

SPRING | 2018

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Metro Days of Action - 1996 Photo: Andrew Stawicki

LET'S NOT GO BACK IN TIME

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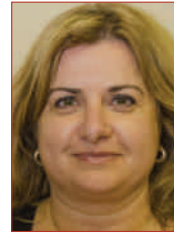
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Diverse Networks

Filipino Workers Network
Chinese Workers Network
Tamil Workers Network
Somali Workers Network
Ethiopian/Eritrean Workers Network

To join any of the *Diverse Networks*
Call or Email 416 441 3663
network@labourcouncil.ca

THE CHOICES BEFORE US

On June 7th the people of Ontario will elect a new government. Whose interest will it serve? That's an important question for all of us to ask.

In early reports, polling suggested that nearly half of Ontarians would vote for Doug Ford to be Premier. For veteran trade unionists, that prediction brings back bitter memories of the Mike Harris years, with relentless attacks on workers rights, public services, equity and public education. Harris was part of the wave of "neo-con" politicians who worked with corporate leaders to slash away gains working people had won since Second World War. But many voters didn't go through those tumultuous times. They are tired of the Liberals and want change.

A Ford change would put us back on collision course with the most right-wing sections of business – retailers and fast-food owners who want minimum wage frozen; big employers

who want organizing rights curtailed; oil, gas and mining companies that want to roll back environmental safeguards; land speculators who want to pave over the Greenbelt. And so we see the Conservatives lurch to the right, in what feels suspiciously like the Trump universe, with a populist appeal that often defies facts or logic.

The Wynne government can point to key markers such as Bill 148, community benefits, and action to tackle precarious work, climate change and racial discrimination. But its decision to sell of Hydro One has been a disaster. Combined with a wholesale embracing of public-private partnerships in transit and other sectors, the Liberal record leaves lots to be desired.

As the writ drops there is a new sense of energy in the New Democratic Party. It is campaigning on a much stronger platform that should inspire voters to choose "change for the better". The NDP is fielding a list of impressive candidates, many of whom are active trade unionists. Each of our affiliates has its own unique approach to this election, and there is no way of foretelling the outcome. But there is one thing we can agree on - let's make sure we are talking to family, neighbours and co-workers about the choices before us. Let's take the time to motivate every union member to get out and vote for the values and policies that will make this a better Ontario for all working people.

VICTORY AT WOODBINE

The Community Benefits Agreement (CBA) at Woodbine highlighted on page 13 reflects a movement for Community Benefits that is growing across Ontario.

It started a decade ago when UNITEHERE Local 75 worked with Rexdale residents to fight for local jobs at an expanded Woodbine entertainment facility. That experience inspired the creation of the Toronto Community Benefits Network as a community-labour coalition to bargain a framework agreement for the Eglinton Crosstown project. Now

similar coalitions are being built in Hamilton, Peel, Halton and Windsor.

The goal of CBA's is to increase the social benefits of new development and provide career opportunities to young people in diverse communities. The Woodbine Casino/Hotel deal focuses mostly on the permanent operational jobs, but most CBA's address construction of public

infrastructure. The key to success is the strong apprenticeship system of the unionized construction industry. Trades training centres play a pivotal role in the creation of a skilled workforce with good wages and an excellent safety record – an essential element in shared prosperity for the future.

TORONTO TRAGEDY AND OUR SHARED HUMANITY



Torontonians are joined by people from across Canada shocked at the horrific events on Yonge Street on Monday April 23rd. The senseless deaths of ten people on Toronto's main street strikes at the core of our shared belief that we live in a safe and diverse city.

Words cannot describe how painful this is for the victims' families and loved ones. Our thoughts go out to them, those who witnessed the events, and the city's first responders. We express our gratitude to the public and the public servants who rushed to assist the victims, and to the courageous officer who subdued the attacker.

Some of the victims were union members. Renuka Amarasinghe, CUPE 4400 member, was killed leaving work at Earl Haig Secondary School to pick up her son. Among the injured were CUPE 3904 member and Chief Steward, Amir Kiumarsi, a chemistry teacher at Ryerson University, and CUPE 79 member Amaresh Tesfamariam, a registered practical nurse at Fudger House. Other victims

included a retired grandmother, workers on their lunch break, and visitors from Korea.

There is much speculation as to the motive of the man who drove the van into groups of pedestrians for almost two kilometres of Yonge Street south of Finch. The alleged attacker had praised a mass murderer in the United States who was part of the "incel" movement – a social media-based network of "involuntarily celibate" men who hate women. Quebec mosque murderer Alexandre Bissonnette also researched the same group shortly before his actions a year ago. It is clear that the stoking of hate and intolerance that is integral to the political culture of the right in the U.S. and Canada has very real and deadly consequences.

There were initial and unconfirmed reports that the perpetrator was Middle Eastern. That speaks to the fragile nature of our shared reality, where in some cases the perpetrators are inspired by the Daesh terrorist group, while in others the killers are white supremacists, misogynists or ultra-conservative zealots. All deserve condemnation, but experience has shown a tremendous bias in media coverage and blame, a hallmark of attitude of the current U.S. President.

There is universal admiration for the conduct of Police Constable Ken Lam, who instead of being goaded into shooting, utilized de-escalation techniques to subdue the perpetrator. The contrast between Lam's fearless handling of Alek Minassian and the fate of Sammy Yatim, Andrew Loku and many others should be acknowledged. His actions should be held up as the standard for such confrontations – a key element of community policing that reflects the best levels of professionalism our city deserves.

Torontonians share a common goal of building a better life for our families, regardless of where we have come from. We know that creating a caring and welcoming place – Canada's largest urban centre - is a labour of love that cannot be deterred by any one setback. We ask that all of us, in our own way, reach out to those we love and those we don't yet know. Let us continue our journey together, shaping the future of this city guided by an unwavering commitment to friendship and solidarity.



We remember those who died, or were injured or made ill, from their work

We commit to protecting workers and preventing further workplace tragedies

LAND, HOUSING, JOBS

As land prices continue to soar in greater Toronto, there is growing pressure to maximize profit through redevelopment. Whether this is about conversions of existing hotels into condo projects, rezoning of employment lands to residential, or big “transformational projects” on the waterfront, there is a danger of the city becoming less affordable for either people or industry.

Labour Council is relentlessly working to protect lands that are needed for good jobs. With industrial vacancy rate is just 2%, there needs to be affordable space for green industry as well as traditional work like food and beverage processing, auto parts and aerospace. The film industry has to fight for studio space, and concrete batching plants need to be located close to major construction in the downtown core.

Despite union resistance, Bombardier recently announced it is selling off its Downsview facility. All three levels of government have invested heavily in






this site, especially since 1992 when the provincial government stepped in to take over from Boeing. It is the city's largest manufacturing facility, employing more than 3,500 workers, and Centennial College is building an aerospace research hub nearby. Labour Council will continue to fight to keep the production and zoning intact.

The other problem related to land is the issue of housing affordability. The campaign for inclusionary zoning would require large new projects to include a portion of affordable units for low or moderate income families. At the same time, some lobbyist want

the Greenbelt and industrial areas opened up to build more housing - but none of that would address affordability. At the national level, the new federal plan fails to provide real support for new co-op or non-profit housing units.

As speculators line up to exploit Downsview, convert hotels or develop estates in the waterfront, we need to fight for space for everyone. These are all things we have to think about in both elections this year. Land, affordable housing and jobs – the balance is essential.

REMEMBER 8 YEARS OF MIKE HARRIS?

-  Allowed & encouraged strike breaking
-  Massive turmoil in schools
-  Abolished employment equity
-  Froze minimum wage for years
-  Made it hard to form Unions & rolled back successor rights

WHAT ELSE HAPPENED ?

Massive privatization & outsourcing of jobs

Closed 38 hospitals & fired 6000 nurses






Cancelled transit projects
& 1000s of affordable housing

Burdened municipalities with service costs

Created education funding formula
that cut school supports



AND 9 YEARS OF HARPER ACROSS CANADA?

-  The 1% got richer as corporate taxes slashed from 22% to 15%
-  Canada's debt grew to \$615Billion while CEO pay grew 73%
-  Destroyed climate action & signed trade deals bad for Canadian jobs
-  Shut down National Childcare Program initiatives
-  Dismantled Gun Registry

FORD IN TORONTO ?

VOTED TO ...

CUT AFFORDABLE HOUSING

CUT TRANSIT SERVICE

CUT HEALTHCARE

CUT INFRASTRUCTURE WORK

SELL OFF PUBLIC SERVICES

CLOSE LIBRARIES

WHAT DO ONTARIO'S WORKING PEOPLE WANT?

Good jobs with decent wages & benefits to raise healthy families



Affordable housing, especially for future generations



Accessible transit networks that connects Ontarians to work, family & leisure



Fully funded 21st century education that supports the needs of all children



Accessible, effective healthcare incorporating dental & pharmacare



Affordable, safe & accessible childcare



Strong public services that are accountable and work for all Ontarians



EDUCATION IN ONTARIO **A CHARTER**

To ensure a healthy democracy we as a society need an educated electorate. A quality public education is the right of every Ontarian. To ensure that all residents of Ontario receive a quality public education that meets their individual needs and serve them well in later life, the following are essential:

1 Funding of school boards must be based on the needs of their students. Presently, Ontario spends the lowest rate in Canada on education.

2 Decisions made on educational spending must come from a locally elected school board that is directly responsive to the electorate. These trustees should be responsible for transparent policy, budget, human resources and bargaining decisions. Local education taxation powers should be reinstated to trustees.

3 Access to education must be equitable and affordable from early childhood through programming for older adults and designed to improve the educational outcomes of students having disproportionately lower educational outcomes than their peers including indigenous/first nations students, African Canadian, Black, Caribbean, Portuguese, Spanish-speaking and LGBTI queer and two-spirited students.

4 Students should be ensured local well - maintained schools that are the hubs of their communities. Services such as health centres , social services , seniors programmes and nutrition should be provided within these school settings. Funding for adequate staff and the capital to maintain safe, well maintained schools is essential.

5 Constructing new schools as population warrants is prudent. They should include community facilities. New development in an area should contribute to both the renewal of existing schools and the building of potential new schools. Utilization rates should include the implementation of community hubs.

6 Caps on class size and class composition should be determined with the interest of the students in mind. Small - scale delivery is supported in research. Small schools, small classes, small teacher/pupil ratios are needed.

7 Ensure that learning takes place within a safe environment that fosters a sense of social identity and social skills.

8 Sufficient staffing and resources should be guaranteed to meet the needs of all special needs students and their families. ESL courses should be provided for those in need. Guidance counsellors are a necessity.

9 Funding for classroom resources must meet the needs of a quality education.

10 Restore a well - rounded and inclusive curriculum that includes the arts, trades, physical/health education, libraries, languages, nutrition education, science and the environment taught by trained/ certified staff.

11 Recognize that students need access to up-to-date technology in the classroom but that it should not replace the real life social interactions that students need with both teachers and each other.

12 Ensure teaching of the “whole child” and student by replacing standardized testing with teaching skills such as critical thinking that lead to life-long learning.

13 Uphold ‘Access Without Fear’ policies that enable all students, irrespective of immigration status and age to access schooling with no form of discrimination (including fee discrimination) so students feel welcome and safe.

14 Provide a fully funded and robust adult education system that includes credit secondary school courses plus non- credit courses including English as a Second Language, LINC, Literacy and Basic Skills, Native Languages, Citizenship, Parenting and Family Literacy programs, affordable and accessible seniors and General Interest programs.

15 Education for democracy means practicing democratic values throughout the system. The practice of top down, unresponsive and authoritarian educational administration undermines innovative practices, teacher initiative and school morale. The role of administration should be to support and respond to needs in an inclusive and cooperative manner.

campaignforpubliceducation.ca



People advocating for safe, well-maintained public schools

Find out if your MPP candidate has signed the pledge to Fix Our Schools.

Fixourschools.ca



3 BIG IDEAS TO TRANSFORM CHILD CARE IN ONTARIO

AFFORDABLE FEES FOR EVERY FAMILY



Ontario has the highest child care fees in Canada and long waiting lists for fee subsidy. It's time for something better. The solution to the challenge of affordability is to provide funds to child care programs instead of individuals and to set low fees or no fees for every family regardless of age of child, location or income.

DECENT WORK & PROFESSIONAL PAY FOR EDUCATORS



Educators are the key to quality programs for our children. Recruiting and retaining qualified staff requires professional pay and decent work. To achieve this, a provincial wage scale recognizing the level of education and experience must start at \$25/hour for all Registered Early Childhood Educators. Operational funding for programs based on fair wages for educators will help us build good, stable programs for our children.

EXPANSION OF PUBLIC & NON-PROFIT CHILD CARE



Ontario must limit for-profit child care and expand only in public and non-profit sectors to ensure quality, stability and accountability. Every dollar must go to our children, not into corporate pockets. The government of Ontario must ensure that all new child care spaces will be in not for profit programs.

childcareontario.org

What is privatization?

Privatization means giving private corporations control of public services (like transit or medical testing) and public assets (like hospitals and water treatment plants). The selloff of Hydro One is just one example of how the Ontario government is privatizing a growing number of public services. It means higher costs and worse service. Public services and assets, like highways, hospital labs, and hydro are being sold off to generate profits for private corporations instead of serving our communities.

Why is public better?

Public services save money. Private contractors need to make a profit, so what they charge for products and services is always more than their actual cost. Publicly delivered services, by contrast, are typically non-profit (or if a profit is made, it's put back into services). Because they aren't profit-driven, public services can cost less.

Public services are more accountable. Ontario's Auditor General recently reported that private contractors charged the public more than \$8 billion too much by renegotiating contracts, mismanaging budgets and hiking fees. Failure to meet obligations, corruption and bid-rigging are just some of the problems that governments say they experience when they hand services over to private contractors.

Public services are safer. Unlike private service, publicly delivered services don't cut costs at the expense of public safety. In Penetanguishene, Ont., for instance, a privately run jail has been returned to public control after a government review found a comparable public jail built at the same time had better security and prisoners were less likely to commit crimes after serving their sentences.

PUBLIC SERVICES AND ASSETS INCLUDE LCBO, HYDRO, HEALTHCARE, SCHOOLS, CORRECTIONS, SENIOR CARE, TRANSIT, SNOW PLOWING AND MORE.

We Own It
.ca
Ça nous appartient
.ca

OPSEU SEFP

Keep Transit Public.

The debate on how to deliver transit in Toronto is not new – in fact it goes back over a century. Initially, the first streetcars were run by the privately owned Toronto Street Railway Company.

It made lots of money for its owners, but gouged the public, treated employees terribly, and failed to provide decent service. In 1920, the Labour Council helped win a referendum to bring transit under public control, and the next year the Toronto Transit Commission was created. The TTC went on to win awards for the best service in North America – until the Harris Conservatives slashed transit funding and cancelled new lines.

Do you realize that today the new LRT lines in greater Toronto will be built, maintained and in some cases even operated by private companies? Surprised? Now the province is trying

to take over the TTC subway and open that to privatization. Given the mess made by privatizing Hydro and the 407, selling-off yet another critical public service is the last thing the provincial government should be doing.

It seems obvious that the TTC should operate and maintain the new LRTs and continue running the subway. A single, unified, public transit system is in our best interest. Yet buried deep in their 2018 provincial budget, the Ontario government admits it wants to take control of the TTC subway and “explore different ownership models.” The provincial government is spending billions of dollars on new

transit projects, more than almost anywhere in the world. But instead of working with local public transit agencies, Metrolinx is giving them away to private companies to make a profit.

The TTC has run transit in Toronto since 1921 and is by far the best choice for the community for safe service and good jobs. Most importantly, the TTC is ours. We, the riding public, own it. Make no mistake: both the Liberals and Conservatives support these privatization schemes. We need to act to ensure day to day operations stay public and to stop the contracting out of our current and future transit services.

keeptransitpublic.ca

DENTAL & PHARMACARE FOR ONTARIO

Canada is the only developed country in the world with a universal health care program that doesn't include a universal prescription drug plan. Instead, our multiple-payer system has resulted in the second highest prescription drug costs in the world next to the United States. Today, the only place where all Canadians are covered is in the hospital.

- About 8.4 million working Canadians don't have prescription drug coverage.
- The less you earn at work, the less likely you are to have prescription drug coverage.
- Women and young workers are less likely to have the coverage they need.
- Even those with drug plans are paying ever increasing co-payments and deductibles.

The Canadian Centre for Policy Alternatives and Canadian Doctors for Medicare, estimates pharmacare would mean almost \$11 billion a year in savings for federal, provincial

and territorial governments, the private sector and individual Canadians.

A PHARMACARE PLAN that covers commonly prescribed drugs including some take-home cancer medication makes sense for Ontario's well-being.

Did you know that one in three working people don't have a workplace benefits plan. Far too many people go without basic dental care because they can't afford to see a dentist. Imagine having to live in pain, suffering permanent damage because you can't afford dental care! It affects all aspects of a healthy life, from the food you eat to the energy you have for work, family and mental health. Ontario needs a DENTAL CARE PLAN that works with our universal health care program, to support contract, full and part-time workers, seniors without pension and families on low-income. Everyone deserves a strong dental care plan to put a true smile on Ontario's face.

I support \$15 & Fairness ..and I VOTE

SAMPLE QUESTIONS

When candidates for the Ontario Election 2018 come knocking at your door, tell them you're voting for candidates who support \$15 and Fairness for all.

Here are some sample questions you might ask your local candidates, at the door, at community meetings, or at all candidates' debates. Choose issues that you feel strongly about and feel free to change the wording.



I believe the minimum wage should bring workers out of poverty. Do you support a \$15 minimum wage by January 1, 2019?



I'm excited about all workers having paid sick days for the first time. But I think we need more than 2 paid days because one bad flu or a sick kid can use up 2 days. Do you support increasing the number of paid sick days?



I support equal pay for equal work, regardless of whether we work full-time, part-time, on contract or through a temporary agency. Do you support equal pay for equal work?



The new law (Bill 148) will improve scheduling for workers by January 2019. Will you make sure these new rights are implemented on January 1, 2019?



Do you support fairer scheduling? Do you think workers should get their schedules at least two weeks in advance so they can plan their lives?



I believe it should be easier for workers to join unions. Do you agree?



I like the changes in Bill 148, but they should go further in protecting workers. Do you agree?



What would your party do to make sure that the new labour laws are enforced?



I think workers should be able to form unions across a franchise – like Tim Hortons. Do you agree?



Did you know that it's legal in Ontario to fire workers for no reason at all? This means we are vulnerable at work if we speak up for our rights. Do you support changing the rules so that workers can only be fired for just cause?



Did you know that only about one-quarter of the workforce is fully protected by the Employment Standards Act?

Too many workers don't get these protections. Farm workers for example are completely exempted from any protection at all.

Do you agree that all workers should be protected by minimum standards and there should be no loopholes for employers?

Keep Fighting for \$15 & Fairness

To join the movement, text FIGHT to 647-360-9487 or visit: 15andFairness.org

A More Progressive City is Possible

Progress Toronto is a not-for-profit organization that advocates and organizes for a more democratic, socially just, and progressive city.

Toronto is booming. We are one of the greatest cities in the world. But we are at a crossroads. Our City is becoming increasingly unaffordable, precarious unstable jobs are far too common and income inequality is widening faster than ever before. It doesn't have to be this way.

Toronto can live up to its potential as a great city. The decisions made at Toronto City Hall can either take our city along a more inclusive path or down a deepening divide. That's why we are coming together from across the city to organize as a progressive voice in Toronto with labour as a foundational partner.

Over the next few years we will work with our partners to advance a broad progressive vision for Toronto. That means running and supporting campaigns to fight back against privatization and to fight for expanded public services in Toronto. We will put progressive solutions onto the city's agenda and organize to win.

We believe councillors, regardless of where they are on the political spectrum can be moved on issues if they hear loudly from their residents. That's why we will organize to connect people to democratic power through mobilization and engagement in decision making at Toronto City Hall.

City Council does not reflect the diversity of our city; there are only 6 people of colour, one woman of colour and only one third of the councillors are women. Many Councillors are out of touch with the day-to-day experiences of the people they represent. The status quo isn't working and we need strong, progressive leaders who can demand better to create meaningful change. To build a better city, we need elected decision-makers who will reflect our politics and fight for all of us. The 2018 municipal election on October 22nd is our opportunity.

Find out more at progresstoronto.ca

Political Action Conference 2018

Municipal politics play a central role in ensuring Toronto remains as a progressive city, and the Labour Council kicked off its municipal program with Political Action Training Conference held on April 10th at the Toronto Don Valley Hotel.

The Conference brought together labour activists and community organizers who were interested in learning skills to bring political change. Once again, the Labour Council teamed up with the Broadbent Institute to put together this moment of change.

The event was kicked off by City of Hamilton Councillor Matthew Green who energized the gathering talking about how social justice values can shape every decision made at City Council. And how we all have a responsibility to inform and keep to account those in power around values of fairness and equity.

Michal Hay, Executive Director of Progress Toronto, provided an overview of the new organization and made a call out to all to join their efforts to build a better city. All the participants went through three training sessions that covered topics such as digital communications to how to run winning campaigns. The sessions were facilitated by leading campaign



organizers including union members Lorei De Los Reyes of the Steelworkers, Melisa Bayon of the OFL and Kumsa Baker of the Toronto Community Benefits Network.

This conference kicked off our organizing drive for change, and with the municipal election coming in October, our hope is to motivate and activate union members to get trained, informed, and actively engaged to win progressive City Councils and school boards across Toronto and York Region.

Bromley L Armstrong Awards 2018

The Toronto & York Region Labour Council established this prestigious award in 2004 to commemorate the courage, dedication and outstanding service of Bromley L. Armstrong to the labour and human rights movements in Canada. Bromley is a Jamaican-Canadian member of the Autoworkers Union who helped lead the Toronto Joint Labour Committee on Human Rights in the 1950's. This award is presented to a labour activist who has demonstrated excellence in equity and human rights.

Nigel Barriffe - Award Recipient



Nigel Barriffe is the President of the Urban Alliance on Race Relations and Executive Board member of the Elementary Teachers of Toronto.

Nigel was born in Kingston, Jamaica and immigrated to Canada with his family as a young child. He has played a leadership role in the African Heritage Educator's Network, Good Jobs For All Coalition and Community Organizing for Responsible Development (CORD). Nigel's focus has been on quality public education, good green jobs, and organizing with marginalized communities.

Andria Babbington - Special Recognition



Andria Babbington is the Vice-President of the Labour Council and an Organizer with UNITE HERE Local 75. After finishing her education in Jamaica, Andria came to Canada in 1984 and started working in the hotel industry. She became

active in her union after she was shocked to witness how workers were exploited and the level of disrespect they face on a daily basis. Andria has spent the last 30+ years organizing workplaces, mobilizing workers and defending their rights on the job and in their communities. Andria has been a stalwart advocate in the community working on issues of racial equity.

Uniting Filipino Workers for Good Jobs, Fairness and Justice

Snow and freezing rain did not deter participants from attending the second Filipino Workers Conference on a cold Saturday in April 2018.

Labour leaders, including Labour Council President John Cartwright, praised the contribution of the Filipino Workers Network (FWN) but cautioned that newly gained workers' rights are under attack due to corporate greed. Organizing, joining and fighting for our rights and union solidarity are vitally important during these crucial times.

Luisa Blue, Service Employees International Union Executive Vice President and President of the Asian Pacific American Labor Alliance,

joined us from California. She spoke of the struggles of union members in the U.S. and congratulated Ontarians on the recent success of the campaign for Bill 148. The minimum wage increase to \$14 an hour in January of this year and \$15 next year is the result of workers' strong and united dedication to lift up working class families. Speakers Alex Banaag (UFCW), Bhutla Karpoche (NDP candidate in Parkdale-High Park) and Melisa Bayon (OFL) encouraged participants to build worker networks,



SEIU Local 2 attendees at Filipino Workers Assembly.

demand full Pharmacare and elect pro-labour candidates in Ontario's June election.

The Filipino Workers Network (FWN) started with twenty members a few years ago and now reaches over 400 members from different unions. FWN aims to serve as a collective voice for workers, connecting union members from different sectors for better wages, benefits and safer workplaces. The City of Toronto recently designated June as Filipino Heritage Month.

Rexdale Wins Community Benefits!

Jobs, Childcare and Much More

It took years of struggle and hard work! Rexdale has won a great victory to offset the social cost of expanded gaming and secure **REAL** benefits for the community from the casino expansion at Woodbine.

By working together as a community-labour coalition and raising our voices, we have won a historic Community Benefits Agreement to provide:



40% of new hires from our local community and equity-seeking groups



A majority of the new Woodbine jobs will be full time



Commitments to purchase from local businesses



Construction apprenticeships open to local and diverse candidates



\$5 million for a new child care centre



Strong oversight and detailed public reporting to ensure the targets are met

**Congratulations to the people of Rexdale.
Together we have made history!**

Let's ensure these promises become reality. Join the movement at **RexdaleRising.ca**



Toronto Community
Benefits Network



Put a little drama into your union meeting!

Are you planning your union's next conference, convention or educational? Want to add a cultural component to your program? Consider booking **Life on the Line: Women Strike at Eaton's**, an engaging play about the 1984-85 strike of retail workers at Canada's largest department store. The story is based on interviews with the actual strikers, in their own words.

For more information: Holly Kirkconnell hollykirkconnell@gmail.com or Act II Studio act2@ryerson.ca

United Way Campaign Leaders: Maureen O'Reilly and Doug Sheppard



Meet Maureen O'Reilly and Doug Sheppard, our United Way Co-Campaign Chairs for Labour and volunteers and ambassadors for labour's charity of choice – Our United Way.

Doug and Maureen were instrumental in the record-breaking \$105 million raised in 2017. Thanks to the support of union members, The United Way is distributing more than half of a significant investment to areas outside the downtown core, where poverty is deemed to be particularly severe.



Doug Sheppard understands the impact of poverty as Chairperson of the York Region and Long Term Care Unit at CUPE Local 905. Doug credits his understanding of the vital work of United Way movement through direct experiences he has had with agencies in York region. Doug supports dedicated investments to address income inequality and applauds the historic \$88 million contributions, the largest investment made by United Way to date. As a 30-year union activist, he has witnessed the impact of precarious

employment as a race to the bottom.

Maureen O'Reilly has just retired as president of the Toronto Public Library Workers Union (Local CUPE 4948) representing 2300 full and part-time library workers across the city of Toronto. She believes that United Way is the embodiment of our pursuit of social justice. Maureen appreciates the research conducted by the United Way as critical to understanding the impact of poverty across the Greater Toronto area. Maureen always wanted to be a librarian because she understands that the work of librarians is centred in our communities and our neighbourhoods. Maureen explains that library workers deal with some of the same clients as the United Way does, but differently.

To find out more about how you can be involved with our charity of choice please visit: unitedwaygt.org/get-involved



INTERNATIONAL WOMEN'S DAY MARCH TORONTO 2018



TOWARD A JUST TRANSITION

It has been several decades since the demand for a just transition for workers was introduced as a key goal in the efforts to tackle environmental degradation. There is a saying in the labour movement about how our society will respond to climate change: “Transition is assured, justice is not.” Worldwide experience has shown that economic and social justice is attained only with full engagement of workers and their unions, with the power to negotiate effective agreements with business and government.

We know that dramatic adjustment is necessary to reach the goals of the Paris Agreement on climate change. Moving to low-carbon buildings, transportation, energy, and industrial production will take place at the same time as global trade and new technologies impact traditional employment patterns.

Looking at examples of past restructuring, it is clear that there is a need for strong public policy and programs to provide fairness. Whether to incubate new business models, encourage innovation, or force a change in negative behaviour - government has a key role in ensuring success.

When we examine examples of transition in the economy of greater Toronto, there are some clear lessons. The Canada- US trade agreement and its devastating impact on manufacturing contrasts with new job opportunities in the massive retrofit program of the Better Buildings Partnership; the success in shaping a comprehensive safety culture in Ontario workplaces provides confidence for the burgeoning Community Benefits movement. In the best experiences there was a role for trade unions in shaping policies.

Sometimes that involves a clash of ideas, other times close collaboration. But without a collective voice, workers will be the victims of change rather than participants in it. Any successful process will value and leverage the knowledge and commitment of workers to a just and effective transition.

A just transition model must include the following:

- Income support for workers during the full duration of transition
- Local economic development tools for affected communities
- Realistic training/retraining programs that lead to decent work
- Knowledge sharing—the adoption of best practices from other jurisdictions
- A framework to support labour standards + collective bargaining
- A sectoral approach customized to regions and work processes
- Research and development to provide support for technological adjustment
- An equity lens to understand the impacts on racialized and indigenous communities

Just transition cannot be achieved when political leaders are embracing the austerity agenda that has swept the world in recent decades. Neither can it be achieved by reproducing the systemic racial and gender inequalities that have been a basic feature of many economies. There must be policy coherence across levels of government and major institutions to support the required outcomes, so that economic growth is aligned with social and environmental objectives. Long-term planning, focused investment, and deep respect for workers and their communities are the only way that justice will be assured in this global transition.

John Cartwright was asked to be a contributor to *Expert Perspectives on Climate Strategies* by the World Resources Institute/ United Nations Development Programme. This is a short summary - The full article is at www.wri.org/climate/expert-perspective/toward-just-transition



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Indigenous & Workers of Colour Conference 2018

Decolonizing Corridors of Power, Privilege & Politics

Saturday June 16, 2018 (Registrant check-in 8:00am. Conference 9am to 4:30pm)
1377 Lawrence Ave East (IBEW Local 353), North York

Keynote by Jagmeet Singh

Leader, Federal New Democratic Party of Canada

#MeToo - An indigenous & racialized perspective

Victoria Shen - Special Advisor, ACTRA Toronto

Andria Babbington - Unite Here Local 75

Maggie Cywink - Provincial Advisor on Missing & Murdered Indigenous Women

Address by Mathew Green

Municipal Councillor, City of Hamilton

Workshops (Identify 1st & 2nd choices - see back for details)

- ☐ We are the Union
- ☐ Municipal elections from a Racialized & Indigenous Perspective
- ☐ Building Allyship
- ☐ Systemic Racism, Anti-Black Racism & Islamophobia in the Labour Movement
- ☐ Indigenous Peoples - Realities & Struggles

Name: _____

Union/Org: _____

Address: _____

City & Postal Code: _____

Email: _____ Phone: _____

Childcare: Y / N Number of children & ages _____

Allergies: y / N Details _____

Support needs for Differently Abled _____

All food is Halal with vegetarian options. Childcare booking deadline May 30th.

Early bird registration fee \$70. After May 30, the fee is \$85.

Registration deadline June 5. Attendees must be pre-registered.

Cheque payable to Toronto & York Region Labour Council.

Mail registration & payment to 15 Gervais Drive, Ste 407, Toronto ON M3C 1Y8

Questions? email council@labourcouncil.ca or call 416 441 3663 x221



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