

**Labour Community Services of Toronto**

**2001 Annual Report**

**Labour Community Services is a project  
of  
Toronto & York Region Labour Council  
in partnership with  
United Way of Greater Toronto**

The objectives for which the corporation was incorporated are:

- To provide services to poor and needy persons through participation in benevolent and charitable organizations engaged in community service work;
- To provide educational assistance to union members and others relating to community programs of other benevolent and charitable organizations;
- To provide counselling and liaison services for union members and others in social, educational, employment and other community services;
- To collect, maintain and disburse funds for the accomplishment of these objects.

## Labour Community Services Board

**President:**

John Cartwright, Carpenters - Local 27

**Treasurer:**

Deiter Wehr, Amalgamated Transit - Local 113

**Board Members:**

Susan Spratt, Public Service Alliance of Canada - Retiree  
Mark Krakowski, Public Service Alliance of Canada - Retiree  
Michael Seaward, United Steelworkers of America  
Winnie Ng, Ontario Director - Canadian Labour Congress

**Secretary:**

Shannon Hall, Canadian Union of Public Employees

## Senior Labour United Way Volunteers

**Executive Committee:**

John Cartwright, Vice Chair, Labour  
President, Toronto and York Region Labour Council

**Board of Trustees:**

Susan Spratt, CAW  
Winnie Ng, CLC

**Campaign Cabinet:**

Duncan Mac Donald, Labour Co-Chair, OFL  
Paul McLaughlin, ATU  
Michael Lewis, USWA

**Allocations and Agency Services Committee:**

Gina Gignac, CUPE  
Elizabeth Gillelan, PSAC

## Labour Community Services Staff

Trish Stovel, Executive Director  
Sharon Clarke, United Way Services Coordinator  
Felicia Houtman, Workplace Education and Union Counselling Coordinator  
Julius Deutsch, Acting Executive Director (leave of absence)  
Janice Gairey, Promotions and Special Projects Coordinator

## COMMENTS

**Message from the President of the Board  
of Labour Community Services**

**COMMENTS**

## **Message from the Labour Co-Chairs on United Way Campaign Cabinet**

June 2002

Dear Brothers and Sisters:

Once again, I shared the great privilege of chairing the labour division along with my co-chairs Paul McLaughlin, ATU - responsible for Public Sector Campaigns and Michael Lewis, USWA - responsible for the Private Sector Campaigns. We attend cabinet meetings monthly to develop and implement the overall campaign strategy. We worked hard to ensure that the labour perspective was heard and understood by other members of the campaign cabinet. To accomplish this task, we developed a labour strategy in conjunction with staff members at Labour Community Services and presented it to both the cabinet and staff of United Way.

This year, our strategy included convening two meetings with labour campaigners who constitute our Labour/United Way Committee - we thank them for their very useful and informed suggestions and commentary. Our labour speakers' bureau of which we were members, continues to be very popular, responding this year to eighty requests. We would like to thank all the speakers and labour campaigners who utilized the bureau thus contributing to its overall success. Our strategy also included obtaining and distributing written endorsement letters from unions and central labour offices - we would like to thank the fourteen organizations which responded to this request. Finally, our strategy included the distribution of labour materials such as our poster and thank you card. We would like to thank our labour campaigners for including these materials in their workplace campaigns.

We believe that labour's continuing commitment to the United Way contributes immensely to the overall success of the annual campaign. We know that this is only possible because of the tireless efforts of the Toronto and York Region Labour Council, the staff of Labour Community Services, our affiliated unions, and our labour campaigners in unionized workplaces across Toronto. We are proud of our collective contribution and thank everyone for their involvement.

In solidarity,

Duncan Mac Donald  
Ontario Federation of Labour

## COMMENTS

### Message from the Executive Director of Labour Community Services

June 2002.

Dear Brothers and Sisters:

Labour Community Services has undergone some major changes in the past year. Julius Deutsch, who did a tremendous job as interim Executive Director before handing the reins to me last May.

We have moved within the building into a bright, open, fresh new space. We have welcomed Janice Gairey to our staff. We have reviewed our programs and services, and I am delighted to report that the return of the Union Counselling Program was received with great enthusiasm by our affiliates.

The year's United Way Campaign was resounding success, surpassing its goal to raise a record 75.8 Million. A very large part of the donations comes from labour's efforts both in the Cabinet and in the Workplace Campaigns. This year we were privileged to have Duncan Mac Donald as Labour Chair of the Cabinet, supported by Paul McLaughlin - ATU, as the Chair of the Public Sector Campaign and Michael Lewis - USWA, as the Chair of the Private Sector Workplace Campaigns. As well our labour campaign volunteers worked tirelessly in encouraging locals unions and members to support their individual workplace campaign. I would like to acknowledge the two campaigns in particular, Amalgamated Transit Union, Local 113 of the TTC and **CEP or IAM? (Anna I don't know which union is there)** Toronto Star, who were this year's recipient of the Spirit Award.

The other distinct contribution Labour Volunteers made to the United Way is participating in the allocation of funds process. Fourteen volunteers lead and supported by Labour Community Services and our two senior volunteers, Gina Gignac and Elizabeth Gillelan spent countless hours as panel volunteers ensuring labour's agenda is advanced in the distribution of funds to the hundreds by dedicated community organizations serving the needs of our community.

Our Workplace Education service continued to offer course and workshops to our affiliates. This year, we developed in response to affiliates needs a new course on Preventing Violence in the Workplace. To assist those affiliates on strike we provided workshops on ? To alleviate the financial and emotional challenges faced by the members. For our members who have been laid off due to closure and downsizing we continued to offer, in partnership with our sister project, Labour Education Centre, Financial Planning & Credit Counselling and Stress Management Workshops.

As the United Way's Report "Decade of Decline" sadly documents, poverty continues to grow. The needs of low wage workers and new careers in under serviced communities continued to be a priority for Labour Community Services. We have continued to build our collaboration with residents and service agencies willing to work on the pressing need for additional services in Flemingdon Park and have now expanded our efforts to Rexdale. In Scarborough, we continue to be instrumental in expanding and strengthening the network of agencies striving to meet the needs of their community.

I am delighted to be able to continue to serve the Labour Council of Toronto and York Region, in my new capacity as Executive Director of Labour Community Services. I want to personally thank Linda Torney and th Labour Community Services Board for this opportunity. I want to also thank our funder the United Way and Frances Lankin and her senior staff for their support this past year. I very much look forward to working with you to build and even stronger and effective partnership. I want to thank my colleagues, Julius Deutsch and Janet Dasinger for their ongoing cooperation and encouragement. Finally I wish to thank Felicia Houtman, Sharon Clarke and Janice Gairey for their commitment, diligence and cooperation and support.

In solidarity,

Trish Stovel,  
Executive Director

## PROGRAMS

In 2001, Labour Community Services delivered programs and services to union locals and their members in our community. These programs are in keeping with the original mandate of Labour Community Services adopted by our Board of Directors in 1982.

Labour Community Service's program areas are referred to as 'pillars'. These 'pillars' focus on the following area:

- United Way Services
- Education Services
- Community Involvement Services

The 'pillars' provide a continuous circle of involvement. For example, union members, who participate in the Education Services pillar are encouraged to become involved in the United Way Services pillar by either volunteering to become a labour allocation volunteer or helping with their workplace joint union-management United Way campaign.

United Way of Greater Toronto in 1956 and its continuing involvement led to a formal partnership and the formation of Labour Community Services in 1983. The partnership encompasses labour's active participation in annual fundraising campaigns, the allocations process, at the executive and board committees and task forces as well as LCS providing direct educational services to local unions and their members and families.

Labour Community Services works in partnership with unions and the United Way to establish joint union/management campaigns in unionized workplaces across Toronto and to make sure that unions are duly recognized for their significant fundraising efforts.

Labour Community Services obtains written endorsement for the United Way from national, provincial and local unions; provides support and information to labour volunteers in workplace campaigns; produces a labour poster and thank you cards for workplace campaigns; recruits union activists to the labour speakers bureau to make presentations about labour and the United Way in the workplace; and recruits two labour volunteers to sit on the campaign cabinet which oversees the annual campaign.

Labour Community Services recruits fourteen union activists to sit on the fourteen panels which allocate money to the agencies and one of those activists also chairs a panel and joins a second labour volunteer on the central allocations committee, which makes the final funding recommendations to the United Way Board.

The President of the Labour Council sits on the executive of the United Way Board and joins two other labour volunteers on the Board. In addition to actively participating in the policy and decision-making processes and fund disbursement, they also articulate labour's perspective on United Way issues where appropriate and advocate on behalf of unions within the United Way. Labour Community Services is also heavily involved at the national task force/committee level on Labour-United Way issues at both the CLC and the United Way of Canada.

Labour Community Services is the Labour Councils's voice at the United Way of Greater Toronto. For more than forty years unions have been able to have  
**Workplace Referral Agent Training Program**

a direct say in the fundraising and allocations' priorities and overall direction of the United Way. We actively recruit union members in our community to participate as volunteers in the key activities of the United Way.

## **Education Programs**

Labour Community Services provides a series of innovative education programs to union members. These programs emphasize the importance of mutual support, personal empowerment and self help. They are based on the principles of adult education as developed by the Canadian Labour Congress.

In 2001 Labour Community Services delivered the following programs to over a thousand trade unionists. Participating unions included ATU, CAW, CEP, CUPE, OPSEU, PSAC and UFCW.

In keeping with our funders request, we now levy a fee for the design and delivery of our education services. Unfortunately this has resulted in a reduction in requests for our services. LCS will be examining how we can balance the needs to increase revenues with our desire to serve as many members and locals as possible.

## **Union Counselling**

This is the flagship certificate program for the CLC's national labour community services program. It is a thirty-hour certificate program designed to provide individuals with the knowledge and skills they need to be able to help their co-workers when they face personal or family problems. Topics include Communication and Counselling Skills, Substance Dependency Stress, Family Issues, Violence in the Home, Workplace and Community, Landlord and Tenant Issues, Family Law, Pensions and Security. We are pleased to be offering a new updated version of the course.

Workplace Referral Agent Training is delivered to

local unions who either want to set up a joint union-management Employee Assistance Program/Employee Family Assistance Program (EA/EFAP) or already have an existing CA/EFAP and want to strengthen their existing program.

Training is based on 10 workshops and local unions can structure their program depending on their needs and resources. Programs can be delivered during working hours, after work or on the weekend. Courses can be provided jointly with management.

### **Women's Advocate Program**

CAW-TCA broke new ground in 1993 when they negotiated the creation of a new position called the CAW Women's Advocate.

This position is held by women employment equity representatives in many locals across Canada. Labour Community Services provides the training that gives the advocates the skill and tools required to help their sisters in the workplace who need assistance with personal concerns.

CAW-TCA Women's Advocates are trained to listen and to serve as a link to a variety of workplace, community and social services in the community that can help their sister CAW-TCA members deal with concerns including violence and abuse, workplace sexual or racial harassment or family problems such as child or elder care.

In 2001, Labour Community Services was honoured to continue to deliver and work with the CAW-TCA on this project.

### **Community Services Training**

Labour Community Services provides Community Services Training to assist union members and their locals deal with the current issues of the day. Ten different workshops covering a wide cross section of issues including Stress: Home, Workplace and Community, Death and Grieving, Women's Health, Substance Dependency and Gambling are offered to unions and locals in our community.

Courses can be delivered in a variety of different ways through either 'lunch and learn' sessions in the workplace or through more traditional methods after work, evenings and week-ends. Locals can pick and choose their programs. As well they can request specific course not offered in the 10 workshop programs.

## **VOLUNTEERS**

### **Workplace Crisis Training**

Labour Community Services offers training to local unions needing assistance in dealing with crisis situations.

Workplace Crisis Training is designed to help a local, when they find themselves either in a lockout, on strike or dealing with stressful situations. Our training program includes modules on stress management. Critical incident stress, post traumatic stress and survivor stress management are included in the training program. As well, when required team building and developing systems of mutual support are a part of Workplace Crisis Training.

### **Community of Interest Program**

Labour Community Services provides support to unions and other central labour bodies such as the Ontario Federation of Labour and the Canadian Labour Congress.

Staff receives calls to participate in conferences, union seminars and other gatherings where our expertise and knowledge are required.

### **Community Involvement Services**

Labour Community Services is there on the front lines working with unions both to protect and improve working conditions for unions, locals and working families in our community.

In 2001, Labour volunteers and staff worked together with our community partners to address many of the issues confronting us today. Child poverty, violence against women and children, privatization, medicare, cuts to social services programs, affects services by local governments to low income families and workers and in particular new Canadians and Youth - these were some of the issues where you found Labour Community Services' volunteers and staff making sure the views of working people were heard in our community last year.

This year particular emphasis has been placed on reaching out to residents and social service organizations in Rexdale, Scarborough and Flemingdon in an effort to, along with others, build stronger and more equitable communities.

## United Way Volunteer Recognition

Labour Community Services coordinates labour's voluntary action at the United Way.

The support, hard work and commitment of union volunteers are a key element in the success of the United Way.

Whether it is organizing employee campaigns in order to raise funds for the annual United Way campaign or participating in the allocations process, labour volunteers play a crucial role. At campaign time, labour campaign volunteers explain to other workers why labour supports the United Way. During the allocation process, labour allocation volunteers participate in the decision making on how much funding is provided for key services and programs delivered by the member agencies.

In 2001, it is a pleasure to report labour campaign and allocation volunteers continued a long standing tradition of making sure labour's perspective was presented and considered. The following campaign and allocation volunteers are to be thanked for all their time, energy and support for the United Way cause.

Gerry Chaykowsky, Ont. Liquor Board Employees Union

Paul Orpin, Amalgamated Transit Union

Cathy Cummings, Office & Professional Employees Int'l. Union Stacey Papernick, Hotel Employees & Restaurant Employees

William Demets, Amalgamated Transit Union

Fiona Rivard, Amalgamated Transit Union

Gina Gignac, Canadian Union of Public Employees

Wayne Shipley, Public Service Alliance of Canada

Elizabeth Gillelan, Public Service Alliance of Canada

Ken Signoretti, USWA - OFL Retiree

Yvonne Jarvis-Bynoe, Public Service Alliance of Canada

Sharon Simpson, Canadian Union of Public Employees

Lyle Kersey, Canadian Union of Public Employees

Lily Stanners, Canadian Union of Postal Workers

Mark Krakowski, Public Service Alliance of Canada

Angela Stevens, Canadian Union of Postal Workers

Edmond Kwan, Public Service Alliance of Canada

Robert Taylor, Ontario Public Service Employees Union

Chris Lam, Ontario Public Service Employees Union

Ian Thompson, Canadian Union of Public Employees

Paul Lynch, Canadian Union of Public Employees