

FALL | 2018

# LABOUR ACTION

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COUNCIL



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UNITED ASSOCIATION  
OF PLUMBERS AND PIPE FITTERS



## A LABOUR DAY UNLIKE ANY OTHER

It was Labour Day with a difference! For decades, the annual Labour Day parade features thousands of union members from all walks of life taking to the streets and marching to the Canadian National Exhibition. It's a great way to finish the parade – families taking their kids on the rides, and others quenching their thirst and catching up with friends.

But on July 20th the CNE Board of Governors locked out IATSE Local 58 members with the intent of busting their union agreement. IATSE members set up and operate sound, lighting and audiovisual equipment for all the shows and sports events at the Ex, and management brought in strike-breakers from Alberta and Quebec to do their work at the CNE. Shamefully, Mayor John Tory fully supported the lockout and blocked attempts by progressive City Councillors to achieve a resolution. (Send him a message at [www.58lockedout.com](http://www.58lockedout.com))

So Labour Council made other plans. We had invited the \$15+Fairness Campaign to be at the front of the parade, and IATSE was given pride of place in the lead section. The parade marched to the IATSE picket lines on Dufferin Street for a spirited show of solidarity, then turned and went to

Lamport Stadium instead of the Ex. At the stadium there were childrens activities, a beer tent provided by the Wolfpack Rugby Team, and live music by The Special Interest Group. We hope this is a once in a lifetime experience – and that next year we will be back at the Ex where IATSE has a fair collective agreement.

Thanks to all the marshals and volunteers, and the Labour Council staff who did double duty to make sure the parade went on without a hitch.

### LABOUR DAY AWARDS:

**Best Turnout** – IATSE (International Association of Theatrical Stage Employees)

**Best Float** – OPSEU (Ontario Public Sector Employees Union)

**Most Spirited** – ATU 113 (Amalgamated Transit Union)



Marchers salute IATSE58 members locked out of the CNE



# IN THE MIDST OF CHAOS WE MUST KEEP CALM – AND DRIVE THE BUS!

Euphoric, demoralized, tired, energized, confused. Those are reactions that each one of us has probably experienced in the last few months. The chaos created by Doug Ford and his Conservative government can drive people to the brink of paralysis.

Ironically, Doug Ford says Toronto City Council is dysfunctional. He ought to know – he made it that way when he and his brother ran the show from 2010 to 2014. Today, although it could be more effective with a progressive mayor and more progressive councillors, it is actually quite functional. But now Ford's attention has turned to the province as a whole. And he is cheered on by advisors from Stephen Harper's government, Mike Harris' government, the Ontario Chamber of Commerce, and the Sun News Network.

Creating a crisis is something that Conservatives are good at: Not by accident, but on purpose. Remember Naomi Klein's book *The Shock Doctrine*? It talks about capitalism's exploitation of crises to push through controversial policies while citizens are too emotionally and physically distracted by disasters or upheavals to mount an effective resistance.

Mike Harris' Ontario Conservative government used this tactic in the 1990s, for example when his Education Minister John Snobelen openly flaunted his management technique as a way of making significant changes. Snobelen's goals? Reduce the power of teachers' unions to defend public education and their own working conditions; close schools; centralize curriculum; and impose an unworkable funding formula.

Many of our families arrived in this place we call Canada in response to disruptions back home. Economic, social, justice and environmental challenges drove us away. Many were fleeing the despotic regimes of "strong men" in every continent. Totalitarian governments emerge in different ways;

some are sneakier than others.

We are dealing today with a Conservative government that shows signs of wanting to run the province without the niceties of democratic checks and balances. Use of the now famous "notwithstanding clause" is just one example. Ford and his crew are very clear that for them democracy is about elections once every four years, winner takes all, and everyone else should just shut up until it's time to vote again. But democracy is actually about participation; the rule of law so that no-one is above the law; checks and balances such as an independent judiciary; separation of powers; equality and many other principles. The current Premier wraps himself in a cloak of populism while doing nothing for the people, except get them buck a beer for a few weeks.

It takes time and energy to resist right wing populists and bullies, and to continue struggling for what's good and right. It is easier to do that when we understand how connected are the fights in which we are engaged. It's about power: Who should have power – the 1% or the 99%?

After the second world war, in much of the global north, workers fought to benefit from their productivity increases. But business didn't like that; and starting in the 1980s demanded that workers tighten their belts and let capital operate without constraints in the hope that wealth might trickle down. We heard that "There is no alternative".

Today, austerity measures continue as private capital convinces governments to starve themselves of the revenue needed



*"My desire to be well-informed is currently at odds with my desire to remain sane."*

to offer public programs and services. They tell us that rapidly emerging technologies are uncontrollable and neutral in how they operate, and that capital is so mobile that it's behaviour should never be constrained. It's the next wave of "There is no alternative".

We need to challenge this nonsense. Unfortunately, in today's world where the 1% hold power, they benefit from technology – the richest 1% now owns half the world's wealth. In Canada, the top 100 CEOs have already earned \$50,000 by noon on January 2<sup>nd</sup> each year. Obscene.

When we challenge the status quo, and especially when we fight against changes that will make things worse, we need to see the connections between them. The fight against Bills 5 and 31 (the erroneously-named Better Local Government Act) will also help us elect the progressive municipal candidates we need by letting union members see who's on their side. Participating in labour canvasses for municipal candidates help us all understand the issues that ordinary people are concerned about, moves soft Ford supporters away from him, and strengthens our analysis and commitment. Visiting MPP's offices to



protect Bill 148 and other labour rights with our allies in 15 and Fairness, and a couple of days later attending a TTC Riders rally to prevent uploading and privatizing subways or a protest to stop health care cuts, helps us understand that big business is going to fight for higher profits at our expense. Showing solidarity with IATSE by not crossing the picket line on Labour Day and paying tribute to labour and human rights leader Bromley Armstrong means we honour those who are members of

the working class, trying to shape a better world for themselves, their co-workers and the world. Together and in solidarity with each other is how we will win the struggles.

We can fight. We must. We owe it to our children, and their children, to our neighbours' children. We need to do it smartly. We will. Let us stay active and stay committed. Each of us will go through emotional ups and downs in this chaotic time. But we will come out stronger. We will defeat Doug Ford and

his Conservative government in four years.

What do we need to do in the middle of chaos? Figure out our game plan, our map to success. Be flexible so we're ready to respond to emergencies. But don't let the chaos makers decide the route we take. In the words of a couple of fabulous labour leaders: "Drive the bus ourselves."

Susan McMurray, Executive Assistant, Toronto & York Region Labour Council

## Standing Up For Democracy in Toronto and Ontario

On a sweltering August evening, over 700 people crowded into Toronto's Metropolitan United Church for a public meeting to defend democracy. Two days earlier, Ford's Conservative government passed Bill 5 (the so-called Better Local Government Act), an unprecedented attack on local democracy. Bill 5 will unilaterally reduce Toronto's City Council from 47 to 25 seats.

Toronto & York Region Labour Council and Progress Toronto organized the event in just nine days, in collaboration with several community allies.

Former Toronto Mayor Art Eggleton, now a Liberal Senator, shot down Ford's publicly-stated reasons for interfering in Toronto's election in mid-game. Rounding out the political panel were Scarborough Southwest NDP MPP Doly Begum, and Jennifer Arp, Vice-Chair of the Toronto District School Board.

Simon Archer from Goldblatt Partners laid out several legal problems with Bill 5, some of which became the basis for the successful court challenge of the Bill later in August.

Since local democracy is closely linked to residents' quality of life, representatives from three community organizations spoke about how they are confronting Ford's plans to cut programs, services and worker protection. The Toronto Environmental Alliance, ACORN, and 15 and Fairness are working hard to protect Toronto's climate action plan, affordable housing, and the planned minimum wage increase along with other labour and employment standards.

Talented jazz singer Tabby Johnson was accompanied by award-winning musician David Warrack in closing the public meeting with a rousing "stand-up" song.

**NOTE: Bill 5 was judged unconstitutional on August 31st. On September 12th a panel of judges determined that Toronto's election should nonetheless proceed under a 25-ward system. A final decision about the legality of Bill 5 will be made later in 2018.**



**LABOUR**  
TORONTO & YORK REGION  
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[www.labourcouncil.ca](http://www.labourcouncil.ca)

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

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# WORK FOR JUSTICE

Unions were first formed to uphold the dignity of workers and to counter the abuse of power in the workplace. Since the earliest days, unions have also fought for social justice and for democracy – the ability of working people to affect the decisions that shape our lives.

Through collective bargaining and democratic struggles, we have won the gains that are crucial to our quality of life – decent work, public healthcare, quality education, social programs and public services. Those still need to be improved, but many of these achievements are now under threat.

Here in Ontario and across the world, conservative politicians are using their power to benefit the wealthiest 1% . Doug Ford and his MPP's plan to re-shape Ontario, masking their actions in populist slogans. It's up to all of us to challenge their real agenda.

## Who Benefits and Who Loses?

The real elites in Canada are not defined by what kind of coffee they drink, but by the money and power they have. The families of CEO's have 4,400 times more wealth than average Canadians, and that's just not fair. Doug Ford rails against “downtown elites” but reduces taxes for billionaires while dismantling workers' rights - and cancelling the scheduled \$15 wage for over a million people.

## What do the Slogans Mean?

When Ford Conservatives say “open for business” what they mean is no limits to employer abuse, no rules for temp agencies, and making it harder for workers to join unions. When they attack “carbon tax” that translates into immediate job loss and no action on climate change. When they say “smaller government” they intend to strip assets, privatize public services, and reduce social programs – all while giving more tax breaks to the rich.

## Stand for Dignity!

Creating a snitch line to punish any worker doing their job is an affront to human dignity. Targeting refugees is meant to turn us against each other - but this is a country where almost all of our families came as immigrants or refugees. When young people can't earn enough to put a roof over their head because corporations are allowed to pay poverty wages - that's simply wrong.

## Defend Democracy!

Across the world, Conservatives have been changing the rules in order to reduce accountability to the public. When key decisions are made in the back rooms, bad things happen. Slashing elected representation is designed for one purpose - to reduce the ability of those who share our values to fight for justice. And that's not fair.

In the next four years, we must find the courage to speak out and mobilize against all injustice. Not just what affects us directly, but to always uphold our common humanity. An Injury to One is an Injury to All.

*September 2018*

# TEACHERS & STUDENTS TAKE ON FORD

On the first day of the new school year the Elementary Teachers Federation of Ontario announced legal action against the Ontario government over its repeal of the 2015 Health and Physical Education Curriculum and its anonymous parent 'snitch line.'

The repeal takes curriculum back to 1998, but students need modern-day information and answers to their questions. The government's 'snitch line,' not only is a waste of public funds, but it ignores the systems already in place for parents and educators to deal constructively with concerns at the school level.

On September 21st some 40,000 students walked out of classes across

Ontario to protest the move. "No ignorance, no hate, let's not go back to '98," shouted some hundreds of students as they marched in Toronto's west end. Rallying to the slogan **#WeTheStudentsDoNotConsent** the students mobilized through social media and among friends and classmates. It looks like a whole new generation of activists are coming of age in Doug Ford's Ontario.



## TRUTH TO POWER

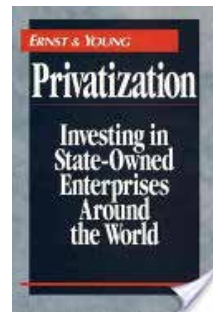
Ontario's environmental commissioner, Diane Saxe, issued a new report slamming Doug Ford's government for gutting most of the province's climate change programs saying it's "bad for our environment, bad for our health, and bad for business."

The report sharply criticizes the Progressive Conservatives' decision to repeal the cap-and-trade program to limit greenhouse gas emissions. "Ontario has gutted most of its climate change programs," Saxe said. "Most of the cap-and-trade money was funding energy efficiency programs in Ontario communities – in schools, public housing, transit and hospitals, for example – that would have reduced GHGs and saved millions of dollars in energy costs."

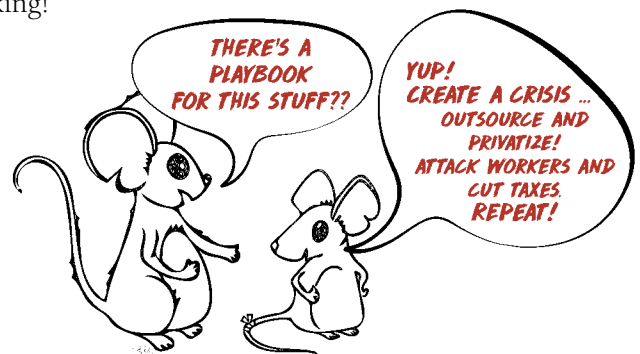
The report shows that Ontario's greenhouse gas emissions in 2016 were the lowest since reporting began in 1990 and that in 2014 the province met its emissions-reduction target of six per cent below 1990 levels.

Environmental groups including Greenpeace have launched a lawsuit against the Ford government for denying the rights of Ontarians to be consulted on the wholesale revision of the laws for combatting climate change.

## SHOCKING NEWS



It is no surprise that the line-by-line review done by Ernst & Young for the Ford government comes up with suggestions for...you guessed it – selling off public assets and privatizing services! The multinational finance corporation helps investors take over public services as part of their core business. In fact, they even wrote a book about it - Privatization: Investing in State-Owned Enterprises Around the World. Who would imagine that they of all people would make such recommendations? Or that the Ford Conservatives would ever expect such an outcome when they picked Ernst & Young. Simply shocking!







## ON OCTOBER 22<sup>ND</sup> VOTE FOR BETTER CHILD CARE IN TORONTO

Are you having a tough time accessing affordable child care? You are not alone.

### What's the problem?

#### EXPENSIVE COST

IT COSTS MORE THAN



A YEAR TO PLACE AN  
INFANT IN LICENSED  
CHILD CARE

**75%**  
OF FAMILIES



CAN'T  
AFFORD THIS

The City of Toronto provides subsidies for licensed child care to over 30,000 children. The subsidy is working for those families who can access it.



**>14,000**

CHILDREN ARE STILL WAITING FOR  
A CHILD CARE SUBSIDY

The child care and subsidy systems do not meet the needs of all parents, such as those who have unpredictable schedules or work evenings and weekends. Child care is particularly important for women, who are often primary caregivers for children. Women who cannot afford child care face barriers to taking on full-time work. Some find no option but to use unlicensed centres or must rely on family members.

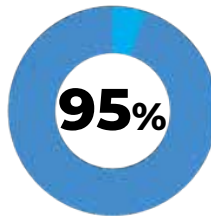
#### NOT ENOUGH CHILD CARE SPACES IN ALL NEIGHBOURHOODS



**80%**

OF CHILDREN UNDER AGE 13  
DO NOT HAVE ACCESS TO  
LICENSED CHILD CARE

Families face difficulties finding licensed child care in their neighbourhoods. In Etobicoke, Scarborough, York, and much of North York, there is a critical shortage of spaces. The number of licensed spaces cover 40% or less of the children in most neighbourhoods in these areas.



**95%**  
OF CHILD CARE CENTRES  
IN TORONTO HAVE WAIT-  
ING LISTS

#### HOW CAN CITY COUNCIL MAKE A DIFFERENCE?

The City of Toronto can improve access to licensed child care by committing to:

- Create 11,500 new child care spaces, including 5,000 subsidized spaces.
- Fund and implement the City's Child Care Growth Strategy, which promises to build 30,000 new licensed child care spaces for children under age 4 by 2026.
- Fund and implement the Toronto Middle Childhood Strategy to ensure access to before-school, after-school, and summer programs for children 6–12 years.
- Ensure that more licensed child care spaces are available outside of downtown.
- Increase the budget for child care subsidies.
- Ensure that the child care system meets the needs of low-income families who work evenings and weekends.
- Work with the provincial and federal governments to dedicate more money towards child care in Toronto.



## ON OCTOBER 22<sup>ND</sup> VOTE FOR BETTER HOUSING IN TORONTO

Is affordable, safe, and decent housing out of reach of you? You are not alone.

### What's the problem?

#### EXPENSIVE RENT

There is not enough decent, safe, and affordable housing in our city. The high cost of buying a home in Toronto puts home ownership out of reach for many residents. Nearly half of Toronto households are renters. Individuals and families living outside of downtown Toronto are more likely to lack affordable housing.

**47%**  
OF RENTERS

SPEND **>30%**  
OF THEIR INCOME  
ON SHELTER



The average cost for a one-bedroom apartment in Toronto is now \$1,202, and a two-bedroom apartment is \$1,426.

A HOUSEHOLD  
NEEDS TO EARN  
MORE THAN



TO AFFORD  
A 2-BDRM  
APARTMENT

#### BARRIERS TO AFFORDABLE HOUSING

In 2009, the City of Toronto adopted a housing plan to build 10,000 affordable housing units by 2019. But less than half of those units will be built by the end of 2019, and most won't be truly affordable for residents with low incomes.

Those in need of affordable housing have a long wait.

**>103,831**

HOUSEHOLDS\* ARE ON  
THE WAITING LIST FOR  
RENT-GEARED-TO-INCOME  
HOUSING \* As of 2017



\$1.73 billion is also needed to make much-needed repairs and keep Toronto Community Housing units in a state of good repair. If buildings are not repaired, our city could lose thousands of affordable housing units in the next 10 years.

Women escaping gender-based violence say that the lack of safe, affordable housing is the main reason why they cannot leave abusive situations.

People facing mental health challenges, Black single-parent families, LGBTQ+ people, Indigenous people, and those receiving social assistance face discrimination when applying for rental housing.

#### HOW CAN CITY COUNCIL MAKE A DIFFERENCE?

The City of Toronto can improve affordable housing in Toronto by committing to:

- Build 7,200 new supportive housing units, at least 4,000 new deeply affordable rental housing units, and 1,000 new shelter spaces.
- Change the definition of "affordable" from average market rent to households spending less than 30% of their income on housing costs.
- Increase the city budget for social housing repairs and maintenance.
- Adopt inclusionary zoning, which will require housing developers to build a percentage of affordable units as part of new residential developments.
- Partner with our provincial and federal governments to invest more money in affordable housing and to advance the National Housing Strategy.



# **EVERY VOTE COUNTS!**

The municipal elections in 2018 have been hijacked by the Ford Conservatives – but we cannot let them hijack the outcome! It's up to every one of us to help elect more progressive voices than ever to public office in Toronto and York Region.

The candidates endorsed by Labour Council have all gone through a rigorous process of interviews and careful consideration of the strengths they would bring to public office. With the arbitrary reduction of Toronto City Council to only 25 seats, there are many good people who have been pushed aside by Doug Ford's shameful abuse of power. We cannot afford to lose proven leaders in tough races. And we cannot afford to have a majority of Toronto City Council going along with an austerity or privatization agenda from either Queen's Park or the Mayor's office.

This is a one of the many reasons to support Jennifer Keesmaat for Mayor of Toronto.

Canada's largest city can only prosper if there is a strong foundation of public services and a recognition of the growing economic disparities that need to be tackled, and a strong commitment to equity. In York Region, similar issues face the voters. Labour Council's election program for 2018 combines the key issues that matter to working people.

We want champions at City Councils or School Boards to fight for:

**SERVICES TO EVERY COMMUNITY**

**TAX FAIRNESS**

**HOUSING AFFORDABILITY**

**TRANSIT FOR ALL**

**COMMUNITY BENEFITS**

**INVESTMENT IN EDUCATION**

**SUSTAINABILITY**

**SOCIAL JUSTICE**

**JOBS AND ECONOMIC DEVELOPMENT**

**PROTECTION OF THE PUBLIC GOOD**

**It's up to all of us to get involved. Volunteer for a campaign, talk to neighbours, help get out the vote. On October 22nd, make a difference!**

Go to [labourcouncil.ca](http://labourcouncil.ca) to find out more.



Jennifer Keesmaat  
Mayor  
jenniferkeesmaat.com



Amber Morley  
Ward 2 Etobicoke Lakeshore  
morewithmorley.com



Gord Perks  
Ward 4 Parkdale High Park  
votegordperks.ca



Lekan Olawoye  
Ward 5 York South Weston  
lekan.ca



Maria Augimeri  
Ward 6 York Centre  
mariaaugimeri.ca



Anthony Perruzza  
Ward 7 Humber River Black Creek  
voteanthonyperuzzza.com



Ana Bailão  
Ward 9 Davenport  
votebailao.ca



Joe Cressy  
Ward 10 Spadina Fort York  
joecressy.ca



Mike Layton  
Ward 11 University Rosedale  
mikelayton.ca



Joe Mihevc  
Ward 12 St. Paul's  
joemihevc.ca



Kristyn Wong-Tam  
Ward 13 Toronto Centre  
kristynwongtam.ca



Paula Fletcher  
Ward 14 Toronto Danforth  
paulafletcher.com



Shelley Carroll  
Ward 17 Don Valley North  
voteshelleycarroll.ca



Saman Tabasinejad  
Ward 18 Willowdale  
tabasinejad.com



Matthew Kellway  
Ward 19 Beaches East York  
matthewkellway.ca



Felicia Samuel  
Ward 23 Scarborough North  
feliciasamuel.ca



Neethan Shan  
Ward 25 Scarborough Rouge Park  
neethanshan.ca



Alison Canning  
Ward 1



Nicole Arsenault  
Ward 2



Marina Laccona  
Ward 3



# Toronto Candidates 2018



Ali Mohamed-Ali  
Ward 1 Etobicoke North  
[electmohamedali.ca](http://electmohamedali.ca)



Shawn Rizvi  
Ward 2 Etobicoke Centre  
[voterizvi.ca](http://voterizvi.ca)



Matias de Dovitiis  
Ward 4 Humber River Black Creek  
[matiasdedovitiis.ca](http://matiasdedovitiis.ca)



Robin Pilkey  
Ward 7 Parkdale High Park  
[robinpilkey.com](http://robinpilkey.com)



Stephanie Donaldson  
Ward 9 Davenport Spadina  
Fort York  
[stephaniedonaldson.ca](http://stephaniedonaldson.ca)



Chris Moise  
Ward 10 Toronto Centre  
University Rosedale  
[chrismoise.ca](http://chrismoise.ca)



Amara Possian  
Ward 11 Don Valley West  
[voteamara.ca](http://voteamara.ca)



Siham Rayale  
Ward 13 Don Valley North  
[votesiham.ca](http://votesiham.ca)



Jennifer Story  
Ward 15 Danforth  
[jenniferstory.ca](http://jenniferstory.ca)



Phil Pothen  
Ward 16 Beaches East York  
[philpothen.ca](http://philpothen.ca)



David Smith  
Ward 17 Scarborough Centre



Parthi Kandavel  
Ward 18 Scarborough Southwest  
[parthikandavel.ca](http://parthikandavel.ca)



Samiya Abdi  
Ward 19 Scarborough Guildwood  
[votesamiya.ca](http://votesamiya.ca)



Manna Wong  
Ward 20 Scarborough Agincourt  
[mannawong.com](http://mannawong.com)



Yalini Rajakulasingam  
Ward 21 Scarborough North  
[yalinifortrustee.ca](http://yalinifortrustee.ca)



Maria Rizzo  
Ward 5



Frank D'Amico  
Ward 6



Norm Di Pasquale  
Ward 9  
[trusteenorm.ca](http://trusteenorm.ca)



Kevin Morrison  
Ward 11



Nancy Crawford  
Ward 12

## Toronto Catholic District School Board

# Labour Council Endorsed York Region Candidates 2018



Chris Ballard  
Mayor of Aurora  
[electballardmayor.ca](http://electballardmayor.ca)



John Taylor  
Mayor of Newmarket  
[votejohnstaylor.ca](http://votejohnstaylor.ca)



Chris Emanuel  
Regional Councillor Newmarket  
[chrisemanuel.ca](http://chrisemanuel.ca)



Ramin Faraji  
Regional Councillor  
Richmond Hill  
[raminfaraji.com](http://raminfaraji.com)



Nirmala Armstrong  
Regional Councillor Markham



Mario Ferri  
Regional Councillor Vaughan  
[marioferri.ca](http://marioferri.ca)



Gino Rosati  
Regional Councillor Vaughan  
[voterrosati.com](http://voterrosati.com)



Naomi Davison  
Regional Councillor Georgina  
[naomidavison.ca](http://naomidavison.ca)

## Mayors & Regional Councillors



Charline Grant  
Vaughan Wards 1 & 2



Todd Silverman  
Markham Ward 1 & Vaughan Ward 5  
[silverman.ca](http://silverman.ca)



Rukshan Para  
Markham Wards 4 & 5  
[rukshanpara.com](http://rukshanpara.com)



Kristine Carbis  
Newmarket  
[kristinecarbis.ca](http://kristinecarbis.ca)

## York District School Board



Richard Maurice  
Richmond Hill  
[richardmauricetrustee.com](http://richardmauricetrustee.com)



Theresa McNicol  
East Gwillimbury/  
Georgina/Newmarket



Elizabeth Crowe  
Aurora/King/  
Whitchurch-Stouffville



Carol Cotton  
Markham/Thornhill/  
Unionville



Teresa Ciaravella  
Maple/Kleinburg



Jeff Thomas  
Thornhill/Concord

## York Catholic District School Board



# JENNIFER KEESMAAT for Mayor of Toronto

Canada's largest city can only prosper if there is a strong foundation of public services, affordable housing and affordable, accessible public transit. Toronto will need strong leadership to tackle the key challenges the city faces, and Jennifer Keesmaat has shown a keen understanding of the issues combined with a bold vision for the future.

The Toronto & York Region Labour Council is endorsing Jennifer Keesmaat for Mayor of Toronto.

She has laid out a comprehensive and credible plan to put city land to work, creating thousands of new rental apartments that are reasonably priced and that an ordinary family can afford. Jennifer Keesmaat's transit plan stands in sharp contrast to the stalled SmartTrack scheme. And her approach to safety draws from the best understanding of how to tackle the root causes of violence combined with effective community policing. On all of the key issues that matter to working families, Keesmaat has indicated a very strong commitment

to quality public services, equity and public engagement around finding solutions.

Tory has failed to embrace any form of tax fairness – he wanted to give \$364 million in tax grants this summer to wealthy downtown developers instead of funding critical community programs and services. Tory's track record on a number of important areas has been disappointing – his plans to sell off Toronto Hydro and contract out solid waste collection were stopped at City Council, while his complicity in the lockout of workers at Exhibition Place soured both the CNE fair and the annual Labour Day celebration. Keesmaat, in contrast, is committed to working with labour on issues of good jobs and public services.

Labour Council went through a rigorous process in deciding whether to endorse Jennifer Keesmaat for mayor. There were a number of meetings engaging her in vigorous discussions, and finally a full debate among Labour Council Council Delegates to arrive at this decision.

Since 1871, the Labour Council has been working for social and economic justice in this city. We want to see leadership at City Hall that will inspire people of all walks of life to step up and



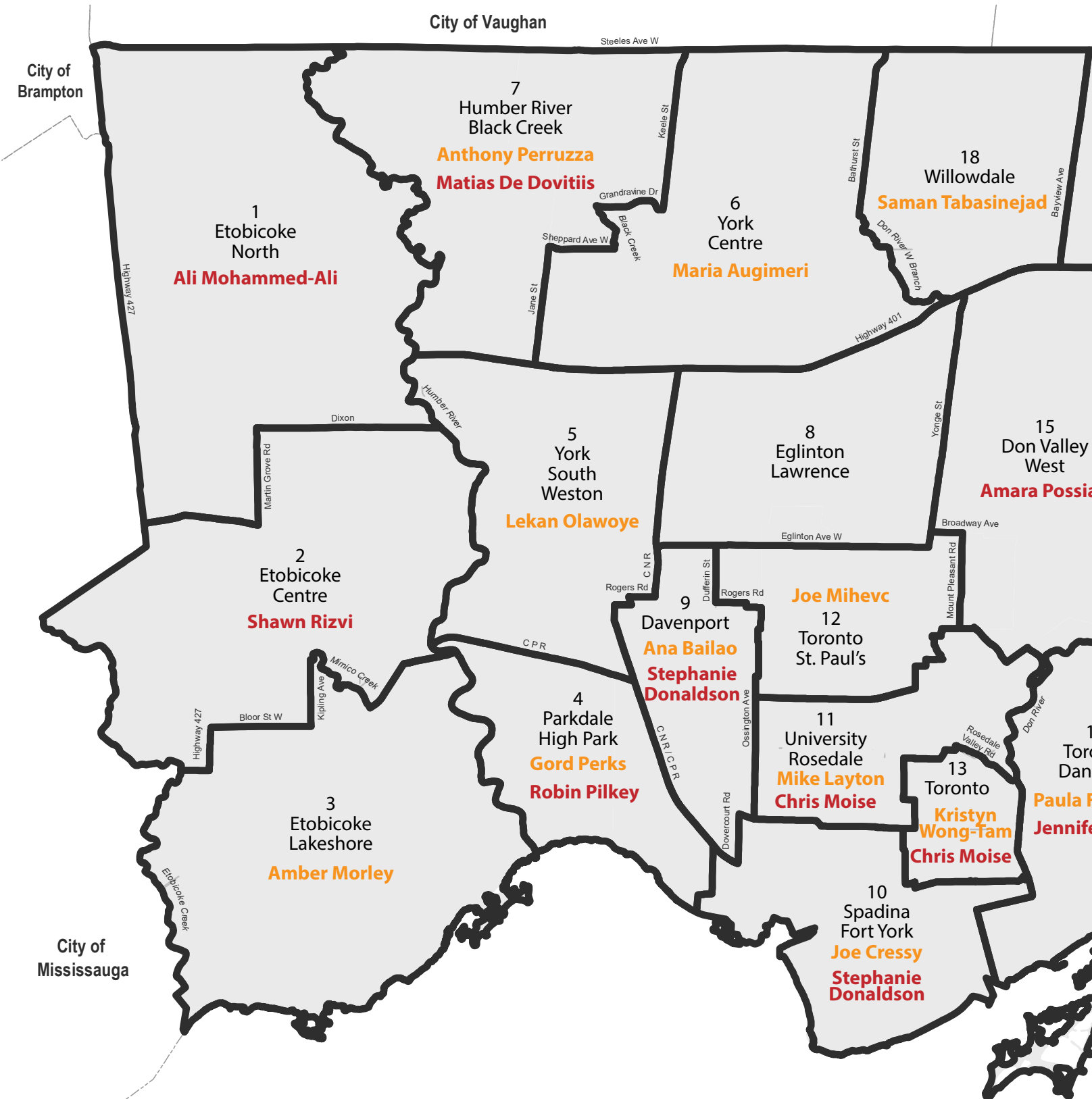
engage in building a great city, serving every neighbourhood and creating good jobs in a sustainable economy in which every community feels genuinely included.

## WHO IS JENNIFER KEESMAAT ?

Jennifer Keesmaat, the daughter of Dutch immigrants, is a passionate and outspoken advocate of city building efforts that enhance the livability, affordability, equality, and sustainability of the City of Toronto. As Toronto's Chief Planner, Jennifer's priorities included the implementation of the Planning Division's new Strategic Plan; providing residents with an improved consultation process; a renewed focus on evidence-based transit planning; and overseeing development review for the City's 5000+ annual development

applications.

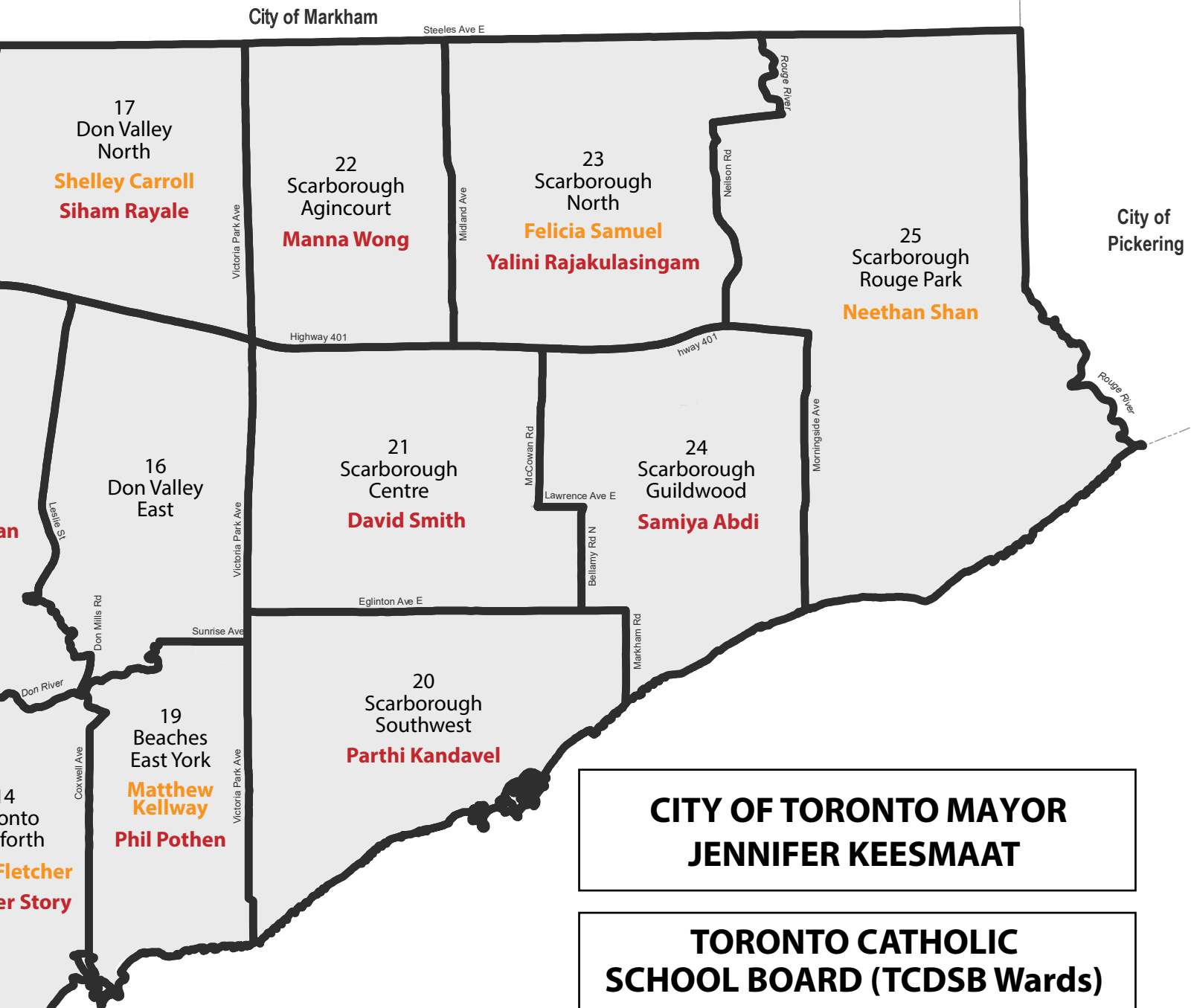
Jennifer's expertise was honed through her extensive work in the private sector, characterized by an emphasis on the creation of complete communities, the facilitation of collaborations across sectors, and broad engagement with residents, municipal staff, Council, developers, business leaders, NGOs, and other stakeholders. She served as the CEO of Creative Housing Society, a not-for-profit organization dedicated to the creation of affordable rental housing in Canada's major cities.



# CITY OF TORONTO 25 ELECTORAL WARDS

Endorsed Councillor Candidate  
Endorsed TDSB Candidate





**CITY OF TORONTO MAYOR  
JENNIFER KEESMAAT**

**TORONTO CATHOLIC  
SCHOOL BOARD (TCDSB Wards)**

**Ward 1 - Alison Canning**  
**Ward 2 - Nicole Arsenault**  
**Ward 3 - Marina Laccona**  
**Ward 5 - Maria Rizzo**  
**Ward 6 - Frank D'Amico**  
**Ward 9 - Norm Di Pasquale**  
**Ward 11 - Kevin Morrison**  
**Ward 12 - Nancy Crawford**

To find labour endorsed candidates in  
Durham Region go to [durhamlabour.com](http://durhamlabour.com)  
Peel Region go to [prlc.ca](http://prlc.ca)

# YORK REGION 2018 MUNICIPAL ELECTION PROGRAM

Labour Council's election program for York Region's nine municipalities combines the key issues that matter to working people for their municipal governments, Regional Council, and school boards. This growing and diverse region can only prosper if there is a strong foundation of public services, a recognition that growing economic disparities need to be tackled, and a strong commitment to equity. Elected representatives at Regional Council or School Boards should be willing to champion:

**PUBLIC SERVICES** — Our elected representatives must defend public assets and services, oppose privatization, and end P3 utilization.

**SUSTAINABLE COMMUNITIES** — Too much of York Region's growth has resulted in urban sprawl. Zoning decisions are important in ensuring clean spaces, food security, and clean air for future generations.

**INVESTMENT IN EDUCATION** — The foundation of a healthy society is an education system that leads students to succeed. The province needs to fix the currently flawed funding formula and fix our schools.

**HOUSING AFFORDABILITY** — Poverty is hidden in York Region with more and more households housing multiple low-income families. All levels of government must deliver the money needed to build new social housing units and keep existing social housing units in good repair.

**PUBLIC TRANSIT FOR ALL** — Affordable, accessible transit is crucial for the health of this region. Freezing fares and returning operations of transit lines back into the public's hands would ensure accountability and lower the cost of operations.

**COMMUNITY BENEFITS** — Major infrastructure projects should provide good unionized jobs for local residents, access to careers in the trades and professions for marginalized communities, and high environmental standards.

**A REGION OF SOCIAL JUSTICE** — Accessible public services and democratic practice are crucial for social justice. The shameful act of stripping public holidays from 64,000 retail workers with no public consultation should never have happened and needs to be repealed. There needs to be a commitment to challenge systemic racism - one that involves the consultation of First Nations communities living in York Region.

The full program is available at [labourcouncil.ca/yorkregion](http://labourcouncil.ca/yorkregion)

## Welcome NEW AFFILIATES !

Labour Council is pleased to welcome the following new affiliates:

**Canadian Union of Brewery and General Workers**  
325 – represents 300 workers at the Molson Brewery in Etobicoke

**IATSE Local 411** – represents 200 production co-ordinators and craftspeople in Toronto's film industry

**CUPE 1571** – represents 360 caretaking and support staff at York Region Catholic School Board

## UNION MEMBERS LIVING AND/OR WORKING IN TORONTO OR YORK REGION

## LABOUR COMMUNITY ADVOCATE TRAINING

**In Toronto: Level 1 - Sept 26 to Nov 28**

**In York Region: Level 1 - Sept 27 to Nov 29**

To register contact:

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

For more info [labourcommunityservices.ca](http://labourcommunityservices.ca)



# FAREWELL FROM FRANZ HARTMANN

“Tonight my departure from TEA has given me a rare opportunity to talk to my friends and colleagues about what I think we can do to help build a better world. So, here it goes.

Let's not forget to use the most powerful tool each of us has: our ability to talk -yes talk- to people. And let's focus on those who are outside our neighbourhood and outside our usual networks and who are predominantly exposed to and influenced by bad ideas.

Let's listen to them, let's show them our sympathy and our compassion. Let's build trust with them.

Then, when there is trust between us, let's show them there is a better way, one that does not rely on hate, division and disregard for community.

In our despair, we often look inwards and seek comfort from others like us. And we forget how powerful personal interactions and networks are. If each of us in this room could convince just one person from outside Toronto to begin using their personal networks to broadcast good ideas instead of bad

ideas, think about how that would begin changing things.

My world and my life changed because of each of you and your influence on me. And look at what we've accomplished together!

So let's turn all the good, the energy and commitment that is in this room outwards to those who are overwhelmed with bad ideas and let's continue changing the world -together!”

Farewell speech by Franz Hartmann—  
outgoing Executive Director of Toronto  
Environmental Alliance (TEA)

# CUPW Wins Huge Pay Equity Case

The Canadian Union of Postal workers has won a historic pay equity victory on behalf of 7500 rural and suburban mail service carriers (RSMSCs) who are predominantly women.

These are the mail carriers delivering on country roads to rural mail boxes in their right hand drive vehicles or the carriers in the expanding suburbs delivering to community mail boxes.

The predominantly female group of RSMSCs were paid significantly less per hour and their working conditions were inferior to those of regular Letter Carriers. The lowest-paid RSMSCs earn a “derived hourly rate” of \$19.73 per hour. The union has spent years campaigning for this work to be recognized as having equal value to the work carried out by the male-dominated group of Letter Carriers. Congratulation to CUPW for this important victory for equity and equality!

The **woman in red** makes almost 30% less for doing the same work as the **man in blue**.

Is it because I'm a woman? or because I'm a rural and suburban mail carrier?

**EQUALITY FOR RURAL AND SUBURBAN MAIL CARRIERS NOW**

#BecauseIts2016

Most RSMSCs are women. Equality now! **cupw sttp**

# Canada is 'a better place today' because of Bromley Armstrong

*Written by Ron Fanfair, August 30, 2018*

When Bromley Armstrong arrived in Toronto in 1947, there were just a few hundred Blacks residing in Canada's largest city. Of his estimate of 1,600, BJ Spencer Pitt was the only Black lawyer practicing in the province and there were no Black doctors, dentists or garbage collectors. Much has changed since then, in large part to Armstrong who died on August 17 after a lengthy illness. He was 92.

The trade unionist, community organizer and activist fought for civil and human rights long before Canada had a legislative and constitutional framework to defend human rights and collective agreements that included human rights language.

Marie Clarke-Walker, the Canadian Labour Council's (CLC) first racialized female secretary/treasurer, said Canada has lost an icon.

"I will remember Bromley the way I think he wants to be remembered as a social justice activist and someone who fought for the rights of all," she said. "He was the impetus for me to do the work I do in terms of building coalitions with labour and community. He realized at a very early stage that in order for the labour movement to be successful, it had to work in conjunction with community organizations and vice versa.

CLC president Hassan Yussuff said Armstrong – the fourth of seven children -- was a trailblazer and outstanding leader.

"Bromley was a pioneer for so much that we take for granted today in how Canada has changed," said Yussuff who is the first person of colour to lead the CLC. "He represented a generation of people who didn't simply accept the challenges and

difficulties they faced. They recognized that you could make it better. I think his legacy is that Canada today is a better place because of his courage and conviction to fight for others to make this country more inclusive."

Armstrong was the last survivor of the 29-member delegation led by Donald Moore that went to Ottawa in 1954 to protest the federal government's restrictive immigration policy that shut out Blacks and other visible minorities.

"The Canadian government at that time, despite the post-war boom and the growth in manufacturing, did not want Black people in this country," he told graduates in his convocation address after York University recognized him with an honorary doctorate in 2013. "You may be surprised to know that they tried to keep Canada White. They told us that we could not survive in a cold country as we knew nothing about wearing parkas, mittens, toques and winter boots. As human beings, if you are cold, you are going to dress warm. I have survived 67 years in the country that said I could not survive."

The landmark trip and the subsequent relaxation of immigration laws partly because of Canada's demand for cheap and unskilled labour led to the introduction of the West Indian Domestic Scheme that paved the way for a quota of about 280 Caribbean women to enter Canada annually. They were subsequently granted landed immigrant



status in return for their services. Jean Augustine, the first Black woman elected to the House of Commons, came to Canada in 1960 under the program.

"Bromley had an amazing energy and vision for the community and our engagement with society around social justice issues," she said. "I will also remember him as being one of the very early people that talked about income generation in our community."

At Massey Harris -- his first Canadian employer -- where his hourly starting wage was 62 cents which was 13 cents less than that of co-worker and Irish immigrant, Dennis McDermott, who was expelled from South Africa in 1941 after he was caught socializing with a Black friend, Armstrong became active in the United Auto Workers Local 439 after being denied the opportunity to become the company's first Black welder.

"The problem was not just one of trying to keep Canada White," Armstrong, who was a Jamaica Trade Union Congress member before migrating to Canada, once said. "It was the extent to which Blacks, Jews and Native people, amongst others, were being treated as second-class citizens."





Lana Armstrong, daughter of Bromley & Marlene Armstrong, shares memories of her father.

The first Black to be appointed to the Ontario Labour Relations Board (OLRB) in 1980 after serving five years as Ontario Human Rights Commission commissioner, Armstrong collaborated with historian and curator Dr. Sheldon Taylor on his memoirs, 'Bromley: Tireless Champion for Just Causes', that was published in 2000. When the Toronto & York Region Labour Council (TYRLC) equity committee made the decision 15 years ago to name an award after a human rights activist in the labour movement, Armstrong was the unanimous pick.

TYRLC president John Cartwright supported the decision to establish the Bromley Armstrong Award to honour his courage, dedication and outstanding service to Canada's labour and human rights movement.

"I am honoured to have known Bromley and to have listened to him as he talked about his journey," he said. "It's fascinating when you think about the courage of a Black man standing up against racism and discrimination in the 1940s when it was a predominant reality all across the world."

Retired Ontario Federation of Labour human rights director June Veacock was the inaugural award recipient in 2004.

"When I held that role for 19 years, Bromley had my back," said the Coalition of Black Trade Unionists

Ontario chapter founding chair. "I could rely on him to provide a historical context in terms of the efforts of the labour movement in fighting racism and discrimination. He was committed to the struggle of working people and it was quite an honour to be the first recipient of an award in his name."

Two-time JCA president Herman Stewart, who won the award four years ago, met Armstrong at the OLRB in 1981.

"I was a union organizer and after introducing himself at a meeting, he gave me a list with the names of the other Blacks in leadership positions in the union movement and suggested I contact them so we could meet over lunch and work together to get more people of colour involved in leadership," recalled Stewart. Armstrong was also

instrumental in Stewart joining the JCA.

"Signing the card to become a member wasn't sufficient for Bromley," he added. "He wanted me to become a leader because he said their views tend to be right of centre and I, as a trade unionist, would bring a different perspective to things. He stood up and nominated me for a position on the executive. I didn't know anyone in the organization, yet I beat the incumbent because of Bromley."

Armstrong was a founding member of numerous community organizations including the Urban Alliance on Race Relations. He published a community newspaper, 'The Islander', for five years up until 1977 and was a member of the Jamaican Canadian Association (JCA) founding executive. Current JCA president Adaoma Patterson met Armstrong in 1987.

"Bromley was the president and I went on to become the national youth representative," she said. "That meant I had the privilege of working closely with him and many other community leaders. He was always willing to give young people a space to be involved as equal participants and he mentored and shared leadership lessons with me and so many others. While I am saddened by his passing, I am grateful for the sacrifices he made that opened doors for so many of us. His legacy will live on through the JCA and so many other organizations."

Armstrong was honoured with the West Indian Federation Club award, the Order of Jamaica, the Order of Ontario,



the Order of Canada, the Harry Jerome Award for Community Service, the federal government's Race Relations award, the Canada 125th anniversary medal and the Bahai National Race Unity award.

The community stalwart is featured in two videos commissioned by the TYRLC.

'Welcome to Dresden' provides a civil rights narrative of how Armstrong, Ruth Lor Malloy (a Chinese student attending the University of Toronto at the time) and late World War II veteran Hugh Bennett, who formed the National Unity Association that led to the passage of Ontario's Fair Employment Practices Act

in 1951 and the Fair Accommodation Practices Act three years later, 'tested' the Fair Accommodations Practices Act in Dresden. 'Welcome to Canada' tells the story of the ground-breaking trip made to Ottawa 54 years ago to protest Canada's restrictive immigration laws. Former Ontario provincial minister Mary Anne Chambers is thankful for the path that Armstrong cleared for her and many others to be successful in Canada.

"His personal experiences of blatant discrimination would have hardened the hearts of most men, yet he always shared those memories with a touch of humour," she said. "His fight against racism involved him partnering with others to make things better for

everyone. I will always be grateful for what I learned from Bromley's approach to things that really matter."

Ex-JCA president Audrey Campbell said Armstrong was fearless in his pursuit of civil rights and justice.

"He laid the groundwork for future generations to follow," she said. "We are eternally grateful for his sacrifices."

Survived by his wife of 47 years, Marlene, Armstrong was the father of eight children. He was laid to rest on August 29, 2018.

Excerpted from SHARE Magazine, August 30, 2018. Complete article available at [ronfanfair.com](http://ronfanfair.com)



## Climate And Migration

It's not only environmentalists who know that climate change is real.

The World Economic Forum (the real 1% in this world) have ranked climate change and its effects as the biggest risk facing the world. In 2017, the world experienced \$167 billion in economic loss from severe weather events. Storms and weather-related events are now the leading cause of displacement – three out of four of the over 30 million people displaced in 2016 were forced from their homes as a result of this trend. Humankind will be judged on how we respond to these families.

### THIS IS NOT JUST A NUMBER

The Mediterranean, a meeting point of cultures and civilisations, has now become an enormous mass grave for thousands of people without shelter who were seeking protection. We do not know their names or their personal stories, but we do know how many they are. We would like to count them, so we can pay tribute to them and never forget them. Barcelona will never cease its demand for a legal and safe passage to Europe and a change of course in asylum policies. "We are and will be a refuge city."

*The Memorial "Som i serem ciutat refugi" (a city of refuge, now and always), Barceloneta beach, July 2016.*



They are the defenseless people seeking protection that have died in the Mediterranean Sea.

3116 victims in 2017  
1565 victims so far in 2018





# GLOBAL CLIMATE ACTION

## Good Jobs and Just Transition



Extreme winds topple trees in Toronto



Forest fires engulf British Columbia

The Global Climate Action Summit in September brought leaders from around the world to commit to a climate-safe future for all. In a direct contrast to the destructive approach of Donald Trump (and Doug Ford), California Governor Jerry Brown convened four thousand leaders to commit to real plans for a low-carbon economy with decent work and just transition.

The climate crisis calls for urgent action. We have seen the human impact on health, disease, famine, conflict, refugee crises, and livelihoods. Thousands of people die each year from worsening storms and floods, heat waves, droughts, and wildfires. These impacts disproportionately affect the poor, disadvantaged, and vulnerable.

Climate change is a threat to all humanity, but Canadian Conservatives are fuelling a campaign to jettison any efforts to restrict carbon use. Doug Ford is launching a \$30 million lawsuit against the federal government policy that puts a price on carbon pollution, and has scrapped the Ontario Climate Action Plan. But other leaders understand that we need to transform our communities and energy systems, create employment opportunities and economic prosperity, protect our oceans and natural environment, and complete the transition to a zero-carbon world.

A stepped-up transition to a low-carbon economy can:

- Result in \$26 trillion in economic benefits worldwide through 2030.
- Generate over 65 million new low-carbon jobs in 2030, equivalent to today's entire workforces of the U.K. and Egypt combined.
- Avoid over 700,000 premature deaths from air pollution in 2030.
- Generate, through subsidy reform and carbon pricing, an estimated US\$2.8 trillion in government revenues per year in 2030—equivalent to the total GDP of India today—funds that can be used to invest in other public priorities.
- By a shift to more sustainable forms of agriculture combined with strong forest protection, deliver potentially more than US \$2 trillion per year of economic benefits, generating millions of jobs and improving food security
- By restoring natural capital, especially forests, degraded lands and coastal zones, strengthen our defenses and boost adaptation to climate impacts, from more extreme weather patterns to sea-level rise.

Learn more about how labour can support climate action – go to [labourcouncil.ca/environment](https://labourcouncil.ca/environment)



While Ontario cancels projects, New York has set a goal of 2,400 MW of offshore wind generation by 2030, enough to power 1.2M homes

# JOIN UNITED WAY UPRAISING OF CARE

On Monday, September 17, 2018, United Way Greater Toronto launched their 2018 Campaign. Daniele Zannotti, President and CEO of United Way Greater Toronto and Brian Porter, Campaign Cabinet, announced that the goal for the 2018 campaign is to raise \$110m and beyond the money raised, engage one million people by 2025. To date, this is their most ambitious campaign ever.

As workers have done since we were solicited outside our factory gates, every year we continue to dig deep to support the most vulnerable in our society. Thank you!! This year will be no different since the need in

communities is at an all-time high. Increasingly, issues facing the GTA know no municipal boundaries. Joining this call to show your local love is a call to give back to your community.

Join workers across the GTA in showing local love and helping to fight local poverty in all its forms by engaging in your workplace UW campaign. Through your ongoing support of the Labour/ UW Partnership, we can create opportunities for a better life for everyone across our region.

Contact: Marcia Lopez, Labour Liaison,  
Labour Community Services [mlopez@labourcommunityservices.ca](mailto:mlopez@labourcommunityservices.ca)



You can't solve a problem if you don't know it exists. In our busy world, important local social issues can often go unnoticed. United Way wants to change that. That's why United Way has created a series of messages with the theme Unignorable. To find out more, go to [showyourlocallove.ca](http://showyourlocallove.ca)





# RALLY

**October 23, 2018  
12 p.m. Queen's Park Toronto  
(outside the Ontario Legislature)**

**Rebuild and  
Improve Public  
Health Care  
NO to Cuts and  
Privatization!**



Community buses are being organized across Ontario to come to Queen's Park. Please call for more information: 416-441-2502.

**Sponsored by  
the Ontario Health Coalition**

## HANDS OFF OUR DECENT WORK LAWS!

Last year, in response to overwhelming popular demand by the people of Ontario, the provincial government brought in better labour laws. But these improvements could be lost if Premier Doug Ford moves ahead with his plan to take away our \$15 minimum wage.

If corporate lobby groups have their way, the new government might even take away our right to paid sick days, equal pay for equal work, fair schedules, union protection and more.

Let's remember, Doug Ford has no mandate to reverse our decent work laws. 60% of voters did NOT vote for his plan to scrap the \$15 minimum wage. And more than 40% of eligible voters did not vote at all.

## DID YOU KNOW...

...In 2017, average annual CEO pay shot up to **\$10.4 million**, from **\$9.6 million** the year before. That's up 8 per cent, and represents a new high since the 2008 global recession. That's **\$5,700 per hour** for one CEO– the equivalent of **380** workers earning **\$15**.

 [15andfairness.org](http://15andfairness.org)



## FAIRER WAGES

- An increase in the adult general minimum wage from \$11.60 to \$14.00 on January 1, 2018 and a \$15 minimum wage by January 1, 2019.
- Annual wage adjustments on October 1 each year so that wages hold their value against rising prices.
- Effective April 1, 2018 part-time, casual and temporary agency workers must be paid the same, higher wage as their full-time, directly-hired counterparts when they do the same work.

## BETTER PROTECTION

- Your boss cannot misclassify you as an independent contractor to deny you basic rights under the law.

## RIGHT TO UNIONIZE

- New laws make it easier for workers to join unions.
- Better protection against contract flipping.

## PAID LEAVE

- All workers have access to 10 days of job-protected emergency leave.
- The first 2 days of this leave are paid.
- Employers can NOT ask for a doctor's note when workers access their emergency leave days provided under the Employment Standards Act.
- After five years with the same employer, workers will receive an extra week of paid vacation.

## FAIRER SCHEDULING

Effective January 1, 2019 workers must receive:

- 3 hours of pay for on-call employees who are not called in to work
- 3 hours pay for any employee whose shift is cancelled with less than 2 days' notice
- Workers may refuse shifts without penalty if the shift is scheduled with fewer than 4 days' notice.

## AND SO MUCH MORE.

- To learn more about our new rights, visit [15andFairness.org](http://15andFairness.org).

## What can you do?

- Talk to your friends and co-workers
- Attend or host an event in your community
- Challenge your Member of Provincial Parliament to defend \$15 & Fairness

## Join the movement

Canada Post Corporation  
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