

# 2012 ANNUAL REPORT



A project of the Toronto and York Region Labour Council  
and the United Way

# EXECUTIVE DIRECTOR'S MESSAGE



Greetings,

December 20th, 2012 marked 30 years of dedicated work by Labour Community Services (LCS) toward creating a deep and lasting social solidarity between labour and community to achieve a just and equitable society for all. As we look back on the work of the organization we can be proud of what we have accomplished and feel confident as we venture forward. Labour and United Way movements are realizing the urgent need to coordinate efforts to raise the standard of living for thousands of people. Initial findings from United Way Toronto's / McMaster University report "It's More than Poverty" makes clear the importance of empowering workers and protecting their rights.

LCS values its unique position as an organization that was established to bring the interest of the labour movement and the wider community together to address complex social issues. Over the past 30 years we have been able to do this work through the Toronto and York Region Labour Council's partnerships with United Way Toronto and more recently with United Way York Region. We have also been able to expand our local labour / community partnership work through the efforts of the Labour Community Advocate Training Program, Special Projects, United Way Liaisons and the hosting of Lifeline Program on behalf of the United Steelworkers.

In the spring of 2012 due to severe illness Fatemeh Akdari entered long term disability in order to manage her health challenges. Fatemeh will be deeply missed and we wish her well. Marcia Lopez, formerly United Way Toronto Liaison, assumed the staffing position with United Way York Region. The partnership with United Way York Region is now in its 5th year and has been strong and continues to mature as one that will change the lives of many vulnerable residents in York Region. At United Way Toronto we welcomed Mohammed Hashim whose vibrant energy and acumen in systemic social issues that impacts society has been an asset to LCS and United Way Toronto.

The Labour Community Advocate Training Program (LCATP) experienced another successful year of training union members to act as referral agents in their workplace and communities. Linkages between the labour movement and the wider community continue to be strengthened through the work of Special Projects.

We look forward to another 30 years of committed and dedicated service that celebrate our accomplishments and confront the ever evolving local realities that are being more and more influenced by global changes.

In Solidarity

Faduma Mohamed  
Executive Director

# PRESIDENT'S MESSAGE



Greetings Sisters and Brothers,

Educational credentials and a good job were once believed to be the pathway out of poverty. However reports such as Metcalf Foundation's "Working Better and The Working Poor" have brought to life stark new realities and a notable shift in the nature of work. Today, far too many available jobs have become low wage and or precarious.

Five years after the 2008 recession the recovery has not been equitable for all. While most major financial entities have bounced back to levels equal to or greater than their pre recession levels, a significant number of workers have not. According to the latest Statistics Canada numbers, unemployment rates have remained high, standing at over 9% in Toronto. The numbers are nearly double that for young people. When work is available the jobs are often short term contracts without benefits.

The current trend of unemployment, low wage and precarious work has created a worrisome reality that must be addressed. Deliberate changes to labour market and immigration policies have helped paved the way to driving down wages while creating precarious work at every level of employment.

Labour Council and our community allies have been working to bring viable solutions to address this matter. After the Danzig shootings, we developed a full list of recommendations for action by all levels of government, private sector employers, and trade unions. Since then, work being done by Labour Council projects relating to a Metrolinx

Community Benefits Agreement (CBA) is an initial step aimed at making sure that large public expenditures have positive impacts on access to good jobs while creating pathways out of poverty in local communities. Through Labour Community Services (LCS) funding has been received for LCS and the Labour Education Centre to begin this innovative work.

Labour Council is hard at work defending workers' rights to have strong effective unions. We don't want bad laws imported from south of the border that will divide workers, weaken unions, and harm Canadian families. As we take on these challenges the task is great, but as a movement of people we have many successes that we can draw on for inspiration.

In Solidarity

**John Cartwright**  
President

# UNITED WAY TORONTO GREETINGS



Greetings from United Way Toronto!

On behalf of our Board of Trustees, staff and volunteers at United Way Toronto, I am pleased to congratulate Labour Community Services (LCS) on another year of outstanding dedication and service to the working sisters and brothers of our city.

A strong labour movement is an important part of a vibrant city. Each year we work hand in hand with those in the labour movement to build a strong and prosperous community for us all. LCS is a leader in this work. You have taken action. And through your efforts you have improved working conditions for individuals. You have also provided essential services that support families.

We are united by a shared belief that when you reach out a hand to help one person, we improve our entire community. The unique partnership between United Way Toronto and LCS ensures there is a strong connection between our local unions and our community — and we are better because of it.

Thank you for all that you do.

Sincerely

**Susan McIssac**  
President & Chief Executive Officer

# UNITED WAY OF YORK REGION GREETINGS



Dear friends,

I want to thank you for your continued support of and commitment to United Way of York Region. Our relationship is an example of how we can create strong communities by working together. Thanks to you, brothers and sisters across the region, our campaign achievement will make life better for people struggling to make ends meet.

Last year, our partnership deepened. In September, we hosted the first annual Women of Labour event, which celebrated women leaders across York Region and their commitment to United Way. We were also pleased to host the Labour Community Advocate training program, connecting union members to social services in York Region.

Because of your generosity, we can ensure frontline social services are available to those who need them most. Whether it is supporting a woman fleeing an abusive relationship or a young person struggling with mental health issues, you are changing lives.

Always and only, thank you for your solidarity and continued support.

**Daniele Zanotti**  
Chief Executive Officer

# WE MADE GOAL!



“*Union members are proud to support the United Way Toronto. We have done so for over 60 years and we hope to continue this tradition. Congratulations United Way on achieving a very lofty goal, and I look forward to many more years of community building.*”

Brad Honywill, Staff Representative  
CEP Local 87M and United Way Toronto Campaign Cabinet Labour Co-Chair

“*We are delighted that our staff and the thousands of teachers we represent once again have shown their commitment to the United Way Toronto. On behalf of our team we congratulate the United Way Toronto on another stellar year. Thank you doing all that you do for Torontonians.*”

Earl Burt, Treasurer  
Ontario Secondary School Teachers' Federation and United Way Toronto Campaign Cabinet Labour Co-Chair

Last fall **United Way Toronto** called attention to the vulnerability in our community caused by a slow economic recovery.

The organization embarked on the largest campaign they've ever had knowing how tough it would be in this difficult time, but on January 31st they announced that once again they surpassed their goal and raised \$116.1 million.

Thousands of union members throughout the public and private sectors donate to the United Way through their workplace giving programs, and also the unions that represent them play a key role in endorsing and supporting the campaigns.

Funds from United Way Toronto's 2012 campaign will be invested in a network of over 200 health and social service agencies. These frontline agencies provide services and supports to individuals and families that need it most. Investments will also be targeted to support long-term efforts to improve social conditions in neighbourhoods and communities.

# WE MADE GOAL!

## LABOUR AND UNITED WAY: BUILDING OUR COMMUNITY TOGETHER

**United Way of York Region** surpassed its goal, and announced at their Celebration event on Jan 19, 2013 that \$8.27m was raised for the community. In recognition of each donor's contribution to the achievement of this goal, the UWYR staff and volunteers participated in the 2012 "Thank 'Em All" campaign - every single one of their over 9,000 donors received a "Thank You" call.

In 2012, the Labour/United Way Partnership was stronger than ever. This was evident by Labour's ongoing support for the community through its financial support of United Way of York Region. Labour's presence at the Building Industry Luncheon, the successful Union Offices' campaigns at SEIU Local 1 Canada, CUPE Ontario Division and the Carpenters Union, donations from York Region union locals like ATU 113 and 1587, and CAW 112 and 673, illustrate that the Partnership works.

Our Labour representatives, Angela Stevens, Agatha Mcphee and Steven Del Duca, made generous and invaluable contributions of their time and expertise on the 2012 Campaign Cabinet and United Way of York Region Board of Trustees. In doing so, they raised the profile of UW among union members in their workplaces, and in the greater labour movement.

Thanks to all the union members from across York Region who volunteered in their respective workplaces to make the 2012 UWYR Campaign a huge success. Your ongoing support for the community through your contributions to UWYR will ensure that the communities we live in remain strong and healthy.

# EXCEPTIONAL UNION LEADERSHIP



Tim Maguire, President of CUPE Local 79, receiving the United Way Toronto Spirit Award



## CUPE LOCAL 79 LEADS THE WAY

United Way Toronto has honoured CUPE Local 79 with two awards for its charitable campaign leadership.

CUPE Local 79 received top honours with the “2012 United Way Toronto Spirit Award for Best Organizational Support in the Public Sector.” The award recognizes CUPE Local 79 for its support of United Way Toronto’s 2012 campaign launch and CN Tower Climb; fundraising through several special events and active encouragement of the membership to donate through the employee payroll giving campaigns at the City of Toronto and the Toronto Community Housing Corporation.

CUPE Local 79 also received the *Joint Union Management Labour Campaign* for its Toronto Community Housing Corporation campaign in conjunction with CUPE Local 416, IBEW Local 353, and Carpenters’ Local 27. The award is given to a unionized organization that exemplifies collaboration and teamwork between labour and management groups in running their United Way Toronto campaign.

## PSAC MEMBERS PROUDLY SUPPORT THE CAMPAIGN

Employees of the Federal Government once again led the way by donating \$1,471,750.06 to the United Way and Health Partners through the Government of Canada Workplace Charitable Campaign (GCWCC). Co-Chairs of the GCWCC Sue Soubra of PSAC and Monica Deeg’Amato were delighted with the unprecedented generosity and support of the employees, especially during such a difficult time. The campaign exists at all the departments of the Federal Government within the GTA, and is run as a Joint Union Management campaign at each location.

# EXCEPTIONAL UNION LEADERSHIP

## RECOGNIZING WOMEN OF LABOUR

On September 27th at the historic Heintzman House, United Way York Region in partnership with Labour Community Services hosted its first annual Women of Labour Recognition Event. The evening was an opportunity to celebrate and recognize unionized women members for their long history of supporting United Way through workplace fundraising campaigns, donations and volunteer time.

Guest speaker, Patti Bell, Executive Director of Blue Door Shelters, a United Way funded agency, underscored the importance of continued funding and the growing need for services across the region. "Last year alone, we had to turn away over 1,700 people because the resources were simply not available. York Region has a mere 120 beds to accommodate a population of over 1 million. More has to be done to help people who become homeless. This is why the continued support of women of labour is essential."

Barbara Bellissimo, Senior Vice-President and Chief Agent, State Farm Canada and 2012 Campaign Chair, United Way York Region, hopes the event will be the start of an annual tradition - the first of its kind across York Region. "We're absolutely thrilled and so encouraged by this show of support by our friends in labour – and United Way York Region is equally proud to have started an event that is a first for our organization."

Unionized members not only help support many of the programs funded by United Way that are essential to citizens of York Region, but find the time to volunteer in the United Way workplace campaigns and serve on Community Review Panels, standing committees, Campaign Cabinet and Board of Directors at United Way York Region.



### SEIU Local 1 Canada wins United Way of York Region Spirit Award

One of the largest labour supporters of UWYR, SEIU Local 1 Canada, received the 2012 UWYR Spirit Award Employee Campaign Spirit Award (1-99 employees). Their workplace campaign doubled the 2011 donations and increased their participation rate by 50%. Congratulations to SEIU Local 1 staff and their Employee Campaign Chair, Cathy Carroll, for pulling off one of their most successful workplace campaigns ever. Above are some of the staff who attended the UWYR Celebration event on January 18, 2013.

# BUILDING FOR A COMMON CAUSE

Ever since its inception, the United Way Toronto has relied on Labour to provide insight and direction into achieving joint priorities of our two movements. Therefore Labour volunteers play a critical role throughout the organization. From helping develop the strategic direction at the Board level, to framing research through committees, to assessing agencies – Labour has helped to shape the direction at the United Way Toronto and York Region.

“As a member of the Board of Trustees for the United Way, I am part of a team that shapes and guides the organization that brings positive change and impact to communities in Toronto. The ground-breaking research and ability to bring people together to address the root causes of poverty are why I am so proud to be volunteering for the United Way Toronto.”

Lily Chang, Treasurer  
CUPE Local 79



## UNITED WAY VOLUNTEERS

Earl Burt	OSSTF
John Cartwright	Labour Council
Lily Chang	CUPE Local 79
Steven Del Duca	Carpenters' Union
Brad Honywill	CEP Local 87M
Kiran Kapoor	USW
Mary Anne Kuntz	OPSEU
Linda MacKinnon	OPSEU
Agatha McPhee	OPSEU
Angela Stevens	CUPW
Beth Wilson	CUPE Local 1777
Mike Yam	CUPE 1281

# COMMUNITY BENEFITS

In October 2012 Labour Community Services submitted a proposal for funding to the Metcalf Foundation. The proposed project was to create a city-wide network to establish an agreement with Metrolinx to entrench a Community Benefits Agreement (CBA) as Metrolinx oversees the building and maintenance of Light Rail Transit (LRT) lines in Toronto. The application in support of the Bridging Income Gaps Through Community Benefit Agreements (The BIG CBA) was successful. The Metcalf Foundation's support for the BIG CBA project will be delivered jointly by both Labour Community Services (LCS) and its sister organization Labour Education Centre (LEC).

As a project of the Toronto and York Region Labour Council, LCS is well aware that the current trend of low wage and precarious work has created an economic reality that cannot be sustained. The Labour Council, through the work of LCS, is advancing a viable solution to low wage and precarity in the labour market by linking CBA to significant expenditure of public funds. While the concept of CBAs is not new, the BIG CBA project is promoting the concept as one practical solution to a labour market that has seen a drop in middle income jobs and a ballooning wage and precarity at the top and bottom of the market.



“Working with Labour Community Services and the United Way truly has helped this project move forward in a direction that ensures those in our community who need the greatest assistance get the help they need to enter meaningful careers. Building a strong community benefits agreement will go a long way in addressing youth unemployment, and will create opportunity for many.”

Steve Shallhorn,  
Executive Director – Labour Education Centre  
Community Benefits Agreement Lead

**THE COMMUNITY BENEFITS AGREEMENT PROJECT IS FUNDED BY:**

**METCALF  
FOUNDATION**

The **Atkinson**  
Charitable Foundation

 **United Way  
Toronto**

# HELPING FAMILIES

## LABOUR COMMUNITY ADVOCATES

These are union members who have volunteered or are selected by their union to provide a link between the workplace and community.

Labour Community Advocates have three roles:

To link workers facing workplace, personal or family challenges with resources in the community.

To identify community issues where the union can play a role, through collective bargaining or social action; and to support community activism among union members, unions and labour organizations.

This Canadian Labour Congress training program is delivered by Labour Community Services Staff.

There are three levels to the LCAT program – in Level 1 union members learn about the many resources in the community that they can help guide their fellow worker to, in Level 2 the union members learn more in depth about major issues people are facing and some tactics on assisting them find the right help and Level 3 prepares union members to be more active within the community sector by providing them with Board training.

Labour Community Services successfully trains union members in all three levels.

“ My life has had its share of trials and tribulations and unfortunately I had no idea of the support services available to the general public. What an eye opener this training has been. I really believe this program should be available to everyone; it is empowering to be able to help yourself and others. ”

- Connie Pasnick (CEP) 6006



# UNION MEMBERS IN THE COMMUNITY

WE PROUDLY CONGRATULATE THE GRADUATES OF THE LABOUR COMMUNITY ADVOCATE PROGRAM

## LEVEL 1 - TORONTO

Name	Union	Local
Chris Asimukopoulos	CEP	6006
Andria Babbington	Unite HERE	75
Michael Bailey	ATU	113
Karen Dublin	Unite HERE	75
Amanda Ehrke	IBEW	353
Jessica Gale	COPE	491
Susan Gordon	OPSEU	554
Bob Graham	CEIU	638
Charmin Greenige	OPSEU	512
Konul Gurbanora	OPSEU	512
Sandy Heeralal-Judhan	CUPE	4400
Jody Kerr	ATU	113
Marc LeFort	CEP	6006
Steven Leigh	IBEW	353
Sheila Leslie	Community	
Paul Napad	UTE	51
Lynn Philips	USW	8300
Tony Santia	IBEW	353
Pamela Serrattan	OPSEU	528
Elaine Stewart	USW	8300
Nicole Sutherland	CUPE	2189

## LEVEL 2 - TORONTO

Name	Union	Local
Wilson Anoff	IBEW	353
Karen Dublin	Unite HERE	75
Konul Gurbanora	OPSEU	512
Leslie Hatvani	IBEW	353
Sandy Heeralal-Judhan	CUPE	4400
Deborah Henry	CAW	414
Jody Kerr	ATU	113
Abidh Khan	OPSEU	500
Liza Kocsondy	OPSEU	554
Robert Lee	CUPW	Toronto
Steven Leigh	IBEW	353
Christopher Mendes	OPSEU	526
Connie Pasnick	CEP	6006
Pamela Serrattan	OPSEU	528
Sheila Leslie	Community	
John Stark	IBEW	353
Elaine Stewart	USW	8300
Joanne Warner	CUPE	79
Kaladevi Kurunananthan	OPSEU	512

## LEVEL 3 - TORONTO

Name	Union	Local
Linda Bowen	USW	8300
Joanne Brossard	CEP	6006
Sonia Buchanan	OPSEU	512
Joe Buggea	CAW	414
Paula Charepe	OPSEU	512
Brian Currie	CEP	6006
Anthony Francis Marinucci	OPSEU	502
Heidi Huang	USW	8300
Yvonne Joseph	USW	8300
Paule Laflamme	COPE	225
Zabida Monteiro	OPSEU	542
Mary Pederson	USW	8300
Donna Peterson	CEP	6006
Anita Porter	OPSEU	502
Lynn Sampson	UFCW	175/633
Angela Stuart	CEP	6006
Carol Sutherland	OPSEU	596
Pattie Tomaszewski	CUPW	Toronto
George Tomaszewski	CUPW	Toronto
Lila Velaski	CEP	6006
Zhe (Jenny) Wang	CAW	1000

## LEVEL 1 - YORK

Name	Union	Local
Earl Cadet	ATU	1587
Terry Tsuji	ATU	1587
Katherine Tsuji	ATU	1587
Whitt Hazell	ATU	1587
David Jones	Carpenters	27

# ADDRESSING YOUTH VIOLENCE



In response to the recent gun violence involving youth in Toronto, a coalition of community organizations, labour and funders gathered to address the senseless killings of young people by their peers and formed a coalition called **Embracing Hope: Building Community**. Among the coalition's participants are Social Planning Toronto, Toronto and York Region

Labour Council, CUPE Local 79, Urban Alliance on Race Relations, LCS (Labour Community Services), Atkinson Charitable Foundation, Canadian Hispanic Congress, CanTYD, Chinese Canadian National Council – Toronto Chapter, OCASI, United Way Toronto, St. Stephen's Community House, Laidlaw Foundation, CUPE Local 4400 and Elementary Teachers of Toronto.

Recognizing that a disproportionate number of the young people involved in the gun violence were Somali-Canadian, the Executive Director of LCS, Faduma Mohamed, co-founded **Positive Change**. Consisting of a group of Somali mothers and youth, Positive Change's ultimate goal is to address the root causes of gun violence in the Somali-Canadian community. Positive Change has identified five key areas as the root causes of gun violence. These are: high rates of school dropout, deepening poverty, neighbourhoods in need of investment, policing, the criminal justice system, and complex family issues.

Less than a year since its creation, Positive Change has already made some inroads with politicians, the media and the community; LCS is committed to continuing its support of this important group.



In response to the increasingly public and serious forms of violence involving youth that continue to impact the city at large, CUPE Local 79 was invited by Labour Community Services to join the newly formed non-partisan, multi-sectoral, citywide Youth **Anti-Violence (YAV) Taskforce** led by For Youth Initiative (FYI).

Its vision is to reduce youth violence by increasing access to opportunities and engagement of the most marginalized youth in Toronto and supporting policy decisions that enable stronger supports.

The YAV Taskforce calls for collective action on the part of key senior leaders from corporations, non-profit organizations, labour, education, government, law enforcement, as well as youth, parents, and the community as a whole. The work of this taskforce is intended to be part of a larger conversation within the City, with an intentional focus on the serious forms of violence disproportionately involving young racialized and marginalized men. The YAV Taskforce will work to determine strategies to improve this population's access to opportunities and their engagement in order to reduce their likelihood of being victims or perpetrators of violence. We will do this through focused research analysis and action as well as public engagement and awareness of Torontonians on this issue.

To learn more about the YAV Taskforce please visit [www.foryouth.ca](http://www.foryouth.ca)

“I would like to thank Labour Community Services and CUPE Local 79 for your leadership and commitment to building healthier communities. Your contribution has been amazing and will continue to be important as we build together.”

Lekan Olawoye – Executive Director, For Youth Initiative

# IT'S MORE THAN POVERTY

On February 23, 2013, United Way Toronto and McMaster University released **It's More Than Poverty: Employment Precarity and Household Wellbeing**, a groundbreaking report providing an in-depth picture of the characteristics of precarious work and its impact on individuals, families and communities. The report reveals that precarious employment has risen 50% over the last 20 years. It also highlights that 40% of residents are working in jobs with some degree of precarity. This includes part-time, contract and on-call positions, jobs without benefits and jobs with uncertain futures. While this reality is worst for those who are low income, the report shows a significant growth in precarious employment among middle income workers.

The report is part of a larger project researching precarious employment, called PEPSO, or the Poverty and Employment Precarity in Southern Ontario research alliance. PEPSO members include organizations and individuals from labour, community-based organizations, Universities, and United Ways. PEPSO is co-led by Michelynn Laflèche—United Way Toronto's Director of Research, Public Policy, and Evaluation—and Dr. Wayne Lewchuk of the McMaster University Labour Studies department. This groundbreaking report is only the first in a series of research that will be emerging from the project's 6 case studies, which each cover precarious employment from a different angle.

It's More than Poverty received 127 media hits in printed, broadcast, or online media and it resonated with people who appreciated this well-known issue being named. These hits included a 4 page weekend spread in the Toronto Star, 34 online hits, 2 ethnic newspapers, 13 television and 65 radio hits.

On February 25, 2013, a symposium was held to present the report to the public. Labour Community Services representatives attended along with other labour groups, community-based organizations, academics, funders, all three levels of government, members of the private sector and media. The event was a tremendous success, with over 170 attendees including Senator Art Eggleton, NDP MPPs Jonah Schein and Jagmeet Singh, and Councillor Joe Mihevc. Panelists and speakers included Premier Kathleen Wynne, John Cartwright of the Toronto & York Region Labour Council, and Deena Ladd of the Workers' Action Centre.

The report and symposium created a lot of interest and enthusiasm for convening people to discuss potential solutions for precarious employment, which will be the next chapter of the PEPSO project.

*“PEPSO's project on the changing nature of employment in the Greater Toronto and Hamilton Area illustrates the challenges our communities face in securing good, stable employment. This study will be instrumental in educating policy makers, that the way we view poverty must be expanded to include the instability we now face in our working lives.”*

- Sharon DeSousa  
PSAC Regional Executive Vice-President for Ontario

*“This ground-breaking, extensive research will be invaluable in helping us to understand the nature and impact of precarious work. It is great that unions are a part of this discussion. Union members must continue to engage in organizing, bargaining, advocacy strategies to address the issues raised by this research. Our job is to help build good jobs in Canada, and this research is an important part of that job.”*

- Maya Bhullar  
SEIU Local 2, Canada

# STRENGTHENING COMMUNITY IMPACT

## RESEARCH AND ACADEMIC PARTNERSHIPS

### ANTI-POVERTY COMMUNITY ORGANIZING AND LEARNING PROJECT



The Anti-Poverty Community Organizing and Learning (APCOL) Project is now in its fourth year. To date the research project has spawned several legacies that labour and community groups can draw upon. The APCOL newsletters have documented joint community/university case studies, allowed for the production of a community forum theatre on housing and seeded the initial work in Mount Dennis on a Community Benefits Agreement. The APCOL findings will provide further understanding of the positive impact of anti-poverty organizing and learning with the hope for dissemination and replication in other jurisdictions.

### COMMUNITY WORKER PROGRAM



Programmed community development is at the core of most social change experienced at a grassroots level. As chair of the Community Worker Program Advisory Committee, LCS through Special Projects is able to make apparent the role of organized labour in addressing social justice concerns at the grassroots. The Community Worker Program creates an environment for learners to become agents for social change while working with predominantly marginalized communities and individuals.

## PARTNERSHIPS ON EQUITY AND SOCIAL INCLUSION



### LABOUR COUNCIL'S EQUITY COMMITTEE

As staff support to the Equity Committee of the Toronto and York Region Labour Council, Special Projects aids in the Labour Council's tireless efforts to be reflective, inclusive and responsive to its members. This is accomplished through venues such as the annual Workers of Colour / Aboriginal Workers Conference, labour trainings and coalitions. To celebrate, learn and replicate labour's contribution to the establishment of things such as the Ontario Human Rights Code, the Equity Committee instituted the Bromley Armstrong Award. The award is handed out to labour activists who exemplify labour's commitment to equity, inclusion and justice.

*“Through Special Projects, Labour Community Services (LCS) continues to co-lead the Anti-Poverty Community Organizing and Learning Project (APCOL). With LCS as co-lead the work to date has produced an enormous body of high level research as well as many practical initiatives that have, according to community members and academics involved in the APCOL project, made a significant difference in understandings about and the ability of activists and organizations in the community to represent their interests.”*

- Peter H. Sawchuk, University of Toronto

*“As the Committee deals with issues that impact the work of training community workers, understanding and leveraging labour's contribution is useful for the betterment of society as a whole.”*

- Resh Budhu & Lynne Brennan,  
George Brown College

# STRENGTHENING COMMUNITY IMPACT



## URBAN ALLIANCE ON RACE RELATIONS

Jointly established by Labour and community activists in 1975, the UARR has maintained a strong and productive relationship with Labour. As the UARR does work to fulfill its mission, to promote a stable and healthy multicultural, multi-ethnic environment in the Toronto communities, it does so working closely with LCS. Through Special Projects, LCS has contributed significantly to the work of the UARR and its capacity to effectively implement and deliver community-based projects. As well, Special Projects has strengthened UARR-stakeholders relationships that are crucial to the sustainability of a small non-profit organization.

## SCARBOROUGH ANTI-POVERTY COALITION

Tackling poverty demands a holistic approach with specific local measures. This approach has been successful in Special Projects' work as a member of SAPC's steering committee. LCS understands that in a layered city like Toronto, coalition building is a crucial component in the work to alleviate poverty. Significant effort has been put into meeting with Scarborough politicians on matters such as access to affordable housing, the provision of social programs, transit expansion and coverage. Community forums and liaising with other anti-poverty groups such as the Alliance for a Poverty Free Toronto and Poverty Free Ontario have also been utilized to attain a communal/collaborative positive change.

## SCARBOROUGH ANTI-POVERTY COALITION



## LOCAL IMMIGRATION PARTNERSHIPS

The nature and process of immigration has changed dramatically, forcing community groups and programs to re-examine responses to evolving settlement dichotomies. As a member of the Steering Committee of the Toronto North Local Immigration Partnership, Special Projects has brought a labour perspective to settlement issues, ensuring that fair employment, workplace safety and adequate training is kept on the agenda for any new solutions on helping newcomers integrate.

*“Working closely with LCS through Special Projects, the UARR has been able to empower many young people. As a result of its relationship with LCS, the UARR is able to be a strong advocate at the Toronto Police Services against racial profiling and carding of young people, while maintaining a critical and constructive voice on many equity issues facing the City of Toronto and beyond.”*

- Gary Pieters, President UARR

*“LCS plays an important role at the steering committee of SAPC. As the labour representative at the table, Special Projects has been instrumental in putting income gap and labour market issues at the forefront of our advocacy work and mobilization initiatives.”*

- Israt Ahmed, Social Planning Toronto

*“Through Special Projects, Labour Community has been integral in ensuring that communities are a central priority for the work of LIPs in Toronto's north end and that key stakeholders are included in the process of consultation and planning.”*

- Petra Kukacka, Manager North Toronto LIP

# STRENGTHENING COMMUNITY IMPACT

## SOCIAL PLANNING COUNCIL YORK REGION

In 2012, the Social Planning Council of York Region completed work on the nine York Region Riding Poverty Profiles. These profiles will be used to raise awareness of poverty in the region. Some of the staggering findings from the York Region Poverty Profiles are that of the 1.1M residents, over 12% live in poverty and the low-income rates in Markham, Richmond Hill and Vaughan are higher than the provincial and national poverty averages. Four of the nine York Region Poverty Profiles were launched in the communities of Vaughan, Richmond Hill, York-Simcoe and Markham. Members of the board also visited York Region MPPs and asked them to sign a petition for an increase in the money seniors receive for food allowances.



**Social Planning Council of York Region**  
*advancing social justice & resident engagement in all aspects of community life*

## LIFELINE FOUNDATION

Once again, Labour Community Services has had the great privilege of delivering the services offered by the Lifeline Foundation, a program of the United Steelworkers' Toronto Area Council.

The impact of Lifeline is far-reaching. The program has grown dramatically and is now province-wide. In 2012, a record number of United Steelworkers and United Food and Commercial Workers' Union, Local 175 & 633 members and their families accessed Lifeline for confidential information, referral, and support services to help deal with problems of personal impact such as financial, legal, health, and family issues.

The impact goes further as evidenced by the high demand for seminar services. Much has been done to help build respectful workplaces by talking frankly about and taking action to address workplace bullying and violence, and harassment and discrimination.

For more information about joining Lifeline, please contact Sharon Clarke at 416-445-5819 ext. 25 or by email at [sclarke@labourcommunityservices.ca](mailto:sclarke@labourcommunityservices.ca)

# OUR TEAM



**Faduma Mohamed**  
Executive Director  
416.445.5819 ext. 24



**Mohammed Hashim**  
Labour Liaison  
United Way Toronto  
416.445.5819 ext. 27



**Sharon Simpson**  
Special Projects  
416.445.5819 ext.23



**Marcia Lopez**  
Labour Staff Coordinator  
United Way York Region  
416.445.5819 ext. 22



**Najib Soufian**  
Labour Community  
Advocate Training  
Program Coordinator  
416.445.5819 ext. 26



**Sharon Clarke**  
Lifeline Foundation  
416.445.5819 ext. 25



**Olivia Liu**  
Finance & Administration  
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Labour Community Services is located at  
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