



IN THIS ISSUE:
WAGE GAP STUDY WELCOMED
 >> PAGE 2
MILL CLOSING
 >> PAGE 3
SUPPORT FOR LOCAL TV
 >> PAGE 4

VOLUME 4, NO.18

WWW.UNIFOR.ORG

SEPTEMBER 8, 2016



uniFORUM



General Motors target in auto talks

General Motors is the target company to set the pattern agreement in the current round of negotiations with the Detroit Three automakers, Unifor National President Jerry Dias has announced.

"These negotiations are about the future of local communities, good jobs and the industry. Our demand is clear, invest today to build a future for tomorrow," Dias told a media conference in Toronto.

General Motors employs 6,600 Unifor members in Oshawa, Woodstock, St. Catharines and Ingersoll making the Impala, Equinox, Buick Regal, Cadillac XTS, and GMC Terrain, as well as engines, transmissions and components.

Of the 6,600 members, there are 2,600 working at the CAMI plant in Ingersoll who are not part of the

>> Continued on page3

Unifor National President Jerry Dias announced that GM has been picked as the target company for the current round of bargaining with the Detroit Three automakers.

Community chapter helps women of colour

Unifor is proud to welcome 60 members to the newly founded East Danforth Community Chapter, which held its inaugural meeting August 13, in Scarborough, Ontario.

"Our fight is your fight," said Naureen Rizvi, who

>> Continued on page2

Armoured car safety ruling applauded by Unifor

Unifor applauds the findings of an Occupational Health and Safety investigation, conducted on behalf of the federal Ministry of Labour, into the "All off" model used by many companies in the armoured car industry.

"This is a tremendous step forward for the safety of all armoured car workers, this decision has the potential to save lives,"

said Mike Armstrong, Unifor National Staff Representative and lead on armoured car industry matters. "We now look to the entire industry to eliminate the unnecessary danger associated with "All off" crews."

The investigation concluded with a decisive ruling to direct Brink's Canada Limited

>>Continued on page3

Convention archive

Delegates to Unifor's convention in Ottawa in August had a busy week, with incredible speakers, great videos and the adoption of several reports and resolutions that will chart the course for the union for years to come.

To see the reports, or to share them with others, go to the Convention website at unifor.org/convention2016. There you will find an archive of materials and reports from the convention, including:

- Local Union Task Force report
- Organizing Program
- Social Justice Fund report

There were also numerous videos shown during convention, reviewing Unifor's first three years, bargaining successes, Syrian refugees and a tribute to Peter Kennedy, who retired as National Secretary-Treasurer. To see these videos and others, go to youtube.com/UniforCanada.



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

Reach us at:

Uniforum

Unifor Communications
205 Placer Court, Fifth Floor
Toronto, Ontario, M5H 3H9

1-800-268-5763

communications@unifor.org

www.unifor.org

Gender wage gap must be addressed

Unifor welcomes the final report and recommendations of the Gender Wage Gap Steering Committee in Ontario, but urges the government to act now instead of issuing further studies.

"The gender wage gap has been persistent and needs immediate intervention. It's time that the Government lead an urgent plan to close the wage gap without further delay," said Ontario Regional Director Naureen Rizvi.

The Ontario government's consultation paper reveals a gender wage gap that ranges from 14 to 26 per cent with a wider gap for Aboriginal and racialized women and those with disabilities.

The report reveals that inequality for women is more

than equal pay for equal work. There are a broad range of structural and systemic factors that contribute to economic disparity.

Unifor has said the wage gap should be made a human rights priority, including labour standards to ensure a living wage, and the right for all workers to join a union. Unifor's brief can be found at unifor.org/closethegap

The Committee's report recommends immediate and longer term steps and has been met with some commitments from the Ontario government. "I was happy to see that the first two recommendations address the need for public, affordable child care. Unifor members, both men and women, tell us that the cost and lack of



An Ontario study reveals a wage gap between men and women.

availability of child care is a barrier to them," said Pearl Almeida, chair of the Ontario Regional Council Women's Committee.

Unifor is disappointed, however, that the province has put off many of the recommendations for more study.

>> Continued from
"Community chapter..." on
page 1

has since been elected Ontario Regional Director. "Unifor can learn from you."

Over the past year, Unifor with the assistance of the South Asian Women's Rights Organization (SAWRO) supported the workers efforts to organize. Following a vote, eight Executive Committee members proudly took their oath of office at the front of an overflowing community room.

The new members, who originate from a variety of sectors, came together at the founding meeting to talk about their histories and workplace experiences.

Many spoke of the difficulties they have encountered as immigrants



Members of the East Danforth Community Chapter attended their first convention in Ottawa in August.

entering the Canadian workforce, sharing their feelings of isolation as they struggle with the challenges of unrecognized credentials, precarious employment and minimum wage jobs.

"Unifor will continue to fight to achieve a living wage for all," pledged Rizvi.

Last month, a group of delegates from the chapter traveled to Ottawa to participate in the Unifor Convention.

>> Continued from "GM target..." on page 1

Master Agreement. About 23,050 Unifor members work at all the Detroit Three companies.

With pattern bargaining, negotiations focus on one company to reach an agreement that sets a standard for the auto industry in Canada. Once an agreement with the target company is ratified by members, focus in bargaining shifts to a second company, and then the third.

Unifor's current contract with the Detroit Three expires at 11:59 p.m. on Monday, September 19. Should a new agreement not be reached, Unifor autoworkers have voted overwhelmingly to give

their bargaining committees authorization to call a strike if necessary to achieve key priorities.

The union has made investment in Canada a top priority in this round of negotiations, to ensure the future prosperity of the auto industry in this country.

A recent independent study released by Unifor found that losing the Detroit Three would eliminate \$26 billion from the economy, cut 150,000 jobs and cost \$4.7 billion per year in government revenues.

"The strength of the auto industry in Canada is not only vital to those in the industry, but to the entire Canadian economy," Dias said. "Policy makers and the public need to understand what is at stake here."

Dias told the press



Greg Moffatt, chair of the General Motors Master Bargaining Committee, answers media questions after GM was picked as the target company.

conference that he is meeting regularly with representatives of all levels of government.

For more information and background on autotalks, go to unifor.org/autotalks16 or follow @Autotalks16.

Unifor also represents workers at auto parts companies that are not part of the Detroit Three.

>> Continued from "Armoured Car safety..." on page 1

to immediately alter its practice of both the driver and guard exiting the armoured vehicle at drop-offs and pick-ups. The ruling confirms Unifor's long-standing position against the practice.

"The (All-off) model does not provide the employees with any information of suspicious persons or activities occurring outside while they are inside the customer's location," stated the August 18 ruling. "As a result, the employees have a diminished ability to avoid a potential ambush upon returning to the armoured vehicle."

Canada has seen more than 85 armoured car robberies since 2000, resulting in five deaths and

numerous physical and mental injuries. Since 2013, each publicly reported robbery has involved a two-person crew, with many in public spaces or near residential areas. This ruling comes just weeks after a robbery in Edmonton, which resulted in the shooting death of one person.

Unifor, representing more than 1,500 armoured car guards across Canada, has called for federal standards in employee training, vehicle specifications, crew complements and safety equipment requirements. The union is calling for all party support of Bill C-285, a private member's bill tabled by Peter Julian (Burnaby—New Westminster) that would require new federal regulations.

Visit Unifor.org/safecargo

Mill closure puts stress on The Pas

The planned closure of the Tolko paper and saw mill in Manitoba is a blow to hundreds of families and the small northern community of The Pas, where the mill is one of the largest employers.

"This is a very sad day for workers and the community that has invested so much into the mill over the years," said Joie Warnock, Unifor Western Director.

"Unifor is going to fight to make sure that our members' needs are taken care of during this process and after the closure," she said.

The company announced August 22 that, if a new buyer cannot be secured, it will close the facility on

December 2, 2016.

Unifor Local 1403 represents 234 mill and office workers and Local 342 represents 30 supervisors at the Tolko mill, which first opened in the late sixties.

The closure will have broad impact in a region already struggling with low employment.

"Good jobs are the backbone of communities large and small. First Nations and Métis communities in Northern Manitoba will be the hardest hit," said Paul McKie, Unifor National Representative for the mill, located in Northern Manitoba.



IN THIS ISSUE Unifor picks the target company for the Detroit Three auto talks. The new East Danforth Community Chapter breaks new ground. Landmark ruling on armoured car safety is welcomed. Ontario's Gender Wage Gap Committee final report details the gap between incomes for men and women.

Unifor calls on CRTC to boost local news

Unifor is calling upon Canada's federal TV regulator to put teeth into broadcasters' licence conditions for daily local news, including programming targeted to Canada's ethnically diverse populations.

Unifor filed two submissions to the Canadian Radio-Television and Telecommunications Commission (CRTC) on August 15, one regarding ethnic and third language OMNI television, and the other regarding local TV "group licence" applications from Rogers, Corus, and Bell Media CTV.

While Unifor supports the principle behind a Rogers

proposal for a mandatory monthly cable TV fee of 12 cents per subscriber to pay for daily news on its OMNI channels, it is calling for tough conditions of license before Rogers gets the money. Unifor is also calling for the fee to be 15 cents to sustain hour-long daily news shows.

"If we are going to have a subscriber fee it has to be enough to get the job done," said Unifor Media Director Howard Law. "This minimal fee for third language and ethnic daily news is certainly in the same ballpark as existing fees for aboriginal and minority language French and English channels."



Local television brings communities together and holds governments to account, Unifor has told the CRTC.

OMNI channels provided an hour of news programming just a few years ago, then cut it to 30 minutes, and then cut it altogether last year. OMNI was the only broadcaster providing news in Mandarin, Cantonese, Italian and Punjabi.

Unifor supports strict

standards for broadcaster expenditures on local TV as well as air time for local programming. It also supports enforceable standards for the number of reporters covering a given community and less centrally produced news segments.