



UNIFOR
The Union for
W.A.N.T.E. Members

Unifor is the Right Choice for the Winnipeg Association of Non-Teaching Employees Membership

Unifor in Education

Unifor represents more than 4,500 educational support staff in school boards across the country. We also represent educational support staff at universities and other institutions.

Our education support staff members participate in multiple councils, including the Education, Technical, Officer and Professional Industry Council (ETOP) as well as Unifor Education Support Staff (UESS) Council.

ETOP Council is a highly engaged body, and meets to discuss issues, challenges and campaigns in the sector and in our workplaces during all councils of Unifor, including Prairie and Canada. The principle objectives of ETOP Council are:

- To raise awareness and address issues that affect members
- To enhance and raise the profile of members and our work
- To promote the exchange of ideas of common interest including common bargaining issues and/or strategies amongst members

The UESS is a related council that provides a forum to discuss issues directly affecting education support staff. The UESS meets yearly to share successes, strategies, training and campaigns to fight back against provincial government attacks.

With Unifor, you will have a strong voice and a home, distinct in its ability to offer unparalleled levels of support at the bargaining table, in the workplace, at the legislature and if needed, on the picket line. We draw from our multi-sector approach to give all our members the ability to fight back and win.

Fighting Back in Manitoba

In March 2022, Unifor was successful in challenging the Manitoba government. An independent arbitrator sided with Unifor in a key battle against the government over layoffs proposed in 2020.

The government first attempted to impose layoffs in 2019, but was unsuccessful after Manitoba Hydro cited safety concerns with the staff reduction. The government tried again in 2020, this time using the pandemic as an excuse. Unifor took the employer to arbitration to protect Manitoba Hydro jobs, and won because of our strong collective agreement.

The government was asking Manitoba Hydro workers to pay for its inability to govern with their jobs. Unifor membership fought back for their jobs and stable and reliable public service.

Unifor's "lack of work" article ensures layoffs may only occur if there is not enough bargaining unit work to fill positions. The arbitrator ruled that the government demanded labour "savings" well in excess of any reasonable staff reduction.

This win was possible because we supported and stood behind our members in challenging the government. With Unifor, you'll have the resources and will needed to take on the Manitoba government.

Your Own Local Union and Resources

Unifor is a democratic and accountable union, with a structure that encourages and supports your voice within the union. Your home within Unifor will be with your own local union with a structure of representatives who are democratically elected by the membership and are fully supported by the national union through training and resource departments.

Your local union would also keep the funds you have built as W.A.N.T.E. to continue to support your membership. Moving forward, your dues would be 1.35% of your regular wages of which 44.5% would stay to support the direct work of your local union. This system also promotes equitable payment of dues based the hours worked over a flat fee.

With Unifor, you'll have the resources and support needed to succeed in getting the representation you deserve.

Experience, Support and Training

Unifor has trained and professional specialist staff who ensure that you have the knowledge needed to protect your interest at work. We have a team of experienced staff lawyers who are available to support our local unions to ensure the membership has every support needed.

As a member, you'll have access to Unifor's education programs - among the best in Canada - that can help you develop skills to create a better workplace. This includes regional programming here in Winnipeg, online and at our Family Education Centre in Port Eglin, Ont.

With Unifor, you'll have experienced staff and access to top tier training that will ensure the membership is supported before, during and after collective bargaining.

Strike Fund

Unifor supports our members who make the difficult decision to take strike action. This includes access to our strike fund immediately and strike/picket line support. We have led successful fightbacks across the country with solidarity of Unifor members. We are not afraid to use any resource or tactic to support our membership.

With Unifor, you will not have to worry about your ability to take action against the employer, should the membership make that decision.

Why is Unifor the right union for W.A.N.T.E. membership?

At its core, Unifor is truly a union for everyone and uses a multi-sector approach to win gains for our membership, whether challenging governments, winning issue campaigns or leading successful labour action.

Members benefit from the strength, expertise and willingness to take on tough challenges that goes unmatched in Canada's labour movement.

With Unifor, we'll always have your back.

Who We Are

Unifor is a strong and effective union that works to make sure our members have safer workplaces, secure employment, wages and benefits that provide a decent standard of living, and that dignity and respect is part of every workplace. What we wish for ourselves, we also wish for all workers. Part of Unifor's strength lies in its team of expert staff across the country that provide services and support to Locals and their members. To service all the diverse needs of Unifor members the union employs professional staff all across the country.

Unifor has staff representatives and national departments in the following areas:

- National Representatives who work directly with Locals during bargaining, grievances and assist in supporting the needs of members in every Local;
- An in-house legal team to advocate, and represent members;
- Pensions and benefits experts;
- Industry and sector-specialists and Directors;
- Researchers and economists;
- Communications and government relations teams;
- Adult education trainers and union educators;
- Human rights and health & safety experts;
- Specialists in women's rights and child care initiatives, and much more!

Our membership is spread across the country and across Canada's most vital economic sectors.

Members by Sector

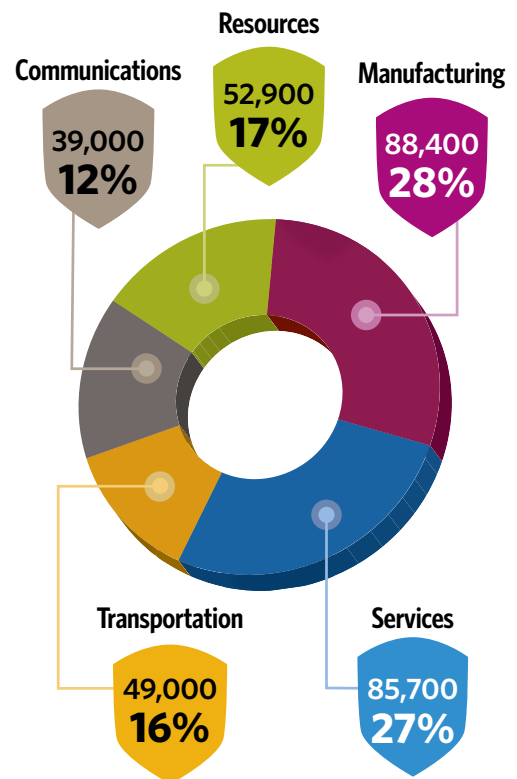
Resources		
Forestry	23,000	7%
Energy	11,800	4%
Mines, metals & minerals	9,900	3%
Fisheries	7,200	2%
Construction	1,000	<1%

Services		
Health & social services	29,100	9%
Retail & wholesale	20,000	6%
Hospitality & gaming	18,800	6%
Vehicle services	5,100	2%
Education	5,200	2%
Union & political	1,000	<1%
Other services	6,500	2%

Communications		
Telecommunications	26,400	8%
Media	12,600	4%

Manufacturing		
Auto assembly & parts	41,000	13%
Aerospace	11,100	4%
Food & beverage	9,300	3%
Truck, bus & transit	4,300	1%
Fabricated metal	3,900	1%
Plastics	3,800	1%
Chemicals	3,200	1%
Electrical	3,100	1%
Furniture	1,500	<1%
Shipbuilding	1,200	<1%
Other manufacturing	6,000	2%

Transportation		
Road	23,000	7%
Air	14,500	5%
Rail	9,200	3%
Marine	2,300	1%

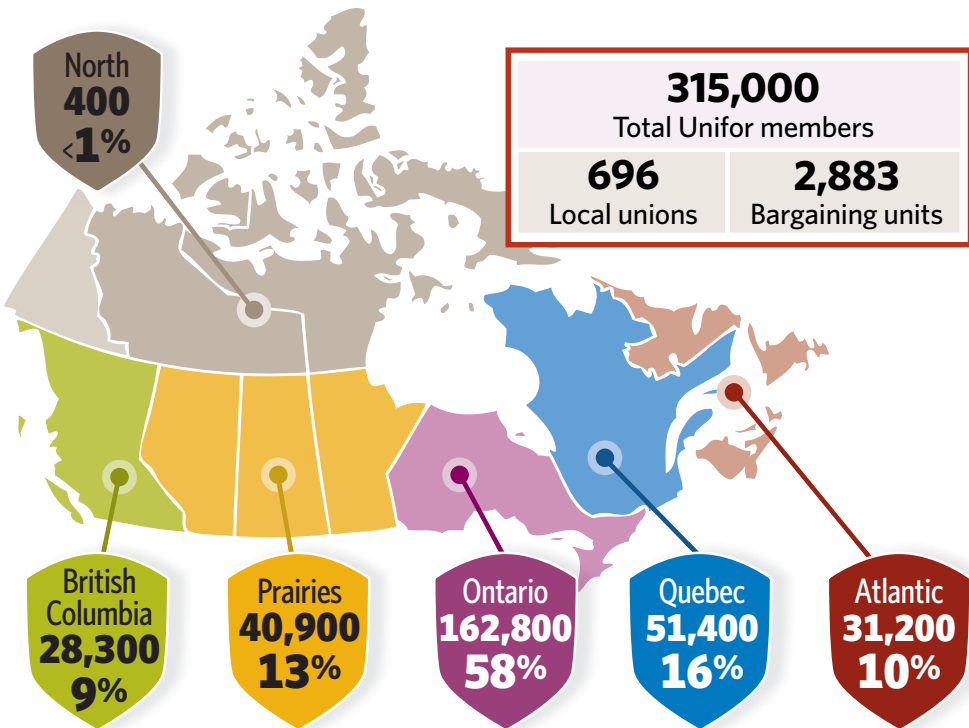


Total Unifor members
315,000

696 Local unions

Unifor by the Numbers

Members by Region

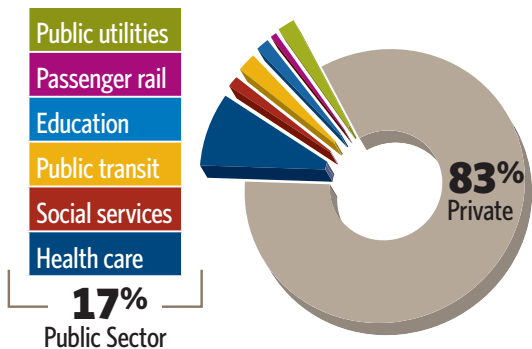


315,000
Total Unifor members

696 Local unions	2,883 Bargaining units
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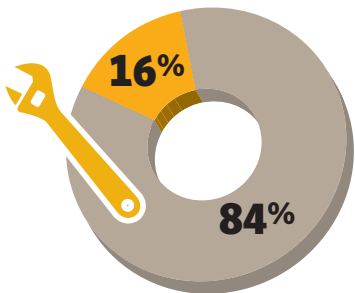
Breakdown by Region

British Columbia	28,300
Alberta	17,200
Saskatchewan	11,300
Manitoba	12,400
Ontario	162,800
Quebec	51,400
New Brunswick	7,200
Nova Scotia	12,100
Prince Edward Island	300
Nfld. and Labrador	11,600
Nunavut and Territories	400
Total Members	315,000

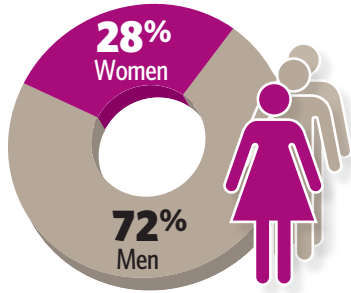


54,000
Public sector
1 in 6

We have members who work in health care, telecommunications and media, in road, rail, air and marine transportation, in resources such as forestry, energy, mining and smelting and fisheries. We have members in construction, manufacturing, auto, and shipbuilding. We also have members who work in education, retail, gaming and hospitality.



50,000
Skilled trades
1 in 6



88,000
Women
1 in 3

All of these workers have one thing in common - they are members of the union. Unifor is 315,000 workers in Canada and we are growing every single day!



What We Do

Unifor works hard to make your life better. We bargain with your employer for fair contracts and work toward programs and benefits that workers want and need. **We strengthen your voice at work!**

Unions fought for many things we now consider basic: the eight-hour workday, weekends, sick days, maternity and parental leave, health and safety laws and more. But we're not done - there's more we can and must do to protect working people and their families.

Unifor is responsible for bargaining progressive programs such as Domestic Violence Leave, the Women's Advocate program, the Social Justice Fund, and more. We're an innovative union with objectives written into our Constitution to ensure equality regardless of race, sex, age, creed, colour, marital status, sexual orientation, gender identity, disability, religion, political affiliation or place of origin. Unifor is the union for everyone!

Your Local is Here to:

Address workplace issues or problems, and deal with grievances;

Ensure your rights are upheld and protected;

Enforce the Collective Agreement - every provision and article must be implemented and respected;

Advance safety in the workplace and to stop or prevent discrimination and harassment;

Act as your representative to the employer;

Educate you about your rights and your union;

Provide opportunities to get involved in building the union and participate in political action;

Negotiate a new Collective Agreement to ensure your wages, benefits and rights are strengthened;

Build a stronger labour movement; and much more.

Membership Rights

Unifor is Your Union and You Have Rights!

An informed and active membership is the foundation of a democratic and dynamic trade union.

Unifor's foremost priority is to advance the interests of its current members and to assist prospective members to organize new bargaining units. In addition, the union will open its membership to a broader range of working people including those who cannot feasibly organize a bargaining unit.

Rights and Responsibilities of Members

- Members are entitled to share equally in governing Unifor. Subject to the distinctions and rules set out in the Unifor Constitution, each member in good standing has the right to run for office, to nominate and vote in free and fair elections.
- Members have the right to fully participate in the democratic debate and decisions of the appropriate body or structure of which they are a member or a delegate. All members have the right to free speech including the right to criticize the policies or governance of the union.
- Members have the right to participate in the union free of harassment and the national union shall have an effective anti-harassment policy.
- Members have the right to fair and reasonable consideration of their individual interests and concerns when collective decisions are made.
- Members have the right to a review of any decision which they believe adversely affects them, as set out in the Constitution.
- Members shall uphold the democratic decisions and rules of the union, pay dues and fulfill obligations in the Constitution, and respect the provisions of their freely negotiated collective agreements.
- Members shall support the solidarity and the collective actions of the union in collective bargaining, and in its efforts to protect the jobs of members.
- Any member who is elected or appointed to represent other members or participate in the administration or governance of the union shall defend the Constitution and organizational integrity of the union. Unions are democratic organizations - you have the right to elect your Local president and other local union and workplace representatives, including your bargaining committee. As a member you also have the final say to vote on your contract after it is negotiated. Make sure to participate - it's your democratic right as a union member. Most local unions hold regular monthly meetings that are open to all members to attend. This is a great way to find out what the union is doing and find something that interests you.

Come out to a meeting and get involved with your Local. We are stronger when we work together!



Dues

Trade unions in Canada play a unique and exceptional role in the progress towards social justice. Only trade unions are self-funding working class organizations which express the interests and hopes of working people and their families. Our work and struggle requires resources; dues payments create the resources we need to move forward.

Every member in the Local pays dues, an amount of money collected to assist in meeting the needs of the Local and the National Union. Although you may only see one deduction for union dues on your pay stub, the funds you provide go towards your Local and to the national. As outlined in our Constitution, national union dues will be 0.735 per cent of a worker's regular wages with respect to regularly-scheduled hours as defined by the collective agreement in place.

Regional Council and Quebec Council dues are set at 0.0135 per cent.

Local Union dues are fixed at a minimum of the level set at Unifor's Founding Convention. By a majority vote of the members of your Local, a Local Union may set Local Union dues higher or lower; however Local Union dues cannot be reduced to lower than 0.6015 per cent of regular wages.

Funds are important to the union because this is how Unifor has resources to represent and defend members and conduct all of the vital political action and lobbying work and National Union programs that occur.

National Executive Board

The National Executive Board brings together the leadership team of Unifor. While representing distinct groups in the Union, all National Executive Board members have the responsibility and duty to advance and protect the interests of the entire membership. The National Executive Board is the highest authority of Unifor between Conventions.

The six elected officers of the union listed above are all members of the National Executive Board, along with:

- Chairpersons of each of the Regional Councils and the Quebec Council (British Columbia, Prairie, Ontario, and Atlantic);
- An elected representative from the National Aboriginal and Workers of Colour Committee;
- Chairperson of the National Council of Retired Workers;
- Chairperson of the National Skilled Trades Council; and
- Elected representatives, Industry Council representatives, selected from nominations by Industry Councils - there shall be a total of one from 11 Industry Councils elected to the Board. Elections are held at Canadian Council every three years.

As with every committee and council of the national union, the National Executive Board aims for a gender-balanced, diverse and regionally representative membership.



To ensure regional balance the Constitution says that members from any one region of the National Union (Atlantic Region, Ontario Region, Western Region and Quebec) shall not hold more than 13 of the 25 seats on the National Executive Board at any one time.

For more information about the governance of our union, its code of ethics and democratic practices, management of dues and the operations of various committees and councils, please refer to the [Unifor Constitution online: unifor.org/constitution](https://unifor.org/constitution).



Equity Committees

Unifor recognizes the valuable contribution of equity-seeking groups within the union. Indigenous and Black workers, LGBTQ, workers of colour, women, workers with disabilities, young workers and others, bring to the union inspiration and diversity that makes us a better union.

The union's struggle for justice, equity, respect, and dignity cannot be limited to fighting the bad bosses or pushing the government for legislative changes. It must also include looking internally, within our union, to consider how members are included, represented, and most importantly, how we can create opportunities for equity representation in the leadership and governing bodies of our union.

Our commitment to making our union look like our workplaces and communities means that we always work with inclusion in mind. We strive for gender balance in our leadership and among our National Executive Board members and work hard to take direction from our equity committees in adapting our meetings, councils and operations to make Unifor a welcome space for everyone.

Visit unifor.org/equity for more information.



Education Programme

Unifor is home to the most sophisticated labour training centre in the country. The Unifor Family Education Centre is located on the tranquil shores of Lake Huron in Port Elgin, Ontario and features programs ranging from health and safety, equity and anti-harassment training to courses ranging from: preparing for collective bargaining, local activism, communicating to members, building leadership and much more.

Courses vary from one day to multi-week and are offered on a rotating schedule through the year. For members who are unable to travel to Port Elgin, or for more convenient and affordable options for Locals, courses are offered in cities across the country as well. If there is a specific course requested or needed that is not being offered locally, trained Discussion Leaders will host a course in your city or town if 15 or more people are interested.

Since 1960, the union has offered a Family Education Program for members and their families. If selected by your Local union to attend, the member agrees to give up his/her vacation time and the national union covers costs for meals and accommodations, and where required, air travel.

During Family Education, adults, both members and their spouse/partner, come away from the program with a better understanding of how to integrate trade unionism and social activism in the lives of their family and community. Pre-teens participate in recreational programs run by fully-trained child care workers and counselors. Teenagers participate in a specially-designed program which recognizes their unique interests but also incorporates the issues of social unionism into their curriculum.

There are many ways to take advantage of the education available to you as a member. For more information about any course, you can contact your Local or write to education@unifor.org.

Check out the education programs on the Unifor website at unifor.org/education.

Political Action

Unifor was built to be a political force in Canada. Why, you ask? It's because politics affects every corner of our lives, from the rights we defend and gain for workers and their families, to how members of equity-seeking groups are included, heard and represented in our society, and so much more.

As a political union, we have already seen what our activism can do. Where right-wing governments have attempted to slash or sell off the public sector, Unifor has defended good jobs in health care and social services that we all depend on. Where anti-worker politicians have made empty promises to working people, Unifor has shown what their policies will really mean for our communities and our economy. Unifor has been politically active to change governments and together the union makes a difference.

Our voice is a progressive counter-balance to the influence of the rich and of large multi-national companies. While big business is always focused on making a profit – our number one goal is to make sure people are respected and treated fairly. It's about getting a fair share for workers!

Remember, weekends and holidays, same-sex benefits and so many other rights we now consider 'normal' didn't exist until unionized workers demanded them. We've come a long way, but we must still fight for equal pay, for fair wages, for good public health care and child care and for so many other things that will make our communities healthier and stronger.

Unifor is political force. The union is a way to have your voice heard and stand up for everyday working people and their families. To find out more about our activism, write to politicalaction@unifor.org.

Take action and check out Unifor campaigns at unifor.org/action.



Social Justice Fund



Unifor is dedicated to improving the lives of workers and their families in Canada and around the world. One way we express that commitment is through our Social Justice Fund.

The Unifor Social Justice Fund (SJF) promotes and supports the role of trade unions and workers' groups around the world in their efforts to strengthen democracy, promote equitable development, and contribute to poverty reduction, social justice and education reform.

The Fund is a registered charity that is governed by the Social Justice Fund Board of Directors (which includes officers of the union as well as prominent Canadians). Funds are negotiated during collective bargaining and come directly from employers, either on a cents-per-hour-per-worker basis, or as a lump sum. In this way, workers show that social justice is a key priority and that by working collectively we can make a difference not only here in Canada but around the world. Approximately 20% of our SJF monies are used in Canada, complementing the many other initiatives the union and our members support within our borders.

For more information about the SJF check out unifor.org/sjf.

Anti-Harassment Statement

Every individual has the right to dignity and respect within the union and within the workplace. Creating and preserving a safe harassment-free environment at all union activities, events and meetings is our collective responsibility.

Unifor will not tolerate or condone words or actions that undermine the dignity or self-esteem of any individual or which create an intimidating, hostile or offensive environment.

Any form of harassment within the union environment undermines our solidarity and runs contrary to our commitment to equality. Any such harassment may result in sanctions pursuant to this Policy.

Harassment is not a joke. It is unwelcome, unwanted and uninvited. It is an expression of power or perceived power by the harasser(s).

Harassment includes words and actions which humiliate, insult or degrade. It may include, but is not limited to, unwanted comments, slurs, racist or sexist jokes, pictures or posters, bullying or intimidation, graffiti, physical contact of any kind, remarks about a person's appearance or personal life, unwelcome sexual advances or demands, suggestive looks or gestures, mockery of religious practices or customs or desecration of religious imagery.

Harassment that violates human rights legislation, on any prohibited ground, violates this policy. Bullying and personal harassment are equally offensive to union principles and may also result in sanction under this Policy.

Bullying is the assertion of power through aggression, physical or otherwise and can include intentional isolation of an individual or group. It usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. Expression of differing opinions is expected in every organization and such expression does not, on its own, constitute a violation of this Policy.

If you believe you have been harassed you are encouraged to take action.

If you are able to express that the offensive words or conduct are unwelcome you are encouraged to do so. If you are unable or if you are uncomfortable doing so, or if the behavior persists, you are encouraged to approach an ombudsperson for assistance. Unifor commits to taking every harassment complaint seriously and will treat each incident with sensitivity and confidentiality. Informal resolution is always encouraged and may include, but is not limited to, apologies, reprimands or removal from the event. If a matter cannot be resolved by informal processes or where a complainant desires, a formal complaint may be filed in writing to the National Anti-harassment Coordinator at the National Office. The designated Ombudsperson(s) can provide direction on the process of filing a formal complaint. Where the safety of any individual is compromised appropriate authorities will be contacted.



Questions or More Information:
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