



LABOUR COMMUNITY SERVICES

2018 Annual Report

"creating social solidarity between labour & community achieving a just & equitable society for all"





Labour Community Services is a project of the Toronto & York Region Labour Council in partnership with United Way Greater Toronto. The historic partnership between the Labour Council and United Way was established on May 10th 1956, when the Labour Council unanimously adopted a resolution that called for the establishment of the United Fund Corporation (the United Way of its time).

In 1982 this historic partnership gave birth to Labour Community Services. 36 years later Labour Community Services is still on the front lines working with labour and community groups towards a just and equitable society for all.

Please make note of our new office location:

Labour Community Services - 1280 Finch Avenue West, Suite 601, North York, Ontario, Canada, M3J 3K6
Phone: 416.445.5819 | Fax: 416.445.5146
labourcommunityservices.ca

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GREETINGS FROM JOHN CARTWRIGHT

2018 was a jolt to our collective system. We started off well. We organized and we had some wins. We ushered in 2018 with a sense of accomplishment, optimistic that we had established a foundation of legislative gains for workers and communities on which we could build. Changes such as Bill 148, the Fair Workplaces, Better Jobs Act; which updated Ontario's Employment Standard, and Labour Relations Act. The basic income pilot project, the Anti-Racism Directorate, the inclusion of Indigenous issues in school curriculum...

Then we experienced a jolt, as we watched many of those gains were rolled back. One after another, key programs were eroded or abolished. In the middle of the election came the reduction in the size of Toronto's city council. As a people centered movement; organized labour is acutely aware that governance structures must project people's voices, while being relevant, and responsive to their needs. The City of Toronto has long been a leader in policies that deal with poverty reduction, climate change and systemic racism. It is the largest childcare provider in English Canada.

Labour Community Services has continued to train union members, engage in fundraising for United Way - labour's charity of choice - and build partnerships with diverse communities. In 2018 the publication of Yes It Matters illustrated the vital role of LCS in helping to address the growth of intolerance and bigotry in our society. The creation of the Refugees Next Door project holds out much promise in reframing the narrative about those who come to our shores fleeing violence, persecution or natural disasters.

We continue to work for shared prosperity across all neighbourhoods. The Toronto Community Benefits Network (TCBN) signed an agreement with West Park Hospital, building on the Community Benefits agreements for Metrolinx transit projects and the Woodbine Casino. Labour Community Services continues to steward the funds that makes TCBN's work possible.

In 2019 there will be many challenges. I want to thank all of the LCS staff and Board for their dedication to our important work. As we say in the world of United Way - without you, there would be No Way!

In Solidary

John Cartwright

President, Board of Directors - Labour Community Services



GREETINGS FROM FADUMA MOHAMED

2018 was a year that underscored the advent of a new era. Labour Community Services' staff contributed to the collaborative work done by labour, community groups, and social service agencies to ensure that labour and employment laws fairly reflected the realities of this era's labour market.

LCS staff worked tirelessly to deliver on the organization's core components of: United Way Services; Labour Community Advocate Training program; Special Projects; Administration and Finance. Through these components we supported the United Way's campaign, we trained union members to be ready and capable of supporting their co-workers in times of needs; we continued to erase the lines between labour and community interests through the work of Special Projects; all which was made possible by the work done through LCS' Administration and Finance component. Administration and Finance allows LCS to platform activities carried out by Toronto Community Benefits Network as well as the Career Navigator program delivered by Labour Education Center.



Sadly, we lost the venerable Bromley Lloyd Armstrong on August 17, 2018 at the age of 93. However before he left us we were able to convey to him who the 2018 recipients of the Bromley Lloyd Armstrong Award winners were.

In May 2018, Nigel Barriffe; president of the Urban Alliance on Race Relations, / executive board member with the Elementary Teachers of Toronto; along with Andria Babbington, vice-president of the Toronto & York Region Labour Council, / organizer with UNITE HERE Local 75 (her home union) were presented with the prestigious award in Bromley's name. The recipients exemplify Bromley's ability to bring together the community and labour interest while implementing a common approach in advancing such interest. Although Bromley will no longer occupy a physical presence - his legacy will endure as we continue to honor him and his work by recognising those who continue in his footsteps.

The Bromley Armstrong Award is also LCS' signature fundraiser. 2018 was the second year in which LCS hosted the event. We are still in the early stages of growing the fundraising element of award presentation. We are confident that the fundraising aspect of the awards presentation will become well-known as an opportunity to support and advance LCS' work in building a just and equitable society for all.

Yes a new era is upon us but, we at LCS are confident that we have laid the foundation necessary to strive, work, and partner with our community and labour allies in ensuring that the most vulnerable among us are not left behind.

In Solidarity

Faduma Mohamed

Faduma Mohamed

Executive Director, Labour Community Services

GREETINGS FROM DANIELE ZANOTTI

Dear Friends,

So honoured and pleased to celebrate another year together - a testament to a longstanding partnership that underscores our commitment to protect and improve the labour market across this region.

As United Way Greater Toronto, working in communities across Peel, Toronto and York Region, we are working to tackle unignorable issues such as increasing job precarity in the face of growing poverty. We know that together, we are working to support our brothers and sisters close to where they work and love, and give them the tools they need to thrive.

Our success with Community Benefits Agreements (CBA), is just one example of how our partnership has made real and positive change happen - an agreement that has created a new way of working that ensures everyone, irrespective of background or postal code, has access to stable, good-paying jobs. We are proud of this accomplishment, and of its recent expansion into Peel Region where a Community Benefits Framework has already been adopted for Metrolinx's Hurontario Light Rail Transit (LRT) project.

Beyond CBA, you bring a strong voice to our community planning tables, and to our expanding Ontario for All initiative - a continued commitment to strengthening civic engagement for all residents across Peel, Toronto and York Region.

We are also extremely grateful of your ongoing support and generosity at workplace campaigns across the region and country - your investment of time and dollars has had been invaluable across the movement and made our achievement of \$110.3 million possible.

Thank you for being a vital part of our uprising of care and congratulations on all that you have accomplished this past year, and on what we continue to accomplish together.

Always and only, thanks

Daniele Zanotti
President & Chief Executive Officer
United Way Greater Toronto



SPECIAL PROJECTS

Good Jobs for All Coalition (GJFAC):

In 2018, Special Projects staff drafted the GJFAC's letter to Toronto's mayor and city councillors calling for the restoration of funding for social programs left out of the city of Toronto's 2018 budget. Special Projects staff also created a list of the coalition's accomplishments since its inception. The list of accomplishments was used as a mechanism to: identify and promote circumstances where good jobs were a major factor in sustaining workers; while simultaneously identifying opportunities to mitigate circumstances in which workers became the catalyst for sustaining a fractured labour market. 2018 was also year of celebration and setbacks. Like all others, the GJFAC welcomed the changes made to the Employment Standards Act, and Labour Relations Acts. The coalition was dismayed as the results of the 2018 provincial election set the stage for dismantling the improvements that were made to Ontario's labour laws.



Addressing Systemic Racism:

Labour Community Services understands that systemic racism continues to be a challenge that must be surmounted. Special Projects is central to LCS's attempts to address systemic racism through the work done to bridge the interest of Labour and the larger community. To this end, in 2018 LCS worked with the Toronto & York Region Labour Council to assess and map the next phases of the important anti-racism work for implementation in 2019. LCS understands that addressing systemic racism must take a multi-pronged and long term approach. As such, LCS will continue this work while acknowledging progress as it occurs.



Dixon Safety Committee (DSC) and Positive Change Toronto (PCTO):

With support from Special Projects; DSC, and PCTO continued their efforts to build a positive relationship between the Somali community and Toronto Police Services; in particular children and youth living in the Dixon / Islington area of North Etobicoke. Central to this work is maintaining the relationship that has been cultivated with Division 23 of the Toronto Police Service. In 2018 Special Projects provided assistance to DSC, and PCTO as they co-hosted the May 24th Iftar followed by the celebration of Eid with division 23. The events brought together law enforcement and the community in recognition of their shared values.



Social Planning Council York Region (SPCYR):

2018 was a busy year for SPCYR. Special Projects continued to provide staff support to the council by: assisting the council with its participation in Ontario For All civic engagement activities; organizing and co-hosting a youth voter pop with 360kids, and other social service agencies in York Region; organizing and co-hosting a youth focus all candidates meeting in October and, organizing and implementing the 'What Poverty Got to Do With It' forum in association with the Markham Race Relations Committee (Special Projects staff was a panel presenter at the forum). In an attempt to bring attention to social needs in region; Special Projects drafted an op-ed on behalf of SPCYR which was published online by a local York Region news outlet in October, 2018.



SPECIAL PROJECTS: PARTNERSHIPS

Toronto Community Benefits Network (TCBN)

TradeLinx

Special Projects continue to be LCS' point of contact with TCBN, and Labour Education Center's (LEC) TradeLinx program. Both programs have expanded their reach to connect with the growing number of people seeking employment in the trades. More in-depth information on each of these initiatives can be gained by accessing the following websites: TCBN - www.communitybenefits.ca; TradeLinx - www.laboureducation.org



Community
Benefits.ca



Equity Committee:

Special Projects staff continued in the role of staff support to the very active Labour Council Committee. In 2018 the committee's work included but was not limited to; once more hosting a very successful Indigenous Workers / Workers of Colour conference. The conference themed Decolonizing Corridors of Power, Privilege and Politics saw more than 200 participants contributing to workshops and discussions.

LCS actively worked with the committee to plan and host the May 2018 Bromley L Armstrong Award. On August 17, 2018 we grieved the peacefully passing of Bromley at the age of 92. Following his death - LCS, the Equity Committee, and Urban Alliance on Race Relations held a celebration of life event to honor the life and legacy of Bromley Lloyd Armstrong C.M., O.Ont., LL.D.

UNITED WAY GREATER TORONTO

In 2018, Union members across the Greater Toronto area responded to the needs in their community by helping the United Way Greater Toronto raise \$110 million to tackle unignorable local issues. Thank You! Labour Community Services is grateful for the support of all union leaders, stewards, and activists in helping build a powerful movement for fairness and a better future. We are proud of our long standing commitment to developing a deep and lasting social solidarity between labour and community, to achieve a just and equitable society for all.

None of us can do this alone. Together, United Way and our labour movement have committed to a national partnership with one common goal — ensuring everyone has the tools they need to succeed by supporting the important community social services sector. Our charity of choice - United Way Greater Toronto is second only to the Government of Ontario in funding many agencies that provide many services in our communities. Services that many Union members and their families depend on.

Our in-depth research allows us to target areas that are most in need to effect positive change in neighbourhoods across the GTA. Collectively, our goal is simple: to provide opportunities for success for everyone in our community and to create a robust and responsive community-services sector overall.

Labour community Services Toronto has represented the important partnership since 1983, thirty-three years since the labour movement co-founded the United Way with community support in 1956 making it our charity of choice. As part of our 2018 campaign, you donated, volunteered, and participated in United Way events across Peel, Toronto & York Region. You raised awareness about the #UNIGNORABLE issues facing our region, and you changed lives. We want to thank you for being involved in your workplace campaign. We look forward to supporting your Union run another successful campaign to support our charity of choice - United Way Greater Toronto.



LABOUR COMMUNITY ADVOCATES PROGRAM

A 10 week program designed to train union members to become referral agents in their workplaces. This training program consists of a variety of modules that focused on developing and enhancing: communication, interviewing & referral skills, as well as providing information on issues that create stress at work and life in general. Union members who graduate from the program act as a referral agents in the workplace helping their sisters and brothers find services they are in need of when circumstance warrant it.

This training is solution-based and incorporates labour principles and work with community groups to identify appropriate resources. Past participants have found the training to be useful in identifying many of the danger signs that we are inclined to ignore in our work and communities lives. Such as addiction, violence against women and mental health issues to mention a few. The training will help union members to recognize danger signs, what they mean, and what they can do about them.

We engage experienced professionals who are working currently in the field of community services to deliver several of the training modules. The training also creates an opportunity for participants to meet members from different unions who are affiliated to the Toronto and York region labour council (TYRLC) and to network locally while exchanging experiences and sharing ideas on social issues.



What do they do?

Labour Community Advocates are trained to act as a referral agents to union members and to the local union itself. They have the following responsibilities:

- To listen and provide a resource where union members can safely and confidentially discuss a problem they are facing and identify how to proceed.
- To assist workers who are facing personal and family challenges to help themselves through empowerment approach and find appropriate resources in the community.
- To provide information to the union local and its members about community services.
- To make referrals to appropriate community services and act as a link or bridge for union members.
- To act as a liaison to the community on behalf of the local and support member and union involvement in the community.
- To engage in prevention and union action by identifying issues that are having an impact on members and the community, and to identify ways the local union can respond.
- To follow-up and ensure that referrals are appropriate, services meet the member's needs, and support systems are in place once the member returns to his/her job.

The major roles of Labour Community Advocates are:

- To link workers facing workplace, personal or family challenges with resources in the community;
- To identify community issues where the union can play a role, through collective bargaining or social action;
- To support community activism among union members, unions and labour organizations.

The Labour Community Advocate training program curriculum is prepared by the Canadian Labour Congress and delivered by labour community Services. And it's funded by the United Way of Greater Toronto.

As a matter of fact, many if not most of the community social services are funded through our donations to our charity of choice - United Way and through funding from our tax contributions to all levels of government. Unfortunately many of us don't know about the vital social services that many of us depend on until we know of someone personally who desperately needed access to the important social services available in our communities.

2018 GRADUATES

Level One

Name	Last Name	Union	Local
Amanda	Picoh	OPSEU	166
Andrea	Gordon	OPSEU	330
Anna	Zachariah	Community	0
Anne	Frances morris	COPE	343
Candace	Zinkweg	USW	1998
Carlotta	Ewing	OPSEU	228
Connor	MacDonald	LIUNA	506
Fareena	Mughal	USW	1998
Farhad	Rahman	OPSEU	526
Fred	Geraedts	LIUNA	506
Janckie	Ramsook	USW	1998
Joseanne	Job	OPSEU	527
Junior	Sutton	ATU	113
Khalid	Z.Ahmed	USW	1998
Laurie	Koval	OPSEU	720
Margaret	Bucknam	USW	1998
Mark	Campanel	OPSEU	217
Mary-Christine	Smalling	Unitehere	75
Melaku	Seyoum	Unitehere	75
Nadine	Mundle	Unitehere	75
Nathalie	Bandeau	OPSEU	629
Pat	Ciadullo	OPSEU	502
Radha	Rao	workersunited	152
Ram	Selvarajah	OPSEU	524
Tammy	Chan	USW	1998
Willians	Leon	Unitehere	75
Zachary	Atchison	PSAC/CEIU	638

Level Two

Name	Last Name	Union	Local
Alan	Sheridan	UNIFOR	414
Diann	Thomson	UNIFOR	414
Donald	Sparks	UNIFOR	414
Gianluca	Spagnola	UNIFOR	414
Hope	Vandusen	UNIFOR	414
Jeff	Ferriss	UNIFOR	414
Kelly	Lynn	UNIFOR	414
Kimberley	Brazeau	UNIFOR	414
Kristine	Castanos	UNIFOR	414
Lynda	Kingsbury	UNIFOR	414
Monica	Allen	UNIFOR	414
Nigel	Brookes	UNIFOR	414
Patricia	Rimnyak	UNIFOR	414
Shermain	Pereira	UNIFOR	414
Tammy	Laporte	UNIFOR	414
Taran	Wharram	UNIFOR	414
Terry	Samuels	UNIFOR	414

Level Three

Name	Last Name	Union	Local
Abdelaziz	El Mejdouby	USW	1998
Ajay	Raikundalia	PSAC	638
Chesley	A.Thompson	PSAC/CEIU	638
Dahlia	Alie	Workersunited	0
Eileen	Lessey	UNDE	0
francine	Joseph	PSAC CEIU	638
Grazyna	Fijal-samusel	workersunited	154
Hadgu	Mesfen	CUPE	2191
Ludmila	Elias	USW	1998
Nadine	Wilson	SEIU	1
Shahin	Adatia	PSAC	638
Tamara	Williams	CUPE	1281
Toni	Eyre	USW	1998
Zewdi	Redaey	Community	0



To find out more information about registering for the Labour Community Advocates Training Program, please contact Mr. Najib Soufian at: 416-445-5819 ext. 26 or email: nsoufian@labourcommunityservices.ca

LEADERSHIP STARTS WITH YOU

Meet Pamela Serrattan, a graduate of the Labour Community Advocate Training Program (LCAT) and a proud member of the Ontario Public Service Employees Union (OPSEU) Local 528. Pamela is a mother of three who credits the program for the opportunity to develop vital leadership skills and access to transformative knowledge that every Union leader should grasp. Delivered by Labour Community Services; the Labour Community Advocate Program (LCAT) is a labour education program that trains workers on how to act as a referral agents in their workplace, who can assist their co-workers in times of need to find appropriate community services. LCAT also connect unions and community groups so they can work together, to build an inclusive society for everyone.

Pamela understands the importance of an inclusive society as an immigrant who came to Canada for better opportunities. Pamela emigrated from the Caribbean country of Trinidad and Tobago in 1983 where she was raised alongside her twelve siblings in a poor household where access to education was a privilege in a small country for such a big family. Pamela worked hard and studied diligently before meeting her partner at Scotiabank where she worked. She was fortunate to have relatives living in Ontario, Canada which made her transition into employment better than others. She understood that education and hard work was essential to living a successful life in Canada, so she continued working to raise funds to improve her qualifications.

Pamela's early life was rocked by turbulent events. Her partner who was employed by the Toronto Transit Commission (TTC) lost his job due to workplace challenges associated with mental health and addiction. She lost her apartment and job soon after without notice and was forced to work precariously through an agency. Pamela joined the Ontario Public Service through an agency where she worked tirelessly to qualify for a permanent position. Her supervisor encouraged her to attend Union meetings and in 2002, Pamela participated in her first strike. Pamela was amazed by the participation, exciting energy and support for all workers through our labour movement, where she realized that she was passionate about social justice and workers' rights.

Pamela was encouraged by her co-workers to become a steward. She learned about the Advocate Training Program through her Union. She did not know what to expect after participating in routine workshops but she was amazed by the structure of the program where other participants shared their lived experiences. Although she was nervous at the beginning, the program provided a supportive space for Pamela to engage with facilitators and participants in interactive workshops. The topics were relatable and provided a fresh insight that rebuild Pamela's confidence.



Empowered by transformative information, Pamela decided to successfully run for the leadership of her Union local 528 and was duly elected as President to better support her colleagues with new skills and knowledge for referral and support.

Pamela also benefited personally from the program by accessing support services that helped her navigate and address difficult family situations. Pamela understood that her world was not just limited to her family, friends and co-workers, but to her community which involves everyday folks that she sees at every corner fighting for humane

LEADERSHIP STARTS WITH YOU

causes. Pamela credits the Labour Community Advocate Training Program for the opportunity to develop a new found confidence of being a leader who loves to knock on her neighbor's doors to speak about what is possible.

Through the LCA training program, you will receive professional support and training in communication, interviewing and referral techniques so that you can assist union members find the appropriate resources. The program also allows participants to explore ways in which unions and other labour bodies can help build resilient and respectful communities.

Some of the topics covered in the program are: Community Services, Principles of Communication, Stress, Interviewing and Referral Skills, Conflict Resolution, Understanding Violence, Time Management, Addiction and Dependency, Mental Health, Financial and Credit Counselling, Harassment and Bullying, Loss and Grief, Work-Life Balance, Critical Incidents, and much more.

“I have learned that in being a leader, you must continue to learn and grow from every person who crosses your path”.

Finally, Pamela has become an ambassador for the Labour Community Advocate Training program in her community because of the opportunities that she was exposed to.

For more information about registering for the Labour Community Advocates Training Program, please contact Mr. Najib Soufian at: 416.445.5819 ext. 26 nsoufian@labourcommunityservices.ca Or visit: <http://www.labourcommunityservices.ca/training/>



HONOUR ROLL

The Toronto and York Region Labour Council proudly recognizes the contribution of the members of the following unions. Their generosity has helped United Way Toronto and York Region realize their fundraising goal of raising 110 million. Thank you!

Air Line Pilots International Association
 Alliance of Canadian Cinema, Television and Radio Artists
 Amalgamated Transit Union
 American Federation of Musicians of the United States and Canada
 Association of Management, Administrative and Professional Crown Employees of Ontario
 Association of Postal Officials of Canada
 Bakery, Confectionery, Tobacco Workers' and Grain Millers' International Union
 Canadian Airline Dispatchers Association
 Canadian Labour Congress
 Canadian Media Guild
 Canadian National Railways Police Association
 Canadian Office and Professional Employees Union
 Canadian Pacific Police Association
 Canadian Postmasters and Assistants Association
 Canadian Union of Brewery and General Workers
 Canadian Union of Postal Workers
 Canadian Union of Public Employees
 Directors Guild of Canada (Ontario)
 Elementary Teachers' Federation of Ontario
 International Alliance of Theatrical Stage Employees
 International Association of Fire Fighters
 International Association of Machinists and Aerospace Workers
 International Brotherhood of Electrical Workers
 International Union of Operating Engineers

Labourers' International Union of North America
 National Union of Public and General Employees
 Ontario English Catholic Teachers Association
 Ontario Federation of Labour
 Ontario Nurses' Association
 Ontario Professional Fire Fighters Association
 Ontario Public Service Employees Union
 OPSEU Liquor Control Board Employees Division
 Ontario Secondary School Teachers' Federation
 Ontario Teachers Federation
 Plumbers and Steamfitters Union
 Power Workers' Union
 Practical Nurses Federation of Ontario
 Professional Institute of the Public Service of Canada
 Public Service Alliance of Canada
 Service Employees' International Union Canada
 Society of Energy Professionals
 Teamsters Canada
 Telecommunications Workers Union
 Toronto Police Association
 Toronto Professional Firefighters Association
 Unifor
 United Brotherhood of Carpenters and Joiners of America
 UNITE HERE
 United Food and Commercial Workers
 United Steelworkers
 Workers United Union
 York University Faculty Association
 York University Staff Association



+110,000,000

THANK YOU

We would like to thank our staunch supporters and volunteers: Sharon DeSousa and Doug Sheppard. Thank you for your incredible support as a member of our United Way Greater Toronto 2018 Campaigns Cabinet.

As our Co-Chair(s) for the Labour Division, Doug and Sharon were instrumental in our historic and record breaking \$110 million raised. This year, we continue with another ambitious goal of engaging 1 million people in the fight against local poverty by 2025. United Way stands with GTA community agencies, investing \$94 million to fight local poverty in Peel, Toronto and York regions.

Thanks to more than 400,000 supporters, United Way Greater Toronto is investing \$94 million in a network of agencies across Peel, Toronto and York Region that gives everyone the supports they need, close to home. This investment comes at a time when poverty continues to imprint itself across the region: the GTA is the income inequality, child poverty, and housing unaffordability capital of Canada.

After government, United Way is the largest funder of community sector programming in our region. It's volunteers like you who are the foundation of our uprising of care.

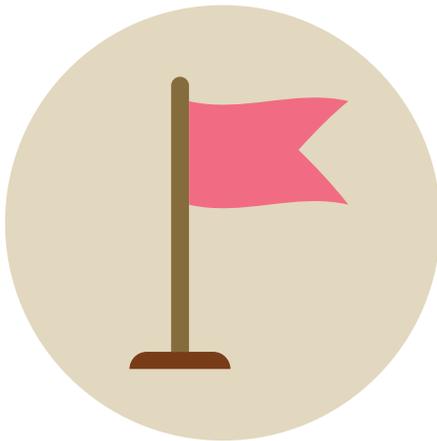
With your support - Poverty has no power. Thank you for being an important member of our United Way and Labour family.



Sharon DeSousa



Doug Sheppard



FINANCE & ADMINISTRATION

Labour Community Services adheres to strict financial guidelines and protocols to guarantee financial accountability and sound administrative as well as sustainable practices that make it possible for our organization to deliver on our mandate by providing important services in Toronto & York Region.

The Finance and Administration component of LCS plays a central role in the organization's sustainability. In 2018, LCS oversaw the administration of funds in support of the Toronto Community Benefits Network; Trade Linx's Career Navigator program; Communities Organizing for Responsible Development project and other funding initiatives, such as City Mentorship etc. Utilizing language and cultural capacity, LCS staff helped union organizing and worked with the Labour Committee of the Chinese Interagency Network (CIN).



Chinese Interagency Network (CIN):

Chinese Interagency Network (CIN) is a collaboration of organizations that focus on improving outcomes for the people who use their individual services. The network's Labour Committee advocates for systematic changes in workplace conditions for precarious worker by focusing on empowering workers with knowledge regarding Workers' Rights and Work Place Health and Safety improvements.

In 2018, CIN Labour Committee joined forces with the Toronto & York Region Labour Council's Chinese Workers' Network to champion improvements to Labour Laws, and

the Employment Standards Act. The network also worked with other frontline Chinese speaking workers from agencies that promote Workers' Rights and Workplace Health and Safety education and advocacy.

An important project that the committee took on was the Healthy Nail Salon project. The concerns and challenges raised by the nail salon workers were: Employment status (temporary or self-employment), health & safety (toxic chemicals and ventilation at the workplace), discrimination and other challenges faced by Nail Salon workers (who are mostly racialized women and new immigrants). The project aimed to engage with nail technicians in Toronto, York and Peel region, to reflect their needs, to improve their knowledge of health and basic workers' rights so that they can protect themselves at their workplace and advocate for new regulations in Canada for the Nail Salon industry.

Inspired by the collective power of union organizing, the project coordinators started The Nail Technicians' Network to train peer educators who were equipped with the knowledge and skills to become community organizers. Jackie Liang who is one of the coordinators of the network is one such example. Jackie has tirelessly advocated for new legislation to make salons healthier for nail care workers who are exposed to toxic chemicals in some nail care products.

In October 17, 2018, Nail Technicians' Network, along with CIN labour committee hosted a workshop to present basic healthy nail information for students and young professionals. The Employment Standard Act and basic Labour Law information were also delivered during the workshop. Due to the success of the workshop, participants requested further workshops to discuss their workplace concerns, which will be followed up by CIN labour committee in 2019.



CANADA SUMMER JOBS & LIFELINE FOUNDATION

Canada Summer Jobs:

Labour Community Services supported two students during the summer of 2018.

Gagan and Jaafar spent eight weeks learning and supporting the mission of Labour community Services, which is to achieve a just and equitable society for all.

The students were oriented about the labour movement, the United Way and the communities we serve. Labour Community Services appreciates the support offered by the Government of Canada through the Canada Summer Jobs Program to support students learn and develop skills to support the social services sector.



Lifeline Foundation

The Lifeline Foundation is a long-time program of the United Steelworkers Toronto Area Council. A wide range of employers and local unions support the program across Toronto, Peel Region, and parts of Eastern Ontario.

Lifeline was established in 1974. The Foundation is a set up as a charitable, non-profit organization accountable to its members and the Canada Revenue Agency. It is governed by a voluntary board of directors composed of both USW members and participating employer representatives.

Labour Community Services has hosted and supported the work of the Lifeline Foundation since 2005.

Lifeline provides information, referral, and support services to members of participating unions and their family members who are troubled by personal or workplace issues. It is a widely used and very successful program.

The program also offers workplace training - last year the most popular seminar addressed the issue of workplace harassment and workplace violence. Also in demand was a seminar that focused on money management and budgeting.

The coordinator extends thanks to both the United Steelworkers Area Council and Labour Community Services for their continuing support and collaboration over the past years and looks forward to the upcoming year.

For more information, please contact:
Sharon Clarke, Lifeline Coordinator
25 Cecil Street Toronto, ON M5T 1N1
416-977-6888



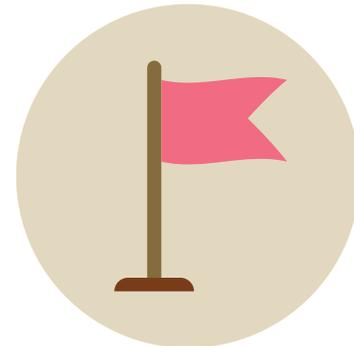
BY THE NUMBERS



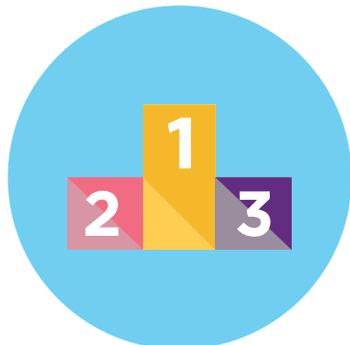
+110,000,000
Fundraised



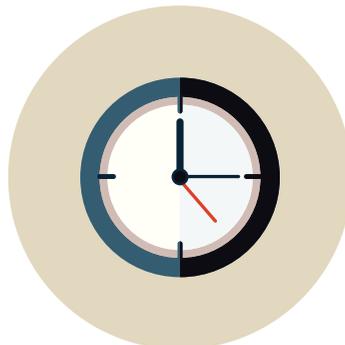
3
Major Events Held



2
Summer Student Positions



5
Major Victories



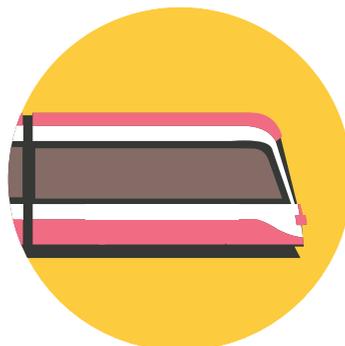
+6,000
Volunteer Hours



58
Training Program Graduates



5
Special Projects



+30
External Rallies Attended



55
Honour Roll Members

OUR TEAM: STAFF AND BOARD MEMBERS

We would like to say thank you to our volunteers and board members for their continuous help and support throughout the year.



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2017 - 2018 Board Members

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Jehad Aliweiwi
Director

Andrea Babbington
Vice president of TYRLC

Abdi Hagi Yusuf
Director

Helen Kennedy
Secretary

Vinay Sharma
Director

Gerry Harrison
Treasurer

Ainsworth Paul Hamilton
Director





Charter of inclusive workplace and communities:

Discrimination in all its forms threatens our country's rich social fabric, including the workplaces of union members and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights serves only to weaken our unions and our society. We commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities.

That is why we affirm that:

- Islamophobia, anti-Black racism and all other forms of racism, xenophobia, anti-Semitism and bigotry have no place in our workplaces or communities.
- Discrimination and acts of hate against union members and others in our communities marginalizes individuals and groups and excludes them from participating fully in our union, workplaces and their communities.
- The dignity of every member is essential to a healthy and vibrant union and workplace.
- As a labour movement, we will work with all levels of government, Indigenous peoples, civil society and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry in all its forms.
- By working together, we can nurture inclusive workplaces and strengthen our shared commitment to our union's shared values of equality, respect, justice, and dignity for all.



Thank you for your support as we strive to create a deep and lasting social solidarity between labour and community, to achieve a just and equitable society for all.

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