



IN THIS ISSUE:
ORPP MOVES AHEAD
 >> PAGE 2
NATIONAL NEWSPAPER AWARDS
 >> PAGE 3
PULP AND PAPER BARGAINING
 >> PAGE 4

VOLUME 4, NO.11

WWW.UNIFOR.ORG

JUNE 2, 2016



uniforum



Ottawa tables historic rights protection

Unifor applauds the Federal government's introduction of Bill C-16, which seeks to extend human rights and secure full legal protection for transgender people by enshrining gender identity and gender expression in Canadian law.

"The fact that the government announced the bill and did so on May 17, the International Day Against Homophobia, Transphobia and Biphobia, is a good sign," said Unifor National President Jerry Dias.

While the inclusion of gender identity in to the Canadian Human Rights Act has been in the making for more than a decade, this is the first time such legislation is being proposed by a sitting government.

Previously a similar

>> Continued on page3

Unifor teamed up with Coca-Cola to support women in trades. L to R: Bill Schultz, President, Coca-Cola Refreshments Canada; Jeff Bowman, City Councillor; Mayor Linda Jeffrey; Jerry Dias, National President, Unifor; and Dr. Jeff Zabudsky, President and Vice Chancellor.

Women in trades supported

Unifor and Coca-Cola Refreshments Canada have come together on an initiative that will provide 15 new \$2,000 scholarships for women enrolled in Sheridan College's skilled trades programs in Brampton, Ont.

"There are tremendous career opportunities available in the skilled

>> Continued on page2

Pipeline expansion short-sighted, Unifor says

Unifor is disappointed with the National Energy Board's (NEB) short-sighted decision to support the Trans Mountain Expansion Project, one that poses risks for the economy, Canadian jobs, and food security.

"The Kinder Morgan expansion project is all risk and no gain for the public or our environment," said Joie Warnock, Unifor's Western

Director. "Despite applying conditions for approval, in the absence of any realistic, enforceable regulations, the NEB failed to consider the very serious risks a project of this magnitude has for residents and our economy."

Over the past year, Unifor called on the NEB to reject the Kinder Morgan expansion project saying it was

>>Continued on page3

Convention 2016 Updates

Deadlines for this summer's national convention are fast approaching – especially for any locals hoping to submit a resolution.

Unifor holds its second Convention to be held August 22 – 26 at Shaw Centre in Ottawa. Until then, watch this space in your national newsletter for updates on what is planned, and for pending deadlines.

Join Unifor for Ottawa's PRIDE parade at convention on Sunday, August 21, 1-3 p.m. Allies are encouraged to attend and show support for all lesbian, gay, bisexual and transgender workers.

The parade starts on Bank Street in downtown Ottawa.

- Registration deadline is July 22.
 - Industry Councils will be held August 21.
 - A new delegates orientation will be held the evening of August 21.
- For details, go to unifor.org/events.



Uniforum is published every two weeks by Unifor, Canada's largest union in the private sector.

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ORPP addresses retirement income crisis

Unifor commends the Ontario government for the significant contribution the Ontario Retirement Pension Plan will make to the retirement income security of Ontarians. Ontario is introducing the only major social program in Canada in many years.

Unifor believes that in absence of CPP reform, the ORPP is an essential step in addressing the looming retirement crisis facing workers today.

"Workers can no longer rely on employers for retirement security," said Unifor Ontario Regional Director Katha Fortier. "In the private sector less than 25 per cent of Canadians have a workplace pension plan. Additionally the growth in precarious

work means no pension for far too many, especially young workers and immigrant workers."

That's the message Fortier delivered recently at the Standing Committee on Social Policy hearings on Bill 186: An Act to establish the Ontario Retirement Pension Plan.

The workplace is changing. Fewer Ontarians can expect to stay with one employer and collect a pension from that employer at the end of their work career. Most Canadians struggle to save sufficiently for retirement and the result is that today's workers will face a significant decline in their standard of living in retirement.

"Many young people will have a worse pension than their parents or grandparents,"



said Fortier. "The Ontario government has recognized the retirement income problem and is proposing a sensible solution."

Public pensions are necessary to fill the gap in workplace pensions. The CPP has been extremely successful at providing retirement income for Canadians, but the benefits are set too low with an average 2015 CPP benefit of \$550. The situation is particularly grim for women as they receive just two-thirds of the benefit for men.

>> Continued from "Women in trades..." on page1

trades and manufacturing industries, and we hope that this generous initiative by Unifor and Coca-Cola Refreshments Canada will encourage more women to consider this exciting career path," said Dr. Jeff Zabudsky, Sheridan's President and Vice Chancellor.

The scholarships will be awarded based on a number of factors, including financial need, and will be open to any woman enrolled in one of Sheridan College's six trades programs or two post-graduate manufacturing management programs including: Electrical Engineering Technician, Electrical Techniques,



Unifor is committed to changing the perception of what it means to be a tradesperson.

Mechanical Technician – Tool Making, Mechanical Techniques – Plumbing, Mechanical Techniques – Tool and Die, Welding Techniques, Quality Assurance – Manufacturing and Management, and Manufacturing Management.

"I want to congratulate Unifor, Coca-Cola and Sheridan College for

helping 15 young women have better access to valuable training," said Brampton Mayor Linda Jeffrey.

"Unifor is committed to changing the perception of who a skilled tradesperson is, to one based on competency and not gender," said Unifor National President Jerry Dias.

**>> Continued from
"Ottawa tables historic..."
on page 1**

private member's bill was introduced by Bill Siksay NDP MP and later by Randall Garrison (NDP MP for Esquimalt—Saanich—Sooke). In 2015, that bill passed but was stalled by the Senate.

"This move by the Government is a long overdue advancement of rights that will trigger positive change for transgender people in our communities," Dias said.

If passed, C-16 would bring broad protections by classifying discrimination on the basis of gender identity and gender expression as a hate crime.

The proposed law would result in not only legal protection for

transgender and gender diverse people, but also enable law enforcement to track homophobic and transphobic hate crimes.

The bill must not only pass all three readings in the House of Commons, but also be approved by the Senate, which is currently a Conservative majority.

Conservative Senators have opposed gender expression and gender identity from being included in the Canadian Human Rights Act in the past.

As such, the work for social justice must continue for this historic moment to become a reality.

Unifor has made major breakthroughs on advancing lesbian, gay, bisexual and transgender issues in the workplace and in the community.



Unifor activists at a British Columbia Pride event last summer.

Anti-harassment Statement

The Human Rights and International Department recently updated Unifor's Anti-harassment statement.

Unifor's statement sets an important tone about creating and preserving a safe harassment-free environment in the workplace and at all union

activities, events and meetings.

One thing that every local, member and retiree can do is to lead by example, read out the statement at your next union meeting. Here's the new statement: unifor.org/anti-harassment.

>> Continued from "Pipeline expansion is..." on page 1

not in the public's interest. Unifor supports regulated, sustainable development of the oil sands. "This expansion is about foreign companies dictating over our future and Canadian jobs; it's a classic case of foreign profits winning over our jobs and the public's interest," said Warnock.

The National Energy Board released its decision on Kinder Morgan's plan to triple the capacity of its Trans Mountain pipeline. Unifor provided its own evidence last May to indicate that the expansion of the existing pipeline will only serve to harm the ability of securing domestic energy supply by favouring exports.

Unifor is concerned about

the pipeline's proposed path near the Fraser River which generates unacceptable risk of a spill that could be catastrophic to the commercial fishery.

Unifor contends that a well-managed petroleum industry can provide good, stable jobs and create wealth for producing communities and all Canadians. This is a key concern especially given the recent fire in Fort McMurray and the need for non-renewable resources to translate into overall employment and income as soon as possible.

In the absence of any realistic, enforceable regulations Unifor indicated that the NEB failed to consider the very serious risks a project of this magnitude has for residents and our economy.

Awards reflect importance of strong journalism

The top journalism awards in Canada were handed out recently, recognizing stories on the important issues of our day - including missing and murdered Aboriginal women, the Syrian refugee crisis, suicides among army veterans and more.

"These awards show the incredible quality of work done by Canadian journalists on the major issues of the day in both print and broadcast, even as their industry is facing great challenges," Unifor National President Jerry Dias said.

Members of Unifor Locals 87-M and 191 working for the Globe and Mail, the Toronto Star, the Hamilton Spectator and the Brandon

Sun, won a total of 12 of the 21 National Newspaper Awards handed out.

Members from the Globe and Mail, the Toronto Star and the Brandon Sun also won a total of three awards at the Canadian Association of Journalism Awards.

As well, Joanna Slater, Globe foreign correspondent and Unifor Local 87-M member, was named Journalist of the Year for her coverage of the Syrian refugee crisis in Europe.

The awards were handed out May 27 and 28 in Edmonton. For the complete list of Unifor award winners, go to unifor.org, in the news section.



IN THIS ISSUE Unifor applauds the federal government's move to extend human rights and secure full legal protection for transgender people. New harassment policy available for download. Supporting more women getting into the trades. Convention updates. Public pensions. Unifor members do well at journalism award ceremonies.

Pulp and paper unions meet to develop bargaining strategy

Unifor and the Public and Private Workers of Canada (PPWC) met recently in Vancouver to prepare for bargaining in 2017. This was the third joint meeting of the two largest unions in Canada's pulp and paper sector.

"It has been a great experience, bringing our two groups together again. We have formed a cohesive bond that will serve us well in the next round of bargaining. In unity there is strength," said Gary Fiege, Second Vice President of PPWC.

PPWC and Unifor have been very successful

with pattern bargaining in maintaining common pension, wage, and benefit language in the collective agreements of both organizations. Under the Joint Pulp and Paper Caucus, the unions are in a better position to face the growing challenges to the industry.

"Things are progressing as expected, so both unions will be well-prepared and united when we sit down with the employer next year," said Scott Doherty, Executive Assistant to the Unifor National President.

The two groups have bargained separately since



Unifor met recently with the PPWC to prepare for bargaining.

2002 but have agreed to work together in the future.

The groups already work cooperatively on the Pulp and Paper Industry Pension

Plan and the Pulp and Paper Safety Conference.

The PPWC represents thousands of workers across British Columbia.