

# Labour Community Services of Toronto

## 2003 Annual Report

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



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

It was the best of times, it was the worst of times... The opening line from Charles Dickens' *A Tale of Two Cities* could easily describe the reality of Toronto today. With dramatic changes of politics at Queen's Park and City Hall, there is a new sense of optimism in the air. Finally, we can start to rebuild our city, its schools, and its social infrastructure that has been crumbling over the last number of years.

Yet at the same time poverty, the lack of affordable housing, and the rise of precarious employment strip that optimism away for too many in our community. Family incomes have plummeted and inequality has increased. People of colour, newcomers to Canada and residents of Toronto's inner suburbs are particularly hard hit.

These challenges were front and centre in two recent reports. The United Way's *Poverty by Postal Code: The Geography of Neighbourhood Poverty, 1981-2001* charts the dramatic rise and intensification in the number of high-poverty neighbourhoods. The report points to the acute crisis affecting one in five Toronto families. The Community Social Planning Council's *Falling Fortunes: A Report on the Status of Young Families in Toronto* makes the clear connection between diminished job opportunities and the growth of poverty. Both call out for action and increased resources.

Labour Community Services supports United Way's commitment to meet these challenges by establishing a strong public voice on systemic issues, building strong neighbourhoods, setting youth on pathways to success and helping newcomers fulfill their potential and promise.

Labour Community Services also plays a vital role in meeting these challenges, both through its education programs and community involvement services, as well as its partnership with the United Way.

LCS volunteers and staff had a very active year in 2003. Labour campaign volunteers encouraged union locals and members to get involved during the 2003 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. In the last year, working people in the hospitality and tourism sectors found themselves severely hit with record layoffs because of SARS. Health care workers put their lives on the line in response to this crisis. Hydro workers responded to the blackout last summer, the largest in North American history. Other sectors of the economy are experiencing layoffs. In spite of this adversity, union members still reached into their pockets to support others.

Congratulations to the 2003 recipients of the United Way Spirit Award for Labour Participation, presented to unionized workplaces that exemplify the true meaning of community involvement.



The recipients in the private sector are members of the Sheet Metal Workers Locals 30 and 540, employees of Vibro-Acoustics. Photo, left to right: Labour Council President John Cartwright, Debbie Adams from Vibro-Acoustics, Mervyn Rodrigues, Local 540.

The public sector recipients are members of the Public Service Alliance of Canada, employees of the Government of Canada. Photo, left to right: Marie Moliner (Government of Canada), PSAC representative Anna Gill, Don Fitzpatrick (Government of Canada), PSAC representative Joyce Hendy.



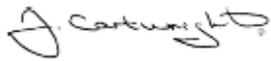
Thank you to the Spirit Award finalists: in the public sector – Amalgamated Transit Union, Local 113; Canadian Union of Public Employees, Local 2; and the International Association of Machinists, Lodge 235, all of the Toronto Transit Commission. In the private sector – members of the United Transportation Union, Brotherhood of Locomotive Engineers, CAW, and the United Steelworkers, employees of Canadian Pacific Railway.

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 Involvement Services. 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

**Visit Our Website**

**[labourcommunityservices.ca](http://labourcommunityservices.ca)**

# Poverty by Postal Code: The Geography of Neighbourhood Poverty, 1981-2001

“Key Findings”, from *Poverty by Postal Code: The Geography of Neighbourhood Poverty, 1981-2001*, a report prepared jointly by United Way of Greater Toronto and the Canadian Council on Social Development, 2004. Download the full report at [uwgt.org](http://uwgt.org)

- ❖ There has been a substantial rise in the rate of poverty among Toronto’s families over the last two decades, with almost one in every five families in 2001 living in poverty.
- ❖ In 1981, the rate of family poverty in Canada and in Toronto was almost identical at 13.0% and 13.3% respectively. But while there was a slight decline in the country as a whole to 12.8% in 2001, the rate climbed in Toronto to 19.4%.
- ❖ The rate of family poverty in the City of Toronto continues to be double the rate in the rest of the Toronto Census Metropolitan Area (CMA).
- ❖ Today, Toronto’s ‘poor’ families are much more concentrated in neighbourhoods where there is a high proportion of families living in poverty compared to 20 years ago. In 1981, just 17.8% of ‘poor’ families lived in such neighbourhoods, compared to 43.2% in 2001.
- ❖ This trend toward concentration has resulted in a dramatic rise in the number of higher poverty neighbourhoods in Toronto in the last two decades, approximately doubling every 10 years, from 30 in 1981, to 66 in 1991, to 120 in 2001.
- ❖ The increase in the number of higher poverty neighbourhoods has been especially acute in the inner suburbs, in the former municipalities of Scarborough, North York, Etobicoke, York and East York, where their combined total of higher poverty neighbourhoods rose from 15 in 1981, to 92 in 2001.
- ❖ Toronto alone is facing the challenge of increasing numbers of higher poverty neighbourhoods. In 2001, the rest of the CMA had only one higher poverty neighbourhood compared to the City of Toronto’s 120.
  - ❖ There has been a profound shift in the resident profile of higher poverty neighbourhoods, with ‘poor’ visible minority and immigrant families making up far larger percentages of the total ‘poor’ family population in these neighbourhoods today, than 20 years ago.

# Falling Fortunes of Young Families

“Falling Fortunes of Young Families: A Report on the Status of Young Families in Toronto”, Community Social Planning Council of Toronto and Family Service Association of Toronto, July 2004 (from p. 2, Executive Summary). Download the full report at [socialplanningtoronto.org](http://socialplanningtoronto.org)

The face of poverty in Ontario’s largest city is increasingly that of the young – particularly young parents with children, young families from racialized groups, and young immigrant and Aboriginal families. Families whose head of household is under age 35 have experienced a dramatic downturn in economic well-being compared to previous generations of young families and compared to older families today.

- Between 1981 and 2001, poverty rates among young families in Toronto increased by 56%.
- In 2001, 38% of all young families with children in Toronto lived in poverty, compared to about 24% in 1981.
- Between 1981 and 2001, median incomes for Toronto’s young families with children fell by 27.1% for the under-25 age group and by 18.4% for those 25-34.
- Immigrant families and families with children in racialized groups make up a higher proportion of the city’s poor than they do the population as a whole.
- Toronto’s poor families with children, regardless of the parents’ age, are so poor that it would take more than \$15,000 a year to get them up to the poverty line.

The report proposes action in the following key areas:

1. **Labour market policies** that promote jobs with good wages and working conditions and that invest in maximizing people’s potential through training and educational opportunities.
2. **Income security programs** that provide benefits to support the extra costs associated with raising children, reduce and prevent poverty, and support parents who are out of the labour force.
3. **A strong community infrastructure** that supports families and includes quality, affordable early learning and child care, safe affordable housing, accessible recreation programs, as well as other community supports.



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

This year's United Way Campaign was a resounding success, surpassing its goal by raising a record \$84.3 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 Joyce Hendy, PSAC, serve 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. Sixteen 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 involvement services. We are very pleased to see continued interest in our Union Counselling Program. In 2003 we delivered two Union Counselling courses to over 40 participants. In the last two years we have trained over 150 unionists as union counsellors. We have also initiated the Union Counsellor Network, which provides Union Counsellor graduates the opportunity to exchange information, upgrade their skills and network. Three network meetings were held last year.

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 in the workplace and respect in the workplace. We were able to share that knowledge with the CAW's Women's Advocates and Employment Equity Committees. We were delighted to have the opportunity to provide workshops on Respect in the Workplace to Brewery Workers NUPGE Local 325, employees of Molson Brewery.

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. We provided Union Counsellor staff three days a week for one month at the Aviation Action Centre.

Last year's SARS crisis had a devastating effect on workers in Toronto's hospitality industry. The Labour Education Centre worked with sector unions and employers as well as the three levels of government to assist workers whose working hours were reduced. Due to EI changes, these workers could not access EI. Labour Community Services was approached to assist the many workers facing acute financial hardship.

LCS convened a group of service providers such as FoodShare, Rent Banks, Community Information Centre and the City of Toronto's Social Services and Housing Departments, as well as United Way and Molson. I would like to thank all of the members of this group, in particular Debbie Field of FoodShare who co-chaired the committee with me.

Molson had raised a significant amount of money to assist workers in the hospitality sector, and asked LCS to help distribute the funds. Our committee administered the fund, setting the criteria and process for distributing food vouchers, rent and mortgage relief, etc. Money raised through the Stones concert was also distributed by this committee, and through the group's initiative the administration was passed on to the United Way. This unique model of labour, community, corporate and government partners has been highly successful in ensuring that the hundreds of thousands of dollars raised has gone to workers in need.

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 Flemingdon Park, one of the higher poverty neighbourhoods highlighted in the United Way's report, *Poverty by Postal Code*.

Labour Community Services also continued its efforts in York Region, part of our Labour Council's jurisdiction. We worked with Labour Council and area unions to identify pressing issues facing working families, for example public education. LCS was a founding member of the York Education Alliance that works for increased funding for public education. LCS assisted in YEA's four townhall meetings held throughout York Region involving education workers, student councils, local politicians, community residents, etc.

We contributed to the community forum on poverty in York Region, presented by the Community Legal Clinic of York Region with involvement from the United Way of York Region, COSTI and local government officials. LCS staff participated in the forum and Labour Council President John Cartwright presented a paper on unemployment and employment issues in the region.

In 2003 we were also pleased to complete our *York Region Survival Manual: for workers on strike or locked out*, a valuable resource providing information about community and social services and a companion to our Toronto manual.

Labour Community Services was asked by the Canadian Labour Congress to represent labour on the National Advisory Committee on Human Resources in the Voluntary Sector. This was a project of the Voluntary Sector Initiative that looked to improve the quality of employment in the non-profit sector. This project was sponsored by United Way/Centraide, Community Foundations of Canada and Volunteer Canada as well as sector members, business and labour from across Canada.

Over the last year we reviewed and updated our promotional material, highlighted by the launching of our new website, [labourcommunityservices.ca](http://labourcommunityservices.ca).

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 to strengthen the capacity of the non-profit sector to meet the needs of our community.

A special thank you to outgoing labour volunteers:

- Duncan Mac Donald, OFL, who was the Labour Co-Chair of the Campaign Cabinet
- Winnie Ng, CLC and Maureen Kirincic, CAW, who served on the United Way Board of Trustees
- Elizabeth Gillelan, PSAC, who served as Labour Panel Chair

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

In solidarity,



Trish Stovel  
Executive Director

## 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 32 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 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



Joyce Hendy  
Public Service Alliance of Canada

## Labour Community Services Programs

Labour Community Services programs focus on the following areas:

- United Way Support Program
- Labour Education Program
- Community Involvement Services

These programs provide a continuous circle of involvement. For example, union members who participate in the Education Program are encouraged to become involved in the United Way Support Program by either volunteering to become a labour allocation volunteer or helping with their workplace joint union-management United Way campaign. We encourage and support union activists to volunteer in community organizations, coalitions and campaigns.



United Way of Greater Toronto President Frances Lankin (right) and United Way Campaign Chair John Sheridan (left) present the award for Employee Campaign Chair of the Year to Cal Scotchmer, CUPE 79 at the City of Toronto.

## **UNITED WAY SUPPORT PROGRAM**

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 16 union activists to sit on the 16 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.

In 2003 Labour Community Services and our labour volunteers participated in United Way's priority-setting forums, including convening a special labour focus group. We also convened a labour consultation with United Way of Greater Toronto regarding its new strategic plan.

## 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 2003, 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

**Victoria Bowman**  
CUPE

**Mary Anne Kuntz**  
OPSEU

**Sharon Simpson**  
CUPE

**Cathy Cummings**  
OPEIU

**Chris Lam**  
OPSEU

**Lily Stanners**  
CUPW

**William Demets**  
ATU

**Anna Larsen**  
OPEIU

**Angela Stevens**  
CUPW

**Gina Gignac**  
CUPE

**Paul Orpin**  
ATU

**Fred Stevens**  
CEP

**Elizabeth Gillelan**  
PSAC

**Fiona Rivard-Chapman**  
ATU

**Robert Taylor**  
OPSEU

**Joyce Hendy**  
PSAC

**Shannon Roe**  
OPSEU

**Ian Thompson**  
CUPE

**Yvonne Jarvis-Bynoe**  
PSAC

**Aldona Salanki**  
CUPW

## 2003 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 2003.**

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  
Directors Guild of Canada Ontario  
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

## **LABOUR EDUCATION PROGRAM**

### **Union Counselling**

The Union Counselling program emphasizes the importance of mutual support, personal empowerment and self help. 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, and Government Pensions.

Two courses were delivered in 2003 to over 40 participants, including members from the following unions: CAW, CEP, HERE, OPSEU, UNITE, USWA, CUPW, Sheet Metal, LIUNA, BCTGM, Plumbers.

Thank you to our Resource People for their time, help and knowledge that they so generously shared with the Union Counsellor participants.

- Faed Henry, Community Information Toronto, Canadian Union of Public Employees, Local 3173
- Edmond Kwan, National Health and Welfare Union, Public Service Alliance of Canada
- Jude Johnston, Breakaway Satellite Clinic, United Food and Commercial Workers, Local 175
- Tom Lundrigan, United Steelworkers of America, Lifeline Program
- Lina Medaglia, George Brown College, Ontario Public Service Employees Union, Local 556
- Dahlia Nicholson, George Brown College
- Ken Nathens, Nathens, Siegel Barristers LLP
- Brook Physick, Flemingdon Community Legal Services
- Gail Nyberg, Federation of Metro Tenants Associations

### **Customized Training**

In 2003, 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.

One-day seminars on “Violence in the Workplace” were delivered to the CAW/GM Employment Equity Committee and CAW/Chrysler Employment Equity Committee.

In response to UFCW’s needs we delivered two weekend schools on the topic, “Steward as Referral Agent”.

A weeklong school was held for CUPW Ontario Region to train “Social Stewards”.

We were pleased to present a three-hour workshop on “Respect in the Workplace” to Brewery Workers, NUPGE Local 325, employees of Molson Brewery. This workplace-based project will continue in 2004. By the end of 2003, 36 workshops had been held, with participant numbers ranging from 5 to 35 per group. In addition, a three-day intensive course on “Respect in the Workplace” was held for 12 members of the union’s Executive Committee.

### **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 and community support. Three workshops were delivered to CUPE Local 4308.

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. LCS coordinated a workshop for HERE Local 75 members working at their Action Centre providing services to union members adversely affected by the impact of SARS on the hospitality industry. The workshop introduced the Community Information Centre, the Directory of Services and available services of use to their members.

### **Labour Movement**

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 2003, LCS staff delivered a Union Counselling course at the CLC winter school. We also presented information about LCS and its services to the CAW 414 Ontario Region Conference, members employed in the retail service sector.

## COMMUNITY INVOLVEMENT SERVICES

After a strong year in 2002, our staff person left to pursue other opportunities. Nonetheless, Labour Community Services continued its Community Involvement Services in the high-need community of Flemingdon Park.

- participation in inter-agency council
- participation in ongoing agency discussion of possible action arising out of the community needs assessment sponsored by the Flemingdon Health Centre
- participation in the Foodbank Transition Committee to ensure continuation of the food bank in Flemingdon Park

Through our City of Toronto funding we continued to work with community agencies and residents to meet the priority needs of Flemingdon Park. Our consultations with the Flemingdon Health Centre, Flemingdon Neighbourhood Services, Flemingdon Recreation Centre, youth and community groups, identified employment services for newcomers to Canada and youth as a priority area. Based on community input, we undertook two initiatives:

- A package of job search workshops, offered with the Labour Education Centre and sponsored by the Flemingdon Health Centre
- A youth employment workshop, offered at Flemingdon Neighbourhood Services with the assistance of AYCE Employment Centre

These initiatives successfully brought together labour and community representatives, as well as youth and other neighbourhood residents. These relations and ties continue in our work with community partners aimed to bring employment services to the neighbourhood on an ongoing basis.

Labour Community Services is a member of the Food Justice Coalition. Formed in November 2001 to work on food and hunger issues, the Food Justice Coalition's goal is to create a collective advocacy voice for the many grassroots food programs and individual activists in Toronto, as well as offering networking and training opportunities to members.

We also worked with the Women's Housing Advocacy Group. WHAG is a network of service providers, researchers, activists and consumers providing a gender analysis of housing and homeless issues. They advocate for safe, affordable and permanent housing that is woman-centred and accounts for the specific needs of women and women-led families. Together with WHAG, YWCA and the Woman Abuse Council, Labour Community Services sponsored a mayoralty all-candidates meeting on women's issues.

## **Labour Community Services Board**

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

**Treasurer:** Dieter Wehr, Amalgamated Transit Union, Local 113

**Board Members:**

Maureen Kirincic, 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 Joyce Hendy, PSAC

**Allocations and Agency Services Committee:**

Gina Gignac, CUPE and Isla Carmichael, OPSEU

**Panel Chair:**

Elizabeth Gillelan, PSAC

## **Labour Community Services Staff**

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

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