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# UNIFORUM



Unifor Local 3000 members took over the Cadillac Fairview office building in Vancouver on October 31.

## Unifor opposes Bill C-4 attacks

Unifor is raising grave concerns about the sweeping changes to the Canada Labour Code that are being presented in the omnibus Federal Budget Implementation Bill, C-4.

The proposed amendments, buried deep

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## EI changes dangerous

Coalitions advocating for fair employment insurance policies have issued a national joint statement opposing dangerous changes to Canada's Employment Insurance system made by the Harper government. The Nov. 5 launch marks the escalating resistance that began with rallies in the Atlantic provinces and a demonstration of

thousands on the Jacques Cartier Bridge in Montreal.

Among other changes, new EI job search rules require that claimants classified as 'occasional' or 'frequent', after just six weeks of searching for a job, accept work with up to a 20 to 30 per cent pay cut and take positions outside their usual occupation.

"The impacts of these changes are startling, as three quarters of all claimants - totaling over a million workers - fall into these new 'occasional' or 'frequent' categories," said

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## Unifor solidarity rallies

Unifor members rallied across Canada on Halloween in support of office cleaners in Vancouver and to push for living wages for all workers.

"A crime against workers in Vancouver is a crime against workers here in Toronto and right across the country," Unifor

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## #unifor


Here's a selection of tweets about @UniforTheUnion

@Unifor4000: Does job cuts at VIA "Enhance Customer Experience?" <http://t.co/WWpeFgkxkK> via @sharethis #Unifor


@solidaritysis: How income inequality hurts every Canadian's chance of building a better life [fw.to/Q2L7B2e](http://fw.to/Q2L7B2e) #canpol #unifor #equality

# Ratifications


## Workers at Transfreight ratify

Unifor Local 4268 members performing transportation services for Transfreight Inc. at the General Motors CAMI Automotive assembly plant have ratified a new collective agreement. The three-year deal, endorsed by 90 per cent, includes an average of 3.4% gain in wages, advancements in other areas such as extended benefit options, expanded union involvement prior to job bids, bereavement leaves, vacation scheduling, and hours of work. 

## Bus deal reached

Belleville, Ont. transit workers, members of Unifor Local 1839 ratified a three-year deal on Nov. 3 with an 88 per cent vote. The 25 drivers and one maintenance worker will see their wages rise by 6.5 percent over the life of the contract, which is retroactive to April 1, 2013. 

## Integram workers OK new contract

Local 444 members at Integram Windsor Seating, a division of Magna, have ratified a new collective agreement that includes lump sum payments, a fully funded long-term disability program and overtime improvements. There have also been improvements to work standards language, the development of a skilled trade matrix, to help some Integram members get licensed in trades. 

# Photo spotlight

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On November 1, workers at IMP Aerospace in Halifax, represented by Unifor Local 2215, celebrated joint safety day and 25 years as a unionized facility with CAW, then Unifor.

PHOTO BY CHAD JOHNSTON, HALIFAX STAFF



On November 8-10, the National Skilled Trades Council met for the first time in Windsor, Ontario, bringing together delegates in a wide range of sectors.

PHOTO BY GORD GRAY, LOCAL 444

# First Unifor Skilled Trades Council

Delegates from across the country gathered in Windsor Nov 8-10 for the first meeting of the Unifor Skilled Trades Council. Central in the discussions was the development of strategies to coordinate apprenticeship program requirements and experience recognition across Canada.

Similar to the Red Seal program, which allows skilled trades workers to relocate and maintain their credentials, Unifor and other stakeholders believe there needs to be a similar program for apprenticeships.

"We see a huge number of apprentices unable to complete the

program because they lose their job and are unable to find other work," said Dave Cassidy, National Skilled Trades Council Chair. "It is important for apprentices to be able to move where there are jobs available and still have their experience recognized." 

# Keep local programming

Unifor, Canada's largest media union, is calling on the CRTC to unequivocally reject Bell Media's application to circumvent its license obligations to provide local news and programming.

"If the CRTC bends to Bell Media's pressure, we fear it could be the beginning of the end of local news and programming as we know it in Canadian television," said Unifor Media Sector Director Howard Law. "Bell Media has asked previously for an averaging formula, and it was rejected."

The application by Bell Media-CTV asks the CRTC


to amend its license requirements to "average" local programming hours over three-month periods, providing the possibility of reducing or abandoning altogether regular weekly programming.

"Canadians expect that local programming will be consistent, reliable and broadcast by Canadians for Canadians," said Unifor Media Council Chairperson Randy Kitt. Kitt is the president of Unifor 79M, representing CTV employees.

"Bell has not explained how local communities will benefit from either random or scheduled periods of

reduced local television programming," Unifor argued to the CRTC. "A review of Bell's program logs indicate that its stations produce very little non-news local programming - meaning that the main effect of Bell's proposal would be to reduce the level of regularly scheduled local news available to communities.

The CRTC should not approve applications whose effect will be to reduce the news on which people rely for information about their communities."

Unifor's CRTC submission is at: [http://www.unifor.org/sites/default/files/attachments/unifor\\_submission\\_bnoc\\_2013-529\\_5\\_nov\\_2013.pdf](http://www.unifor.org/sites/default/files/attachments/unifor_submission_bnoc_2013-529_5_nov_2013.pdf) 

UNIFOR COMMUNICATIONS: SHANNON DEVINE, KATIE ARNUP AND STUART LAIDLAW



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Marie-Helene Arruda from the Quebec Coalition Against the EI Changes.

Workers in part time, casual and temporary jobs with erratic schedules and educational support workers, hotel workers, factory workers and others who are laid off by their employers during slow periods will all be affected.

The statement, which Unifor helped draft, has been endorsed by 80 community, student and labour groups to date. To read the complete statement, visit:

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

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"Unifor rallies across the  
country for cleaners

National President Jerry Dias told a noon rally outside Toronto's TD Centre in the heart of the city's financial district.

Dias pledged to take on Cadillac Fairview and others exploiting low wage contract workers. That effort has already begun, with Unifor's Good Jobs Revolution to push for decent jobs in Canada and a sustainable future for our young people. "We stand for all contract and precarious workers," Dias told the rally.

The TD Centre is owned by Cadillac Fairview, which also owns the Waterfront and Pacific Centre buildings in Vancouver, where 150 cleaners are being thrown out of work in favour of a cheaper contractor.



Dozens of activists took part in a solidarity rally at Fairview Mall in Kitchener, Ontario

The cleaners - members of Unifor Local 3000 - make \$12.50 an hour, and are losing their jobs to a contractor paying as little as \$10.50 an hour, with few benefits. A living wage in Vancouver has been pegged at \$19.92 an hour.

The cleaners and supporters also held a noon rally that day outside Cadillac Fairview's corporate offices in

Vancouver demanding that the company reverse its decision.

"Cadillac Fairview can afford to pay these workers a living wage," said BC Area Director Gavin McGarrigle, noting that the company reported a \$1-billion profit last year.

Rallies were also held outside Cadillac Fairview buildings in Calgary, Winnipeg, Ottawa and Kitchener. 

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within the bill, would: weaken the right to refuse unsafe work; allow employers to discipline workers not carrying out dangerous work; unilaterally determine what constitutes essential services; weaken protections for laid off workers and make a number of other destructive changes.

The proposed legislative changes would also take away the independence of arbitration boards, which are frequently charged with determining public sector contracts.

"Longstanding labour legislation is being gutted, shrouded in yet another giant omnibus budget bill

that has little to do with the real budget," said Unifor National President Jerry Dias. "The proposed changes to the federal labour code would make the health and safety rules in federally-regulated sectors such as rail and airlines, the worst in the entire country and turn the clock back decades."

Federally regulated sectors include marine shipping, ferry and port services, air transportation, railway and road transportation that involves crossing provincial or international borders, canals, pipelines, tunnels and bridges (crossing provincial borders), telecommunications, radio and television broadcasting, grain elevators, feed and seed mills, uranium mining and processing and a


number of other areas dealing with First Nations activities and protecting the fisheries as a natural resource.

"There is a direct relationship between worker and public safety. That the government would make these dangerous changes just months after the Lac-Mégantic crash tragedy is beyond reproach. The government should look to strengthen health and safety provisions, not destroy them."

Dias also raised concern

about the Conservative government's repeated use of omnibus bills to radically change legislation.

"Anything and everything ends up on the chopping block through these federal budget bills."

The federal government has also repeatedly hidden behind private members bills to attack Canadian workers and the unions that represent them - such as through Bills C-377 and C-525, said Dias. 

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# Labour groups call for Labour Market Partners Forum

Labour organizations, including the Ontario Federation of Labour, Unifor, and CUPE-Ontario are calling on the federal government to find new monies for the Canada Job Grant, instead of absorbing funds earmarked for crucial training and employment services.

The labour organizations raised their concerns in advance of a November 8 meeting of Federal Minister of Employment and Social Development Jason Kenney and his provincial and territorial counterparts in Toronto.

On the agenda for the meeting was the future of the skills development, literacy training and labour adjustment programs provided under the Labour Market Agreements.

In the 2013-4 budget, the federal government proposed the Canada Job Grant, with funding diverted from the Labour Market Agreements, as opposed to new monies. Labour Market Agreement funding is provided to the provincial and territorial governments for training, such as literacy and other skills to support vulnerable

individuals not eligible for Employment Insurance (EI).

"The Canada Job Grant program is part of a broader agenda that includes cuts to Employment Insurance, deferring Old Age Security benefits, and the exploitation of migrant workers," said Unifor National President Jerry Dias. He said that the policy agenda panders to the needs of corporate Canada and is having the effect of driving down wages in Canada.

The group supports the provincial and territorial governments' position that

the Labour Market Agreements should be protected and that any new program should be funded with new money. The group is urging the provincial and territorial governments to keep vulnerable workers in mind and stay strong to their position against the Canada Job Grant.

The group is proposing a Labour Market Partners Forum be established at the provincial and federal level -and called for better collaboration between stakeholders, leading to more effective labour market strategies, plans and policies. 

## Shelter workers dig deep

Faced with shortages of supplies at the Kingston, Ont., women and children's shelter where they work, members of Unifor Local 8300 emptied their own wallets and the local donated money to buy groceries and other supplies recently.

"All members at this meeting felt compelled to assist in any way possible," said Dorothy Watts, a

paralegal with the local.

The 25-bed Interval House, which helps victims of violence, has been through a tumultuous year. The shelter's embattled executive director and its entire board of directors abruptly left their positions over the summer, shortly after firing five of the staff.


The turmoil has left the facility short on supplies, said Watts. So a basket

was passed around the local's Oct. 16 AGM, raising \$416.80, and the local put in another \$1,000.

The members went to the Kingston No Frills represented by Unifor Local 414 to buy food and other supplies.

The need is still great, however, and Unifor Local 8300 has pledged to continue offering support.

To help, contact Unifor Local 8300 at [Uniforlocal8300@gmail.com](mailto:Uniforlocal8300@gmail.com)

or 1-866-611-1311. 



Members of Unifor Local 8300 fill the shopping basket with items for a Kingston women's shelter.

## Unifor supports Ontario investment in aerospace training

Unifor is applauding the \$26-million proposed investment by the Ontario Government in the partnership between Centennial College and Bombardier Aerospace that would transform a former de Havilland aircraft plant in Downsview into a training and research facility.

"This kind of investment is exactly what we need to see in Ontario and right across the country, to

promote good jobs and home-grown research and development," said Unifor National President Jerry Dias. "This recognizes that industrial innovation is not automatic, it only happens through multi-stakeholder partnerships with business, educational institutions, government and trade unions.

"This is an investment in future jobs for young workers, who are now struggling to find

meaningful employment in today's labour market," said Dias. "We can do better and we should do better."

The announcement by Premier Kathleen Wynne was made at Centennial College.

The creation of an aerospace hub for training, research and development was also a suggestion of the federal Review of Aerospace and Space Programs and Policies,

which was released in November 2012. Unifor, then as the Canadian Auto Workers union, participated in the review through a presentation and submission.

Unifor represents the workers at Bombardier's de Havilland Aircraft in Downsview and approximately 10,000 aerospace workers across the country. 