



— ■ LOCAL 6004 ■ —

ANNUAL REPORT ■ — 2024



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TABLE OF CONTENTS

1.	Message from the President	03
2.	Key Highlights	04
3.	2024 Achievements	05
4.	Engagement Timeline	10
5.	2024 By The Numbers	12
6.	What They Say	14
7.	Looking Ahead: Goals for 2025	17
8.	Our Team	18
9.	Special Recognitions	22
10.	Key Partners	23



We will be the voice of workers and good jobs as we climb this mountain, as we navigate the very difficult days ahead, as we force governments and the business community to understand there is nothing normal about these times.



Lana Payne
UNIFOR National President

Ontario Regional Council
Toronto, Ontario - December 7, 2024

MESSAGE FROM THE PRESIDENT



Dear Brothers and Sisters,

As we begin 2025, I want to take a moment to reflect on the challenges and accomplishments of the past year. Since stepping into the role of President of Unifor Local 6004 in January 2024, it has been an honor to lead two bargaining units united by a shared commitment to workers' rights and dignity. Our membership proudly includes 331 employees at Bell Canada and 10 employees at Hope Cemetery, each contributing to the strength and diversity of our local.

In 2024, we faced significant challenges, including layoffs at Bell Canada that deeply impacted many members. Through coordinated efforts, we navigated displacement processes and organizational changes, standing strong to provide advocacy and support during these difficult times.

At Hope Cemetery, we successfully negotiated a collective agreement that secured improved working conditions and financial stability for our members.

Beyond addressing immediate challenges, we prioritized member engagement and education. From hosting social events to facilitating training programs, rallies, and participation in national conferences, we reinforced our commitment to justice, equity, and solidarity in the workplace.

As we move forward into 2025, let us build on the successes and resilience of the past year. Together, we will continue to foster unity and advocate for the rights and dignity of all members.

In solidarity,



Ahmed Ismail
President, Local 6004



KEY HIGHLIGHTS



Collective Bargaining Success

Successfully negotiated a new collective agreements for Hope Cemetery ensuring significant salary raise, improved working conditions and fair treatment.



Rallies for Rights

Organized and participated in rallies, including the impactful “*ShameOnBell*” rally against Bell employee layoffs, attended by members from coast to coast.



Community and Social Engagement

Hosted a range of social events, including the Summer Social Event fostering a strong sense of community.



Support for Local and National Causes

Supported community causes through donations to other Locals, and many worthy causes, showcasing our commitment to solidarity beyond the workplace.



Active Conference Participation

Represented members at key conferences, including the Canadian Council and the National Women’s Conference, to ensure our voices are heard at a national level.



Enhanced Finances

Ensured transparency through trustee meetings; resolved unclaimed reimbursement of more than \$17,000, and introduced a new forecasting tool for better budget planning and accuracy.



2024 ACHIEVEMENTS



Bargaining Achievements

Successfully negotiated a new collective agreement for Hope Cemetery, securing significant wage increases, enhanced working conditions, and equitable treatment. These achievements underscore our commitment to advocating for fair and improved standards for all members.

Advocacy

- Resolved critical grievances, including reduced hours in the *Level 3 Technical Support Department*, and addressed other workplace issues within *Bell Canada*, ensuring members' concerns were effectively managed.
- Responded to company-wide workforce reduction at *Bell Canada*, providing unwavering representation, guidance, and advocacy for affected members during the layoff and displacement processes.
- Strengthened member representation by appointing a new *Women's Advocate* and additional Stewards, ensuring comprehensive advocacy and support across our bargaining units.
- Advocated for appropriate treatment for members undergoing training, emphasizing the value of their contributions.
- Launched initiatives to monitor and address sub-contractor hiring practices, ensuring compliance with established standards and fairness for all workers.

Education and Training Opportunities

- Supported members in enhancing their skills and knowledge by facilitating participation in a range of valuable courses, including ***Grievance Handling, Workplace Leadership, Women's Advocacy, Women's Activism, BIWOC Leadership, Bullying Prevention***, and ***Human Rights*** courses. These sessions, held at the *Unifor Family Education Center* in Port Elgin and *Unifor Area School* facilities, provided members with essential tools to strengthen their roles and drive positive change in the workplace.
- Organized comprehensive training programs for new stewards, ensuring they are well-prepared to address grievances, advocate effectively, and uphold the rights of all members.



2024 ACHIEVEMENTS

Social Events and Member Engagement



UNIFOR LOCAL 6004
SOCIAL EVENT
 ★ SUMMER 2024 ★

SAT | MERIVALE BOWLING CENTER
 7 | 1916 Merivale Road
 SEP | Ottawa, ON K2G 1E8
 4 PM - 6 PM

TICKETS
 Only \$5 per person
 Purchase your ticket via e-transfer by August 31st
 info@unifor6004.ca

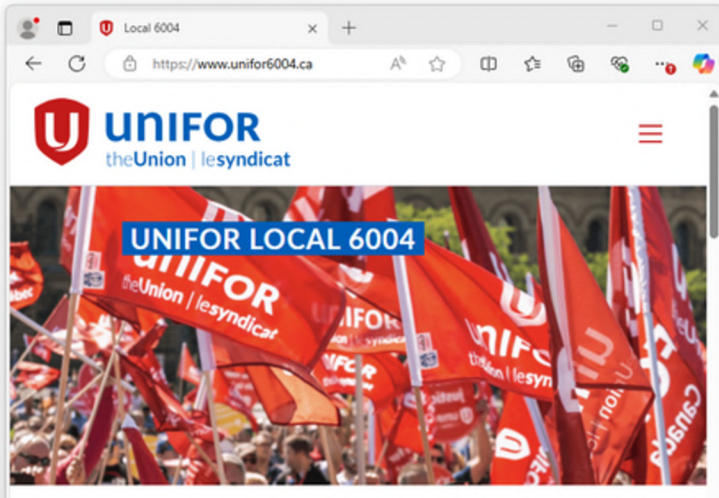
FREE and \$50, \$100 and \$150 door prizes to be won



Hosted engaging spring and summer social events for the membership, achieving increased participation and receiving positive feedback for fostering a stronger sense of community and camaraderie.

2024 ACHIEVEMENTS

Membership Communications



Regularly maintained and updated the local website and social media platforms with timely and relevant content, including union news, upcoming event details, and essential resources.

These updates ensured members stayed well-informed, connected, and engaged with the union's activities, initiatives, and opportunities, fostering greater transparency and a stronger sense of community.

Ongoing Community Outreach and Donations

Provided financial support for grassroots initiatives and local charities, reinforcing our commitment to social responsibility.

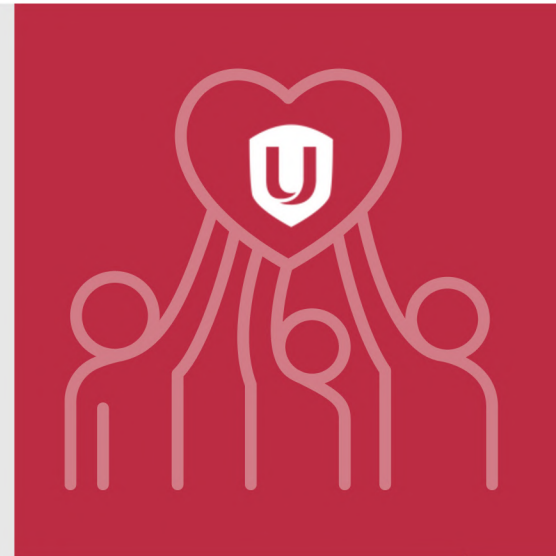
Operation Come Home, which prevents youth homelessness and empowers at-risk youth through education and employment opportunities;

The **Somali Hope Foundation**, which fosters education and sustainable development in Somalia to create lasting positive change;

Toy Mountain, which spreads holiday joy to children and families in need by distributing toys;

Carty House, which provides a first home and essential support for refugee women in Ottawa as they adjust to life in Canada; and

The **Black Education Fund**, which empowers Black students by reducing financial barriers and providing scholarships to support their post-secondary education.



2024 ACHIEVEMENTS

Rallies and Solidarity Actions



Unifor Local 6004 organized and actively participated in rallies to oppose **Bell layoffs**, reinforcing our commitment to protecting members' rights and livelihoods during challenging times.

Other rallies included the **Public Health Care rally** at Parliament Hill, advocating for increased funding and support for public health care services nationwide, and the **Stop-For-Profit Healthcare rally** at Ottawa Hospital, opposing the Doug Ford government's push to privatize public health care.

Additionally, countless hours were spent on the picket line at **Best Theratronics** in solidarity with Local 1541. We stood firm against a proposed contract offering zero wage increases and raised our voices, flags and signs to condemn the company's persistent illegal bargaining tactics.



2024 ACHIEVEMENTS

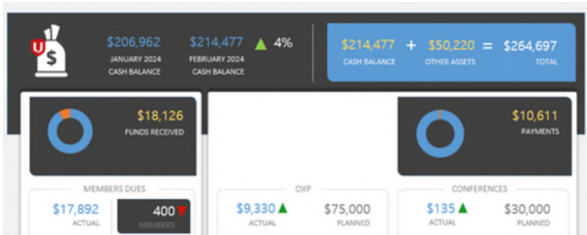
Conferences



Participated in the **National Women's Conference**, **BIWOC Conference**, **Canadian Council** and **Ontario Regional Council**, with delegates engaged in critical discussions on current labor issues.



Financial Transparency



Transparency in Finances: Maintained financial transparency through regular trustee meetings and detailed presentations to the membership.

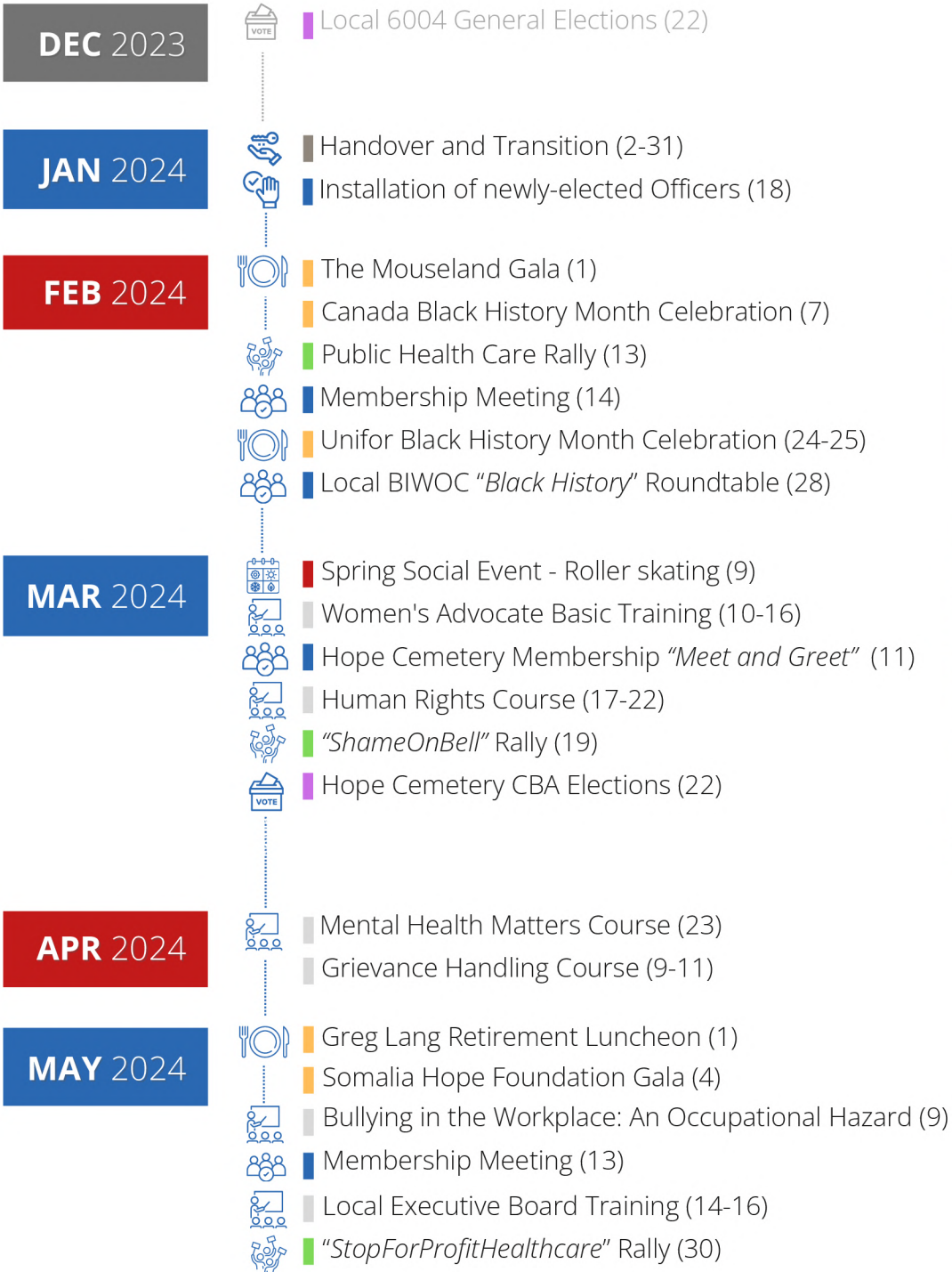
Addressing Wage Reimbursements: Identified financial gaps of \$17,349.65 unclaimed reimbursements for Paid Education Leave stemming from 2021 fiscal year.

Budget Forecasting Enhancements: Introduced a new Forecasting Tool to improve budget accuracy and enhance financial planning.

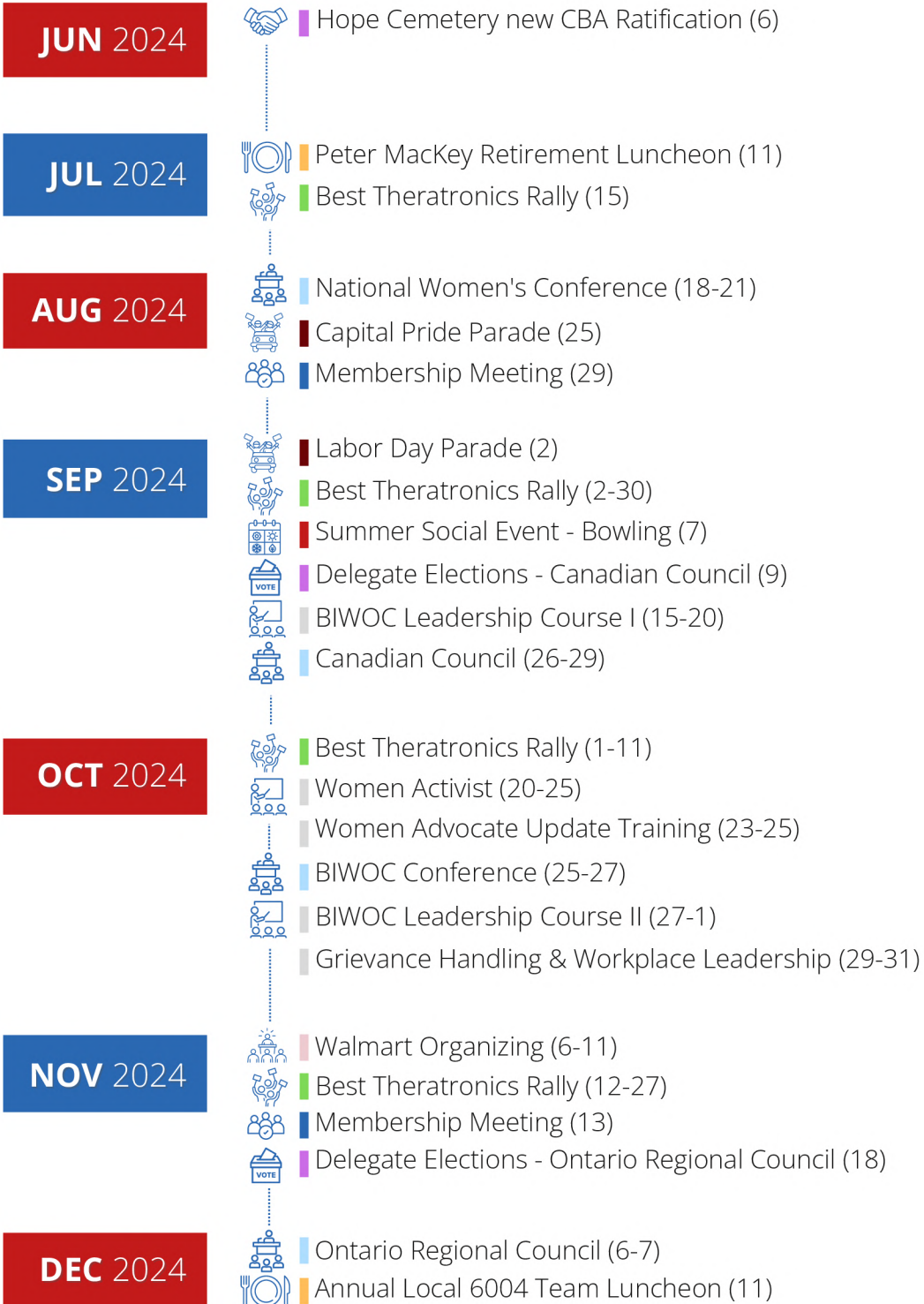


ENGAGEMENT TIMELINE

Not included: Monthly Local Executive Board In-Person Meetings, Presidents Meetings, Committee meetings, Monthly Health and Safety Meetings and Inspections, Trustee meetings, Telco Trustee meetings, and various meetings and administrative duties involving members of the Local Executive Board, Stewards, Trustees and Committee Chairs.



ENGAGEMENT TIMELINE



2024 BY THE NUMBERS

Local 6004 Team Members

officers, stewards, trustees and committee chairs

22
members



Elections Participation

average participation

68
completed ballots



Health & Safety

investigations, inspections

15
completed inspections

66
hazards identified



Membership

2024 total membership

JAN 2024

388

Bell Canada

12

Hope Cemetery

DEC 2024

331

Bell Canada

12

Hope Cemetery

Attrition

2024 employee attrition (Bell Only)

57

lost members

14.7%
attrition rate

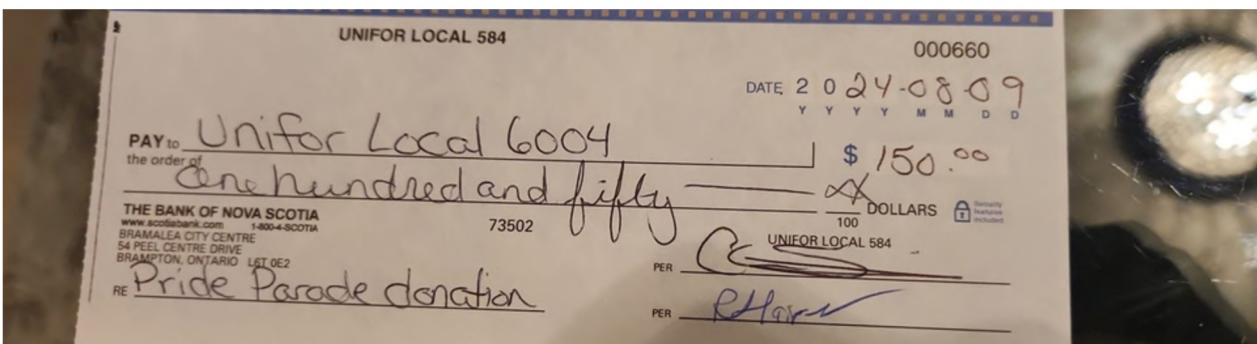


Donations

outlay for solidarity support & charities

\$2,750
charitable donations

\$700
solidarity support



2024 BY THE NUMBERS

Membership Meetings

average participation

47

members



Celebrations

commemorative events

35

participating team members



Social Events

average participation

16

members



Conferences

national and Ontario conferences

4

conferences

15

total delegates

240

aggregate conference hours



Rallies

duration

910+

aggregate hours



Parades

duration

12

aggregate hours



Training

instructor-led training

14

courses taken

112

aggregate hours



WHAT THEY SAY



100 percent of your generous donation will go towards a scholarship for a deserving Black students in 2025. Our mission is to remove barriers to education for Black students and it is with your help that we have raised and committed almost \$200,000 to incredible students since our inception in 2020. Thanks again Local 6004, for you generous support.



David Bosveld

Executive Director, Black Education Fund



I am writing to express our deepest gratitude for your Local's generous donation of \$200 in support of our strike. Your contribution has not only provided us with vital financial support, but also serves as a source of immense encouragement to our members during this challenging time.

The solidarity and support from Locals like yours will help us to continue our efforts to advocate for a fair deal from our employer. Your donation will help us ensure that our members can sustain themselves and their families as they stand together on the picket line.

Steve Labelle

President, Unifor Local 1541



WHAT THEY SAY



Thank you for supporting me in the 2024 24hrs of Homelessness Challenge and helping raise awareness of youth homelessness. Your support directly benefits Operation Come Home, providing essential services like hot meals, crisis support, and resources to help youth find employment and housing.

I truly appreciate your contribution and hope I can count on you again in 2025!



Jeff Brohman

First Vice-President, Unifor Local 34-0



We are deeply grateful for your thoughtful letter supporting the Somali Hope Foundation's application to the Social Justice Fund.

We deeply appreciate Unifor Local 6004's commitment to social justice and your role in supporting underprivileged children in Somalia. Your endorsement and recognition of our work mean so much to us, and your support will have a lasting impact on expanding our vital educational programs.

Thank you again for your generosity. We look forward to continuing our partnership to bridge the educational gap in Somalia.



Mohamud Elmi

Co-Founder, Somali Hope Foundation



WHAT THEY SAY



As the only home dedicated to refugee women in Ottawa, Carty House a first home and a helping hand to refugee women in need in the Ottawa area.

Thank you so much for sponsoring a full move-in kit for a new female refugee! That is very generous. We are honored to do this work on your behalf. Together we can really make a difference. One day at a time - one life at a time!

The Carty House Family.



Thank you for your incredible support and active participation in standing with Unifor Local 1541 and PSAC-UNE Local 70369 at Best Theratronics.

Your presence on the picket line over multiple days showcased the true strength and solidarity of Local 6004.

By answering the call to join this fight against concessions, stagnant wages, and scab labor, you sent a powerful message that workers will not back down. Your commitment to "One day longer, one day stronger" is truly inspiring.

I'm proud of the unity and passion you brought to this critical fight. Together, we are making a difference.



Samia Hashi
Ontario Regional Director, Unifor



LOOKING AHEAD: 2025 GOALS



Enhanced Member Engagement

Plan more frequent and accessible social events, with an emphasis on increased membership participation.



Expanded Training Opportunities

Increase training sessions for both elected members and Executive officers to build capacity and leadership.



Organizing Efforts

Launch initiatives to raise awareness and expand our membership (including additional bargaining units), supporting others in bringing about positive changes in their workplaces.



Continued Advocacy

Prepare for the upcoming new collective bargaining negotiations with Bell Canada to ensure that all membership issues are thoroughly discussed and addressed.



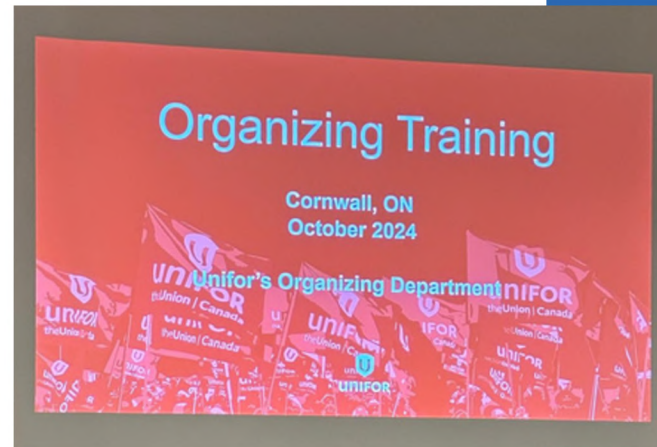
Improved Member Communication

Initiate monthly on-site personalized meetings across various shifts to enhance accessibility and participation while maintaining transparent and effective communication with members.



Local Executive Board Contingencies

Appoint and train a backup financial officer to enhance capacity, financial management and efficiency within the local.



OUR TEAM

LOCAL EXECUTIVE BOARD



Ahmed Ismail

President

(613) 794-7670
aismail@unifor6004.ca



Jean-Marie Kabanda-Kizito

Vice President

(819) 431-1753
jmkabanda@unifor6004.ca



Annik Lapensée

Recording Secretary

(613) 884-7121
alapensee@unifor6004.ca



Patrick Villeneuve

Treasurer, Chief Steward

(819) 775-7809
pvilleneuve@unifor6004.ca



Jama Dualeh Adan

Chief Steward

(514) 229-8336
jdualehadan@unifor6004.ca

WOMENS ADVOCATE



Sharon Frewen

(613) 858-1351
womansadvocate@unifor6004.ca



OUR TEAM

STEWARDS - BELL CANADA (Ottawa)

Consult our local website for updated list of local stewards and their specific assignments



Jama Dualeh Adan

(514) 229-8336
jdualehadan@unifor6004.ca



Patrick Villeneuve

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pvilleneuve@unifor6004.ca



Annik Lapensée

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Marc Kalukuta

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Asly Dubat

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Brooke Hoykass

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Dedri Lando

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jlando.dedri@unifor6004.ca



Benoit Diotte

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bdiotte@unifor6004.ca



Shirley Filion

(613) 858-0892
shirleyfilion@unifor6004.ca



Sharon Frewen

(613) 858-1351
sharon.frewen@unifor6004.ca

OUR TEAM

STEWARDS - BELL CANADA (Ottawa)



Omer Fuliye
(613) 852-2209
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Serge Proulx
(613) 299-9068
sergeproulx@unifor6004.ca



Jean-Marie Kabanda
(819) 431-1753
jmkabanda@unifor6004.ca



Brendan Savoy
(613) 407-7370
brendansavoy@unifor6004.ca

STEWARDS - BELL CANADA (Thunderbay)



Prince Joseph
(807) 355-3629
princejoseph@unifor6004.ca

LOCAL STEWARDS - HOPE CEMETERY



Jonathan Pillar
(343) 597-8029
jpillar@unifor6004.ca



Martin Pessah
(613) 276-9117
mpessah@unifor6004.ca



OUR TEAM

STANDING COMMITTEE



Darryl Wilson

Co-Chair, Health & Safety Committee

(613) 785-1919
jdarryl.wilson@bell.ca



Brooke Hoykass

Chair, Women's Committee

(613) 859-1100
womens.committee@unifor6004.ca



Jama Dualeh Adan

Chair, BIWOC Committee

(514) 229-8336
biwoc@unifor6004.ca



Benoit Diotte

Chair, Social Committee

(613) 371-8622
social.committee@unifor6004.ca

TRUSTEES



James Oliver

Head Trustee



Tim Quinn

Trustee



Janisa Duval

Trustee



SPECIAL RECOGNITIONS



Greg Lang

Steward - Retired, April 2024

Greg Lang has been an invaluable steward of Local 6004, tirelessly advocating for members' rights and creating awareness within the union. His dedication to advising members and resolving grievances has made a significant impact, ensuring fair treatment and justice for many.

Greg's consistent presence at Unifor events highlighted his deep commitment to building a strong and united community.

On behalf of every member you have served, the Local Executive Board thanks you, Greg, for your exceptional service and unwavering dedication. Your contributions will be remembered and appreciated for years to come.



Peter MacKey

Chief Steward - Retired, June 2024

Peter MacKey has been a cornerstone of Unifor Local 6004 since 2010, dedicating himself to advocating for the rights and well-being of our members. Starting as a steward, Peter championed awareness and tirelessly defended members' rights. Over the years, he took on numerous leadership roles, including Vice-President, President, Chief Steward, and Co-Chair of the Health and Safety Committee, leaving an enduring mark on our union's history.

Peter leaves behind a legacy of unwavering commitment, hard work, and integrity. His leadership and vast knowledge have profoundly shaped our local union and inspired countless members.

On behalf of everyone you've served, Peter, the Local Executive Board extends our deepest gratitude for your service. Your contributions will be missed but never forgotten.



KEY PARTNERS

<p>BARGAINING UNITS </p>	  <p>Cimetières catholiques Catholic Cemeteries</p>
	<p>Local 6001, Local 6002, Local 6003, Local 6005, Local 6006, Local 6007, Local 6008, Local 34-O, Local 1541, Local 240, Local 673, Local 584, Local 4266</p>



