of Innisfil. There are 14 employees. A new 3 year contract was negotiated that saw an increase to the Health Care Spending Account, an increase maximum to LTD and STD as well as increases to wages in each year. The contract is up and we have begun bargaining. Lisa Marks is the Local President.

IVY TECHNOLOGY (FORMERLY IQOR PSS), LOCAL 9, DOWNSVIEW, ON - iQor was formerly known as Jabil Telecom Solutions, Telmar Telecommunications, Precision Communications, and Northern Telecom. iQor provides aftermarket services (i.e. refurbishing and repair) of telecommunications equipment. In June 2019 all of iQor's logistics and product service operations in Europe, Asia, South America, Canada and certain non-core assets in the United States were bought by an affiliate of Staple Street Capital, a leading middle-market private investment firm. The divested business is renamed Ivy Technology. The business focus has changed from the traditional Telco base to new clients such as Microsoft, Nintendo, Honeywell and Dell. Prior to past negotiations, there were two collective agreements - One for the Office

and One for the Shop/Warehouse. The memberships agreed to merge the agreements. We commenced bargaining early of 2022 year and ratified an agreement that saw an increase to vacation of a week, an extra floater day, increase to safety footwear, increase to dental coverage, continuation of benefits for 2 months following a leave, increase in Health Spending Account and increases to wages over the 3 year agreement. Lisa Marks is the Local President.

BGIS GLOBAL INTERGRATED SOLUTIONS CANADA (BRIDGEPOINT HOSPITAL), LOCAL 2003E, TORONTO, ON - There are 12 employees. This unit does maintenance grounds keeping, Occupational Therapy and Trades for the hospital. This small group of employees work well together. The previous collective agreement was negotiated for a 4 year period which saw wage increases in each year, improved vacation language, increase to safety boots and new Paid Domestic Violence Leave. We will be bargaining in 2024. The Local President is Phil Barbara.

OPGI MANAGEMENT LIMITED PARTNERSHIP (SCARBOROUGH TOWN CENTER) LOCAL 414, TORONTO, ON. - There are 12 maintenance workers at the mall. We recently entered completed negotiations with the employer. The tentative agreement includes among other things – improvement to overtime, personal paid time off, increase to clothing, improvements to benefits and increases to wages in each year. The Local President is Gord Currie.

OPGI MANAGEMENT LIMITED PARTNERSHIP (SCARBOROUGH TOWN CENTRE), LOCAL 414, TORONTO, ON - There are approximately 21 members who are Security Professionals at the mall. We bargained early in 2022 and were successful at negotiating gains in wages, safety equipment, an RRSP Match Program. The Local President is Gord Currie.

OPGI MANAGEMENT LIMITED PARTNERSHIP (YORKDALE) LOCAL 414, TORONTO, ON. - There are approximately 37 members who work as Security Professionals at the mall. The agreement expired in July of 2022. We bargained and were successful at negotiating gains in wages, safety equipment, an increase in sick time and an RRSP Match Program. The Local President is Gord Currie.

HABOUR CHANNEL HOUSING CO-OPERATIVE INC., LOCAL 333-008, Toronto, ON - There are 4 members, made up of office staff and maintenance. We negotiated a new CBA in 2021. We added new harassment language, along with money to go into the Social Justice Fund. It is a Three (3) year agreement with a 3% wage increase each of the agreement plus a \$500 signing bonus. The Unit Chairperson is Claudette Mason. The Local President is Lisa Marks

NESTLE PURINA PET CARE., LOCAL 41-0, MISSISSAUGA, ON - There are 41 members. Work has been stable with full production, the plant runs 24/7 making pet food for dogs and cats. They have PEL in their agreement. The collective agreement expired on December 31, 2022. The Union began bargaining in October of 2022. Bargaining turned out to be slower than wanted and it became clear we needed to file for conciliation, unfortunately – we ultimately took strike action,

and fortunately it only lasted 8 hours. We were successful at negotiating 11% over 3 year agreement with a \$3,000 signing bonus, enhanced severance by 1 week, extended further - recall rights, reduced vacation entitlement waiting periods, negotiated continuation of benefits in event of layoff, added a new Health Spending Account, increase to safety boots, increase to shift premium, removed cap on STD Payment, and bargained plant closure language with transfer rights. The Local President is Michael J. Peckham.

TELUS (Formerly ADT SECURITY SERVICES CANADA INC.) Formerly LOCAL 554-01, Now Local 252 MISSISSAUGA, ON - The members in the group are made up of Technicians that install residential and small business security systems cameras and fire alarms. The employer has made several changes in the last couple of years, and have now been taken over by TELUS. The current agreement expired in October 17, 2021 and negotiations were long and difficult with the employer wanting to change a lot within the collective agreement. We ended up filing for conciliation and even requesting a No Board report and reached a deal with two hours left of the strike deadline with some gains in wages. A Signing Bonus of \$2,750 and Voluntary Separation Packages with substantial monies. This local has now merged to become Unifor Local 252. We have some grievances at Arbitration regarding erosion of Union jobs and contractors potentially doing our previously eroded work. The Local President is Eamonn Clarke.

ZOCHEM INC., LOCAL 591-G-805, Brampton, ON - This is 24/7 operation in Brampton. The members who work 12-hour shifts spread out over 2 weeks. The members take Zinc from a solid form, liquefy it and heat it to create zinc oxide powder mostly used in pharmaceuticals, but is also used in tires and asphalt for roads. This is a well ran union shop, very little grievance activity, the main issue in this plant is Health and Safety due to the nature of the business. The agreement expired on June 30, 2023 but the Union was able to negotiate a new three year agreement with an increase to shift premium at 7%, increase to On Call at time and half to Double time, increase to meal allowance, increase to tool allowance, increase to dental as well as Orthodontic services, increase to RRSP Contribution by employer, elimination of deductible for prescription, improved bereavement language, added new paid sick time off and wage increases between \$6.00 - \$10.27 over the three year term depending on classification. The Unit Chairperson is Greg McKibbin. The Local President is Burke Moffatt.

Compass Group Canada (Formerly Aramark) LOCAL 462, Oshawa, ON. - Approximately 90 members that work in various food service places at Durham College. This work place was heavily affected by the pandemic with over half the workforce being laid off. The union negotiated a one year extension due to the pandemic. The extension expired and the union had to file for conciliation, and requesting a No Board after the company delayed to meet with the Union to negotiate. We began negotiations that also led to a strike (1 week) and since have ratified a new three year agreement that saw increases to Vision and eye exams, increase to the employer portion on Co-Share to dental, introduced major restorative dental and periodontics and endodontics coverage, as well as coverage for enhanced scaling, root canals, bridges and crowns, premium pay for training, New RRSP Plan, an extra floater day, 3 new paid Personal Emergency

Leave Days, and wage increases with a total of 16% over 3 years, with the third year increase broken down to be received twice (Each 6 month) The Chairperson is Stratton Findlay and the Local President is Andrew Kellman.

ST. STANISLAUS – ST. CASIMIR’S POLISH PARISHES CREDIT UNION LOCAL 252, TORONTO, ON. – This unit is a banking institution with various sites in Toronto and surrounding areas. We negotiated a 4 year agreement in 2021 with wage increases in each year, as well as a \$400/\$350 signing bonus in each year, a \$5,000 payment each year towards EFAP program and an increase in kilometers payment when travelling. The chairpersons is Agnieszka Otifinowska. The Local President is Eamonn Clarke.

POLYAIR CANADA LIMITED, (IPG - INTERTAPE POLYMER GROUP) - Local 333-Unit 09, Toronto, ON – Local President is Lisa Marks and Unit Chairperson is Simon Redway. In August 2018, IPG (Intertape Polymer Group) purchased Polyair and IPG does not have any plants producing the product line Polyair in Toronto. Polyair was operating in Canada & the U.S. and had eight manufacturing facilities. Our location is the only one in Canada that produces the product line, which includes bubble, foam, mailers, insulation, packaging systems and protective packaging products. Their line also included pool covers and solar blankets but the need has decreased. They do green covers for golf courses and construction covers and have seen an increase in their business for these. We represent the Employees working in the plant. The collective agreement expires in 2024. The Local President is Lisa Marks.

Sam Snyders
National Representative

A.G. SIMPSON, LOCAL 222, OSHAWA, ON - President, Jeff Gray; Chairperson, Bob Bryant. This bargaining unit is comprised of 180 members that manufacture and supply complex high value-added automotive metal components, in particular bumper modules, for the auto sector. Members ratified a new collective agreement after a two-day strike. The three-year contract included substantial wage increases ranging from 15% to 29% depending on classification and chart position, introduction of a new DB plus pension plan, health care benefit improvements, special early unreduced retirement windows, and a shortened grow in chart. The contract also strengthens seniority language, increases holiday time, provides annual cost of living lump sum payments and included a \$750 signing bonus for all members. There are no outstanding grievances. Term of the contract is September 2, 2024 to September 1, 2026.

BELL TECHNICAL SOLUTIONS, LOCAL 1996-O, MISSISSAUGA, ON (CLERICAL AND ASSOCIATED) - President, Lee Zommers; Chairperson, Sean McBean. This bargaining unit is comprised of 50 members primarily in the Mississauga (GTA) area. Local 1996-O’s clerical unit is the nerve centre for many of Bell Technical Solutions’ (BTS) operations. They are responsible for

sales and promotions, workforce management, purchasing and logistics, cabling and real estate at BTS.

Members of Unifor Local 1996-O voted 100% in favour of a new Collective Agreement that secured better benefits and significant wage increases and a work from home entitlement.

The 4-year deal, retroactive to January 7, 2023, delivers 3.25% wage increases in each year of the contract.

Additional highlights of the deal include:

- Anti-Racism Advocate
- Introduction of a DC pension plan with increased employer contributions
- More full-time positions including 1-time ratification upgrades
- Improved work-life balance
- Inclusion of National Day for Truth and Reconciliation as a statutory holiday
- New mental health language

The term of the Collective Agreement is January 7, 2023 to January 9, 2027.

CANADA CARTAGE SYSTEM LTD., LOCAL 222, OSHAWA, ON - President, Jeff Gray; Chairperson, Doug Andrews. This unit is federally regulated and has 102 members working in the transportation sector. Canada Cartage is a national trucking company that mainly carries products for the L.C.B.O. out of the Oshawa distribution terminal. The average age of drivers continues to climb as recruitment for new drivers wanes. The trucking industry is facing a daunting labour shortage as the industry continues a downward trend of attracting young people. Many attribute the shortage to competing lifestyle needs of a new generation – the average trucker does not have a set schedule and works stretches up to two-weeks with sparse breaks between. The unit negotiated a first renewal agreement that ensured scheduling by seniority improvements, which was problematic for the members. The term of the Collective Agreement is November 5, 2021 to November 4, 2024.

CARPENTER CANADA CO., LOCAL 252, WOODBRIDGE, ON - President, Eamonn Clarke; Chairperson, Dion Sheppard. There are 118 members in this Vaughan, Ont. facility that produce foam for the bedding and furniture industry, as well as manufacture mattresses-in-a-box. Members work in production, skilled trades, millwrights, electrical technicians, mechanics helpers and AZ drivers. There are no members on layoff. The eighth renewal of their Collective Agreement, in effect from January 1, 2023 to December 31, 2025, ratified at 74%.

The focus of bargaining this round was wage increases. The members gained 5% in the first year, 3% in the second and 2% in the last year of the contract.

In addition, the bargaining team was able to enshrine Racial Justice Advocate language, seven unpaid emergency leave days that will not require a doctor's note, and changes to the attendance policy to move to suspension before an immediate termination in the new contract.

Term of the contract is January 1, 2023 to December 31, 2025.

CEQUENT TOWING PRODUCTS, LOCAL 1256, MISSISSAUGA, ON - President, Alice Kelly; Chairperson, Lisa Beyer. In our Wholesale-Distribution sector, this unit provides manufacturing and distribution of accessories for trailers and towing parts.

The Collective Agreement was ratified 100% on August 25, 2023. The renewed 3-year agreement

included new job protected leave provisions, increased bereavement entitlements, new mental health language, increased boot and clothing allowances, closure and enhanced severance protection including 2 weeks severance for each year of service with no cap.

The unit also saw improvements in wages with GWI increases of 4% in year 1, 3% in year 2, and 2% in year 3.

There are no outstanding grievances.

Term of the contract is August 30, 2023 to August 29, 2026.

DURHAM REGION TRANSIT COMMISSION, LOCAL 222, DURHAM, ON - President, Jeff Gray; Chairperson, Ian Sinnott. Durham Region Transit (DRT) is a regional public transit system in Durham run by the municipal service board, Durham Region Transit Commission. This unit is provincially regulated. The unit represents 465 members comprised of a combination of transit drivers, maintenance workers, clerical workers and specialized service employees. Their Collective Agreement was renewed for a period of four years, expiring February 28, 2025, and was ratified by a vote of 70%.

The major issue in the most recent round of bargaining was job security and securing all conventional services for the region. This was achieved along with wage gains and new positions, all highlights of a new collective agreement. The four-year agreement included a 9% wage increase, rapid expansion of the DRT system, and a \$1,000 signing bonus. The contract secures a new bus terminal for Oshawa's north end.

Currently, Unifor members at Durham Region Transit (DRT) are celebrating the announcement that Durham Region will more than double bus service provided by the transit authority over the next decade.

The approved ten-year plan will increase service hours by 127% by 2032. Currently, Durham Region Transit provides 550,000 hours of service to Durham Region's population. With a series of budget increases, the public will see an additional 650,000 hours of service, coupled with an added 275 buses operating in the region. The transit plan also includes capital investment directed towards the electrification of the fleet and the construction of new terminals.

Jeff Gray, Unifor Local 222 President and Ian Sinnott, Unifor Durham Region Transit Chair appeared in council chambers twice during the budget debates to speak to the requirement of segments of the workforce that rely on public transportation and the need to ensure no worker is marginalized by their inability to get to work and back.

The 2023 budget includes \$87.9 million of capital investment, including \$35.4 million for 22 growth battery electric buses and ancillary equipment for delivery by 2025.

The updates will result in approximately 500 new full-time bargaining unit positions at DRT, which will bring Unifor's total unit membership to over 1,200. Unifor was also able to return work in-house for 35 full-time positions, previously done by a lower-paying service provider.

Term of the contract is March 1, 2021 to February 28, 2025.

EURAMAX CANADA, LOCAL 542, BARRIE, ON - President, Kathy Medhurst; Chairperson, George Cousins. This bargaining unit manufactures exterior building products. Some products include: steel, aluminum, vinyl and copper roof drainage systems, soffit, fascia, flashing and roofing accessories. The unit is comprised of both skilled trades and production workers.

In this unit we have successfully helped implement an accelerated training program, provided guidance on an apprenticeship program and most recently, secured a Memorandum of Agreement that added a new classification to the wage matrix called Master Mechanic/Master Electrician with a starting wage rate of \$39.59/hour plus a COLA provision. All grievances have been resolved. At the time of this report, dates are scheduled for negotiating the renewal of the Collective Bargaining Agreement.

Term of the contract is November 1, 2020 to October 30, 2023.

GESCO INDUSTRIES, LOCAL 462, BRAMPTON, ON - President, Andrew Kellman; Chairperson, Larry McIntyre. Gesco Industries Inc. is a national floor covering solutions company in Brampton. It provides marketing, merchandising and logistics services to the floor covering industry. Customers include national chains, affiliated and independent retailers, as well as commercial flooring contractors. Gesco markets its products under the "G.E. Shnier Co." trade name.

Unifor Local 462 represents cutters, shipper/receivers and order pickers at the flooring company. The unit's members pick, pack and send orders to customers across eastern Canada from the Brampton warehouse.

Unifor Local 462 members recently reached a three-year deal with Gesco Limited Partnership. Among the agreement's economic gains are an 11% wage increase in the first year, 3.5% in the second and 3% in the last year, along with an extra float day. If the employer adds an afternoon shift or night shift, workers will receive an additional 3% or 5% of the base wages per hour. The new contract also includes stronger layoff language, a Racial Justice Advocate position, language for non-punitive mental health leave and a moment of silence on the National Day for Truth and Reconciliation. Other improvements included a 4% increase in pensions with eligibility after a three-month probation period as well as three weeks of vacation entitlement after one year of service.

Gesco recently underwent a CCAA proceeding which resulted in a purchase agreement by Ironbridge and Union Recognition through a sale of business.

There are no outstanding grievances.

Term of the contract is April 1, 2023 to March 31, 2026.

GREEN SHIELD CANADA, LOCAL 673, TORONTO, ON - President, Mary Ellen McIlmoyle; Chairperson, Watson Liu. This is a not-for-profit benefits carrier. This unit has 25 members and mainly consists of office and clerical personnel employed by Green Shield Canada in its offices in Toronto, Ontario. The parties recently developed a trial Hybrid Work from Home Policy in response to COVID-19.

This unit shares a Collective Agreement with Local 240 out of Windsor, Ontario. A new agreement was negotiated at the beginning of 2021 and ratified at 88.2%. A Letter of Agreement was negotiated that allowed employees not considered essential to be in the office, the opportunity to continue to work from home. This has proved to be very beneficial to the members.

As of late, job protection and erosion have become a growing concern. A number of grievances have been filed and will be a key issue during bargaining in 2024.

For those of you reading this report, consider supporting our unionized brothers and sisters. The next time you enter bargaining, encourage your employer to switch to Green Shield as the provider of choice. Members supporting members!

Term of the agreement is March 1, 2021 to February 29, 2024.

INVISTA CANADA COMPANY (AXALTA), LOCAL 1166, AJAX, ON - President, Paul Westaway; Chairperson, Paul Westaway. This facility makes synthetic resins and employs 61 members. Unfortunately, Axalta is ending production of all products in 2023, with plans to fully close the site in late 2023. The parties agreed to a Closure Agreement and the unit bargained an extension to the current Collective Agreement, which will expire November 24, 2023.

Term of the contract is November 25, 2022 to November 24, 2023.

JOB SITE INDUSTRIAL RENTAL SERVICES, LOCAL 112, BURLINGTON, ON - President, John Turner; Chairperson, Chris Condello. The union represents workers at the industrial tool and equipment provider in Burlington, including rental representatives, parts and service representatives, drivers, technicians, shipping and receiving, and warehouse workers.

Members ratified a first Collective Agreement on May 8, 2021 by 85%. Local 112 members achieved wage increases that range from 3.3% to 12% over the term of the agreement, as well as wage parity within each job classification. Prior to joining the union, the employer scheduled nine-hour shifts on a forty-four hour work week. The new contract moves all members to a forty-hour work week with eight-hour shifts.

The first contract established the union's workplace chairperson, steward positions and women's advocate. It also secured two years of extended recall rights for all members, instituted a banked time program, and strengthened workplace health and safety language.

Term of the contract is May 8, 2021 to May 7, 2024.

MARMON/KEYSTONE CANADA INC., LOCAL 1256, BURLINGTON, ON - President, Alice Kelly; Chairperson, Dan Freeman. Marmon/Keystone Canada Inc. carries a very extensive range of carbon pipe, tubing and bar products all across Canada. It offers chrome plated, induction hardened metric, induction hardened, and nitro bar shafting; stainless steel flanges, fittings, bars, pipes, and tubes; aluminum seamless pipes, tubes, and hollow bars; boiler, heat exchanger, and condenser tubing; and other tubes. Consisting of 13 members, Unifor Local 1256 represents the production workers within the plant.

In July 2022, Unifor Local 1256 members working at Marmon Keystone ratified a new three-year Collective Agreement. The new contract includes annual wage increases of 5% in year 1, 3.5% in year 2 and 3.5% in year 3. It also has increased company pension contributions; a \$500.00 signing bonus; improved benefits and strengthened language, particularly the right to convert recall into Job-protected Leave; a cap of 2 temporary workers in the bargaining unit; plant closure language; and a significant reduction to the wage grow-in. Mental health training for the Health and Safety Committee was also achieved to help recognize mental health concerns in the workplace.

Term of the contract is August 1, 2022 to July 30, 2025.

MACDONALD, DETTWILER & ASSOCIATES INC., LOCAL 112 (PLANT), BRAMPTON, ON - President, John Turner; Chairperson, Bryan Dunn. Since the last round of bargaining, there have been some exciting changes happening at this unit. It was announced that MDA has been contracted by the Canadian Space Station to complete a large and small robotic arm with some grapple fixtures (hand holds), camera systems and smaller components for the new deep space, space station. Because of that, our unit has grown significantly; we have hired eight new members. One of them is a new general machinist apprentice and the remaining are electro-mechanical assemblers. I'm very happy to say that two of the new hires are women as it's been more than 25 years since there have been women technicians at our facility and they are a great addition to our group.

Along with the contract for the space station, MDA received a contract from Axiom to build a large robotic arm along with some smaller components. When the current space station is decommissioned in 2028-2030, Axiom will detach from it and become a new commercial space station. Axiom has been reaching out to MDA to build them hardware that will keep their station functioning. Robotic space hardware isn't everything either. MDA is contracted by the Canadian government to help design a counter warfare system for the new navy ships being built in Nova Scotia. In addition, MDA is helping the nuclear industry by building robotic systems to help with maintenance and shutdowns in order to make things more efficient and safer for the workers. With all of these contracts lined up, it's expected that our unit will grow even more in numbers.

Another exciting bit of news: it was announced earlier this year that MDA Brampton will be moving to a new state of the art facility in the South-West corner of Brampton. It will be two buildings split up into an office/engineering side and the second building will be a high tech laboratory/assembly clean room where the 112 members will build the space flight hardware. The move will happen in two phases. The lab building will be ready first, and it's expected to be ready to move in around June of next year with the office side ready by the end of next year. It's

an exciting time right now for us at MDA. All of these new contracts should provide solid footing for our negotiations which, at the time of this report, we are currently engaged in.

We have one outstanding grievance scheduled for arbitration February 1, 2024.

Term of the contract is August 5, 2020 to October 1, 2023.

MACDONALD, DETTWILER & ASSOCIATES INC., LOCAL 673 (OFFICE), BRAMPTON, ON - President, Mary Ellen McIlmoyle; Chairperson, Sebastian Selvagio. Unifor workers at MDA support the design and manufacturing of some of the country's most advanced robotics, sensors, and payloads for numerous industries including Canada's contribution to international space exploration and research. Space radar, Earth observation systems, robotics, sensors and automation, satellite antennas, electronics and payloads, defense systems are just some of the amazing projects that our Unifor members work on every day. MDA is best known for the Canadarm, Canadarm2 and Dextre. These arms literally built the International space station and are still at work today. Our members' achievements are recognized with images that grace our \$5 bill. On Friday, June 26, 2020, the Government of Canada announced that it was entering into a contract with MDA to build Canadarm3. The Canadian Space Agency (CSA) awarded MDA a \$22.8 million contract to develop a third-generation robotic arm, dubbed Canadarm3, destined for NASA's newest space station, the Lunar Orbital Platform-Gateway (LOP-G). With this announcement, the unit is seeing hiring and growth that is expected to continue over the next 5 years.

At the time of this report, we are currently engaged in negotiations.

Term of the agreement is August 5, 2020 to October 1, 2023.

MILLS PONTIAC BUICK GMC LTD., LOCAL 222, OSHAWA, ON - President, Jeff Gray; Chairperson, Don Jollymore. The ongoing supply chain shortages and other economic interruptions have squeezed automotive dealerships, and by extension, workers. The business operations were impacted by COVID and as the Collective Agreement expired May 2020 amidst great uncertainty, the parties agreed to a contract extension expiring August 2022.

Entering into negotiations in October 2022, the committee needed to focus on wage increases but tempered this with a parallel focus on job security. Members will benefit from 2% wage increases in each year of the agreement, retroactive to August 31, 2022. The contract includes no concessions and 90% of members voted in favour of the ratification. The three-year contract, expiring on August 31, 2025, covers approximately 35 workers at Mills Motors in Oshawa, Ontario. Members work in servicing, parts and inventory departments.

Congratulations to the bargaining committee, Don Jollymore and Steve Petch for securing this contract amidst difficult times for the auto industry. Thank you, Rob Romano, Local 222 Treasurer, for also contributing to a successful negotiation.

The term of the Collective Agreement is from September 1, 2022 to August 31, 2025.

MPS FACILITY SERVICES – CANADA ULC, LOCAL 222, OSHAWA, ON - President, Jeff Gray; Chairperson, Albert Bekintis. This unit is located in the GM Autoplex and is responsible for the waste and water treatment inside the Oshawa GM plant. Provincially regulated, this operation runs 24 hours per day, 365 days per year. The unit is well represented by the Local and Chairperson and ratified (100%) a new 3-year Collective Agreement in 2021. Effective June 1, 2021, the hourly base wage rate for the industrial Wastewater Treatment Plant Operator increased to \$36.70, there will be a further increase to the base wage rate of 1.25% effective June 1, 2023. Vision care increased to \$550 every 2 years, eye exams every two years up to \$110, dental insurance maximum increased to \$3,000 per year, paramedical and psychologist therapy benefits increased to \$575, Paid Education Leave (PEL) increased to five (5) cents per hour, new Dependent Education Assistance with a reimbursement amount of \$1,500 per calendar year per employee to cover education expenses, as well as a signing bonus of \$3,000. There are no outstanding grievances in this workplace. This unit is expected to see growth with the return of auto production at the GM facility.

Term of the contract is June 1, 2021 to May 31, 2024.

OAKVILLE TRANSIT, LOCAL 1256, MISSISSAUGA, ON - President, Alice Kelly; Chairperson, Justin Chiasson. In January 2022, the membership rejected a tentative agreement and went on strike for two weeks. The members had a clear directive regarding language changes that would make for a better working environment.

In February 2022, Oakville Transit and Unifor Local 1256 ratified a 3-year agreement with gains in wages at 6% over 3 years. Twenty-six drivers in the less than 40 hour classification were moved up to full time, eliminating the less than 40 hour classification altogether. Stronger language around the use of cameras in the workplace was negotiated to protect our members, as well as a reduction in the sunset clause by 6 months. Also achieved was a commitment from the Company to develop a better program for shift scheduling to help improve and make more 40-hour shifts, including language for a committee that will allow Union input.

Term of the contract is February 1, 2022 to January 31, 2025.

PILKINGTON GLASS OF CANADA, LOCAL 222, WHITBY, ON - President, Jeff Gray; Chairperson, Daniel Bernard-Hovianseian. This provincially regulated unit provides specialty glass to vehicle manufacturers like Honda, Toyota and Lexus, as well as other OEM's. The approximately 100 Unifor Local 222 members at Pilkington Glass made significant wage gains in a new contract ratified on June 12, 2022. The agreement substantially raised union members' wages by approximately 25% over the life of the three-year agreement – 17% in the first year and 4% in each subsequent year. It also improved pension contributions while making important breakthroughs for equity. The agreement also introduced two paid personal emergency leave days per calendar year beginning in 2023, increased the short term disability weekly benefit to \$400, and doubled the employer's matching contribution to union members' pension plans. The ratified agreement also secured enhancements to layoff and recall protections; tripling recall

rights to three years and the ability to convert recall rights to a variety of job-protected leaves of absence. Job protection and training provisions were strengthened to include technological change-related restructuring as were measures to protect bargaining unit integrity and representation.

The union also secured significant progress on equity with the establishment of a Racial Justice Advocate and an Anti-Racism Action Plan in the new contract. The union also succeeded in bargaining employer participation in Unifor's Social Justice Fund for the first time.

Unifor Local 222 members at Pilkington Glass voted 84% in favour of ratifying the agreement.

Term of the contract is June 9, 2022 to June 8, 2025.

PREMIER IMPLEMENTATION SOLUTIONS, LOCAL 222, OSHAWA, ON - President, Jeff Gray; Chairperson, Dwayne Scace. Unifor Local 222 members at Premier Implementation Solutions voted to join Unifor in February 2020 and are still in the first term of a solid Collective Agreement. Unifor was able to deliver concrete gains and protections for these new members. The three-year agreement covered members at the Fresh Del Monte facility in Oshawa, which processes fresh-cut fruit and vegetables for distribution across Ontario and Quebec.

At the time of this report, this unit is currently in negotiations for a first renewal of their Collective Agreement.

Term of the contract is October 19, 2020 to October 18, 2023.

PW TRANSIT CANADA LTD. (OPERATIONS), LOCAL 222, OSHAWA, ON - President, Jeff Gray; Chairperson, Tim Thompson. Provincially regulated, PW Transit Canada Ltd. works under contract in Durham Region providing transit services. This unit consists of transit drivers working in Whitby, On. The current contract with Durham Region will expire at the end of 2023. Transit service in the City of Whitby will be integrated into the larger Durham Region Transit Commission.

Members of this unit have opportunity to move to Durham Region Transit, a Unifor unit within Local 222. Members who move to this unit will ultimately see wage and benefit increases.

Term of the contract is October 22, 2022 to January 31, 2024.

PW TRANSIT CANADA LTD. (MAINTENANCE), LOCAL 222, OSHAWA, ON - President, Jeff Gray; Provincially regulated, PW Transit Canada Ltd. works under contract in Durham Region providing maintenance to transit vehicles. This is a unit consisting of maintenance workers located in Whitby, On. The current contract with Durham Region will expire at the end of 2023. Maintenance services in the City of Whitby will be integrated into the larger Durham Region Transit Commission. Members of this unit have opportunity to move to Durham Region Transit, a Unifor unit within Local 222. Members who move to this unit will ultimately see wage and benefit increases.

Term of the contract is October 23, 2022 to October 22, 2024.

ROBINSON SOLUTIONS INC (FORMERLY JLL - JONES LANG LASALLE), LOCAL 222, OSHAWA, ON - President, Jeff Gray; Chairperson, Matt Riddell. The skilled trade workers in this provincially regulated bargaining unit perform building services duties at the GM Oshawa Autoplex. It is comprised of 60 members. With the return of truck production, and the resulting growth of the Oshawa GM plant, the company is continuously hiring. Currently they are in need of sprinkler fitters, HVAC technicians, millwrights and electricians. Robinson Solutions is also bidding on new maintenance work in building S of the Autoplex.

The Robinson Solutions Maintenance unit ratified a new agreement on February 28, 2023 at 84%. The biggest gain was a 4.81% raise and 5% market adjustment for year one, making the overall wage increase 9.81% upon ratification.

The term of the Collective Bargaining Agreement is from February 28, 2023 to February 27, 2026.

ROBINSON SOLUTIONS INC, LOCAL 222, OSHAWA, ON - President, Jeff Gray; Chairperson, Brian Harper. Provincially regulated, this unit represents the industrial cleaners and yard crew at the GM Oshawa Autoplex. Oshawa Assembly was retooled in record time and is now building the Chevrolet Silverado Heavy Duty truck. The return of truck production to Oshawa provides a significant boost for Robinson Solutions, creating new jobs to support three shifts of production. There are 135 members and the Company is currently looking to hire 20 additional industrial cleaners. At the time of this report, notice to bargain has been sent for upcoming negotiations.

The term of the Collective Bargaining Agreement is December 10, 2020 to December 9, 2023.

SIMCOE TERRACE RETIREMENT CENTRE, LOCAL 542, BARRIE, ON - President, Kathy Medhurst; Chairperson, Kathy Medhurst. This is a retirement home with 45 full and part-time members and no one currently on layoff. Members work as Cooks, Maintenance, Resident Attendants, Dietary Attendants, RPN's, and UCP's. The last round of bargaining resulted in increases to weekend and night shift premiums, vacation, vision care, dental, employer paid pension, paid bereavement leave, paid education, an additional 5 paid days for long service employees, as well as wage increases of 8.3% in the first year, 3% in the second year and 3% in the third year. A woman's advocate role and new mental health language were also achieved.

The term of the Collective Bargaining Agreement is January 1, 2023 to December 31, 2025.

ST. MARYS CEMENT, LOCAL 222, BOWMANVILLE, ON - President, Jeff Gray; Chairperson, Paul Sowden. This provincially regulated unit has 110 members that mine limestone from the open pit mine in Bowmanville and process it into raw cement (called clinker) and finished cement. These products are then shipped to companies in the United States and Canada.

At the time of this report, notice to bargain was sent for upcoming negotiations.

Term of the contract is February 1, 2021 to January 31, 2024.

TRIMAC TRANSPORTATION SERVICES INC, LOCAL 112, CONCORD, ON - President, John Turner; Chairperson, Keith Dexter. Federally regulated, this unit is comprised of fuel haulers and has no grievances in the system. Employment levels tend to fluctuate due to the extreme competition in this sector. The average age of drivers continues to climb as recruitment for new drivers wanes. The trucking industry is facing a daunting labour shortage as the industry continues a downward trend of attracting young people. Many attribute the shortage to competing lifestyle needs of a new generation – the average trucker does not have a set schedule and works stretches up to two-weeks with sparse breaks between.

The last round of bargaining resulted in GWI increases of 4.5% in 2023, 3.5% in 2024 and 3.5% in 2025; as well as the addition of a paid statutory day (Truth and Reconciliation), increased work boot allowance to \$375.00, new medical leave provisions, new personal emergency leave provisions, medical illness language, closure language, and an intent to hire agreement (MOA).

Term of the contract is February 1, 2023 to January 31 2024.

UNIFOR DENTAL CENTRE, LOCAL 1136, OSHAWA, ON - President, Derek Spence; Chairperson, Lisa Organ. The Unifor Dental Centre is unique. It is one of the few not for profit, unionized dental centres in Canada. The centre was founded in 1976 by former Local 222 President, Abe Taylor, and Dr. George Morgan. Its primary purpose was to provide dental care for workers and their families, but over the years, the centre has expanded to offer service to the public.

The not for profit model provides the centre with an opportunity to offer good wages, benefits and a pension plan. Unifor Local 1136 currently represents 9 full-time and 3 part-time staff. The centre also employs 4 hygienists, 4 dentists and 2 specialists.

Bargaining was led by Unifor Local 1136 President, Derek Spence, who successfully worked with the committee to reach a tentative agreement that was subsequently ratified by 100%. They eliminated the two-tier wage system by year two and increased paid holidays and paid sick time. Congratulations to Derek and Committee on successfully negotiating these gains for the membership!

Term of the contract is September 6, 2022 to September 5, 2025.

UNIFOR LOCAL 222 (OFFICE), LOCAL 1136-004, OSHAWA, ON - President, Derek Spence; Chairperson, Derek Spence. This unit is comprised of office clerical and custodian employees.

In November 2018, GM announced that it would not be allocating any new product to its Oshawa Complex after December 2019. With the announcement of the closure of the GM plant, the ripple effect was felt in this unit. A tentative agreement was reached in November 2020 and a three-year Collective Agreement was ratified which saw wage increases of 1% in each year of the agreement, but the traditional lump sum payment was not achieved. There was also a reduction of Sunday premiums to 1.5x the hourly rate, down from 2x the hourly rate.

The return of truck production to Oshawa has created 2,600 new jobs to support three shifts of production, which also supports thousands of additional jobs in the supplier base. This will provide a significant boost for Local 222 and future bargaining.

The term of the Collective Agreement is February 1, 2021 to January 31, 2024.

UTIL CANADA LTD., LOCAL 112, CONCORD, ON - President, John Turner; Chairperson Jeff Cuccurullo. This unit has 145 members working on the manufacturing of integrally molded Backing Plates for Disc Brake Pads, Shoes for Drum Brakes, Parking Brake Levers and Actuators, Piston Clips, Springs, Wear Sensor Indicators and NVH (Noise, Vibration and Harshness) Shims for Brake Pads.

The Union has had numerous ongoing challenges with the employer.

On August 4, 2023, Util declared bankruptcy and all employees were subsequently terminated. Until a solution can be put in place for the operation of the Company, the Trustee has retained seven individuals on a term-and-task basis to assist with the administration of the bankruptcy. The Company presently has a nominal cash balance and no other immediate source of liquidity. Claims against Util as a bankrupt company for severance pay and termination pay will have to be decided through a bankruptcy process. There is a federal government program called the Wage Earner Protection Program that provides some compensation where a bankrupt company does not have enough assets to satisfy the severance pay and termination pay claims.

The Receiver is committed to advancing a possible sale of Util's business and/or assets so that the members have the opportunity for employment with a purchaser, if that can be achieved. The sale of business process is underway, but to date, no such arrangements have been finalized nor can there be any assurance that such an arrangement will be finalized and we will see the resumption of operations. These events create a lot of uncertainty and potentially large financial losses for our members.

The term of the Collective Agreement is June 1, 2022 to May 31, 2025.

VPC GROUP INC. (FORMERLY VITAFOAM), LOCAL 112, DOWNSVIEW, ON - President, John Turner; Chairperson, Jimmy Amaral. Vitafoam Canada manufactures all types of flexible polyurethane foam for use in furniture, bedding and automotive applications, including packaging, medical, industrial, as well as a full range of memory foams, latex mattresses and toppers. Their primary product being mattresses known as bed in a box that are sold under various brands including Endy. This unit has 145 members and 3 grievances in the system. Employment levels tend to fluctuate due to the extreme labour shortage, accelerated by a lower primary base wage, as well as seasonal demand. The Union recently bargained an adjustment to wages for all current members to help with retention.

Term of the contract is November 8, 2021 to November 7, 2024.

WOODBIDGE FOAM, LOCAL 112, WOODBRIDGE, ON - President, John Turner; Chairperson, Phu Van Phu. This unit has 270 members who work for the automotive seating and interior design company in Woodbridge, Ont. Their products, including molded foam for seats, are used in various automotive applications, which are used in the Ford Oakville, Stellantis Brampton (Chrysler), Toyota Woodstock and Honda Alliston assembly plants.

The members of Unifor Local 112 ratified a new three-year contract that has ended a 13-year struggle of a two-tier contract.

The members, who are production workers and in the Skilled Trades, voted 71% in favour of adopting the contract, which gets rid of a two-tier contract and provides the membership with significant wage increases, increased vacation allocation, and a new Defined Benefit Pension Plan. Highlights included:

New CAAT Defined Benefit Plus Pension Plan

- Increased employer contributions to 2%
- Improvement to the Woodbridge DB benefit rate increased to \$45.50, Tilbury benefit rate increased to \$44.50 and Skilled Trades increased to \$50.50 on a go forward basis (\$0.50 cent increase)
- Elimination of the \$0.50 per hour employee contribution

New and improved vacation entitlement

- Four weeks of vacation after 10 years of service and new 5th week of vacation after 25 years of service
- Additional floater day added to Christmas break. Members now entitled to three floater days

Allowances

- Safety shoe allowance increase to \$150 for production members (up from \$125) and \$325 for Skilled Trades and tooling members (up from \$275)
- Increase in Annual Tool Allowance for Skilled Trades members to \$850 (up from \$650)

Benefits

Dental

- One-year lag in the ODA fee schedule
- Increased annual maximum in examinations and preventative care from \$500 to \$750
- Increased annual maximum for basic restorative from \$900 to \$1,250

Vision

- Increased maximum from \$325 to \$400 in a 24-month period
- Increase in the Paramedical (massage, chiropractic etc.) maximum from \$500 to \$1,000 per year

Representation

- Skilled Trades members to have membership in the Unifor Skilled Trades Council
- Addition of a Unifor Racial Justice Advocate

- Addition of a Representative on the North End night shift
- Health and Safety Representative assigned to permanent day shift

Wages

- Significant wage increases achieved
- Wage increases over lifetime of agreement:
- AA group (Skilled Trades) 17.21% increase - from \$36.30 to \$42.55 (+\$6.25)
- A group 18.77% increase - from \$25.68 to \$30.50 (+\$4.82)
- T group 7.69% increase - from \$26.00 to \$28.00 (+\$2.00)
- LC8 group 20.08% increase - from \$22.90 to \$27.50 (+\$4.60)
- LC6 group 20.54% increase - from \$22.40 to \$27.00 (+\$4.60)
- Significant wage improvements for newly hired workers
- Hourly shift premium of .50 cents per hour paid to members working the 'C' shift
- Production Team Leaders will be paid the LC8 rate in addition to the Team Lead premium
- Benefit coverage
- Benefit coverage during short-term and long-term disability leave
- Employee recognition: \$25 gift card on birthday

The term of the Collective Agreement is June 1, 2023 to May 31, 2026.

WOODBIDGE FOAM, LOCAL 222, WHITBY, ON – President, Jeff Gray; Chairperson, Chris Courneyea. The 138 members in this plant make molded foam for seats supporting the auto industry including Honda and Toyota. Sadly, this unit has recently gone through closure as Woodbridge continues to consolidate the workplace. Unifor challenged the employer to do better than the minimum standards in legislation for the pending closure. It was a priority to secure better transition conditions for workers facing job loss. With great effort by all, Unifor negotiated significant severance enhancements, benefits continuance and enhanced recall rights should the plant re-open.

The term of the Collective Agreement is October 15, 2021 to October 15, 2024.

Dayle Steadman
National Representative

COOPER STANDARD AUTOMOTIVE: Local 4451, Stratford ON – There are (350) members in this unit. The chairperson is Steve Patterson. The current Collective Agreement expires October 15th, 2024

DANA CANADA CORPORATION: Local 1106, Mount Forest ON –There are (208) members in this unit. The Local Leadership assigned is President Ray Souto and the Chairperson is Bev Dowdy. The current Collective Agreement expires March 30th, 2026

DANA CANADA CORPORATION: Local 1256, Oakville ON –There are (75) members in this unit. The Local leadership is President Alice Kelly and the Chairperson is Leanna Gilby. The current Collective Agreement expires February 13th, 2026

GRAND RIVER HOSPITAL ENGINEERS: Local 2003-E, Kitchener ON - This unit has been in negotiations with the employer. The Chairperson is Robert Martin. The Agreement expired September 28th, 2021.

GROVES MEMORIAL HOSPITAL SERVICE: Local 1106, Fergus ON - There are (107) members in this unit. The Local Leadership is Service and Manufacturing Rep. Mike Camblin and the Chairperson is Paulette Warren. The committee recently negotiated the reopener as a result Bill 124. The current Collective Agreement expires March 31st, 2024.

GROVES MEMORIAL HOSPITAL CLERICAL: Local 1106, Fergus ON –There are (39) members in this unit. The Local Leadership is Service and Manufacturing Rep. Mike Camblin and the Chairperson is Janine Allen. The committee recently negotiated the reopener as a result Bill 124. The current Collective Agreement expires March 31st, 2024

NAVISTAR CANADA INC: Local 504, Hamilton ON – There are (30) members in this unit. The Local Leadership is President Cindy Hasler and the Chairperson is Gino Ciampaglia. The current Collective Agreement expires April 29th, 2024

PEOPLE CARE - A.R. GOUDIE HOME: Local 1106, Kitchener ON – There are (86) members in this unit. The Local Leadership is Service and Manufacturing Rep. Mike Camblin and the Chairperson is Crystal Marck The current Collective Agreement expires October 31st, 2024.

PEOPLE CARE – TAVISTOCK: Local 636, Tavistock ON - There are (75) members in this unit. The Local Leadership is Vice President Melissa Holden. This is a new unit a 1st time Collective Agreement is currently being bargained.

PURE METAL GALVANIZING: Local 504, Brantford ON – There are (69) members in this unit. The Local Leadership is President Cindy Hasler and the Chairperson is Joe Liang. After a two week strike, the membership ratified a new 3 year Collective Agreement which expires on September 27th, 2026.

ROADTREK INC.: Local 1106, Cambridge ON – There are (80) members in this unit. The Local Leadership is President Ray Souto and the Chairperson is Gary Hudson. This is a new unit, a first Collective Agreement was ratified on October 18th, 2023 for a three year term.

ROBINSON SOLUTIONS: Local 636, Woodstock ON – There are (55) members in this unit. The Local Leadership is President Brent Thompson and the Chairperson is Eric Vyes. The current collective agreement expires September 12th, 2026.

ROCKWOOD TERRACE: Local 302, Durham ON – There are (120) members in this unit. The Local Leadership is Financial Secretary Rusty Sproul and the Co-Chair is Kim Ward. The current Collective Agreement expires January 31st, 2025.

SAF HOLLAND: Local 636, Woodstock ON - There are (165) members in this unit. The Local leadership is President Brent Thompson and the Chairperson is Rob Henry. The current collective agreement expires December 15th, 2023.

SUNNYSIDE HOME: Local 1106, Kitchener ON - There are (496) members in this unit. The Local leadership is Vice President Colleen McDermott-Stevens and the chairperson is Annett Brown. The current Collective Agreement expires December 31st, 2024.

THE BAY (KITCHENER): Local 40, Kitchener ON - There are (20) members in this unit. The local leadership is President Dwayne Gunness and the Chairperson is Mike MacCumber. The current Collective Agreement expires December 31st, 2025.

THE BAY (SHERWAY GARDENS): Local 40, Etobicoke ON – There are (180) members in this unit. The local leadership is President Dwayne Gunness and the Chairperson is Mary Grimmett. The current Collective Agreement expires December 31st, 2025.

VETERANS TRANSPORTATION SERVICES: Local 504, Hamilton ON – There are (20) members in this unit. The Local leadership is President Cindy Hasler and the Chairperson is Brenda Hill. The current Collective Agreement expired January 21st, 2023.

WINSTON PARK NURSING HOME: Local 1106, Kitchener ON – There are (305) members in this unit. The Local leadership is Vice President Colleen McDermott-Stevens and the Chairperson is Zeph Ferdinand. The current Collective Agreement expires November 30th, 2024.

WINSTON PARK RETIREMENT HOME: Local 1106, Kitchener ON – There are (112) members in this unit. The Local leadership is Vice President Colleen McDermott-Stevens. The current Collective Agreement expires November 30th, 2024.

WOMEN'S CRISIS CENTRE WATERLOO: Local 302, Kitchener ON – There are (35) members in this unit. The Local leadership is Vice President of Women's issues Michelle Flewin and the Chairperson is Cindy Beke. The current Collective Agreement expires July 31st, 2026.

YW KITCHENER-WATERLOO: Local 302, Kitchener ON – There are (124) members in this unit. The Local leadership is Vice President Mary Rymal and the Chairperson is Holly Noseworthy. The current Collective Agreement expires June 30th, 2026.

Chris Taylor
National Representative

BANWELL GARDENS, LOCAL 2458, WINDSOR, ON – Patty Kochanowski, Chairperson. The collective agreement for this unit expired in July 2022 and were able to reach a tentative agreement that was ratified in February 2023 at 76%. We are happy to report that we were able to achieve a better monetary package than what was offered in the arb. award and more importantly we were able to get full time benefits for any Part time member working in a temp Full time position. Shelley Smith, Vice President Unifor Local 2458, is the liaison officer for this unit.

BERKSHIRE CARE CENTER, LOCAL 2458, WINDSOR, ON – Gloria Standon is the Chairperson. This agreement expired at the end of October 2022 ratified in February at 94% with the same gains that we made at Banwell Gardens. Shelley Smith (past Chairperson) is the liaison officer working with me and has been to deal with the day-to-day issues.

BROUILLETTE MANOR, LOCAL 2458, WINDSOR, ON – Wendy Gatt, Chairperson. This agreement expired in 2022 and we were able to bargain a new agreement and ratified it in April 2023 at 91%. Again we were able to get a higher RPN adjustment than what was offered in the award and made gains in Part time members getting Full time benefits. Mike Kisch, Vice President, Unifor Local 2458 is the liaison for this unit.

BRUCE VILLA INC, LOCAL 2458, WINDSOR, ON – This unit continues to give the Local headaches. The Chair, Kelly Chadwick was terminated earlier this year and we have an Arb. date set to hopefully return her to work. Mike Kisch (Local 2458 VP) is the liaison for this unit.

COMFORT INN & SUITES, LOCAL 195, WINDSOR, ON – Chairperson, Rose Marie Thibert. The current agreement expired in 2020 and we agreed to extensions because of the pandemic shutdown. We finally reached a new agreement with is employer in March of 2023 and made large gains in wages, job security and work load language. Emile Nabbout, President, Local 195, is the liaison officer for this unit.

COMPASS GROUP (CHATHAM), LOCAL 414, WINDSOR, ON – Chairperson, John Moir, We ratified a new agreement with this unit in November of 2022 that includes increases of 13% on average and a lot of language changes including recognition of job demands with language to ease the demands. Jeff Farris is the liaison officer for this unit.

COMPASS GROUP (WINDSOR/CHRYSLER), LOCAL 414, WINDSOR, ON – Chairperson, Maggie Charette. We bargained and ratified a new agreement in June of 2023 that included wage increases of 8.5%, reduced wage grow in and a signing bonus. Jeff Ferris (Local 414 Liaison) played an integral role in the success of this bargaining.

DIAGEO CANADA INC. LOCAL 200, AMHERSTBURG, ON – Doug Benekritis is the newly elected Chair. We had a tough round of bargaining with this employer due to their announcement of a new facility just up the road from Windsor. Our goal was to secure a fair agreement while balancing the main issue of job security, we were successful in all those areas and more. We faced a large issue with the running COLA provision but found a way to keep the COLA language and allow it to run for most of the term of the new CBA. John D'Agnolo, President of Local 200 is directly involved with the day to day issues at this unit.

FAIRFIELD PARK NURSING HOME, LOCAL 2458, WALLACEBURG, ON – Lori Comartin, Chairperson. Anew 2 yaer agreement was ratified in July of 2023 and once again we achieved higher a monetary package than the award along with a way for Part time to get Full time benfits. Mike Kisch, VP Local 2458 is the liaison.

LEADEC INDUSTRIAL SERVICES FORMERLY VOITH INDUSTRIAL SERVICES OF CANADA INC, LOCAL 200, WINDSOR ON – Chairperson, Jim Fyke. John D'Agnolo, Local 200 President is the liaison for this unit. We bargained and ratified a new 3 year agreement with this unit in October of 2021. The new agreement includes 2% wage increases in each year, a \$2000 signing bonus, reinstatement of COLA and inflation protection of \$0.07 cents paid in each quarter of all 3 years of the agreement. We were successful in negotiating a Women's Advocate and a Racial Justice Advocate for the both the Windsor and Oakville operations.

LIVINGSTON INTERNATIONAL INC, LOCAL 2458, WINDSOR, ON – Chairperson, Rhonda Owchar. A new 3 year agreement was reached earlier this year with improvements to language and wages. Tullio Diponti (President) is the liaison for the unit.

MEDICAL LABS OF WINDSOR, LOCAL 2458, WINDSOR, ON – Chairperson, Dina Roushanaz. Ken Durocher (Secretary Treasurer 2458) continues to deal with issues at this unit. We had a strike at this employer back in 2017 with the main theme of the strike being a lack of respect from this owner, I am happy to announce that this employer reached out to us this year and allowed us to open the CBA and increase wages again by 6% in 2023 and another 4% over the next two years. Our members are now enjoying a sense of security and respect!

PENSKE LOGISTICS, LOCAL 200, WINDSOR, ON – Chairperson, Paul Georges. We will be bargaining a new agreement with this employer in the very near future and we will demand wage improvements in line with what the Detroit 3 bargained. Local 200 President John Dagnolo is the liaison for this unit.

PRP SENIOR LIVING OPERATING INC., O/A SUNRISE OF WINDSOR – Chairperson, Susan Savoni. We negotiated a new 4 year agreement and ratified it at 97% in June 2021. This is by far the best agreement that I have seen come out of the retirement sector with wage increases of 3% in each year of the 4 year agreement along with many beneficial language, vacation and working condition improvements. Mike Kisch Local 2458 1st Vice President is the liaison for this unit.

TRQSS, Steve Strachan is the first elected Chairperson, It took over 30 years to finally Unionize this facility and we now have a ratified agreement covering over 600 members at this unit. We were able to achieve very strong job security and posting language along with many new monetary gains. The agreement was ratified in May of 2023. Mike D'Agnolo is the Local 444 liaison for this unit.

UNIIFOR FEC, LOCAL 2458 – Chairperson, Ryan Ellis. Congrats to Ken Durocher (Financial Secretary Treasurer) is the Local union contact. At the time of writing this report we do not have a ratified agreement in place but hope to by the first week of November. We cannot thank our members enough for the work they do day in and day out at the facility and they are the Heart of the Union!

VETERN CAB COMPANY, LOCAL 195, WINDSOR, ON – Chairperson, Moe Abouzeeni. Another Unit that faced so many challenges due to Covid and I want to take the opportunity to thank Brother Abouzeeni for his incredible leadership throughout the Pandemic and during bargaining. This unit negotiated and ratified a new agreement in August that will ensure there are no increases to any rental rates over the term of the agreement and this is a first for these members. Emile Naboutt, President Local 195 is the liaison.

THE VILLAGE OF ASPEN LAKE, LOCAL 2458, WINDSOR, ON – Shelley Smith, is the liaison officer for this unit. We have been trying to get a new agreement with this employer since early spring but our members are holding strong to achieve the same gains that we made in all of our

other Windsor are homes and so at the time of writing this report, we have notified the employer that we will be taking them to Arbitration.

THE VILLAGE OF ST.CLAIR LOCAL 2458, WINDSOR, ON – Chairperson, John Brown Shelley Smith is the Liaison for this unit. This is a sister unit to The Village of Aspen Lakes and we are having the same issue as the Aspen Lakes and the same expiry date of October 31st 2022.

WINDSOR-ESSEX COUNTY REAL ESTATE BOARD, LOCAL 2458, WINDSOR, ON – Chairperson, Joel Galipeau. We just ratified a new 3 year agreement with this unit that will see wages increase 5% immediately, 4% in the second year and 3% in the final year. We also added another person to the top wage classification. Tullio DiPonti is the liaison.

Lisa Tucker
National Representative

BRUCE COUNTY PUBLIC LIBRARY, LOCAL 2458, PORT ELGIN, ON. - There are approximately 7 members who work at this library. The Local Representative is Ken Durocher. The collective agreement expires on December 31, 2023. We have met with the membership and ratified our proposals for bargaining. The Unit Chairperson is Nancy Kuhl.

BRUCELEA & GATEWAY HAVEN, LOCAL 2458, WIARTON AND WALKERTON, ON. - There are approximately 233 members who work at these two Long-Term Care facilities. The Local Representative is Mike Kisch. The collective agreement expires on June 30, 2025. The Unit Chairperson for Brucelea Haven is Jenna Cassidy and the Unit Chairperson for Gateway Haven is Ashley Taylor.

CARESSANT CARE BONNIE PLACE, LOCAL 302, ST. THOMAS, ON. - There are approximately 150 members who work at this Long-Term Care facility. The Local Representative is Rusty Sproul. The collective agreement expires on September 15, 2024. The Unit Chairperson is Carol Mahon.

CARESSANT CARE COURTLAND, LOCAL 302, COURTLAND, ON. - There are approximately 37 members who work at this Long-Term Care facility. The Local Representative is Rusty Sproul. The collective agreement expires on June 30, 2024. The Unit Chairperson is Kristina Wells.

CHARTWELL LONDON, LOCAL 302, LONDON, ON. - There are approximately 80 members who work at this Long-Term Care facility. The Local Representative is Mary Rymal. The collective agreement expires on December 31, 2024. The Unit Chairperson is Barb Richter. Chartwell has sold this nursing home to Age Care.

CHARTWELL PARKHILL, LOCAL 302, PARKHILL, ON. - There are approximately 56 members who work at this Long-Term Care facility. The Local Representative is Mary Rymal. The collective agreement expires on December 31, 2024. The Unit Chairperson is Brenda Elliot. There have been some issues with this Employer wanting to change the master schedule which would have a significant impact on our members. The Committee, along with Mary, have worked diligently on the schedules to ensure there is as little impact as possible to our members. Chartwell has sold this nursing home to Age Care.

EXTENDICARE LONDON, LOCAL 302, LONDON, ON. - There are approximately 152 members who work at this Long-Term Care facility. The Local Representative is Michelle Flewin. The collective agreement expires on July 31, 2024. The Unit Chairperson is Margaret Glasgow. The Employer brought in a new pay roll system which created havoc across all of Extendicare, with members not being paid properly or in some cases not at all. The Local, along with the Committee, ensured that grievances were resolved in a timely manner. There are now grievances in the system on a violation of how the Employer is paying out vacation pay.

GOLDEN DAWN, LOCAL 2458, LION'S HEAD, ON. - There are approximately 30 members who work at this Long-Term Care facility. The Local Representative is Ken Durocher. The collective agreement expires on October 31, 2024. The Unit Chairperson is Terri Shearer.

This facility fell under Bill 124 and all outstanding monetary issues related to this bill have been resolved.

HANOVER & DISTRICT HOSPITAL, LOCAL 302, HANOVER, ON. - There are approximately 90 members who work at this hospital, covered by three separate collective agreements which all expire on March 31, 2024. The Local Representative is Rusty Sproul. The Unit Chairperson is Josh LeMon. This hospital fell under Bill 124 and all outstanding monetary issues related to this bill have been resolved.

MAPLE VIEW TERRACE, LOCAL 302, LONDON, ON. - There are approximately 70 members who work at this Retirement facility. The Local Representative is Kevin Phillips. This collective agreement expires on May 31, 2026. The Unit Chairperson is Karen Schreiber.

MCCORMICK HOME (SERVICE), LOCAL 302, LONDON, ON. - There are approximately 153 members who work at this Long-Term Care facility. The Local Representative is Michelle Flewin. The collective agreement expires on March 31, 2025. The Unit Chairperson is Michelle Smith. This facility fell under Bill 124 and the Committee is working hard to resolve all outstanding issues.

MCCORMICK HOME (RECREATION SPECIALISTS), LOCAL 302, LONDON, ON. - There are approximately 9 members who work as Recreation Specialists at this Long-Term Care facility. The Local Representative is Michelle Flewin. The collective agreement expires on March 31,

2025. The Unit Chairperson is Natalie Woods. This facility fell under Bill 124 and the Committee is working hard to resolve all outstanding issues.

METCALFE GARDENS, LOCAL 302, ST. THOMAS, ON. - There are approximately 70 members who work at this Retirement facility. The Local Representative is Mary Rymal. The collective agreement expires on December 31, 2025. The Unit Chairperson is Samantha Toomer.

REVERA DOVER CLIFFS, LOCAL 302, PORT DOVER, ON. - There are approximately 37 members who work at this Long-Term Care facility. The Local Representative is Michelle Flewin. The collective agreement expires on October 31, 2024. The Unit Chairperson is Ashley McKay. This Employer implemented a policy that saw 4 of our members be terminated for not being vaccinated for COVID-19. They have since amended their COVID policy and reinstated any member who wanted to return to work. All of our members at Dover Cliffs returned to work. Extendicare received regulatory approval to assume operational responsibility for this facility on August 1, 2023. Dover Cliffs is scheduled to be rebuilt in the near future.

REVERA ELMWOOD PLACE, LOCAL 302, LONDON, ON. - There are approximately 143 members who work at this Long-Term Care facility. The Local Representative is Michelle Flewin. The collective agreement expires on October 31, 2024. The Unit Chairperson is Winnie Laffrenier. Elmwood increased by 88 members due to a recent new build. This Employer implemented a policy that saw our members be terminated for not being vaccinated for COVID-19. Thankfully, no one was terminated at Elmwood for non-compliance with the COVID policy. Extendicare received regulatory approval to assume operational responsibility for this facility on August 1, 2023.

REVERA MCGARRELL PLACE, LOCAL 302, LONDON, ON. - There are approximately 155 members who work at this Long-Term Care facility. The Local Representative is Michelle Flewin. The collective agreement expires on October 31, 2024. The Unit Chairperson is Amina Muhidin. This Employer implemented a policy that saw 11 of our members be terminated for not being vaccinated for COVID-19. They have since amended their COVID policy and reinstated any member who wanted to return to work. Only 3 of our members returned to work at McGarrell. Extendicare received regulatory approval to assume operational responsibility for this facility on August 1, 2023.

TRAVERSE INDEPENDENCE, LOCAL 1106, KITCHENER, ON. - There are approximately 100 members who work at this facility. The Local Representative is Mike Camblin. The collective agreement expires on April 1, 2024. This facility fell under Bill 124 and the Employer did not want to return to the bargaining table even though we negotiated reopener language. Grievances were filed and they eventually did return without the need of an arbitration. The Committee is working hard to resolve all outstanding issues.

VICTORIA PLACE, LOCAL 1106, KITCHENER, ON. - There are approximately 41 members who work at this Retirement facility. The Local Representative is Mike Camblin. The collective agreement expired on May 31, 2023. The Unit Chairperson is Debbie Stefansson. We are currently in bargaining with this unit and there is one outstanding termination grievance referred to arbitration.

VILLAGE OF GLENDALE CROSSING, LOCAL 302, LONDON, ON. - There are approximately 162 members who work at this Long-Term Care facility. We ratified a new collective agreement on May 15, 2023. This collective agreement expires on November 30, 2024. The Local Representative is Rusty Sproul and the Unit Chairperson is Christina Hill.

VILLAGE OF WENTWORTH HEIGHTS (LONG-TERM CARE), LOCAL 504, HAMILTON, ON. - There are approximately 128 members who work at this Long-Term Care facility. The membership turned down a tentative agreement and we proceeded to arbitration. The arbitration award came down on August 31, 2023. The collective agreement expires on November 30, 2024. There is an outstanding sick leave grievance that is proceeding to arbitration. The Local Representative is Cindy Hasler and the Unit Chairperson is Sue Burns.

VILLAGE OF WENTWORTH HEIGHTS (RETIREMENT), LOCAL 504, HAMILTON, ON. - There are approximately 127 members who work at this Retirement facility. We ratified a new collective agreement on May 17, 2023. This collective agreement expires on November 30, 2024. There is currently not a Unit Chairperson; the Long-Term Care Committee is assisting the members in the Retirement Home. The Local Representative is Cindy Hasler. I would like to congratulate Cindy Hasler on becoming President of Local 504 and I look forward to working with her in the future.

WATERLOO CATHOLIC DISTRICT SCHOOL BOARD, LOCAL 302, KITCHENER, ON. - There are approximately 175 members who work at this school board. We ratified the new collective agreement on February 26, 2024. This collective agreement expires on August 31, 2026. The Local Representative is Kevin Phillips and the Unit Chairperson is Paul Reis.

WOMEN'S HOUSE OF BRUCE, LOCAL 2458, KINCARDINE, ON. - There are approximately 28 members who work at this women's shelter. The Local Representative is Jennifer Cloutier. Through the hard work of Jennifer Cloutier, Julie Lamont and Tabatha Birtch, we were able to obtain one of the best collective agreements we have seen at this shelter in years. There were increases in the shift premium, vacations, sick leave, vision, group RRSP and a \$2.50 wage increase, plus historic pay equity increases over the life of the agreement. The collective agreement expires on March 31, 2026.

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