

**IN THIS ISSUE:**  
**WOMEN'S CONFERENCE HIGHLIGHTS**  
 >> PAGE 2  
**PIPELINE WORKERS JOIN UNIFOR**  
 >> PAGE 3  
**UNIFOR CONVENTION LIVE AND INTERACTIVE** >> PAGE 4



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# uniforum



Unifor begins its first negotiations with the Detroit Three in Toronto, Ontario

## Bargaining with the Detroit Three underway

Formal contract talks between Unifor and the Detroit Three automakers have officially begun, with the top priority of securing new investment and product in Canada.

"These are perhaps the most important auto contract talks in a generation," said Unifor National President Jerry Dias, who is leading the negotiations.

"There will be no deals with any of the companies without commitments from each of them for investments in Canada."

These are the first set of Detroit Three auto talks since the merger of the CAW with CEP in 2013. Talks formally opened on August 10, with a pattern bargaining target to be identified in early

>> Continued on page3

## Jumping Up in Caribana

Members from throughout south-western Ontario, including reps from the Aboriginal and Workers of Colour Committee, took great pride in celebrating Caribbean culture with their children during Toronto's Caribana parade.

This year, the Executive of Local 40 helped to organize the mas band contingent to represent the union in the

>> Continued on page2

## Urgent workplace reform needed

The release of the groundbreaking Ontario Changing Workplaces Review interim report highlights the urgent need for reform to address the reality of modern work.

"Today's workplaces are increasingly using precarious work, offering low paying part-time jobs or contract-to-contract positions without benefits or security. The impact on

workers is compounded by erratic scheduling, growing income inequality and a lack of work-life balance," said Unifor National President Jerry Dias.

"This interim report tackles the issues that millions of Ontarians face in the workforce. It includes solutions that, if implemented, would be a historic step towards ending

>>Continued on page3

## New Delegate Prep Session

Time to brush up on your Convention skills! New and seasoned delegates are invited to take part in an introductory session to prepare for Convention.

The session will review the Convention's agenda, run through rules and procedures, and give delegates all the information needed to be an active participant at this year's Convention.

Local unions are encouraged to have members of their delegations attend this prep session on Sunday, August 21 from 6pm to 7:30pm, in room 102 at the Shaw Convention centre.



## UNIFORUM

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## Women's Conference encourages leadership at every level

Unifor celebrated its largest Women's Conference yet, with over 300 delegates from across the country. In addition to record attendance, the conference was energized by the nearly two-thirds of sisters who had never before attended a Women's Conference.

This year's conference entitled "Strong Women, Strong Unions" looked at how women in our union already have the skills and the experience to take on leadership roles. Workshops like *Getting More Women Elected* and *Lobbying: Women's Voices Needed* examined how women sometimes doubt their own ability to lead when they are already

well-equipped to tackle the business of their local and bring fresh perspectives to bargaining.

In the workshop *Bargaining Equity: Past, Present and Future*, women saw how transferable their skills are from bargaining with their families and friends to bargaining with employers. Participants of the workshop, *Closing the Gender Wage Gap*, discovered that there are many elements that contribute to women earning less than men - and it's not just the difference in hourly wages. Factors like family responsibilities, childcare and elder care push women into part-time precarious work; social conditioning and well-established ideas of



Over 300 Unifor sisters share their experience at Port Elgin Family Education Centre

gendered occupations push women largely into "female" occupations that are paid far less than "male" occupations.

Sisters in the union shared their leadership strategies and talked about how important it is to help other women succeed.

### >> Continued from "Jumping Up in Caribana..." on page 1

highly anticipated grande parade.

Teaming up with SunLine productions, the group built and created four large floats that were carried by people, including two youth, during the parade and elaborate costumes worn by masqueraders who jumped up and danced along the street.

In addition to the parade, the group also played in the kids' carnival, and competed in the King and Queen showcase competition. Being judged on creativity, costume construction and design, the group placed third in the King event.

The parade is the major event that brings the three week festival to close and



Unifor masqueraders celebrate Caribana at the Toronto Caribbean Carnival Parade.

is celebrated by over one million people. Throughout the day masqueraders were treated to a variety of sounds and rhythms of the Caribbean, including Calypso, Soca, Reggae, and Steel Pan. Toronto's

first parade debuted in 1967 and has been growing ever since; you won't want to miss next year's 50th celebration!

Visit [www.facebook.com/UniforCanada](http://www.facebook.com/UniforCanada) to see more photos.

>> Continued from  
"Bargaining with the  
Detroit..." on page1

September.

With pattern bargaining, negotiations focus on one company, establishing a pattern that will model the contracts with the other automakers. Once a deal is ratified with the target, focus shifts to the next company, and then the third.

"This system has served both the companies and the workers well, ensuring we don't have a race to the bottom and can maintain good jobs and strong communities," said Local 200 President Chris Taylor, Chair of the Master Bargaining Committee.

At its meeting June 1, Unifor's Auto Council, with elected representatives

from every bargaining unit involved in this round of talks, voted unanimously to make new investments in Canada, including new product allocations, the top priority of the talks.

New investments will secure good jobs in this country, and a stable future for our communities and our children. While the top priority will be new product, Dias said workers helped the companies weather the financial storm of 2008-9 and deserve to reap the rewards - just as shareholders and top executives have done over the last few years.

"The automakers' relative health and the strength of the North American auto market make now the ideal time to invest," Dias said.

Across Canada, the



Get the latest bargaining news at [www.facebook.com/AutoTalks16](https://www.facebook.com/AutoTalks16) and by following #Autotalks16 on Twitter

economic impact of having an auto industry in this country is massive. A decline in that industry would hurt all Canadians -- and that's why Unifor is standing up for good jobs, healthy communities

and a future for our young people during this round of negotiations.

For full details of the formal contract talks openings and press conferences visit [unifor.org/AutoTalks16](http://unifor.org/AutoTalks16).

>> Continued from "Urgent  
workplace reform..." on page1

the race to the bottom."

The Ontario Changing Workplaces Review was created to respond to concerns over deteriorating working conditions experienced by a number of today's workers. The Special Advisors conducting the review are examining key issues including precarious work, employment standards and barriers to joining a union and achieving collective bargaining rights.

Upon completion, a final report will recommend changes to the provinces' outdated Employment Standards Act (ESA) and Ontario Labour Relations Act (OLRA).

"The Changing Workplaces Review is a once-in-a-generation opportunity to transform

employment legislation," said Unifor Ontario Regional Director Katha Fortier. "This is not the same labour market that existed two decades ago and it's time our laws reflected that."

To prepare the interim report the Special Advisors conducted public consultations and considered input from labour groups, including Unifor.

"We're pleased to see that many of our recommendations are included in the interim report," said Unifor Ontario Regional Director Katha Fortier. "It's crucial that the solutions offered by labour are carried through to the final report as the status quo is not an option."

Email your suggestions on how to improve working conditions to [CWR.SpecialAdvisors@ontario.ca](mailto:CWR.SpecialAdvisors@ontario.ca).

## Pipeline workers join Unifor

More than 230 workers in British Columbia have voted to join Unifor. New Local 4960 was formerly the Canadian Pipeline Employees Association, representing workers in raw gas pipeline, booster stations, and processing plants.

"Unifor is Canada's energy union," said Joie Warnock, Unifor's Western Director. "We look forward to working with Local 4960 and we know that they will make an important contribution to the movement."

Located in cities and towns across BC, Local 4960 workers maintain the raw gas gathering pipeline systems that feed the processing plants located in

Northeast B.C. to the natural gas transmission pipeline systems running from Ft. Nelson in the northeast to the Washington State border.

The local unites a diverse group of trades people and skilled workers, including plant and station operators, steam engineers, electricians, instrumentation techs, welders, millwrights, mechanics, piggers, valve techs, pipeliners, corrosion techs, warehousemen, gas controllers, and communication techs.

The Local chose "4960" to reflect the geographic scope of the membership, from the 49th parallel at the U.S. border to the 60th parallel at the Yukon border.



## It's time for Unifor Live!

Unifor's second Convention is just days away. Can't make the trip to Ottawa? Not to worry! To ensure that as many members and allies as possible can participate, we will be live streaming.

For those attending in person, we also have a helpful mobile app that features speaker information, session schedules, maps and much more. You can download the app by searching "Unifor 2016" in the iOS app store, Google Play app store and Blackberry World.

From keynotes such as Justin Trudeau, Rachel Notley, Hassan Yussuff and Justice Murray Sinclair to presentations from Unifor's leadership team on the future of our union,

there's a lot to look forward to. Visit [www.unifor.org/convention2016](http://www.unifor.org/convention2016) to check out the full agenda.

The live stream will take place at our new Unifor Live portal. Whether you gather at your local union hall to watch as a group or tune in from the comfort of your home, everyone can participate. Be sure to tune in and join the conversation on social media with the hashtag #Unifor2016.

Scheduled to work during one of the keynotes? Not to worry. All live streams will be archived on the site so you can catch up when you get a chance. You'll also find all our convention videos there as soon as they're screened.

Unifor live stream

**IN THIS ISSUE** Formal contract talks with the Detroit Three are underway. Ontario report examines difficulties of modern work. Women's Conference highlights. Unifor joins the Caribana party. The countdown is on for Unifor's 2nd Convention; find out how attendees and members at home can stay on top of all the action... and more!

is launching the week of August 15 at [www.uniforlive.ca](http://www.uniforlive.ca)

If you want the latest updates join the 2nd Unifor

Convention Facebook event page and follow along <https://www.facebook.com/events/548915251967400/>

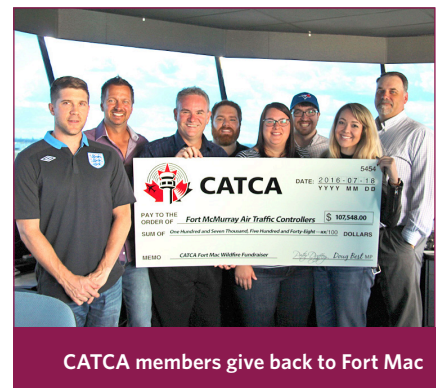
## Aid for Fort McMurray

Shocked by the images of the Fort McMurray wildfire, Air Traffic Controllers from across Canada banded together to donate \$53,774 for affected members. The employer Nav Canada matched the amount to bring the final tally to \$107,548.

"While some of our members live in affected areas, none lost their home, so we plan to donate the majority to local charities involved in the rebuild," said local branch chairperson Brad Young.

A proud member of Unifor, the

Canadian Air Traffic Control Association (CATCA) is a trade union that represents Canada's 2,000 Air Traffic Controllers.



CATCA members give back to Fort Mac