



ONA marks 45th anniversary, as it continues to press for change to benefit nurses and their patients. **Page 4**



IBEW apprenticeships and mentoring help future electrical workers excel. **Page 8**



CUPE Ontario calls for stable social-services funding to protect most vulnerable Ontarians. **Page 13**

Labour Day 2018

A SPONSORED FEATURE BY PEPPER MEDIA

Saturday, September 1, 2018



An open letter to Ontario workers:

Tell Doug Ford “Hands off our rights!”

This Labour Day, workers in Ontario are preparing to defend their hard-earned rights in the workplace and beyond.

In the coming months, Premier Doug Ford will continue to make changes that will hurt Ontarians by lowering the quality of public services, leaving more of us facing poverty whether we have a job or not, reducing the quality of education in the province and taking away workplace rights.

The new government is no friend to Ontarians. It has already shown that it is willing to reduce payments to people receiving Ontario Disability Support, to families on welfare, and for funding to mental health programs. It denies children needed health information by cancelling a well-researched curriculum, and undermine democracy by meddling in municipal elections and by cutting the city council of Toronto nearly in half with Bill 5. In short, our government is leaving Ontarians without the support they need.

This must stop.

Our government must change course to ensure quality public services for all Ontarians, create good-paying, steady jobs where workers are treated fairly, and make sure that no Ontarian falls deeper into poverty. Ontarians need this government to improve quality of life in this province rather than making cuts that leave so many Ontarians struggling. Now is the time to demand better from our government.

We know that when we organize together, we win.

We won significant changes when we stood with community partners Fight for \$15 and Fairness to demand changes to the outdated *Employment Standards Act* and the *Labour Relations Act* in 2017. Together, we fought hard and won changes that are making life easier for working Ontarians including fairer scheduling, personal emergency leave, equal pay for substantially similar work by 2020, and a minimum wage increase to \$15 an hour in 2019.

Our message to the workers of this province is this: together, we can take on the challenges ahead.

Workers will make life easier by protecting public services, by demanding an end to the discriminatory practice of carding, and by making sure that the legislated increase in the minimum wage to \$15 an hour happens when it is supposed to: January 1, 2019.

More than 1.7 million Ontarians earn at or near the minimum wage, and are trapped in low-wage, part-time, contract and subcontract jobs without union representation. We've already seen the results of an insufficient minimum wage: workers juggling several jobs along with their family schedule but still unable to earn a living; young workers who delay planning their families because their jobs pay poorly and don't offer stability.



Most Ontarians support a higher minimum wage, including 42 per cent of PC supporters. Premier Ford is ignoring the voice of the people when he says Ontario will scrap it. If it is cancelled, workers who already face barriers in the workplace will be deeply affected: young workers, women workers, racialized workers, Indigenous workers and workers with a disability. Shamefully, some workers are even excluded from the current general minimum wage: liquor servers and students.

The labour movement has long advocated for changes to improve the lives of working people and their families, from bargaining for greater rights

in the workplace, making it easier to join a union, and protecting public services, to taking on social issues like racism, domestic violence and LGBTQ* rights. When we stand together, we can build a better Ontario.

Doug Ford's government has shown how little it values working people and vulnerable Ontarians. His is a government driven by ideology, set on privatization and rolling back rights for the people of Ontario. What we see from Doug Ford and his party is cronyism that promotes the interests of insiders: big business and the richest in the province, the millionaires who, each second, make more than a minimum wage worker does in an hour.

Doug Ford's government works for only some people, not all the people. It's us who will stand up to Ford. Now is the time to join our growing movement, unite in solidarity.

We won new rights under the *Fair Workplaces, Better Jobs Act* of 2017, but we stand to lose them if the new government continues on the path it has set in its first summer.

We must tell Ford “Hands off our rights.”

Make sure you know your rights in the workplace. Visit myrights.ca, then talk to your friends, family and colleagues about what Ontarians have won and why we need to tell Doug Ford “Hands off!” Get involved at [\\$15andfairness.org](http://$15andfairness.org) and myrights.ca.

Join the movement for decent work.

Have a safe and happy Labour Day.

CHRIS BUCKLEY
President,
Ontario Federation of Labour



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UNIFOR

Celebrating accomplishments and looking to future challenges

Five years ago, a new Canadian union was formed, and those present at the founding convention were exhilarated by their vision of a new type of labour organization with a broad social mission.

It was August 31, 2013, when delegates from the Canadian Auto Workers (CAW) and the Communications, Energy and Paperworkers Union of Canada (CEP) voted to create Unifor. The two organizations came together during a time when federal politics were staunchly conservative, and when workers faced stagnant wages and growing inequality.

"When our founding unions merged, we made it clear that Unifor would not only focus on negotiating wages and benefits through collective bargaining," said Naureen Rizvi, one of the founding convention delegates who today serves as Unifor's Ontario Regional Director.

"We were clear that our new union had to be a union for everyone. Unifor works to improve the lives of all people and the communities where workers and their families live. We also agreed we needed to be a strong political force because politics and government policies affect all aspects of our lives."

The founding delegates were inspired by a desire to revitalize the mission of unions to fight for a better world for all workers. Today, Unifor has 315,000 members Canada-wide – 167,000 of them in Ontario. Since its creation, the union has organized to welcome more than 20,000 new members at large and small workplaces right across the country.

Scott McIlmoyle – who has been an active Ontario union member for 33 years and is the current chairperson of Unifor's Ontario Regional Council, was also there when Unifor came into being.

"It was exciting to be at the founding convention, where we agreed to empower the grassroots members and to increase our activism on behalf of workers," says McIlmoyle. "We committed ourselves to protecting the



Scott McIlmoyle (left), chairperson, Unifor Ontario Regional Council, and Naureen Rizvi, (right) Unifor Ontario Regional Director, at a Toronto rally supporting workers at Northstar Aerospace, 2017. SUPPLIED

rights of all workers, unionized or not, and to support social and economic progress for communities."

As Unifor celebrates its fifth anniversary, the leadership and members, including in Ontario, are celebrating many significant achievements, while also planning how to deal with new and emerging challenges.

Unifor is a bold, activist union; members have mobilized to campaign in one federal and 13 provincial elections. The union campaigns for trade deals that benefit workers through "The People's Trade" campaign, and through its "I Shop Canada" campaign, it has rallied workers and consumers to fight U.S. tariffs against Canada by buying Canadian products.

In Ontario, one of the standout accomplishments was the passage of the *Fair Workplaces, Better Jobs Act* (originally Bill 148) in 2017, says Rizvi. "This was one of the most progres-

sive pieces of labour legislation ever passed in Canada," she says. "We're very proud of the work we did – participating in the government's review of changing workplaces two years before the bill was drafted, appearing at every committee hearing on the bill, and rallying our members to sustain pressure by calling and writing to their MPPs several times throughout the debate."

One of the most hard-fought achievements, she adds, was the inclusion of paid leave for survivors of domestic violence. "The Premier's office tried to persuade us to put this provision on hold for the future, but we were adamant that it couldn't wait. Everyone who needs it should have access to this life-saving benefit. We were right down to the wire when they finally agreed."

The union drove the campaign for paid domestic violence leave by secur-

ing paid leave for Unifor members in workplaces across the country, and bargains for strong anti-harassment policies that keep members safe.

McIlmoyle also points to successes for Unifor in Ontario, including at his own place of employment, Bombardier Aerospace, through negotiation of collective agreements that strengthened job security and pensions.

"We've achieved a number of contract wins that are helping to keep good manufacturing jobs in Canada, including milestone agreements in the auto industry, which is crucial to Ontario," he says. McIlmoyle also points to the support that Unifor provided earlier this year to non-unionized employees at Tim Hortons – whose employers were rolling back benefits and paid breaks in reaction to minimum-wage increases.

"Our members took part in a national day of action to let Tim Hortons employees know that we're behind them – that we'll fight on their behalf because we want to ensure fairness for all working Canadians."

Unifor is planning to continue its political activism by mobilizing members for next year's federal election, as well as elections this fall in Quebec and New Brunswick.

In Ontario, with a new Progressive Conservative (PC) government in power, the union is ramping up advocacy on a range of issues including health care, social services and protection of the workers' rights members fought so hard for in recent years.

"The challenge for us and everyone in the labour movement is how to preserve the reforms we've gained in Ontario," says Rizvi. "During the campaign, the PCs indicated they wouldn't go ahead with the planned increase of the minimum wage to \$15 next year, and we're going to do our best to change their minds."

"We will continue to fight on behalf of working people in Ontario and to ensure fairness and social justice for all. Everyone deserves the benefits of being a union member; that's what Unifor is all about." ■

ONTARIO FEDERATION OF LABOUR



KNOW YOUR RIGHTS!

WE ORGANIZE. WE WIN NEW RIGHTS!

Workers across Ontario fought to win these rights:

EMPLOYMENT STANDARDS ACT (ESA)

Changes in effect unless otherwise noted.

RIGHT TO A FAIR WAGE

- // An increase to the **GENERAL MINIMUM WAGE** – \$14 per hour in 2018, \$15 per hour in 2019, tied to inflation afterwards;
- // An increase to the **MINIMUM WAGE FOR LIQUOR SERVERS** – \$12.20 per hour in 2018, \$13.05 per hour in 2019, tied to inflation afterwards; and
- // An increase to the **MINIMUM WAGE FOR STUDENTS UNDER 18** – \$13.15 per hour in 2018, \$14.10 per hour in 2019, tied to inflation afterwards.

RIGHT TO TAKE TIME OFF WORK

- // An **EXTRA WEEK OF VACATION** after five years of service with the same employer at six per cent of wages;
- // **TEN DAYS OF PERSONAL EMERGENCY LEAVE** for most workers – two of which are paid (PEL can be used as sick days with no medical note required); and
- // **FIVE PAID DAYS** for survivors of domestic and/or sexual violence, followed by job-protected leave.

RIGHT TO PROTECTION UNDER THE LAW

EXEMPTIONS

- // Greater coverage for Crown employees under the ESA;
- // The prohibition of misclassifying employees as independent contractors;
- // The requirement that employers bear the burden to prove that

RIGHT TO EQUAL PAY FOR EQUAL WORK

- // **THE RIGHT TO EQUAL PAY FOR EQUAL WORK** – regardless of their employment status;¹
- // **THE RIGHT TO REQUEST A REVIEW OF THEIR WAGES** – without reprisal – if they believe they are not receiving equal wages; and
- // **THE RIGHT OF TEMP AGENCY WORKERS TO BE PAID THE SAME AS CLIENT EMPLOYEES** and to receive one-week notice if they are terminated after three months on the job.

RIGHT TO FAIR SCHEDULING PRACTICES²

- // * **PAY FOR ON-CALL SHIFTS WHEN NOT CALLED-IN** (3 hours pay at regular rate);
- // * **PAY FOR CANCELLED SHIFTS WITH LESS THAN 48 HOURS' NOTICE** (3 hours regular pay); and
- // * **PROTECTION FOR REFUSING SHIFTS WITH LESS THAN 96 HOURS' NOTICE.**

* Comes in effect April 1, 2019.

an individual deemed as an independent contractor is not an employee.

ENFORCEMENT

- // The elimination to first attempt enforcement of their ESA rights with their employer before they can make a claim.

OCCUPATIONAL HEALTH AND SAFETY ACT

Changes came into effect November 27, 2017.

RIGHT TO FAIR DRESS CODES

- // The right to wear flat shoes at work unless a shoe with a heel is required to perform work safely or if someone is a performer in the entertainment and advertising industry.

FIVE STEPS TO JOIN A UNION:

1. Form a committee of coworkers you can trust.
2. Talk about what needs to change at work.
3. Build a contact list for everyone in the workplace.
4. Find out what your other coworkers' issues are.
5. Contact the Ontario Federation of Labour to be directed to a union.

“It's important to remember that when we organize, we win better working conditions for all Ontario workers.”

IF YOU BELIEVE THAT YOUR RIGHTS ARE BEING VIOLATED, PLEASE CONTACT:

- // Your union steward
- // The Ontario Federation of Labour: 1-800-668-9138
- // The Workers Action Centre: 1-855-531-0778
- // The Ministry of Labour: 1-800-531-5551

You can also report your boss to the **Bad Boss Hotline** at 1-855-531-0778.

¹ In the event of a conflict between the Act and a collective agreement that is in effect on or after April 1, 2018, the collective agreement will prevail; however, conflicting language in collective agreements made or renewed on or after April 1, 2018 will not prevail. By 2020, all collective agreements must be in compliance with the new provisions.

² In the event of a conflict between the Act and a collective agreement that is in effect on or after January 1, 2019, the collective agreement will prevail; however, conflicting language in collective agreements made or renewed on or after January 1, 2020 will not prevail. By 2020, all collective agreements must be in compliance with the new provisions.



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Unifor, a union for everyone.

POLITICAL WORKERS EDUCATION BAR EQUITY VOICE FOR ACTION BOLD EQUITY POLITICAL ORGANIZING ACTION POLITICAL VOICE FOR WORKER



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This Labour Day, Unifor celebrates five years of activism for better working conditions, fairness and respect! Unifor is Canada's largest union in the private sector, representing 315,000 workers across the country, in every major sector of the economy. The union supports all people in their fight for good jobs, equity and respect at work.

ONTARIO NURSES' ASSOCIATION

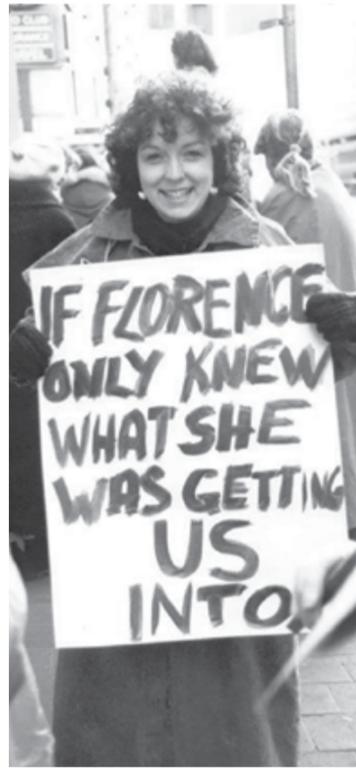
Advocating for nurses and patients for 45 years

Before 1973, dozens of nursing associations in Ontario were forced to bargain contracts with their individual health-care facilities. With 85 independent nurses' associations across the province, wages and conditions varied widely, and the profession lacked collective power to advocate for better compensation and environments to support safe, high-quality patient care.

That all changed on October 13, 1973, when those 85 separate associations voted to establish a central body to bargain for nurses throughout Ontario – the Ontario Nurses' Association (ONA). Today, the association represents more than 65,000 registered nurses and health-care professionals working in hospitals, community clinics, public health, long-term care, industry and home care, as well as 18,000 nursing student affiliates.

"ONA's role has always been to speak out on behalf of members and to strive to improve nurses' working conditions and their practice environments, so nurses and health-care professionals can focus on their vital role – providing quality patient care," says ONA President Vicki McKenna, RN.

As ONA marks its 45th anniversary, McKenna says, it looks back with pride on many achievements, including higher compensation and better working conditions for nurses provincewide. Many contracts now



ONA members have been speaking up for patient care since 1973.

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include a "professional responsibility clause" – providing nurses a process to advocate for improved staffing when there aren't enough nurses to

safely care for patients, and to improve systems and supports that enable safe practice. More nurses now have a seat at the table on finance committees and other administrative bodies responsible for decision-making at health-care facilities.

The association's political advocacy and public-awareness campaigns have further increased health and safety protections for nurses and patients, and have given nurses greater influence on the conditions under which they deliver patient care. For example, ONA led in the development of new standards to protect against injury from needles and other medical sharp devices. More recently, it has achieved progress against workplace violence within hospitals, with work underway to make improvements across the entire health-care sector. If nurses are safe, so are their patients.

In a constantly evolving health-care system and in the face of public health crises such as the 2003 SARS outbreak, ONA has successfully overcome many challenges. And it has a major challenge in today's health-care environment – a significant shortage of registered nurses (RNs) in health-care facilities.

"When I speak with nurses, they tell me they are very concerned about the impact of understaffing on their ability to practise their profession safely and in the best interests of patients," McKenna says. "The stories from the front lines are

clear. We simply don't have enough registered nurses, and those who are working are putting in excessive overtime. The workloads and the stress are affecting nurses' health and well-being."

Ontario's RN-to-population ratio has been the lowest in Canada for the past three years. According to ONA, more than a decade of inadequate funding and personnel cuts in hospitals and other care facilities has produced a shortage of 10,000 registered nurses in the province.

Nurses have a regulated professional accountability to advocate on behalf of their patients and to deliver safe, high-quality care, says McKenna. "But too often, nurses don't have control over their working environment. If staffing is inadequate and they have too many patients to care for, they can't practise safely, and their patients can suffer as a result."

Addressing the RN shortage and increasing health-care funding overall are a major focus of ONA's current advocacy initiatives.

"As we have always done, ONA will work to elevate issues that affect patient care, work with other like-minded labour organizations and health coalitions, and work to effect change at the political level," says the association president.

"We are advocating alongside other unions for increased health-care funding, including the resources to hire more nurses, so that Ontarians have the health care they deserve." ■

45 YEARS OF ONA HISTORY: KEY MILESTONES

A collective voice for nurses

1973

ONA is formed by nurses to work for front-line nurses across Ontario's health-care system.

Fair Pay

1974

ONA negotiates a collective agreement that achieves wage increases ranging from 33% to 50% to members at 41 hospitals.

Advocating for patients

1979

ONA negotiates the first professional responsibility clause – a formal process for RNs to pursue with employers when they believe understaffing is putting patient care at risk.

Health and safety

2003

ONA makes a strong and impactful submission to the Campbell Commission into the SARS outbreak, in which two Ontario nurses died. In its 2007 report, the Commission praises RNs' devotion during the outbreak and recommends better occupational health and safety practices in health-care facilities.

Fairness

2015

ONA supports striking members at several Community Care Access Centres and ultimately, arbitration awards the same wage increase as members in other health-care sectors.

Violence protection

2017

Through advocacy, a nurses' petition and partnership, ONA achieves progress in workplace violence prevention for nurses and health-care professionals.

www.ona.org



ONTARIO FEDERATION OF LABOUR

Keeping domestic violence leave can save lives

"I was facing violence at home, and often late for work, so I was just lucky to have a supportive employer," said Melisa Kersey. "I was able to leave an abusive situation, and one of the key elements was time away to make arrangements. It's something that I believe all workers should have access to – paid time off means you don't have to choose between paying the bills and leaving an abusive situation," she added.

The Ontario Federation of Labour (OFL) saw an opportunity to make Ontario safer for women when the province moved to modernize outdated labour and employment law. After a long campaign, workers won five days of paid leave for domestic and sexual violence survivors.

Paid leave gives survivors the time they need to seek medical and legal services, or look for new housing, all of which are necessary while leaving an abusive situation, without losing desperately needed income.

Workers in this province will not let these hard-earned protections be eroded. Our province should be expanding the number of paid days available for survivors to 10. However, the new government of Ontario seems more likely to roll back these paid days.

"While five days are an improvement on zero, five days are not nearly enough. The labour movement is sending a message to this government: they need to keep their hands off these important days," said OFL Secretary-Treasurer Patty Coates. "If we lose paid DV/SV leave, survivors face being driven into poverty or forced to stay in an abusive situation, just because they aren't able to take time off work."

One-third of Canadian workers suffer domestic or sexual violence in their lifetime. For more than half



The OFL is fighting to protect and expand paid leave for survivors of domestic and sexual violence, both in laws and in collective agreements.

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"If we lose paid DV/SV leave, survivors face being driven into poverty or forced to stay in an abusive situation, just because they aren't able to take time off work.

Patty Coates,
OFL Secretary-Treasurer

of those survivors, the violence follows them to work; 82 per cent of survivors found that the violence negatively affected their work performance, with 37 per cent of them reporting that co-workers were also negatively affected. Many survivors face threats from their partners even when they are in the workplace, including receiving threatening phone calls and being followed. Sadly, some do not survive violent attacks. Nurse Lori Arlene Dupont was tragically stabbed and killed at work in 2005 by a man with whom she had been in a relationship.

"Domestic violence goes to work every day, and statistics show that women bear the brunt of this violence. Until these shameful attacks

stop and every person is free from violence in the home, the labour movement will do all it can to ensure that every woman has time to access resources that can keep her safe," said Coates.

Across the globe, governments are taking steps to stop domestic violence and sexual violence, and to make it easier for survivors to leave abuse behind, access services they need, and get on with their lives. New Zealand recently implemented 10 days of paid leave to end what their prime minister called their "horrifying" rates of family violence.

Without paid leave for workers who are suffering domestic or sexual violence, unpaid time away from work may not be an option. A reduction in their pay may compromise their safety, and financial responsibilities can stop them from making changes.

The labour movement works to ensure that every worker is able to do their work safely, and to that end, the OFL has produced a booklet called "Domestic violence goes to work every day: A bargaining guide," which provides a template for bargaining added leave in union workplaces, as well as simple guidelines for supporting DV/SV survivors in the workplace.

"Domestic violence is disturbingly common worldwide," said Ontario Federation of Labour President Chris Buckley. "Until there is an end to domestic and sexual violence, the labour movement will continue to advocate for laws that protect everyone, and bargain DV/SV leave into collective agreements."

This Labour Day, we recommit to making sure that the five days of domestic violence leave won during the Changing Workplaces Review in 2017 remains and that more time is provided for every worker in this province. It is time to end domestic violence in Ontario. ■



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- In your home
- In communities
- In clinics
- In long-term care homes

Celebrating 45 Years



**Union Proud
65,000 Strong**

ONTARIO FEDERATION OF LABOUR

\$15 minimum wage essential for Ontario

Ontario's minimum wage is set to increase to \$15 an hour on January 1, 2019. On that day, Ontario's minimum wage will finally bring a full-time minimum-wage earner above the poverty line. This is just one of many important protections workers won in legislation – the *Fair Workplaces, Better Jobs Act* – adopted last year.

But having a new law doesn't mean workers' rights are secure. The Conservative government under Doug Ford might decide to stop the \$15 minimum wage and cancel the fair scheduling rules the same way it cut the planned increase in social assistance rates and scrapped the basic income pilot project, upon which thousands of families were depending.

That's why workers across the province will continue to mobilize to ensure the rights that they won are enacted, on schedule, in their workplaces. The fight for \$15 and fairness won't stop until workers are being paid decently and have fair treatment in the workplace.

"Minimum-wage earners, even working full time, still fall below the poverty line," said Ontario Federation of Labour President Chris Buckley. "Workers have fought to get these increases. There are families across this province that have been counting on that January 1 increase. The labour movement won't sit and watch the government of the day push minimum-wage workers into poverty like that."

The fact is that even if the \$15 minimum wage is implemented, there will still be far too many Ontarians who are excluded from that wage – with students and liquor servers earning a lower hourly rate.

"Everyone should be able to make a decent living working full time," said Fight for \$15 and Fairness Coordinator Deena Ladd. "Workers across this province are committed to getting this wage increase and ready to fight for it, especially when this government is shamefully cutting other

Workers across this province are committed to getting this wage increase and ready to fight for it.

Deena Ladd,
Coordinator, Fight for \$15 and Fairness

benefits that low-income Ontarians depend on."

Low-wage workers and some employers themselves are ready to step up to defend this much-needed increase to wages.

"Workers who are decently paid are more invested in the work they're doing and more likely to stay. In our company, we have low turnover and it's good for our bottom line," said Gilleen Pearce, owner of Walk My Dog Toronto, a pet services company with eight employees. She is also a member of the Better Way Alliance, a growing network of employers who believe fair labour laws are good for business as well as workers.

Each year, a minimum wage of \$15/hour will put an extra \$1,950 in the pockets of low-wage workers who work 37.5 hours a week. The tax cut promised by Doug Ford will only give them back \$485.

Taking away this much-needed minimum wage will hurt Ontarians who need this increase the most.

Ontario's labour movement will continue fighting for \$15 and fairness to ensure that all Ontarians have decent work with decent pay, as well as fair treatment in the workplace. ■



The OFL and community partners, Fight for \$15 and Fairness, are demanding that the \$15-an-hour minimum wage be implemented on January 1, 2019. SUPPLIED



PUBLIC EDUCATION it's for everyone



UNITED FOOD AND COMMERCIAL WORKERS LOCALS 175 & 633

It's time for decent work

Decent work encompasses many things. Decent means employees get paid a fair wage that lets them pay their bills and enjoy their lives. Decent means schedules are regular and reliable, and available ahead of time. That way employees can plan their lives and rely on an expected amount of income. Decent means treating all employees equally. Discrimination should not be part of an employee's work life.

It is decent to provide paid sick days. At one time or another all of us will get sick, have a loved one that needs help or have an emergency pop up. It is decent to respect employees and take the necessary steps to protect their health and well-being.

Why are we more comfortable telling others what they shouldn't have than we are supporting them in their fight for what they could have? We are capable of better.

Cutting costs on worker safety only leads to injuries, illnesses and fatalities that could have been prevented. It is decent to inform workers of their rights and to respect those rights. Exploiting lack of knowledge is just plain fear-mongering.

Decent work recognizes the humanity of the people performing the work.

There is *no* decency in a system that oppresses the poorest among us to work more jobs and longer, often unreliable hours to earn enough to just barely make it by. That economic torture bleeds into the rest of their life. There's no decency in blaming others for being greedy instead of looking at the bigger picture. Why are we more comfortable telling others what they shouldn't have than we are supporting them in their fight for what they could have?

We are capable of better.

Labour Day isn't just about parades and picnics. Labour Day is a serious call to action. It's a staunch reminder that the fight to bring decent work to our province continues.

It's frightening that the notion of decency isn't a given. We shouldn't tolerate anything less. After all, if working people are also the customers, then aren't we in control? If an employer can't afford to pay a living wage, provide reliable schedules in advance or treat their workers with respect in any number of ways, do they deserve your money as a customer?

As a union, United Food and Commercial Workers (UFCW) Locals 175 & 633's core belief is that workers' rights are human rights. Decent work brings dignity and hope to the workplace. Dignity and hope are the lifelines of humanity.

It's time for a human-centred approach to employment.

It begins with education. When workers know their rights, they're far more likely to stand up and say "no" when something isn't right at work.

It includes enforcement. Without a union, workers are on their own to take complaints to the Ministry

of Labour. *On their own.* That worker must be willing to put their job on the line to take a complaint forward – because, without a union, there's very little protection against reprisals.

It requires real incentive to do better. The damages fined against employers that break the law are pretty minimal in the scheme of things. This system basically says it's okay to damage the lives of employees, but don't you dare punish the employer too much because it might hurt their reputation or put them out of business.

We have the power and we have opportunities every day to create the kind of employment we want to see. We can demand better for our communities, family and friends.

Use your power as a consumer when you can. Little steps can lead to big changes. We can show bad employers that we mean business. We can tell them to take their no-respect, low-wage, bad health and safety record, union-busting business elsewhere. It has no place in Ontario.

UFCW Locals 175 & 633 is a union that represents more than 70,000 hardworking people across Ontario in almost every sector of the economy – from grocery stores to meat-processing facilities, retail stores to manufacturing plants, health-care facilities to hotels, and much more. We are the "local union for all workers" and we've seen it all.

Far too often, our organizing team at UFCW Locals 175 & 633 meets workers across the province who struggle in many ways, while working to make ends meet for an employer that has lost all humanity.

To workers who are struggling at work to find your voice, know that unions are here.

To those who have a bad boss and want to make things better for you and your co-workers, unions have your back.

The Labour Movement is here. It's time for decent work. ■

Contact us at ufcw175.com/decentwork to find out more.



UFCW Locals 175 & 633 say a more human-centred approach to employment is needed – with fair pay, predictable schedules and respectful treatment. ANDRESR/E+/GETTY IMAGES



YOU DESERVE DECENT WORK

FIND OUT MORE AT UFCW175.COM/DECENTWORK

The Local Union for All Workers

UFCW
 Locals 175 & 633
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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Beyond electrical: Practising excellence at work



Alisha Kelloway's apprenticeship training allows her to earn while she learns – on her way to certification as an electrical worker. SUPPLIED

While most can agree that electrical workers are vital to keeping our cities running, few are aware of what it takes to get there. Alisha Kelloway is a second-term apprentice with IBEW Local 353 and a perfect example of what it really means to be an IBEW member. Committed to both her craft and her community, Kelloway practises 'excellence at work' both on and off the jobsite. "You feel that you're part of something bigger than just going to work and going home," she says about belonging to the IBEW. All apprentices of IBEW Local 353 must complete four years of training from the industry's best before they can qualify to write their Certificate of Qualification. This training takes place both in classrooms and on the jobsite, allowing IBEW apprentices the opportunity to earn while they learn. "I believe knowledge is power. My goal is to keep learning and growing and pushing myself to become better.

“ We are a strong collective. With the help of the union we can extend our reach to other collectives of every faction, to help achieve the goal of success and stability for all.

Aaron Zboch-Alves,
Chairman, IBEW Local 353's NextGen Committee

I love taking the courses provided by the union – I like knowing how to do things, so if they ever call on me to do something at work, I'm ready." Aside from the mandatory apprentice training, IBEW Local 353 also offers supplementary education to keep members on the leading edge of tomorrow's technology and to maintain the highest-quality workmanship in the field. "I believe the more uncomfortable you are, the more it helps you grow when you do gain that knowledge." As a female electrical apprentice, Kelloway is familiar with stepping outside of her comfort zone. According to Stats Canada, women account for just 4.5 per cent of skilled trade workers in Canada. While the numbers can seem daunting for a young woman, Kelloway has found support in a network of women not so different from herself – a committee whose mandate is to bring sisters from across the union together to mentor and empower each other, driving their success in a

largely male-dominated industry. "It's nice to get involved with people who care about their career and helping their community." In fact, IBEW Local 353 Women's Committee is the first of its kind to receive its official charter. "Our committee is not only active but vital to the sisters in the trades we have in Local 353's jurisdiction and to the diverse threads of the local itself," states Steven Martin, Business Manager for IBEW Local 353. In addition to the Women's Committee, Kelloway draws empowerment from her peers working alongside the IBEW Local 353 NextGen Committee. Through fundraising initiatives and political action, these young workers give back to the community wherever they can. Aaron Zboch-Alves, Chairman of IBEW Local 353's highly successful NextGen committee, explains that, "in our career, we have learned to work as a team to complete work at the highest competency and skill level. We are learning to translate these skills back to our communities." IBEW Local 353's young workers are involved with food drives, community building, fundraising for charities and volunteering for political groups with the interest of bettering society. "This generation has recognized that our responsibility does not end with our career. We want to make the industry and society better – not just for us, but for future generations," says Zboch-Alves. Young members like Kelloway and Zboch-Alves understand that in today's turbulent political environment, worker's rights are hard-earned. They're also aware of the power of solidarity and the importance of exercising your political voice. "We are a strong collective," Zboch-Alves says. "With the help of the union, we can extend our reach to other collectives of every faction, to help achieve the goal of success and stability for all." ■

ONTARIO FEDERATION OF LABOUR

KNOW YOUR RIGHTS!

WE ORGANIZE. WE WIN NEW RIGHTS!

Workers across Ontario fought to win these rights:

LABOUR RELATIONS ACT

Changes are in effect as of January 1, 2018.

RIGHT TO ACCESS A UNION

- // **VOTING PROCEDURES**
The ability to hold votes outside the workplace, including electronically and by telephone.
- // **CARD-BASED CERTIFICATION**
The ability to have their vote count the first time (i.e., the expansion of card-based certification) in three sectors (i.e., temp agency industry, building services sector, and home care and community services industry) – provided the union has 55 per cent membership support.
- // **REMEDIAL CERTIFICATION**
The removal of rigorous requirements (i.e., whether a second vote was likely to reflect workers' true wishes and whether a union had adequate membership support) in cases where employers contravened the *Labour Relations Act*.

RIGHT TO MEANINGFUL COLLECTIVE BARGAINING

- // **CONSOLIDATION OF BARGAINING UNITS**
 - › The ability of workplaces with the same employer and same union at one or more locations to bargain together in cases where the employer and union agree; and
 - › The ability of newly certified workplaces to combine with other existing unionized workplaces with the same employer and same union.
- // **FIRST COLLECTIVE AGREEMENTS**
Automatic access to first collective agreements in cases where employers contravene the *Labour Relations Act*.
- // **SUCCESSORSHIP RIGHTS**
Protections against contract flipping in the building services industry (e.g., security, food services, and cleaning) with the possibility of extending such protections to publicly-funded services.

RIGHT TO ORGANIZE

- // **EARLY ACCESS TO WORKPLACE INFORMATION** (i.e., employee names, phone numbers, and personal email addresses and in some cases, job titles and business addresses) – provided the union has 20 per cent membership support; and
- // The ability to gain **OTHER MEANS OF CONTACT** other than home address.

RIGHT TO STRIKE

- // **THE RIGHT TO RETURN TO WORK, FOLLOWING A LAWFUL STRIKE OR LOCKOUT** – regardless of how long they are on strike; and
- // **JUST CAUSE PROTECTION** from employers who want to "clean house" following a union organizing campaign and a strike/lockout.

FIVE STEPS TO JOIN A UNION:

1. Form a committee of coworkers you can trust.
2. Talk about what needs to change at work.
3. Build a contact list for everyone in the workplace.
4. Find out what your other coworkers' issues are.
5. Contact the Ontario Federation of Labour to be directed to a union.

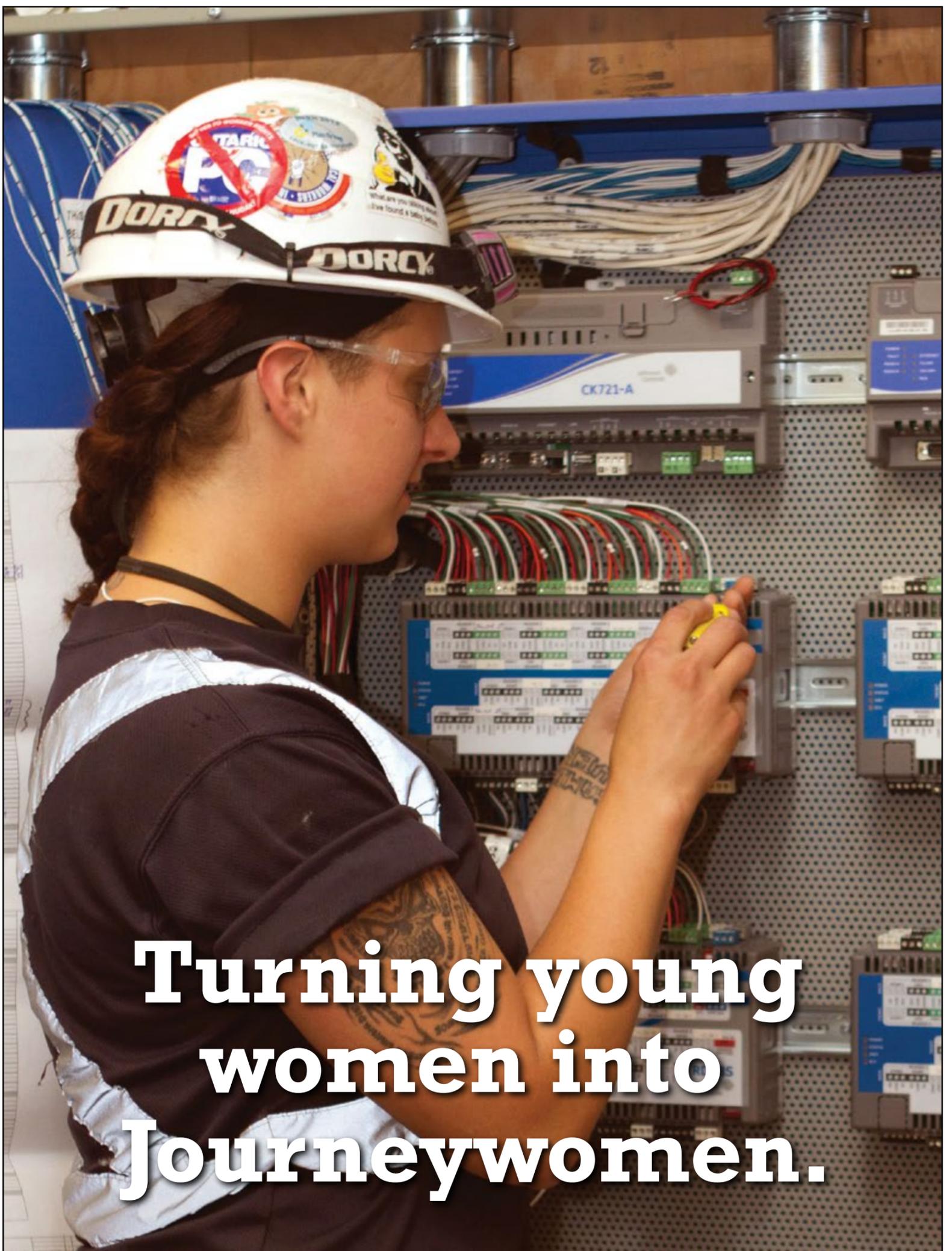
“ It's important to remember that when we organize, we win better working conditions for all Ontario workers. ”

IF YOU BELIEVE THAT YOUR RIGHTS ARE BEING VIOLATED, PLEASE CONTACT:

- // Your union steward
- // The Ontario Federation of Labour: 1-800-668-9138
- // The Workers Action Centre: 1-855-531-0778
- // The Ministry of Labour: 1-800-531-5551

You can also report your boss to the Bad Boss Hotline at 1-855-531-0778.

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IBEW **Local 353**

EXCELLENCE AT WORK

OPINION

Canada's unions building a better world for our children

By Hassan Yussuff, President of the Canadian Labour Congress

Like many parents, I want to believe that my nine-year-old daughter will grow up in a world that allows her to reach her full potential.

A world in which she, along with her peers, will be able to find decent and meaningful work; a world in which she will be able to build a future that includes a home and a family of her own.

A world in which she will not be discriminated against because of her race, gender, sexual orientation, ability or any other characteristic.

However, where we should be seeing progress, recent setbacks are cause for concern for any parent. In fact, a recent poll by Angus Reid found that more Canadians believe their children's generation will be worse off than themselves, than those who believe their children will be better off.

I want to comfort those who harbour these fears by telling them that the country's unions are working hard to bring progress back to Canadians.

Much of my work is motivated by the conviction that unions are helping to build a better world for all of our children. After all, it is they who will inherit the legacy we leave behind.

Labour Day offers all of us an opportunity to reflect on that legacy – to take stock of our progress, and to commit ourselves to working for a fairer future for everyone.

We can all be optimistic because the advances unions make ultimately have wider implications across all of society, positively impacting every worker and their family. This won't be unfamiliar to most people – unions have won paid maternity and paternity leaves, shorter work weeks, safer workplaces. More recently, unions have secured better public pensions,



CLC president Hassan Yussuff addressing delegates in 2017 at the 28th Constitutional Convention in Toronto. SUPPLIED

a ban on asbestos and much more.

These days, we are advocating for a number of causes that will have a tangible impact on the bottom line of many family budgets. We are working on winning prescription drug coverage for everyone; we are helping prepare workers for a green economy; and we are advocating for pay equity and harassment-free workplaces.

PHARMACARE THAT LEAVES NO ONE BEHIND

It's hard to believe that Canada remains the only developed country with a universal health-care program without a national pharmacare plan.

Over eight million Canadians do not have employer-funded medical coverage. Most of those who are affected are women and young people. Even those lucky enough to have coverage are struggling to pay for rising deductibles or for medications no longer covered by changing plans.

Since launching our campaign for universal pharmacare last Labour Day, over 57,000 people have told us they want this. Over 11,000 people have already written to their Members of Parliament on the issue, and people across the country have participated in several dozen community town halls in almost every province.

The advocacy is working. In a major

breakthrough, the federal government announced earlier this year the appointment of former Ontario Health Minister Eric Hoskins to head up an Advisory Council on the Implementation of National Pharmacare. The federal government has begun its consultations on how to make this happen.

As we anticipated, Canadian pharmaceutical and insurance industry lobbyists have launched an all-out attack on a single-payer, public, universal pharmacare plan. They are intent on preserving an inefficient system that delivers billions in corporate profit while too many Canadians struggle to afford the medication they need.

We can't let that slow us down. We're inviting people to share their own experiences struggling to pay for medications, and we are training community members to lobby their elected officials.

Canadians have universal health care today because unions advocated for it decades ago. We hope that someday our children will say the same about pharmacare.

#DONEYWAITING FOR GENDER EQUITY

If barriers to women's empowerment are not removed, then fully half of the population will continue to face unfair obstacles. Ultimately, that holds all of us back and impedes our nation's progress.

That's why unions launched a national campaign this year to declare that women are "done waiting" for affordable child care, an end to wage discrimination, and an end to sexual harassment and violence. The campaign has garnered nationwide support, with several thousand people writing to their MPs to call for immediate action.

We've made waves already. The labour movement has won paid domestic violence leave in Manitoba,

Ontario and New Brunswick, as well as for federally regulated workers across the country. Momentum continues to build in other provinces. Federal action on pay equity is expected this fall, but the #DoneWaiting campaign will continue to press for women's safety, equity and economic justice.

A JUST TRANSITION FOR COAL WORKERS

When the Canadian government announced plans to phase out coal-fired electricity by 2030, we called for a national taskforce to develop a "just transition" plan for coal workers and their communities. In April of this year, the government launched a historic Task Force on Just Transition, which is co-chaired by myself and includes community, labour and business representatives.

Since then, the Task Force has travelled to four provinces and met with thousands of workers and community members who will be impacted by the coal phase-out. The Task Force report is due this fall and is expected to set an international standard for worker-centred climate policy.

All of these issues matter because the health and well-being of our communities matter. That's why Labour Day means so much to me, and to countless others – it's a day to remember what we're striving for.

I'm proud of our progress but keenly aware of the challenges ahead. There are conservative forces across Canada insisting on rolling back social progress and wanting to put barriers back up for working folks while making it easier for the rich to get richer.

These forces threaten our collective future and potentially hinder the contributions we are making towards building a brighter future for every child. What they can never do is weaken our determination in helping make Canada a better place for all. Together, anything and everything is possible. ■

Strong Educator Unions = Strong Public Education

Research shows that there's a direct correlation between strong educator unions and a thriving public education system.

Everything from student health and safety to academic achievement is improved when educator unions maintain a strong voice in public education policy.

So remember that when educators' voices are heard, our kids are the ones that benefit.



Elementary Teachers' Federation of Ontario

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ONTARIO FEDERATION OF LABOUR

Reopening closed health-care services urgent, says watchdog

Who suffers from cuts to public services? The public.

When the Ontario government sent an internal memo announcing a hiring freeze for the public sector early this summer, they set the province on a course for reduced public services and more precarious jobs. These changes will have a deeply negative effect on the quality and accessibility of public services and will directly affect tens of thousands of workers and their families.

"Quality public services mean quality of life for Ontarians," said Ontario Federation of Labour President Chris Buckley. "Without well-managed public services, Ontarians won't be able to count on safe and strong regulation of services like health care, education, hydro and, when it is available, the sale of cannabis. All of these services must be owned by the people of Ontario rather than private companies that can't be well supervised and regulated," he added.

The health-care sector is one area that may face deep cuts as Doug Ford reduces services in the name of "efficiencies."



Ontario Federation of Labour President Chris Buckley. SUPPLIED



The Ontario Health Coalition has worked with grassroots groups to successfully save local hospital services, improve health care and stop privatization. The OFL sat down with the Ontario Health Coalition's executive director, Natalie Mehra, to find out why the organization is planning a big rally at the Ontario Legislature on Tuesday, October 23.

You have been very vocal, warning the government not to cut health care. What are you warning about? For decades, Ontario's governments have cut hospitals without mercy. Today, we have the fewest hospital beds left of any province in Canada. By that I mean hospital beds that are funded and staffed with nurses, health professionals, support staff and doctors. There are wards, floors, even entire hospitals closed and empty while people are waiting on gurneys in hallways. Operating rooms are closed, but there are thousands waiting for surgeries.

In fact, Ontario has dropped to the lowest hospital funding in the country. We now have the least nursing care per patient, and it's getting worse. Our hospitals move patients out "quicker and sicker," and we have the highest readmission rates. One in 10 patients ends up back in hospital.

The evidence is overwhelming that we can't take any more cuts. But in a Toronto Star interview, the new health care adviser appointed by Premier Doug Ford talked about continuing the same policies of closing down hospital services. The public over-

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

Sponsored by the Ontario Health Coalition
 Help spread the word!

whelmingly does not support this. It would be a disaster.

What would make the most difference immediately?

Our new government must restore services. Last fall, the government finally reopened 1,200 closed beds. Now, under the new government, the funding, even for those temporary beds, is at risk. It needs to be made permanent, and we need more beds, ORs and services reopened.

In addition, we need more nursing home spaces opened, and we need a regulated care standard that says that every resident in a nursing home will get a minimum of four hours of hands-on nursing and personal care each day. As of December, there were 30,000 Ontarians on wait lists for nursing homes, and care levels are too low for those in the homes now. This is vitally important for seniors with dementia and the frail elderly and their families who are really suffering.

How can Ontarians get involved to protect their health-care system?

Regular Ontarians need to tell their MPPs – no matter what political party – that we need public hospital

services restored and we need improved long-term care. We need to be clear: no more cuts, period. It makes a difference, truly, when they hear from lots of us all together. People can call/write their MPP and join us at a big public health-care rally on October 23.

What would privatization in the health care sector mean in Ontario?

Canadians are rightfully proud of our public health care. The *Canada Health Act* requires that health care be publicly funded so people are protected from huge medical bills when they're sick. Corporations contribute through taxes, people contribute, and together we provide health care as a compassionate and equitable program. It's far less expensive than private health care in countries like the U.S.

But when there are cuts and private clinics take over our public hospital services, they charge hundreds or even thousands of dollars in illegal user fees to patients – on top of billing OHIP – for services for which we have already paid in our taxes. They charge far more than public hospitals for services. Privatization hurts patients.

Public care is better. For example, public and non-profit nursing homes provide more hours of care. They take extra fundraising and put it into programs for the residents rather than taking profits out.

Ontarians want health care protected and improved, not cut and privatized. We're going to the Ontario Legislature on October 23 at noon with thousands of people, and we're going make sure that we get across this message very strongly. Everyone who cares about health care is invited! ■

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ACCESS TO MEDICINAL CANNABIS SHOULDN'T BE PAINFUL TO TALK ABOUT

As patients continue to learn more about the benefits of medical cannabis and acceptance grows, demand for increased coverage soon follows. A recent 2018 Sanofi Canada Healthcare Survey found that 64 per cent of employees with workplace health plans agreed that medical cannabis, when authorized by a physician, should be covered by their health benefit plan.¹

Opioid use and overdose rates have skyrocketed with a reported 13 per cent of the Canadian population relying on these potentially life-threatening drugs for pain relief.³ In 2017, nearly 4,000 Canadians died from opioid overdoses, a 34 per cent increase from 2016 despite there being a 10 per cent decrease in the amount of opioids prescribed that year.^{4,5}

Medical cannabis, which has been legal in Canada since 2001, has the potential to reverse these tragic statistics and save lives.

Canadian leaders are beginning to embrace the benefits of medical cannabis and what it provides those suffering debilitating health conditions. In May, the Labourers' International Union of North America (LIUNA)—the largest construction union in Canada with 120,000 active members—partnered and invested with Starseed Medicinal to form a strategic alliance to supply medical cannabis to its members as a health benefit. “We are proud to be working with Starseed to find a better, safer way to help workers treat chronic pain, amongst other conditions,” said Joseph S. Mancinelli, International Vice President & Regional Manager of Central & Eastern Canada for LIUNA. “Medical cannabis has the potential to break the cycle of opioid abuse and provide a healthier and safer future for all workers.”

~4000

Canadians died from opioid overdoses, in 2017⁵

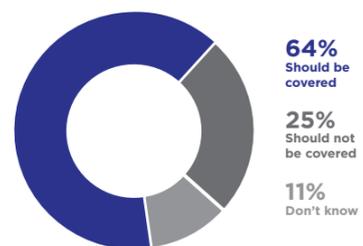
~4%

are offered employee coverage for medical cannabis⁶

Despite the significant desire for expanded coverage to include medical cannabis in health plans, only a few employers (about 4 per cent) currently offer coverage for medical cannabis, according to the Human Resources Professional Association (HRPA).⁷ Disappointingly, the most prevalent factor impeding the increase in coverage for medical cannabis are government and regulatory roadblocks.

As Canadians continue to learn more about the benefits of medical cannabis and acceptance grows, one thing remains: Embracing the potential benefits of medical cannabis in the lives of employees could lend itself to a healthier and more productive workplace. ★

Employees with workplace health plans who agree that medical cannabis should be covered by their health benefit plan.⁸



1 Sanofi Canada-The Sanofi Canada Healthcare Survey. Retrieved from: <http://www.sanofi.ca/ca/en/layout.jsp?cnt=65B67ABD-BEF6-487B-8FC1-5D06FF8568ED>. (Accessed: 20th August 2018)

2 Katz, Josh (June 5, 2017). “Drug Deaths in America Are Rising Faster Than Ever”. The Upshot. The New York Times. <https://www.nytimes.com/interactive/2017/06/05/upshot/opioid-epidemic-drug>

3 Canadian Centre on Substance Use and Addiction. Canadian Drug Summary: Prescription Opioids. Ottawa, ON: CCSA; 2017

4 Canadian Institute for Health Information. Pan-Canadian Trends in the Prescribing of Opioids and Benzodiazepines, 2012 to 2017. Ottawa, ON: CIHI; 2018

5 Special Advisory Committee on the Epidemic of Opioid Overdoses. National report: Apparent opioid-related deaths in Canada (January 2016 to December 2017) Web-based Report. Ottawa: Public Health Agency of Canada; June 2018

6 Clearing the Haze: The Impacts of Marijuana in the Workplace, Human Resources Professionals Association, 2017

7 Clearing the Haze: The Impacts of Marijuana in the Workplace, Human Resources Professionals Association, 2017

8 The Sanofi Canada Healthcare Survey <http://www.sanofi.ca/ca/en/layout.jsp?cnt=65B67ABD-BEF6-487B-8FC1-5D06FF8568ED>

SAFETY AND TRAINING A PRIORITY FOR IBEW CCO

Maintaining and promoting the value of certification for electricians is critical to the future of the industry and to the safety of both workers and the public.

The International Brotherhood of Electrical Workers Construction Council of Ontario (IBEW CCO) proudly represents more than 17,000 highly trained men and women working in various electrical sectors.

The IBEW CCO supports a strong apprenticeship system that provides extensive training and proper supervision on the job. It is critical to ensure the trade remains an appealing career opportunity and that there are enough skilled workers to meet Ontario’s future infrastructure needs.

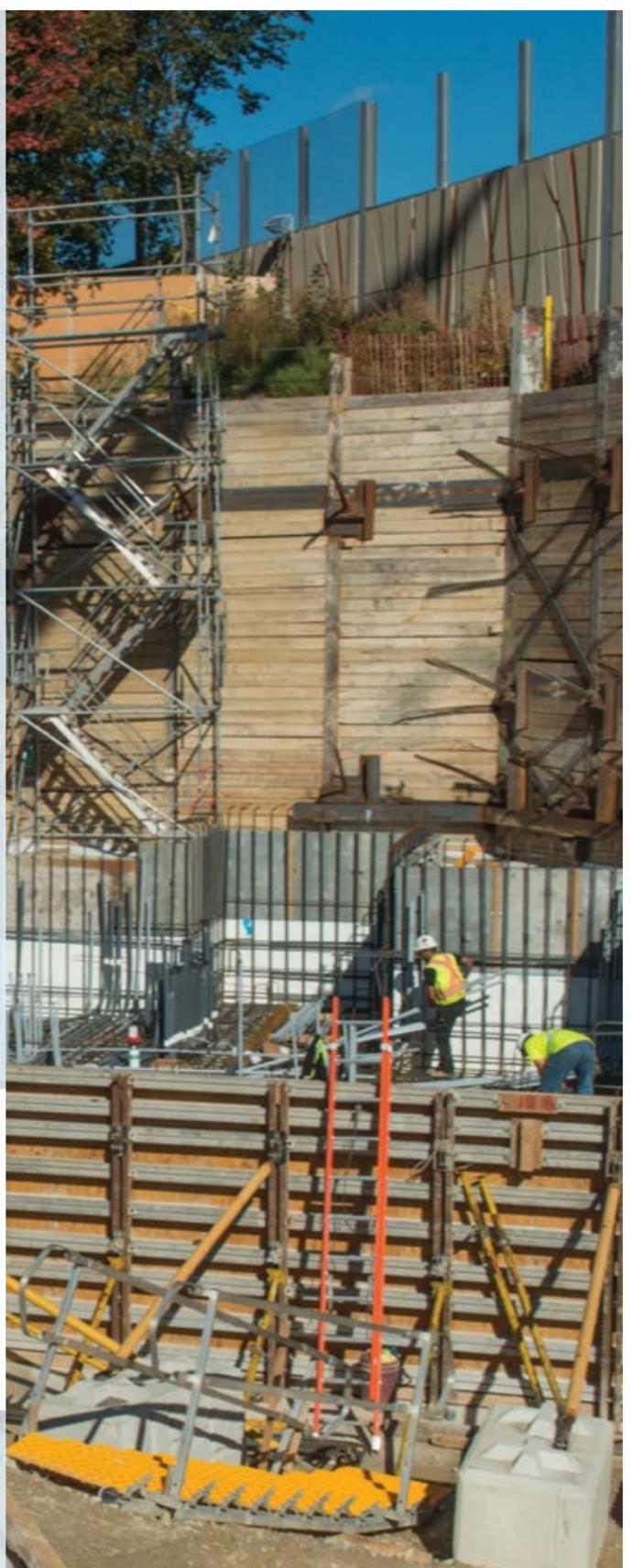
It’s also paramount that the value of certification be maintained and promoted to ensure that anyone doing the work of an electrician has the skills to do the job correctly and safely.

Whether it’s wiring a school, hospital, airport or a home, the public is entitled to highly trained journeypersons and apprentices who can provide reliable and professional electrical contracting services. Everyone’s safety depends on it.



IBEW Construction Council of Ontario

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CANADIAN UNION OF PUBLIC EMPLOYEES ONTARIO

Advocating for secure funding for vital social services in Ontario communities

As a support worker at Community Living Algoma, Dawn Bellerose is part of a team that delivers social services to people with developmental disabilities and their families in the Sault Ste. Marie region. This role gives her a frontline understanding of the financial pressures in Ontario's publicly funded social services and the resulting stresses on individuals, families and employees.

"All Ontario communities are feeling the impact of years of chronic underfunding in social services," says Bellerose, a member of Local 1880 of the Canadian Union of Public Employees (CUPE). "We can't provide people with the full range of services they need."

Developmental services agencies have increasingly adopted a model of "supported independent living" for some of the people they serve – where individuals can live on their own or with a friend or partner, while receiving agency supports and services. Helping individuals achieve a measure of independence is critical, Bellerose says; however, the funding for such living arrangements is often unavailable.

"We're trying to support them to live in their own homes, but it's extremely challenging. Too often, we have to tell people 'no' because there's no money," says Bellerose.

Waiting lists have become very long, she adds. "I have heard stories about some communities in southern Ontario where people have been waiting 20 years to get supported living arrangements. It's even harder for people who have multiple disabilities who require complex supports."

Developmental services are one category of social services delivered by around 35,000 CUPE members across the province. Members also deliver assistance to women and children fleeing domestic violence, staff



CUPE Ontario president Fred Hahn highlights need for higher levels of care for residents of long-term care facilities, at the "Time to Care" rally at Queens Park, February 27, 2018. SUPPLIED

shelters, protect children from harm and neglect, provide employment counselling or HIV and AIDS education, and deliver social assistance. Employers range from small non-profit communities to large social assistance programs and municipalities.

No matter what the service or type of agency, the cumulative effect of long-term underfunding has widened the gap between community needs and organizations' capacity to meet demand, says Fred Hahn, President of CUPE Ontario.

"For people who use social services, wait lists have become the norm," Hahn says. "And agencies are trying to deliver services by cobbling together a patchwork of funding from different sources – funding that has often remained flat for many years."

"A zero budget increase is basically a cut because inflation makes it more costly to operate. Some agencies have

gone through 10 or 12 years with no increase, so they're at the breaking point."

CUPE is concerned about the impact of funding pressures on its members, who are often directed to make everything work by increasing "efficiency" and "cost-effectiveness." Hahn says these business models have no place in an agency serving vulnerable and often marginalized people.

"The stress for workers is incredibly high," he says. "In addition to the work itself – dealing with people in crisis – employees have to deal with the systemic weaknesses that prevent them from doing their jobs to their full capacity, and that is also draining."

Salaries in social services are also generally lower than in other public sector services, such as health care and education, which creates a gender pay gap, as most social services

employees are women. Social-service experts often talk of a "care penalty" – the fact that people working in community agencies are doing vital but undervalued work.

"People often get into social services work not just as a job, but as a vocation," says the CUPE Ontario president, who worked in developmental services earlier in his career. "Employees go above and beyond – often putting in their own time and money to help their clients. But this situation can't be sustained; agencies are finding it harder to find people to do these jobs because of the stresses."

What will the future be for Ontario's social services sector under the new Progressive Conservative government? Although the Ford government has yet to detail its plans, CUPE sees warning signs.

The new government recently announced that payments under Ontario Works and the Ontario Disability Support Program would increase by only 1.5 per cent and not the 3 per cent planned by the previous government. And Premier Doug Ford has said his government wants to bring new efficiencies to the public service, while also saying there will be no job cuts.

"Let's be clear: it's doublespeak to say you can achieve efficiencies in public services and also say you can do it without losing jobs," Hahn says.

CUPE's mission is clear, he adds. "We will track every job and every service that is lost and will make sure this government is held accountable for every one of them."

"Our job is to make sure the impacts are made public and that agency workers and families are mobilized in every community to advocate for secure financial foundation for social service users and providers. If the PCs want to be a government of the people, as they say, they need to listen to the people of Ontario and pay attention to their needs." ■



CUPE Ontario

Protecting workers, communities & the public services we need.

FOR WORKERS MAKERS AND DOERS



For 124 years, Labour Day has celebrated the contributions of workers throughout Canada.

Over that time, labour has seen many successes, but also many sacrifices. Building our country from the ground up has come at a price.

With injury, pain, and suffering prolific throughout the workforce, many workers have turned to dangerous medications such as opioids to simply get through another day.

This doesn't have to be the case.

As patients continue to learn more about the benefits of medical cannabis, demand for benefits coverage is growing.

Today, Starseed Medicinal is proud to stand shoulder-to-shoulder with LiUNA—Canada's largest construction union—in a growing global movement towards finding viable alternatives to opioids for treating chronic pain and other debilitating ailments.

Learn more at starseed.com/LabourDay

19.5%

Legalizing medical marijuana was associated with a 19.5% reduction in the expected number of workplace fatalities among workers aged 25-44*

*Source: Anderson, D. Rees, D. & Tekin, E. "Medical marijuana laws and workplace fatalities in the United States." International Journal of Drug Policy. Volume 60, (October 2018): 33-39.

“We believe the members of LiUNA deserve access to innovative healthcare options. It is clear to us that medicinal cannabis is a critical part of treating chronic pain without the risk of dependency. Starseed's service-oriented approach and commitment to developing safe and reliable products are precisely why we chose them as our medicinal cannabis provider and invested in Starseed.”

LiUNA!
Feel the Power

Joseph S. Mancinelli

LiUNA's International Vice President and Regional Manager of Central and Eastern Canada