



Make plans now for Labour Day and other fall activities



By Wayne Hanley, President Local 175

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News & Views

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The always too brief Canadian summer is almost over. I hope you'll join your co-workers and fellow UFCW members at the upcoming labour day parades, BBQs and other festivities taking place in various locations across the province.

To check on events in your community call your regional office or local labour council. Many of you will be busy shopping for back-to-school lunches, supplies and apparel for your families. Please remember to shop, always, at unionized stores such as A&P, Food Basics, Fortinos, Loblaws, Loeb, The Barn Markets, Ultra Food & Drug as well as Pharma Plus and Zellers. It's the best way to ensure good-paying jobs for all working people in Ontario. When you shop at these unionized stores, you help maintain good wages and benefits for your unionized sisters and brothers, who will have more money to spend in your community, which will create more jobs and greater prosperity for everyone! To help us retain good-paying jobs in the manufacturing and processing sectors, please buy Canadian-made products whenever you can.

Many of you will be thinking about returning to school to upgrade your education and/or have access to more career options. Our Local is offering many choices to members including a number of new Internet Distance Education courses as well as General Interest, Technology, Labour Studies and High School Credits. All courses are *free* to Locals 175 & 633 members and their families. For more information on the Training Centre, its courses and schedules, please log on to:

www.ufcw175.com
or call 1-800-728-8902

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For the most recent Locals 175 & 633 news, including negotiations, visit our Web site: www.ufcw175.com

Wal-Mart workers – or others wanting to get connected to a better life – learn more about Unions and Wal-Mart by visiting www.walmartworkerscanada.com or call 1-877-24-UNITE (1-877-248-6483)

**Locals 175 & 633 of the United Food & Commercial Workers (UFCW Canada)
2200 Argentia Road, Mississauga, Ontario L5N 2K7
(905) 821-8329 Toll-free 1-800-565-8329 Fax (905) 821-7144.
Web site www.ufcw175.com**

Arbitrations

Workers awarded back pay for unjust suspension

Two members at **Gildan Activewear Inc.** in **Long Sault** win pay for lost wages.

The Union argued that suspending the workers was a double punishment, because of the demerit point system already established. "The employer needs to know it cannot arbitrarily apply any punishment it wants to add on," says Local 175 advocate **Fernando Reis**. Despite the employer's arguing its right to impose other punishment, the arbitrator sided with the Union and ordered it to pay back the wages that workers lost while suspended.



Arbitration victory at Family Resource Centre

On April 16, 2004, a worker at **Trenton Military Family Resource Centre** received an arbitration award entitling her to a full-time six-month position and back-pay for lost time.

The employer posted an opening for an Early Childhood Educator (ECE) for which the grievor applied. Another worker, with less experience and service time, received the job despite the proven ability of the grievor who had, over the past several months, filled in for absent ECE staff on a regular basis with no complaints. In addition, the grievor is taking courses to achieve her ECE certification and has five years of part-time service with the employer.

The employer argued that the grievor did not have ECE certification where as the hired worker did. Arbitrator Simmons, however, agreed with the Union that an ECE certificate is not vital to the posted position as there are already 15 certified workers. In addition, this job is not permanent and the employer was under no obligation to post the position. The company could have assigned the hours to the grievor, as was done during absences in the past, without objection.

As a result, the grievor received the position for the time left in its term and compensation for the difference in the number of hours between her part-time hours worked and those stipulated in the job posting.

Arbitrator tells hotel to pay up

The Union and workers filed a number of grievances against the **Rainy Lake Hotel** in **Thunder Bay** regarding late payment of workers' paycheques as well as dental and health and welfare benefit premiums. In addition, the Union filed two policy grievances because of failure to remit both the workers' pay and Union dues on time.

Over the last several years, the company has been habitually late in its payment of both health and welfare premiums as well as workers' pay. This places a lot of stress on the workers who have scheduled payments of their own to make. This particular grievance addressed five late payments in the beginning of 2004, plus the ongoing failure to remit.

The company claims it is suffering financial difficulties and about to undergo financial restructuring. Arbitrator Marcotte, however, sided with the Union because the company has a

clear history of failing to make timely payments – even after an arbitration decision earlier this year ordered the company to comply with these financial obligations.

The company is ordered to pay the Union Dues it owes and an additional amount to cover bounced cheques previously remitted for dues. With respect to the Benefit Trust Fund and the Dental Plan, the company must pay the amount specified in the collective agreement. Arbitrator Marcotte added a compliance order to his decision, at the request of the Union, to prevent the company from violating these same collective agreement provisions in the future.

Negotiations

Workers win First Collective Agreements

On May 17, 2004, new members at the **Anne Johnston Health Station (AJHS)** in **Toronto** ratified a first contract.

Highlights include a Ministry of Health wage adjustment, Registered Retirement Savings Plan (RRSP) contributions totalling 5 per cent of annual pay (fully funded by the employer) and benefits to include major medical, dental, group life, long-term disability and Accidental Death & Dismemberment (AD&D). Workers with 12 plus years of service have five weeks vacation and all full-timers gain two paid floater holidays, in addition to 10 statutory. Supplementary coverage for maternity leave will top up Employment Insurance payments to 70 per cent. Important agreement language establishes seniority, steward representation, grievance procedures, health and safety measures and anti-discrimination/harassment policies.

Union Negotiating Committee: **Nancy Martin, Lewis Williams** and Union Rep **Fernando Reis**.

Cleaning and maintenance service workers at **Contact Building Services** in **Toronto** ratified their first collective agreement on April 2, 2004. Getting the new collective agreement was a fight for the Union.

Contact Building Services took over cleaning contracts for **Omni Facility Services Inc.**, also represented by Local 175, and the company refused to recognize both the existing collective agreement and the Union's representation of the workers. Union Reps had to sign up employees again and reapply to the Ontario Labour Relations Board (OLRB). Initially, the company fired eight workers but the Union filed charges at the OLRB and all eight got their jobs back with compensation and no lost seniority.

Contract highlights include wage increases totaling 75 cents per hour and clear grievance language protecting members' job security and safety in the workplace. Improved vacation entitlement provides three weeks per year for workers with six years of service and four for those with 10 plus years of service. New language protects members through seniority, layoff and recall rights and job vacancy policies. It also covers leaves of absence and paid holidays.

Union Negotiating Committee: **Raquel Ramirez** and Union Rep **Paul Jokhu**.

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Strike Update

GTA Hertz walks

As of 6 p.m. on Thursday, July 15, 2004, approximately 180 unionized workers at **Hertz Canada** locations across the **Greater Toronto Area (GTA)** began legal strike action. The strike follows the membership's rejection of the company's latest offer for a renewed collective agreement.



Picket Captain Fowzi Omer (left) along with fellow CSRs (Counter Service Representatives) Christina Alexander and Massimo Falbo stand guard in Terminal 2 garage. "We want a fair deal to reflect our hard work," says CSR Massimo.

their hard work," says UFCW Local 175 Central East Regional Director, Jerry Clifford. "We fully support these workers in their strike for appropriate compensation."

The workers want improvements in wages, benefits, shift premiums, vacation entitlement and shift-bidding language. Bargaining unit members include Counter Service Representatives and Vehicle Service Attendants. Locations include several at Pearson Airport, as well as off-site locations.

"These workers deserve a contract that reflects

Alpine Graphics workers end strike

On July 9, 2004, members at Alpine Graphics in Toronto agreed on a three-year collective agreement that brought an end to their weeklong strike. The employer initially wanted a 5 per cent rollback on all wages but the workers held out for raises and other improvements to their contract.

The new contract includes across-the-board wage increases plus signing and Christmas bonuses. The employer will increase its contributions to the workers' Local 175 Health & Welfare Fund and also to their pension plan, resulting in improved retirement benefits. Additionally, there is enhanced language regarding the posting and forwarding to the Union of seniority lists.



"We had 100 per cent support during the strike," says Union Rep **Anthony DiMaio**. "It's through the hard work of these members on the picket line that we were able to achieve this improved contract."

The strike began on July 5, 2004, when the company locked out the workers after they rejected what the company deemed its "last offer."

Negotiators: **Everett Hiscock** and **Anthony DiMaio**.

Meat-processing workers Strike for first contract

New members working at the **Mid Town Meat** processing plant in **Wellington**, south of Belleville, have been on strike since Wednesday, July 14, 2004, after negotiations on a first contract broke down. The 210 members, who process ham, want the company to implement a wage grid as well as improve wages, benefits and contract language. They also want the right to transfer both themselves and their contract if the company decides to relocate to a new facility in Trenton.

After five days of negotiations, three of those with a province-appointed conciliator, the Union and company were able to reach agreement, on July 1, 2004, on all issues except wages, a wage grid and transfer rights. Subsequently, the company back-tracked, withdrawing what it had agreed to earlier and instead presented a new inferior "final" offer. It was rejected by a majority of members who attended the union ratification meeting.

Negotiations (Cont'd)

Health care workers secure three-year contract

On May 25, 2004, workers at **Access Alliance Multicultural Community Health Centre** in **Toronto** ratified a three-year collective agreement providing wage increases, in accordance with the funding formula set by the Ministry of Health, plus employer contributions to the members' RRSPs rise to 5 per cent of gross earnings. In addition to health and welfare benefits there is now a supplementary plan to top up for pregnancy/parental leave for a total of 35 weeks (17 for pregnancy and 17 for parental) and a total of 25 weeks for parental leave only.

Workers gain an additional floating day off in addition to statutory holidays. Full-timers receive an extra two vacation days as a signing bonus. Part-timers gain one day. Relief and Special Project workers can now apply for permanent positions and receive improved vacation benefits. The employer's attempts to erode the bargaining unit by excluding Special Project positions, which are more than three months in duration, was successfully opposed. Union Negotiating Committee: **Carolina Berinstein**, **Celia Fernandes**, Union Rep **Joe DeMelo** and Central West Regional Director **Harry Sutton**.

Milling workers ratify new contract

Members at **ADM Milling Company** in **Port Colborne** ratified a new three-year collective agreement on May 26, 2004. Highlights include improvements to job classifications and rates of pay. Operators 1 and 2, Maintenance training and Maintenance classifications receive wage increases of 2.5 per cent in years one and two and 2 per cent in the third. Workers classified as Utility receive 5 per cent and those assigned as Relief Supervisor receive \$1.25 more per hour than the highest pay rate of the workers on that shift. Lead person on a shift gains \$1 more per hour than the highest rate of any worker on that same shift. All initial increases are

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retroactive to November 30, 2003.

Members benefit from improved pensions rates and increased matching company contributions to their RRSPs. The safety shoe allowance rises to \$300. Improved language covers vacation entitlement, bereavement leave, grievances and arbitrations.

Union Negotiating Committee: **Leo Caron, Bob Dussault, Ken Marlor, Rolf Numsen, Rudy Vink** and Union Rep **Rick Hogue**.

Flexible conduit manufacturing workers gain three-year agreement

Workers at **Anamet Canada Inc.**, in **Colborne**, ratified a collective agreement on April 28, 2004, with wage increases of 40 cents per hour in the first year and another 45 cents in both the second and third years.

Company contributions to the Canadian Commercial Workers Industry Pension Plan (CCWIPP) rise annually to provide an improved member benefit. The vision care coverage increases and the 5 per cent maximum for benefits coverage is deleted. Important new language covering harassment, violence, abuse and familiarization has been added.

Union Negotiation Committee: **Ron Carter, David Postma** and Union Rep **Ray Bromley**.

COPE Corporation workers secure contract

Workers at the **Madoc COPE Corporation** unanimously ratified a new three-year agreement on March 11, 2004. Negotiations secured across-the-board wage increases of 1 per cent in the first year, 1.5 per cent in year two and 2 per cent in the final.

Employer contributions to the CCWIPP increase to provide an improved member benefit for future credited work. A one-time lump sum payment of \$6,000 to the CCWIPP results in a pension adjustment of \$1,000 of additional money for each worker. Vision care coverage increases to \$150 per 24 months for all workers. Required courses, and transportation for such courses, will be fully-paid by the company. The paid compassionate leave entitlement expands by two days. Long-service workers now receive six weeks vacation per year. Part-timers gain an improved 8 per cent vacation pay in lieu of days off.

Members at this unit work with developmentally handicapped people to help them attain jobs and social advancement. Madoc is located north of Belleville.

Union Negotiating Committee: **Sherrie Brett, Lynn Lee** and Union Rep **Marilyn Lang**.

Unanimous ratification at Canadian Waste Services

On March 15, 2004, members in **Windsor** endorsed a new three-year agreement with wage increases, for all rates and classifications, of 50 cents per hour retroactive to January 1, 2004, plus an additional 45 and 40 cents per hour in years two and three respectively. All members gain a \$250 signing bonus in the form of a gift certificate.

Language in the renewed agreement establishes a Health & Safety Committee, which will help ensure a secure and safe work environment. Workers starting their shift after 3 p.m. receive an improved shift premium of 60 cents per hour.

Those starting after 11 p.m. receive a premium of 85 cents. Members gain better health and welfare coverage resulting from increased contributions to the UFCW Trusteed Benefits and Dental Plans. The pension benefit contribution is an additional 36 cents per hour, which brings the total contribution to \$1.05 per hour. The company will provide \$125 to each worker in each year of the agreement for the purchase of work boots.

Union Negotiating Committee: **Joe Mikhal, Tim O'Donnell, Willy Rollo, Ed Tremblay** and Union Rep **Julie Johnston**.

Enhanced benefits and job security for food workers
On Saturday, June 12, 2004, members at **Caravelle Foods** in **Brampton** ratified a new three-year collective agreement. Contract highlights include across-the-board wage increases for all classifications of 25 cents per hour in each year.

Effective July 4, 2004, the company will begin contributions to the CCWIPP thereby improving the members' retirement benefits.

Effective July 1, 2004, the company will contribute to the UFCW Trusteed Dental Plan, at the rate of 30 cents per hour, resulting in improved coverage. Optical coverage improves to \$225 per 24-month period.

Important new language protects workers seniority and jobs. Members at this location produce hamburger patties for McDonald's restaurants.

Union Negotiating Committee: **Davinder Dandiwal, Vera Sellar, Diego Serrano** and Union Rep **Joe DeMelo**.

Wage and benefits improvements for Coca-Cola workers in Hamilton and London

One hundred twenty-five unionized workers at **Hamilton's Coca-Cola Bottling facility** voted in favour of a last minute settlement at a ratification meeting held on July 1, 2004. A majority of workers approved the memorandum of settlement to gain a new agreement with better wages, pensions and other improvements

The bargaining unit secured wage increases of \$2.15 per hour. In addition, company contributions to the CCWIPP rise to provide an improved past and future retirement benefit.

As well as better monetary compensation, workers won significant benefit improvements. The annual maximum family coverage for the prescription drug benefit rises to \$15,000. Additionally, there are increases in the life insurance coverage, Short and Long-Term Disability benefits, and the safety shoe or boot allowance. Workers will also be assured a reduced but fully-paid workweek during weeks with one or more statutory holidays.

"These members are hard working and deserve a fair settlement that truly reflects their dedication and ability," says President **Wayne Hanley**. "They worked long and hard in negotiations, and as a result received better improvements to their collective agreement."

Union Negotiating Committee: **Jim Barr, Dave Leonard, Alice Sooley** and Union Rep **Chris Fuller**.

On June 19, 2004, members at **Coca-Cola Bottling Company** in **London** ratified a new four-year collective

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Supermarket members at Food Basics win wage and benefit improvements

More than 6,300 members working full-time and part-time at **76 Food Basics** supermarkets ratified a new contract at province-wide membership meetings, held in 29 locations throughout Ontario, on June 21 and 22, 2004.

“In an environment where food retailers are demanding significant concessions in labour costs, the Union negotiating committee bargained an excellent agreement,” says President **Wayne Hanley**. “Despite pressure from the employer to eliminate the pension plan, it was maintained and the employer’s contribution to it was increased. Additionally, all bargaining unit employees receive a wage bump of 75 cents per hour over the life of the agreement.” The first year’s increase is retroactive to February 2004.

As well, there are numerous improvements in contract language. In spite of an industry trend to a “continental” or seven-day workweek, current full and part-time workers were able to maintain a Monday-Saturday workweek. Sunday work is scheduled over and above with all pre-ratification employees offered Sunday work, by seniority, on a rotating basis, and paid a \$1.60 per hour premium. For the first time, full-time workers will be entitled to a full week-end off (both Saturday and Sunday), once in every four-week period.

The employer is required to post permanent, full-time department manager position vacancies and to fill these based on seniority, provided the applicant has the requisite skills and ability. The potential for additional full-time positions has been created due to a new six-week limitation on the employer’s ability to schedule part-timers for absent full-timers. The grocery department manager and pharmacy technician have been recognized as bargaining unit positions, covered by the union contract.

For the first time, workers gain the ability to bank hours for future use as sick or personal time. Part-timers will also see an increase in the minimum shift guarantee.

All bargaining unit members are now entitled to expedited investigations regarding harassment, sexual harassment, discrimination and other types of human rights violations.

The members work in locations operated by independent franchisees and also in corporate, A&P-owned stores.

The union negotiating committee met with the company for a total of 13 days, from March through June, to hammer

out the new agreement.

The committee members were **Richard Ambrush, Phil Casimiri, Roseanne DesLauriers, Teresa Nuccitelli, Tina Policelli, Nancy Rogers, Debbie Ross, and Mark Stockton**, along with Union Reps **Judith Burch, Matt Davenport, John DiNardo, Sylvia Groom, Roy Reed**, South Central Regional Director **Sharon Gall**, and UFCW Local 175 President **Wayne Hanley**.



*At the Toronto West meeting Union Negotiator **Teresa Nuccitelli** (right), a Steward at store # 867 at Jane & Wilson, responds to a member query, assisted by Union Rep **John DiNardo**.*

*Above, she helps Union Steward **Paolo Mediros**, of store # 631 at Jane & Alliance, to verify membership prior to the meeting.*

*Negotiators **Phil Casimiri**, from store # 914 on Erin Mills Parkway in Mississauga and **Matt Davenport**, Union Rep, explain the memorandum of agreement to members at the Mississauga meeting.*



agreement. Contract highlights include wage increases totalling \$1.85 per hour for permanent workers and \$1.40 for temporaries plus pension improvements. Cooler Delivery workers receive an hourly premium of 49 cents.

Over the course of the agreement, Long Term Disability benefits increase to a monthly maximum of \$2,400, with Weekly Income Benefits rising to a maximum of \$600. Life Insurance coverage increases to \$50,000 and the annual safety boot allowance to \$150. Improved language relates to over-time pay and leaves of absence with an additional letter of agreement addressing temporary employees and job filling based on seniority.

Union Negotiating Committee: **Mark Doggett, Rick Uhrig** and Union Rep **Kevin Dowling**.

Workers at clothing manufacturer ratify

On March 1, 2004, members at **Dickies Canada in Hanover** voted "yes" to a renewed three-year agreement. Improvements include wage increases to the progression rates of 25 cents per hour in each year. The company's matching RRSP contributions rises to \$350 and Life Insurance coverage to \$10,000. Other improvements cover vacation entitlement for long-service workers, daily sick-pay plan increases to \$30 and language regarding seniority and just cause for discipline and suspension.

Union Negotiating Committee: **Teri Bell, Ruth Ann Leudke, Donna McCracken, Tammy McCracken** and Union Rep **Rick Wauhkonen**.

Industrial workers achieve contract improvements

Workers at **Dresden Industrial in Ridgetown**, ratified a new collective agreement on May 29, 2004. Highlights of the contract include wage increases totalling \$2.40 per hour for all rates and classifications. Shift premiums increase to 90 cents per hour.

Members benefit from improved pension plan contributions, which increase to a total of 83 cents per hour and a life insurance coverage boost to \$45,000. A total of three additional floater holidays will be added to each worker's yearly entitlement. Improved language extends health and welfare coverage to nine and 12 months related to years of service. The company will pay for regular eye exams, every 24 months, and vision coverage increases to \$200. Dental plan contributions rise to 33 cents per hour.

New language covers an apprenticeship program for Skilled Trades workers, seniority and job-filling as well as steward representation and grievance handling. Workers also receive an improved tool and safety boot allowance.

Union Negotiating Committee: **Dennis Fraser, Jason Hoof, Michelle Simpson, John Wardle**, Union Rep **Kevin Dowling** and South West Regional Director, **Teresa Magee**.

Meat Processors achieve three-year contract

On July 10, 2004, members at **R. Fiedler Meat Products Ltd. in Simcoe** ratified a new collective agreement. Highlights for the 30 members of the bargaining unit include an increase of 25 cents per hour retroactive to February 4, 2004. Full-time rates increase by an hourly total of 70 cents over the course of the agreement, with part-time wages increasing by 50 cents.

Company contributions to the CCWIPP increase to provide an improved retirement benefit. Two new full-time classifications are Rollstock Operator and Rib Saw Cutter.

The company will now cover 75 per cent of the premium costs for the full-timers' Health and Welfare plan. The Weekly Indemnity Benefit increases to 60 per cent of a worker's base rate to a maximum of \$400 per week. As of March 1, 2005, the company will contribute 30 cents per hour per full-time permanent worker to the UFCW Dental Plan. Vacation entitlement improves for workers with 12 plus years of service. Qualified workers now receive four weeks vacation and vacation pay at 2 per cent of their annual earnings. Language improvements cover steward representation, the grievance procedure and layoff and recall.

Union Negotiating Committee: **Bill Furey, Gary Von Every, Stan Watson** and Union Rep **Rick Hogue**.

Supermarket workers ink new contract

On June 15, 2004, members at **Grocery Depot in Kirkland Lake** ratified a renewed three-year collective agreement. Contract highlights include wage increases of 2 per cent in each year and improved pension and dental benefits for members.

Part-time workers receive sick days and vacation improvements. Statutory holiday entitlement increases to include Civic Holiday. Members benefit from improved recall rights, a shorter probation period and more time to file grievances.

In addition, there are improvements to bereavement leave entitlement and new, stronger language regarding steward representation.

Union Negotiating Committee: **Archie Mackinnon, Kim Villeneuve** and Union Rep **Tim Deelstra**.

Home care service workers ratify

Members at **Hagi Independent Living Services in Thunder Bay** secured a new three-year agreement on February 15, 2004.

The highlights include guaranteed wage increases, including pay equity adjustments. A new shift premium, for workers called-in to cover a shift with less than 12 hours notice, entitles those workers to an additional 50 cents per hour.

In lieu of benefits, part-time workers now receive 5 per cent on top of their gross earnings.

Company contributions to the members' CCWIPP increase to provide an improved member benefit for future credited work. All members of the bargaining unit receive a 1 per cent restructuring bonus upon ratification.

Union Negotiating Committee: **Bonnie Eichmanis, Rebecca Jackson, Rebecca McMartin, Michele Raison, Joleen Ridler, Kim White** and Union Rep **Colby Flank**.

Three-year contract for building cleaners

On July 3, 2004, building cleaners at **Hallmark Housekeeping**, who work in the **Scotia Bank Building in Toronto**, ratified a new three-year collective agreement. Highlights include annual wage increases of 25 cents per hour. The first is retroactive to January 4, 2004.

Company contributions to the CCWIPP increase to provide an improved retirement benefit for the members.

Full-time workers are now entitled to seven sick days per

year and part-time receive three days.

Health and safety language improvements result in better worker representation on the Health & Safety Committee with Workplace Hazardous Materials Information System (WHMIS) training for all members of the bargaining unit. Union Negotiating Committee: **Manolo Alurralde** and Union Rep **Joe DeMelo**.

Hotel workers win contract improvements

On Saturday, April 24, members at the **Holiday Inn Select**, in **Windsor**, ratified a renewed collective agreement.

Contract highlights include wage increases totaling 3 per cent and an additional 3 per cent in 2004, 2005 and 2006.

Company RRSP contributions for full-time staff will total \$750 by the end of the contract term. Other improvements ensure six paid sick days per year, an additional \$200 per 24-month period for vision care coverage and improvements to the dental plan. The training allowance increases to 75 cents per hour with the employer providing a number of complimentary rooms for UFCW Training & Education sessions. There are other language improvements throughout the agreement.

Union Negotiating Committee: **Mike Collins, Kim Rivait, Madelaine Verbridge**, Union Rep **Julie Johnston** and South West Regional Director, **Teresa Magee**.

Nursing Home workers ratify

On May 6, 2004, health care workers at the **Huntsville District Nursing Home** ratified a new three-year agreement. Wage increases are 36 cents per hour for all classifications in each year plus an additional 15-cent pay equity adjustment and an extra 25 cents for RPNs. The weekend shift premium adds an additional 15 cents per hour. Employer contributions to the CCWIPP rise to provide an improved member retirement benefit. Company contributions to the member's health and welfare plan increase by 1 per cent. Dental plan coverage improves as employer contributions rise to 29 cents per hour. There are enhancements to the uniform allowance and language regarding bereavement leave entitlement.

Union Negotiating Committee: **Betty Ann Haslehurst, Pam Langford, Lori Roberts, Joyce Vicaire** and Union Rep **Archie Duckworth**.

Cleaners at two Hurley locations ratify

Cleaning and maintenance workers at **Hurley Corporation**, working in the **Oshawa Centre**, ratified a three-year collective agreement on April 25, 2004. Highlights include a new wage scale for all non red-circled workers and wage increases totalling a minimum of 65 cents per hour.

Contributions to the workers' major medical coverage increase. There is also improved dental coverage.

Union Negotiating Committee: **Jeff Kellar, Doris Potter, Kirk McKee** and Union Rep **Mike Brennan**.

On June 19, 2004, **Hurley** members at the **Pickering Town Centre** ratified a new collective agreement. Highlights include wage increases totalling 80 cents per hour. Lead Hands receive an hourly premium of 50 cents. Company contributions to the United Food & Commercial Workers Benefit Trust Fund increase to 89 cents per hour per employee and there are new language improvements regarding union security.

Union Negotiating Committee: **Dianne Warren** and Union Rep **Mike Brennan**.

Garage workers ratify new deal

On March 31, 2004, garage workers at **Maple Lodge Farms in Brampton** voted in favour of a new collective agreement which includes wages increases of 35 cents per hour in the first and second year of the agreement and 45 cents in the third. Retroactive improvements to the employer's CCWIPP contributions will increase the pension benefit for future credited service.

An annual safety footwear allowance is now \$125, rising to \$130 in February 2005 and \$135 in February 2006. The Life Insurance coverage increases to \$35,000. In February 2005 vision care coverage increases to \$200 per 24-month period. Union Negotiating Committee: **James B Rodgers** and Union Rep **Fernando Reis**

Hospitality workers reach three-year deal

Members at **Marek Hospitality in Kitchener** voted in favour of a new collective agreement on April 29, 2004. It provides increases in wages of 3 per cent in each year and in shift premiums to 40 cents and 65 cents per hour. The employer increases its contributions to the UFCW Dental Plan and the UFCW Benefit Trust Fund to 28 cents and 63 cents per hour respectively.

Vision care coverage improves to \$180 for employees and \$80 for dependants. Full-time staff gain Easter Monday as a paid holiday. Additional improvements include bereavement leave, language regarding uniforms, grievance procedures, arbitration time limits and a sunset clause of 18 months.

Union Negotiating Committee: **Mary Ann Dobson, Carolin Flint** and Union Rep **Richard Wauhkonen**.

Car Rental garage workers ink new contract

On May 18, 2004, approximately 63 garage workers at four **Toronto-area National Car Rental (Canada Inc.)** locations achieved a new agreement. The three-year contract includes annual wage increases of 50 cents per hour and improvements in vision care coverage and sick day language with 100 per cent payout on unused sick days. Several language improvements relate to shift-bidding language, the movement of cars between the airport terminals and the Attwell garage, and return-to-work accommodations for workers with medical restrictions.

Union Negotiating Committee: **Zeraykob Emeru, Roger Harris, Kibret Tesfay**, and Union Reps **Jehan Ahamed** and **Larry Bain**.

Nursing home workers win contract gains

Members reached a three-year agreement at **North Park Nursing Home in Toronto** on March 19, 2004.

Highlights include wage increases of 40 cents per hour in each year of the contract with an additional 25 cents per hour each year for RPNs. Higher pension contributions of 5 cents per hour will improve the pension benefit. The employer will also increase contributions to the workers' Dental and Group Insurance plans. Those with 25 years plus service receive an improved annual six weeks of vacation entitlement. In addition, all staff may carry over two weeks of vacation to the next year for an extended vacation.

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New call-in language, based on seniority, guarantees workers a minimum of four hours work or pay.

Union Negotiating Committee: **Edna-Jean Louis, Miranda Roberts, Floris Taffe, Ena Tulloch**, Union Rep **Dan Serbin** and Central East Regional Director, **Jerry Clifford**.

Supermarket workers ratify new contract

Members at **Northwoods Foods** in **Thunder Bay** ratified a three-year agreement on May 12, 2004. The 25 members gain wage increases of 25 cents per hour in the first year, plus an additional 20 cents per hour in both the second and third year. Part-time workers are now part of the pension plan and those with 10 plus years of service receive 8 per cent vacation pay on previous years' earnings. Other improvements provide 5 days bereavement leave, optical coverage for eligible workers to \$100 per two-year period and important new language for a discrimination-free workplace. A new discount program entitles workers to a 10 per cent discount on grocery purchases.

Pepsi members achieve new agreement

Members at the **Pepsi** plant in **London** ratified a new collective agreement on May 29, 2004. Highlights include wage increases of 60 cents per hour in the second, third and fourth year of the agreement. Company contributions to the CCWIPP improve the members' retirement benefit payments. Also, the company will contribute an additional amount to CCWIPP, for all workers on the seniority list, to a maximum of 2,080 hours each, for the purchase of past service credit.

Other contract enhancements include one extra floater holiday per year, pay out for unused sick days, better grievance and arbitration language plus improvements to bereavement leave entitlement, job classifications & job posting language. Union Negotiating Committee: **Frank Fargnol, Mike McKenzie, Steve Robinson, Ian Scanlan** and Union Rep **Kevin Dowling**.

Processors gain contract enhancements

On February 26, 2004, members at **Robin Hood Multifoods** condiment-processing facility in **Dunnville**, ratified a new three-year agreement that provides ten new full-time job postings.

Members in the bargaining unit will benefit from wage increases of up to \$2 per hour in each year of the agreement, retroactive to January 1, 2004. Additionally there is a substantial wage adjustment for line leaders. Part-time workers receive full-time pay for time worked in excess of 1,400

hours per year. Red-circled workers won lump sum payments of \$500 in each year of the contract.

There is also a new clause mandating training for members, offered by seniority. Life insurance coverage increases to \$36,000. There are also improved pension plan supplements. Language covering the transfer of seniority for part-time workers moving to full-time is strengthened and new full-time job postings will result from part-time work done in excess of 1,668 hours per year.

Union Negotiating Committee: **Liz Lennox, Dave McQuillin, Jamie Rutledge, Rick Stu**, Union Rep **Rick Hogue** and Central West Regional Director, **Harry Sutton**.

Community Care workers ratify three-year deal

Members at the **Vera M. Davis Community Care Centre** in **Bolton**, ratified an agreement on Sunday, July 11, 2004. Contract highlights include wage increases for all classifications of 2.5 per cent in the first year, 3 per cent in the second and 3 per cent in the third.

All workers receive a \$250 signing bonus. Those certified as Health Care Aides gain an hourly shift premium of 15 cents. The uniform allowance increases and vision care coverage rises to \$300 per 24-month period. Improved contract language covers steward representation, grievance procedures, seniority, job posting and filling and leaves of absence. Union Negotiating Committee: **Jane Busby, Lorraine Jennings, Sinceray McCabe, Linda McMahon** and Union Rep **John DiFalco**.

Walfoods GM Diesel workers ratify

Workers at **Walfoods GM Diesel** plant in **London** secured a new three-year agreement on April 29, 2004. Highlights include wage increases of 35 cents per hour in each year, improved shift premiums of 45 cents and 70 cents per hour and a relieve rate increase to \$1 per hour. There is also an additional paid floating holiday, improved vision care coverage of \$200 for each employee and dependant and better bereavement leave entitlement. The AD&D coverage rises to \$25,000. The employer increases dental contributions to 27 plus cents per hour and has agreed to improved language regarding leaves of absence, seniority, job postings, arbitration time limits, the sunset clause, grievance procedures and steward representation.

Union Negotiating Committee: **Donna Thompson** and Union Reps **Tim Deelstra** and **Richard Wauhkonen**.

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Locals 175 & 633
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