

UNIFORM 506

Quarterly Newsletter for Members of Unifor Local 506



WHAT'S NEW AT UNIFOR 506:

- Arbitration Win!
- Anniversary of 2004 Strike
- Shame on Bell Campaign
- Anti-Scab Legislation
- 506 Bursary & Scholarships
- Provincial Budget Meeting
- Issue Proposals
- Unifor National Scholarships
- Mental Health & Bell
- Intl Day for the Elimination of Racial Discrimination
- Intl Women's Day
- Pride Committee
- Women's Committee

ARBITRATION WIN!

Unifor Local 506 filed and won a grievance against the company regarding safety footwear. The dispute centered around the interpretation of Article 10.08 which addresses reimbursement for protective footwear.

Article 10.08 outlines reimbursement for safety footwear, with specific amounts allocated for different types of safety boots and safety shoes.

The employer's interpretation was that safety boots are good enough for all work situations, and refused to reimburse members for their safety shoes.

However, the union maintained that this view contradicts the intent of Article 10.08, as safety boots wear out faster when worn constantly, particularly in roles involving outdoor tasks like pole climbing.

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A large part of technicians' work involves indoor tasks that only require safety shoes, making constant use of safety boots unnecessary and an extra expense for members.

The company was unable to provide supporting evidence from other provinces and subsequently the arbitrator ruled in favor of Unifor Local 506, allowing the policy grievance.



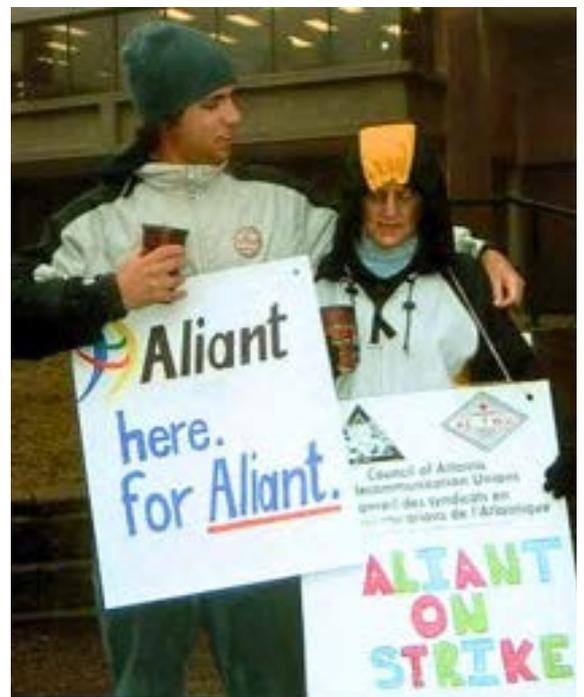
The Union has advised the company that the reimbursement of purchased safety footwear needs to be paid and denial of footwear needs to be reversed. For members who have filed a grievance, please contact your shop stewards.



This ruling was a significant victory for Unifor Local 506, as it set a precedent for fair treatment of members here in the Atlantic. This outcome reinforced the importance of strong union representation and collective bargaining in ensuring fair and safe working conditions for all workers.

MIRAMICHI RETIREES REMEMBER - 20TH ANNIVERSARY OF STRIKE WITH ALIANT

Retirees in Miramichi got together on April 24th to reminisce and commemorate the 20 year anniversary of the strike with Aliant.





On April 11th, Bell CEO Mirko Bibic was called to task by Members of Parliament on BCE's job cuts and executive and shareholder rewards during his testimony before the Standing Committee on Canadian Heritage.

MPs roasted Bibic, grilling him repeatedly throughout his testimony as it became clearer and clearer that there was absolutely no justification for slashing thousands of jobs while hiking shareholder dividends and after giving himself a 2.69 million dollar bonus.



It's clear that we're making a difference! Unifor's Shame on Bell campaign shaped the tone of the April 11th hearing and our concerns were raised regularly by MPs. That couldn't have happened without the hard work and solidarity of Unifor telecommunications and media members. Unifor helped arm MPs with the facts ahead of the hearing by sending a letter to all Committee members.

There is no doubt that Bell executives and every member of its Board of Directors are feeling the pressure ahead of their annual general meeting on May 2, 2024.

This pressure includes the 'Meet the Board' webpage as part of the Shame on Bell campaign. The site shines a light on the BCE Board of Directors responsible for the job cuts that have hurt workers and their families across the country.



Please stay tuned for updates as we prepare for further actions ahead of the shareholders meeting.

ANTI-SCAB LEGISLATION - BILL C-58



On March 21st, Unifor President, Lana Payne, told MPs at a House of Commons Standing Committee that they need to urgently pass Bill C-58. Lana did this on behalf of thousands of working people who have spent countless hours on picket lines over many decades, fighting for their right to collectively bargain.



On February 27th, Bill C-58 passed second reading in the House of Commons with all-party support. The federal anti-scab legislation will help protect the right to fair collective bargaining and to strike.

Unifor is calling on all elected officials at the provincial, territorial and federal level to enact anti-scab legislation that should:

- Prohibit employers from using replacement workers for the duration of any legal strike or lockout;
- Prohibit employers from using both external as well as internal scabs;
- Include significant financial penalties for employers who defy the anti-scab legislation; and
- Allow for the very limited use of temporary workers, only to undertake essential maintenance work to protect the integrity and safety of the workplace.



LOCAL 506 BURSARY AND SCHOLARSHIPS

Local 506 is now accepting applications for three bursary/scholarships, each worth \$1,200. These awards are available to the children of Unifor Local 506 members and are open to secondary education students in their first to fourth years of study.

The Women in Leadership Bursary is open to all applicants regardless of gender and is in memory of sister Helen E. Allain, the first female president of Local 506. Local 506 acknowledges Helen's contribution to our Local and promotes future involvement and activity for women in the labour movement.



The Day of Remembrance Scholarship honours those members who have lost their lives on the job. Local 506 is committed to Health and Safety in the workplace and advancing the need to be proactive for the safety and well-being of future workers. This year we honour the memory of Local 506 members Mike Daye, Barb Murphy and Josée Thibodeau.



The Truth & Reconciliation Scholarship honours the children who never returned home and survivors of residential schools, as well as their families and communities. The National Day for Truth and Reconciliation on September 30th commemorates the impacts of residential schools and to promote the concept of "Every Child Matters."



Application forms for the Local 506 Bursary and Scholarship awards are available on the Local 506 website and the deadline for submissions is June 30th.

RETIREMENTS

Best wishes to the following members who have retired recently:

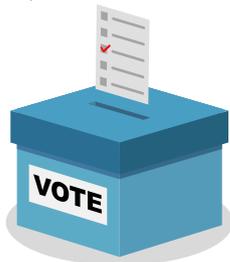
- Kathryn Martin - Region 2
- Léonce Larocque - Region 4
- Jim Lawrence - Region 2

The Local gives retiring members a \$150 gift to celebrate this milestone. If you are retiring in the near future, please contact the union office at unionoffice@unifor506.ca to ensure we have your current mailing address, phone and email information.



PROVINCIAL BUDGET MEETING

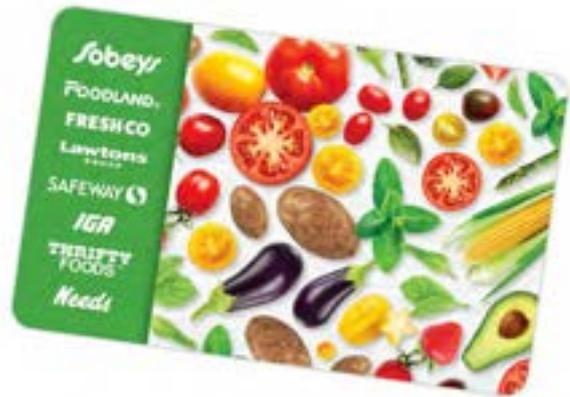
On February 21st the membership met at locations across the province and voted to accept the 2024 budget presented by Local 506 Secretary-Treasurer, Carlos Vicente.



Local 506 would like to thank the membership for their participation in the budget vote process.

CONTEST WINNERS

In the December edition of the Uniform 506 newsletter, we challenged members to find a hidden Unifor logo. Two members were successful in finding the logo; congratulations to Anthony Williams and Alain Boudreau, winners of a \$50 Sobeys gift card!



Another Unifor logo  is hidden in this newsletter. Find it and send the location to unionoffice@unifor506.ca and we'll put your name in a draw for a \$50 Sobeys gift card!

REMINDER

If you have a question, an issue you need to discuss, a safety concern, require personal support, or wish to have a union representative at a meeting with the company, please contact us at 506-634-8810 or unionoffice@unifor506.ca

ISSUE PROPOSALS



The voices of our members are of utmost importance to us. Traditionally, we reach out to our members six months prior to the expiration of the current collective agreement to request bargaining proposals. However, we recognize that our members' issues and needs are not bound by timelines. We want to create an open and ongoing dialogue that allows our members to share their concerns and ideas at any time.



Whether your concerns are immediate or long-term we encourage you to come forward and make your voice heard. Your input is invaluable in shaping the direction and priorities of our union's bargaining efforts.

Please take this opportunity to engage with us, share your concerns, and help shape the collective bargaining agenda. Your active participation is vital to our success as a union! [Click here](#) for an Issue Proposal form or send an email to unionoffice@unifor506.ca.

UNIFOR NATIONAL SCHOLARSHIPS

Unifor recognizes that the costs associated with post-secondary education is a challenge for many working-class families. To assist in making education more accessible, Unifor has established 28 scholarships of \$2000 each.



The National scholarships are awarded to children of Unifor members in good standing. Students must be entering their first year of full-time post-secondary education (university, community college, technological institute, trade school, etc) in a public Canadian institution.



Instructions to submit applications for the National scholarships are on the Unifor National website at www.unifor.org/scholarship and the link for submissions will be launched in the late March, early April timeframe. The deadline for applications is in June.

LETTER TO BELL CANADA - MENTAL HEALTH

Unifor President, Lana Payne, sent an open letter to Bell Canada on January 24th regarding serious concerns about access to mental health coverage, unrealistic performance standards and contracting out.



We also want to shed light on the following outstanding issues that have been causing unnecessary stress and anxiety for our members:

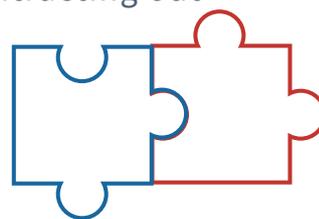
- Unrealistic performance management standards which contribute to poor mental health and stress
- The BCE travel ban and its impact on a multitude of long established meetings, including in-person health and safety meetings
- The erosion of our bargaining units and contracting out



Bell Canada has always been a company that prides itself in investing in mental health programs across the country, ensuring that more Canadians have access to the care they need. This commitment must also extend to Bell workers who have to pay out of pocket for all mental health-related services, which directly contradicts the notion of “Unlimited Coverage” that has been widely advertised.



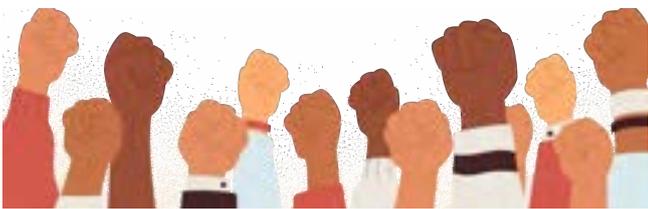
It is discouraging to see this term used to paint a false picture presenting the company as advocates for mental health while reducing mental health supports to their own employees. This is not only disappointing, but also a clear breach of trust and a demonstration of bad faith.



Lana invited Bell to engage in a meaningful discussion about these pressing issues. “By working together, we can make a significant difference in the lives of our members and truly uphold the values of your organization. Let us strive to create a work environment that prioritizes the mental health and well-being of your employees, and in doing so, set an example for other companies to follow.”

INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

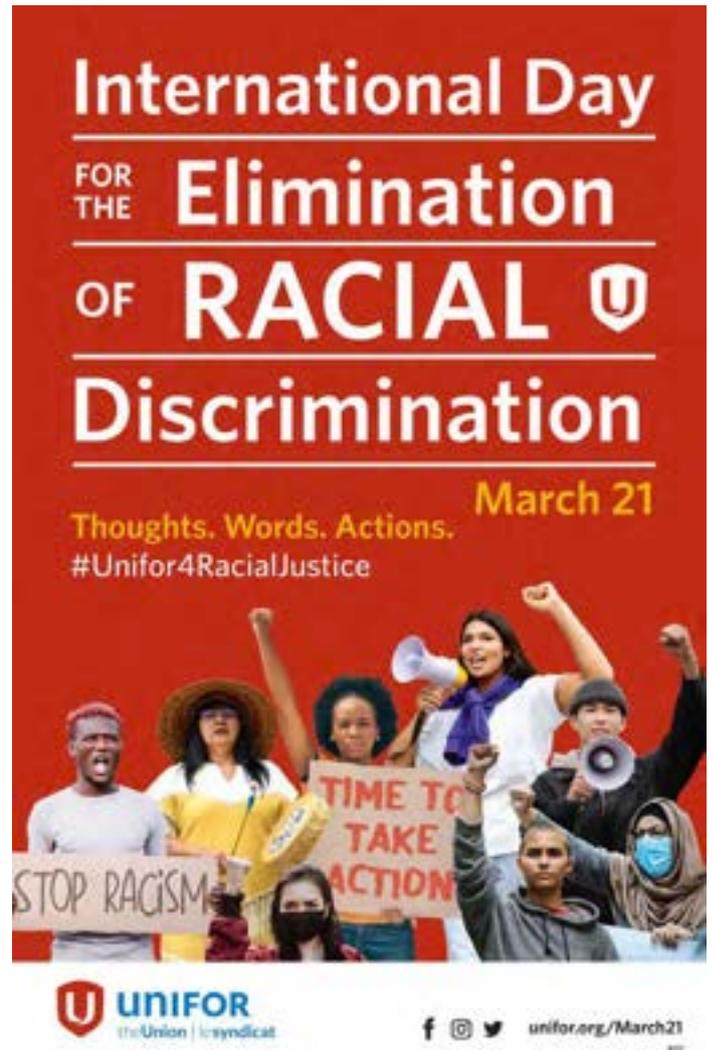
On March 21, we recognize the International Day for the Elimination of Racial Discrimination. As a union, it's our responsibility to foster inclusion and work to eradicate racial discrimination in our workplaces and communities.



In a polarized and unstable landscape, we must be clear - inclusion is working together, embracing our similarities and our differences, all while advancing universal respect, justice and human rights. Every worker deserves respect at work, from their colleagues, from their union, and from their employer.



Unifor Atlantic Regional Director, Jennifer Murray, and Local 506 Racial Justice Advocate, Anthony Williams, at the March 21st Racial Justice workshop in Halifax.



We recognize that racial justice is necessary all year, not just on this important day. With effort and genuine commitment, we can make sure that racial justice is the reality for more workers.

Anthony Williams is the Local 506 Racial Justice Advocate and is here to assist members with concerns such as racism, inequality and social justice. If you would like to contact Anthony for assistance, guidance, or resources, please reach out to him at anthony.williams@unifor506.ca.

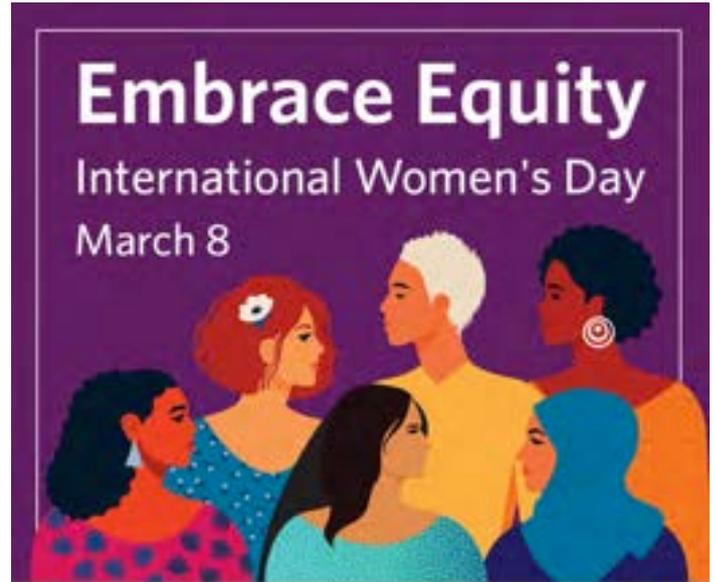
INTERNATIONAL WOMEN'S DAY

As the union dedicated to advancing equity in every workplace, we can be proud of the considerable importance that Unifor places on bargaining equity gains, investments made in advancing women's representation at every level of our union, and supports the union provides for women to take leadership roles in their workplaces, in politics, and within their communities.

Equal opportunities for equity-seeking workers is a good thing for everyone. When women are fully participating in our union, we are all better for it.



The list of projects, programs, education and supports in the workplace that the union drives is growing but we still have more to achieve.



Investing in women also means an investment of time in political and community advocacy. Women's voices must be heard at every level as we push for change to these outdated and biased systems and break down barriers for women who also identify as non-binary and 2SLGBTQIA workers, Indigenous and workers of colour, and workers with a disability. When all women are included, we all rise.



Local 506 Women's Committee Members Attended the IWD Breakfast in Saint John March 8th.

LOCAL 506 PRIDE COMMITTEE

Local 506 Pride Committee members Erin Howell Sharpe and Devon McGrath attended a rally in Fredericton on February 4th to support the rights of trans youth in response to restrictive and dangerous legislation being enacted in Alberta. The PCNB party have strong ties to Alberta and have already announced candidates who follow the same



anti-LGBTQ+ ideals as the Alberta government and even held fundraising events in Alberta. We need to send a strong message that we support the rights of trans youth and do not want that legislation to come here. There were around seventy people in attendance and various speakers talked about recent challenges and how it is affecting our trans youth.

The speakers shared moving stories and insightful perspectives on the challenges faced by trans youth in our society, highlighting the importance of creating a safe and inclusive environment for all individuals.



Local 506 Pride Committee Members Erin Howell Sharpe and Devon McGrath in Fredericton Feb 4th at a rally in support of trans youth.

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LOCAL 506 WOMEN'S COMMITTEE

The Women's Committee was busy in December working on two community-based campaigns. Women's Committee Chair, Angela Davis, donated 28 pairs of children's pajamas at the Coverdale Centre for Women on behalf of the local.

For the second campaign, the Local 506 Women's Committee along with Morgan Palmer, ARC Vice-Chair, donated 12 boxes of 96 tampons, 63 pad packs and 219 tampon packs for the annual Code Red holiday drive, which distributes period products to local organizations for homeless and marginalized women



Left to Right - Judy Mercer, Tammy Lewis, Morgan and Irie Palmer (Local 2002), Erin Howell Sharpe, Doug Robichaud (Local 506 retiree), Angela Davis, and Drea Palmer (Local 2002) at a recent period packing party

Local 506 has an active Women's Committee and welcomes any members who would like to participate and be engaged. By joining the Women's Committee, you can connect with like-minded individuals, contribute your unique perspective, and make a difference in the community. If you are interested in joining or donating to a campaign, please contact Women's Committee Chair, Angela Davis, at angela.davis@unifor506.ca.

