

# LABOUR ACTION

LABOUR  
TORONTO & YORK REGION  
COUNCIL

Fall | 2016

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# LABOUR DAY PARADE 2016



# MESSAGE FROM THE PRESIDENT

This edition of Labour Action is far bigger than normal, because it contains a special pull-out section. The Greenprint for Greater Toronto outlines labour's action plan to tackle climate change. It builds on many years of environmental leadership by labour activists from the early 1990's right through to today. It's an important document to share with union members, opinion-shapers and

decision-makers.

The Labour Council's new Strategic Plan 2016-19 is also included. It will guide the work of the largest membership-based organization in greater Toronto for the next three years. Part of that work involves the partnership with United Way, and so we are pleased to interview the new UW CEO Daniele Zanotti for his views

on the future. The movement for Community Benefits is covered, along with stories of lives that have been changed through opportunities to learn a trade and gain a career.

There are lots of other issues touched on – from the local to the global. We hope you enjoy this Labour Action, and pass it on!

.....  
John Cartwright

## THE TORONTO ROOTS OF LABOUR DAY

Every Labour Day twenty-five thousand union members march on the streets of Toronto with the Labour Council to celebrate the achievements of the labour movement. It is the largest parade on Labour Day in North America – a testament to the determination of workers to mark our place in Canada's largest urban centre. But it is also fitting because the roots of Labour Day are actually in Toronto.

One hundred and forty five years ago a small group of workmen came together to give life to an idea – the creation of a collective voice for working people in Toronto. On April 12th, 1871 the Toronto Trades and Labour Assembly (now the Labour Council) was founded by representatives of the emerging economy – barrel-makers, shoemakers, printers, bakers, cigar-makers and metalworkers. They were soon joined by other occupations. It was a time of rising for workers across the world, from

the nine-hour day movement to the Paris Commune.

The new Assembly decided to hold a "working man's demonstration". Two thousand workers representing 13 unions participated – the predecessor of today's Labour Day parade. Within a year the fledgling labour movement in Toronto would be tested. Printers at the Globe newspaper went on strike and were jailed for criminal sedition. Ten thousand people took to the streets demanding their freedom and labour rights. The call for

justice echoed throughout the country and Sir John A. MacDonald's government passed the first Trade Union act.

The tradition of large parades continued, and Peter McGuire of the Carpenters Union took the idea back to New York with a proposal to mark the first Monday of September as a union celebration. The idea took hold and spread, and by 1894 the Canadian government declared Labour Day a public holiday. A century later the day is a welcome holiday that ends the summer and starts the school year.

Working people in Toronto have been on a remarkable journey since 1871. On Labour Day, we honour those who laid the foundations for a movement that has been so much part of Toronto's history.

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Excerpt from Huffington Post Article

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LabourACTION is a publication of the Toronto & York Region Labour Council that is published several times a year.

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press releases & more!



# WHY UNITED WAY IS OUR CHARITY

Meet Daniele Zanotti, the new President & CEO of United Way Toronto and York Region (UWTYR). With over 20 years of experience in the public and non-profit sectors, Daniele has earned a reputation as an accomplished, strategic, and energetic leader. He served as CEO of United Way York Region from 2007 to 2015, helped lead the merger with United Way Toronto, then took on led the joint UWTYR fundraising campaign to a record-breaking achievement: \$100-million!



## How did United Way come to be and what is the impact of it being the charity of choice for the Labour Movement?

Daniele: In 1887 in Denver a priest, rabbi, two ministers and a community activist got together to talk about a lack of good jobs in the community, and that was the beginning of the United Way movement. From that inception there were values of social justice, voice and action all embedded in the United Way, and not surprisingly Labour played a quick and important role. You fast forward to 1956 in Toronto and York region when we officially partnered. Labour was a founding partner of the United Way in this City for the very same reasons. The value of social justice and everyone deserves a fair chance, the importance of giving a voice to all for an equitable society and to raise some money to do it. But I want to stress that what brought us together, what keeps us connected is more importantly the value on the social justice, the dollars – the raising of the money is critical, yet grounded with brothers and sisters from Unions across the region is a means to an end, which is to establish an equitable society for all. That is really the genesis of the partnership.

## How are we addressing precarious work and youth unemployment?

Daniele: My uncle was a janitor at the Toronto District School board by evening and in the morning when I was growing up he was my informal child care provider. One of the jobs was being a handy man at an apartment. One day when we get there the floor is flooding and the lady called: “Frank, Frank the floor “. So we run up and I start throwing the towels on the floor and he say’s “forget the towels, go turn off the tap.” It is a long way of saying that when we partner with Labour we are actually doing both the frontline towel work of providing services to people in crisis. But the more important work that we are looking at is the systemic advocacy – “turning off the tap at the other end”. And we have been doing it in a few different ways. We started a narrative of precarious employment with Labour at the table, and that entire discussion started amongst our partners, we gathered evidence on what does it looks like in our region. We gave it some language, both at our table and at government tables, at community agencies so that we can shine a spotlight on this important issue that we dubbed “precarious employment”. And then we started developing recommendations for municipal, provincial and federal Governments that could move the agenda forward and we started building relationships to do something about it.

## How has the contribution of Labour made a difference ?

Daniele: First of all from the 1950’s in Toronto, Labour has been amongst our greatest thought leaders. When we were talking about poverty by postal code, Labour was there. When we talked

about neighborhood work, Labour was there. We have leadership of people from Labour Council who sit on our Board of Directors and our Campaign Cabinet. The second is the mass uprising of labour champions who are giving a \$1, \$5, \$10 in their individual work place campaign for the community. Those dollars and that support is having a ripple impact in the care that happens in our neighborhoods. And then the final piece is the collective voice of Labour in making change in our communities. So a quick example, Youth employment as we know is difficult across the region, but it is extremely difficult for those living in marginalized situations, racialized situations, neighborhoods that are experiencing poverty.

United Way and Labour have been pioneering what is likely a transformative community benefit agreement across this region. So as Metrolinx starts to build out its cross-line across the City, it is Labour and the United Way that are working together to ensure that people from those neighbourhoods are hired to good, sustainable jobs. When I think about the role that Toronto Community Benefits network has played, that is a transformative piece that Labour is also driving. So it is happening with the folks that are giving us \$5, with the person sitting at our board table and also happening on the City-wide projects that maybe the good people reading this article don’t even know that Labour is actively championing.

Daniele Zanotti was interviewed by Waleed Khogali of Labour Community Services

# Putting Community into CROSSTOWN



Over the next 10 years, the City of Toronto and other municipalities across Canada will benefit from unprecedented spending on public infrastructure by all levels of government. The Toronto Community Benefits Network was created to ensure the full diversity of Toronto can benefit from this massive investment in infrastructure.

Building on the Community Framework with Metrolinx in 2014, the TCBN is aiming to have 10% of the hours on the Crosstown be performed by workers from historically disadvantaged communities and equity seeking groups. An Apprenticeship Plan has been approved after protracted negotiations with the project consortium, Crosslinx Transit Solutions (CTS). The TCBN has reached out to residents from diverse communities to inform them of these opportunities and the training that will be required to access

these jobs, and has already helped place more than forty diverse candidates in Professional, Administrative and Technical jobs.

Over TCBN 70 leaders participated in the strategic planning session on September 17th. The passion of the community benefits movement, the deep commitment of TCBN membership and the strength of the coalition is a powerful example of labour-community partnership.

Learn more at [communitybenefits.ca](http://communitybenefits.ca)



## Labour Has Altitude!

### CN Tower Climb

It's a tall personal feat—conquering all 1,776 steps in the CN Tower Climb. Representatives of CUPE locals 2, 416, 4948 + 79, joined a union team that will help raise \$1.25 million in support of United Way.





# Uniting Youth with Jobs in the Trades

Divaldo Miguel admits it was a struggle to make ends meet before he became a cement finisher. With a high school education, the 29-year-old father of three cycled between periods of unemployment and stints at minimum wage jobs with no benefits. “I’m not gonna lie, it was tough,” he says. “I wanted to work, but there was nothing solid out there.”



Miguel had considered post-secondary education, but says “I had to think of the family. When you have little kids, you need to have something in your hands.” Even if he had been able to get a degree or diploma, he says, “there are never any guarantees what you’re taking is going to land you a job.”

Then one day two years ago, Miguel found a flyer recruiting trade workers. He worked for about a year in housing, and then applied for and was accepted to an eight-week program at LiUNA 506 Training Centre for cement finishing.

“Things are good now,” says Miguel, who is currently a first-year apprentice. “I make \$22 an hour and I have full benefits, which is something I really need with the family.” What’s more, he has the union representing him “and I know my wage is only going to go higher as I put in the time and get the experience,” he says.

Miguel is a clear example of the benefits of getting disadvantaged groups in Toronto’s communities good jobs in the trades. And yet, the “inner suburbs of Toronto are home to some of the most concentrated poverty in the city with high unemployment rates and low wages,” says Pedro Barata, vice-president of communications and public affairs for the United Way Toronto and York Region.

“But there was a piece missing,” says Barata. “As we turned our attention to next steps in our Building Strong Neighbourhoods strategy, we heard from residents and other stakeholders, that the community infrastructure piece was really important, but what was missing was economic opportunity — linking people with opportunities and skills development.”

That’s why United Way has become a champion of Community Benefits Agreements (CBAs) — an initiative to connect local residents in disadvantaged neighbourhoods to good job opportunities created by new public infrastructure

projects, such as the Eglinton Crosstown LRT Line.

“If you’re going to have a major development that involves billions of dollars of public funds — then you want to create a triple bottom line,” explains John Cartwright, president of the Toronto and York Region Labour Council and a co-chair of the Toronto Community Benefits Network. “You want the economy to be strengthened at the same time as you’re building crucial public infrastructure. And you want people who have not in the past participated in construction, skilled trade or white collar jobs, to get a chance to share in the prosperity.”

Cartwright credits the United Way with playing a crucial supporting role in getting the Toronto Community Benefits Network (TCBN) off the ground, as well as in ensuring people in the neighbourhoods affected by the Eglinton Crosstown know about the potential for jobs in the trades and get the help they need to prepare for apprenticeship programs.

That meant working with Metrolinx (the Crown agency that manages and integrates road and public transport in the city) to understand what their workforce requirements would be. “Then we worked backward from that to determine how to create a pipeline to recruit and assess young people, connect them with the training and supports they need, and put them in the position to get apprenticeship training,” says Barata.

The goal, says Kevin Bryenton, vice-president of the Ironworkers International Union, is to hire somewhere between 10 and 15 per cent of the workers on the Crosstown from disadvantaged neighbourhoods. And that means letting people know there are good paying jobs in the trades and the apprenticeship system means you get paid to learn.

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Excerpt from Toronto Star article by Camilla Cornell October 30, 2016

# LABOUR IN TORONTO + YORK REGION

## 2016 to 2019

As the Labour Council celebrates 145 years of working for justice in Toronto and York Region, we look back on a remarkable journey that working people have taken. Over those many years we have learned important lessons from decades of struggle and success. Today working people face immense pressure from the economic and political forces that seek to roll back those gains. Time and again the labour movement has mustered its strength to fend off attacks, sometimes suffering defeats but often winning tough fights. Recently the Labour Council spearheaded the efforts to engage our members to defeat Tim Hudak's agenda. That experience showed the need for a much deeper relationship between the Council and its affiliates, activists and social justice allies.

Over the next three years the Labour Council will focus on becoming more powerful as a movement in greater Toronto. The effort of the Council will concentrate on four key areas:

### 1. The fight for good jobs, in particular for the next generation.

We must seize the opportunity to win improvements in Labour Law, employment standards and minimum wage; and build a commitment across our movement to increasing union density in every sector. Instead of austerity and poverty wages, we will consistently demand "high-road" economic policies by all levels of government.

### 2. The forging of solidarity across unions and communities.

We need to strengthen the collective support for those engaged in tackling economic inequality and discrimination. Organizing efforts, contract fights, and campaigns on key social justice issues deserve broad support and the expertise that Labour Council has developed over years of struggle. The Council will relentlessly advance policies for inclusion and respect, challenging both ourselves and others to ensure that equity is a core practice of every organization in greater Toronto.

### 3. The struggle for effective action to tackle climate change.

In the coming years the economy and society will be transformed by new technologies and the necessary actions to reduce carbon emissions. Labour Council will be in the forefront of the movement for green jobs, fighting for equity and Just Transition in a sustainable economy.

### 4. The goal of transforming politics in the region.

This involves strengthening the ability of labour, with community allies, to campaign for public services, equity, economic development and healthy communities. We will work to elect many more diverse, progressive candidates to City Councils and school boards in Toronto and York Region. Labour Council will also build its effectiveness in advocating on key issues that relate to other levels of government.

Labour Council has had a consistent "alliance policy" for many years, working with social justice partners on a wide variety of issues. The Good Jobs for All coalition and the Diverse Workers Networks can be important vehicles for racial and economic justice in greater Toronto, as can the Toronto Community Benefits Network. Labour Community Services and the Labour Education Centre are valuable assets of the labour movement, and we should grow their reputation and services among affiliates and community activists. LCS is positioned to have an important role around equity and inclusion as well as ongoing community engagement.

The capacity to communicate labour's values and achievements to both union members and the public should be improved significantly. Using social media, video content, and simple but powerful images will be essential to reaching an expanded audience on any issue. We will continue to explore the use of various languages to engage members and diverse communities in greater Toronto.

To succeed in the four key areas identified in this plan our movement requires skilled leaders. Leadership development through the Leadership Institute and the annual Aboriginal and Workers of Colour Conference should be extended to other forums involving women, young workers, and members from newcomer communities. New training opportunities will be developed to ensure that the labour movement will have strong, seasoned leaders to step forward in the future.

For nearly a century and a half working people in Toronto have strived to build a more just society, working for peace, equality and shared prosperity. Labour Council has been the collective voice of workers in Canada's largest urban centre, often breaking ground on key issues for this region, and the country as a whole. Meeting the challenges of this decade will depend on our ability to engage affiliates, build alliances and increase the participation of leaders, delegates, union staff and activists in all aspects of the work of Labour Council.





Congratulations to Legal Aid Ontario workers on their unionization win! A 4 year battle ends in victory, with the LAO workers becoming the 15th local of the Society of Energy Professionals.

For Union Members Living and/or  
Working in York Region

## Labour Community Advocate Training Program

Level 1 – Education Seminar

March 23 - June 1, 2017

CUPE 905 Hall

165 Pony Drive

Newmarket, ON

To register, contact:

[nsoufian@labourcommunityservices.ca](mailto:nsoufian@labourcommunityservices.ca)

[www.labourcommunityservices.ca](http://www.labourcommunityservices.ca)

# Working at Heights CERTIFICATION



**The Labour Education Centre (LEC) is now providing workers with the new Working at Heights training mandated by the Ontario Ministry of Labour.**

All construction workers in Ontario must be certified in this training by April 1, 2017 or face fines and loss of work. Employers will be fined for every employee not certified.

Our courses are delivered by experienced construction workers certified by the Workers Health and Safety Centre. LEC Safety Training uses a mixed approach to learning, using classroom activities, lectures and brainstorming to prepare individuals with the legal requirements and skills needed to succeed in the trades.

We pride ourselves on exceeding expectations. We can come to your worksite or office or you can take advantage of our conveniently located training centre.

**Workers Health  
& Safety Centre**

**Labour  
Education  
Centre  
Safety Training**

### LEC SAFETY TRAINING

16 Northwestern Ave., Toronto, Ontario M6M 5E5

[lecsafetytraining.com](http://lecsafetytraining.com) 1-844-313-4500 1-647-296-4176

The Labour Education Centre is a project of the Toronto & York Region Labour Council.



# It Takes Money To Build A City



The City of Toronto has seen some significant chronic underfunding of programs and services over the last decade and every year during the budget cycle community organizations, recreation centers, child care programs and workers start feeling the pinch. The reality is that our City, from current expectations, is going to have a deficit of \$516 million dollars for 2017. So how do we fix that?

Our Mayor and many right wing councilors every year chant the same mantra - that the City needs to squeeze its belt some more and just try to do the same with a little less money. Academics from the Canadian Centre for Policy Alternatives and University of Toronto's Institute on Municipal Finance and Governance have repeatedly said that the City of Toronto does not have a spending problem but rather a revenue problem. Everyone knows there is no gravy train.

The City Manager and many of the Councillors know and agree that the City needs to find new sources of revenue in order to maintain the service levels we have now or face dramatic cuts.

The Labour Council has been meeting with City Hall staff and Councillors over the spring and summer to understand the potential revenue streams being made available to the City. During those conversations, and after the release of the Report on New Revenue Sources by KPMG, we know that the City has many good options.

However, the reality is that bringing any new revenue or tax requires a significant amount of public support and a ton of political courage. As the Labour Council, and through our Municipal Committee, we have agreed to focus our push on a variety of new tools based on conversations with our allies on Council and affiliated unions.

The Labour Council has endorsed, among others, the implementation of

a new commercial parking levy to be paid by those who have the greatest ability to pay – large commercial landowners. According to KPMG, a Commercial Parking levy which would be charged to mall owners and office towers per parking spot could potentially raise \$171-535million per year in new revenue. This levy exists in almost every major municipality in North America and the Labour Council and its affiliates believe it's one of the most significant ways we can address Toronto's budget deficit.

The City needs many new things - our transit is outdated, our roads are crumbling, our community programs are suffering and many within our City are struggling to make ends meet. If the City of Toronto is serious about building a world class city that reflects the needs of a diverse community, we need real leadership. We cannot accept cut services as the solution or leave hundreds of jobs at the City unfilled - creating major holes in service delivery, but we need to create a vision of a City that prioritizes the environment, new transit and programs that benefit the vast majority of Toronto.

We need a livable city that inspires creativity and provides sustainably, and we need to work collaboratively with City Council and you to make this happen.

By Maureen O'Reilly & John Cartwright  
Published September 30th in thestar.com

# WHAT IS REALLY WRONG WITH CETA?

Canada and the European Union began negotiating the Comprehensive Economic and Trade Agreement (CETA) in 2009. It is a “next generation” free trade and investment pact that is better understood as a corporate power grab. CETA is a way to further deregulate and privatize the Canadian economy while increasing corporate power.

**THE COUNCIL OF CANADIANS** **LE CONSEIL DES CANADIENS**

## ISDS 101

**strange but TRUE**  
In trade agreements, the investor-state dispute settlement provision allows foreign corporations to sue states if legislation or policies interfere with profit.

**WHERE IN THE WORLD IS ISDS?**

- FIPA:** Canada, China
- CETA:** Canada, EU
- NAFTA:** Mexico, USA, Canada
- TPP:** Canada, 12 countries
- TTIP:** USA, Europe

ISDS arbitration takes place outside of the domestic court processes and is held entirely in private.

More than 1 in 3 ISDS cases worldwide relate to oil, mining or gas. In over 50% of the cases companies are fully or partly successful.

ISDS first appeared in a trade agreement between Germany and Pakistan in 1959. The intention was to encourage foreign investment by protecting investors from discrimination or expropriation. But its implementation was disastrous. *The Economist*, Oct 2014

Of the 3 parties in NAFTA, Canada has suffered the most under ISDS. 35 claims have cost over \$200 million in damages and fees.

ISDS has challenged Canadian patent laws and environmental regulations. In other countries, labour codes and human rights have been targeted.

Any future law or policy created by the Canadian government will be vulnerable to challenge by investors from the US, Europe, or Asia.

### Case Study

In 2012, Lone Pine, an American company, sued the Canadian government for \$250 million over Quebec's moratorium on oil exploration in the St Lawrence (which applies equally to foreign and domestic companies). Under NAFTA ISDS provisions, Lone Pine argued it was not consulted before the ban nor compensated for its investment or loss of potential revenue. The case is currently being held behind closed doors.

**Council of Canadians 2015**

In September 2014, former Prime Minister Stephen Harper and European Union politicians signed a joint declaration to “celebrate the end of negotiations of the Canada-EU Trade Agreement.” The announcement was the first time people in Canada and Europe were allowed to see the official text of the agreement, as the deal was signed without any public consultation. While over 3.5 million European signed petitions to oppose CETA, it was the political leaders of Wallonia in Belgium who insisted that the troubling ISDS clause be changed.

CETA will unfairly restrict how local governments spend money by banning “buy local” policies, add hundreds of millions of dollars to the price of pharmaceutical drugs in our public health care system, create pressure to increase privatization of local water systems, transit and energy, and much more. The secret negotiating process and the overall corporate agenda behind these next generation deals are an affront to democracy on both sides of the Atlantic.



# LABOUR and the ANTI-RACISM DIRECTORATE

The labour movement believes that racism and all forms of discrimination need to be tackled every day if we are to achieve any degree of fairness in our society. It is important to understand the effect of systemic barriers faced by so many of our neighbours, co-workers, brothers and sisters. When the Ontario Government announced the intent to create an Anti-Racism Directorate, it was obvious that Labour Council and its Equity Committee should be involved in advocating for a strong mandate, clear objectives, and adequate funding.

In October the Labour Council Delegates endorsed the Equity Committee's policy paper that was formally presented to the consultation held in Scarborough. It noted that there is much to be learned from the history of the Anti-Racism Directorate formed in the 1980's and the Anti-Racism Secretariat formed during the NDP government in the 1990's, as well as the short-lived laws on Employment Equity. The recognition of the depth of anti-Black racism in our society is the starting point for the conversation

today, as is the disturbing rise of Islamophobia across this country and the impact of political leaders in Canada and the United States fanning the flames of bigotry and division.

A number of priority issues need to be confronted in order to realize a meaningful change in attitudes, realities and values. Those include:

- Criminal justice and mass incarceration
- The education system
- The economy

- Public services
- The intersections

Nobody exists with just one identity – we are defined by many factors including race, gender, ability, age, sexual orientation, immigration status, language... we are all complex human beings. The Labour Council welcomes the establishment of focused work across our society to challenge racism and discrimination.

The full submission can be downloaded from [labourcouncil.ca](http://labourcouncil.ca)

**TRANS-PACIFIC PARTNERSHIP**  
**A BAD DEAL FOR CANADA**

**HEALTH CARE**  
The TPP would drive up prescription drug costs, while undermining future investments in health care programs.

**CORPORATE CONTROL**  
The TPP would give foreign corporations the ability to sue Canada if they feel our laws undermine their profits.

**AUTO SECTOR**  
The TPP would lead to the shuttering of auto manufacturing plants and could eliminate up to 20,000 jobs.

**CANADIAN JOBS**  
The TPP would allow foreign corporations to use foreign labour for work in Canada. This could lead to tens of thousands of Canadians being laid off.

**DAIRY FARMING**  
The TPP would allow more foreign dairy products into Canada, significantly harming Canadian farmers.

**JOIN US TO STOP THE TPP**  
**CANADIANLABOUR.CA/TPP**

Canadian Labour Congress  
Congrès du travail du Canada

# RALLY FOR DECENT WORK at QUEEN'S PARK

Thousands turned out to ask the Liberal government to fix Labour Law and Employment Standards so workers have better rights and decent jobs. Since 2008 the International Trade Union Confederation (ITUC) has been organising the World Day for Decent Work (WDDW) on 7 October. This is a day for mobilisation all over the world. Decent work must be at the centre of government actions to bring back economic growth and build a new global economy that puts people first.



## SCARBOROUGH DEMANDS DECENT WORK

Will Ontario government tackle the crisis of bad jobs and precarious employment? On Oct 19th, residents of Scarborough rose demanding a society where the next generation has a hopeful future, telling the government to update labour & employment laws.

[makeitfair.ca](http://makeitfair.ca)





# AIRBnB or FAIRBnB?



Airbnb is invading neighbourhoods. The homeshare business model is evolving from a home-sharing platform for short-term visitors into a service that empowers the operation of unregulated ghost hotels.

The growth of the ghost hotel sector has created legal grey zones, providing cover for vendors who buy and rent burner homes. Short-term rentals are invading neighbourhoods, creating potential tax compliance challenges and adding new zoning, building code and security risks for townhouses, condo towers and apartments.

In its wake, Airbnb and other platforms have left cities and neighbourhoods struggling to cope with the consequences, ranging from the loss of affordable housing stock to public safety and accountability concerns. Many jurisdictions have responded with new rules and new

enforcement strategies to improve the accountability of Airbnb and other homeshare companies.

FairBnB is a coalition effort that brings together groups from the regulated hotel and B&B industry with property owners, property renters and other concerned citizens, calling for a robust, nationally-consistent policy framework to ensure homesharing complies with fair, safe and respectful legislation. Fairbnb is not seeking to ban true “homesharing” where a resident or owner is legally renting a spare room or a vacation property.

Fairbnb.ca

## Honouring William Peyton Hubbard



In 1893 William Peyton Hubbard – a child of freed slaves who fled Virginia to farm in Upper Canada in 1837 – became the first black person elected to Toronto City Council. Over the next two decades he served as an alderman (what we now call city councillors) and acting mayor. Hubbard’s signature political fights were on the main battleground of that era in municipal politics: the crusade to put utilities, such as water and power, under public control. The City has an annual Human Rights Award named after him and this fall the City of Toronto dedicated a park in his name, situated near Gerrard and Broadview right beside Jack Layton Way.

# A CAREER BUILT FOR A GOOD FUTURE

Meet Justin Wedderburn, a graduate of the Hammerheads program and a proud member of International Union of Operating Engineers Local 793. Justin is a young father who credits the changes in his life and his new-found passion for the trades to the mentorship and support he received through the Hammerheads program of the Central Ontario Building Trades. It is an employment-based training program offering apprenticeship career opportunities to the youth of under-resourced neighbourhoods in our communities.



Justin's early life was rocked by turbulent events. He lost his mother at the age of 14 and after finishing school was living day by day, paying the bills by taking on unsteady and precarious work with no benefits. Justin changed his attitude after realizing he was going to be a father. He wanted a different future for his son and family.

Through the Hammerheads program, his personal and professional skills were developed and he was exposed to the diversity of trades. He made plenty of friends during the program. His group motivated each other and supported each other to be successful.

After graduation, he still kept in contact with other graduates. Justin

decided to pursue a career as a crane operator. It required in-school training at the Operating Engineers training centre as well as on the job experience.

He had to work hard to qualify for graduation from the training centre and be certified as an operator. Justin credits his success to the mentorship and support he received from his brothers and sisters at IUOE Local 793 who accepted and supported him as he transitioned from precarious agency employment to a unionized good paying job. Justin was introduced to the labour movement and was inspired by its collective accomplishments.

"When you join a Union, you join a community. I feel like I am part of a real brotherhood – people see my 793 hat and come over to introduce themselves. I have access to benefits and opportunities that I could only dream of. It's nice to know I can take my son for an eye exam, as well as get great wages".

Justin wants other young people to consider the trades because he is confident that they will succeed if they gave it a chance. He recalls how he never considered construction because it seemed to have a bad reputation, but that is far from the truth. He was pleasantly surprised by the level of wages and the benefits union members enjoy. Through the Hammerheads program, he received professional support for two years that changed his outlook of life. He now loves

construction and is hungry to learn and develop more skills.

"I am happy, because I am doing something that I love, I have a job and a career. I see a lot of guys who are good with their hands but are wasting their talent. Now I am helping people and contributing to society. It's definitely been a blessing. I know my mom would be proud of me".

Finally, Justin has become an ambassador for the Hammerheads program in his community because of the opportunities that he was exposed to in the trades. It is important for society for diversity in the workplace, it opens doors to conversations and relationships that can challenge closed minds in society. He is grateful that he found many friends in his Union family at International Union of Operating Engineers Local 793 who are invested in his success.

He is grateful for his family who have supported him unconditionally and whom he loves very much. A veteran union member once told him that the reward for hard work and the construction schedule was being able to spend quality time with his family. That's why he wants those in precarious employment to seriously consider a career in the trades. His has been a wonderful journey exploring a career in the construction trades, an opportunity that he hopes others would not take for granted.





## PURE COURAGE

Many people know Peter Reed as a respected and well-liked Business Representative of the Central Ontario Building Trades Council. Last July he suffered a major spinal injury in a car accident. In the face of tough odds, Peter is pulling through. You can see the affection in the faces of these Hammer Heads program graduates who recently paid him a surprise visit. The COBT has set up a Peter Reed Fund to support Peter and his family.

To donate, cheques should be made out to James St. John in Trust for Peter Reed and sent to 2088 Weston Rd., Toronto, M9N 1X4

## Selling Toronto Hydro will cost us more in the long run.

**3 out of 4 Toronto voters oppose it because they know:**



Studies show electricity costs more when private investors are involved.



When your power goes out, Toronto Hydro gets it back on fast, because being publicly-owned means being publicly accountable.



Toronto Hydro is key to building a green electricity future with reliable power for a growing city. If it is privatized, profit margins will always come first.

**Tell your councillor  
- Keep Toronto Hydro Public!**

Go to [ourhydro.ca](http://ourhydro.ca) to learn more and contact the mayor and your city councillor



## Did you know your power is at risk?

Toronto Hydro is 100% publicly owned, giving us the electricity we rely on to power our lives.

**Now Toronto City Council is considering selling it,** which means private investors will be in charge. We will lose public control, resulting in higher rates and less reliable service.

**Tell your councillor to keep our bills affordable and our future bright.**

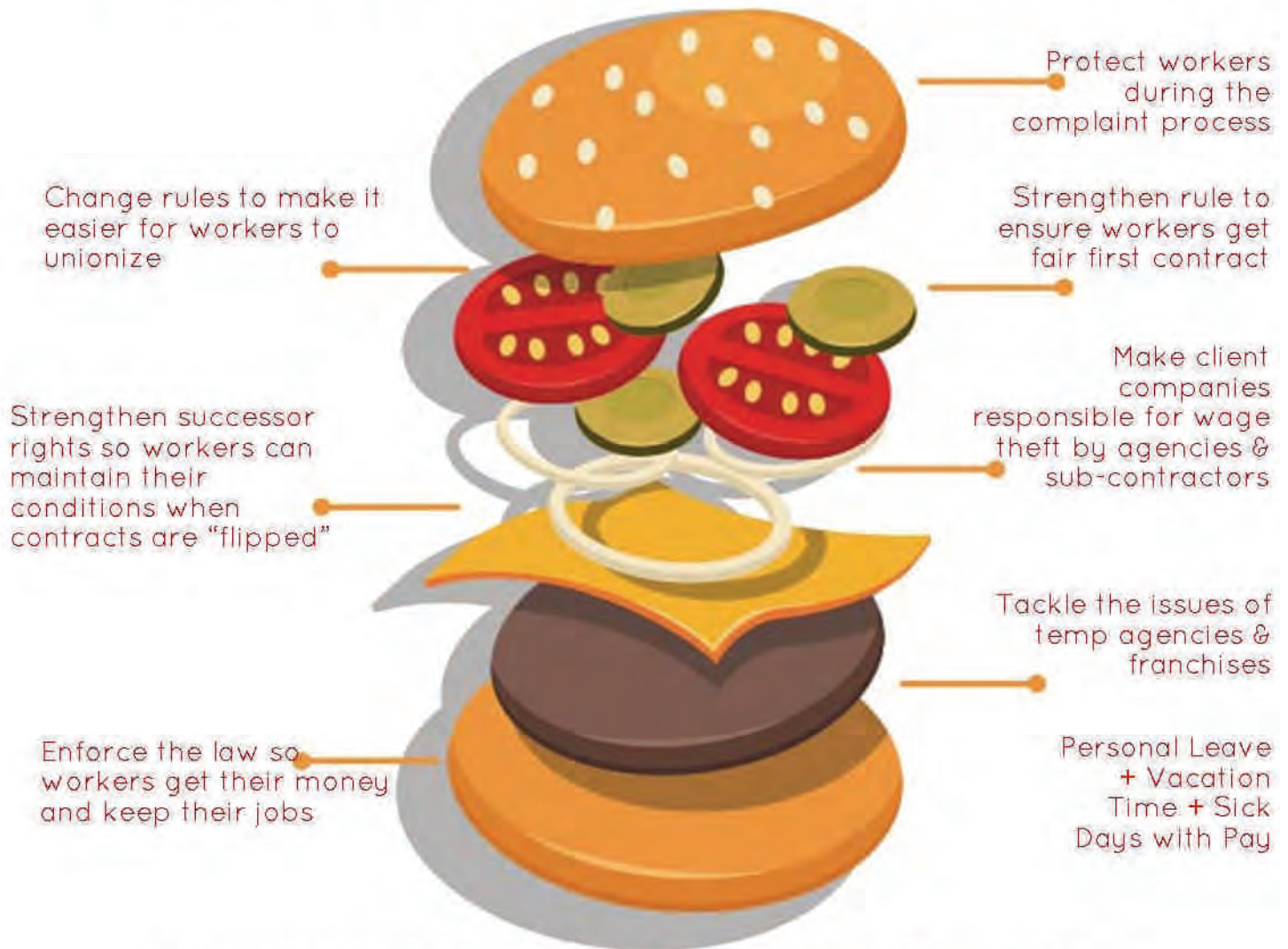
**Keep Toronto Hydro Public!**

Contact your councillor now by calling 311 or visiting [ourhydro.ca](http://ourhydro.ca)



# WORKERS + COMMUNITY Fight for Our Children's Future

## WE NEED QUALITY JOBS & WORKERS RIGHTS to raise a successful & healthy family



[labourcouncil.ca](http://labourcouncil.ca) [makeitfair.ca](http://makeitfair.ca) [15andfairness.ca](http://15andfairness.ca)