



■ LOCAL 6004 ■

ANNUAL REPORT

2025

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we have workers to defend, jobs to protect, and a country and economy to get back on track.



Lana Payne
UNIFOR National President
2025 Unifor Constitutional Convention, Vancouver

MESSAGE FROM AHMED

Dear Sisters, Brothers, and Members of Local 6004,

As we reflect on 2025, I would like to acknowledge both the challenges we faced and the strength we demonstrated as a Local.

This past year brought significant financial pressures and increased attrition within our membership. In response, your Executive Board implemented cost-control measures to ensure the Local's long-term sustainability. While this required difficult decisions—including reducing Union-time for Members of the Local Executive Board and limiting expenditures related to donations, rallies, parades, and conference participation—we remained focused on preserving the core services and representation our members rely on.

At the same time, 2025 was a critical year for collective bargaining, with the Bell Canada agreement reaching its expiry in December. Your Local remained actively engaged in preparation and mobilization efforts, ensuring that members' priorities were clearly identified and communicated, reflecting the strength and unity of our membership.

Improving communication with members was also a key priority. We undertook a review and update of member contact information to strengthen outreach, transparency, and engagement. These efforts contributed to a noticeable and encouraging rise in member participation across the year—including higher turnout at membership meetings, significantly increased engagement in social events, stronger participation in Local elections, and a substantial increase in training delivery.

We also introduced structural enhancements to better serve members. The creation of the Education Committee improved coordination and delivery of training, while new leadership within the Social Committee supported renewed member engagement initiatives.

Despite financial constraints, Local 6004 continued to demonstrate its commitment to community and social justice, including supporting the Somali Hope Foundation in securing a \$24,000 grant from the Unifor Social Justice Fund.

While much of our activity focused on our larger bargaining unit, we remain equally committed to supporting our members at Hope Cemetery. Regardless of size, every member matters, and we continue to ensure they are represented and supported.

Despite the constraints faced in 2025, we continued to prioritize member engagement, organizing efforts, and solidarity actions—key to maintaining a strong and connected Local.

As we move into 2026, we remain committed to strengthening our financial stewardship, enhancing member services, and advocating for all members.

Thank you for your continued trust, support, and solidarity.

In solidarity,



A handwritten signature in black ink, appearing to read 'Ahmed Ismail'.

Ahmed Ismail
President, Local 6004

KEY HIGHLIGHTS



Collective Bargaining

Members submitted 189 bargaining proposals, identifying compensation, benefits, and working from home as the top priorities for the upcoming bargaining cycle.



Member Representation During Workplace Changes

The Local supported members affected by organizational restructuring and profile changes while ensuring members understood their rights and available options.



Union Education and Training

Five stewards completed grievance handling training, and members participated in additional union education programs through Area Schools and Paid Education Leave.



Active Participation in the Labour Movement

Local 6004 members attended major union events including the Unifor Constitutional Convention, BIWOC Conference, and Ontario Regional Conference.



Financial Responsibility and Cost Management

The Local implemented cost-saving measures expected to generate over \$47,000 in annual savings while maintaining member services.



Community Engagement and Solidarity

The Local continued to support community initiatives and solidarity campaigns, including supporting the Somali Hope Foundation in securing a \$24,000 grant from the Unifor Social Justice Fund.



Member Engagement Activities

The Local organized social events and membership meetings, including a spring social event attended by 68 members.



2025 OVERVIEW

Collective Bargaining

In 2025, Local 6004 began preparing for the next round of collective bargaining by actively consulting members on their priorities.

Members submitted **189 bargaining proposals**, covering a wide range of workplace concerns including compensation, benefits, job security, and work-from-home arrangements. This process ensured that the bargaining priorities brought forward by the Local accurately reflected the needs and concerns of our membership.

Through participation in the bargaining caucus, Local 6004 contributed to shaping the priorities that will guide negotiations for the telecommunications sector, enhanced working conditions, and equitable treatment. These achievements underscore our commitment to advocating for fair and improved standards for all members.



Strategic Engagement with Leadership

In the spirit of maintaining strong communication with key Unifor stakeholders, members of the Local Executive Board met with **Samia Hashi**, Ontario Regional Director and member of the Unifor National Executive Board, and **Nena Bogdanovich**, Unifor National Representative for Bell Canada bargaining units, at the Unifor Ottawa Area Office.

The meeting provided an opportunity to discuss matters directly impacting Local 6004, including ongoing projects and emerging workplace issues, as well as broader national and Ontario-level initiatives. The Board was also briefed on the status, key steps, and timelines related to ongoing collective bargaining discussions.



2025 OVERVIEW

Supporting Members Through Workplace Changes

During the year, members experienced several workplace changes, including organizational restructuring, job profile adjustments, and evolving operational requirements under Bell Canada's Workways model. These changes created uncertainty for many members, particularly those impacted by role reclassifications, reporting structure changes, and shifts between remote, hybrid, and in-office work arrangements. This period was further marked by workforce reductions, including layoffs and the introduction of voluntary separation and early retirement packages, requiring members to make significant and often difficult decisions about their future.

Throughout these transitions, the Local Executive Board remained actively engaged to ensure that members were well-informed and properly represented. The Local worked closely with national representatives and the employer to address concerns, clarify impacts, and advocate for fair treatment. Particular attention was given to members affected by job profile changes and workforce reductions, ensuring that salary protections, severance provisions, and other contractual rights under the collective agreement were respected. The Local also provided direct support to members reviewing voluntary separation and retirement packages, offering guidance to help them make informed decisions.

Through ongoing communication, workplace meetings, and direct member outreach, the Local provided timely updates, answered questions, and supported members navigating these changes.

These efforts reflect the Local's continued commitment to protecting members' interests, maintaining transparency, and ensuring that all workplace transitions are managed in a fair and equitable manner.

Responsible Financial Management

In response to Bell Canada's Voluntary Separation Program (VSP), Local 6004 projected a **reduction of 56 dues-paying members by the end of 2025**, representing an **estimated annual revenue impact of approximately \$20,500**.

Recognizing the potential financial implications early, the Local Executive Board took a proactive approach to safeguard financial stability and ensure continuity of operations.

Throughout the year, **targeted cost-containment measures were implemented**, including adjustments to operational expenses, travel, and administrative costs, while maintaining the Local's ability to effectively represent and support members. These actions were guided by a commitment to responsible financial management without compromising core union services.

As a result, the Local achieved **estimated annual savings exceeding \$47,000**. These measures not only offset the projected loss in dues revenue but also positioned Local 6004 with a net positive financial outlook heading into 2026—demonstrating strong stewardship and forward planning.

Attrition Impact

61 members lost

\$20,500

Approx. Annual dues deduction



Cost Savings

Operational efficiencies implemented

\$47,000

Projected Savings



Net Result

\$26,500

Stronger financial position



2025 OVERVIEW

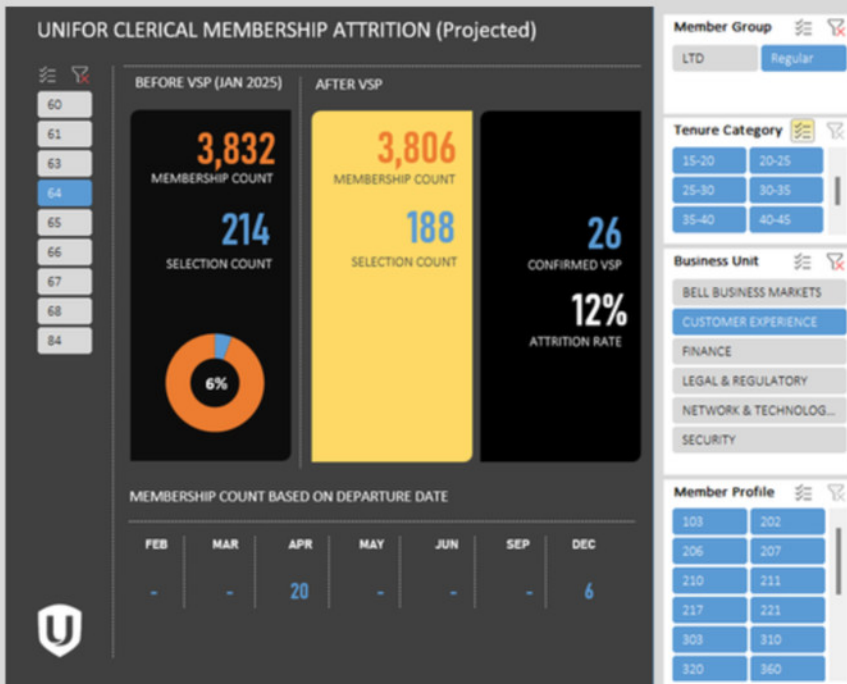
Membership Communications

Throughout 2025, efforts were made to maintain and update the Local's website and social media platforms with relevant information, including union news, upcoming events, and important resources. While updates were provided on a periodic basis, the Local continued to work toward improving the consistency and timeliness of its communications to better serve the membership.

These communication channels supported the sharing of key information and helped members stay connected to the Local's activities, initiatives, and opportunities, contributing to greater transparency and engagement across the membership.



In addition, the Local undertook an important initiative to update and verify members' contact information across its databases, including the elections database, to improve overall accuracy. This effort proved particularly valuable during critical periods such as bargaining, where timely communication and the ability to reach the maximum number of members were essential.



Attrition Tracking Initiative

Following Bell Canada's announcement of the February 2025 Voluntary Separation Packages (VSP), impacting clerical members across Ontario, Local 6004 took a leadership role in developing the **Attrition Analysis Tool** (a dynamic attrition tracking and forecasting tool). The tool provides a clear, interactive view of workforce changes, allowing users to analyze data across key criteria such as Local Unit, member status (active, STD, LTD), tenure, business units, and job profiles.

This initiative enabled the Local to proactively assess impacts, anticipate workforce reductions, and better support members during a period of significant transition. The tool was also shared with Presidents of other clerical bargaining units across the province, positioning Local 6004 as a contributor to broader union coordination and strategic planning.



2025 OVERVIEW

Member Engagement & Outreach

While membership meetings are held at least four times per year via teleconference, Local 6004 recognizes the importance of connecting with members beyond formal settings. With many members working remotely under Bell Canada's Workways model, the Executive Board made it a priority in 2025 to engage directly with members working in-office, whether full-time or hybrid, to ensure their voices are equally heard and represented.

Through the **Local 6004 Road Show**, the Executive visited various workplaces to meet members face-to-face, creating opportunities to listen to concerns, gather ideas, and share updates on Local activities. These visits also helped strengthen relationships and visibility, while providing an opportunity to distribute Unifor-branded materials and promotional items. Similar, smaller-scale outreach efforts were also carried out at our other bargaining unit, Hope Cemetery, reinforcing the Local's commitment to inclusive and accessible member engagement.



2025 OVERVIEW

Member Engagement & Outreach



2025 OVERVIEW

Political Action & Member Mobilization - Ottawa

In 2025, Unifor launched a national **Unifor Votes** member-to-member campaign in advance of both the provincial and federal elections, spearheaded by National President Lana Payne and Ontario Regional Director Samia Hashi. **The campaign focused on engaging members directly through conversations, outreach, and education on key issues affecting workers, including job security, economic stability, public services, and the rising cost of living.** In the context of increasing economic uncertainty, including external trade pressures, the initiative aimed to ensure that the voices and concerns of working people remained central in the political landscape. Importantly, as emphasized by Unifor leadership, the union did not endorse any political party, but instead encouraged informed participation and advocated for policies that protect Canadian jobs and strengthen communities.

Unifor Local 6004 actively contributed to this national effort, with three members participating full-time in the campaign from March 27 to May 3, 2025. During this period, Local 6004 representatives engaged directly with the Nepean community in Ottawa, knocking on over 2,000 doors and holding meaningful conversations with residents to raise awareness of key issues impacting workers. This level of engagement reflects the Local's strong commitment to political action, member education, and grassroots mobilization, demonstrating the important role that Local 6004 continues to play in advancing the broader objectives of the labor movement.

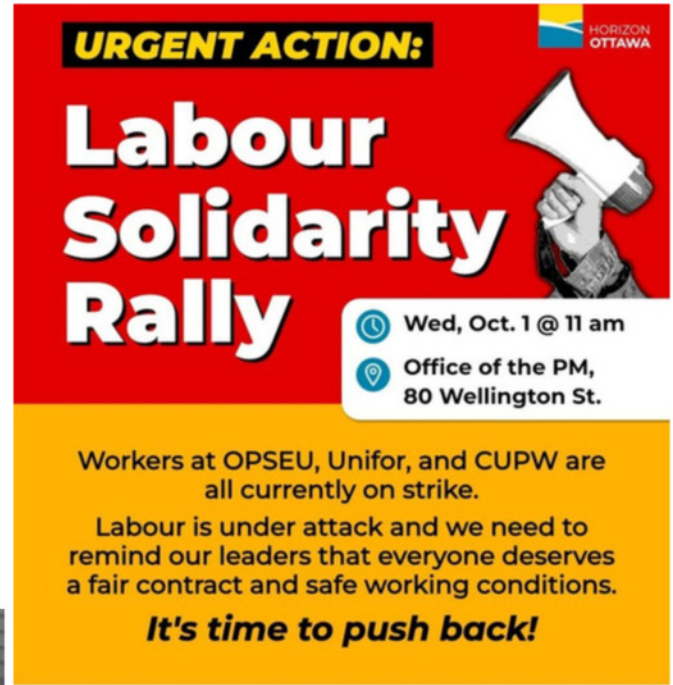


2025 OVERVIEW

Solidarity Actions - Ottawa


In October 2025, Unifor Local 6004 participated in the **Labor Solidarity Rally** in Ottawa, joining members from OPSEU, CUPW, and other unions in a unified demonstration of support for workers engaged in ongoing labor disputes. The rally, held in front of the Prime Minister's Office, brought together workers from across sectors to call for fair contracts, safe working conditions, and respect for collective bargaining rights.


The presence of Local 6004 members reflected the Local's commitment to standing in solidarity with workers facing challenges and to actively supporting broader labor movement efforts. This mobilization reinforced the importance of unity, visibility, and collective action in defending workers' rights and advancing fairness in the workplace.




URGENT ACTION: HORIZON OTTAWA

Labour Solidarity Rally



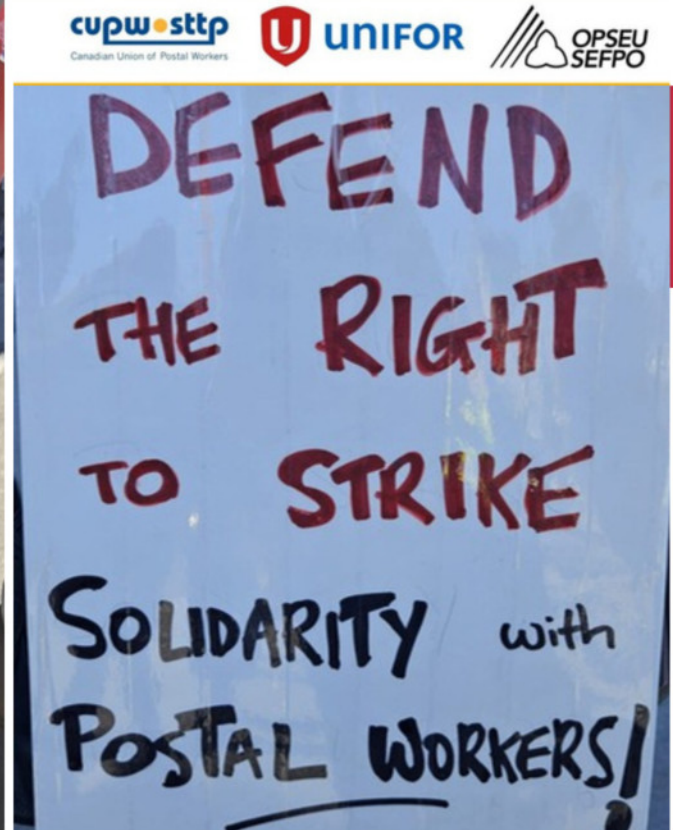
 **Wed, Oct. 1 @ 11 am**



 **Office of the PM,
80 Wellington St.**

Workers at OPSEU, Unifor, and CUPW are all currently on strike.

Labour is under attack and we need to remind our leaders that everyone deserves a fair contract and safe working conditions.

It's time to push back!



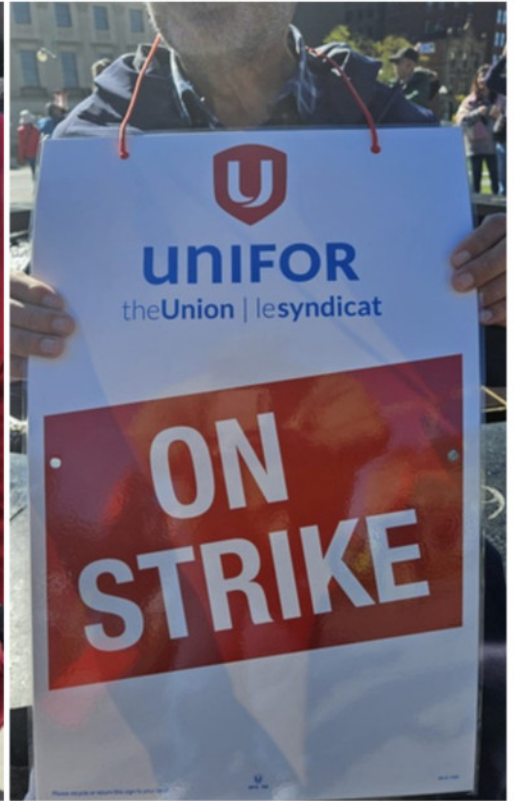
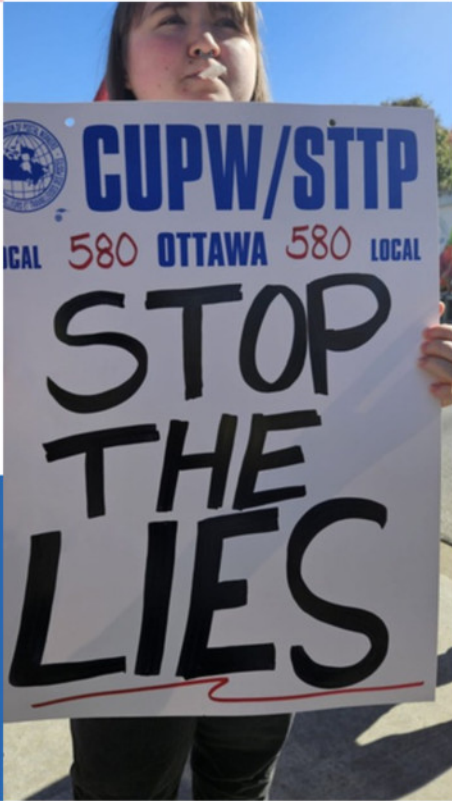
  

**DEFEND
THE RIGHT
TO STRIKE**

**SOLIDARITY with
POSTAL WORKERS!**

2025 OVERVIEW

Solidarity Actions - Ottawa



2025 OVERVIEW

Solidarity Actions - Montreal

In November 2025, Unifor Local 6004 took part in a national cross-union protest held in Montréal to oppose the Québec government's proposed Bill 3, legislation widely viewed as a direct challenge to union independence and democratic rights.

Members of the Local joined fellow union members from Québec, Ontario, and New Brunswick to send a clear and unified message: workers' rights must be defended across the country. The rally brought together thousands of union members in a strong demonstration of solidarity and collective strength.

Through its participation, Local 6004 reaffirmed its commitment to standing with fellow workers in times of challenge and to actively engaging in broader labor movement efforts. This action highlighted the importance of unity, vigilance, and collective advocacy in protecting the rights and freedoms that unions have fought to secure.



2025 OVERVIEW

Solidarity Actions - Montreal



2025 OVERVIEW

Black History Month Celebration

In 2025, Unifor recognized Black History Month under the theme **"Black Resistance: Honoring contributions, advancing justice,"** highlighting the ongoing leadership, resilience, and contributions of Black workers within the labor movement.

The national union hosted its third annual **Black History Month Celebration**, bringing members together to reflect, learn, and celebrate Black excellence through presentations and performances.

Unifor Local 6004 was proud to be represented at this national event through the participation of its Local President, reaffirming its commitment to equity, inclusion, and solidarity.



2025 OVERVIEW

Black History Month

UNIFOR 6004 BIWOC CELEBRATES
THE
**BLACK
HISTORY
MONTH**

Saturday 22 February 2025
4:30 to 6:30pm
For more information, please email
biwoc@unifor6004.ca

Address: 5 Gurdwara Rd, Ottawa, ON K2E 7X6



In February 2025, Unifor Local 6004 hosted a Black History Month Watch Party at the Ottawa Area Office, bringing members together to participate in the national celebration ***“Black Excellence in Action: Honoring History, Inspiring the Future.”***

The event provided an opportunity for members to reflect on the contributions and achievements of Black workers, while reinforcing the Local's ongoing commitment to equity, inclusion, and solidarity.



2025 OVERVIEW

Standing in Solidarity with Community Initiatives

In May 2025, members of Unifor Local 6004 Executive Board and membership participated in the **Somali Hope Foundation Annual Fundraising Gala** held at the EY Centre in Ottawa. The Somali Hope Foundation is a non-profit organization dedicated to supporting underprivileged children, with a strong focus on improving access to education for boys and girls who would otherwise not have the opportunity to attend school. Through its flagship initiative, the Somali Hope Academy provides 100% free education to students in need, creating meaningful and lasting change in their communities.

With the support of Unifor National, Local 6004 secured 12 seats at the event, enabling members to attend and show solidarity with this important cause. A key achievement this year was the Local's support in helping the foundation secure a **\$24,000 grant from the Unifor Social Justice Fund**, further supporting its educational initiatives. While the Local did not make a direct financial contribution, several members demonstrated their personal commitment by pledging donations to sponsor the education of individual students. Participation in this event reflects Local 6004's broader commitment to community engagement, social justice, and supporting initiatives that promote education, opportunity, and equity both locally and globally.



Notwithstanding ongoing financial pressures resulting from membership attrition, Local 6004 continued to support causes that are meaningful to its members through direct contributions. This included support for the **24 Hours of Homelessness challenge**, benefiting **Operation Come Home** and raising awareness of youth homelessness in Ottawa. The Local also supported the **Dryden Eating Disorder Prevention Coalition's "Rethinking Wellness"** event, an initiative brought forward by engaged Local member Roger Gagné, reinforcing its commitment to health, inclusion, and community well-being.



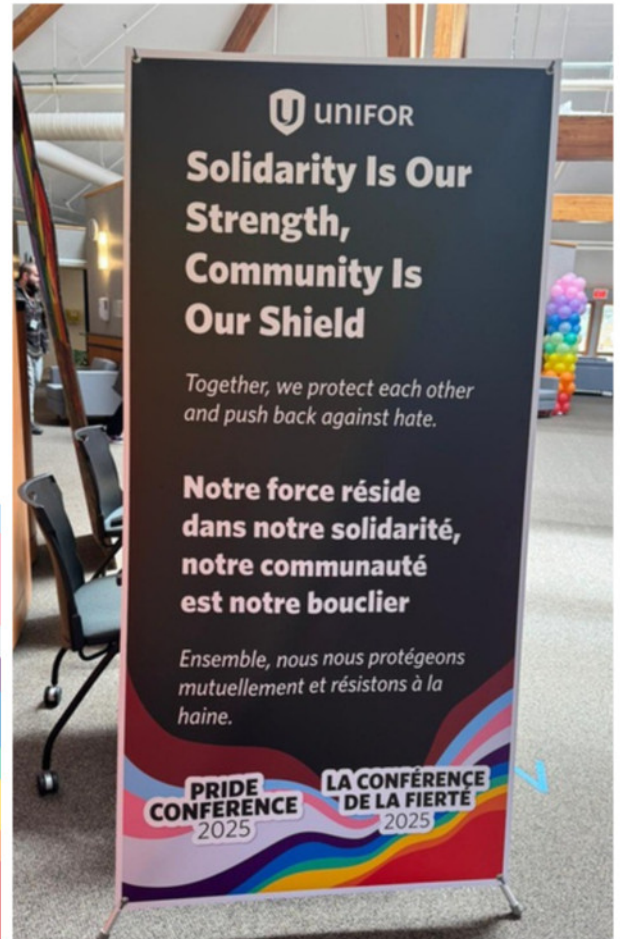
2025 OVERVIEW

PRIDE Conference

In May–June 2025, Unifor Local 6004 proudly sent a delegate to participate for the first time in Unifor’s 25th National Pride Conference in Port Elgin. The conference brought together 2SLGBTQIA+ members from across Canada to reflect on 25 years of activism while addressing ongoing challenges, including rising discrimination and legislative threats.

Through workshops and panel discussions, delegates explored key issues such as gender-affirming health care, workplace inclusion, and strategies to confront hate.

Participation by Local 6004 marked an important step in strengthening its commitment to equity, inclusion, and building safer workplaces for all members.



2025 OVERVIEW

BIWOC Conference

In September 2025, Unifor's BIWOC Conference brought together more than 200 delegates in Port Elgin under the theme **"Rooted in Resistance: Healing, Justice and Solidarity."**

The conference emphasized the experiences and contributions of Black workers while also placing significant focus on Indigenous perspectives, including healing from intergenerational trauma, reconciliation, and the importance of Indigenous leadership within the labor movement.

A key outcome of the conference was the election of new BIWOC leadership to the National Executive Board, including both Indigenous and Black and Workers of Color representatives.

Participation by Unifor Local 6004 reinforced the Local's commitment to equity, inclusion, and supporting diverse leadership across the union.



2025 OVERVIEW

BIWOC Conference



2025 OVERVIEW

Constitutional Convention - Vancouver

In August 2025, Unifor Local 6004 sent delegates to participate in the Unifor Constitutional Convention held in Vancouver, where members from across the country gathered to set the direction of the union for the next three years. The convention focused on key issues impacting workers, including **defending Canadian jobs in the face of growing economic pressures, strengthening collective bargaining, advancing organizing efforts in emerging sectors, and reinforcing the union's commitment to equity and social justice.** Delegates also heard directly from members engaged in strikes and lockouts, highlighting the importance of solidarity and collective action across the labor movement.

A major outcome of the convention was the re-election of **Lana Payne** as Unifor National President, along with the renewal of the national leadership team, including Secretary-Treasurer **Len Poirier** and Regional Directors such as **Samia Hashi** (Ontario), **Gavin McGarrigle** (Western), and **Jennifer Murray** (Atlantic). The convention also featured national campaigns to protect Canadian jobs, discussions on economic strategy, and recognition of leaders and activists within the labor movement. Through its participation, Local 6004 contributed to these important discussions and reaffirmed its commitment to solidarity, worker advocacy, and the continued strengthening of the union.



2025 OVERVIEW

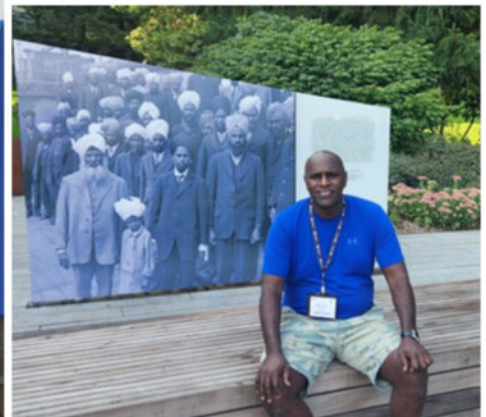
Constitutional Convention - Vancouver

Key Constitutional Changes – 2025 Convention

The 2025 Unifor Constitutional Convention also adopted a series of constitutional amendments aimed at strengthening governance, improving transparency, and ensuring greater consistency across the union.

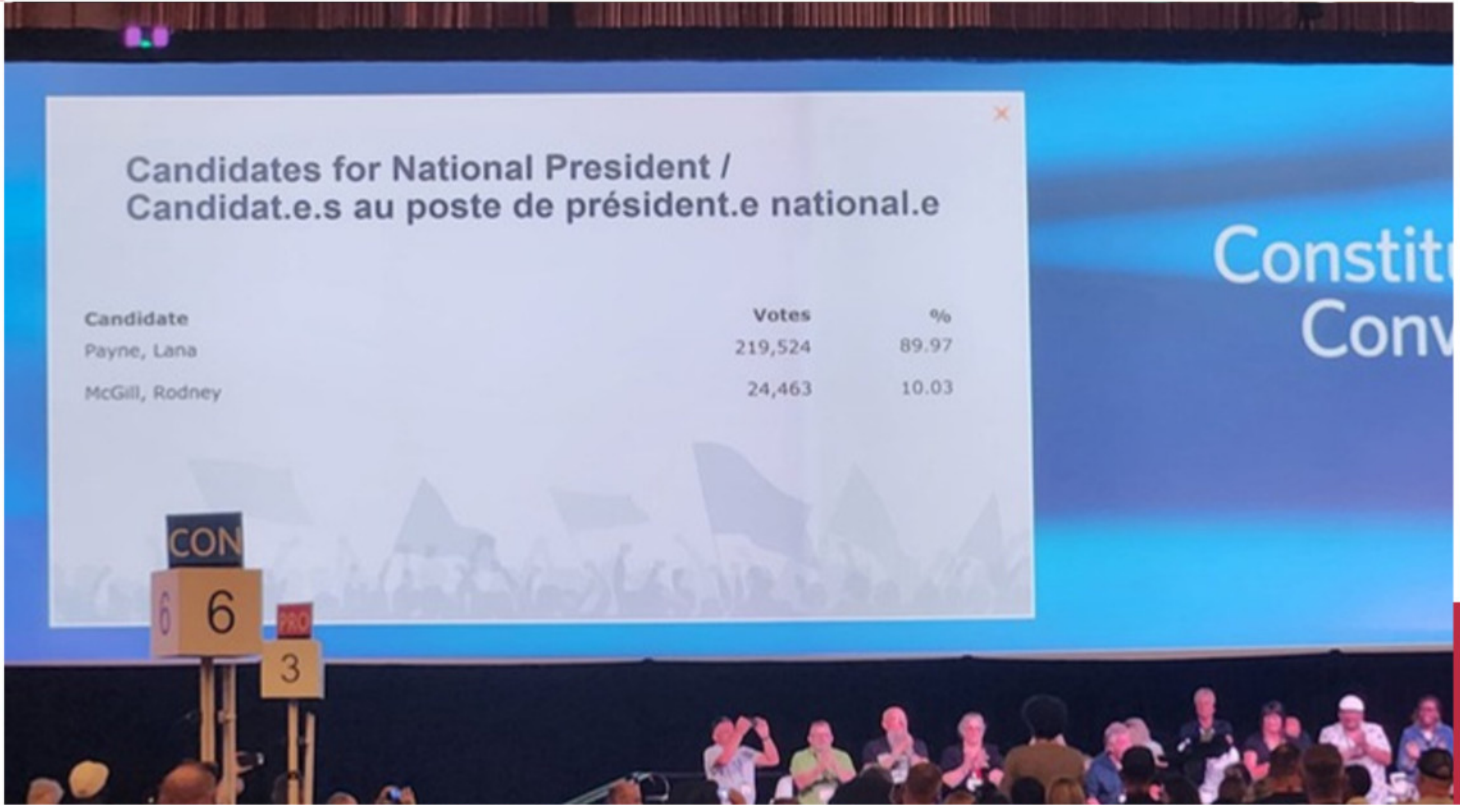
Key changes included **enhanced oversight of Local Union by-laws** to ensure alignment with the National Constitution, the **creation of a National Leadership Election Code**, and **adjustments to the structure and functioning of the National Executive Board**.

Additional amendments streamlined leadership succession processes and expanded the role of Regional Councils in leadership elections. Together, these changes reinforce a more coordinated and accountable national structure while continuing to support the work and effectiveness of Local Unions.



2025 OVERVIEW

Constitutional Convention - Vancouver



2025 OVERVIEW

Constitutional Convention - Vancouver



2025 OVERVIEW

Ontario Regional Council - Toronto

Local 6004 was represented by three delegates at the **2025 Unifor Ontario Regional Council (ORC)**, where members from across the province gathered under a unified message: protecting Canadian jobs in a challenging economic climate.

Discussions focused on key issues impacting workers, including the **effects of U.S. tariffs, job security, corporate accountability, and the need for stronger public services—particularly in health care**. Delegates also addressed important equity issues, including the urgent call to recognize intimate partner violence as an epidemic and to strengthen supports for survivors.

The Council included regional elections, reinforcing leadership within Unifor Ontario. A meaningful highlight was participation in a march raising awareness about intimate partner violence, demonstrating the union's commitment to equity, social justice, and the protection of vulnerable members and communities. Local 6004's participation reflects its continued engagement in regional solidarity efforts.



2025 OVERVIEW

Strengthening Union Leadership Through Education

Education remains a cornerstone of building a strong and effective union. In 2025, Local 6004 prioritized training and development for stewards and executive members, while establishing a dedicated **Education Committee** within the Executive Board to guide training decisions, promote fair access, and support the Local's overall capacity building. As a result of this renewed emphasis, total training delivery—measured in **aggregate hours taken**—increased by **190% compared to the previous year**.

During the year, five stewards successfully completed the **Grievance Handling & Workplace Leadership course**, strengthening their ability to represent members in workplace disputes. The Local President and Vice-President also participated in **Local Executive Board Training** through Unifor's Paid Education Leave (PEL) program, enhancing their effectiveness in governance and representation.

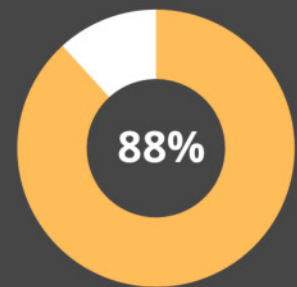
Additional training included **Human Rights, Women's Advocate Training**, and **Health and Safety Training**, with a focus on **Stress as a Workplace Hazard**.

These efforts reflect the Local's ongoing commitment to developing knowledgeable and skilled representatives to support the membership.



COMPLETION RATE

(Grievance Handling and Workplace Leadership Course)

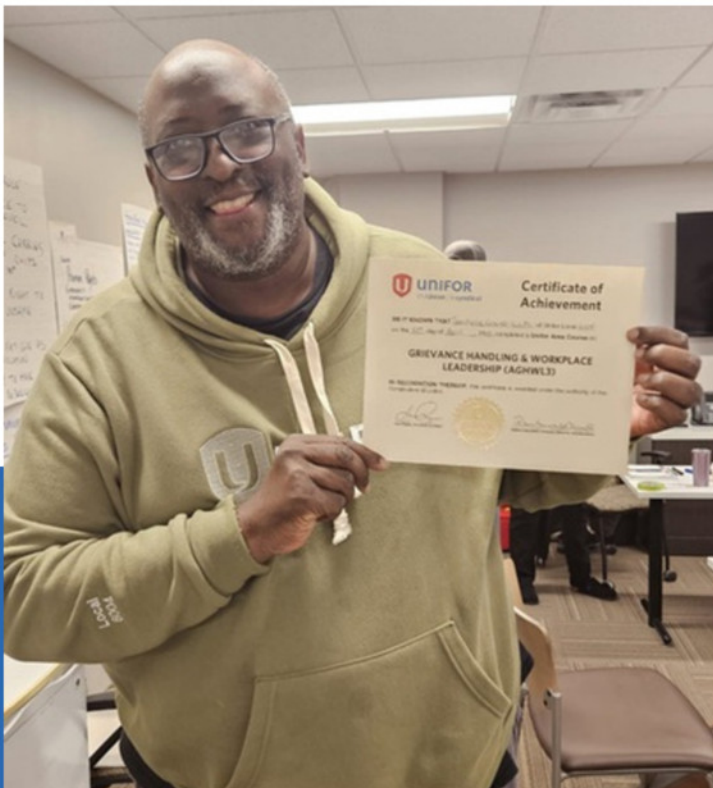


Required for all Local Stewards



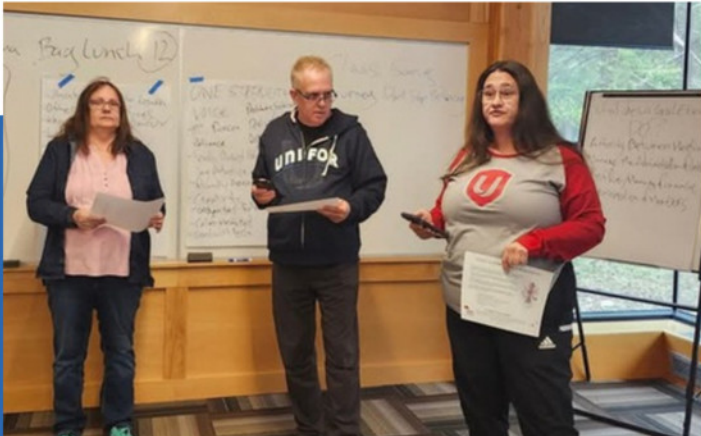
2025 OVERVIEW

Strengthening Union Leadership Through Education

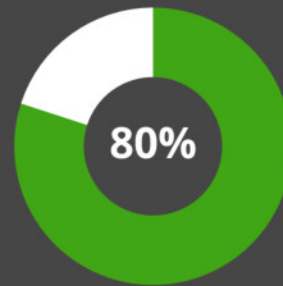


2025 OVERVIEW

Strengthening Union Leadership Through Education



COMPLETION RATE (Local Union Executive Board Training)



Requirement for all members of the
Local Executive Board



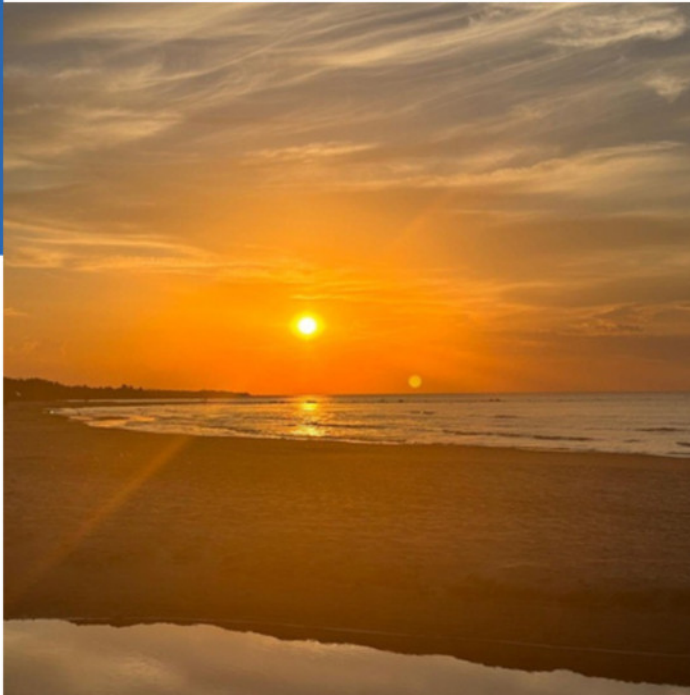
2025 OVERVIEW

Strengthening Union Leadership Through Education

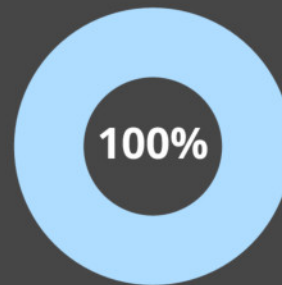


2025 OVERVIEW

Strengthening Union Leadership Through Education



COMPLETION RATE (Human Rights Course)



*Mandatory requirement for all members of the
Local Executive Board as per Article 15 of the
Unifor Constitution 2025*



2025 OVERVIEW

Strengthening Member Engagement and Solidarity

Maintaining strong connections with members remains a priority for Local 6004. Throughout the year, the Local organized membership meetings, elections, and social activities to encourage engagement and solidarity. In 2025, **participation in social events increased by 187% compared to 2024**, reflecting a renewed interest in member involvement. Highlights included a spring social event at an **Ottawa Senators hockey game** and a summer outing at an **Ottawa Rapid FC soccer match**, both of which brought members together for evenings of camaraderie and connection.

These activities help strengthen relationships among members and reinforce the sense of solidarity that is central to our union.



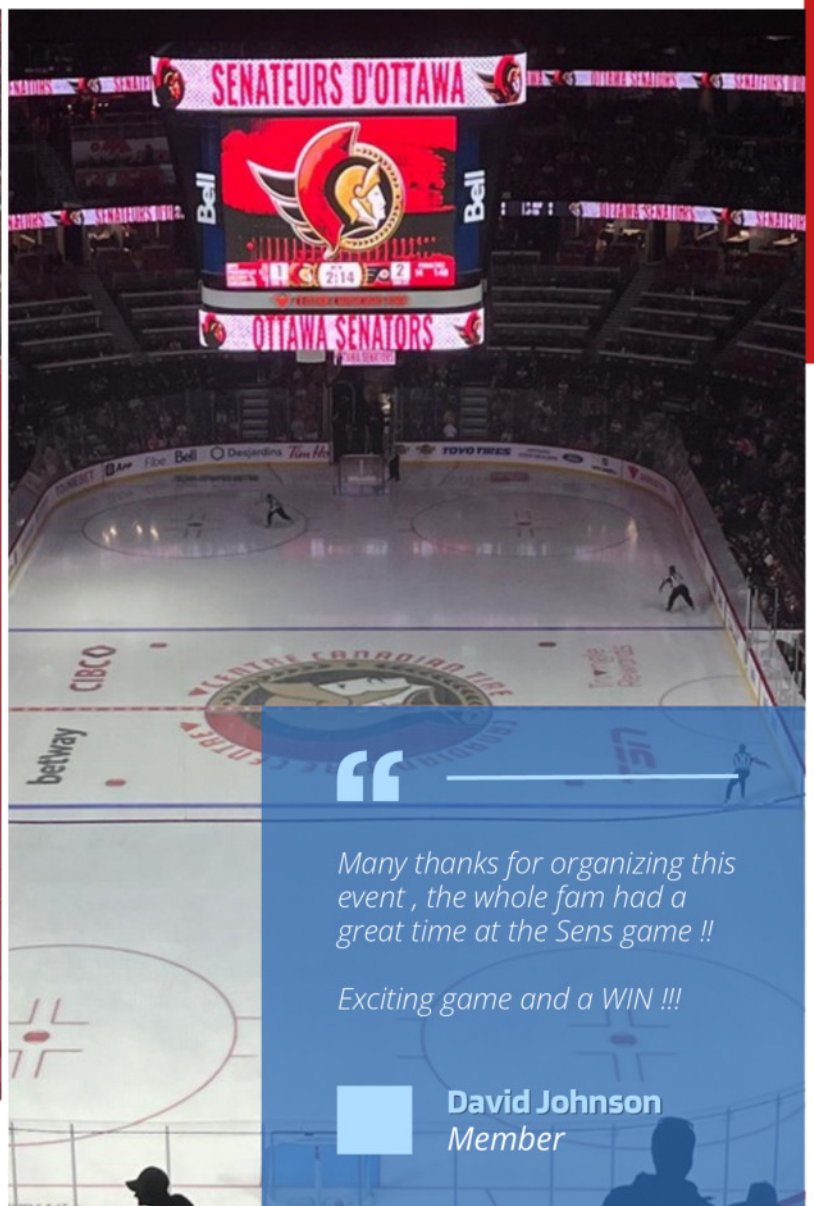
UNIFOR LOCAL 6004
SOCIAL EVENT
SPRING 2025

OTTAWA SENATORS VS PHILADELPHIA FLYERS

60 TICKETS AVAILABLE
FIRST COME FIRST SERVE

Saturday, April 13, 2025
Canadian Tire Centre
1 PM

Send your \$10 commitment fee via e-transfer by **APRIL 9th**
info@unifor6004.ca



Many thanks for organizing this event, the whole fam had a great time at the Sens game !!

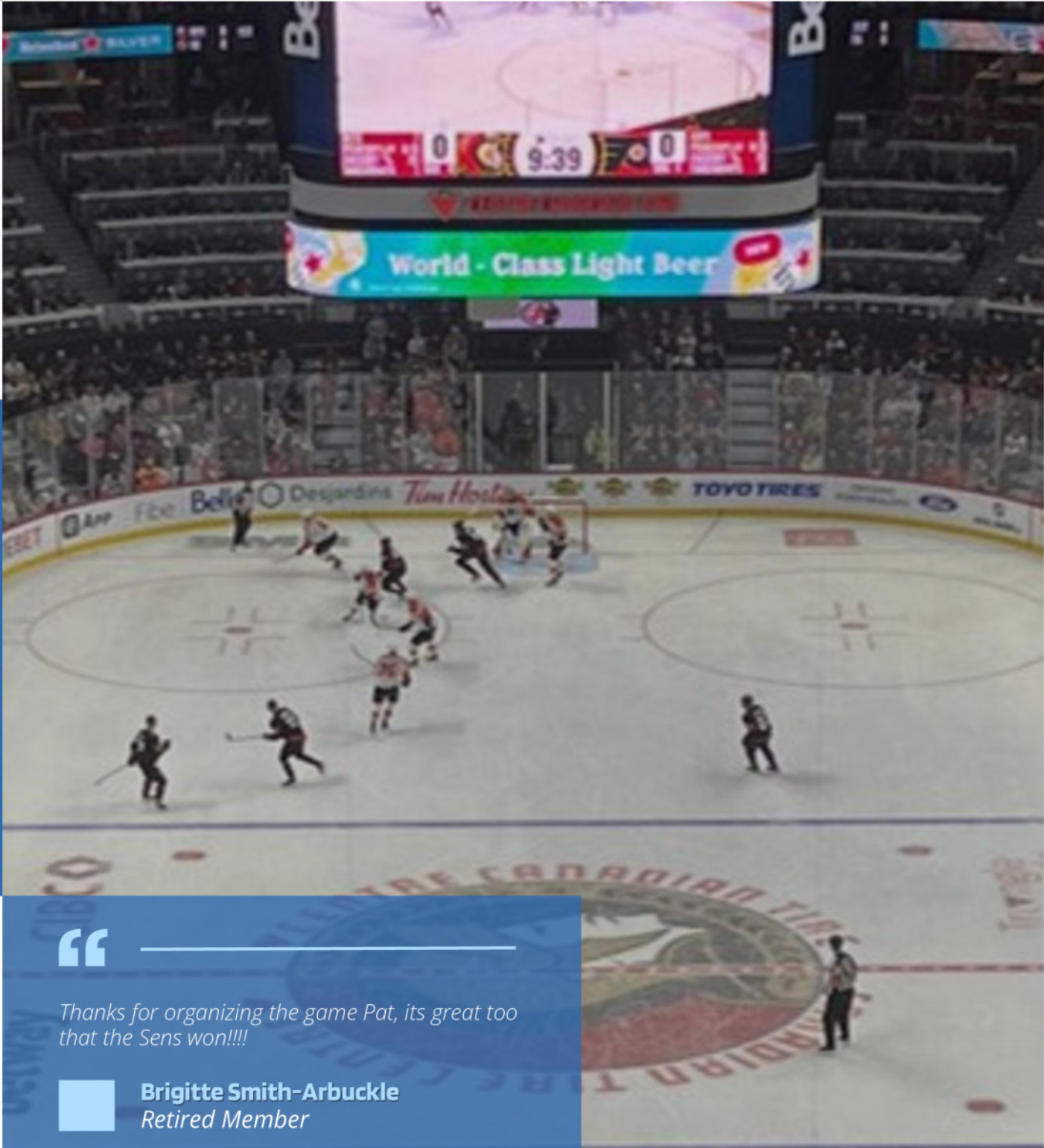
Exciting game and a WIN !!!

David Johnson
Member



2025 OVERVIEW

Strengthening Member Engagement and Solidarity



“

Thanks for organizing the game Pat, its great too that the Sens won!!!!

Brigitte Smith-Arbuckle
Retired Member



2025 OVERVIEW

Strengthening Member Engagement and Solidarity



2025 OVERVIEW

Strengthening Member Engagement and Solidarity



ACTIVITY 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.

DEC 2024

- Memorandum of Agreement on Harassment and Violence Incidents at Bell (31)

JAN 2025

- Local Executive Board *Roadshow* – 160 Elgin (26)

FEB 2025

- Bell's Workforce Reduction Announcement (10)
- Black History Month "Watch Party" - Ottawa (22)
- Black History Month Event - Toronto (25)

MAR 2025

- Membership Meeting (6)
- International Women's Day (8)
- Member to Member Campaign - Federal Elections (27 - 31)

APR 2025

- Member to Member Campaign - Federal Elections (1 - 30)
- Grievance Handling & Workplace Leadership Course (8-10)
- Membership Meeting - Bargaining Proposal (9)
- Spring Social Event - Ottawa Senators (13)
- Local Executive Board Training (13-17)

MAY 2025

- Member to Member Campaign - Federal Elections (1-3)
- Somalia Hope Foundation Gala (3)
- Membership Meeting - Special Meeting on Mobilization (28)
- Pride Conference (31)

JUN 2025

- Pride Conference (1)
- Membership Meeting (11)



ACTIVITY TIMELINE

JUL 2025

- Delegate Elections - Constitutional Convention (4)
- Comtech Financial Advisor Presentation (8)
- Unifor membership appreciation day - Canada's Wonderland (13)
- Membership Meeting - Special Meeting on Mobilization (30)

AUG 2025

- Telecommunications Industry Council - Vancouver (24)
- Constitutional Convention - Vancouver (25-29)

SEP 2025

- Summer Social Event - Soccer (7)
- Membership Meeting (18)
- Black, Indigenous and Workers of Color - BIWOC Conference (27)

OCT 2025

- Labor Solidarity Rally (1)
- Human Rights Course (5-10)
- Stress: A Workplace Hazard Course (5-10)
- Launch of Bargaining Between Unifor Bell Clerical Locals and Bell Canada (15)
- Meeting with Unifor National Leadership (21)
- Comtech Financial Advisor Presentation (22)

NOV 2025

- Women's Advocate Update Training (2-5)
- Delegate Elections - Ontario Regional Council (7-8)
- Local Executive Board *Roadshow* - 160 Elgin (13)
- Bell Collective Bargaining - Tentative Agreement Reached (19)
- Bell Layoffs Announcement (20)
- Mass Rally - Montreal (29)

DEC 2025

- Arbitrator Decision - Bell Canada COVID-19 Vaccine Mandate (1)
- Ontario Regional Council (5-7)
- Membership Meeting (18)



2025 BY THE NUMBERS



Membership

2025 total membership

JAN 2025

332

Bell Canada

12

Hope Cemetery

DEC 2025

271

Bell Canada

11

Hope Cemetery

Total Members Lost

61

Bell Canada

1

Hope Cemetery

Attrition Rate

18%



Bell Canada

8%



Hope Cemetery



In preparing the 2025 report, a review of the 2024 membership data identified a discrepancy in how employee counts were reported.

The January and December 2024 figures reflected active employees only and did not include members on short-term or long-term leave, whereas the 2025 figures include all members regardless of status, providing a more complete representation of the bargaining unit.

While this difference in methodology is acknowledged, the previously reported attrition rate for 2024 remains a reasonable indicator, as employees on leave are generally not impacted by layoffs.

This clarification is provided to ensure transparency and consistency in reporting moving forward.



Membership Meetings

average participation

5

meetings held

23

members



130%



Elections Participation

average participation

87

completed ballots



28%



Local 6004 Team Members

officers, stewards, trustees & committee chairs

21

members



4%



Political Action Campaign

2025 Federal Elections

3

members involved

2,000

estimated community members reached & educated



2025 BY THE NUMBERS



Donations

outlay for solidarity support & charities

\$300

charitable donations

\$650

solidarity support

72%



Celebrations

commemorative events

15

participating members

57%



Social Events

average participation

45

members

187%



Conferences

national and Ontario conferences

4

conferences

10

delegates

33%



Rallies

duration

136

aggregate hours

85%



Training

instructor-led training (PEL and Area School)

11

courses taken

328

aggregate hours

190%



Parades

duration

0

aggregate hours

100%



Bargaining Proposals

participation and results

48

members

189

proposals submitted



Health & Safety

investigations, inspections

14

completed inspections

27

hazards identified

59%



LOOKING AHEAD: 2026 GOALS



Enhanced Member Engagement

Continue to expand membership involvement through social and workplace-based activities, building on the success of 2025 initiatives. Focus on increasing participation, strengthening connections, and fostering a strong sense of solidarity across all work profiles.



Expanded Training & Knowledge Development

Provide additional training opportunities for stewards, executive members, and emerging leaders to further strengthen representation and leadership capacity. Emphasis will be placed on equipping Local Union Representatives with practical knowledge to effectively support members.



Improved Member Communication & Resources

Develop a centralized Frequently Asked Questions (FAQ) and reference guide to provide members with easy access to key information, processes, and resources. This initiative aims to enhance transparency, consistency, and responsiveness in member communications.



Continued Advocacy & Bargaining Readiness

Maintain a strong focus on preparing for ongoing and future collective bargaining processes with Bell Canada, ensuring that members' concerns are well-documented, communicated, and effectively represented.



Organizing & Member Support Initiatives

Continue efforts to raise awareness, support members across different work environments, and explore opportunities to strengthen the Local's presence and engagement within all bargaining units.



Financial Stewardship & Cost Management

Continue to implement cost-control measures to ensure responsible financial management, while maintaining the ability to support key initiatives, training opportunities, and member services.



OUR NATIONAL LEADERS



Lana Payne

National President

Lana Payne is the National President of Unifor, representing more than 300,000 workers across Canada. She provides national leadership on collective bargaining, economic policy, and social justice, advocating for strong jobs, fair wages, and workers' rights in a changing economy.

Prior to her election as President, she served as Unifor's National Secretary-Treasurer and has decades of experience in the labour movement and media sector.

She was re-elected at the 2025 Unifor Constitutional Convention in Vancouver for a three-year term (2025–2028).



Len Poirier

National Secretary-Treasurer

Len serves as Unifor's National Secretary-Treasurer, overseeing the union's financial administration and supporting national operations. He plays a key role in ensuring transparency, accountability, and the effective stewardship of union resources.

He was elected/re-elected at the 2025 Constitutional Convention for a three-year term (2025–2028).



Samia Hashi

Ontario Regional Director

Samia Hashi is the Ontario Regional Director for Unifor, leading the union's work across the province and supporting local unions in organizing, bargaining, and member engagement. She plays a key role in coordinating provincial campaigns and advocating for workers at the regional level.

She is widely recognized for her leadership in advancing equity, inclusion, and anti-racism initiatives within the labour movement.

She was re-elected at the 2025 Unifor Constitutional Convention for a three-year term (2025–2028).



Nena Bogdanovich

National Rep, Bell Canada



Véronique Prévost

National Rep, Hope Cemetery



OUR LOCAL TEAM

LOCAL EXECUTIVE BOARD



Ahmed Ismail

President

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Jean-Marie Kabanda-Kizito

Vice President

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Annik Lapensée

Recording Secretary

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Treasurer, Chief Steward

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Jama Dualeh Adan

Chief Steward

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OUR LOCAL TEAM

STEWARDS - BELL CANADA (Ottawa)

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



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OUR LOCAL TEAM

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LOCAL STEWARDS - HOPE CEMETERY



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WOMENS ADVOCATE



Sharon Frewen
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OUR LOCAL TEAM

STANDING COMMITTEE



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Brooke Hoykass
Chair, Women's Committee

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Jama Dualeh Adan
Chair, BIWOC Committee

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Patrick Villeneuve
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Jean-Marie Kabanda
Chair, Education Committee

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TRUSTEES



James Oliver
Head Trustee



Tim Quinn
Trustee



Janisa Duval
Trustee



IN MEMORIAM



Scott Bateman
Unifor National Rep, Ottawa

In 2025, our union community mourned the passing of Brother Scott Bateman, a dedicated Unifor servicing representative whose impact was deeply felt across the Ottawa region and beyond.

Although **Brother Bateman** was not a direct member of Local 6004, his presence, support, and commitment to our members made him a valued and familiar figure to many within our Local. Through his work, he built strong relationships, provided guidance, and consistently demonstrated a genuine dedication to supporting workers and advancing the principles of solidarity and fairness.

Scott was widely respected for his professionalism, his knowledge, and his unwavering commitment to the labor movement. More importantly, he was known as a trusted colleague and a friend—someone who took the time to listen, support, and stand alongside members and Local leadership alike.

As shared by the Ottawa Area Office, Scott was “a cherished and integral part of our daily life,” and his loss is deeply felt across our union community. His contributions extended far beyond his role, leaving a lasting impression on all who had the privilege to work with him.

Local 6004 joins the broader Unifor family in honoring Brother Bateman’s legacy. His dedication to members, his commitment to justice, and his spirit of solidarity will not be forgotten.

We extend our sincere condolences to his family, friends, and colleagues.

In solidarity, we remember Brother Scott Bateman.



PAST & CURRENT 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>



**TOGETHER
WE STAND**



unifor
theUnion | lesyndicat



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