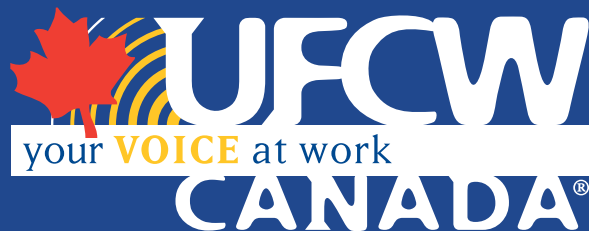
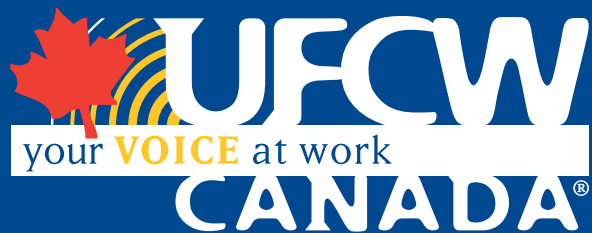


# UFCW Canada 2017 Annual Report



United Food & Commercial Workers Union



United Food & Commercial Workers Union



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**Paul R. Meinema**  
*National President*  
*UFCW Canada*



# CANADA'S LEADING UNION

# Bringing Fairness to Working Families

As the national president of the United Food and Commercial Workers Union (UFCW Canada), I am very proud of the outstanding work that UFCW Canada members, staff, and Local Unions moved forward in 2017, and I am confident that our hard work and achievements have put us in a stronger position to build more fairness for workers in the years ahead.

Through strong organizing efforts aimed at helping Canadians join our union, and an unwavering commitment to improving bargaining strength, we brought the union advantage to more workers by welcoming thousands of new members to the UFCW Canada family. We did this by winning important victories at food retailers and processors, hotels, security firms, and a number of workplaces in the health care, manufacturing, and office & professional sectors.

As well, our voices were strong throughout the year in advancing the issues that are so important to workers and their families, like providing pension fairness, closing the gender wage gap, protecting Canada's supply management system, and creating universal child care and pharmacare programs.

UFCW Canada also helped achieved several major victories in the political arena, including the repeal of anti-worker Bills C-377 and C-525; new protections for transgender citizens under the Canadian Human Rights Act and the Criminal Code of Canada; automatic first contract arbitration, card check certification, and protected sick leave legislation in Alberta; and a move toward a \$15 minimum wage and other progressive labour law reforms in Ontario.

In addition, UFCW Canada activists strengthened our call for workplace fairness at the 12th UFCW Canada National Council Convention in Montreal, where delegates passed a number of important resolutions aimed at advancing UFCW's mission to improve workers' lives and help more workers join the union. Specifically, our union unanimously voted to expand the representation of women members on the UFCW Canada National Council to ensure greater gender equality among UFCW Canada's leadership; establish a new UFCW Canada Young Workers Committee to further amplify the voice of young workers across the country; and hold a national Member Engagement Conference in the near future to share strategies and resources that will help to bolster UFCW Canada member activism.

UFCW also made a difference in the thousands of communities where UFCW members live and work, raising over \$3.5 million to support the life-saving efforts of the Leukemia & Lymphoma Society of Canada (LLSC) and the integral community work of United Way Centraide Canada.

As our mission advances, UFCW Canada will continue to negotiate industry-leading union contracts, while striving to help more workers bring the union to their workplace. We will be holding governments to account on their commitments to workers and their families. And we will be standing up for fair pay, good jobs, and respect and dignity at work, wherever and whenever we can.

Together, our union will bring more fairness to workers and their families, and we will carry forward with pride our distinguished role and work as Canada's leading and most progressive union.

**Paul R. Meinema**  
National President  
UFCW Canada

# Who We Are: Canada's Leading and Most Progressive Union

The United Food and Commercial Workers Union (UFCW Canada) is the country's leading and most progressive union. Together with our Local Unions, we represent more than a quarter of a million workers in Canada's largest and fastest-growing industries, including the retail, food processing, health care, security, industrial, agricultural, office & professional, and hospitality sectors.

dental, drug, and eye care benefits; pension plans; and fair treatment at work.

Being a UFCW Canada member also means being a part of a large and inclusive union family, as our union is backed up by the strength of the 1.3 million members who belong to the UFCW International, one of North America's largest private sector unions.



UFCW Canada members are your neighbours, friends, and family members: they work in your local grocery store, clean the rooms at your favourite hotel, take care of you when you visit the dentist, and produce the meat, soft drinks, and condiments you enjoy when watching the big game or barbecuing at home.

They are part of the UFCW Canada family because our collective agreements provide members with benefits that are unheard of in non-union workplaces. Those benefits include a grievance procedure to resolve workplace disputes; access to free scholarships, online courses, and training; guaranteed wage increases; exclusive discounts;

Our unwavering commitment to our core industries and our ability to win a fair standard of living for members are additional reasons why thousands of workers are proud to call UFCW Canada their union. And as the country's most innovative organization dedicated to achieving fairness in workplaces and communities, our union is not only building a better future for UFCW members and their families, but all workers in Canada.

UFCW Canada is widely known as the "food workers' union," and for good reason: our hard-working members work in every sector of the food industry, from the farmer's field to the processing plant to the grocery store, with a majority working

in food retail and manufacturing. But we also represent tens of thousands of members who work in other sectors of the economy, like the textile, pharmaceutical, hospitality, security, health care, and telecommunications industries.

As 40 percent of UFCW Canada members are under the age of 30, we are also one of the most youthful unions in the country. And we know that the struggle for fairness and justice does not end at work – it is part of our lives at home and in our neighbourhoods.

That is why UFCW Canada is grounded in the communities where our members live, and why our union works to advance the rights of equity-seeking

groups and non-unionized workers.

At UFCW Canada, we believe that every worker deserves to be treated with respect at work, and that all workers should have enough hours to provide a living wage for themselves and their families. We think that every worker deserves good health benefits, a secure future, and the ability to retire with dignity. We work hard to win these benefits for members, and we also fight to achieve them for all workers in Canada. It is what our union has been doing for nearly four decades.





# Strength in Core Industries

As one of the largest private sector unions in the country, UFCW Canada is a leading voice for over a quarter of a million workers in more than twenty different sectors of the Canadian economy. Our members work hard every day to provide for themselves and their families, and we help them achieve a better life by winning fair wages, good benefits, and stable work schedules.

The voice of UFCW Canada members is especially strong in some of the country's fastest-growing industries – like the retail and service sectors, where most of the UFCW membership is concentrated, and the food manufacturing sector, where more than 40,000 UFCW Canada members earn their livings. In fact, food processing is now the largest subsector of Canada's manufacturing industry.

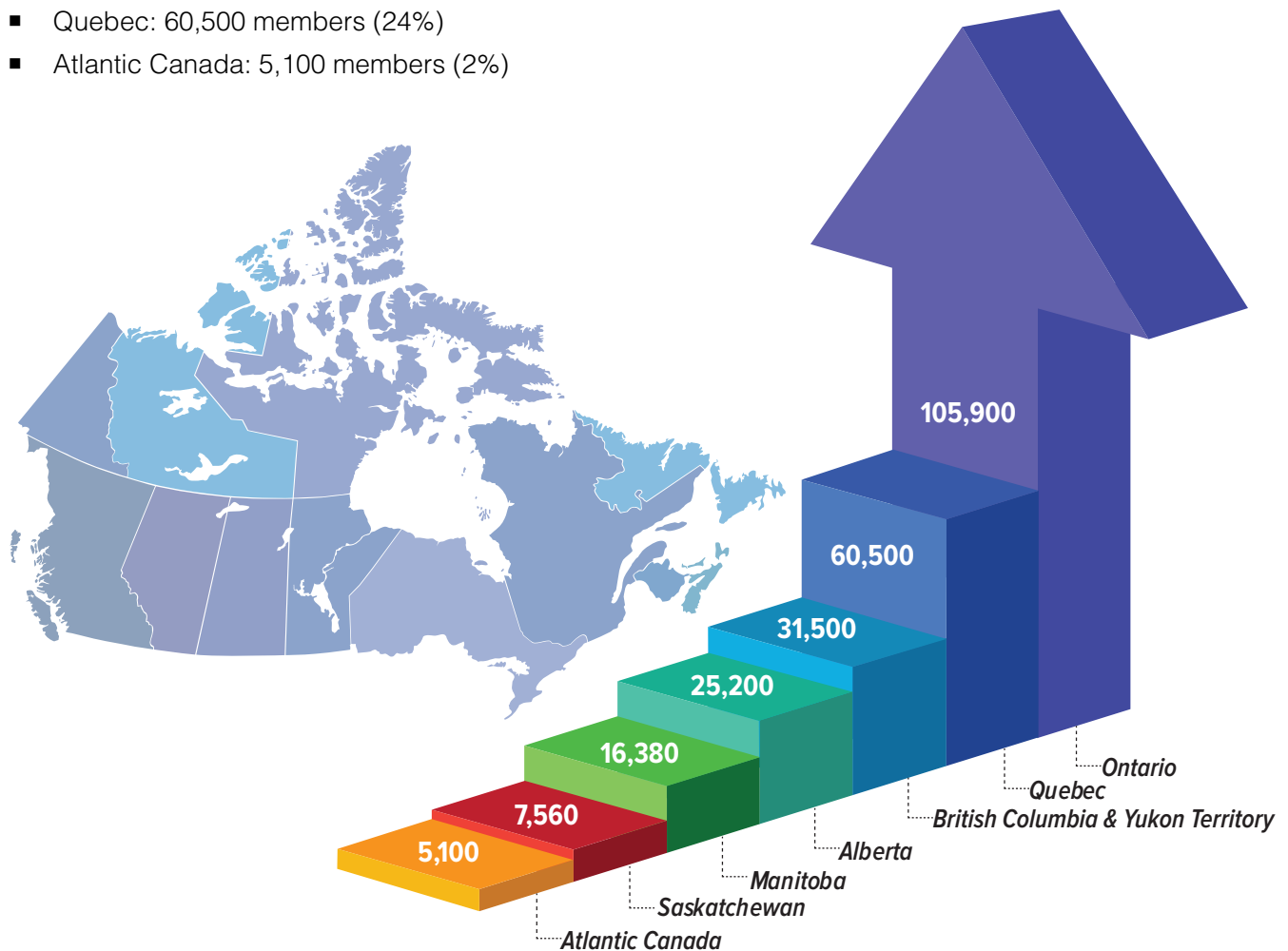




## UFCW Representation Across Canada

### Membership breakdown by province:

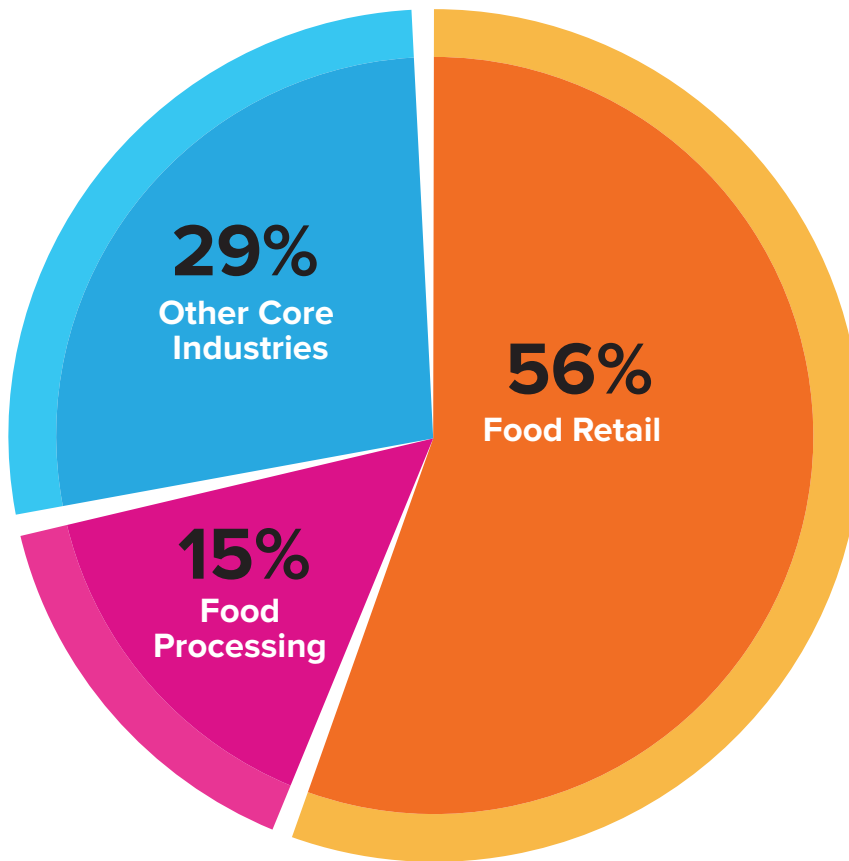
- British Columbia & Yukon Territory: 31,500 members (12.5%)
- Alberta: 25,200 members (10%)
- Saskatchewan: 7,560 members (3%)
- Manitoba: 16,380 members (6.5%)
- Ontario: 105,900 members (42%)
- Quebec: 60,500 members (24%)
- Atlantic Canada: 5,100 members (2%)



# A LEADING VOICE

### Membership breakdown by sector:

- 56% of UFCW Canada members work in food retail (141,120)
- 15% work in food processing (36,792)
- 29% work in other core industries, including warehousing, hospitality, health care, security, industrial, agricultural, and office and professional services (73,080)



### Top workplaces that we represent:

- Loblaws (including Real Canadian Superstore, No Frills, Fortinos, and Westfair)
- Sobeys (including IGA, Safeway, and Freshco)
- Metro (including Food Basics and Super C)
- Overwaitea (including Save-On-Foods and Urban Fare)
- Maple Leaf Foods (including Canada Bread)
- The Beer Store
- Cargill
- Olymel (including Sunnymel)
- Cara Holdings (including Swiss Chalet, St. Hubert, and The Keg)
- G4S Secure Solutions
- Extendicare
- Lowes (including Rona)
- Paragon Security
- JBS Food Canada
- Rexall Pharma Plus
- Sofina Foods



# TWENTY DIFFERENT SECTORS



# Bringing the Union Advantage to Workers: Organizing Highlights

At a time when union density is declining in Canada, UFCW continues to grow because of the outstanding representation that we provide to members, and because of our union's commitment to building bargaining strength in our core industries. Our reputation for negotiating better wages, better benefits, and better lives for members and their families helped us bring the union advantage to nearly 5,100 new members at 87 different workplaces in 2017.



Members know that with UFCW Canada in their corner, they can take control of their lives and help improve their workplace. And thanks to our culture of organizing, our union is constantly striving to bring these advantages to non-unionized workers who need a strong voice on the job.



**In 2017, UFCW Canada welcomed new members at the following workplaces:**

- SRG Security (Regina, Saskatchewan) – UFCW Canada Local 1400
- Erie Glen Manor (Leamington, Ontario) – UFCW Canada Local 175
- Subaru of London (London, Ontario) – UFCW Canada Local 102
- Rosstown Farms (Abbotsford, British Columbia) – UFCW Canada Local 1518
- Peekaboo Child Care (Milton, Ontario) – UFCW Canada Local 1006A
- Compass Group Canada (Oshawa, Ontario) – UFCW Canada Local 1006A
- TAIE International Institute (Toronto, Ontario) – UFCW Canada Local 175
- DEC Fleet Services (Toronto, Ontario) – UFCW Canada Local 175
- Paramed (Kitchener, Ontario) – UFCW Canada Local 175
- Best Western Brantford (Brantford, Ontario) – UFCW Canada Local 1006A
- ACE Bakery (Toronto, Ontario) – UFCW Canada Local 175
- Broadbent Institute (Ottawa, Ontario) – UFCW Canada Local 1006A
- CNIB (Saskatoon, Saskatchewan) – UFCW Canada Local 1400
- Islamic Institute of Toronto Academy (Toronto, Ontario) – UFCW Canada Local 175
- Island Pharmacy (Vancouver Island, British Columbia) – UFCW Canada Local 1518
- Primary Response (Toronto, Ontario) – UFCW Canada Local 333
- 4 Finance (Burlington, Ontario) – UFCW Canada Local 1006A
- Provigo Le Marché (Montreal, Quebec) – TUAC Local 500
- Liberté Saint-Hyacinthe (Saint-Hyacinthe, Quebec) – TUAC Local 1991P
- Leuschen Transportation (Timmins, Ontario) – UFCW Canada Local 175
- Flemingdon Health Centre (Toronto, Ontario) – UFCW Canada Local 175
- UPS Supply Chain Solutions (Vaughan, Ontario) – UFCW Canada Local 1006A
- Polar Pak (Brampton, Ontario) – UFCW Canada Local 175
- Wendy's (Thunder Bay, Ontario) – UFCW Canada Local 175
- CapsCanada (Windsor, Ontario) – UFCW Canada Local 175
- Courtyard by Marriott (Markham, Ontario) – UFCW Canada Local 1006A
- Canada Computers (Ottawa, Ontario) – UFCW Canada Local 102
- Bulk Barn (Shawinigan, Quebec) – TUAC Local 500
- Gaber Dentistry (Hamilton, Ontario) – UFCW Canada Local 175
- Comfort Inn (Saskatoon, Saskatchewan) – UFCW Canada Local 1400
- And 57 other bargaining units across the country

# Achieving Value for Members: Collective Bargaining Highlights

A primary way that our union helps members improve their lives and their workplaces is by negotiating industry-leading contracts at the bargaining table.

In 2017, UFCW Canada Local Unions ratified 308 collective agreements covering roughly 19,000 members, and 100 percent of those contracts were settled without a work stoppage.

Our Local Union representatives also serviced more than 2,100 collective agreements at over 4,650 locations throughout the year, making sure that members' rights are respected and protected in the workplace.

As well, in order to better serve members and build strength at the bargaining table, two UFCW Canada Local Unions merged their resources in 2017. In Alberta, UFCW Canada Local 1118 merged with Local 401 to become the largest local union in the province. This merger has resulted in a more powerful local union, with added resources and a stronger voice in bargaining, in the workplace, in the community, and in the halls of government. It also means that UFCW Canada members are now proudly represented by 26 UFCW and TUAC Local Unions across Canada, all of which are well-positioned to welcome new members to our growing UFCW family.





**With respect to collective bargaining, UFCW Canada Local Unions negotiated and ratified contracts at the following workplaces in 2017:**

- Rolling Dale Enterprises (Brandon, Manitoba) – UFCW Canada Local 832
- The Salvation Army (Regina, Saskatchewan) – UFCW Canada Local 1400
- Nexcycle Plastic (Brampton, Ontario) – UFCW Canada Local 1006A
- Metro Plus Messier Mascouche (Mascouche, Quebec) – TUAC Local 500
- IFS Toronto (Toronto, Ontario) – UFCW Canada Local 175
- Pepsi Brandon (Brandon, Manitoba) – UFCW Canada Local 832
- CapsCanada (Winsor, Ontario) – UFCW Canada Local 175
- DoubleTree by Hilton (London, Ontario) – UFCW Canada Local 1006A
- Compass Group (Calgary, Alberta) – UFCW Canada Local 401
- University of Calgary Aramark (Calgary, Alberta) – UFCW Canada Local 401
- Canada Catering (Meaford, Ontario) – UFCW Canada Local 1006A
- IGA Super-Marché (Quebec City, Quebec) – TUAC Local 500
- Save-On-Foods (Whitehorse, Yukon Territory) – UFCW Canada Local 1518
- Super C des Récollets (Trois-Rivières, Quebec) – TUAC Local 500
- Sunrise Poultry (New Westminster, British Columbia) – UFCW Canada Local 1518
- Gate Gourmet (Edmonton, Alberta) – UFCW Canada Local 401
- Abbatoir Saint-Germain (Saint-Germain-de-Grantham, Quebec) – TUAC Local 1991P
- Agropur Cooperative (Edmonton, Alberta) – UFCW Canada Local 401
- Shoppers Drug Mart (Surrey, British Columbia) – UFCW Canada Local 1518
- Bagel Maguire (Quebec City, Quebec) – TUAC Local 501
- Cappola Foods (Toronto, Ontario) – UFCW Canada Local 175
- Brewers' Distributor Limited (Winnipeg, Manitoba) – UFCW Canada Local 832
- Lantic Sugar (Taber, Alberta) – UFCW Canada Local 383
- Hornby Island Co-op (Hornby Island, British Columbia) – UFCW Canada Local 1518
- Smile of St. Malo (St. Malo, Manitoba) – UFCW Canada Local 832
- McNally Robinson Booksellers (Saskatoon, Saskatchewan) – UFCW Canada Local 1400
- Ferme des Voltigeurs (Drummondville, Quebec) – TUAC Local 500
- Plainsview Credit Union (Multiple Locations) – UFCW Canada Local 1400
- First United Church (Vancouver, British Columbia) – UFCW Canada Local 1518
- Mondiv (Boisbriand, Quebec) – TUAC Local 1991P
- Coop de Sainte-Foy (Quebec City, Quebec) – TUAC Local 500
- J&L Beef (Surrey, British Columbia) – UFCW Canada Local 1518
- Your Independent Grocer (Mississauga, Ontario) – UFCW Canada Local 175
- Bio Biscuit (Saint-Hyacinthe, Quebec) – TUAC Local 1991P
- Cineplex Courtney Park (Mississauga, Ontario) – UFCW Canada Local 1006A
- Les Spécialités Prodal (Saint-Bernard, Quebec) – TUAC Local 500
- Kapta (Notre-Dame-des-Pins, Quebec) – TUAC Local 501

- Arctic Co-Operatives Limited (Winnipeg, Manitoba) – UFCW Canada Local 832
- Krown Produce (Winnipeg, Manitoba) – UFCW Canada Local 832
- GDI Services (Quebec City, Quebec) – TUAC Local 501
- Buckerfield's (Duncan, British Columbia) – UFCW Canada Local 1518
- Best Western (North Bay, Ontario) – UFCW Canada Local 175
- Olymel (Saint-Hyacinthe, Quebec) – TUAC Local 1991P
- Garda Security (Thunder Bay, Ontario) – UFCW Canada Local 175
- Imperial Parking (Ottawa, Ontario) – UFCW Canada Local 175
- PriceSmart Foods (Richmond & Burnaby, British Columbia) – UFCW Canada Local 1518
- Black Velvet Distillers (Lethbridge, Alberta) – UFCW Canada Local 401
- Cornerstone Credit Union (Tisdale, Saskatchewan) – UFCW Canada Local 1400
- Ingredion Canada (London, Ontario) – UFCW Canada Local 175
- And over 261 other bargaining units across the country





# NEGOTIATING GAINS FOR MEMBERS



# Free Online Training and Learning: Education Highlights

UFCW Canada understands that education is empowering, and our union believes that every Canadian deserves the freedom to learn.

Accordingly, we offer the most advanced labour education and training programs in North America.

Through personal training, workshops, printed and digital resources, and free online courses, UFCW Canada provides members and their families with relevant information, training, and learning opportunities that make a real difference on the job, and at home.

Our union's ground-breaking online education program, webCampus, offers free courses to members, their families, and our community partners. With webCampus, participants can learn at their own pace, any time of day, from any place that has a computer and an internet connection. And through our partnerships with

various colleges and universities across the country – including Athabasca University, Brock University, and Conestoga College – participants can earn post-secondary credits through the successful completion of webCampus courses. These partnerships can save participants thousands of dollars in college and university tuition.

In 2017, over 10,000 participants enrolled in the more than 220 webCampus courses that UFCW Canada offers to members, their families, and our community partners. Many of these participants were new to webCampus, as roughly 15 percent of monthly enrollments were first-time students.



UFCW Canada also launched brand new partnerships with the University of Manitoba and the Canadian Mental Health Association to compliment our existing certificate programs. The former enables participants to earn certificates from the U of M in Human Resources and Management and Administration, while the latter provides cutting-edge courses on mental health and addictions awareness.

In addition to these developments, 2017 saw UFCW Canada Local 1006A and Local 832 integrate webCampus courses as part of their union steward certification processes, aligning UFCW's educational resources with member engagement initiatives.

UFCW Canada also delivers hands-on educational programs to Local Unions and members across the country. From workshops on health and safety, to steward training classes, to courses on managing a household budget, our union's educational programs and resources help members develop the skills they need to succeed in life.

As well, UFCW Canada offers dozens of scholarships to members and their dependents to help with the rising costs of post-secondary education. For example, every year our union awards 18 UFCW Canada – BDM Scholarships worth \$1,000 each to active members and their family members for post-secondary study.

Other scholarship opportunities available to members include the UFCW International Union's Charity Foundation Scholarship program – which awards one scholarship of up to \$8,000 to an eligible UFCW Canada member or their dependent – and the UFCW Canada Migrant Worker Scholarship program, which provides 20 scholarships of up to \$500 each to the children, grandchildren, sisters, brothers, nieces, or nephews of migrant workers in Canada. In operation since 2010, the Migrant Worker Scholarship program continues to be extremely popular with temporary foreign workers and their family members.

# EMPOWERING MEMBERS



# Advancing Workers' Interests: Political Action Highlights

Negotiating great contracts, empowering members through education, and building bargaining strength through organizing all help improve members' lives. And another way that our union achieves a better life for working people is through our political action work.

UFCW Canada takes political action seriously because the decisions made by political parties and elected officials impact UFCW Canada members in their workplaces, homes, and communities.

Through a number of initiatives, the National Office provides UFCW Canada activists and their Local Unions with the tools and resources needed to support

and elect political leaders who understand the issues that affect UFCW Canada members and their families.

From health care, to pensions, to daycare, to affordable housing, to taxes, to workplace rights and more: UFCW Canada political action means a strong voice for positive change and a better future for working people.





**Guided by the UFCW Canada National Council Political Action Committee, the union's political action efforts are fully committed to:**

- Providing election and lobbying training that equips UFCW Canada activists with the tools they need to make a difference in the election campaigns and policy issues that impact their lives and their communities (for example, in 2017 we provided lobbying and election training to over 130 members across Canada; and to date we have trained more than 2,400 members in total);
- Mobilizing UFCW Canada members in non-election periods by training them to meet with their elected representatives and effectively advocate on issues affecting members and their families;
- Building a network of politically engaged UFCW Canada members who are committed to making a positive difference at every level of government, and leveraging UFCW density in key ridings (for instance, the 1,500 UFCW Canada members who live in the riding of London-Fanshawe).

## **2017 Political Action Highlights**

In 2017, we reached out to Members of Parliament from all political parties, as well as key cabinet ministers in Justin Trudeau's Liberal government, to continue building UFCW Canada's relationships with elected officials at the federal level. This included our November lobby session in Ottawa, where activists discussed several pressing issues with MPs and their staff, such as pension fairness, affordable child care, closing the gender wage gap, and protecting our supply management system.

We also worked with all UFCW Canada Local Unions to participate in the Canadian Labour Congress (CLC) political action lobby in February, in which UFCW members, leaders, and staff met with MPs to advocate for Employment Insurance (EI) reform, abandoning the Trans-Pacific Partnership (TPP), and creating a national, universal pharmacare plan.

Throughout the year, UFCW Canada made presentations to the federal government on various issues affecting our members, their families, and all working Canadians – specifically youth unemployment and underemployment, increasing women's participation in the Canadian economy, and achieving pay equity. Our union also met with federal ministers and staff involved in the ongoing North American Free Trade Agreement (NAFTA) negotiations to emphasize the importance of protecting Canada's dairy, poultry, and egg sectors under a renegotiated deal.

As well, UFCW Canada served as a leading voice at the Broadbent Institute's Progress Summit and the CLC Convention, where activists engaged in important policy discussions and passed resolutions aimed at building a better life for working people.

Provincially, we continued to play an active role in the Ontario Changing Workplaces Review, the first examination of Ontario's labour laws and standards in a generation. Our union also made a formal submission to the Ontario government on Bill 148, the province's legislative response to the review. Thanks in part to these actions, UFCW Canada and the Ontario labour movement secured major gains in Bill 148, including a \$15 minimum wage by 2019, equal pay for equal work regulations, increased vacation and personal leave entitlements, and enhanced union rights for certain sectors. Going forward, we intend to push the province to build on

# **A VOICE FOR WORKERS**



these reforms and further strengthen workers' rights by enacting card check certification, automatic first contract arbitration, and sectoral bargaining.

In addition, our union played a prominent role at the 2017 Ontario NDP Convention, helping to elect a new ONDP Provincial Executive and pass policy resolutions that call for guaranteed sick days and supporting the right of all workers to join a union, among other progressive ideas. Later in the year, UFCW led the way at the Ontario Federation of Labour (OFL) Convention, successfully re-electing OFL President Chris Buckley, Secretary-Treasurer Patty Coates, and Executive Vice-President Ahmad Gaied to continue building and uniting the federation. Delegates also passed a new OFL Action Plan, which sets the course for the federation into 2019 by committing the OFL to advocate for decent work, strong public services, and helping more workers join a union.



In Alberta, our union was pleased to see Rachel Notley's NDP government enact a range of progressive labour law reforms that UFCW Canada had long called for with the passage of *Bill 17: The Fair and Family-Friendly Workplaces Act* and *Bill 30: An Act to Protect the Health and Well-being of Working Albertans*. The former introduced card check certification, the inclusion of farm workers under the Labour Relations Code, protected sick leave, and first contract arbitration, while the latter reformed Alberta's Workers Compensation Board by removing the cap for maximum insurable earnings, introducing a lump sum fatality benefit, creating a fair practices office to help workers navigate the WCB system, and extending coverage for psychological injuries like post-traumatic stress disorder. The province also updated Alberta's Occupational Health and Safety Act to provide workers with protections that UFCW Canada had been campaigning for since 2009, such as the right to refuse unsafe work.

# ENGAGING MEMBERS

With respect to our electoral agenda, our union focused on the British Columbia provincial election, working with members of the Political Action Committee and UFCW Canada Locals 1518 and 247 to help train activists and elect a progressive government in B.C. We facilitated a series of two-day training sessions, attracting over 40 participants, and targeted three strategic ridings for the election campaign. Our efforts paid off as John Horgan's New Democrats defeated the conservative-leaning B.C. Liberals to form a minority government.

Another major development was our union's endorsement of Jagmeet Singh for Federal NDP Leader, announced at the UFCW Canada National Convention in August. Singh went on to win the party's leadership race in October and is now championing several UFCW-supported policies on the federal stage, including tax fairness, universal pharmacare, and equity for First Nations children. At the convention, UFCW Canada also welcomed Prime Minister Justin Trudeau – the first time a prime minister has ever addressed a UFCW Canada national convention.

Finally, UFCW Canada remained active in the Fairness Works campaign through 2017, where we worked with the Canadian Labour Congress to raise awareness of the refugee experience in Canada. Part of this work involved developing a virtual reality simulation that shows first-hand what it is like to be a refugee in our country. This initiative was featured at the UFCW Canada National Convention, the CLC Convention, and other events throughout 2017, and is successfully reshaping Canadians' views of refugees and their plight.

## Politics NOW! Newsletter and Politics Blog

Through the Politics NOW! newsletter, UFCW Canada's Political Action Department keeps members informed about the public policies and political developments that affect working people and their families; covering everything from the CPP expansion to the Alberta NDP's child care plan to the elections happening across the country. The Political Action Department also publishes a Politics Blog, which explores political issues that are important to UFCW Canada members and working families.





# The Backbone of Our Union: Women & Gender Equity Committee Highlights

Across the country, more than 145,000 women are members of UFCW Canada, comprising over 52 percent of our union's membership. Women are the foundation of our union, and have helped transform UFCW into a leading voice for women workers throughout Canada.

Accordingly, UFCW is fully committed to achieving gender equality and ensuring that our union remains inclusive and welcoming to working women. To advance these principles, the UFCW Canada National Council Women and Gender

Equity Committee provides women members with tools that can help them become engaged in their workplace, their union, and in their communities. The Committee also advises the National Council on issues of primary concern to women members.





## The mission of the Women and Gender Equity Committee is to:

- Develop tools and training to encourage the involvement of women in organizing;
- Support and develop tools and initiatives for promoting women into leadership positions;
- Create awareness of the social and economic inequality of women;
- Create awareness on the issue of Domestic Violence and how this affects the workplace;
- Create awareness on the issue of Violence Against Women, including indigenous women;
- Support, promote, and engage women in politics;
- Lobby government and develop initiatives for a universal child care system, ending violence against women, making it easier for women to join unions, improving maternity and parental benefits, and improving the economic equality of women.

The Committee also collaborates with the UFCW International Women's Network, the Canadian Labour Congress Women's Committee, and other provincial labour bodies on issues and events that affect and interest UFCW women members.

Engaged and empowered, UFCW Canada women play a vital role in shaping their union and strengthening their workplaces and communities.

In 2017, the WGE Committee continued to focus on advocating for pay equity and closing the gender wage gap. This began with our union's participation in an Ontario Equal Pay Coalition strategy session in January, where participants discussed ways to educate, mobilize, and raise awareness to close the gender wage gap once and for all.

UFCW Canada also joined activists at Equal Pay Day rallies across the country in early April, calling to attention how far into the next year a woman must work to earn the same amount made by a man in the previous year.

As well, our union's support for the "Closing the Gap" campaign resumed in 2017. Originally launched in 2016, the Closing the Gap initiative is a comprehensive website and social media campaign that calls on provincial governments to stand up for working women by closing the gender wage gap immediately.

In Ontario, UFCW activists met with Minister of Labour Kevin Flynn and Status of Women Minister Indira Naidoo to encourage the provincial government to make equal pay a legislative priority. And our union also met with federal Members of Parliament (MPs) and cabinet ministers to advance initiatives that would help close the gender wage gap, such as universal child care and stronger pay equity laws.

Another major campaign that gained momentum in 2017 was our union's advocacy for paid leave and other reasonable accommodations for survivors of domestic violence. This initiative seeks to build on the momentum of various provinces taking action to support victims of domestic violence, and it secured a big breakthrough in Saskatchewan last year. Specifically, the provincial government passed legislation providing protected leave for survivors of domestic abuse. The new law allows for a maximum of 10 days of unpaid leave, whether the violence is directed at the employee, their children, or a person for whom the employee is a caregiver.





**145,000  
WOMEN  
MEMBERS**





To further bolster this campaign, UFCW activists passed a resolution promoting the negotiation of domestic violence language into our union's collective agreements at the 12th UFCW Canada National Convention in August. Dubbed "Domestic Violence and Collective Bargaining," the resolution requires UFCW to encourage Local Unions to negotiate language into collective agreements that provides workers who may have experienced domestic and/or sexual violence with paid leave, reasonable unpaid leave, and options for flexible work arrangements upon return to work.

As well, UFCW Canada sustained its online support for the "Paid Leave for Survivors of Domestic Violence NOW!" initiative, which allows users to e-mail their provincial elected leaders asking them to make paid leave a reality for domestic violence survivors. The page also includes a downloadable collective bargaining guide for negotiating domestic violence provisions in union contracts, and a "Violence Against Women Action Card" outlining key statistics on violence against women in Canada.

Additionally, our union once again played an active role in the "16 Days of Activism Against Gender Violence" campaign, which begins on November 25, the International Day for the Elimination of Violence against Women, and runs until December 10, International Human Rights Day. As part of the campaign, activists shared images and videos on social media relaying their stance against gender-based violence. In addition, UFCW members, officers, and staff commemorated the National Day of Remembrance and Action on Violence Against

Women, held on December 6, by participating in dozens of Shoe Memorials across the country, collecting thousands of pairs of women's boots and shoes for donation to women's emergency shelters throughout Canada.

Another important development was the UFCW Canada National Convention's unanimous endorsement of a resolution that commits our union to expanding the representation of women members on the UFCW Canada National Council to ensure greater gender equality among UFCW's leadership. This resolution marks a significant breakthrough for our union and will help UFCW Canada better represent and reflect the tens of thousands of women workers who call UFCW their union.

With respect to organizing, UFCW Canada delivered a "Organizing Training for Women Activists" session in Edmonton, Alberta in April 2017. At the session, women members from UFCW Canada Locals 247, 401, 1118, and 1518 were trained in strategies to help more workers – particularly women – gain the UFCW advantage by joining Canada's leading union. The training was well-received and additional sessions have now been scheduled for 2018.

Finally, the WGE Committee's continued advocacy on affordable child care secured two notable victories at the federal and provincial levels last year. Federally, the Government of Canada announced \$7 billion in new funding for child care spaces over 10 years. This announcement came shortly after UFCW Canada activists and other labour allies met with Jean-Yves Duclos, the Minister of Families, Children, and Social Development, in February 2017 to discuss the need for affordable, accessible, and universal child care.

Then, in June 2017, the Ontario government announced \$1.6 billion in new funding for the creation of 45,000 new child care spaces. By the fall, the province expanded its commitment to include 100,000 additional day care spots. This commitment would effectively double the level of child care that is currently available in Ontario and demonstrates why labour advocacy on this issue is so essential.

# Making an Impact as Canada's Most Youthful Union: Young Worker Highlights

UFCW Canada is also the leading voice for young workers in Canada. More than 40 percent of the UFCW membership is under the age of 30, making UFCW Canada the country's most youthful worker organization.





As such, UFCW Canada is committed to empowering young members in their workplaces and in their communities. We do this through industry-leading collective agreements, as well as key initiatives like the Young Workers Internship Program, Students Against Migrant Exploitation, the Think Forward Young Workers Blog, the Incite organizing tool, engaging workshops and online educational resources, and exciting scholarship opportunities.

In terms of our core youth programming, UFCW Canada's Young-Workers Internship Program (YIP) has become the premier training and education program for young workers in Canada. This program develops young UFCW members who want to become more involved in their union and are interested in learning about organizing, labour history, globalization, media literacy, and democracy.

Simply put, YIP provides a way to connect with young members on topics that are relevant to them and the labour movement as a whole. Course discussions throughout the program help foster a better understanding of unions, and also focus on how young members can make a difference in their Local Union and beyond.

The 2017 YIP Phase One season kicked off in Moncton, New Brunswick and Alliston, Ontario, where participants learned different ways in which they can become more active in their union and their community. The program then traveled to Gimli, Manitoba for a jam-packed week that saw young activists participate in the Manitoba NDP leadership race. From there, YIP went to Orford, Quebec and

Harrison Hot Springs, British Columbia, with training sessions that focused on developing participants' negotiation skills through a series of mock town hall meetings and collective bargaining sessions.

Phase Two of YIP brings together graduates from the first phase of the program and provides them with an opportunity to apply the knowledge they acquired from Phase One. The practical training in Phase Two also helps to cultivate research, writing, and public speaking skills among YIP participants.

This year's Phase Two saw a group of young workers engage in political advocacy training and join representatives from UFCW Canada Local Unions at political action meetings on Parliament Hill. There, they met with government ministers and Members of Parliament to discuss key issues affecting workers and their families, including pay equity, affordable childcare, and pensions, among other topics.

The Phase Two participants then travelled to Toronto, where they continued their political advocacy work by meeting with several ministers and Members of Provincial Parliament at Queen's Park. During the meetings, the YIP activists advocated for youth-focused mental health initiatives and an affordable, accessible child care system. The group also took to the airwaves to speak about their experiences at local radio stations throughout the Greater Toronto Area.

Another UFCW young worker program is the Students Against Migrant Exploitation (SAME) project. SAME specializes in engaging youth on the challenges facing migrant workers in Canada.

# BRINGING YOUTH TOGETHER

SAME's advocacy is delivered face-to-face, to thousands of young people annually, and countless more through innovative social media campaigns.

For 2017, SAME brought its message of creative activism to more than 200 participants at the Law in Action Within Schools (LAWS) Annual Global Citizens Conference held at York University in Toronto. LAWS is an innovative partnership between the University of Toronto Faculty of Law, York University's Osgoode Hall Law School, and the Toronto District School Board that works to guide and motivate high school students in overcoming challenges and accessing post-secondary education.

At the conference, SAME activists delivered a dynamic presentation on how young people can use grassroots strategies, social media, and creative mobilization to make a difference in their schools, neighbourhoods, and communities. This was followed by a seminar on the plight of migrant workers in Canada that mixed music, visual arts, and activist testimonials.

On the digital front, UFCW Canada's young workers blog and social media project, Think Forward, continued to reach tens of thousands of youth by recruiting a diverse group of UFCW members and activists to discuss issues affecting young workers in Canada. Through 2017, the blog explored how

unions are empowering young members and attracting youth activists, why the labour movement is so important to our collective future, how union advocacy is winning important gains for workers, and why more young workers should join a union. The project also surpassed 8,000 followers on social media.

Last year also saw our union launch the Incite organizing tool at the 2017 George Brown College Labour Fair. Incite gives young people the opportunity to engage on issues that affect their jobs and encourages young workers to fight for social justice in the workplace. In February, Incite activists presented at roundtable discussions held by the federal government to discuss youth employment in Canada. As part of the presentation, activists pushed for a living wage, universal child care, reducing barriers to post-secondary education, increasing mental health resources, and supporting public services.

Lastly, at the 12th UFCW Canada National Convention in August, delegates passed a resolution to establish a new Young Workers Committee that will amplify the voice of young workers and UFCW members across the country. In September 2017, the committee held their first meeting, developing a vision statement and goals that will inform the committee's work in 2018 and beyond.



# Our Differences Make Us Stronger: Human Rights, Equity & Diversity Highlights

UFCW Canada's Human Rights, Equity, and Diversity (HRED) Department was first created in 2007. With the support of the National President, Local Unions from coast to coast, and a variety of community groups throughout Canada, the HRED Department has worked to transform our union's culture into one where equity informs our daily decisions. Accordingly, UFCW is taking bold steps to become the most diverse and inclusive union in the country.

From advocating for migrant workers' rights, to launching the most comprehensive diversity and inclusion strategy of any union in Canada, to raising awareness of the oppression faced by indigenous, racialized, and LGBTQ12S workers, UFCW Canada's efforts to achieve genuine diversity and real inclusion continued to move forward in 2017. And we know that our union's diversity is now one of the major factors fueling UFCW's growth as the leading voice for workers in Canada.

Last year, as part of our ongoing effort to build diversity and inclusion skills across our entire organization, UFCW Canada completed the final phase of our Strategic Diversity and Inclusive Initiative (SDII). This program began in 2015 with the goal of strengthening our union's diversity intelligence in order to build a better understanding and rapport with members, staff, and potential members who have been historically excluded in Canada.

The completion of SDII Phase 3 means that UFCW Canada is now well-positioned to advance through meaningful inclusion. As evidenced by UFCW's resolution requiring gender equity on the UFCW Canada National Council, our union continues to work towards decision-making and leadership that are increasingly reflective of Canada's diverse population.

When it comes to advancing the rights of LGBTQ12S workers – an objective that UFCW Canada has formally committed to under our Mutual Support Agreement with Egale Canada – 2017 was another big year for our union, as UFCW activists participated in over 28 Pride parades and events across Canada.

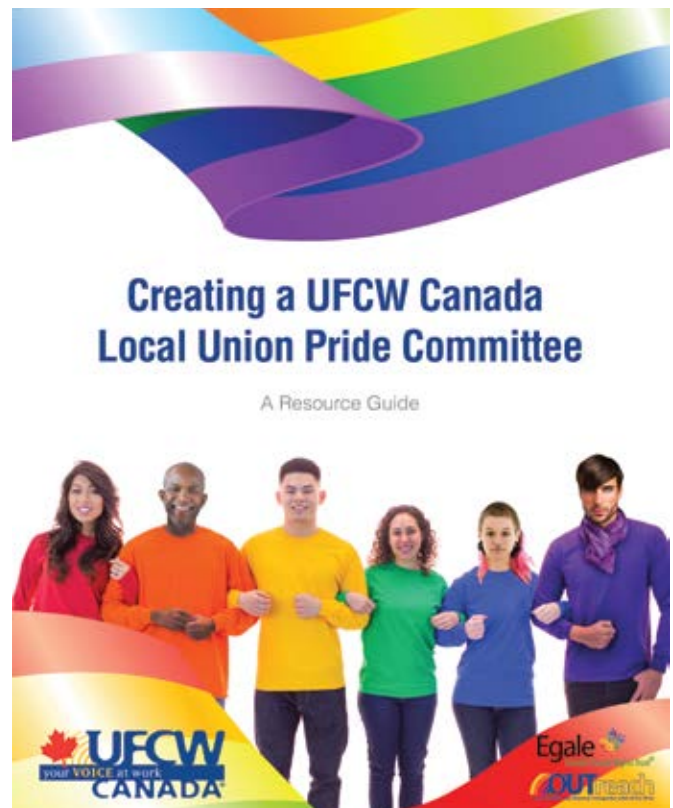
Our Pride efforts began in February when UFCW launched a new resource guide designed to help activists establish a Local Union pride committee or Pride Chapter. Titled "Creating a UFCW Canada



Local Union Pride Committee,” the guide is packed with practical information and resources drawn from the collaborative work of UFCW Locals; the UFCW International LGBTQ12S advocacy group, OUTreach; Egale Canada; and several other organizations that work with the LGBTQ12S community.

Then, from June to September, hundreds of UFCW Canada activists participated in dozens of Pride parades and events from Charlottetown to Vancouver, leading the way with colourful floats, signs, and outfits displaying our LGBTQ12S and Union Pride. This included UFCW’s attendance at the Montreal Pride Parade in August, where National President Paul Meinema and members of UFCW OUTreach joined activists from UFCW’s Quebec Local Unions for one of the largest pride celebrations in Canada.

With respect to our indigenous rights efforts, HRED staff members worked with the UFCW Canada Education Department to develop and launch a new webCampus course on Reconciliation for 2017.



Dubbed “Restoring Human Dignity,” the course examines the history of Indigenous Peoples in Canada and the impacts of residential schools on generations of survivors and their families. It has received positive feedback from participants and will once again be offered in 2018.

UFCW Canada also raised awareness of issues facing First Nations citizens by participating in the February 14 Women’s Memorial Marches and Have a Heart Day events, and the October 4 Sisters in Spirit Vigils. At the Memorial Marches and Sisters in Spirit Vigils, activists from UFCW Canada’s National Office and Local Unions called attention to the thousands of Indigenous women who have disappeared or been murdered in Canada, and honoured the lives of those who have been lost due to senseless violence. Our sponsorship of Have a Heart Day, meanwhile, helped send more than 800 children and community advocates to Parliament Hill, where they called on the Prime Minister and Members of Parliament to bring equal funding and services to First Nations children living on reserve.



In addition, UFCW Canada established a national Indigenous Committee to build mutual support between Indigenous and non-Indigenous members and to fight for Indigenous justice in the communities that our union serves. For 2017, the committee worked with Local Unions to coordinate the inaugural UFCW Canada National Indigenous Peoples Day event, held at UFCW Canada Local 401's office in Calgary. As part of the day's events, activists participated in a workshop on Reconciliation led by facilitator Marc St. Dennis. Students from the UFCW 401-represented Calgary Quest School also took part in the event by creating a Heart Tree for the Local Union's meeting space, in honour of those who survived Canada's horrific residential school system.

As well, to further advance our Reconciliation efforts, UFCW collaborated with First Nations from across Canada to develop traditional territory plaques for Local Union offices throughout the

country. Artwork for each of the plaques was created by students at the Kitiganik Elementary School in Rapid Lake, Quebec, and the plaques were presented to Local Unions at the UFCW Canada National Convention in August.

2017 also saw UFCW forge a new partnership with *I Love First Peoples*, a not-for-profit organization that aims to bridge the cultural gap between Indigenous and non-Indigenous persons in Canada. As part of this new friendship, our union contributed to the I Love First Peoples annual shoebox campaign. As well, National President Meinema and members of the UFCW Human Rights, Equity & Diversity Department traveled to Rapid Lake to visit students at Kitiganik and thank them for their amazing work on the traditional territory plaques. The visit was well-received by the students and was also covered and televised by the Aboriginal Peoples Television Network (APTN).



# Strike and Lockout Support for Members: National Defence Fund Highlights

UFCW Canada is proud of the fact that, at a time when other unions are shrinking, our union continues to grow and thrive as the country's leading voice for workers. And a big part of being that voice involves working to secure gains for members at the bargaining table, and standing strong on the picket line when negotiations break down.

In the rare event that members and their negotiating committee are unable to reach an agreement with their employer, and they are locked out or forced out on strike, UFCW members have access to a bargaining resource – known as the National Defence Fund (NDF) – that is unparalleled in the Canadian labour movement.

With more than \$70 million in assets, the NDF provides UFCW members and their Local Unions with extra financial resources and bargaining strength when they are faced with a strike or lockout. Over the last three decades, the Fund has played a crucial role in protecting the rights

and gains of members, and helping to secure fair collective agreements.

The NDF's success in providing stability to members was clearly demonstrated in 2017, as there were no major labour disputes involving members of the Fund.

In July, UFCW Canada activists from across the country gathered in Quebec City from July 9 to 11 for the 31st Annual National Defence Fund (NDF) Convention, marking over three decades of the Fund's progress in building strength, fairness, and solidarity for members.

# NDF NDF NDF

At the convention, delegates shared industry insights, reviewed bargaining trends in UFCW Canada's core industries, and learned new strategies for advancing fairness for UFCW Canada members and all working people.

The convention also reviewed the impact of current and pending trade deals on UFCW's core industries – particularly food processing – and explored our union's digital and send-a-letter campaigns to safeguard the Canadian food industry. Dubbed "Help Protect Canada's Poultry and Dairy Sectors," the campaign seeks to maintain Canada's supply management system, which generates more than 345,000 good-paying jobs in agriculture and food processing.

Delegates also heard from economist Angella MacEwen of the Canadian Labour Congress, and Camille Quenneville of the Ontario Division of the Canadian Mental Health Association, who spoke about free trade and mental health in the workplace,

respectively. As well, a number of convention-goers engaged in workshops on effective public speaking. For the remainder of the convention, delegates joined their respective councils for the packinghouse, hospitality, soft drink, flour milling, and retail food sectors.

Finally, 2017 was a year of continued growth for the NDF, as UFCW Canada members working at Calèches Québec, Preverco, Comeau's Sea Foods, La Charpenterie, the Canadian Institute of Quebec, Molson Coors Canada, Hôtel Tadoussac, and several other bargaining units voted to join the Fund.





# Giving Back to the Community: Charity & Fundraising Highlights

Representing members' interests and improving workers' lives doesn't end at the bargaining table or in the workplace – it also extends to the communities where UFCW members live, work, and play. And that's one reason why UFCW Canada engages in charity and fundraising work aimed at making a difference in communities across the country.

Accordingly, UFCW Canada is leading the fight to cure leukemia, lymphoma, Hodgkin's disease, and other forms of blood cancer through our fundraising efforts for the Leukemia & Lymphoma Society of Canada (LLSC).

As the largest annual supporter of the Society's life-saving research, education, and outreach work, UFCW Canada's National Office and Local Unions organize and participate in numerous fundraising events – including raffles, community picnics, 50-50 draws, car washes, sports tournaments, ride-a-thons, marathons, bottle drives, and Light the Night walks – to raise money for blood cancer research.

2017 was another fantastic year for our LLSC fundraising efforts, with UFCW Canada members raising more than \$2.5 million for the Society's work in conducting research, raising awareness, and reaching out to those suffering from leukemia, lymphoma, Hodgkin's disease, and other blood cancers.

A major pillar of our union's fundraising efforts is the highly successful "Returns for Leukemia" bottle drive, whereby UFCW Canada activists collect deposits on bottle returns at Beer Stores in Ontario and donate the proceeds to the LLSC. This past

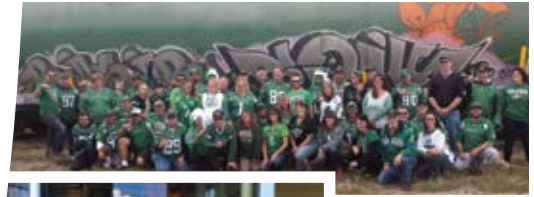
year, the "Returns for Leukemia" bottle drive raised an incredible \$1,804,912 dollars!

The overall total raised by UFCW Canada's Leukemia efforts has now reached over \$38.9 million, making our union the LLSC's most valued partner.

In addition to our fundraising work for blood cancer research, UFCW Canada also raised over \$1 million for United Way Centraide Canada in 2017. The United Way is a well-established non-profit organization that works to lift people out of poverty, help children achieve their full potential, and promote healthy life opportunities for all Canadians.

In recognition of our efforts for the United Way, UFCW Canada was presented with the "Thanks a Million" Award, which recognizes labour organizations and corporations that demonstrate an extraordinary commitment to the United Way and its noble causes.

Evidently, UFCW members are not just workers – they are also citizens who belong to a community. As such, our union is committed to being actively engaged in the cities, towns, and neighbourhoods that members call home, and we are excited to continue our charity and fundraising work in 2018.



# MAKING A DIFFERENCE

# Contact Us

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This report is also available at [ufcw.ca/annualreport2017](http://ufcw.ca/annualreport2017)

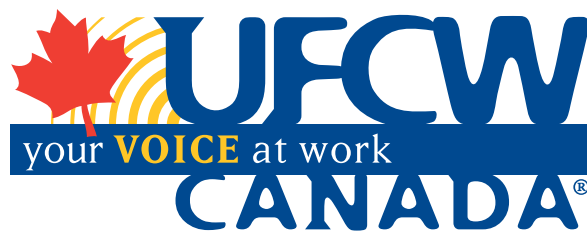






# BUILDING A BETTER LIFE

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