

your voice



United Food and Commercial Workers Canada Union, Local No. 401 Vol. 106 - Oct. - Dec. 2015

What the Heck is Bill C-51?

*How Harper Uses Letters, Numbers, and
the Law to Undermine Your Rights.*

Affordable Childcare is an investment.



your voice

United Food and Commercial Workers Canada Union, Local No. 401 - Vol. 106 - Oct. - Dec. 2015



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2015 has been a very interesting year of change for Albertans. The struggling oil and gas sector has created many hardships for our members in Fort McMurray, and the economic downturn has wreaked havoc on some of our other members as well. Many of our Sobeys members who previously worked for Canada Safeway, but subsequently became Sobeys workers, have also faced tough times in recent months with the warehouse restructuring in Edmonton, as well as the sale of some of the newly acquired retail stores around the province.

With all these challenges, however, there were some highlights too. Most notable was the wholesale change in the Alberta government. In an unprecedented and largely unexpected turn of events, the NDP surged to victory in May's provincial election. We have already seen vast changes due to the NDP mandate to raise both corporate taxes and personal income taxes for Albertans making over \$125,000/year. As well, we have seen a shift in the prior government's policies around privatization of our healthcare system and energy policy. One of the most welcome changes being, of course, the hike to the minimum wage to \$15/hour by 2018, starting with one dollar to be implemented this October.



While this is some good news, our work is not done.

In this edition of *Your Voice* we lay out some of the challenges and highlight a few of the issues requiring our attention as a collective of nearly 30,000 UFCW 401 members. We endeavour to share our thoughts about the need for changes to important matters like CPP, the erosion of your right to privacy, freedom of expression and lawful dissent, as well as important matters like citizenship rights and the freedom to join a union – all are areas that have suffered a full-scale attack by the current Harper Conservatives.

With the federal election just around the corner, we hope these articles help to shine a spotlight on what is affecting Canadian working families. Canada once enjoyed a very good reputation on the world stage, but sadly, experts are warning us that the Harper agenda is a dangerous one. Change is needed and we encourage all our members to get involved in any way they can to ensure that the Conservatives are shown the door this October 19th. This attack on working families cannot continue.

Our goal is to get the discussion rolling on these important topics. We hope that you enjoy this edition of *Your Voice*.

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Greetings and good wishes!

From Premier Rachel Notley and
Alberta's new NDP government



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An Affordable Universal Program Is A Benefit For All

One of the defining issues in the upcoming federal election is the question of affordable universal childcare for all Canadians. Childcare is not solely a woman's issue, there are many fathers who also struggle with affordable and accessible childcare, women though are often hardest hit because of the wage gap that still exists between women and their male co-workers.

A recent study by the Canadian Centre for Policy Alternatives (CCPA) found that women in Calgary earn 65 cents for every dollar men earn, while in Edmonton the situation is even grimmer, with women earning 59 cents for every dollar men earn. This is a significant disadvantage for Alberta women and makes the prospect of finding affordable housing, food, and education even more challenging. Add to that necessary travel expenses, whether for an automobile or public transit, and trying to save for both retirement and post-secondary education for your children, and you have the potential for tremendous financial insecurity and instability. Needless to say, with such a staggering wage gap and the cost of living on the rise, affordable childcare is a major concern for women in this province, both at home and at the ballot box.



Written by Christine McMeekan Communications and Education Representative

With the growing need for both parents to work outside the home, and more single parents struggling to make ends meet, affordable childcare is a necessity, now more than ever. The debate surrounding this matter isn't just about quality childcare, it is also about affordable care. A 2011 report by Alberta Health and Wellness notes,

[t]hirty years ago less than half of married women with children worked outside the home. Today over 70 per cent of children under six years of age live in families where both parents, or the primary caregiver in the case of a lone parent family, work away from the home. The fact is, the majority of today's children under five years of age are the first to spend a significant portion of their young lives in some form of care that is provided by someone other than their parent. This change has a significant impact on how families carry out responsibilities inside the home, and on their needs for resources and supports outside the home.

The Alberta Health report goes on to explain,

[t]he increasing reliance on two incomes for financial security, and the increase in the number of lone parents with young children, means that parents must increasingly access external resources to assist them in supporting their child's development and care. While parents express a preference for care provided by a partner or family member, this is not always possible. Most families must access care from external care providers. ***What this means is, high quality, accessible and affordable opportunities for early childhood learning and care is more important than it has ever been before.***

There are pockets within Canada that have made efforts to address the needs of families regarding affordable and quality childcare. Québec, for example, has been a leader in this area since they implemented their provincially funded childcare program in the 1990s. For years now, Québec parents can rely on a \$7 per day childcare system. Research shows this has significantly increased the number of women able to return to the workplace after having children when compared to other provinces. Following the creation of the childcare program, women's participation in the workforce increased by 70,000 in Quebec.

Enhanced participation of women in the workplace not only has a positive effect on gender equality in the workforce, it is also a boon to the economy. As more income is generated for Canadian families, so is additional tax revenue for local governments, which means public services in every province should become better funded and more accessible for everyone.

In fact, as reported by TD Bank, "... for every dollar invested in early childhood education, the benefits to provincial and federal governments range from \$1.49 to \$2.78 through increased tax revenues and decreased social spending". Extra income for families also means greater consumer spending and demand, and ultimately, new job creation. A healthy economy is in everyone's best interest, and an increasing number of women returning to work after childbirth will help ensure all Canadians can share in this growth.

In keeping with their progressive actions on childcare, Québec will be moving to a sliding fee scale starting in January 2016. Families earning less than \$55,000 per year will remain on the current fee system, while those with higher income levels will pay fees based on different scales. Childcare fees will be \$20 per day at the highest end of income levels; this important change will ensure the program is sustainable and properly funded.

NDP research shows childcare costs are typically the second biggest household expense, and on average the cost amounts to 18.4% of the typical Canadian family income. Among children aged 0-5, only 22.5% have access to regulated childcare, even though 73.5% of their mothers participate in the workforce. With some parents paying from \$2000-\$2700 per child per month for childcare, this is unsurprisingly a major concern for millions of mothers and fathers across the country.

Quality childcare is of the utmost importance to the NDP, and they have made it a major issue in the lead up to the October election, understanding the overall benefits a universal childcare program will bring to the Canadian economy. According to economist and childcare expert Pierre Fortin, **"this program could generate more than \$3 billion for the federal government through additional revenues and reduced costs."** That's on top of the clear and substantial benefits for Canadian families."

It is the vision of Tom Mulcair's New Democrats, if elected, to implement a national childcare program in order to alleviate some of the growing burden Canadian families face. The NDP has committed to implementing a \$15 per day per childcare program and have promised to, "...work with the provinces, territories and Indigenous communities to fund and develop national early childhood education and childcare programs delivered with common principles like affordability, availability and quality." They have also committed to enshrine the program into law and take clear steps to ensure its long-term health, to be phased in over eight years. As well, the NDP's goal is to create one million new childcare spaces within this timeframe, while recognizing the provinces and territories will have jurisdiction over implementation of this program.

Many Alberta families have been demanding a better system of affordable, quality childcare and early childhood development programs. These programs must be flexible and affordable in order to ensure success. Thankfully, there is one party who is looking to ensure that our vision for a fair and equitable system is a priority.

Canada has a global reputation for being a forward-thinking country and this is an area in which we have been failing miserably. The time has come to make change happen and we are hard-pressed to think of a program more worth our collective effort than universal childcare.

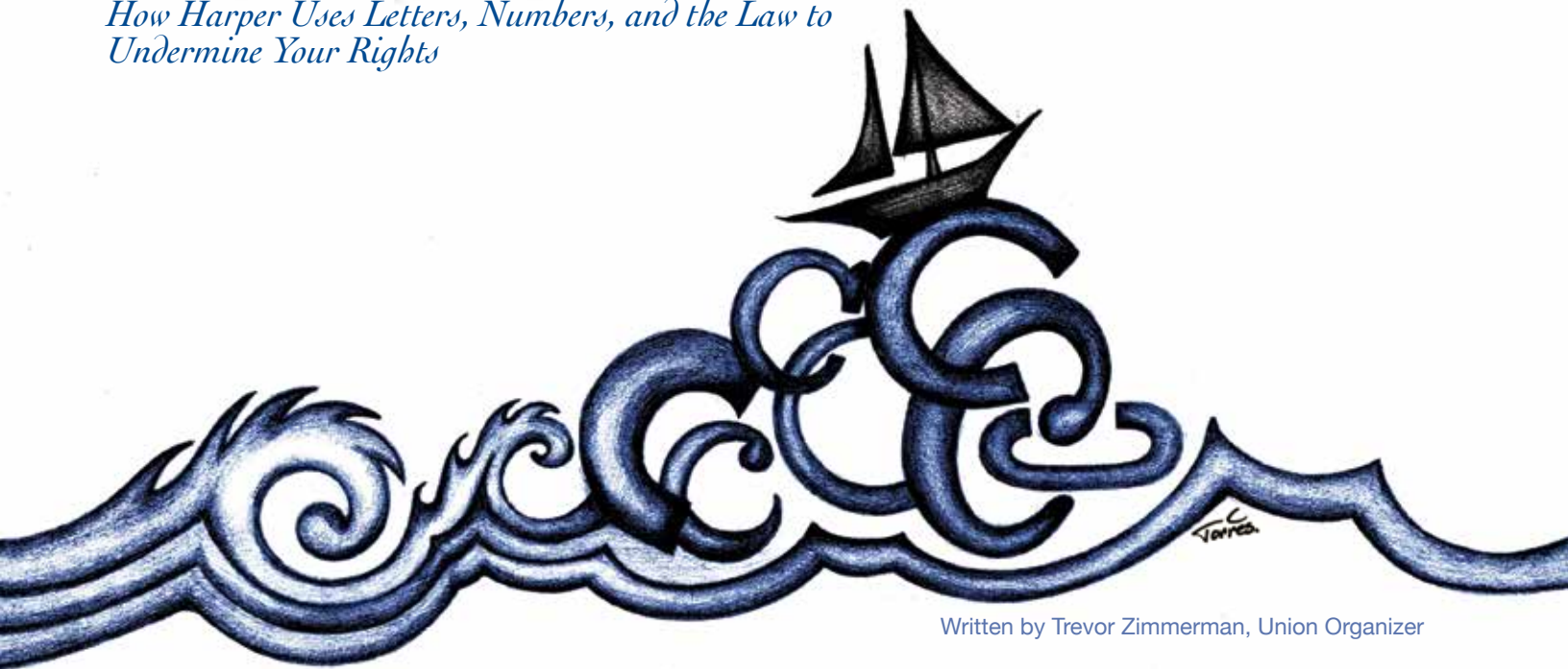
Childcare is an investment, not a cost, and previous governments have often been in the wrong on this important issue. These are not areas to cut, in fact it's critical we invest wisely and appropriately in childcare to keep up with the demand for quality of care and service Canadian families need.



With non-specific titles like Bill C-525 and extremely misleading names like “Restoring Mail Delivery for Canadians Act”, it is pretty difficult for the average voter to know what the government is up to these days with the laws they introduce, and subsequently pass, with their majority.

SAILING THE SEAS OF C'S

How Harper Uses Letters, Numbers, and the Law to Undermine Your Rights



Written by Trevor Zimmerman, Union Organizer

Let's take a look back at some of the lowlights from a decade of Stephen Harper in power to see just how far backwards we've gone as a country. Other articles in this edition of *Your Voice* will focus on the seriously wrong-headed Bills C-51 & C-377 championed by Harper.

First up, union rights. According to the Canadian Foundation for Labour Rights, since 2005, Harper has passed ten pieces of legislation removing or restricting the rights of workers under federal jurisdiction.

NO RIGHT TO STRIKE

It seems if it were up to Harper, the right to strike would not exist anymore. Bills passed in 2007, 2011, and twice in 2012, destroyed the balance of power workers under federal jurisdiction previously had in labour negotiations with their employer. In passing such bills, Conservatives have stripped workers in rail, air traffic, and postal delivery of their right to put pressure on their employer to resolve a dispute by withdrawing their labour. Then in 2013's Bill C-4 budget bill, the federal government went a step further and gave itself the power to determine which public sector workers should have the right to strike taken away.

BUDGET BILL DOUBLE WHAMMY

Both Conservatives and Liberals supported 2009's Bill C-10, which contained numerous laws as part of an omnibus budget bill, and had two separate attacks on workers' rights. The "Expenditure Restraint Act" imposed salary caps on workers through legislation instead of negotiation, and even managed to override existing union contracts. Next, the "Public Sector Equitable Compensation Act" took away the right of federal public sector workers to file pay equity complaints about unequal pay between women and men. To top it off, any union caught helping their own members in a pay equity complaint would be fined \$50,000 by the government!

ALBERTA BOUND

2014's "Employees' Voting Rights Act" or Bill C-525 will look familiar to unionized workers in Alberta. Federally regulated workers formerly had the right to declare their support for a union at their workplace by signing up with the union, with a fair 50% plus one majority of the workers required to sign to determine support for unionization. Bill C-525 rolls back the clock to the more onerous two-step process. First, a mere 40% of the workforce needs to sign their support before a vote will take place for unionization. This alerts employers to the presence of a union organizing drive, and gives

them days and sometimes weeks to hire consultants and lawyers to litter the workplace with anti-union rhetoric in order to create a "chilling effect" and dissuade the workers from choosing to improve their working conditions by joining

HARPER HAS PASSED TEN
PIECES OF LEGISLATION
REMOVING OR RESTRICTING
THE RIGHTS OF WORKERS

a union. This is the exact process we have in Alberta, and we know from experience that the longer the process, the more workers will back away from the union from fear and oftentimes unlawful threats from their employers.

Both the NDP and Liberals will repeal Bill C-525 if we vote Harper out, and we hope the new Alberta Government also takes a look at our provincial laws to give workers a better chance to stand up for their rights.

SOME CITIZENS ARE MORE EQUAL THAN OTHERS

More and more people from around the world are choosing to make Canada their home and contribute to its economy bringing with them new skills and experience that enrich our country and help us compete on the global stage. Instead of working to make our country more welcoming, Harper has taken the opposite approach. Harper's Bill C-24 passed in 2014

and came into effect in 2015. The ironically named "Strengthening Canadian Citizenship Act" has actually created two tiers of citizens and has undermined the Canadian citizenship process. If you have dual citizenship, or are an immigrant to Canada who is now a citizen, you can have your citizenship taken away from you, while other Canadians cannot.

Furthermore, now the Immigration Minister will exclusively decide who will be deprived of their citizenship, while before a citizenship judge in an independent court of law determined this process. Understandably, many concerns have arisen over what type of offences will allow this to take place as the Immigration Minister is appointed by Harper and thus entirely subjective in their opinion. Similar laws in the past have been used to deport union supporters and others who engage in peaceful dissent and protest. Will we see the day where a Canadian-born convicted murderer stays in the country, while a new Canadian citizen will be deported for peacefully protesting government action?

Instead of hoping the worst-case scenarios of these and other bills never come to pass, let's educate our families, our co-workers, and ourselves to make sure **October 19, 2015 is Stephen Harper's last day as Prime Minister.**

What the Heck is Bill C-51?

And Why You Should be Worried

In the past, through our website, emails to members, social media pages, and at various members' conferences, your union has always taken steps to caution members about activities outside of work and how they can affect your employment security. Things like posting on social media or blogging can sometimes have consequences at your place of work. Now, you don't just need to worry about what you say about your employer online, you need to worry about virtually everything you say online.



Bill C-51 will transform the Canadian Security and Intelligence Service (CSIS) into a dictatorship-style secret police force operating with neither oversight nor accountability



In June of this year, a devastating piece of legislation passed into law known as Bill C-51. Stephen Harper's Conservatives have been trying to pass off this highly controversial and roundly criticized Bill as "anti-terrorism" or "national security" legislation. But we're not fooled and neither are most Canadians. This Bill does nothing more than strip away your rights to privacy, due process, and the presumption of innocence until you are convicted in a court of law.

Most concerning about this new law is it has given the government, CSIS (Canadian Security Intelligence Service), and law enforcement agencies around the country the ability to spy on the very citizens they are meant to serve, represent, and protect. Sweeping rights have been granted to these government agencies to access our personal information; this includes our emails, social media pages, and other online activity.

Some have dubbed Bill C-51 the "thought police" law, because ordinary Canadians may be shown to be engaging in what can be deemed "extremist" views or messages by various agencies through this law. For example, simply sharing a story about a Greenpeace campaign on your social media page may fit neatly within the government's or RCMP's highly subjective definition of what is a threat to Canada's security, and you may be subject to surveillance and unfair scrutiny as a result, even though no crime has been committed. These social justice activities, such as the Greenpeace example, may be peaceful, but if government or law enforcement think the activist group is working in contrast to the country's economic or security interests (whether justified or not) you can be seen as participating in activity that runs in contravention to Bill C-51. This highly subjective and political scrutiny by the government is feared by many to be a proverbial minefield for Canadian citizens and our right to freedom of speech.

Many experts and advocacy groups focusing on the area of national security and human rights have spoken openly and emphatically about the dangers of this indiscriminate police state-style legislation. Some of the groups included in the chorus of opposition are the Council of Canadians, various provincial federations of labour, the Canadian Labour Congress, Canadian Journalists for Free Expression, Amnesty International, and Youth Vote Canada.

In a March 2015 Huffington Post article, the Canadian Bar Association cautioned against the far-reaching effects of this Bill on ordinary Canadians by saying, "[t]he Conservative government's anti-terrorism bill contains 'ill-considered' measures that will deprive Canadians of liberties without increasing their safety..." and goes on to say,

“...the bill’s ‘vague and overly broad language’ would capture legitimate activity, including environmental and aboriginal protests — and possibly put a chill on expressions of dissent.”

And as we well know in organized labour, lawful dissent is the cornerstone of any healthy and functioning democracy.

Many journalists have also been writing about the dangers of this ill-considered legislation. Ottawa based independent journalist and activist, Orlando Madondo, describes Bill C-51 as such:

Bill C-51 will transform the Canadian Security and Intelligence Service (CSIS) into a dictatorship-style secret police force operating with neither oversight nor accountability. It will give the spy agency and “no less than 17 government agencies” the power to disrupt protests and other acts of legitimate dissent in the name of combating threats to Canada’s national security. Bill C-51 will grant Canada’s spy and policing agencies the power to violate the Canadian Charter of Rights and Freedoms.

and it passed by a vote of 183 to 96. Once passed in the House, it was given final approval by the unelected Senate of Canada by a vote of 44 to 28 in favour, a Senate Conservative-heavy in appointments. The NDP has since said it will repeal the Bill if elected, and until that happens we are stuck with its potentially devastating effects.

Virtually every Canadian is at risk of running afoul of Bill C-51. If you’ve ever commented on a public activity or organization, or shared information from that group with your friends and family, you could be in direct violation of the law. Are you planning to attend a rally in support of an investigation into murdered and missing indigenous women, or supporting the Truth and Reconciliation Project? These peaceful actions could land you in hot water if the group you’re demonstrating along side of is on the government’s watch list for so-called terrorist activity, and this isn’t as difficult to be captured by as any reasonable person might think. With the paranoid leanings of our current government, there are all too many victims of this type of branding. Sadly, it doesn’t take much to be labeled an extremist by the Harper Cons.

includes picket lines and rallies protesting an injustice. As a result of Bill C-51, you could find yourself under government surveillance for simply exercising your right to lawful dissent, particularly if the government decides that your activity runs counter to what is deemed as having any bearing on Canada’s economic interests, which is a pretty broad concept. A right that has been protected in Canada for decades is now gone.

The hallmark of any healthy democracy is the right to participate in lawful dissent and this law has put a destabilizing and potentially fatal crack in the foundation of our Canadian democracy.

You no longer have any expectation of privacy.

Many different government departments and agencies now have unprecedented access to your private information under Bill C-51. Things like your health records, tax documents, and even your private emails are subject to scrutiny, sometimes without your knowledge.

Do you like to travel? That is now in jeopardy too.

This Bill not only attacks the Canadian Constitution and Charter of Rights and Freedoms, it also

Bill C-51 will transform the Canadian Security and Intelligence Service (CSIS) into a dictatorship-style secret police force operating with neither oversight nor accountability.

Unfortunately, Justin Trudeau supported this legislation, and along with his Liberal MPs helped Harper pass this Bill in May in the House of Commons. Tom Mulcair’s New Democratic Party (NDP) and a few independent MPs voted against it, but alas, they were outnumbered

Some of the lowlights of this Bill include the following:

Want to join a protest? You might be at risk if you do.

As union members, many of us are keenly aware of our right to participate in lawful dissent; this



runs contrary to several articles of the United Nations Universal Declaration of Human Rights. In particular, the Declaration states we have the right to freedom of travel. This Bill is in direct conflict of the UN Declaration that states, “[e]veryone has the right to freedom of movement and residence within the borders of each State. Everyone has the right to leave any country, including his own, and to return to his country.” If Harper’s government decides you’ve said something ‘wrong’ or passed along information they arbitrarily consider contrary to this law, say goodbye to the universal right to travel because your passport will be declared useless.

Watch what you say, you could be deemed a terrorist threat. Simply saying you think someone who is part of an organization has a valid complaint, or makes a reasonable argument on an issue could land you in hot water if it’s found that your comment in any way influenced someone to commit an offence, even if you never intended for them to do something the government finds suspicious or in violation of the law. That’s right, you may become a party to an offensive act that you had no involvement in under Harper’s Bill C-51.

Your private possessions could be seized on the government’s whim. Anything the Harper government decides is contrary to this law can result in search and seizure

of personal possessions like your computer (remember all those Google searches you’ve done about your health or interests?), cell phone records, and text messages. Your current government and their agents can obtain this private information and your personal possessions without due process as enshrined in this legislation.

Innocent social media posts can land you in jail.

Simply posting online about your opposition to, or support for, a group or organization may be seen as spreading terrorist propaganda under Bill C-51. Choosing to post a video about ISIL or Boko Haram may get you blocked from the social site even though you are speaking out against the activity. Social media just got a whole lot trickier, and it can be a potential hazard for the average well-intentioned Canadian simply trying to engage in local social justice activities or the modern geo-political discourse.

Ironically, Bill C-51 has been passed off as a means to protect Canadian citizens, when in fact, it is tantamount to building a “Big Brother” surveillance state that strips law-abiding citizens of the “innocent until proven guilty” principles we hold so dear in this country and in our laws. It is also dangerous in its “thought police” characteristics. We have freedom of speech protections in our Constitution but this Bill destroys these and throws a gigantic wrench in the wheels of justice we’ve enjoyed as Canadians.

According to Craig Forcese, Associate Professor in the Faculty of Law at the University of Ottawa, “...there is much in the bill that could wrap democratic protest movements into the orbit of ‘security’ concerns.” Mr. Forcese goes on to warn Canadians that democratic protest movements could be defined as an actual “threat” under this legislation. Protests conducted without proper permits and so-called wildcat strikes could now land you on the CSIS watch list or worse. As noted by Mr. Forcese, “...when we craft national security law, we craft it to deter bad judgment. We do not craft it to be so sweeping and ambiguous that it must depend for its proper exercise in a democracy on perfect government judgment. Very few governments are perfect. And even if you think this one is, what about the next one?” We certainly do not believe this Conservative government is perfect, not by a long shot!

The B.C. Civil Liberties Association released their “8 things you need to know about Bill C-51” document this year in March, which can be found on their website. One of the many troubling aspects they warn us about is the ability of government and law enforcement under this Bill to preemptively arrest citizens who have not been, or may never be, charged with a crime. They warn that:

Currently the Criminal Code permits the police to arrest, detain and impose restrictionsIN (such as a curfew or travel ban) on someone who has never been (and may never be) charged with a crime if they

The illusion of national security meets protest



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have good reasons to believe that a terrorist activity will be carried out if these actions aren't taken. **Bill C-51 would lower the threshold for these actions** [emphasis added] to situations where the police believe that a terrorist activity might be carried out. It also doubles the amount of time an individual can be detained without charge. Innocent people could be arrested and detained on mere suspicion of future dangerousness.

safety from real threats. In July 2015, The Globe and Mail reported that a recent United Nations review of Canada's compliance with the International Covenant on Civil and Political Rights found that, "[t]he [Canadian] government should consider rewriting the law to ensure it complies [with the Covenant], impose better safeguards so information-sharing doesn't lead to human rights abuses and put in place oversight mechanisms for security and intelligence agencies..."

security say there's no guarantee this legislation will assist in rooting out actual danger to Canadians. *It is designed simply to repress dissent and has very little ability to actually make you or I safer.* This is a massive shift in Canadian politics. Where Canada was once seen globally as a beacon of rights and freedoms, it is fast developing a reputation for being a police state that seeks to stamp out any public opposition on any number of issues.

Considering the Harper government has ignored all expert warnings about the dangers this Bill poses for law-abiding citizens and rammed this legislation through, where do we go from here? Regrettably, it means more money will be spent in the courts attempting to repeal this legislation. Along with a number of other harebrained initiatives this Conservative government has seen fit to advance that have been rejected by Canadians and struck down in the courts, Bill C-51 will too find its way through the courts and may ultimately be struck down.

Another way to safeguard against this legislation and guarantee it is killed is to ensure in this October's federal election that the only political party, who has openly criticized and voted against Bill C-51 for the safety of Canadian citizens, actually forms a government with a majority.

Tom Mulcair has stated clearly that he will repeal this anti-democratic Bill. And along with many other progressive initiatives like their proposed affordable universal childcare program, and improvements to healthcare funding for the provinces, he and his fellow New Democrat MPs offer a real alternative to the ever-increasing lack of leadership in this country and the dismantling of our rights as free and law-abiding citizens.

"This legislation is so appalling it has garnered the attention and criticism of many human rights organizations around the globe"

This is the "thought police" notion experts warn us about and warrants concern from even the most passive or disengaged Canadians. If you belong to an environmental group or other social justice organization, you could be arrested before you even have the opportunity to attend a rally or march to exercise your democratic right to lawful dissent. No matter how peacefully you conduct yourself, you could still be arrested before you even show up to the action if you're unfortunate enough to wind up in the crosshairs of Harper's government. It's truly shocking.

This legislation is so appalling it has garnered the attention and criticism of many human rights organizations around the globe. The United Nations has expressed great concern over this devastating piece of legislation by warning that C-51 strips Canadians of necessary rights and freedoms with very little evidence of enhanced security and

In addition to this, Bill C-51 has raised the ire of hacktivist group Anonymous as well, who warned against the Bill and launched a cyber-attack on several Canadian government websites in retaliation for its passing. As well, numerous human rights groups have launched petitions and websites to shine a light on this regressive legislation in an attempt to try to stop it initially, and since its passing, to have it repealed.

Not surprisingly, along with opposition from human rights organizations, experts in national



Former Thickwood Safeway Workers Get Ready to Negotiate With Their New Employer

Save-On-Foods



Written by Christine McMeekan
Communications and Education Representative

IT'S NO SECRET THAT THE THOUSANDS OF WORKERS AT (FORMERLY) CANADA SAFEWAY HAVE HAD A DIFFICULT AND UNCERTAIN COUPLE OF YEARS. IN JUNE 2013, SOBEYS ENTERED INTO AN AGREEMENT WITH SAFEWAY INC. TO ACQUIRE ALL OF THE SAFEWAY ASSETS, WHICH WAS FINALIZED IN NOVEMBER OF THAT YEAR. SOME STORES WERE SOLD, SOME WERE CLOSED, AND IN THE CASE OF THE FORT McMURRAY THICKWOOD STORE, LENGTHY LITIGATION ENSUED. IT WAS A SCARY TIME FOR THOUSANDS OF SAFEWAY WORKERS.

IN FEBRUARY 2014, IT WAS ANNOUNCED THAT EMPLOYEES AT THE THICKWOOD SAFEWAY STORE WOULD SOON BECOME EMPLOYEES OF SAVE-ON-FOODS AFTER PARENT COMPANY OVERWATEA ANNOUNCED ITS INTENTION TO PURCHASE THAT STORE FROM SOBEYS. UFCW 401 NOTIFIED THE NEW EMPLOYER OF OUR INTENTION TO BEGIN NEGOTIATIONS FOR A NEW CONTRACT BUT WERE MET WITH RESISTANCE FROM SAVE-ON MANAGEMENT EARLY ON.

Workers in all Save-On-Foods stores in Alberta were represented by CLAC (Christian Labour Association of Canada) at the time and Save-On management said they preferred to have CLAC represent the workers rather than UFCW. While this was not a surprise, it was troubling and along with UFCW Local 1118, Local 401 made an application to the Alberta Labour Relations Board seeking a declaration that our long-term members remain with us. CLAC did the same and the parties argued their respective cases to Labour Relations Board officials.

After months of waiting, the Board made their decision and ultimately agreed with UFCW, declaring both 401 and 1118 as the certified bargaining agents for the Thickwood store employees. Save-On was subsequently ordered to commence collective bargaining with UFCW.

Since then, the union and the employer have gotten down to work and we are very pleased to say that the new employer has been very receptive to meeting with us and getting the process of negotiations moving. “Cautious optimism” is how we would best characterize our view of this evolving situation.

To date, Local 401’s lead negotiator for this set of negotiations, Al Olinek, recently conducted 3 proposal meetings with members, and along with the surveys that were conducted around the time of the change over. Olinek is confident we have a firm grasp on what’s happened during this challenging time as a result. “I wanted to ensure that I had a very clear sense of the current landscape our members were facing in the months since the acquisition, and I feel confident we’re ready to get to work after identifying the issues”, Olinek said.

In order to establish a good rapport between the parties and get to know the new employer, union officials met with high-ranking company representatives on July 24th. At the meeting were Local 401 lead negotiator, Olinek and Local 1118 lead negotiator and President Peter Frost. The employer brought in 3 top company officials, Regional Director George Hendy, Labour Relations Specialist Eric Bourke, and Managing Director of Labour Relations Major Brar.

Interestingly enough, the employer has already expressed a willingness to maintain certain benefits their employees currently enjoy, which is a reassuring starting point. “After such a tumultuous time, it is encouraging to hear the employer is willing to work toward lessening the impact of this acquisition”, Olinek stated.

The meeting provided for fruitful and mutually respectful discussions and sets the stage for discussions between both parties who are unfamiliar with one another and we remain hopeful that meaningful discussions can occur.

“It is extremely important that we kick off negotiations on a positive and cooperative note, and setting the tone with this meeting was integral to that goal”, President Douglas O’Halloran stated. While he was unable to attend this meeting, 401 President O’Halloran, who is carefully overseeing this evolving process, was pleased with its outcome. “I’m told the mood in the meeting was positive, so we’ll work with that and see how it goes”, he concluded.

“CAUTIOUS OPTIMISM”
IS HOW WE WOULD
BEST CHARACTERIZE
OUR VIEW OF THIS
EVOLVING SITUATION.

Of course, there is always a chance negotiations can run into roadblocks and there may be a need to pushback if this mood changes. We will keep members in the loop as negotiations progress. However, Olinek emphasizes, “though we currently have cautious optimism, we have a long way to go before employee concerns are fairly

addressed and we remain committed to ensuring the employer understands the important demands of their hard working staff and that they work with us to address their wishes and concerns”.

Dates have already been set to exchange proposals and get to work. The parties will meet October 6th, 7th, and 8th, and again October 13th and 14th. Also, very soon a negotiating committee of members from the store will be established, and along with lead negotiator Olinek and Union Representative Albdi Guld, the work will begin.

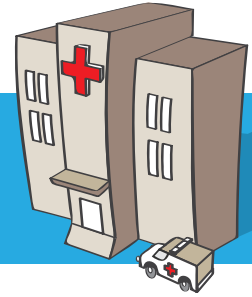
Thickwood store employees and members interested in keeping up to date on this process can check in on our website for updates throughout. Please visit ufcw401.ca for the latest news.

TOGETHER WE ALL STAND BESIDE OUR
MEMBERS WHO REPRESENT THE ONLY
SAVE-ON-FOODS STORE IN ALBERTA
REPRESENTED BY A REAL UNION!

Working people are strongest when they work together,
and when they have a unified voice at the ballot box.
This autumn, ask your candidates where they stand on
union rights, on wage suppression, and public services.



Vote for public health care!



Vote for better pensions!

Vote for fair compensation!



VOTE!

Word Scramble

Unscramble below to find three informative labour terms.

1. y i p a r v c t i p e r c n o t o

2. s e i p z i n h i t c g i r h s t

3. f d o a l e b a f r d i a e l c r c h

4. b u l a r o d a n s d t s a r a

Labour Movement Word Search

Search for words by reading forward, backward, up, down, and diagonally but always in a straight line. Using the list below, circle as you find them and then cross them out in the list.

ACCOUNTABILITY	EQUALITY	PRIVACY
ADVOCACY	FEDERAL	PROTECTION
ARBITRATION	FEDERATIONS	RIGHTS
BIG BROTHER	FREEDOMS	SAFETY
BILL	FUND	SECURITY
BULLY	GENERAL MEETINGS	SENIORITY
CHILDCARE	GOVERNMENT	SOCIAL JUSTICE
CITIZENSHIP	INDIGENOUS	TAX
CSIS	LEGISLATION	TRADE UNION
DUE PROCESS	MISLEADING	TRANSPARENCY
EDUCATION	NDP	UNION
ELECTION	PASSED	VOTE
EMPLOYMENT	PETITIONS	YOUR VOICE

K X S N O I T I T E P A Y Q H G N I D A E L S I M
 E L C I T I Z E N S H I P M F L M G F O D J N J D
 D A O C E C I T S U J L A I C O S L R R B H O R J
 U R Z F E U G L T E H Q T X O P Y T C U H Q I E Y
 C E F P A S S E D U E P R O C E S S H J S Y T G Z
 A D X M O F I B S M O D E E R F J Q Z G O M A D P
 T E N E M P L O Y M E N T R W N D S R U I V R Y I
 I F F C Y U P R O T E C T I O N Z Y R A G R E C C
 O G E N E R A L M E E T I N G S T V S O C N D A T
 N V G M P X N Q D E K R D B Y I O O V H W M E C Y
 R N B Q B M J R Y B I F M P L I Z E I X S U F O T
 X O F W C J R L H E Z G W I C L R L J K T H S V K
 R I A B A R L D Y R E W B E A N D M O W I G A D V
 F N R P H U E N R J C A L T M C D F Q N Y L F A J
 X U B R B E B H M Q T M N E A T A X D Z T E E B X
 U E I I I O E A T N X Z N R G Y Q I L V L T T D K
 J D T V L P L A U O R T E H J I G K K N D P Y I A
 Y A R A L K E O G T R R Y L T E S E N I O R I T Y
 K R A C V C C C D H V B Z T N Y Q L Y K T F V X N
 F T T Y N C T U H S Q U G O I U Y Z A Q E E D V W
 D A I Q A J I G J I P W U I A R R H I T S C G V C
 C W O S Y O O Q P S N S Z L B J U F U S I K T N N
 G D N U F K N B P C N O I N U Q Q C W P H O E A U
 U U P E T O V V P B A T T P D Y Q H E I Q I N O W
 Z F J E Z K V F K R Y R Y C N E R A P S N A R T Y

Word Wonderment

Mandatory Pension Plans

No matter how much we gripe about it, if you're over 18 and working in Canada, you probably see deductions for the Canada Pension Plan taken off your cheque. But this is actually a good thing!

Research has found that left to our own devices, most Canadians will not make enough voluntary pension contributions to retire in financial security. In fact, only one third of Canadians make any contributions at all to RRSPs. This means millions will be dependent on the Old Age Security and Guaranteed Income Supplement programs instead of their own savings.

Combine this with the currently low maximum of \$1065 per month in CPP payments and it's no wonder that 2014 estimates show 600,000 seniors are living in poverty, with women twice as likely to retire in poverty as men.

The Canadian Labour Congress has engaged in a campaign for retirement security. They are calling on the federal government to look at measures to reduce poverty for those of us who have finished our working lives. A key recommendation is doubling the CPP retirement benefit.

The CPP performs so well that the proposals would only require a 50% increase in contributions over seven years to see the benefits doubled when you retire. The plan is sustainable and smartly invested. Our members dealing with changes to CCWIPP would also benefit from the proposed CPP expansion.

Despite the evidence that voluntary plans do not work for the majority of Canadians, the Harper Conservatives refuse to take action on the CPP. If we want to retire in dignity, it's time to vote the Conservatives out!

401 EVENTS CALENDAR

october

1	Int'l Day of Older Persons
1	Union General Membership Meeting – Pebble Beach
5	Union General Membership Meeting – Henday Lodge
6-8	Federal OH&S Training – Calgary
6	Union General Membership Meeting – Wapasu West
7	Union General Membership Meeting – Wapasu Main/East
7	Union General Membership Meeting – Conklin
8	Union General Membership Meeting – Devon Lodge
9	Union General Membership Meeting – Anzac Lodge
12	Thanksgiving Day
13	Union General Membership Meeting – Ft. McMurray
13	Union General Membership Meeting – Brooks
13-14	Political Action Training – Edmonton
15	Aramark Long Lake General Membership Meeting – Aramark Long Lake
16	World Food Day
17	Int'l Day for the Eradication of Poverty
18	Persons' Day
20-21	Superstore Scheduling Training – Calgary
27-28	Health & Safety Training (Retail) – Edmonton
31	Halloween

november

1	Daylight Savings Time Ends
3-4	Health & Safety Training (Industrial and Warehousing) – Calgary
6-8	Federal OH&S Training – Calgary
9-10	Federal Health & Safety Training – Calgary
11	Remembrance Day
17-18	Note Taking Training – Edmonton
20	Universal Children's Day
24	Union General Membership Meeting – Edmonton
24-25	Cultural Comfort Training – Calgary
25	Union General Membership Meeting – Calgary
25	International Day for the Elimination of Violence Against Women
26	Union General Membership Meeting – Red Deer
26	Union General Membership Meeting – Grande Prairie
30	Union General Membership Meeting – Beaver River

Don't forget to check your union bulletin board or w.ufcw401.ca for updates or changes to 401 events.

401 EVENTS CALENDAR

december

1	Union General Membership Meeting – Camrose/Wetaskiwin
1	Union General Membership Meeting – Hinton
1	World AIDS Day
1-2	Retail Shop Steward Training – Edmonton
2	Union General Membership Meeting – Medicine Hat
2	Union General Membership Meeting – Lethbridge
2	Union General Membership Meeting – Lloydminster
3	Union General Membership Meeting – Taber
3	Union General Membership Meeting – Ft. McMurray
3	Int'l Day of Disabled Persons
6	National Day of Remembrance & Action on Violence Against Women
7	Union General Membership Meeting – Henday Lodge
8	Union General Membership Meeting – Wapasu West
8-10	Public Speaking Training – Calgary
9	Union General Membership Meeting – Wapasu Main/East
10	Int'l Human Rights Day
18	Int'l Migrants' Day
24	Christmas Eve
25	Christmas Day
26	Boxing Day

Do you see something on this calendar that interests you?

Perhaps a school that's going on or one of our fabulous member driven committees that piques your interest or tickles your fancy? It is a great time to get more involved in your union, and there are numerous ways to do so. Be sure to call your Union Rep to find out more about whatever union action or event interests you, and learn how you can get involved. **Get connected and get involved!** You are a member of Alberta's most dynamic union and by becoming more involved in your union, you can make a valuable contribution to your community and help build a stronger future for all workers in the province.

Don't forget to check your union bulletin board or w.ufcw401.ca for updates or changes to 401 events.



PRIVACY

Who deserves to
know about you?

The Conservatives' Bill C-377 and Your Privacy

If your spouse receives a benefit upon your death; if you win a financial settlement due to a grievance arbitration; if your benefits cover costly prescription services; if you're a contractor doing business with a union; the Conservatives believe they have the right to post your name and address on a government list if any of those expenses are over \$5,000.

In an ironic twist, the scandal plagued conservative senators passed Bill C-377 on June 30th of this year, under the guise that it would provide the public with more transparency of labour unions. No similar Bill has come forward for this kind of so-called "transparency" in the private sector, or even for governments themselves. Harper is willing to trample over your privacy rights to continue his personal grudge against the labour movement.

Like many unions across the country, UFCW Local 401 produces detailed financial documents for its members. Any member can attend the many General Meetings held across the

Written by Trevor Zimmerman, Union Organizer

"This Bill before us, whatever may have been its laudable transparency goals, is really — through drafting sins of omission and commission — an expression of statutory contempt for the working men and women in our trade unions and for the trade unions themselves and their right under federal and provincial law to organize.

It is divisive and unproductive."

- Former Conservative Senator Hugh Segal

province and receive a copy of our monthly finances. Members can also ask questions of their elected officers at those meetings, or at any time that is convenient for them.

Every 4 years, you also get to elect union officials like the President, Secretary Treasurer, and an Executive Board, made up of members like you. Your elected union officials make decisions about how your dues are spent, and all those officials are accountable to the membership at all times, including election time. There is already more transparency within the trade union structure than with any other government body or corporation.

For Conservatives, however, this is not enough. In their move to draw negative political attention to unions and drown them in red tape, they have created rules so difficult to follow and track it is estimated that they will have to spend over \$20 million of our tax dollars in

the first two years just to get the Canada Revenue Agency capable of tracking and processing all the paperwork!

As a matter of strategy, **because these rules will only apply to unions, and not to companies or governments, unions will find themselves at a distinct disadvantage at the negotiating table** because we will be unable to access the same kinds of financial information about the company as the bosses can about the union and its membership. The reason for this legislation is not to make unions transparent, but rather to simply force us to have to "show our hand", so to speak, when we get into a dispute with employers at the negotiating table or during hotly contested campaigns involving workers trying to join the union. Employers will have unprecedented access to our finances and information about our existing members like you. How is this a benefit to the general public?

It is actually quite shocking!

In addition to the unnecessary privacy breaches mentioned above, this Bill also requires disclosure of legal expenses, and accounting for time spent on political activities, further exposing to the public what only our membership should be entitled to know.

Your union, the opposition parties, the Canadian Bar Association, even conservative senators have voiced opposition to this Bill. Now that it has been passed, unions are preparing legal challenges, and union members are preparing to vote out Harper so that this Bill can be repealed.

We can make a **BETTER CHOICE**



Better Choice

Better choices. Better economy. Better future.

Worried about the economy? Or your future?

It's no wonder. A slow economic recovery has left 2.8 million Canadians unemployed or underemployed. Nearly three quarters of the jobs created in the past six years have been precarious (part-time, temporary or in the self-employed sector). Household debt is at an all-time high.

This election, we can make a better choice. One that recognizes that getting people working is good for the economy. One that creates high-quality, secure jobs instead of short-term, temporary positions. One that prepares for our aging population.

We can make a better choice for all Canadians and the economy.

What will you choose?

Find out more at betterchoice.ca

