

Message from the President of the Board of Labour Community Services

Poverty, the lack of affordable housing, cuts to social services – clearly the needs in Toronto are greater than ever. Family incomes have plummeted and inequality has increased. Homelessness remains an urgent problem, seniors are struggling, and many working families have difficulty making ends meet.

These challenges were front and centre at the June 2003 Toronto City Summit. The City Summit Alliance was formed to address the challenges identified by a wide spectrum of groups and individual activists: finance, infrastructure, education, immigration and the underlying health of our regional economy. This coalition of 45 civic leaders, including labour, has issued a bold call to action, *Enough Talk: An Action Plan for the Toronto Region*. The Action Plan will surely be used as a test to all politicians that claim to represent our city, whether they serve at the municipal, provincial or federal level. We need every one of them to sign on to a commitment to a fair deal for Canada's largest urban centre.

Labour Community Services also plays a vital role in meeting these challenges, both through its education programs and community services, as well as its partnership with the United Way. LCS volunteers and staff had a very active year in 2002. Labour campaign volunteers actively encouraged union locals and members to get involved during the 2002 United Way campaign. It is not easy to ask working people to give generously when they are struggling to defend their own jobs or their incomes. During the year, both our city and provincial employees were forced out on strike. School staff were under tremendous pressure, while some other sectors of the economy were laying people off. Yet, in spite of this adversity, union members still reached into their pockets to support others.

I would like to acknowledge two campaigns in particular, who were this year's recipients of the Spirit Award: Amalgamated Transit Union, Local 113; Canadian Union of Public Employees, Local 2; and the International Association of Machinists, Lodge 235, all of the Toronto Transit Commission – 63% of members contributed to the United Way campaign. Congratulations also to the Communications, Energy & Paperworkers Union of Canada, Local 87; Graphic Communications International Union, Locals 500M and 100M; International Brotherhood of Electrical Workers, Local

353 and the International Association of Machinists, Lodge 235, all of the Toronto Star.

Labour allocation volunteers provided strong leadership to the allocations process and voiced labour's view on how funds should be directed to key services and programs.



LCS provided many opportunities for labour activists to be involved through our Community Services Program. We continued to improve our core education programs and services to union locals and their members in Toronto.

With the valued contribution and efforts of our volunteers and staff, the strong partnership between the United Way and Labour Council and its affiliated unions, we will continue our common work to build caring and equitable communities.

In solidarity,

John Cartwright
President, Labour Community Services Board

A Vision for the Toronto Region

Toronto City Summit Alliance

In the 1970s and 1980s, Toronto was seen by much of the world as an innovative city that served as a model for others. In the last decade we have seen that image fraying at the edges as we have under-invested in our potential and left chronic problems unaddressed.

Toronto has the resources, the creativity and the human spirit to be one of the greatest city regions of the 21st century. Our vision of Toronto is a city region:

- With a diverse and vibrant economy that is a major engine of Canadian economic growth
- With one of the best educated workforces in the world and outstanding research and development that attracts companies and talent
- With an excellent system of public education that provides opportunity for all children in all communities
- Where the needs of early childhood are taken seriously and each child gets a good start in life
- That provides a high quality and affordable post-secondary education to all qualified students who aspire to higher learning
- That is committed to public transit as part of an integrated transportation system that serves people and moves goods efficiently
- With vibrant neighbourhoods where public schools and community facilities are centres for learning and community activities
- Known as the world's centre of excellence in welcoming immigrants
- Where housing needs are met for all income levels and all stages of life
- That takes care of its most needy citizens
- Where civic participation is widespread and civic leadership is effective
- Recognized for its cultural and artistic excellence
- That is on every world citizen's list of "must-see" places to visit

That city region is within our grasp. We need only the will to make it happen. The agenda for action that follows is intended to move us closer to that vision.

*“Enough Talk: An Action Plan for the Toronto Region”, April 2003.
For the full report, visit www.torontocitysummit.ca*

Message from the Executive Director of Labour Community Services

This year's United Way Campaign was a resounding success, surpassing its goal to raise a record \$81 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, OFL, and Paul McLaughlin, ATU, as Labour Co-Chairs of the Cabinet. As well, our labour campaign volunteers worked tirelessly in encouraging local unions and members to support their individual workplace campaign.

The other distinct contribution Labour Volunteers made to the United Way is participating in the allocation of funds process. Fifteen volunteers, led 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 was advanced in the distribution of funds to the hundreds of dedicated community organizations serving the needs of our community.

Labour Community Services also had a busy year in our education and community programs. The return of the Union Counselling Program was received with great enthusiasm by our affiliates. We delivered four courses in 2002 to just under 100 participants.

We were very pleased to have CAW and UFCW continue to support our fee-for-service customized training. We have expanded our knowledge of violence and bullying in the workplace and were able to share that knowledge with the CAW's Women's Advocates and Employment Equity Committees. In response to UFCW's needs we developed and delivered a new nine-hour program – "Steward as Referral Agent" – at their weekend schools. We were delighted to have the opportunity to provide a workshop on helping members with personal and family problems to UNITE's national staff conference and at the OFL's Disability and Accommodation Conference.

Unfortunately, companies continue to layoff workers through restructuring, relocation and economic decline. With our sister project the Labour Education Centre, we were able to help laid-off workers from the aviation sector who were facing financial and emotional stress.

The needs of low-wage workers and newcomers in under-served communities continued to be a priority for Labour Community Services. We have continued to build our collaboration with residents and service agencies in Flemington Park and in Rexdale. Instrumental in these efforts was Janice Gairey, whom we welcomed to our staff in 2002. Unfortunately, Janice's stay was all too short, but we wish her well in her new job as OFL Education Director.

Our efforts in Flemington Park included organizing labour participation in displays at a community event in September 2002. A highlight of that day was the unveiling of wall paintings created by young artists from the neighbourhood. The Graffiti Transformation Project was financially assisted by LCS through our drug awareness project.



I want to thank our funder the United Way as well as Frances Lankin and her senior staff for their support this past year. I look forward to working with our United Way partner on PEOD and strategic alignment, to strengthen the capacity of the non-profit sector to meet the needs of our community.

Finally, I wish also to thank our LCS staff, Felicia Houtman, Sharon Clarke, Janice Gairey and Sherian Patterson for their commitment, diligence, cooperation and support.

In solidarity,

Handwritten signature of Trish Stovel in blue ink.

Trish Stovel
Executive Director

LCS and the United Way Partnership

The Labour Council was a founding member of the United Way of Greater Toronto in 1956. Our work together led to a formal partnership and the formation of Labour Community Services in 1983. Our partnership includes labour's active participation in annual fundraising campaigns, the allocations process, the United Way 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. We work to ensure 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 workplace presentations about labour and the United Way; and recruits two labour volunteers to sit on the campaign cabinet which oversees the annual campaign.

Labour Community Services recruits 15 union activists to sit on the 15 panels which allocate money to the agencies. 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. Labour actively participates in the policy and decision-making processes and fund disbursement. They also articulate labour's perspective on United Way issues 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.

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

The labour co-chairs 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 the cabinet and staff of United Way.

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 67 requests, 11% of all UWGT speaking engagements (a 1% increase over 2001). 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 organizations that 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.

Labour's continuing commitment to the United Way contributes immensely to the overall success of the annual campaign. 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 J. Mac Donald
Ontario Federation of Labour



Paul McLaughlin
Amalgamated Transit Union

United Way Volunteer Recognition

The support, hard work and commitment of union volunteers are key elements 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.

It is a pleasure to report that in 2002, labour campaign and allocation volunteers continued a long standing tradition of making sure labour's perspective was presented and considered.

Thank you to the following campaign and allocation volunteers for all their time, energy and support for the United Way cause.

Ken Boone
PSAC

Mark Krakowski
PSAC

Ken Signoretti
USWA - OFL Retiree

Cathy Cummings
OPEIU

Edmond Kwan
PSAC

Sharon Simpson
CUPE

William Demets
ATU

Chris Lam
OPSEU

Lily Stanners
CUPW

Gina Gignac
CUPE

Paul Lynch
CUPE

Angela Stevens
CUPW

Elizabeth Gillelan
PSAC

Paul Orpin
ATU

Fred Stevens
CEP

Joyce Hendy
PSAC

Fiona Rivard
ATU

Robert Taylor
OPSEU

**Yvonne Jarvis-
Bynoe**
PSAC

Aldona Salanki
CUPW

Ian Thompson
CUPE

Lyle Kersey
CUPE

Wayne Shipley
PSAC

2002 Union Honour Roll

Labour Community Services proudly recognizes the contribution of the following unions who actively supported United Way fundraising campaigns in unionized workplaces across our community in 2002.

Air Line Pilots Association
Alliance of Canadian Cinema, Television and Radio Artists
Amalgamated Transit Union
American Federation of Musicians of the United States and Canada
Association of Postal Officials of Canada
Bakery, Confectionery, Tobacco Workers and Grain Millers International Union
Brewery, General and Professional Workers Union
Bricklayers, Masons Independent Union of Canada
Brotherhood of Locomotive Engineers
Brotherhood of Maintenance of Way Employees
CAW-TCA Canada
Canadian Airline Dispatchers Association
Canadian Guard Association
Canadian Labour Congress
Canadian Media Guild
Canadian National Railways Police Association
Canadian Pacific Police Association
Canadian Security Union
Canadian Telephone Employees' Association
Canadian Union of Brewery & General Workers
Canadian Union of Operating Engineers and General Workers
Canadian Union of Postal Workers
Canadian Union of Public Employees
Communications, Energy and Paperworkers Union of Canada
Elementary Teachers' Federation of Ontario
Employees' Association of Kodak Canada
Glass, Molders, Pottery, Plastics & Allied Workers International Union
Graphic Communications International Union
Hotel Employees and Restaurant Employees International Union
Independent Paperworkers of Canada
International Alliance of Theatrical Stage Employees & Moving Picture Machine Operators of the United States and Canada
International Association of Bridge, Structural and Ornamental Ironworkers
International Association of Fire Fighters
International Association of Heat & Frost Insulators & Asbestos Workers
International Association of Machinists and Aerospace Workers
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
International Brotherhood of Electrical Workers

International Brotherhood of Painters and Allied Trades
International Federation of Professional and Technical Engineers
International Longshoremen's Association
International Union of Allied, Novelty and Production Workers
International Union of Operating Engineers
I.W.A. Canada
Labourers' International Union of North America
National Union of Public and General Employees
Office and Professional Employees International Union
Ontario Federation of Labour
Ontario Liquor Board Employees Union
Ontario Nurses Association
Ontario Public Service Employees Union
Ontario Secondary School Teachers Federation
Ontario Teachers Federation
Power Workers Union
Practical Nurses Federation of Ontario
Professional Institute of the Public Service of Canada
Public Service Alliance of Canada
Security, Police, and Fire Professionals of America
Service Employees International Union
Sheet Metal Workers International Association
Steelworkers Transportation-Communications National Local
Teamsters Canada
Toronto Police Association
UFCW Canada
Union of Needletrades, Industrial and Textile Employees
United Association of Journeymen and Apprentices of the Plumbing and
Pipefitting Industry of the United States and Canada
United Brotherhood of Carpenters and Joiners of America
United Steelworkers of America
United Transportation Union
University Professors Association
York University Faculty Association
York University Staff Association

LCS Education and Community Programs

Labour Community Services programs focus on the following areas:

- < United Way Services
- < Education Programs
- < Community Involvement Services

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

EDUCATION PROGRAMS

Labour Community Services provides workshops, courses and customized training 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 2002 Labour Community Services delivered programs to members from the following unions: CAW, CEP, CUPE, OPSEU, PSAC, UFCW, UNITE, USWA, OSSTF, SEIU, GCIU, CUPW, IBEW, OLBEU, OPEIU, CAW/RWDSU, IAM, Sheet Metal, Carpenters, Newspaper Guild.

Union Counselling

This is the flagship certificate program for the CLC's national labour community services program. It is a 30-hour certificate program designed to provide individuals with the knowledge and skills they need 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.

Four courses were delivered in 2002 to just under 100 participants.

Customized Training

In 2002, Labour Community Services was honoured to continue to deliver and work with the CAW on the Women's Advocate program. CAW Women's Advocates are trained to listen and to serve as a link to a variety of workplace, community and social services that can help their sister CAW members deal with concerns including violence and abuse, workplace sexual or racial harassment or family problems such as child or elder care.

In response to UFCW's needs we developed and delivered a new nine-hour program – "Steward as Referral Agent" – at their weekend schools.

LCS delivered workshops to help laid-off workers from the aviation sector who were facing financial and emotional stress.

Workplace Crisis Training

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

Workplace Crisis Training helps locals when they find themselves in a lockout or on strike. Our training program includes modules on stress management, budgeting, and building labour movement and community support.

For our members who have been laid off due to closure and downsizing we continued to offer Financial Planning and Credit Counselling and Stress Management workshops, in partnership with our sister project, the Labour Education Centre.

Community of Interest Program

Labour Community Services provides support to unions and central labour bodies such as the Ontario Federation of Labour and the Canadian Labour Congress. Staff participate in conferences and other union gatherings where our expertise and knowledge are required. In 2002 we provided a workshop on helping members with personal and family problems to UNITE's national staff conference and at the OFL's Disability and Accommodation Conference.

COMMUNITY INVOLVEMENT SERVICES

Labour Community Services placed renewed emphasis on work in communities, aided immeasurably by the hiring of a new staffperson. We began the long-term process of developing relationships with service providers, community and union members that live in two under-served neighbourhoods. The communities in which we concentrated our efforts were Rexdale (in Etobicoke) and Flemington Park (North York).

Outlining the nature and goals of our work, we defined our roles:

- to be a resource and advocate in the social planning aspect around employment, housing, education and recreational needs that the community has addressed as major concerns
- to act as a partner representing labour with agencies, community groups and residents to address the under-served needs of ethno-racial communities and discuss labour's perspective on issues of concern

The Rexdale Cross Cultural Working Group

TYLC with LCS support set up a labour-community working group in Rexdale. The committee met on several occasions to discuss labour's and the community's long-term commitment to a credible and trustworthy partnership in addressing the needs of the Rexdale community. This is a long-term project in community capacity building. The major issue for the group is the educational system. Parents want the tools and information to understand the various roles and structures of this system.

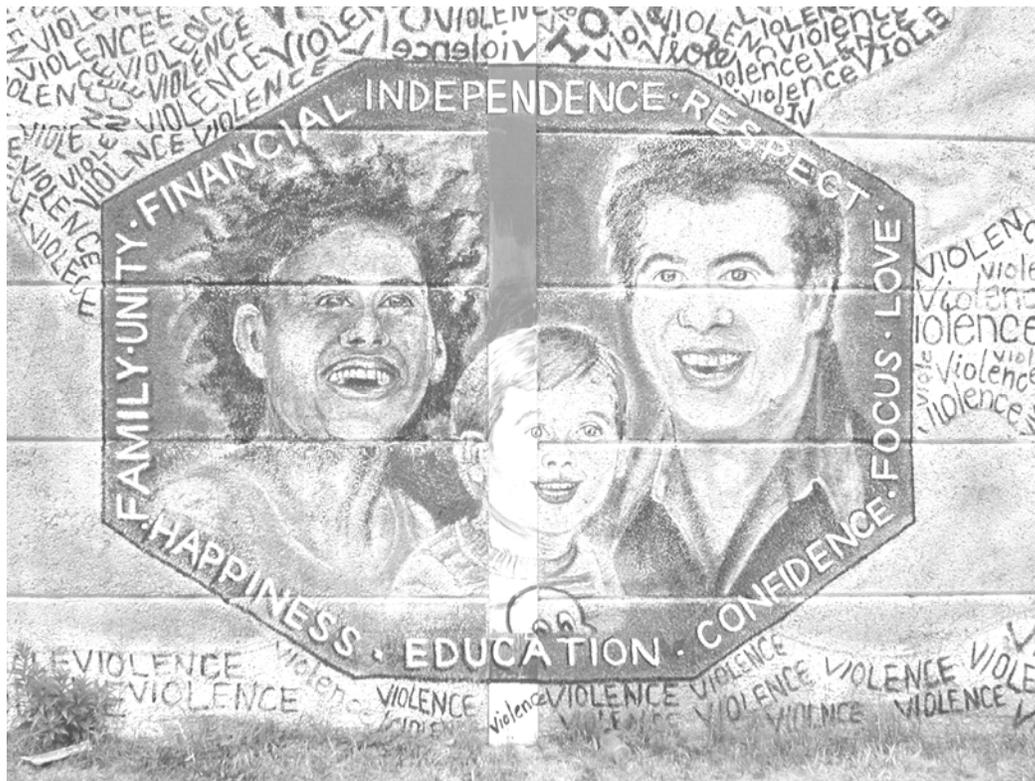
Flemington Park

The Flemington Labour-Community Working Group was established to assist LCS in utilizing the funds we received for a Drug Awareness project in Flemington from the City of Toronto. This active committee met several times to prepare a family event where unions and community service providers could present drug awareness materials.

The Flemington Labour-Community Working Group participated in a community event on September 21, 2002 that included the unveiling of the Graffiti Transformation Project. Young artists from Flemington painted two panels of a wall beside the Resource Centre.



One of the themes was drug awareness and the other was violence. A large portion of the City of Toronto's Drug Awareness funding to LCS was used to assist the project.



Labour Community Services Board

President: John Cartwright, President,
Toronto and York Region Labour Council

Treasurer: Dieter Wehr, Amalgamated Transit Union, Local 113

Board Members:

Susan Spratt, Canadian Auto Workers
Mark Krakowski, Public Service Alliance of Canada, Retiree
Michael Seaward, United Steelworkers of America
Winnie Ng, Ontario Director, Canadian Labour Congress
Shannon Hall, Canadian Union of Public Employees
Barb Dolan, Communications, Energy and Paperworkers
Helen Kennedy, 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:

Maureen Kirincic, CAW and Winnie Ng, CLC

Campaign Cabinet:

Labour Co-Chairs: Duncan Mac Donald, OFL and Paul McLaughlin, ATU

Allocations and Agency Services Committee:

Gina Gignac, CUPE and Elizabeth Gillelan, PSAC

Labour Community Services Staff

Trish Stovel, Executive Director
Sharon Clarke, United Way Services
Felicia Houtman, Workplace Education and Union Counselling
Janice Gairey, Promotions and Special Projects
Sherian Patterson, Support Staff