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Unifor proudly shows its colours at the Toronto Pride Parade

Unifor unites for LGBTQ rights

Across the country, lesbian, gay, bisexual, transgender and queer (LGBTQ) members and allies are out in the streets taking action to celebrate their pride and challenge homophobia and transphobia. As a union that has long fought to advance rights at work, in communities and internationally for LGBTQ people and their families, Unifor has much to celebrate this pride season.

Regional Pride Committees have worked hard to bring a celebratory but political Unifor message to pride events across Canada. Visit unifor.org/pride for the event listing.

"Showing up in support of Pride truly matters to LGBTQ members," said Kellie Scanlan, National Representative and LGBTQ staff liaison. "Pride celebrations show the wider community that

Second environment conference a success

Unifor members representing a diverse array of economic sectors gathered in Port Elgin June 23-25 for the National Environment Conference.

Discussions focused on just transitions for workers displaced by the

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Media workers confront issues facing industry

More than 100 media workers and staff from across Canada gathered recently to discuss the challenges facing the industry due to the digital revolution and strategies to ensure the survival of their industry.

"The members in this sector have really stepped up to fight for the future of this industry," Media

Director Howard Law said.

In his keynote address, St. John's MP Seamus O'Regan, a member of the Heritage Committee, said that while Canadians say local news is important to them, few understand the crisis in the industry as digital ad dollars flow to Google and Facebook.

"We need to fund journalism in this country,

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Political Action Conference in September

Unifor's first-ever Political Action Conference takes place this fall at the Port Elgin Family Education Centre.

"Unifor is a political union, and our strength as a political force comes through the activism of our membership," said Director of Membership Mobilization and Political Action Roland Kiehne.

"This will be an exciting conference, and a chance for activists to come together, build their skills, exchange knowledge and strategize for the future." Kiehne said participants will leave inspired and equipped to continue political action in their workplaces and communities.

The theme of the conference, to be held September 29 to October 1, is From Resistance to Power. For more information, visit unifor.org/events.

Indigenous solidarity poster

On June 21, National Aboriginal Day, we joined together to recognize the history, culture and contributions of Indigenous people. Now we must commit to take the call for justice and reconciliation forward each and every day. Please show your support by displaying the enclosed solidarity poster.

Delastek expands in Mexico while Québec workers remain on strike

Aerospace industry subcontractor Delastek has announced an expansion in Mexico, while members of Local 1209 in Québec continue a strike that has lasted over two-years. Unifor believes this expansion demonstrates, once again, that Delastek never intended to negotiate in good faith with workers.

"If the ultimate intention is to move production to Mexico, it further illustrates that they only seek to save on production by cutting labour costs," said Québec Director Renaud Gagné.

"This is a way of avoiding Québec's laws and must be condemned, just as we condemn the relocation of larger companies to countries



Delastek members have stood strong on the picket line through all seasons

where wages and regulations on labour, environment and taxation are non-binding."

A court case is underway to determine if production work is being done by strikebreakers at the Grand-Mère plant, as Unifor maintains. Recently, Bombardier executives testified that Delastek's work for CSeries is no longer in research and development, contrary to employer claims.

"It is the courts that will ultimately decide the issue, because it is clear that we

cannot resolve anything with an employer who uses tactics to do everything it can to avoid coming to a solution," Gagné said.

Approximately 50 Delastek employees have been on strike since April 1, 2015. Respect for union affiliation and unionized work are at the heart of the labour dispute.

"It is all the more deplorable that this company was born largely by the granting of public subsidies and now it is breaking its obligations," said Gagné.

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economy's shift away from carbon. A panel of speakers reviewed local, national, and international examples of transition strategies and examined how the labour movement can advocate for the best programs.

On Saturday afternoon, Ontario Minister for the Environment and Climate Change Glen Murray addressed delegates about the province's cap and trade program. Murray encouraged members everywhere to keep the pressure on governments to make climate change a top priority.

Alberta's Minister of Environment and Parks and former Unifor member Shannon Phillips addressed the conference by pre-



Environmental Conference activists were challenged to engage and educate other members

recorded video. Phillips reviewed her government's Climate Leadership Plan, which caps GHG emissions from the Oilsands, ends industrial coal pollution, puts a price on carbon, and makes ambitious investments in renewable energy.

On the final day, Health, Safety and the Environment Director Sari Sairanen

emphasized the upcoming Canadian Council and the Canadian Labour Congress' task force as opportunities to broaden discussions on the environment and influence national priorities.

"Our union is committed to leading the struggle to stop climate change while protecting workers and communities in transition," said Sairanen.

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Unifor will rise up and resist discrimination and hate. Strong Local union participation helps to make this message even louder.”

Recognizing pride is important but unions also have a responsibility to keep up the fight for human rights and inclusion of all LGBTQ workers. In Canada, LGBTQ people still face higher levels of violence and discrimination, but in this year’s pride there is something to celebrate!

A new law is giving transgender people increased protection and legal rights. Bill C-16 has passed and amended the Canadian Human Rights Act to add gender identity and

expression as prohibitive grounds for discrimination, this protection will also apply to the Criminal Code. The Bill received royal ascent on June 20, 2017.

“Bill C-16 is a major victory. The federal government has extended the same human rights protections to transgender people that other communities have had for many years,” said Human Rights and International Director Mohamad Alsadi. “While this will not immediately end discrimination, it is a powerful tool for equality.”

In the workplace Unifor members can also take concrete action to challenge hate and advance equality for transgender workers. For example, bargaining



Joie Warnock, Western Regional Director, Christy Best, Prairie Regional Chair and Dave Kuntz, President of Local 1-5 at the Regina Pride Parade

committees should include gender identity and gender expression as prohibitive grounds of discrimination and harassment in collective agreements.

Stewards can also speak up to help make work safe and supportive for transgender workers by advocating for transition plans. A good transition

plan includes ensuring confidentiality, access to washrooms and uniforms that are consistent with their gender, appropriate medical coverage and other necessary steps. Read the Workers in Transition guide to help get started at unifor.org/pride.

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we have to,” O’Regan told Media Council, held in St. John’s Newfoundland from June 21 to 25.

Scott Doherty, Executive Assistant to the National President, paid tribute to the council for its effective work in fighting for the future of the industry, saying the federal government’s recent Heritage Committee report contained many of the recommendations put forward by Unifor.

“This council and our members have worked very hard to get the message out about the needs of the media industry,” Doherty said.

Ed Greenspon, whose Shattered Mirror report in January outlined the funding crisis facing journalism

today, told delegates that Canadians worry that the media’s watchdog role will be eroded with government support.

Newly elected Media Council Chair Jake Moore from Local 79-M, said the work of the council is vital to the strength of Canada’s democracy by keeping voters informed. “Our members tell our stories as Canadians,” Moore said.

Delegates committed to meet with MPs, especially from the governing Liberals, over the summer break in anticipation of a report from the Heritage Ministry on Canadian Content in the digital age in the fall.

For more information visit mediaactionplan.ca.

Strategy planned for upcoming telecom talks

The Telecommunications Council met on June 20-21, bringing together workers from across the country to discuss collective bargaining strategies and new developments within the sector. Workplace stress and mental health figured prominently as an important feature of a health and safety strategy.

“The telecommunications industry in Canada is evolving dramatically through innovations in technology and our members have adapted well to changes,” said Marc Rousseau, Telecommunications Council Chair. “At the same time, members are feeling the strain of decades of

more work, being done by far fewer people.”

Council members were energized from participating in the Parliament Hill lobby day, organized by the Canadian Labour Congress this past winter.

“Our major challenge is to make politicians aware and to protect this national resource through future lobbying of the federal government, advocacy, and submissions to the CRTC,” said Telecommunications Industry Director Tyson Siddall.

Unifor will enter negotiations this September with Bell Canada for the clerical unit, covering approximately 5,000 members.



Mine Mill miners remembered

The deaths of four miners, members of Local 598, were commemorated at a Workers' Day Memorial held in Sudbury on June 20. It was on that date in 1984 when a seismic event struck northeastern Ontario that resulted in a collapse at the Falconbridge Mine.

Three miners, Sulo Korpela, Richard Chenier and Daniel Lavallee were killed instantly. A fourth miner, Wayne St. Michel, remained trapped far below the surface. Rescue workers established voice contact with St. Michel who survived for 27 hours but tragically died just 15 minutes before he could be freed. The first Workers'

Day Memorial was held the following year. Since then the annual event has expanded to remember all workers killed on the job or as the result of work related illness.

"It is important to use our collective voices to both draw attention to safety issues and to demand action," said Director of Health, Safety and Environment Sari Sairanen. "Change isn't initiated because governments and employers suddenly decide to do so; it is brought about through our blood, sweat and tears."

Those in attendance pledged to continue to fight for safe work places.

IN THIS ISSUE Unifor brings political message and call for equality while celebrating at Pride festivities across the country. Media Conference delegates fight for future of the industry. Delastek expands in Mexico while Quebec workers remain on strike. Indigenous solidarity poster enclosed and more!



Workers' Day Memorial participants at the monument to fallen workers at the Mine Mill 598 campground

"We're pushing for stricter safety rules, making sure people do work safely and return to their families each and every day," said National Representative Richard Paquin.

Anne Marie MacInnis,

President of Local 598, also paid tribute to the lost workers before leading a moment of silence.

"We don't want to forget the tragedy that happened, we can't forget," said MacInnis.