

MAKING THE ROUNDS

CELEBRATIONS AND ACTIVISM



UNIFOR
Local 1106 | Canada

Summer 2016 Edition

www.unifor1106.ca

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We salute **RPNs** - Registered Practical Nurses
Nursing Week: May 9-15

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Thank you nurses!
National Nursing Week: May 9-15

UNIFOR

Unifor thanks
Personal Support
Workers

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theUnion | le syndicat



600 Wabanaki Dr.
Kitchener, ON

(519) 585-3160

communications@unifor1106.ca

**WHEN WILL
RACISM END?**

It takes more than one day.



WHAT WILL YOU DO?

In recognition of March 21, the International Day for the Elimination of Racial Discrimination, Unifor locals are mobilizing across the country.

Our actions and our solidarity are united to end racism, but we must challenge and resist every day to make a difference.

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unifor.org/endoracism

Happy International Women's Day
All working women need a union

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theUnion | le syndicat



Over the past couple months we have celebrated many of our members: from nurses, to PSWs, to clerical support. We have celebrated our women for International Women's Day.

Local 1106 images from top to bottom:

Speakers at Aboriginal and Workers of Colour conference

Local 1106 executives with MP Tracy Ramsay

Delegates at the National Healthcare Conference

PRESIDENT'S MESSAGE

We now have the new officers in place for the next three years. We also have four new officers serving for the first time: Shereta Bowers and Candice Basara from Sunbeam Centre, as trustees, Karrie Mercier from Sunnyside Home as the guide, and Judith MacKenzie from Thresholds Homes and Supports Inc. as the sergeant at arms. I want to congratulate the local officers for their commitment and willingness to take part in leading Local 1106. It is not an easy job and I look forward to the many challenges facing us and our membership in the coming three years.

Merger with Local 1524 and Local 1106

June 20th is the date that the merger will be completed. Local 1106 will have 800 new members and 16 new workplaces. Dayle Steadman is the current president of Local 1524, and, Mike Camblin is the Financial Secretary. As of June 20, Dale Steadman will be part of the officers in Local 1106 as the manufacturing and service representative. This will be a new position in our local and will require a bylaws change. Mike will also be part of the executive board of Local 1106, as will the workplace chairperson of all units in the local.

As of June 20th we will no longer be a 100% health care local; 16 new workplaces in manufacturing and service will change the makeup of our local, but, it will not change the desire to continue to have an open, transparent inclusive local union. We will make sure that all our members will get the educational opportunities that are available. We will send the maximum number of delegates to councils and conferences. We will continue to ensure that the membership have the final say on all matters involving Local 1106.

It will take some time to find out the best way to service our membership, if we need to alter assignments to learn about the different industries we now represent. If we need to add to the WSIB advocate position as we now have 840 new members. I think that some of the answers will become clear as we go and others we will develop through trial and error.

As I said I look forward to the challenges our new local will bring and I also look forward to working with the officers to bring about the changes that will improve the opportunities for our membership.

I also want to thank the members that took part in this election and the three previous elections. I am proud to be re elected for a fourth term as your president.

In Solidarity
Bill McLachlan
President Local 1106



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VICE PRESIDENT'S MESSAGE

Ruth Pryce

I would like to take this opportunity for thanking every one for the next three years, and I will continue to work as hard as I have done in the past, and welcome the five new officers

Merge 1106 and 1524

I was invited to the last President's conference meeting held in Port Elgin. The discussion centered around smaller Locals should consider exploring merging with larger locals in their community to better serve their members.

Both Presidents for 1106 and 1524 started the conversation and several meetings later, we are no longer a 100% health care Local, but now include service and manufacturing industries.

This will not change what we do for our members.

The Trans-Pacific Partnership and Canadian Health Care.

What is the TPP? It is a 12 country trade and investment treaty negotiation that began in 2008.

Other members include Australia, Brunei, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore and Vietnam.

The 12 - nation pact was officially signed on February 4, 2016 in New Zealand. The signing does not suggest that the TPP has come into force, or that the parties are bound by it; the signing does give us a two year period in which member states must ratify the agreement. Our union has contributed to this dialogue, particularly as it affects Canada's health care; although the deal itself promises to have a wide impact in multiple sectors where Unifor members work.

The TPP would provide large pharmaceutical firms with new right and powers to increase medicine prices and limit consumer's access to cheaper generic drugs; this would include extensions of monopoly drug patents that would allow drug companies to raise prices for more medicines and even allow monopoly rights over surgical procedures. The TPP would establish new rules that could undermine

government programs in developed countries. The TPP would control the cost of medicines by employing drug formularies. These are lists of proven medicines that the government selects for use by governments health care systems; lower prices are negotiated for bulk purchase of such drugs, and new medicines that are under monopoly patents are not approved if less expensive generic drugs are equally effective. The TPP could have a huge impact on our lives. It could weaken workers' protections, make vital medicines more expensive, and make it harder for governments to make laws that protect citizens - and easier for corporations to do things that help corporate profits.

I am urging all Unifor members and families to sign the petition to urge Canada to reject provisions being proposed in the Trans-Pacific Partnership (TPP) Agreement that threatens to restrict access to affordable medicines for millions of people.

I am concerned about specific provisions in the intellectual property, investment and pharmaceutical pricing chapters that will make it harder for patients, governments and treatment providers to access affordable generic medicines in developing countries.

Too many people already suffer and die because the medicines they need are too expensive or do not exist. We can't stand by as this proposed agreement threatens to restrict access even further. Keeping medicine affordable for all.

Education

The first Unifor education was June 10-12, 2016 at the Unifor Family Education Centre.

Recommended Courses are Health & Safety and Environment Activists, Women's Education Programs, Labour and Social Justice Certificate, Supporting Members Worker Referral and Employee Family Assistance Plan Training Programs, Recommended Courses for Workplace Representatives, Local Union and Workplace Leadership.

HEALTH ACCORD

Why is the Health Accord important to me and my family?

The Harper government allowed the previous Health Accord to expire in March 2014. The Health Accord was an agreement between the federal government and all of the provinces to transfer money for healthcare and set the standards for the country. Because this agreement has expired and no new agreement has been put in place – the transfer payments are at risk of being eliminated or cut substantially. This will affect each and every Canadian.

Unifor has launched a postcard petition campaign to urge the Federal Government to renegotiate a new Health Accord with stable funding. With escalating drug prices, an aging population and an increase of private “fee for service” medicine we need a long term agreement now more than ever.

Canada is the only developed country in the world with universal health care but no national drug plan for prescription medication. This must change!

The post cards can be signed by anyone – not just our Unifor members – this is an easy way to get involved in improving our country. All post cards will be delivered to the Minister of Health prior to the First Ministers meeting in July.

Nancy Brissett is currently working on the campaign as one of the Ontario Coordinators – please contact her at 226-868-4300 to have post cards delivered to you.



LABOUR NOTES CONFERENCE

BY SHERETA BOWERS

I had the opportunity to attend the Labour Notes Conference, in Chicago the week of April 1-3 along with Ruth Pryce, Nancy Brissett, Shawn Rouse, and Candice Basara. It was an excellent weekend. We got to interact with labour activist from all over the world.

I attended the following workshops which provided so much information:

Just Cause: How to Win Disciplinary Grievances. In this workshop we discussed the 7 principles to solving a grievance fair notice, which means you have to have notice prior to a new rule being enforced. Prior Enforcement an employee cannot be used as an example if a rule has not be previously enforced, Due Process Employee must have notice of what the issue is about, they much be given a interview even if the issue is crystal clear. Employee must be heard before a decision is made in their case.

Equal Treatment. Everyone must be treated the same.

Progressive Discipline. The reason for this is to take steps to correct the behavior, and not to punish it so you can learn from the incident.

Mitigating Circumstances. Behavior was not kind, there was no harm done you are remorseful for what you did.

Assertive Grievances. This workshop was very interactive because everyone seemed to have a grievance they brought with them to discuss. We learned we need to use our active listening skills and 6 W's when dealing with grievances on a co-worker's behalf. (Who, when, where, why it happened, what happened). We learned that each county has different laws.

Defending Mental Health. This workshop was very eye opening. We heard from a passionate brother, Horace Howard, who has bipolar disorder. He was a teacher on drugs, he was a womanizer who slept with his dog because of his undiagnosed bipolar. He is from Chicago but most of the mental health clinics were closed and he had to take four different buses to get to treatment four hours away. He wanted to go back to school but he ran into problems because his case worker thought he was on a depression high and denied him. He had to take the city to court and was monitored by a judge to prove he was taking his meds and able to go to college and get his masters degree. He is now managing his disorder with medication and will be running for office in Chicago soon, all while keeping up his fight for access to mental health clinics. We talked with a nurse from New York who said the new epidemic in Staten Island, New York is heroine there are kids addicted from as young as age 13, and mental health care is very hard to find since most clinics were closed due to funding.

It was a jam-packed three days, but the experience was well worth it. Seeing that it does not matter where you live in the world, our struggles are all similar in nature.



LOCAL UNION TASK FORCE



SUMMER



INTERNATIONAL WOMEN'S DAY



**I LOVE
SUMMER**

AROUND THE TOWN



Pictures from June 10th Blue Jays baseball; UFCW/labour council boycott of East Coast Potato Chips lockout; bowling fundraiser for ACCKWA (the AIDS committee of Cambridge, Kitchener, Waterloo and area) on April 16th at Frederick Bowling; Bill and Ruth outside of Traverse with an information picket during bargaining for a Collective agreement; 1106 and friends at the 2016 health care conference

TICKETS GO ON SALE JULY 18, 2016

TORONTO BLUE JAYS GROUP TICKET OFFER



VS



SEPT. 10 - 1:07 PM

\$45

includes:
ticket, meal card
and bus ride

To purchase, please contact the union office at
519-585-3160 or
recreation@unifor1106.ca

Ticket prices are per seat and include applicable taxes. Ticket prices do not include service, delivery or other similar charges. The Toronto Blue Jays reserve the right to dynamically price its tickets; these ticket prices are therefore subject to change.

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UNION HITCHHIKER

Have you ever driven down the road and come across a hitchhiker? Most of the time, their thumb is giving a clear message:

"If you furnish the car, the gas, the time and do the driving, I'll ride with you. But if you think I'm going to pitch in for gas, you're out of your mind. By the way, if you have an accident and I'm hurt, I'll sue you for all you've got."

We have other hitchhikers in our union too. In one way or another, they're saying: "If you supply the protection of a contract, negotiate that contract, protect me at work, get me fair and decent wages, health benefits, and hours of work, I'll ride. But you're crazy if you think I'm going to get involved and help you make this a better place to work. And by the way, if something happens that irritates me, you'll hear from me."

Think about it, are you just thumbing a free ride? Or can you do a little more to help us all out?

CONTEST!

With the merger of the Locals, the communications committee thought we would hold a contest to rename the newsletter. With the Local no longer exclusively healthcare, we need something that encompasses all the different workplaces. If you have an idea, please email: communications@unifor1106.ca

The contest will close on August 31, 2016.

Sexual Harassment

On March 8th, 2016, the Ontario government passed Bill 132 amending the Occupational Health and Safety Act. It was immediately signed by the Lieutenant General in time for International Women's Day. This bill aims to close the loopholes in Bill 168.

Bill 168 required the employer to assess the risks of workplace violence, develop and maintain a policy and program on harassment and violence, review this once a year, take precautions to protect workers from violence including domestic violence, and advise the workers about procedures for reporting and investigation. If a person had a history of violent behavior in the workplace, the employer has to advise workers expected to encounter this person if there was risk of physical injury.

The OHSA changes are effective September 8, 2016. If we have collective bargaining prior to that, we should be bargaining the requirements of the law.

New requirements in Bill 132 include:

- Explicit requirement to consult with H&S committee to develop and maintain a program to implement workplace harassment policy (32.0.6)
- New requirements for the program including the right to report to someone other than employer/supervisor where they are the harasser; restriction on disclosure unless required by law; and how the complainant and alleged harasser will be informed of the results of the investigation & any corrective action that will be taken
- New requirements around investigating incidents and complaints
- Program must be reviewed annually
- Clarification that results of the investigation are not a report for the purposes of s.25(2) of the OHSA
- Requirement for information and instruction on the workplace harassment policy and program

One of the biggest changes is the new inspector powers under s. 55.3. Inspectors can now order an investigation to be conducted at the employer's expense by an impartial person and provide a written report.

The government has indicated that these with be specialized OHSA inspectors. We have asked for an increase in number and special training for OHSA inspectors. The government is working on a Code of Practice under Part III S.1 of the Act to be released before September 8, 2016.

UNIFOR in Action to Prevent Violence in our Workplace!

I am currently the co-chair and certified member of our JHSC committee and have been part of this committee for 26 years. Violence has become a big concern in healthcare and this problem is growing.

I was pleased to be asked by Bill Gibson, our area Director; to be part of a violence project and will be working with Bill Gibson and Unifor's National Health and Safety Department. We will be coordinating a number of initiatives; such as membership surveys along with reviews of best practices and policies at hospitals that faced similar issues.

We are meeting with members; gathering information and working with front-line staff to help prevent violence. We are off to a good start!

I also want to thank Local 1106 and our local president Bill McLachlan for supporting the project to prevent violence in the workplace.

In Solidarity,
Patricia Leslie, Grand River Hospital

Many workplaces are still looking for a Women's Advocate. If you do not know if your workplace has a women's advocate, please contact the local office.

SUN SAFETY AT WORK



Sun exposure at work increases risk of skin cancer



Sun exposure is a serious occupational hazard.

Exposure to ultraviolet radiation from the sun via skin or eyes can cause a number of health effects, including:

- Skin cancer
- Sunburn
- Skin damage
- Cataracts
- Eye lesions and cancer

Sun exposure is the leading cause of skin cancer.

About 1 in 3 new cancer cases in Canada are skin cancer.¹

It is the most common type of cancer in the country.¹

Skin cancer and other sun-related health effects are largely preventable by limiting exposure to sunlight.



82,600
People in Canada
were diagnosed with
skin cancer in 2014

Approximately 1.5 million Canadians are exposed to sun at work.²



Outdoor workers have higher sun exposure during work and leisure time than indoor workers.³



About 67% of outdoor workers in Canada spend 2 or more working hours in the sun daily.⁴



The largest industrial groups exposed to sun in Canada are construction, farming, and building care and maintenance.²



Outdoor workers have a 2.5 to 3.5 times greater risk of skin cancer than indoor workers.⁵



As many as 7,000 skin cancers were attributed to occupational exposure to the sun in 2014.^{6,7}



Canada's Wonderland



Exclusive Ticket Offer!

Unifor Local 1106 family fun day on July 16th

Ticket prices are:

Regular combo over 3yrs and above 48" tall is \$40 each

Junior/Senior under 3yrs and under 48" is \$35 each

Season ticket holders are \$20 each

Tickets are reduced by \$5 each if you do not use the bus provided (please be advised parking is 20.00 at the gate).

There is a buffet lunch included for everyone at 1:30 pm

Nursing Home 1

Find and circle all of the words that are hidden in the grid.
The remaining 47 letters spell a Mother Theresa quotation.

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

ACTIVITIES

AIDES
 ASPIRIN
 BATHROOM
 BEDRAIL
 BEDS
 BOARD GAMES
 BULLETIN BOARD
 CANE
 CARE
 CASE MEETING
 CHARTS

COMFORT

DENTURES
 DINING ROOM
 DOCTOR
 DRUGS
 EXERCISE
 FALLS
 FLU SHOT
 FRAIL
 GLUCOSE METER
 HAIRDRESSER
 HALLWAYS

HELP

INCONTINENCE
 LAUNDRY
 LINERS
 MAGAZINES
 MEDICAL GLOVES
 MEMORY LOSS
 MOISTURIZER
 MUSIC
 NAIL CLIPPERS
 NEEDLE
 NURSES

OUTINGS

PET THERAPY
 PHYSIOTHERAPIST
 PUZZLES
 READING
 RESIDENTS
 ROUNDS
 SCRABBLE
 SCRUBS
 SENIORS
 SHAVE
 SHOWER

SING ALONG

SLEEPING PILL
 STAFF MEETINGS
 SUPPER
 TABLES
 TELEVISION
 TRANSFER BELT
 URINAL
 VOLUNTEERS
 WANDERING
 WHEELCHAIR



How to Make Dole Whip Popsicles

Prep Time: 5 minutes

Cook Time: 2-4 hours

Total Time: 2-4 hours

Yield: 6 popsicles (depending on size of popsicle mold)

Ingredients

1 20 oz can crushed pineapple

1 8 oz tub Cool Whip, thawed

juice from 1 lime

2 tbsp sugar

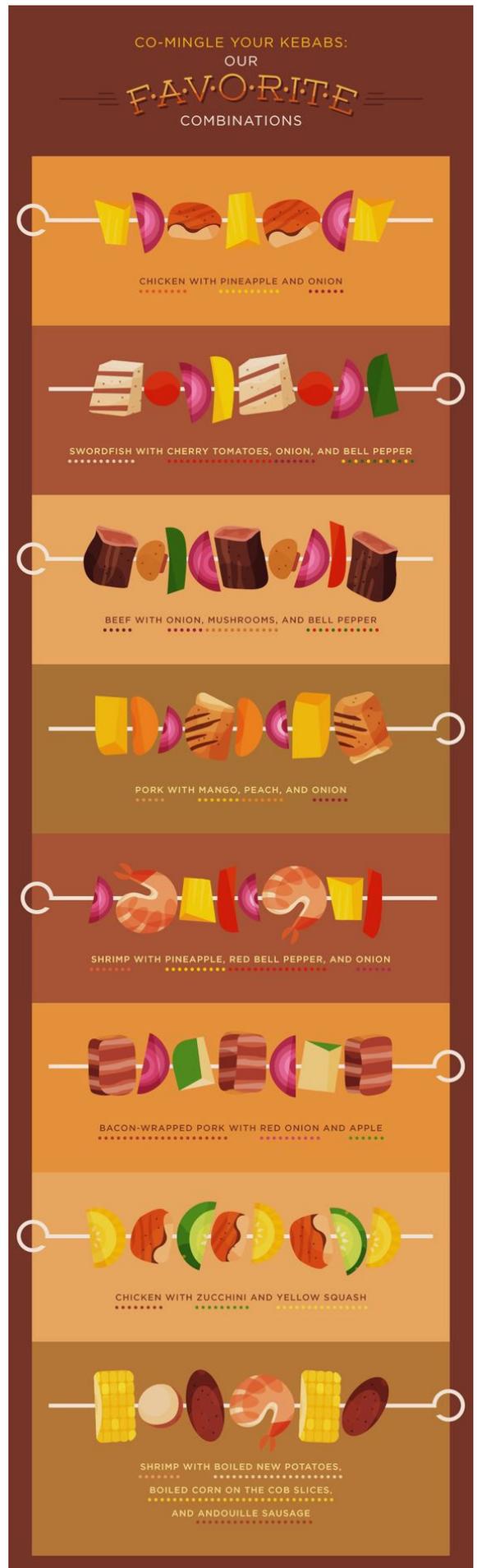
Instructions

Blend together crushed pineapple, Cool

Whip, lime juice and sugar.

Pour mixture into popsicle molds and freeze.

<http://todayscreativelife.com/dole-whip-popsicles/>



There's strength in numbers

Refer a colleague

Breckles Insurance Brokers is Unifor's exclusive provider of group home and auto insurance. Being part of a union that is over 300,000 members entitles you and your colleagues to many insurance savings and benefits



Discounts of **15%** on home and auto insurance when you combine your policies (Ontario Only)



2 year rate guarantee (Alberta Only)



\$1 million in excess liability coverage[^]



Receive an online insurance quote in **5 minutes** or less at uniforinsurance.ca

Refer a colleague for your chance to win a \$100 Visa gift card!

When your Unifor colleagues call **1-877-229-4677** for a home or auto quote and tell us you referred them, you'll be entered into a draw for a chance to win. Prizes awarded monthly!



Unifor's group home and auto insurance program is administered by your fellow members at Unifor Local 1106

Group coverage is underwritten by Traders General Insurance Company, a subsidiary of Aviva Canada Inc. Unifor Auto & Home Insurance is owned and operated by Breckles Insurance Brokers Limited.
[^] \$1 million in excess liability applies to all personal lines policies insured with Aviva in all provinces, subject to maximum limits.
Terms and conditions apply. Visit avivacanada.com for specific details. For contest Rules & Regulations please contact Breckles Insurance.

BURSARY RECIPIENTS



Andrea Loncaric (her mom works at PeopleCare AR Goudie)
Lauren Ruehle (her mom works at Trinity Village)
Elisa Clark (her mom works at Sunnyside Home)

4. Frozen T-Shirt Race



agirlandaglugun.com

Pin it

Soak a bunch of t-shirts in water, place them in plastic bags, and then stick them in the freezer overnight. The next day, hold a race to see who can “defrost” and pull on a frozen t-shirt the quickest. This is a great choice to play on a sweltering day—you’ll want to keep the chilly t-shirt on even after the race is over!



PRIDE IN THE NEWS

Canadian Press

TORONTO — Canada's largest Pride parade marked another milestone Sunday as a sitting prime minister marched for the first time in a colourful celebration that was tempered by last month's shooting massacre in Orlando, Fla.

A river of multi-coloured floats and marchers came to a halt on Yonge Street and stood in silence along with the masses of onlookers to remember the shooting's 49 victims, predominantly LGBTQ.

Trudeau said the Florida tragedy is a reminder that "we can't let hate go by."

"We have to speak up anytime there is intolerance or discrimination," he said as the 36th annual parade kicked off.



Prominent in the procession was a pair of marchers who held a large black banner that read "Orlando" and "We march for those who can't."

"We have to speak up anytime there is intolerance or discrimination."

A group of several marchers, dressed in pastel-coloured robes, each carried signs with the name and age of an Orlando victim as they worked their way down the route.

Trudeau drew a boisterous reaction from those who lined the parade route — he has taken part in the parade before, including last summer, but this was his first as prime minister.

Members of the crowd, some decked out in rainbow gear and outlandish costumes, posed for selfies with the prime minister while others chanted his name as he passed by.

Other politicians who marched in the parade included Ontario Premier Kathleen Wynne, Toronto Mayor John Tory, Green Party leader Elizabeth May and Rona Ambrose, interim leader of the federal Conservatives.



FALL EDUCATION

Courses offered in Port Elgin. See Unifor.org for more information



| Date | Program |
|------------------------------|---|
| Sep 11, 2016 to Sep 16, 2016 | Aboriginal & Workers of Colour - Week 1 |
| Sep 11, 2016 to Sep 16, 2016 | Collective Bargaining (1-week course) |
| Sep 11, 2016 to Sep 16, 2016 | Grievance Handling & Workplace Leadership (1-week course) |
| Sep 11, 2016 to Sep 16, 2016 | Health & Safety (1-week course) |
| Sep 11, 2016 to Sep 16, 2016 | Human Rights are Workers' Rights (1-week course) |
| Sep 11, 2016 to Sep 16, 2016 | Toxic Substances in the Workplace |
| Sep 11, 2016 to Sep 16, 2016 | WSIB – Level I & II (Workers Safety & Insurance Board ONTARIO ONLY) Front-line Advocacy and Injured Worker Representation |
| Sep 18, 2016 to Sep 23, 2016 | Women Activists (1-week course) |
| Sep 18, 2016 to Sep 23, 2016 | Women in Collective Bargaining |
| Sep 25, 2016 to Sep 30, 2016 | Stress: The Workplace Hazard |
| Sep 25, 2016 to Sep 30, 2016 | Environment - Workplace |
| Sep 25, 2016 to Sep 30, 2016 | Stress: The Workplace Hazard |
| Sep 25, 2016 to Sep 30, 2016 | Introduction to Ergonomics |
| Sep 25, 2016 to Sep 30, 2016 | Time Study - Easing the Pace of Work |
| Sep 25, 2016 to Sep 30, 2016 | Youth Activist |
| Oct 2, 2016 to Oct 7, 2016 | Aboriginal & Workers of Colour - Week 2 |
| Oct 2, 2016 to Oct 7, 2016 | Health & Safety (1-week course) |
| Oct 2, 2016 to Oct 7, 2016 | Human Rights are Workers' Rights (1-week course) |
| Oct 2, 2016 to Oct 7, 2016 | WSIB Appeals – Level III (Workers Safety & Insurance Board ONTARIO ONLY) |
| Oct 16, 2016 to Oct 21, 2016 | Building Strong Local Unions |
| Oct 16, 2016 to Oct 21, 2016 | Conflict Resolution |
| Oct 16, 2016 to Oct 21, 2016 | Pride Activist Course |
| Oct 16, 2016 to Oct 21, 2016 | Unifor Foundations (Labour & Social Justice Certificate Program Week 1) |
| Oct 23, 2016 to Oct 28, 2016 | Toxic Substances in the Workplace |
| Oct 23, 2016 to Oct 28, 2016 | Worker Referral Assistance Program – Level Two |
| Oct 23, 2016 to Oct 28, 2016 | Arbitration for Leadership |
| Oct 23, 2016 to Oct 28, 2016 | Collective Bargaining (1-week course) |
| Oct 23, 2016 to Oct 28, 2016 | Grievance Handling & Workplace Leadership (1-week course) |
| Oct 23, 2016 to Oct 28, 2016 | Introduction to Ergonomics |
| Oct 30, 2016 to Nov 4, 2016 | Accident and Incident Investigation for Workplace Health & Safety Representatives |
| Oct 30, 2016 to Nov 3, 2016 | Good Jobs in a Green Economy |
| Oct 30, 2016 to Nov 4, 2016 | Health & Safety (1-week course) |
| Oct 30, 2016 to Nov 4, 2016 | Human Rights are Workers' Rights (1-week course) |
| Oct 30, 2016 to Nov 4, 2016 | Political Action & Mobilization |
| Oct 30, 2016 to Nov 4, 2016 | Stress: The Workplace Hazard |
| Oct 30, 2016 to Nov 4, 2016 | Union Communications with New Technologies |
| Nov 6, 2016 to Nov 11, 2016 | Executive Board Training |
| Nov 13, 2016 to Nov 18, 2016 | Health & Safety (1-week course) |
| Nov 13, 2016 to Nov 18, 2016 | Time Study - Easing the Pace of Work |
| Nov 13, 2016 to Nov 18, 2016 | WSIB – Return to Work (Workers Safety & Insurance Board ONTARIO ONLY) |
| Nov 13, 2016 to Nov 18, 2016 | Harassment Investigator Training (5-day) |
| Nov 20, 2016 to Nov 25, 2016 | Health Care Issues |
| Nov 20, 2016 to Nov 25, 2016 | Introduction to Ergonomics |
| Nov 20, 2016 to Nov 25, 2016 | Collective Bargaining (1-week course) |
| Nov 20, 2016 to Nov 25, 2016 | Conflict Resolution |
| Nov 20, 2016 to Nov 25, 2016 | Economics for Trade Unionists |
| Nov 27, 2016 to Dec 2, 2016 | Accident and Incident Investigation for Workplace Health & Safety Representatives |
| Nov 27, 2016 to Dec 2, 2016 | Grievance Handling & Workplace Leadership (1-week course) |
| Nov 27, 2016 to Dec 2, 2016 | Human Rights are Workers' Rights (1-week course) |
| Nov 27, 2016 to Dec 1, 2016 | Making the Shift: Transitioning from Work to Retirement – A program for our 40+ year old members |
| Dec 4, 2016 to Dec 9, 2016 | Conflict Resolution |
| Dec 4, 2016 to Dec 9, 2016 | Health & Safety (1-week course) |
| Dec 4, 2016 to Dec 9, 2016 | Stress: The Workplace Hazard |
| Dec 4, 2016 to Dec 9, 2016 | WSIB - Medical Orientation (Workers Safety & Insurance Board ONTARIO ONLY) |

EXECUTIVE COMMITTEE



President: Bill McLachlan
Vice President: Ruth Pryce
VP Women's Issues: Nancy Brissett
Financial Secretary: Shawn Rouse
Manufacturing/
Service Rep: Dayle Steadman
Recording Secretary: Zephaniah Ferdinand
Seargent at Arms: Judy MacKenzie
Guide: Karrie Mercier
Trustee: Shereta Bowers
Candice Basara
Dave Eales

Upcoming General Membership Meetings:

Monday September 19th
7:00pm Kitchener Hall

Monday October 17th
7:00pm Kitchener Hall

Monday November 21st
7:00pm Harriston Legion

Monday December 19th
7:00pm Kitchener Hall

For more information, please visit our website: www.unifor1106.ca or
our Facebook page: <https://www.facebook.com/unifor1106>

For newsletter questions, suggestions or submissions, please email: communications@unifor1106.ca