

FALL | 2020

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A Just Recovery for All

FORWARD TOGETHER

A CANADIAN PLAN

In Canada, we've weathered the pandemic by sticking together and supporting each other.

The United States is showing us what happens when we turn to blame, ignore our problems, and act like everyone is in it for themselves. We must reject that, take what we learned from the pandemic, and prepare for Canada's future. Read more to learn about what Canada's unions are calling for.

THE PLAN

Forward Together addresses three critical priorities to help our country recover and keep us safe in the future.



Replace Lost Jobs with Better Ones

With over 2 million jobs lost, we need a shovel-ready plan to replace those jobs with better ones. The government must kick-start local economies by hiring people to build green infrastructure, educating our youth and caring for others.



Strengthen Canadian Public Health Care

Make seniors safe by making long-term care part of public health care. Help families make ends meet by adding prescription drugs to Canada's health care system. When the next economic disaster hits, we need to make sure Employment



Disaster-Proof our Social Safety Net

Insurance is there for everyone who needs it and we have a plan for child care that actually works for families. We need to invest in things that keep communities strong, like affordable housing.

Make your voice heard

canadianplan.ca/add-your-voice

It only takes two minutes

You can make this possible



A Just Recovery or A Ford Failure?



We hoped it would be different by the fall. Canadians are reeling from COVID's second wave spreading across communities and generations. Schools re-opened in this province without adequate staffing, physical distancing or protective measures, so parents are scrambling to place their children in a safe environment. As it becomes more apparent that the Conservatives have failed the people of Ontario, Doug Ford's popularity is fast fading.

Instead of investing the money needed to upgrade school facilities and ensure adequate staffing, Ford and Education Minister Lecce have spent their time picking fights with the unions of teachers and education workers, and belittling the efforts of School Boards to address the logistical problems of a system in distress. Only months ago, our affiliates were taking job action and forfeiting income to try to protect class sizes and the integrity of publicly funded education. The hypocrisy of the Conservatives on this issue is stunning.

The most tragic outcome of the pandemic has been in long-term care, with the most deaths in privately run homes. Former Conservative Premier Mike Harris earns over \$220,000 for just one part-time job - Chair of Chartwell, the largest private investor in long-term care. Ford is determined to defend the private footprint in this sector, as well as standing opposed to universal pharmacare or nation-wide childcare programs in the name of "provincial rights".

The outbreak of COVID in many workplaces is a reminder that companies are still allowed to exploit temp agency workers and newcomers who lack the ability to speak up for their own safety. Ford's Bill 47 stripped away many crucial rights needed to address the fissured workplace that is the new norm in today's economy. They refuse to legislate paid sick days

for Ontario workers, or to address the impact of systemic racism in entire sectors dominated by poverty wages.

At the federal level we see a different approach. The minority Liberal government promises a permanent expansion of new national programs. Pharmacare, childcare, green jobs and a re-structured Employment Insurance program are all outlined in the Throne speech. Intense bargaining by the federal NDP has won the promise of paid sick days across the country. But the Liberals have made these promises before - programs will only become real once the budget confirms real money with strong rules applied to how it gets spent.

How do we actually win a just recovery? There are major obstacles in front of us, not the least of which is the challenge of securing hundreds of billions in long-term funding. Conservative Premiers are ganging up to derail national programs in favour of privatized models. So, we need to keep the pressure on Doug Ford so he does NOT SABOTAGE this opportunity – and demand he step up to fund provincial responsibilities such as transit and social services.

We can come out of this crisis with systems in place to build a much better Canada, but it will take hard work and focus. Our job is to do the hard political bargaining in the coming months to ensure a Just Recovery for All.

The outbreak of COVID in many workplaces is a reminder that companies are still allowed to exploit temp agency workers and newcomers who lack the ability to speak up for their own safety.

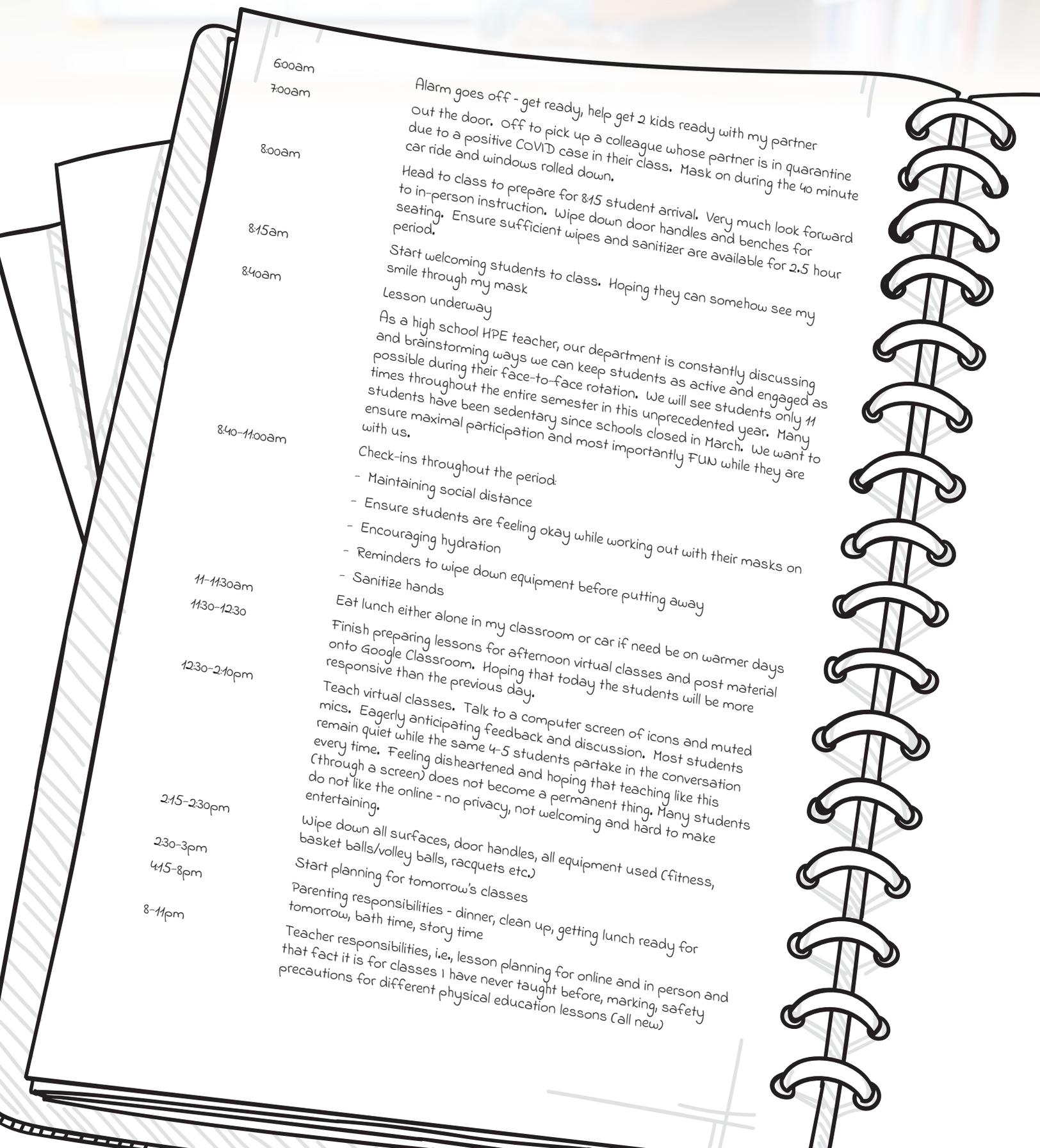
A Day in the Life of.... Teachers

Teacher X is a 4th grade teacher with the Toronto District School Board. He is close to retirement but still loves teaching. His partner is currently “hiding up in the bush”, living apart so as to not get sick. “The reality of teachers’ personal lives has definitely changed,” wrote Teacher X.



- 8:00am get to school early as new student coming transferring from virtual, needs a desk, chair and supplies. VP brings a desk from storage, supplies (pencil case, eraser, markers, scissors, sharpener, pencil crayons and markers) gathered from the resource room as students are not to share.
- 9:15am Go back to class and set up for the morning lessons.
- 9:30am Go outside to greet students, check health forms and attendance. Welcome the new kid in line
- 9:45am Inside...Sanitize each kids hands as they enter, get new kid a mask, (too big needs adjustments, I make knots, this works).
- 10:15am We do a little introduction of ourselves for new student. Other students curious about virtual school but apparently this student was “just at home.” No school. Land acknowledgement, O! Canada and announcements.
- 10:30am Class learning sign language version of “oh Canada”. (It’s like a dance and the students love it).
- 10:50am Pretest of vocabulary, (find out new student does not know how to spell his own name...not kidding).
- 11:00am Snack time. Masks off, no talking. (New student does not have a snack and did not eat breakfast, he does not like my emergency fruit salad so he eats some of his lunch sandwich). We watch a video about decomposers. Videos help them to not talk, otherwise it is a struggle.
- 12:10pm Recess, students line up but are not successfully distancing in the hall. I walk them out to the yard as we are supposed to be our own bubble, not running through other classes’ spaces. I remind students to keep masks on if they are close to one another. They find this to be impossible.
- 12:30pm Blow whistle and line up my class to go inside. We are careful not to mingle with other classes going in. Masks on before entering. Sanitize hands as we go into the classroom. Kids say thank you each time, they are so polite.
- 1:15pm Math lesson. Checking work this period as they finish a video, most are fine with the basic math although they were very rusty in September (basic adding and subtracting).
- 3:10pm Lunch outside, which is better as the silent lunches are next to impossible.
- 3:30pm Walk students back to their outdoor zone. Free time for me (I wash up). I join colleagues at the front of the school steps where we talk about Thanksgiving, our colleague and the class in quarantine.
- 3:35pm Meet my class again, do attendance and go to class. Sanitize hands going in (they thank me)
- 3:45pm Reading time followed by an art activity. Each student gets a pack of pastels. (they are thrilled and find them “beautiful”).
- 3:55pm Clean up and get ready to go to one of the outdoor education zones. Students put all their work in bins and line up to go outside to the stumps (tree stumps that I arranged with the help of a parent to do outdoor education). About eight students do a presentation of their mini book report (outside they do not need their masks). They clap for each other.
- 4:05pm We line up and walk to where parents will pick up their kids. A few parents want to tell me something or ask me something... even though they are supposed to stay out of the student area.
- 4:30pm I return to class to organize for the next day. I try to leave the school by 4:30. We are not supposed to linger. I am often working at home quite late, working on preparing lessons, calling parents, marking papers. I never finish! just at some point stop.

Teacher Y is a Health and Physical Education Secondary School teacher with the York Region District School Board. She has been teaching for 15 years.



6:00am

7:00am

8:00am

8:15am

8:40am

8:40-11:00am

11-11:30am

11:30-12:30

12:30-2:10pm

2:15-2:30pm

2:30-3pm

4:15-8pm

8-11pm

Alarm goes off - get ready, help get 2 kids ready with my partner out the door. Off to pick up a colleague whose partner is in quarantine due to a positive COVID case in their class. Mask on during the 40 minute car ride and windows rolled down.

Head to class to prepare for 8:15 student arrival. Very much look forward to in-person instruction. Wipe down door handles and benches for seating. Ensure sufficient wipes and sanitizer are available for 2.5 hour period.

Start welcoming students to class. Hoping they can somehow see my smile through my mask

Lesson underway

As a high school HPE teacher, our department is constantly discussing and brainstorming ways we can keep students as active and engaged as possible during their face-to-face rotation. We will see students only 11 times throughout the entire semester in this unprecedented year. Many students have been sedentary since schools closed in March. We want to ensure maximal participation and most importantly FUN while they are with us.

Check-ins throughout the period:

- Maintaining social distance
- Ensure students are feeling okay while working out with their masks on
- Encouraging hydration
- Reminders to wipe down equipment before putting away
- Sanitize hands

Eat lunch either alone in my classroom or car if need be on warmer days

Finish preparing lessons for afternoon virtual classes and post material onto Google Classroom. Hoping that today the students will be more responsive than the previous day.

Teach virtual classes. Talk to a computer screen of icons and muted mics. Eagerly anticipating feedback and discussion. Most students remain quiet while the same 4-5 students partake in the conversation every time. Feeling disheartened and hoping that teaching like this (through a screen) does not become a permanent thing. Many students do not like the online - no privacy, not welcoming and hard to make entertaining.

Wipe down all surfaces, door handles, all equipment used (fitness, basket balls/volley balls, racquets etc.)

Start planning for tomorrow's classes

Parenting responsibilities - dinner, clean up, getting lunch ready for tomorrow, bath time, story time

Teacher responsibilities, i.e., lesson planning for online and in person and that fact it is for classes I have never taught before, marking, safety precautions for different physical education lessons (all new)

Our City Matters!

Toronto is facing “unimaginable financial pressures” as a result of the COVID pandemic. In recent reports, the City Manager has identified a shortfall of \$1.5 billion in the 2021 budget that would cause massive problems for city services. This year, Toronto received massive grants from the federal government to address some of the crisis in transit, shelter and housing, public health and general operations. But the pressures are building.

We need all hands on deck from unions and community allies to win the scale of finances necessary to avert disaster. Municipal workers are on the frontlines going flat out to deliver the public services that keep us safe during COVID-19. But responding to this pandemic has left municipal governments in financial crisis. Their revenues have collapsed and unanticipated costs are soaring. Without financial help, municipalities will be forced to cut the vital local services our families and communities rely upon every day. Labour Council will be launching a major campaign to build pressure on provincial and federal politicians to ensure Toronto can weather this crisis.

POSSIBLE TORONTO SERVICE CUTS

20,000 jobs

50% reduction of subways, buses and streetcars.

73.6% cut to TTC's Wheel-Trans service.

\$23 million cut to Toronto Fire Services

\$40 million cut to child-care subsidies.

50% reduction in shelter spaces.

50% reduction of spaces in city-run long-term care homes or 1,321 spaces cut

50% reduction in recreational services

61 community centres closed

FACT CHECK



“Ontario’s Financial Accountability Office reported in September that, of the first \$105.6 billion spent in Ontario by the provincial and federal governments to respond to COVID-19, \$102 billion — 97 per cent — was federal money. The Ford government has dragged its feet at every turn, and is refusing to come up with money for key services that are its responsibility”

Care Matters: Childcare, Long Term Care & Pharmacare

CHILDCARE PARADOX

It has taken a pandemic to put the paradox of childcare in 21st century Canada in sharp relief: childcare programs not important enough to be universal public services, but too important to close. The urgency to find a national solution for child-care has become an economic imperative. With schools adjusting to new online and in-person classroom setups, the pandemic has left many working parents struggling to juggle work while acting as full-time caregivers and teachers. Even those with kids physically back in school are worried how long that will last.

Only Quebec has a low-fee universal childcare program, while the 2020 BC provincial election included a battle over childcare. Ontario is a different story. Toronto is currently the most expensive city for childcare, averaging \$1,479 a month with Markham (\$1,349/month), Oakville (\$1,325/month), Vaughan (\$1,316/month) and Richard Hill (\$1,243) rounding out the top five.

Instead of addressing affordability, quality of care, support for workers or boosting health and safety regulations, the Ontario government's response is to place younger children into larger groups with fewer qualified staff. These reforms are just another step in Ford Nation's goal to deregulate the economy, gut social services and break unions at the expense of Ontario families, workers and women.

The current fragmented approach, which reinforces inequality and removes options for families, reinforces why a stronger federal role in childcare is needed. If the



"When I became an Early Childhood Educator I never imagined that I couldn't afford childcare for my own children"



Rising UP
for
Child Care

situation continues unchanged, we risk undermining our economic recovery, while furthering inequality and division. Or, we can begin to build a childcare system that becomes a central pillar of Canada's social infrastructure and allows all families a chance to thrive.

LONG TERM CARE: CUTS KILL

Almost 2,000 residents and staff have died as a result of COVID-19 in Ontario's long-term care homes since the pandemic began, and nearly six months later, residents are still being cohorted or isolated too late to stop outbreaks. All staff do not have N95

masks. We can and must do better.

The exclusion of long-term care from the Canada Health Act has allowed for the proliferation of private for-profit care in our country. Labour advocates and allies have repeatedly called on the federal and provincial governments to take real action to entrench long-term care in our system.

Starving our health care system of resources has undermined the capacity of the system to provide services Canadians need, including hospital, primary, home, community, mental health, dental, vision, and long-term care. The staggering loss of life in

DEMAND CHANGE FOR LONG-TERM CARE.

long-term care homes due to COVID-19 is the result of problems that long preceded, but have been alarmingly exacerbated by, the current crisis.

Canada's unions are calling on the government to immediately address the failings COVID-19 exposed in long-term care by:

- Bringing long-term care into the public system and regulating it under the Canada Health Act;
- Removing private, for-profit businesses from the sector;
- Requiring proper staffing and health and safety protections for workers; and
- Permanently raising wages and benefits for long-term care workers to match the value of the work.

PHARMACARE: TIME TO WALK

Before the COVID-19 pandemic, more than three million people living in Canada were already dealing with inadequate prescription drug coverage, or no coverage at all, and struggling to pay for their medication. Today, mass layoffs triggered by the pandemic have left millions

of additional people without workplace drug benefits and they cannot afford medications for themselves and their families.

Canada is the only country in the world with public health care that doesn't have universal pharmacare. Instead, we pay some of the highest prescription drug prices in the world. That means our national source of pride – universal health care - effectively ends as soon as you receive a prescription to fill.

Although many Canadians have access to public or private drug insurance, this patchwork creates inequities in access and punishes the poor, part-time workers, contract workers and many others who cannot afford the medications they desperately need. It also hurts our purchasing power on the global pharmaceutical market and exposes households and businesses to considerable financial risk.

Every government study and national review has drawn the same conclusion: a national pharmacare plan makes sense for the well-being of our country and fellow citizens. Now is the time to stop the talk, and walk the walk.



Zero Tolerance for Racism in the Workplace



Toronto should be shocked by a series of hate crimes on construction job sites in the city. Nooses were hung targeting Black workers as a sick reminder of the lynching of thousands of Black men in the United States. General contractors immediately called for a criminal investigation, while construction unions and communities rallied to challenge hate and affirm that Black Lives Matter.



Police are investigating these incidents, but it is not clear how effective they will be. On July 7, union and community groups held a demonstration in front of 55 Division police station to condemn the police failure to press charges after a brutal racialized assault on two local east end residents, both members of the Steelworkers Union. Only after that public expression of outrage were charges finally laid.

This dramatic evidence of escalating physical hate crime in our society must be immediately addressed. We are all called upon to condemn these actions and the deeply ingrained

systemic racism that gives rise to them. Toronto has experienced this before — with neo-Nazi groups in the 1930s; the Western Guard formed in the 1960s, physical attacks on South Asian immigrants in the 1970s, the attempt of the Ku Klux Klan to set up a Toronto operation in the early 1980s, and most recently, extremist groups targeting the Muslim community, etc.

But it's not just about high profile incidents. The lived experience of Black workers and families need to be listened to and reflected upon. Here in Toronto, there is a growing frustration of communities who feel that little has actually changed despite

many promises of “transformation” or “reform.”

There is no simple answer to this deeply disturbing reality. Every person who holds power or authority in society — in government, in business, in workplaces, in the education system and in unions — is called upon to use their position to implement lasting change to ensure that human rights and anti-racist practices are embedded in the culture of every workplace and every community. Having a workforce that is representative of our communities, and welcoming to everyone, requires dismantling historic barriers as well as supporting equitable hiring programs.

Unions hold a special place in society. Our legitimacy as a voice of change comes from the hundreds of thousands of women and men, from all cultural backgrounds, in every sector of our economy, represented among our membership.

As a Labour Council, we have been a consistent organizing force fighting for equity and inclusion in Toronto for nearly 150 years. From undertaking campaigns for legislation and action against discrimination, we helped secure some of the first anti-discrimination legislation in North America, lobbied to end Canada’s

deeply racist immigration policies, campaigned for Employment Equity, pushed for equitable public services, refugee rights, police accountability and helped establish the much-loved weekend.

We helped found the Urban Alliance on Race Relations and the United Way, and continue to support local community groups and activists pushing for human rights policies at work and in broader society.

Our recommendations build on decades of ongoing work that encompasses the lived experience of our members and their families, the knowledge of front-line workers, the lessons from dealing with political decision-makers and working with community allies, and the learning from both gains and setbacks.

Here are some steps that can be taken by those with power in our economy:

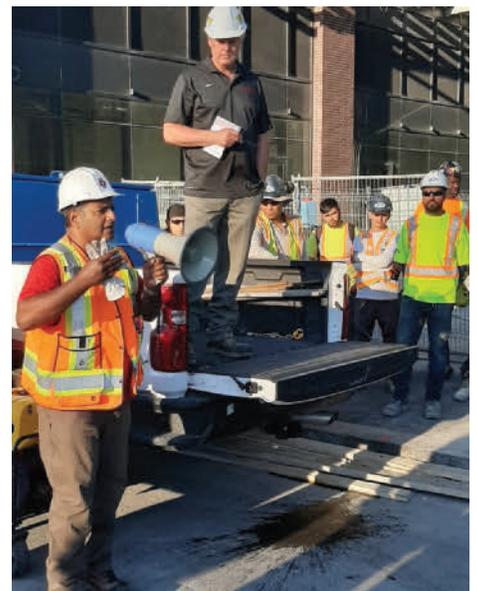
- Condemn any hate crimes perpetrated in workplaces and demand full criminal prosecution of those responsible.
- Develop a joint labour-management plan for every workplace to challenge systemic racism and commit to ensure that workplaces are free of any form of discrimination.

- Ensure that extensive human rights and anti-racism training is mandatory for all employees and supervisors.
- Support the use of Community Benefits Agreements to increase the hiring of racialized workers on infrastructure projects and in other venues.
- Endorse and circulate a Charter of Inclusive Workplaces and Communities.

Our economy has been powered by skilled workers from Indigenous communities and generations of immigrants and refugees who have used their grit and determination to build Canada’s largest urban centre. Yet, in the face of systemic racism, much more remains to be done. It is up to all of us to help create a future where there is zero tolerance for racism in our society so that we can all continue to thrive, together.

By John Cartwright, Danica Izzard and Ainsworth Spence

Danica Izzard is a teacher, Ainsworth Spence is a health-care professional – they are co-chairs of the Equity Committee of the Toronto & York Region Labour Council. This article was published in the Toronto Star on July 16, 2020



Unfinished Business: Community Safety and Racism in Policing

The Toronto & York Region Labour Council recommendations build on decades of ongoing work that encompasses the lived experience of our members and their families, and the knowledge of frontline workers. People are fed up with reports and studies – they want decisions that are actionable and intentional. The City of Toronto must undertake to re-design policing, redirect financial resources, demilitarize police culture, and ensure the law is equally applied for the protection of everyone – based on human rights of every person being fully respected and protected.

RECOMMENDATIONS

- Ensure that a major portion of public funds will be re-assigned from the current flawed model of policing into a comprehensive, inclusive, equitable approach to community safety for all
- Continue to investigate and remove systemic racism in all practices and culture of policing
- Reform police governing structures so they are legally accountable to civilian oversight, including the City auditor, and ensure they are accessible to the community
- Explore new methods of community safety - from the use of non-lethal technology and “mobile crisis teams”, to alternative support teams for people facing mental-health issues and non-life-threatening policing needs.
- Review training, guidelines, and protocols for the use of force and for responding to incidents involving mental illness, disabilities, and those who are exhibiting mental distress.
- Recruit and support officers who are representative of the diversity of Toronto communities and who can interact fully with all residents
- Require police officers to co-operate fully with SIU investigations (and to have an independent SIU that reports to a civilian authority) and submit all relevant evidence to a civilian body;
- End racial profiling and other practices that often disproportionately single out young people of colour and marginalized members of our communities

Accessibility and accountability of public services is a key element of equity and justice.

RECOMMENDATIONS

- Amend the Police Services Act to ensure that governance of Police Services is clearly placed with Police Services Boards

- Eliminate the power of the Ontario Civilian Police Commission to overturn Toronto City Council decisions pertaining to police budget matters.
- Ensure any new anti-racism bodies are adequately funded and legally protected
- Work with other agencies to protect and preserve public services in all areas
- Strengthen democratic and inclusion practices in all public bodies and agencies, boards and commissions; municipal committees and other decision-making venues

(Excerpts from the Labour Council submissions to City Council and the Toronto Police Services Board)

TEN YEARS AFTER – JUSTICE + G20 PROTESTS

More than a decade has passed since the largest mass arrest in Canadian history and gross violation of civil rights occurred on Toronto streets. Finally in response to legal action, the Toronto Police Service paid \$16.5 million to the people who were arrested and detained during the G20 summit in 2010. As part of the settlement, Toronto police must publicly acknowledge the mass arrests and the conditions in which people were detained.

At that time, the Labour Council joined the Civil Liberties Association and Amnesty in condemning police behaviour and calling for an independent inquiry. Those actions, and the secret adoption by the Ontario Cabinet of extraordinary regulations for arrest, set a dangerous precedent for abuse of power and erosion of civil liberties. The Canadian Charter of Rights and Freedom is supposed to guarantee the rights to freedom of speech, freedom to assembly and freedom to exercise our right to peaceful and lawful protest.

Strength In Numbers – A Q&A With Brother Mark Austin, USW 1998 and Sister Carolyn Egan



In late June, brother Mark Austin, USW 1998, and his partner were violently targeted in a racist attack in Toronto's East End. Police inaction led to Steelworkers, labour and community groups rallying to demand justice. This is an edited transcript of a conversation with Mark and Steelworkers Toronto Area Council president, Carolyn Egan.

Mark, firstly, how are you and your partner Candace?

I feel we're doing okay. Candace is in good spirits now that she's been going back to work and has a sense of fulfilment. Between Covid-19, the assault and other life challenges, we're just trying to find our new normal.

Carolyn, how did you first hear about Mark?

I heard about the racist attack that Mark and his partner had been subjected to from a fellow Steelworker. I felt that it was critical that we organize an immediate response. The police were not laying charges and racist attacks of this nature cannot be allowed to go unchallenged.

Mark, why the rally? What was the action plan?

Mark: I was so worried about my partner and her concussion, but just had this vision of hundreds of people outside the police station. So when Carolyn called me and asked "What can we do? What do you want to do?" I just threw it out into the universe. Hours later, plans were in place. It was almost like a dream. It didn't feel real.

Carolyn: I spoke to Mark and then got in touch with other members of our union, the Coalition of Black Trade Unionists, the Black Action Defense Committee, and other community anti-racist organizations. The passion and determination to stand with Mark was immediate. We called a rally at 55 Division where over 200 people came out, including many of our members, to denounce the attack, challenge systemic racism and demand that charges be laid.

Do you think the rally influenced the police's decision to eventually lay press charges?

Carolyn: There is no doubt in my mind that charges were laid as a result of the broad community response and the fact that the trade union movement took a strong stand against anti-Black racism. Collective action brings change and it is movements on the ground that make the difference. We must take a strong stand against racism where ever and whenever it occurs.

Mark: I was totally blown away by it. I didn't expect that many people to come out from MPPs leaving the legislature, City Councillors, local and national union leaders, groups like The Toronto East Anti-Hate Mobilization Group. The next day, they laid charges. The "Take Back Datonia Park" event we held shortly after also sent a strong message through our community that hate will not be tolerated.

Mark, what lessons have you learned from this experience?

It's important that people know you are not alone. I've always had respect for the labour movement and social justice groups, but witnessing that support first hand was powerful. It's not just about your workplace, this was solidarity in action: there really is strength in numbers.



Yes, We Can! Climate Lessons from “*A Good War*”

A year ago, millions of people took to the streets demanding real action to address the climate emergency. Inspired by Greta Thunberg and a dynamic movement of students and youth across the globe, people recognized that system change is crucial. Now writer Seth Klein has produced a brilliant snapshot of a time in Canada’s history when our entire economy and society were harnessed in common cause to win the epic struggle of the Second World War. We have heard about auto factories being transformed to produce tanks and the iconic “Rosie the Riveter” who built fighter planes. But few of us know the whole story of how public policies, public finance and public enterprise were central to victory.

In his new book, *A Good War*, Klein details how Canada created 28 Crown Corporations to regulate the economy or produce needed war material. How regulations overruled the interests of individual capitalists to ensure a comprehensive approach to survival, and how Canada went into an unprecedented level of debt to finance this effort because, in the words of one Cabinet Minister, “**If we lose the war, nothing else matters.**”

Klein’s central message is simply this: if the climate crisis threatens humankind’s survival on the planet, then “if we lose this fight, nothing else matters.” He offers vital recommendations that would make a dramatic difference in



how Canada addresses this challenge. COVID-19 has shown how things that were recently dismissed as impossible are now central to our recovery. His book *A Good War* is a perfect read for anyone who wants to be well-armed in the struggle for the survival of humankind on this planet.

Recovery and Green Jobs

Construction is a vital sector which will help re-ignite the economy and create urgently needed jobs. With one third of Toronto’s CO2 emissions coming from buildings, moving to low-carbon design and retrofitting existing buildings is a key component of meeting Canada’s climate goals. This summer Labour Council helped launch a new coalition for building a green economy: Workforce 2030.

Workforce 2030 seeks to catalyze change in the construction sector’s workforce with an emphasis on low-carbon, high-value jobs. Most of our construction unions have been around for over a century, with a strong culture of apprenticeship and training. We want to build on existing skills and growing the design, engineering, construction and building operation workforce - with equity and inclusion principles at the forefront. The coalition will champion:

1. Skills development for existing workers by enhancing low-carbon knowledge and competencies.
2. Attracting, training and upskilling workers, specifically addressing those traditionally underrepresented in the sector, including women, youth, Black, Indigenous, racialized people and newcomers - to create pathways to resilient employment.
3. Workplace innovation aligned with new technologies that create new, more efficient processes and occupations.



Working Green for 2050

While much of the world's attention is justifiably focused on the COVID-19 pandemic, the global climate crisis is worsening. We will get a vaccine for COVID, but there won't be one for climate change.

The Labour movement has a history of being an early supporter of programs that are now taken for granted, such as health care and paid maternity leave. We now need to step up and help tackle climate change. Workers have a distinct role to play in reducing greenhouse gas emissions, it is workers who run our warehouses, factories, and transit systems and can contribute to reducing workplace emissions.

We are the largest democratic membership-based organization in the country. Every union has local general membership meetings, regional or provincial conferences and national conventions. Most have education programs in place to train union stewards, health and safety representatives and provide leadership skills. We need to add climate awareness and action to our palate of programs. The support and participation of the Labour movement will be an important pillar to Canada meeting the net zero emissions goal.

We have seen this year's catastrophic fires in California and Australia, continued drought in Africa and even more melting of ice in the Arctic and Antarctic. Indigenous communities are often those hit hardest by climate change.

Canada will develop a plan to achieve net-zero emissions by 2050 and will set legally-binding, five-year emissions reduction milestones, based on the advice of experts and consultations with Canadians. Electric vehicles (EVs) are part of the solution, we recently had good news about the Ford Motor Company investing to build EVs in Canada, with federal support. Soon diesel buses will be a thing of the past, creating both job opportunities in building the new vehicles, but also their on-going maintenance, which means ensuring diesel mechanics receive training to stay on the job.

The Labour Education Centre (LEC) is able to support unions at every level to think about how to reduce workplace emissions, and become community leaders in taking action on climate change. We do that by offering climate workshops to members, either in person or virtually. LEC can offer advice on how to start a Workplace Emissions Reduction Committee in your workplace. To find out more, please contact Steve Shallhorn, Executive Director at the Labour Education Centre (sshallhorn@laboureducation.org) or call 647-985-3380.



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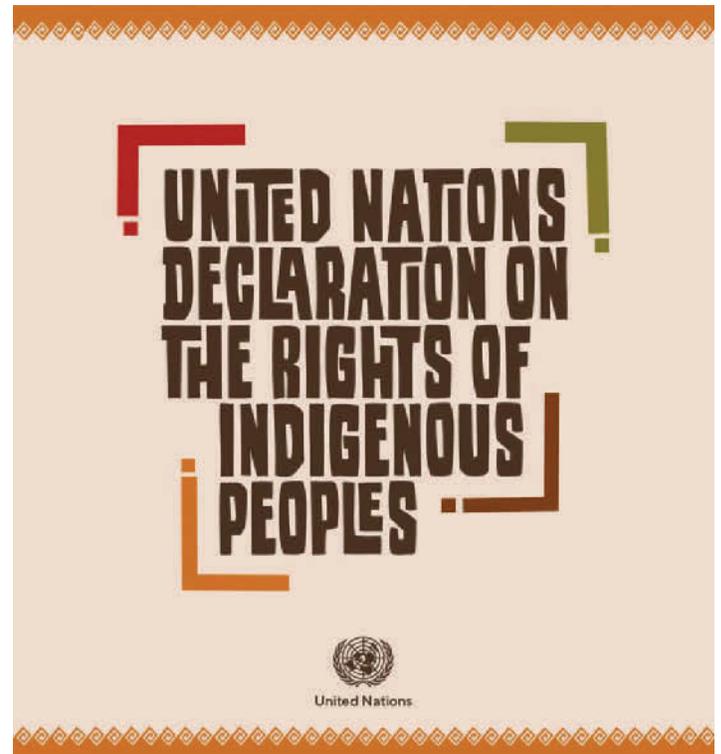
There Is No Reconciliation Without UNDRIP

UNDRIP is the United Nations Declaration on the Rights of Indigenous Peoples. Canada's Truth and Reconciliation Commission (TRC) refers to it as "the framework for reconciliation." The TRC used the Declaration as a guiding framework for both its report and its 94 Calls to Action. Numbers 43 to 49 specifically call upon federal, provincial, territorial, and municipal governments to fully adopt and implement UNDRIP into Canadian law.

While the Declaration is not legally binding, it is the most comprehensive international human rights instrument for the individual and collective rights of Indigenous peoples in Canada and around the world. It provides guidance to cooperative relationships with Indigenous peoples, and addresses a wide range of rights to culture, identity, language, health and education.

The guiding principle of UNDRIP is "free, prior and informed consent." Whether it's land development or resource extraction on traditional territories, or changes to laws and legislation that affect the lives of Indigenous peoples, the Declaration clearly states that Indigenous peoples have a right to a meaningful say in the decisions that impact their land, territories, languages, cultures and way of life. In effect, this means the right to say "no" to government and industrial actions that will harm their languages, cultures, and the well-being of their communities.

Read more about the UN Declaration on the Rights of Indigenous Peoples at UN.org



Canada's Unions Support Mi'kmaq Treaty Rights

All levels of government have a duty to uphold the inherent rights of Indigenous peoples, says the Canadian Labour Congress in response to the violence around the lobster fishery. Canada's unions call on the federal government to:

1. Uphold the rule of law and respect treaty rights. The Department of Fisheries and Oceans must negotiate in good faith with the Sipekne'katik First Nation representatives, to work out a reasonable solution to the fishery dispute that respects the Marshall Decision;
2. Address the threats, attacks and discrimination against Mi'kmaq people; and
3. Ensure the safety and security of Mi'kmaq people as they exercise their legal treaty rights.

Justice for First Nations, Métis, and Inuit (FNMI) peoples is long overdue, and Canada's unions are committed to ensuring the calls to action of the Truth and Reconciliation Commission are fully implemented. Reconciliation is only possible when the rights of First Nations, Metis and Inuit peoples are fully respected.





Labour Community Services

Your Labour Voice in the Community

SHOW YOUR LOCAL LOVE

The Show Your Local Love campaign is well underway and unions throughout Toronto and York Region are continuing to raise awareness and funds to support United Way's 280 community agencies.

Labour Community Services hosted a virtual Presidents' Breakfast and Dinner with the Toronto & York Region Labour Council and Peel Region Labour Council. This event engaged with the leadership from the labour movement amid a renewal of labour's support and partnership with the United Way.

Our communities cannot recover without labour's effort. To learn more about how to start your workplace campaign, or to find out about the services we support visit www.uwgt.org.

THERE CAN BE NO JUST RECOVERY WITHOUT DISMANTLING SYSTEMIC RACISM

On September 28, 2020, Faduma Mohamed, Executive Director of Labour Community Services, John Cartwright, President of Toronto & York Region Labour Council, and Daniele Zanotti, President and CEO of United Way Greater Toronto, engaged in a Speaker Series, discussing the importance of ending systemic racism and what opportunities could improve the experience of people for whom systemic and individual acts of racism is a reality, for a just recovery for all.

With the COVID-19 pandemic continuing to be a challenge, a daily increase in cases, and the Ontario government pausing the further reopening of business facilities and organizations to assess the impacts of Stage 3,¹ it has continued to bring to the forefront, the disproportionate effects the pandemic has on marginalized communities.

With the United Way Greater Toronto's launch of the Show Your Local Love campaign, addressing poverty and related issues, including hunger, homelessness, social isolation and mental health, it is a reminder of the collective work we, as labour activists and members of the community, need to continue engaging in. Labour Community Services and Toronto & York Region Labour Council have launched the Yes, It Matters: Addressing Systemic Racism and The Refugees Next Door campaigns to not only open the conversation, but also provide actionable steps for unions to take the lead in ending systemic racism.

A just recovery for all will require the acknowledgement that barriers exists from everyone being able to do so,

and that only when we come together, will we be able to end systemic racism, recover and thrive.

BECOME A LABOUR COMMUNITY ADVOCATE

For more than 30 years, Labour Community Services has provided an opportunity for union members to take part in the Labour Community Advocate Training (LCAT) program. Participants join a network of community leaders from Toronto & York Region Labour Council's affiliate unions (OPSEU, USW, Unifor, PSAC/CEIU, CUPE, SEIU, Unite Here, Workers United, UFCW, IBEW + more), and learn valuable skills and tools to support their union members. To read more about the LCAT program, visit www.labourcommunityservices.ca/lcat or email us at info@labourcommunityservices.ca.

Labour Community Services is an organization that was formed in 1982 by the partnership between Toronto & York Region Labour Council and United Way Greater Toronto, to connect labour and community agencies in tackling poverty.

www.labourcommunityservices.ca

THANK YOU!

We would like to congratulate and thank everyone who has participated in the Labour Community Advocate Training program for becoming even better leaders and making a difference in our unions and communities. A special thank you to OPSEU - Region 5 for their consistent support of the LCAT program, by encouraging their members to participate each time the program's in session.



¹https://www.ontario.ca/page/reopening-ontario?_ga=2.247840775.1664532038.1588075395-1518381601.1587960267

Affiliate Snapshot

UNITE 75:

As the GTA's hospitality workers' union, we have been among the fastest and hardest hit: 90% of our 8,000 members are out of work, the majority of which are workers of colour. But in the midst of this crisis, our goal at UNITE75 is to ensure that no hospitality worker is left behind.



Unfortunately, many hospitality employers are using the pandemic to put profits before people. Implementing long-standing cost-cutting measures and taking away unionized jobs under the guise of pandemic efficiencies is common practice. The majority of hotels, for example, have refused to use government measures like the Canadian Emergency Wage Subsidy or have opted out unexpectedly. In rejecting these programs, the owners' message is clear: our workers are not our priority.

In August, workers at the Fairmont Royal York were given less than a week's notice that CEWS would no longer apply to all those previously furloughed. Hundreds of families were immediately thrown into uncertainty and left scrambling to find new stable sources of income. Local 75 responded. We took to the streets, respecting social distancing guidelines, to demand better. Members marched outside the hotel and straight to owners' Kingsett Capital headquarters, shaming the firm while sending a powerful message to PUT WORKERS FIRST!

As we prepare for the tough winter months ahead, our key priorities of income security, a safe return to work, and the protection of jobs remain. So far, we have been able to weather this storm thanks to the solid foundation that



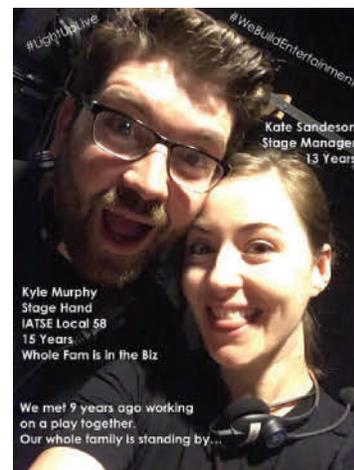
our most recent round of bargaining was able to achieve, while lobbying and PR has ensured government officials at all levels are aware of the unique challenges facing by our workers. We are proud to be a diverse local within the UNITE HERE International Union. Collectively, we know we can overcome.

IATSE 58:

We all sat through the first wave of Covid-19 isolated at home while public health tried to get a grasp on this deadly virus. As the economy slowly started to open up, one sector remains firmly shut: Live Entertainment. IATSE Local 58 members, the magic behind Toronto's entertainment scene since



1898 have been standing by, waiting to return to work. So few know how many people it takes behind the scenes to create all of the entertainment options that makes Toronto a global leader. Now with the second wave upon us, Local 58 members continue to wait to see when we will be able to gather safely again. These are just a small fraction of the workers whose careers have been abruptly paused due to COVID-19 with no idea when work will return. We hope to see you all soon!



Labour Council News

FAREWELL, MOHAMMED

This October, we bid Labour Council Senior Organizer Mohammed Hashim farewell as he moves to become the Executive Director of the Canadian Race Relations Foundation, based in Toronto.

We will sorely miss him as a core part of our Labour Council team. His pioneering work on equity and inclusion has immeasurably strengthened our Council and our movement. He started as labour staff with United Way of Peel Region, then worked with Labour Community Services before coming to Labour Council four years ago. He is also a member of the Board of Trustees of the United Way of Greater Toronto, Treasurer of the Urban Alliance on Race Relations and is a founding advisor of the Canadian Anti-Hate Network. We all wish him the best in the next part of his life journey.



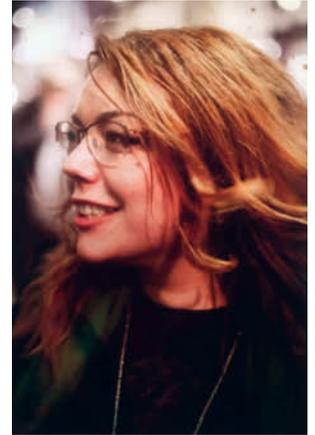
CONGRATULATIONS, SKYLAR!

Warmest congratulations to Skylar Maharaj, our Communications and Data Coordinator, and her husband, Artiom Deliergiev (UA Local 46), on the birth of their first child. The Labour Council's youngest activist, Aleksander Robert Maharaj Deliergiev, arrived July 8th and is already making us proud. On behalf of the whole labour family, we wish you the best over these coming months and look forward to outfitting him in labour swag.



WELCOME, ALLIE ELWELL

Managing the fort while Skylar is off doing far more important things is Allie Elwell. A lifelong social justice activist, Allie has recently returned to Toronto after spending a decade between London and Brussels. A former producer for CBC News and Netflix, she has been busy helping us create videos and other visual content to help us tell labours' rich stories and engage new audiences. You can reach Allie via: aelwell@labourcouncil.ca



KEEP UP TO DATE

To find out all the latest from your Toronto & York Region Labour Council including upcoming events, campaigns and what's ahead for the 150th anniversary, scan the QR code with your phone's photo app or visit www.labourcouncil.ca



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