

Building Stronger Local Unions Together: Reaching our full potential

A discussion paper for the Local Union Task Force

Unifor Research Department | May 2015

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Message from the President



The founding of Unifor was a bold move. It marked the beginning of a journey to transform our union and the broader labour movement. And we set our sights high for good reasons: we understood that without fundamental change, we could not build the kind of movement that workers need, or succeed in winning the changes so desperately needed in our economy and society. It's a tall order. But we knew that more of the same would not lead to the renewal and growth of our movement.

We're into our second year as Unifor and we've accomplished a lot together so far. We've successfully built the structures of our new union, we've proudly represented our members well, we've challenged many employers and governments, and we've mounted effective campaigns to protect workers' rights. Bringing together our organizations has been a big job so far, but there's still a lot more work to do. We knew from the beginning that to really move to a higher level, we needed to strengthen the part of the union that is closest to the membership: our local unions.

The local is our most visible presence in the community. It's where members see the union in action, go to meetings, hold votes, and participate in campaigns, committees and recreational activities. It's where we elect leadership and delegates. The local union is the building block and the foundation of our entire union.

At our founding convention, we committed to undertake a careful review of our local unions, and to ask a lot of questions: How do we build more engagement and participation in the life of the union? What are the biggest challenges faced by our locals? How do we build stronger connections in each community? What do local unions need to help them carry out their work? What are the best practices? How can we take full advantage of the opportunities created by Unifor?

It's impressive to consider the reach of our union. Our locals stretch from northern B.C. to the eastern tip of Newfoundland and Labrador, and everywhere in between. With 305,000 members and 755 locals, we're in just about every community in the country, and with the creation of Unifor we added new sisters and brothers in many neighbourhoods. It's given us an incredible opportunity.

There is tremendous diversity in how our locals are structured — some are very large, others quite small. Some have one bargaining unit, while others have dozens. Some are focused in one sector; others cover a wide range of sectors. Unifor was not built from just two unions: in many respects it was created from more than 80 unions that have joined together over more than a century. And our locals reflect every one of these proud histories.

We know that the diversity of our union is one of its greatest strengths. But our history should not hold us back, or make us afraid of taking an honest and hard look at the challenges we face. If we were afraid of change, we never would have formed Unifor.

Unifor's Local Union Task Force will roll out this year by holding town hall consultations across the country. This paper is intended to help inform our discussions, raise a lot of questions, provide the lay of the land, and highlight some of the opportunities in front of us. I urge all our local leaders and members to read it and to fully engage in the town hall meetings coming up in your communities.

If we stay focused on the goals of building stronger locals, while keeping in mind the opportunities afforded by Unifor, I am confident we will have a much stronger union. Working together, we can only win.

In Solidarity,

A handwritten signature in black ink that reads "Jerry Dias". The signature is written in a cursive, flowing style.

Jerry Dias

I. Starting a Conversation About Our Local Unions

Realizing the Potential of Unifor

When thinking about the opportunities presented by the founding of Unifor, it is easy to think about the scope and scale of our new union. At our founding convention, we certainly became a much larger and more diverse union, with 305,000 members in more than 20 different sectors of the economy. And we brought our 755 local unions together into one organization. In many communities, the founding of Unifor meant that we had new neighbours who are now part of the same union.

Bound up in this huge change are tremendous organizational opportunities for our local unions to learn from each other about best practices, share ideas and find new ways to work together: Everything from the practical co-ordination of resources, to working on campaigns, to representing our members, to holding social events and building stronger membership engagement.

But perhaps the more fundamental opportunity is presented by our commitment to change and to advancing the goals of union renewal and transformation of the broader labour movement. This shared commitment to doing things differently is not about change for just for the sake of it: a lot of what we've been doing works well already. Instead, it means thinking about the whole union in new ways and carrying the momentum of Unifor deeper into our local unions to find new opportunities and possibilities.

FOR THE TASK FORCE TO CONSIDER:
How do local unions take advantage of the opportunities and full potential of Unifor?

Social Unionism Anchored in the Community

A core shared principle that led to the formation of Unifor is social unionism. In our founding convention document we affirmed that:

In addition to effectively representing our members in the workplace and negotiating the best possible collective agreements, the role of our union extends to our communities and broader society. Social unionism recognizes that the well-being of our members and their families is determined, to a great degree, by social, economic and government policies. Our role is to be a powerful voice and tireless advocate for progressive public policies and social programs. Social unionism sees the labour movement as part of a broader movement for social change. It commits us to working with others to improve not only our own conditions, but the lives of others as well.

In order to build the kind of powerful movement envisioned by social unionism, we need to be firmly anchored in our communities. Certainly, important events and decisions occur on the national stage, but this is rarely where powerful movements come from. Rather, they are built from the ground up.

At a time when too many people are disengaged from politics, what happens in Ottawa or in our provincial capitals can seem far away from our on-the-ground work. What is often more “real” for people is what’s right in front of them: the local food bank, the women’s shelter, a workplace closure

in their town, the homelessness they see on their streets, immediate environmental issues, and what's happening with their local schools, hospitals, and public services.

Some of the most successful trade union movements in the world; such as those in Brazil, or South Africa, where workers' movements have grown strongly and helped form governments, offer important lessons about the need to place a deep emphasis on engaging at the local community level to create networks, strengthen relations with allies, and build capacity among union leaders and members.

We were already anchored in hundreds of communities, and now the creation of Unifor has expanded our potential.

FOR THE TASK FORCE TO CONSIDER:

How do local unions deepen connections and build a stronger movement in their communities?

Common Challenges in Changing Times

Local union leaders and activists have a big job to do every day: they represent members, bargain and administer collective agreements, and look out for co-workers. Trade unionists often feel motivated by higher purposes and are inspired to fight for more rights and better standards at work in an effort to build a better world. That idealism is an important part of what keeps us going.

Being involved in a higher cause and having the privilege of representing our co-workers is wonderful, and we want others to share in it, too. And that means we want more from our members: more participation, more activism, and more engagement. And so we should, because that's how this great movement was built.

We've got a strong track record of activism already. When we think about the sheer number of people involved in Unifor – all the local executives, unit chairs, committees, stewards, and those who volunteer and participate – it adds up to several thousand people in our union alone.

At the same time, though, we know that we face serious challenges that we need to take a hard and honest look at. We've got the structures and people in place, and yet too often we struggle to get more members out to meetings, participate in campaigns, or step forward to fill spots on committees or volunteer for events.

We rightly collect dues and have built up our resources to fund the work of the union. But too often we find ourselves relying heavily on lost time and paid expenses in order to get more participation.

Sometimes we get tired of seeing the same few people carrying so much of the load. And, to be honest, cynicism can creep in and it can be easy to say — simply out of frustration — that too many members “just don't care enough.”

Some locals always send all their delegates, have maximum participation in conferences and education courses, and are strongly involved in national and regional campaigns. And yet others don't do nearly as much.

A look at participation rates in our recent Canadian, Québec and Regional Councils show that we've got a lot of room for increased participation. Without too much variation among regions, local unions sent about 60 per cent of the potential number of delegates. Some locals sent their full entitlement of delegates, but unfortunately, more than a third sent none.

There was stronger participation in the most recent Canadian Council, where about two-thirds of potential delegates were in attendance. And at all these meetings, there are always large numbers of observers, alternates and guests, adding energy to the proceedings. These participation levels are not too far off from those historically seen in our founding unions, but more can be done, and there are many factors to consider about how to increase participation.

Local union leaders also often look to the future and see a generational gap. After a life spent in the union movement, many look ahead and wonder who will step up. Many say that their kids just aren't as interested in the union as they were.

What's behind all these challenges? A lot of it stems from the huge transformation in the working world over the last three or four decades. Sometimes we have nostalgia — we see through rose-coloured glasses — about a bygone past, an era of full-time stable jobs, when people had nights and weekends off, when families could get by on one good income, and the union hall was a centre of community life.

Of course, it was never as good as some want to imagine it was, as many people were always excluded, but some of what we picture back then was true. And we know that there have been a lot of changes even since the current generation of union leadership entered the workplace.

Today, people are busier than ever. Most households have at least two jobs, if not more. The world of 24-hour, 7-days-a-week work has expanded ever further. More and more jobs are part-time and temporary, with fewer people having long-term attachments to their workplace.

New technologies are transforming the ways in which people find connections, join and belong to groups, and engage in activism. These transformations may bring a few positive trade-offs, but regardless, they have changed the role and meaning of the "local union hall down the street."

Our experiences tell us that people still care deeply about social justice, and that there are many new and exciting forms of activism emerging. And we know that our members support their union, as we see time and again when people step up in face of a difficult struggle.

A lot of the factors behind the challenges we face are outside of our control. But we must ask ourselves if we are successfully adapting to these changes. Are we taking advantage of the new possibilities? Have our structures, services, methods of communication and programs kept pace?

We have a lot to be proud of, and a strong record to build from. Our local unions face many of the same challenges, and finding solutions will take creativity and hard work.

FOR THE TASK FORCE TO CONSIDER:
What are the opportunities and key challenges to building stronger member engagement?

Unifor's Proud Predecessor Unions (A to Z, from 1827 to today)

Ajax Independent Finisher Workers Union
Association des Employés de Henri Sicotte inc.
Atlantic Communications and Technical Workers Union (AC&TWU)
Canadian Air Line Employees' Association (CALEA)
Canadian Association of Communication and Allied Workers (CACAW)
Canadian Association of Industrial, Mechanical and Allied Workers (CAIMAW)
Canadian Association of Passenger Agents (CAPA)
Canadian Association of Smelter and Allied Workers (CASAW)
Canadian Brotherhood of Railway, Transport and General Workers (CBRT&GW)
Canadian Chemical Workers Union (CCWU)
Canadian Glass Workers Union
Canadian Industria, Entertainment and Warehouse Workers Union (CIEWWU)
Canadian Paperworkers Union (CPU)
Canadian Racetrack Workers Union (CRWU)
Canadian Seafood and Allied Workers Union (CSAWU)
Canadian Seat Assembly Workers Union
Canadian Service Workers Union (CSWU)
Canadian Textile and Chemical Union (CTCU)
Canadian Union of Mine, Mill and Smelter Workers (CUMMSW)
Canadian Union of Operating Engineers and General Workers (CUOE)
Communications and Electrical Workers of Canada (CWC)
Communications, Energy and Paperworkers Union of Canada (CEP)
Communications Workers of America (CWA)
Construction, Maintenance and Allied Workers Bargaining Council (CMAW)
Energy and Chemical Workers Union (ECWU)
Fédération des syndicats du secteur aluminium inc. (FSSA)
Fishermen, Food and Allied Workers Union (FFAW)
Fraternité nationale des forestiers et travailleurs d'usine (FNFTU)
Graphical Communications International Union (GCIU)
Great Lakes Fishermen and Allied Workers Union (GLFAWU)
Independent Canadian Steel Workers Union (ICSWU)
Independent Canadian Transit Union (ICTU)
Independent Paperworkers of Canada (IPC) Local 2
International Brotherhood of Paper Makers (IBPM)
International Brotherhood of Pulp, Sulphite and Paper Mill Workers (IBPSPMW)
International Brotherhood of Teamsters Local 132
International Chemical Workers Union (ICWU)
International Union of Electrical, Radio and Machine Workers (IUE)
International Typographical Union (ITU)
L'Association des Employés de Isothermique Solarcan Ltée
Le Syndicat des employé(e)s de Fortier 2000 Inc.
Le Syndicat des travailleuses et travailleurs de la scierie de Maniwaki
Les Travailleurs québécois de la pétrochimie
Marine Communications and Traffic Services Association (MCTSA)
Marine Workers Federation (MWF)
McMaster University Staff Association (MUSA)
National Association of Broadcast Employees and Technicians (NABET)
National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)
N & D Supermarket Employees Association
Oil, Chemical, and Atomic Workers International Union (OCAW)
Oil Workers International Union (OWIU)
Ontario Beverage Workers Union (OBWU)
Ontario Northland Employees Independent Union (ONEIU)
Products Tank Car Shops, Limited Number 2 Employees Union
Progressive Bakery Workers Association (PBWA)
Quaker Oats Employees Independent Union
Retail, Wholesale Canada (RWC)
Southern Ontario Newspaper Guild (SONG)
Sunwing Pilots Association of Canada (SUNPAC)
Syndicat des conseillers et conseillères du SEPB
Syndicat des salariés de cimenterie de la région de Montréal
Syndicat des travailleurs et travailleuses du Sheraton Centre
Syndicat des travailleurs et travailleuses de la mine Niobec
Syndicat des travailleurs et travailleuses en aéronautique de Longueuil (STTAL)
Syndicat québécois de l'industrie et communications (SQIC)
TCU-Airline Division
The Air Traffic Specialist Association of Canada (ATSAC)
The Brotherhood Railway Carmen of Canada
The Canadian Air Traffic Control Association (CATCA)
The Canadian Paper Workers Union, Local 219
The Canadian Telecommunications Employees Association (CTEA)
The Canadian Union of Transportation Employees Local 1 (CUTE-Local 1)
The Newspaper Guild (TNG)
Toronto Typographical Union (TTU)
Travailleurs unis de la pétrochimie
United Auto Workers (UAW)
United Bottlers Workers' Union 9 (ICWU)
United Bus Workers of Ontario Association, Local 120 (UBWO)
United Electrical, Radio and Machine Workers of Canada (UE)
United Fishermen and Allied Workers Union (UFAWU)
United Gas, Coke and Chemical Workers
United Papermakers and Paperworkers (UPP)
United Paperworkers International Union (UPIU)
United Paperworkers of America (UPA)
United Telephone Workers of Canada (UTW)
Ventratech Employees Association

II. How Local Unions are Structured

Proud History and Diversity

Unifor is now one union. But we didn't start out that way. Some parts of Unifor's history stretches back well over a century. The predecessors of our union started with the earliest craft unions in the 1800s, grew through the great waves of mass organizing in the 1930s and 1940s, and were part of the major extension of unionization to the public sector in the 1950s and 1960s.

Throughout history, unions have always been re-forming and changing their shape. A common thread for many of Unifor's predecessors included the move to seek autonomy from U.S.-based unions, and eventually to join forces with other unions. At least 87 different unions went into the making of Unifor, and there are likely more if we comb through the details of the very earliest days (see *Unifor's Proud Predecessors: A to Z, from 1827 to today*).

Every union that decided to join in common cause with others brought with it elements of how it was organized. Each one had its own reasons for the structure that emerged, and its own proud history. Today, we're one big blended family.

But all of these earlier unions organized their locals differently: Some had big amalgamated locals with several units; some had only one unit; and some had more than one local in the same workplace. Some unions organized locals across a big region; and others did it community by community. And some focused on one sector or type of work, while others were very diverse.

Why were there so many different approaches? A simple answer is because workers' organizations always arose out of struggle. No employer or government ever made it easy. And when workers built unions, they did it in whatever way was possible to gain strength, find some stability, expand their membership, and be able to challenge power. Building a local union was never a blank slate, or something that was a carefully crafted on the drawing board.

All parts of Unifor have proud histories, and their own identities. And these should be a source of strength, not a reason to reject doing things differently. In fact, an overarching feature in common among all our locals is a history of embracing change. If no one ever wanted change or do things differently, all our predecessor unions never would have joined up with others, and Unifor would never have been formed.

FOR THE TASK FORCE TO CONSIDER:
How do we embrace and draw strength from our diversity to build stronger locals?

The Foundation and Essence of Unifor

The local union is the basic building block of Unifor. Certainly, we've got a lot of diversity in terms of how we're organized. But there is also a common set of principles and rules that form a core part of the union's constitution.

There is a lot to read in the constitution, and when it comes to local unions there are a number of key provisions. Our constitution says, for example, that locals are to pursue the objectives of the union, and have appropriate by-laws (Article 15.A). Locals need a minimum of four Executive Officers (15.B), who are elected according to specific rules (15.B.5). And the responsibilities of each of the Local Union President, Vice-President, and Secretary-Treasurer are spelled out (15.C).

Local unions need to hold regular membership meetings (15.F) and should establish 13 standing committees, either individually or consolidated (15.D).

Local unions require resources to carry out their work, and as such, charge dues to a set minimum amount (15.G). Combined, Unifor locals spend about half the total membership dues raised, or about \$100 million per year. And, of course, there are important rules about assets, how the money is spent, and audits (15.H and I).

Our national leadership is elected by our local union delegates, and important policies and directions are set for the whole union when they gather at Convention, Canadian Council, Québec Council and Regional Councils (6, 9, and 10).

These are some of the formal responsibilities of our local unions, but locals are far more than just that. The local union is the face of Unifor in the community; it is the beginning, middle and end of every campaign and every fight. It is where members gather to learn and develop their skills. It's where we work to build the next generation of union leaders and reflect the full diversity of our membership. It's where local union newsletters are written, and where we help organize the unorganized, and fundraise for important charities and causes.

Local unions are also where we build friendships and connections through sports teams, fishing derbies, poker tournaments, Labour Day picnics and International Women's Day events. And it is where we connect with our allies in other unions, at the local labour council, municipal councils, and community groups. The local union is both the foundation and the essence of the union.

Local Union Standing Committees

- Constitution and By-Laws
- Education
- Environment
- Recreation
- Community Services
- Human Rights
- Lesbian, Gay, Bisexual and Transgender Workers
- Aboriginal and Racialized Workers
- Workers with Disabilities
- Union in Politics
- Women's
- Young Workers
- Health and Safety

FOR THE TASK FORCE TO CONSIDER:

Do our formal structures support stronger locals and promote rich member engagement?

III. Our Local Unions Today

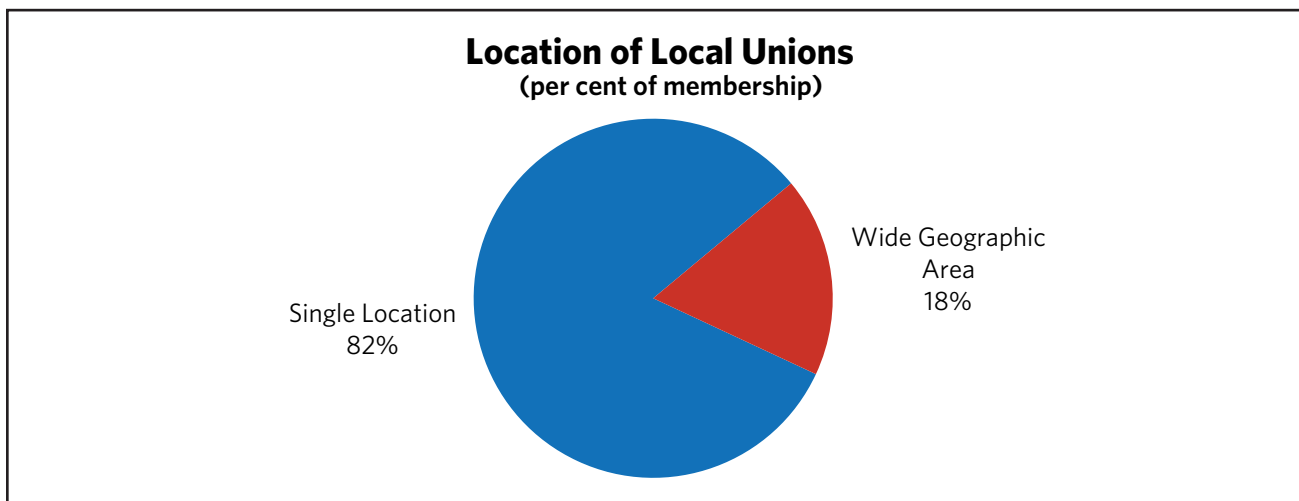
Where do we stand today? All those histories and different approaches mean that we have a wide range in the shape and size of our locals. We have locals with more than 10,000 members, their own buildings, support staff, and dozens of bargaining units. And we have hundreds of locals with one bargaining unit, often with less than 100 members. We've got locals anchored in one community, and those that span the entire country. Some locals focus on a specific sector; others have members across a wide range of industries. When considering how to strengthen our locals, we need to see where we stand today. Let's take a look:

Location

The majority of our locals are centred around a specific community where people live and work. But not all our locals are structured this way. About one in five Unifor members belongs to a local that covers a large geographic area, or even the entire country. At times, these locals span a wide geographic area to match the structure of an employer that also covers the whole country (e.g., aviation or railways), or sometimes they are focused around a specific sector in a larger region (e.g., newspapers or hospitality), or they have a history of regional bargaining units of large employers (e.g., grocery stores).

Building the most effective structure to represent members in the workplace, while at the same time finding a way to connect members in their community, is an important goal and a challenge for all of our local unions.

Figure 1:



FOR THE TASK FORCE TO CONSIDER:
How do locals best connect with members in their community and ensure effective representation?

Membership Size

The average Unifor local has 404 members, but that number hides a lot of important differences. Our largest local has more than 10,000 members. And we have more than 50 locals with 10 or fewer members. And we have — quite literally — everything in between.

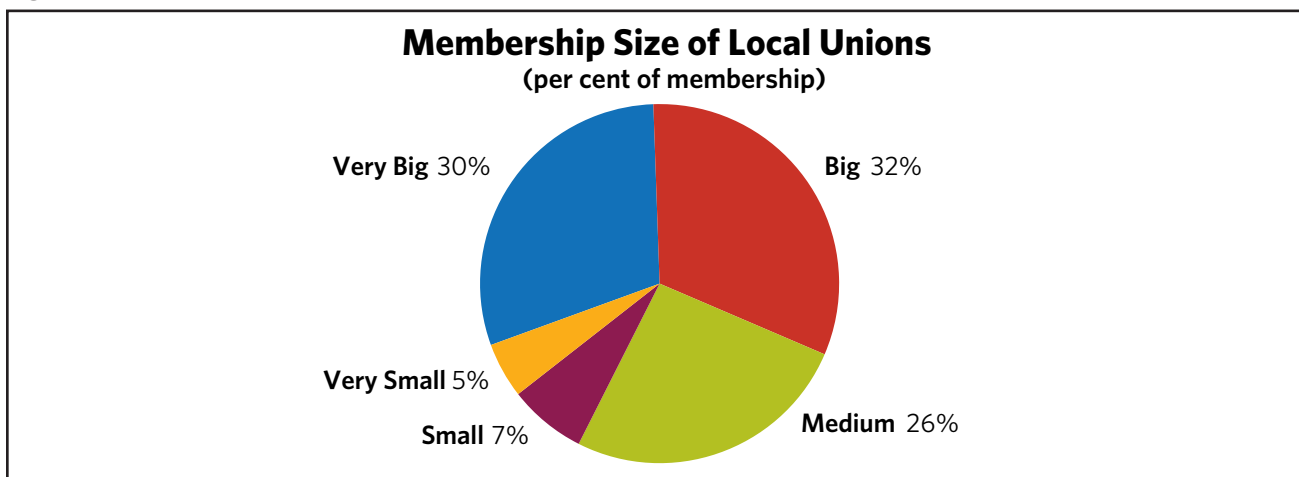
And while our membership is concentrated within the larger locals, we’ve also got a lot of smaller locals. About two-thirds of our *membership* belong to a local with 1,000 or more members; but about two-thirds of our *locals* have less than 200 members (see Table 1 below).

Many smaller locals do tremendous work and are very effective on every level. And some larger local unions face important challenges to effective participation, or to forging strong community connections. While size isn’t necessarily the key to having an effective local, it does influence the ability of locals to participate in conventions, councils, and conferences, create local committees, engage in campaigns and build links in the community.

Table 1:

Local Unions by Membership Size				
	Members	Percentage	Locals	Percentage
Very Big (3,000+)	91,400	30%	17	2%
Big (1,000-2,999)	96,100	32%	60	8%
Medium (200-999)	78,200	26%	173	23%
Small (100-199)	22,200	7%	147	20%
Very Small (less than 100)	17,100	5%	358	47%
TOTAL	305,000	100%	755	100%

Figure 2:



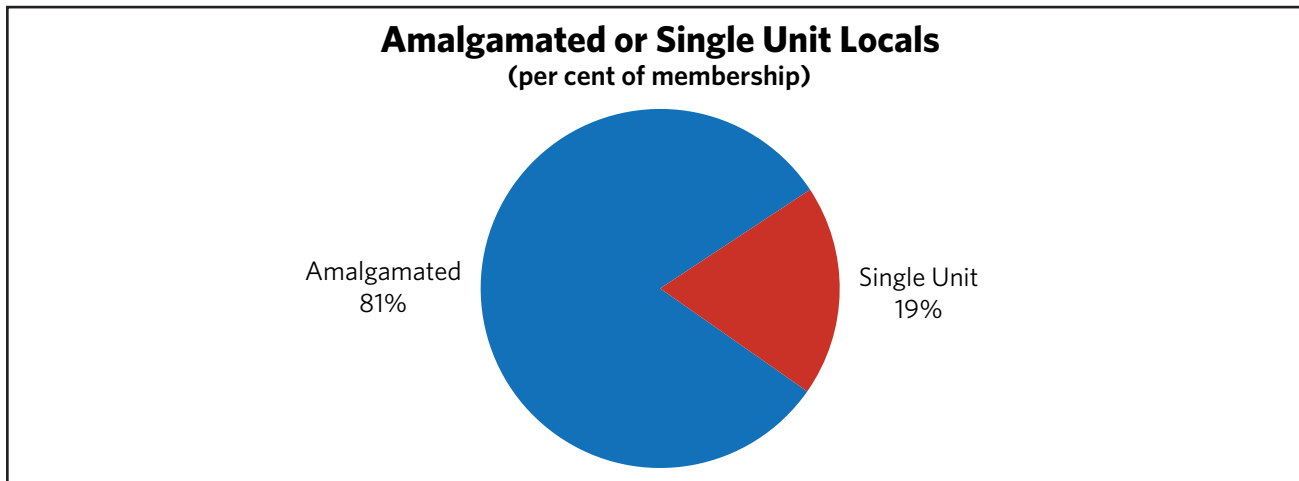
FOR THE TASK FORCE TO CONSIDER:
Can a local union be too small, or too big, or is there an ideal size?

Amalgamated or Single Bargaining Unit

Many of our local unions are made up of multiple bargaining units, often representing workers at several different workplaces in the same community. And there are also many locals with only one bargaining unit. A small number have extended their membership base by hosting a Community Chapter. How these local structures evolved reflect different histories — the nature of different industries, the structure of pattern bargaining, and different geographies.

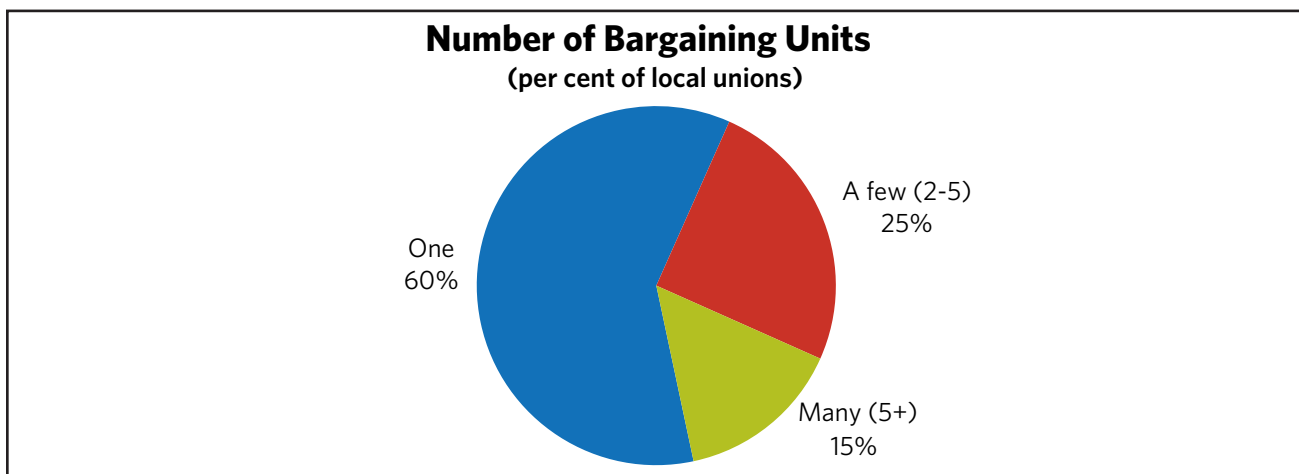
About one third of our locals are amalgamated, but they represent about 80 per cent of the membership, while the remaining members and locals have just one bargaining unit (see Figures 3 and 4 below).

Figure 3:



Even within amalgamated locals, we see a lot of diversity in terms of size and scope. At their largest, four of our amalgamated locals each have more than 60 bargaining units, but many amalgamated locals have just a few units.

Figure 4:



FOR THE TASK FORCE TO CONSIDER:
What are the advantages to being an amalgamated or single-unit local union?

Communities:

Having more than one local union in the same community was common before the formation of Unifor – and it is even more common now. In many communities, we have multiple locals quite close to one another, or even co-located at the same address. And our nation-wide, and province-wide, locals have members spread across many communities.

In our major cities, the number of locals is impressive. For example, in the Greater Toronto Area, there are more than 80 locals, and in the Montréal region we have more than 60. Even in mid-sized cities and smaller towns, there are often several locals (see Appendix A: Unifor Local Union Community Maps).

Canada is a huge country, and this vastness has shaped how our union has evolved and has meant that our locals need to be spread far and wide. Consider that the greatest distance between any two Unifor locals is an impressive 5,122 km from Local 2301 in Kitimat, B.C., to Local 597 in St. John's Newfoundland and Labrador (for comparison, that's a bit further than the distance from Toronto to Bogotá, Columbia). But, thankfully, the overwhelming majority of our locals are quite close to each other. About 97 per cent of our local unions are actually within 50 km, or about a half hour's drive, of a least one other local.

Many of our locals already work very closely with others locals in their community. The formation of Unifor provides opportunities for a lot more of this collaboration..

FOR THE TASK FORCE TO CONSIDER:
How can locals in the same community work together to be more effective and build a stronger presence?

IV. Good Ideas and Getting Together

Having more members, and more locals, means that there is potential for more good ideas. The sheer scale of Unifor, the greater concentration of members in many of our communities, and our rich diversity are all rich sources for good ideas. A central goal of the Local Union Task Force is to uncover these good ideas and best practices, share them, and support ways for the good ideas to spread.

- Which local unions have found great new ways to get members engaged in campaigns?
- Who has found better ways to stay in touch with members through traditional newsletters, or by way of social media?
- Which locals have novel ways to get more members out to monthly meetings?
- Who has the most active committees, and how did that happen?
- Who has the winning formula to organize a Labour Day picnic, fishing derby, hockey team, or participation in a Pride parade.?
- Which locals can we learn from about building stronger connections with community partners, and forging links with new allies?

And, of course, we need to know about the challenges locals face when putting new ideas into practice, and uncover what works and what doesn't. Critically, we need to find out what locals need from the national union to support these good ideas.

What about getting together with Unifor neighbours? Combining efforts and collective action are what unions are all about. There is tremendous room for locals to undertake all sorts of initiatives on their own, but what about finding new ways to work with other locals in their community? For example, are there new ways to work together on:

- Social events: picnics, sports teams, fundraisers
- Practical resources: shared services, use of buildings, office rentals, support staff, purchasing
- Union work: national campaigns, bargaining support, representation, organizing
- Community activities: municipal affairs, connecting with allies, community agencies and boards
- Communications: joint newsletters, websites

And what about mergers? The constitution encourages locals to merge where there is the will and it is approved by the membership. What are the barriers to merging? What programs and services would assist locals that want to merge? What has been the experience of locals that have merged, and what lessons are there to learn?

FOR THE TASK FORCE TO CONSIDER:
What are best practices in our local unions and the best ways to work more closely together?

V. The Task Force and Next Steps

Over the course of the next year, Unifor will undertake a vital and ambitious process to reach out to local union leaders and members to talk about building stronger locals. Community town hall meetings will be held across the country to discuss the challenges and opportunities, collect information on current practices, and share views on the best ideas and way forward.

The Task Force will be chaired by the elected officer from each region: Quebec Director Renaud Gagné; Western Regional Director Joie Warnock; Ontario Regional Director Katha Fortier; and Atlantic Regional Director Lana Payne.

Ken Lewenza will be the National Advisor to the Task Force throughout English Canada, and Michel Ouimet will be the National Advisor to the Task Force in Quebec. Brother Lewenza is a past National President, and brother Ouimet is a past Quebec Director; both are veteran local union presidents with no current administrative responsibilities in Unifor. The role of the National Advisors will be to ensure that the perspectives of local unions are heard and reflected in the work of the Task Force. Members of the National Executive Board will also participate in the Task Force, and will contribute their experiences and ensure geographic representation.

In addition to the community town hall meetings, the Task Force also wants to hear from as many members as possible through a national online discussion about building stronger local unions.

After all the town hall meetings are held, people have been heard, and information has been gathered, the Task Force will make a report and recommendations to the National Executive Board in the spring of 2016. Those recommendations will be presented to delegates at the 2016 Unifor National Convention.

In order for the Task Force to be successful, it will need the widest possible participation and require a deep commitment to open dialogue and respect for all opinions. The collective depth of experience, knowledge, and insight held within our local unions is truly impressive. The goal of the Task Force is to harness that potential, and chart a way forward to build even stronger local unions, and a stronger Unifor.

Five Questions for Local Unions

This discussion paper provides information about our local unions and raises several issues for the Task Force to consider in the course of its work. And it is also intended to provide local union leaders and members with background and context on the overall initiative.

The upcoming community town hall meetings will be an opportunity for the Task Force to reach out broadly to local union leaders and members. At these meetings local unions will be asked to come prepared to share their experiences, views and ideas about building stronger locals – and to respond to these five questions:

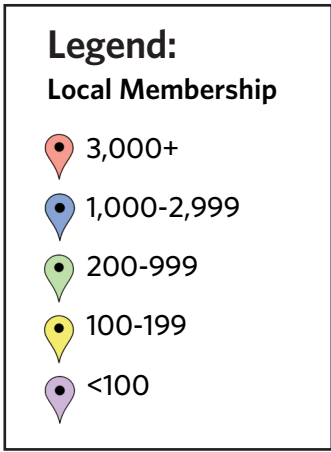
1. What are the key challenges you face as a Local Union?
2. How can we build stronger member support and engagement in our Local Unions?
3. Are there some best practices and good ideas from your Local Union that you can share?
4. What ideas do you have for working with other Unifor Local Unions in your community?
5. What do you need to strengthen your Local Union?

Appendix A:

Unifor Local Union Community Maps

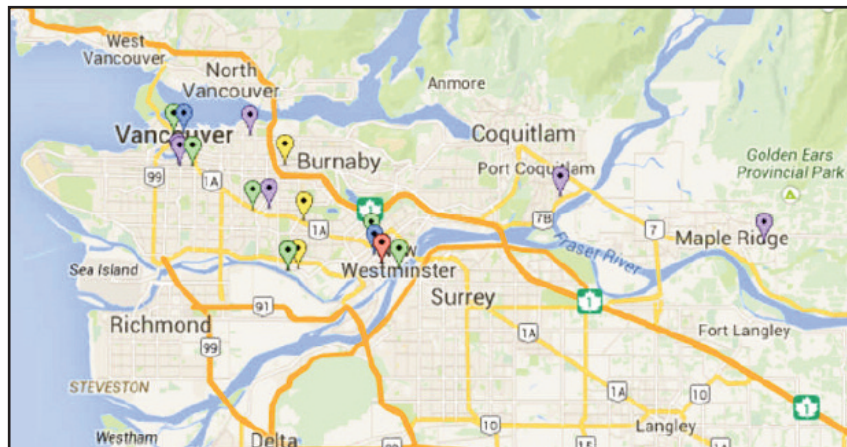
Canada

755 Locals, 305,000 Members

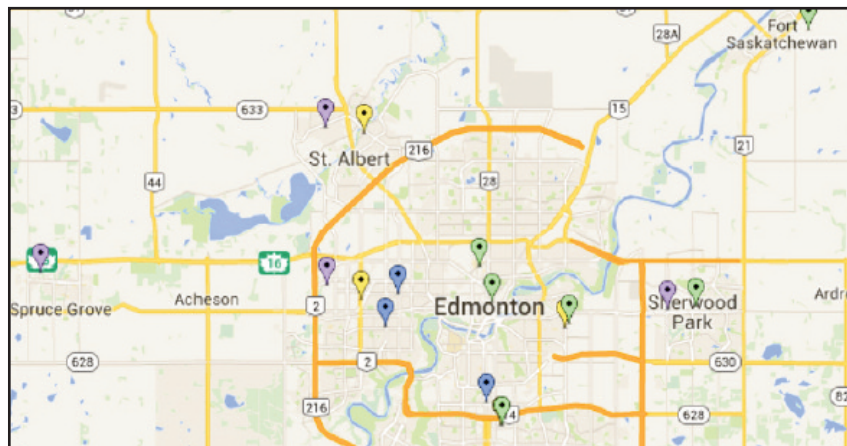


Note: Maps reflect location of Local Union mailing address. Locals with membership spread across a wide geographic area are also shown by mailing address; however, estimates of membership distribution for these locals have been made for selected communities. Some locals are co-located at the same address and maps will only show one location marker.

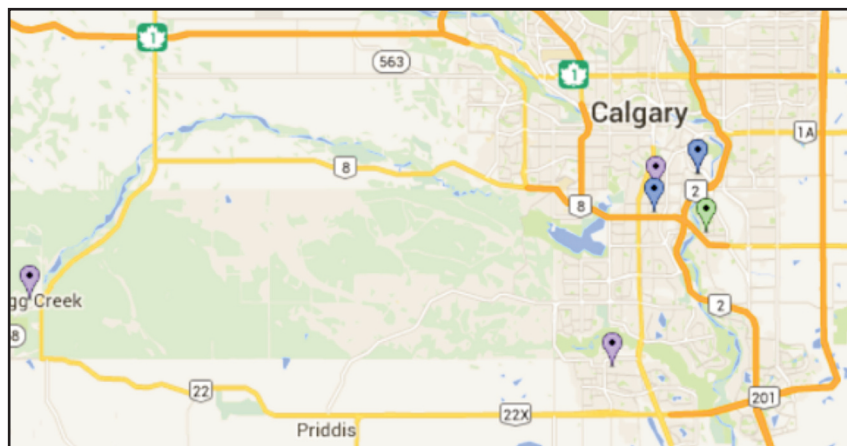
Greater Vancouver
22 Locals, 12,500 Members



Edmonton
18 Locals, 4,600 Members

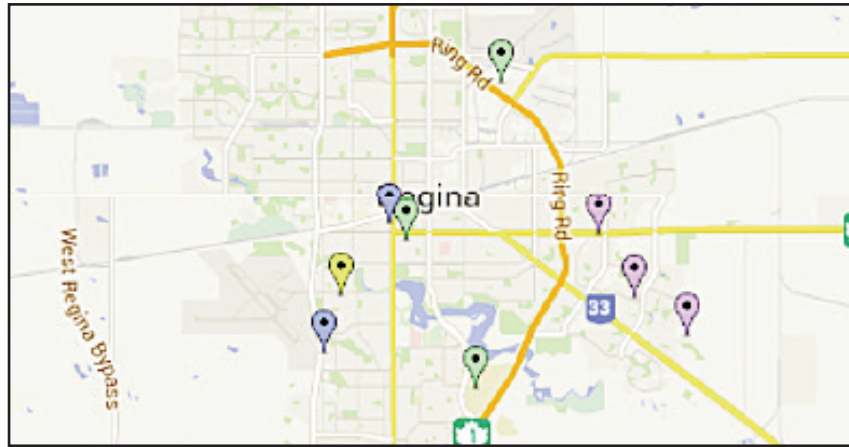


Calgary
8 Locals, 2,300 Members



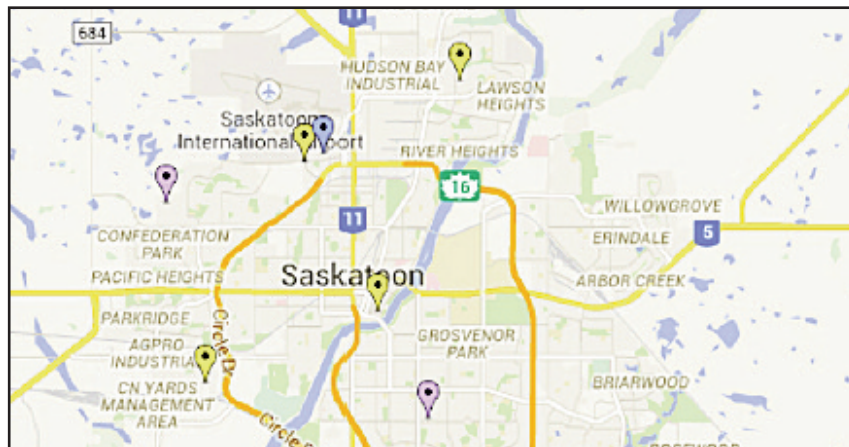
Regina

9 Locals, 5,100 Members



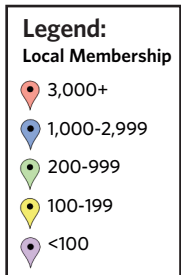
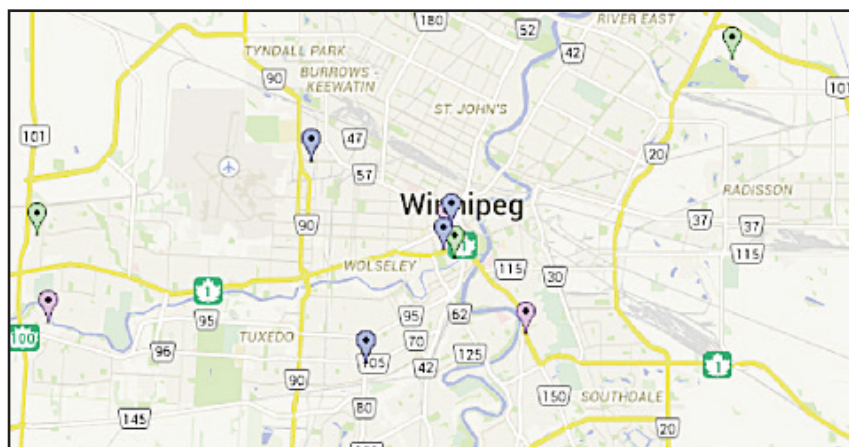
Saskatoon

8 Locals, 2,100 Members



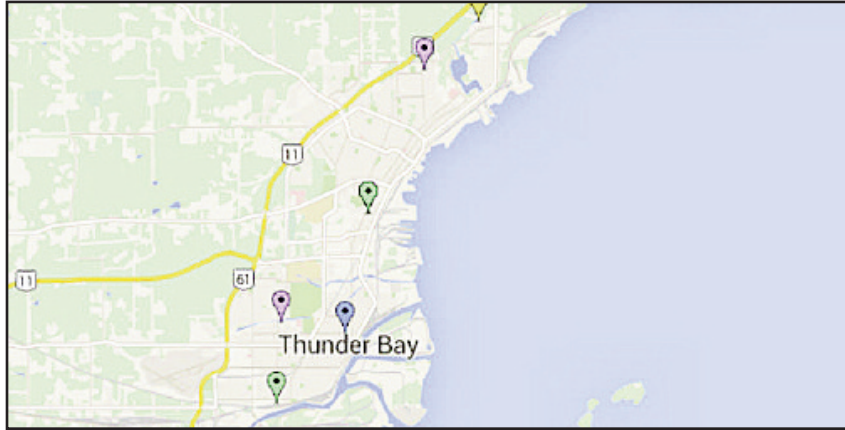
Winnipeg

19 Locals, 9,400 Members



Thunder Bay

9 Locals, 3,800 Members



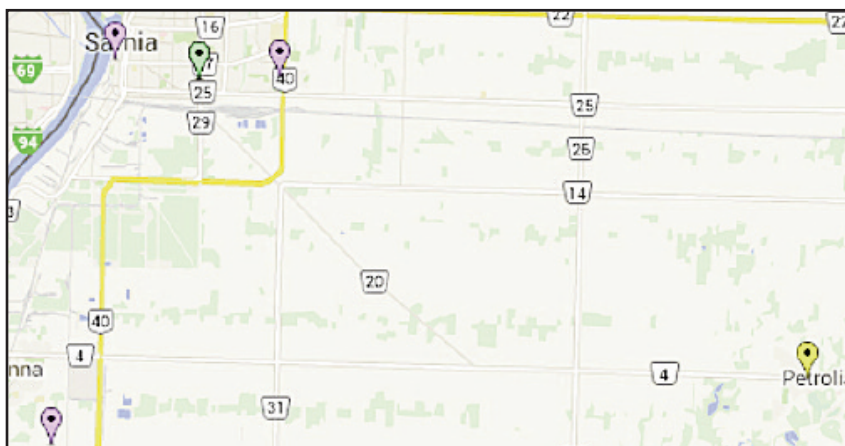
Windsor

14 Locals, 22,000 Members



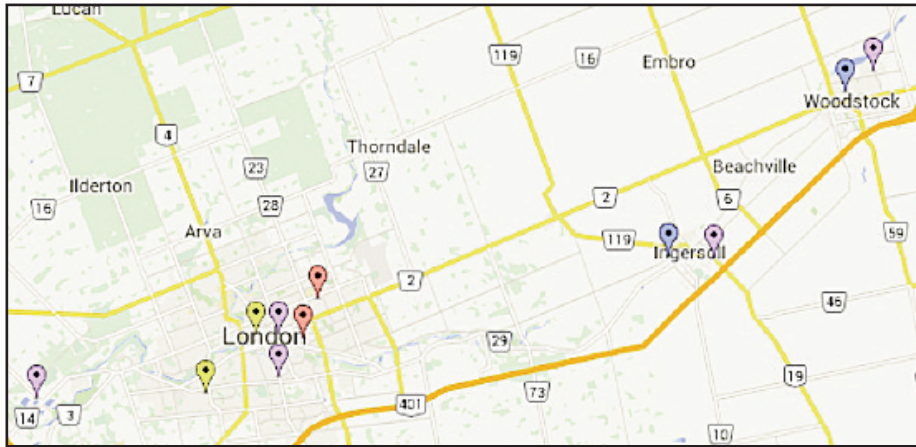
Sarnia

7 Locals, 1,500 Members



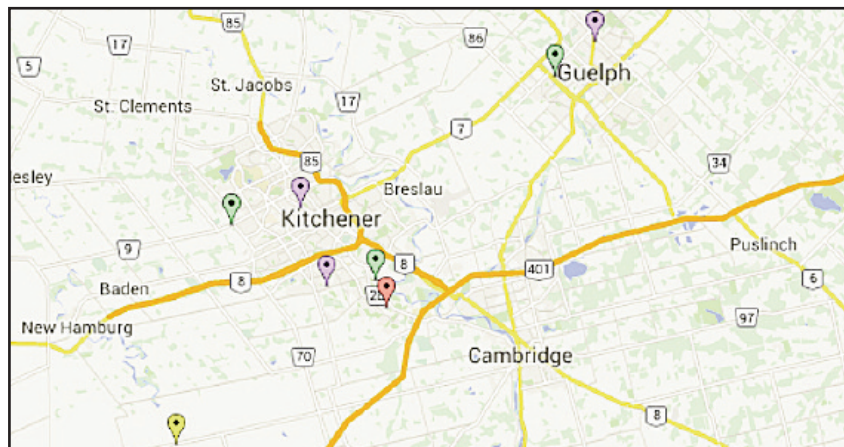
London-Ingersoll-Woodstock

12 Locals, 19,000 Members



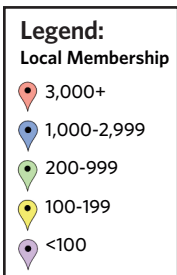
Kitchener-Waterloo-Guelph

8 Locals, 5,500 Members



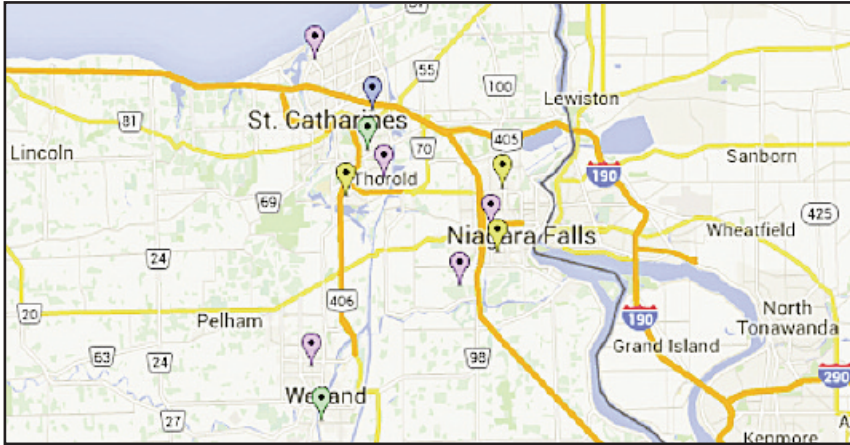
Hamilton-Brantford

9 Locals, 5,200 Members



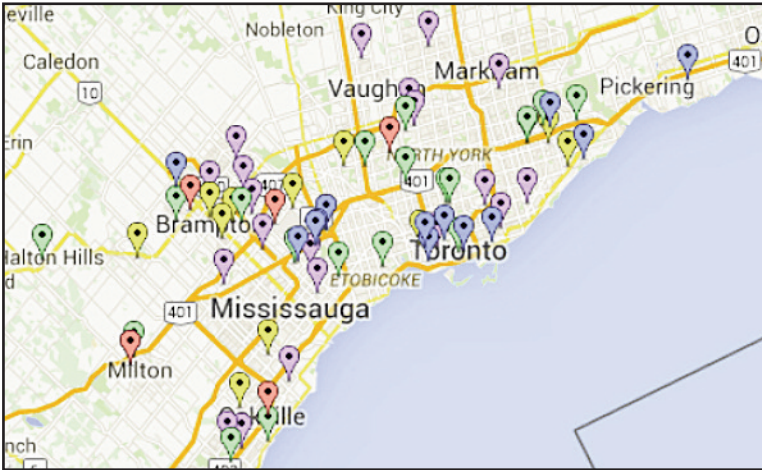
St. Catharines-Niagara

11 Locals, 4,100 Members



Greater Toronto Area

80+ Locals, 43,000 Members



Oshawa

5 Locals, 8,500 Members



Peterborough

6 Locals, 1,000 Members



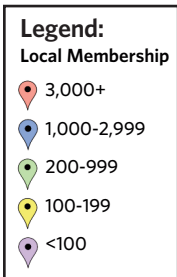
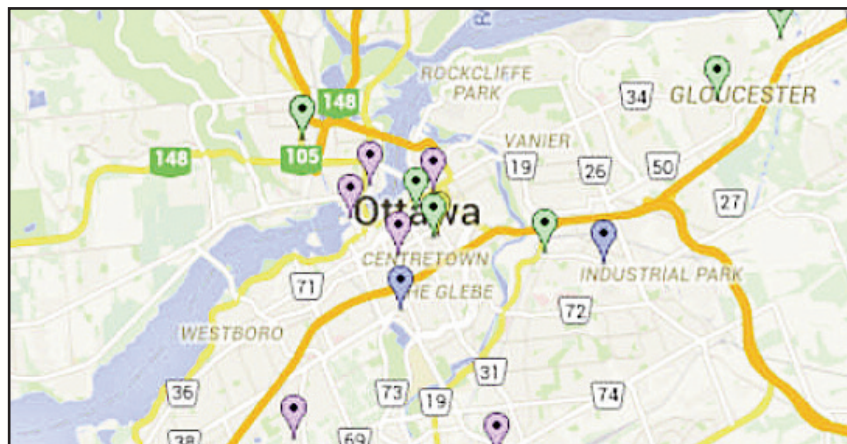
Belleville-Trenton

8 Locals, 2,500 Members



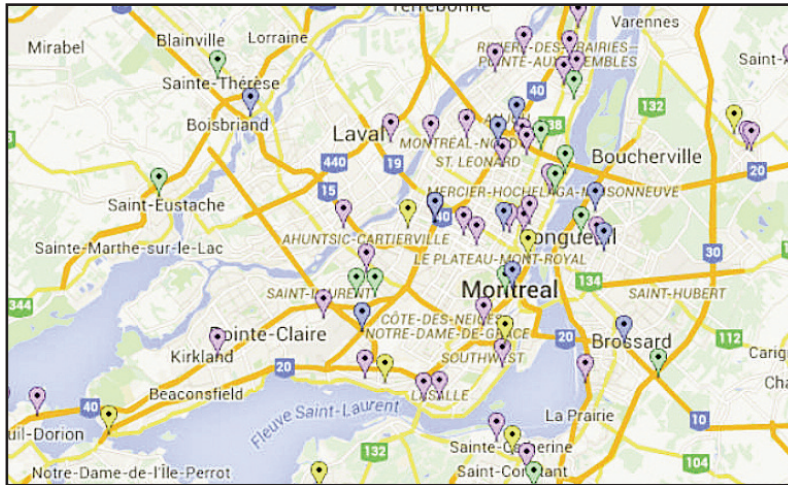
Ottawa

13 Locals, 5,500 Members



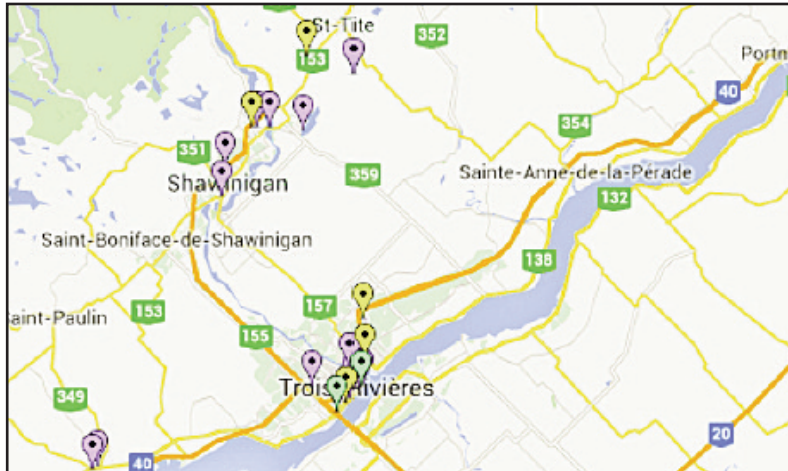
Montréal Region

60+ Locals, 24,000 Members



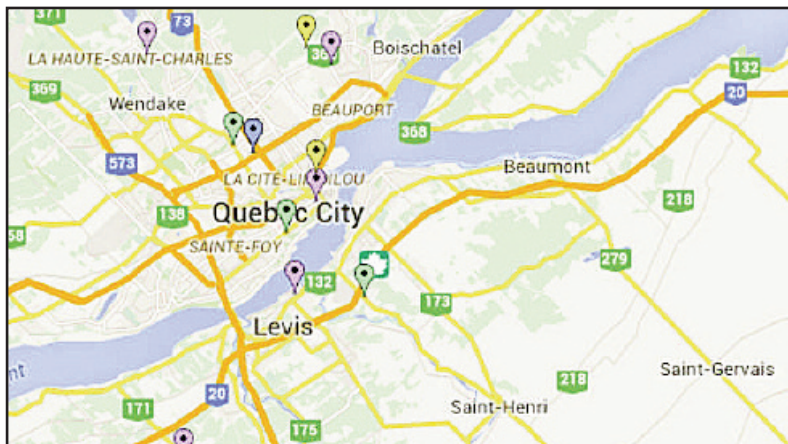
Shawinigan-Trois Rivières

19 Locals, 1,900 Members



Québec

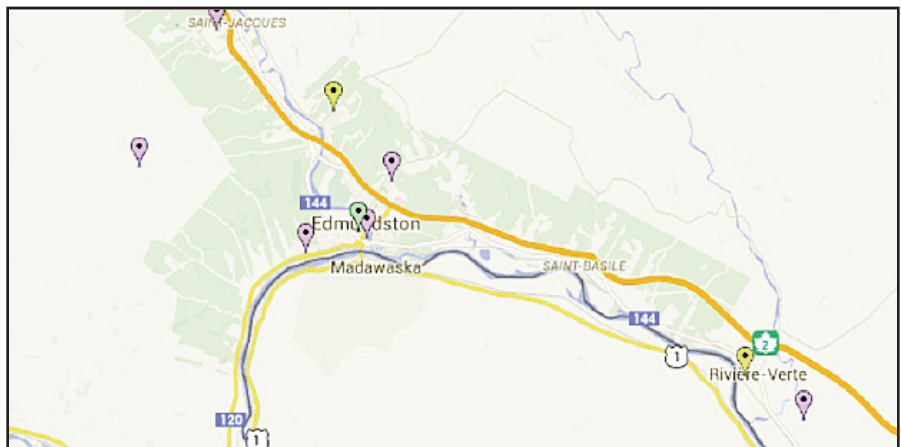
12 Locals, 6,200 Members



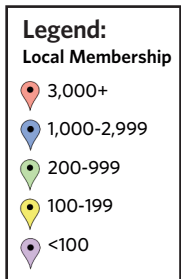
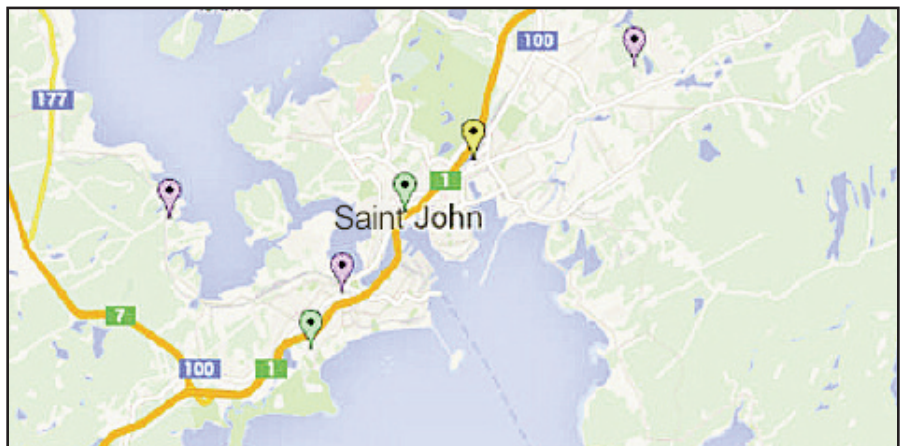
Saguenay
18 Locals, 4,400 Members



Edmunston
9 Locals, 800 Members

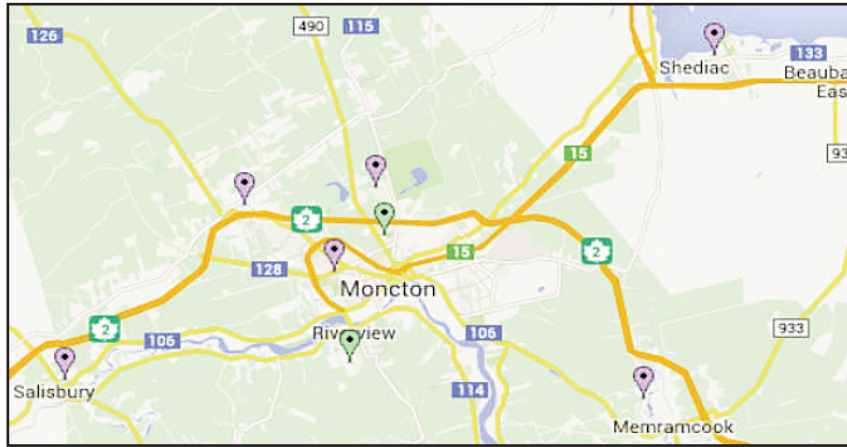


Saint John
8 Locals, 1,600 Members



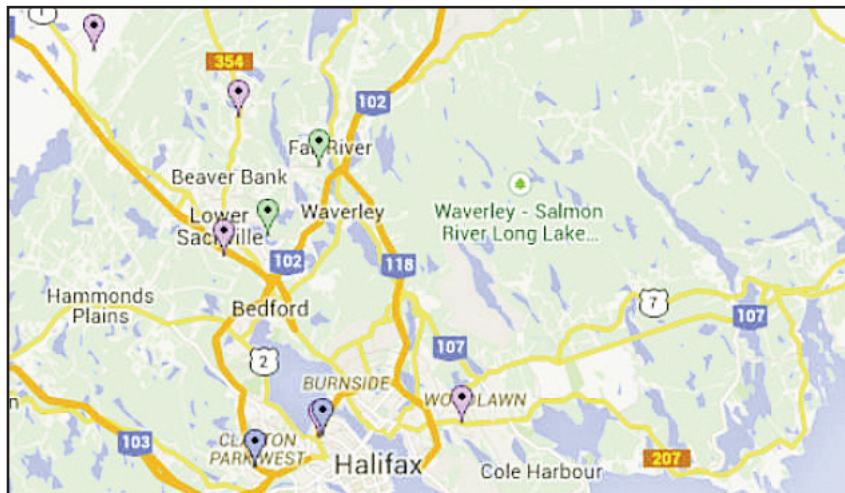
Moncton

8 Locals, 1,100 Members



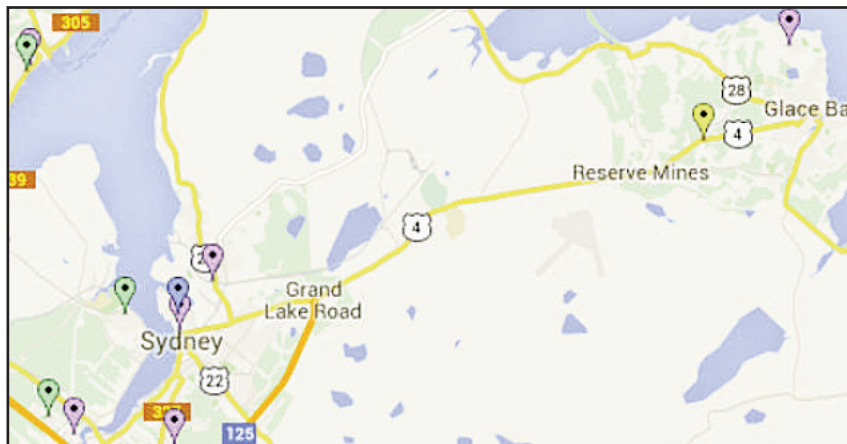
Halifax

9 Locals, 3,900 Members



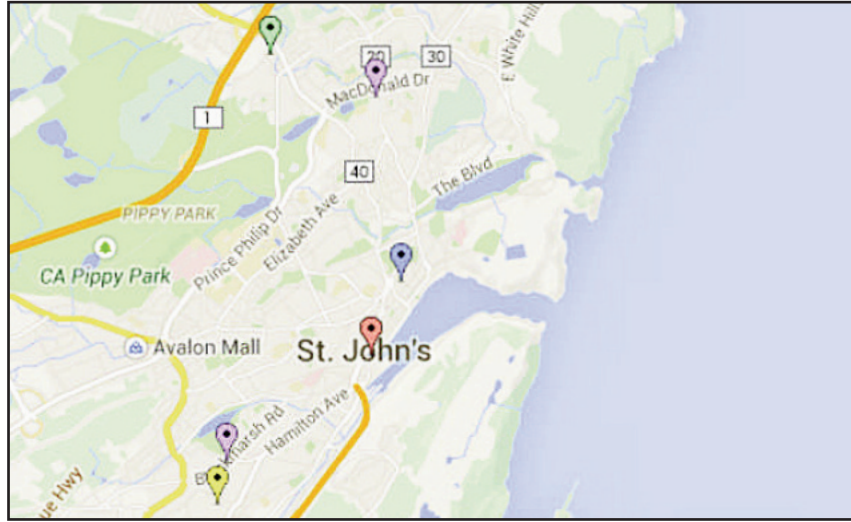
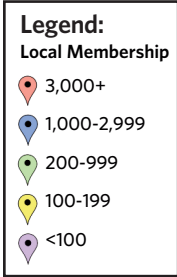
Sydney

13 Locals, 2,900 Members



St. John's

8 Locals, 4,500 Members



Appendix B:

Unifor Local Unions, by Province and Location

(average dues-paying membership 2014)

Location	Local	Members	Location	Local	Members
BRITISH COLUMBIA			POWELL RIVER	76	258
BURNABY	433	604	PRINCE GEORGE	603	369
BURNABY	456	325	PRINCE GEORGE	1133	61
BURNABY	467	220	PRINCE GEORGE	1997	66
BURNABY	468-W	133	PRINCE RUPERT	2182	261
BURNABY	601	392	QUESNEL	825-M	12
BURNABY	888	67	QUESNEL	1115	214
BURNABY	2020	218	SECHELT	466	193
CAMPBELL RIVER	470	20	TAYLOR	686-B	201
CAMPBELL RIVER	1123	10	TERRACE	827-M	26
CAMPBELL RIVER	3019	268	VAN ANDA	950	90
CHETWYND	449	52	VANCOUVER	464	36
CROFTON	1132	90	VANCOUVER	780-G	328
DAWSON CREEK	448	36	VANCOUVER	830-M	80
FORT NELSON	862	74	VANCOUVER *	2000	1,617
GIBSONS	1119	395	VANCOUVER	4275	367
KAMLOOPS	10-B	365	VICTORIA	333-BC	776
KAMLOOPS	1010	123	VICTORIA	1124	1
KITIMAT	2300	115	VICTORIA	4276	376
KITIMAT	2301	809	WILLIAMS LAKE	3018	516
KITIMAT	2303	8	ALBERTA		
KITIMAT	2306	15	BANFF	4325	25
MACKENZIE	1092	195	CALGARY	34-G	33
NEW WESTMINSTER *	1-UFAWU	138	CALGARY	101-R	1,390
NEW WESTMINSTER	1-VCTA	241	CALGARY	288	37
NEW WESTMINSTER	111	3,211	CALGARY	539	236
NEW WESTMINSTER *	114	3,984	CALGARY	773	75
NEW WESTMINSTER	465	71	CALGARY	899	322
NEW WESTMINSTER	1928	254	CALGARY	1990	1,380
NEW WESTMINSTER	2200	942	CAMROSE	551	186
NEW WESTMINSTER *	3000	3,975	DRAYTON VALLEY	431	49
PORT ALBERNI	592	170	EDMONTON *	1-M	1,120
PORT ALBERNI	686	85	EDMONTON	21-A	736
PORT ALICE	514	332	EDMONTON	52-A	695
PORT COQUITLAM	697	75	EDMONTON	250-A	127
POWELL RIVER	1	118	EDMONTON	350	211

*Local Union membership is Canada-wide, province-wide or covers a large geographic area.

Location	Local	Members
Alberta cont'd...		
EDMONTON	445	355
EDMONTON	591	27
EDMONTON	777	416
EDMONTON	880	151
EDMONTON	1087	97
EDMONTON	1400	136
EDMONTON	3000-CA	240
EDMONTON	4001	1,037
EDMONTON	4050	1,546
EDSON	57	64
EDSON	447	105
EDSON	508-A	48
ELK POINT	474	37
FORT MCMURRAY	707-A	3,778
FORT SASKATCHEWAN	530-A	450
FOX CREEK	909	57
GRANDE PRAIRIE	328	150
GRANDE PRAIRIE	446	152
HINTON	855	547
JASPER	4534	324
LEDUC	1947	119
LETHBRIDGE	99	160
MUNDARE	728-A	84
PINCHER CREEK	835	65
RED DEER	815	45
SHERWOOD PARK	71	121
SHERWOOD PARK	501-A	287
SPRUCE GROVE	829	62
ST ALBERT	72-A	116
SASKATCHEWAN		
BIGGAR	270	19
BREDENBURY	890	143
BURSTALL	746	59
CHAPLIN	678	28
ESTERHAZY	892	924
LANIGAN	922	322
LLOYDMINSTER	658-A	105
MOOSE JAW	3	314
MOOSE JAW	595	104
MOOSE JAW	820	223
PRINCE ALBERT	60	10
PRINCE ALBERT	297	55

Location	Local	Members
PRINCE ALBERT	1120	0
REGINA	1-S	1,977
REGINA	75-G	46
REGINA	481	58
REGINA	594	793
REGINA	649	1,593
REGINA	651	199
REGINA	745	27
REGINA	878	73
REGINA	911	301
REGINA	4274	111
SASKATOON	2-S	1,054
SASKATOON	48-S	138
SASKATOON	609	151
SASKATOON	650	126
SASKATOON	721-G	91
SASKATOON	1604	74
SASKATOON *	2013-M	74
SASKATOON	5149-M	35
UNITY	677	50
MANITOBA		
BRANDON	867	52
THE PAS	342	23
THE PAS	1403	234
WINNIPEG	7	1,040
WINNIPEG	100	2,829
WINNIPEG	144	1,310
WINNIPEG	191	1,238
WINNIPEG	341	301
WINNIPEG	468	808
WINNIPEG	561	208
WINNIPEG	681	356
WINNIPEG	755	305
WINNIPEG	816-M	87
WINNIPEG	819-M	47
WINNIPEG	826-M	30
WINNIPEG	830	535
WINNIPEG	2169	1,198
WINNIPEG	3003	1,229
WINNIPEG	3005	298
WINNIPEG	3007	434
WINNIPEG	4002	653
WINNIPEG	4209	1,401

*Local Union membership is Canada-wide, province-wide or covers a large geographic area.

Location	Local	Members
ONTARIO		
AJAX	1090	2,136
AMHERSTBURG	1959	367
AMHERSTBURG	2098	127
ARNPRIOR	2228	187
BARRIE	40-O	222
BARRIE	542	54
BARRIE	714-M	50
BATH	219-O	80
BEACHVILLE	3264	88
BELLEVILLE	30-O	115
BELLEVILLE	555	471
BELLEVILLE	1530	16
BELLEVILLE	1839	27
BELLEVILLE *	8300	1,916
BOWMANVILLE	1166	66
BRAMALEA	584	251
BRAMALEA	1324	12
BRAMPTON	557	27
BRAMPTON	973	819
BRAMPTON	1144	54
BRAMPTON	1285	4,994
BRAMPTON	1646	142
BRAMPTON *	4268	1,795
BRAMPTON	5011	331
BRANTFORD	45	77
BRANTFORD	538	0
BRANTFORD	553	38
BRANTFORD	1999	358
BRANTFORD	8833	291
BROCKVILLE	1-O	18
BROCKVILLE	28-O	86
BROCKVILLE	63-O	19
BROCKVILLE	520	88
BURK'S FALLS	39-O	76
BURLINGTON	494	11
CARDINAL	483	151
CHATHAM	53	26
CHATHAM	127	1,455
CHATHAM	999	125
CONCORD	9	31
CORNWALL	775	21

Location	Local	Members
CORNWALL	1016	258
CORNWALL	1156	3
DELHI	8117	129
DRESDEN	580	107
DRYDEN	105	232
DRYDEN	324	570
ENGLEHART	99-P	141
ENNISMORE	294	19
ESPANOLA	31-X	131
ESPANOLA	74	327
ESPANOLA	156	91
ETOBICOKE *	7378	318
FERGUS	691-G	89
FORT FRANCES	92	78
GEORGETOWN	876	307
GLOUCESTER	34-O	638
GODERICH	16-O	376
GODERICH	37-O	67
GUELPH	557-O	12
GUELPH	1917	801
GUELPH	4176	63
HAMILTON	24	40
HAMILTON	42	443
HAMILTON	504	1,962
HAMILTON	5555	2,165
INGERSOLL	88	2,780
INGERSOLL	2163	627
INVERARY	38-O	61
IROQUOIS FALLS	90	82
IROQUOIS FALLS	109	53
IROQUOIS FALLS	4323	14
KANATA	1541	56
KAPUSKASING	89	275
KAPUSKASING	256	81
KENORA *	2245	643
KINGSTON	31	207
KINGSTON	713-M	43
KINGSTON	9670	28
KITCHENER	712-M	97
KITCHENER	1106	3,057
KITCHENER	1524	901
KITCHENER	4304	595

*Local Union membership is Canada-wide, province-wide or covers a large geographic area.

Location	Local	Members
Ontario cont'd...		
KITCHENER	4515	16
KOMOKA	15	7
LASALLE	758	68
LISTOWEL	39-X	82
LONDON	27	5,044
LONDON	46	268
LONDON	69	47
LONDON *	302	5,842
LONDON	517-G	63
LONDON	938	107
LONDON	6005	297
MAITLAND	33-X	8
MALTON	4342	56
MARKHAM	1980	88
MIDLAND	1411	276
MILTON	266	284
MILTON *	414	10,397
MILTON *	462	1,346
MISSISSAUGA	26	1,267
MISSISSAUGA	41-O	106
MISSISSAUGA	252	2,065
MISSISSAUGA	323	31
MISSISSAUGA	546	14
MISSISSAUGA	565	72
MISSISSAUGA	599	79
MISSISSAUGA	1291	44
MISSISSAUGA	1915	76
MISSISSAUGA *	2002	9,965
MISSISSAUGA *	2003-E	791
MISSISSAUGA	4457	939
MISSISSAUGA	6008	1,330
NEPEAN	247	279
NEWMARKET	52	95
NIAGARA FALLS	21-O	26
NIAGARA FALLS	43	169
NIAGARA FALLS	1101	149
NORTH BAY	36	47
NORTH BAY	103	342
NORTH BAY	710-M	6
NORTH YORK	1701	566
NORWOOD	306-O	93

Location	Local	Members
OAKVILLE	544	20
OAKVILLE	593	353
OAKVILLE	707	3,088
OAKVILLE	1178	86
OAKVILLE	1256	930
OMEMEE	29-X	62
ORILLIA	17-O	33
OSHAWA	28	227
OSHAWA	222	8,439
OSHAWA	1136	92
OTTAWA	1-CULR	45
OTTAWA	73	9
OTTAWA	80-O	99
OTTAWA	567	83
OTTAWA	715-M	31
OTTAWA	720-M	27
OTTAWA	1688	1,456
OTTAWA	2025	125
OTTAWA	3011	91
OTTAWA	4266	556
OTTAWA	4270	434
OTTAWA *	5454	1,948
OTTAWA	6004	779
OTTAWA	6056	336
PARIS	56	11
PEMBROKE	35-O	68
PEMBROKE	78-M	26
PEMBROKE	717-M	5
PETERBOROUGH	524	402
PETERBOROUGH	599-O	30
PETERBOROUGH	685	37
PETERBOROUGH	724-M	58
PETERBOROUGH	1987	356
PETERBOROUGH	1996	355
PETROLIA	866-O	182
PLATTSVILLE	12	106
PORT ELGIN	41	42
PRESCOTT	235	21
REXDALE	333	1,289
RICHMOND HILL	544-O	21
SARNIA	48	31
SARNIA	65	48
SARNIA	672	139

*Local Union membership is Canada-wide, province-wide or covers a large geographic area.

Location	Local	Members
Ontario cont'd...		
SARNIA	848	238
SARNIA	914	807
SARNIA	4308	49
SAULT STE. MARIE	38	30
SAULT STE. MARIE	876-O	13
SAULT STE. MARIE	1359	1,471
SCARBOROUGH *	79-M	992
SCARBOROUGH	124	192
SCARBOROUGH	303	800
SCARBOROUGH	975	1,122
SCARBOROUGH	1894	156
SCARBOROUGH	6006	839
SIMCOE	900	169
SMITHS FALLS	763-G	81
SMOOTH ROCK FALLS	32	16
ST. CATHARINES	199	2,445
ST. CATHARINES	4211	55
ST. CATHARINES	4401	223
STRATFORD	4451	305
STRATHCONA	492	105
ST. THOMAS	31-O	8
ST. THOMAS *	2009-AP	822
STURGEON FALLS	7135	9
SUDBURY	37	114
SUDBURY	598	1,706
TECUMSEH	4747	50
THOROLD	84	64
THOROLD	101	21
THOROLD	192	24
THOROLD	4212	192
THUNDER BAY	7-O	366
THUNDER BAY	39	362
THUNDER BAY	49	116
THUNDER BAY	229	2,629
THUNDER BAY	257	41
THUNDER BAY	375-G	8
THUNDER BAY	790	65
THUNDER BAY	1075	712
THUNDER BAY	5025	176
TILBURY	1941	520
TILLSONBURG	1859	795
TIMMINS	6	134

Location	Local	Members
TIMMINS	599-T	194
TIMMINS	795	19
TORONTO	2-CURE	40
TORONTO	25	514
TORONTO	27-C	652
TORONTO	36-X	110
TORONTO	40	1,616
TORONTO	72-M	296
TORONTO *	87-M	2,597
TORONTO	112	3,260
TORONTO	126	122
TORONTO	536	47
TORONTO	554	68
TORONTO	591-G	859
TORONTO	673	476
TORONTO	700-M	1,036
TORONTO	723-M	904
TORONTO	1459	436
TORONTO	1643	151
TORONTO	1925	19
TORONTO	1996-O	1,373
TORONTO	2000-A	409
TORONTO	2003	86
TORONTO	2488	184
TORONTO	4003	1,141
TORONTO	4271	200
TORONTO	4271-A	72
TORONTO	6007	589
TRENTON	537	75
TRENTON	887	156
TRENTON	1470	106
TRENTON	1489	79
WALLACEBURG	35	49
WATERLOO	44	302
WELLAND	523	364
WHITEFISH	725-M	18
WILSONVILLE	5	12
WINDSOR	47	70
WINDSOR	195	3,993
WINDSOR	200	1,632
WINDSOR	240	761
WINDSOR	341-O	105
WINDSOR	444	8,929

*Local Union membership is Canada-wide, province-wide or covers a large geographic area.

Location	Local	Members
Ontario cont'd...		
WINDSOR	1498	69
WINDSOR	2027	129
WINDSOR	2458	4,542
WINGHAM	4207	352
WOODSTOCK	636	1,380
QUÉBEC		
ACTON VALE	480	168
ALMA	1926	252
AMOS	227	117
AMOS	3057	891
ANJOU	98	1,305
ANJOU	701	14
BAIE-COMEAU	22	116
BAIE-COMEAU	26-A	121
BAIE-COMEAU	352	203
BAIE-COMEAU	353	14
BAIE-COMEAU	375	91
BEAUHARNOIS	1951	21
BÉCANCOUR	167	138
BÉCANCOUR	228	37
BEDFORD	956	278
BOISBRIAND	698	1,849
BROSSARD	79	426
BROSSARD	299	1,919
BROSSARD	4320	130
CANTLEY	1225	55
CANTLEY	1227	171
CHAMBORD	502-Q	5
CHÂTEAUGUAY	694	177
CHICOUTIMI	176	75
COOKSHIRE-EATON	221	79
COTEAU-DU-LAC	649-Q	13
DELSON	122	54
DOLBEAU-MISTASSINI	85	106
DOLBEAU-MISTASSINI	1495	112
DONNACONA	1217	9
DORVAL	62	1,828
DORVAL	522	503
DRUMMONDVILLE	127-Q	101
DRUMMONDVILLE	244	175
DRUMMONDVILLE	1202	76

Location	Local	Members
EGAN SUD	182-PAP	70
GATINEAU	11	133
GATINEAU	33	10
GATINEAU	50	391
GATINEAU	80	175
GATINEAU	142	81
GATINEAU	169	44
GATINEAU	1104	7
GATINEAU	2017	10
GIRARDVILLE	497	99
GRANBY	132-Q	54
GRANBY	150	137
GRANDE-VALLÉE	425	35
GRAND-MÈRE	139	180
GRAND-MÈRE	209	10
HÉROULXVILLE	160-Q	100
JOLIETTE	177	158
JOLIETTE	710	45
JONQUIÈRE	50-Q	61
JONQUIÈRE	666	287
JONQUIÈRE	1937	800
JONQUIÈRE	1938	94
JONQUIÈRE	2004-Q	488
JONQUIÈRE	3000-Q	365
KIRKLAND	197	48
LA DORÉ	498	213
LA SARRE	3094	307
LA TUQUE	27-Q	25
LA TUQUE	128	110
LA TUQUE	195-Q	21
LA TUQUE	530	247
LAC-À-LA-CROIX	1983	136
LAC-À-LA-TORTUE	23	97
LAC-CAYAMANT	2995	34
LACHINE	517-Q	172
LACHINE	615	47
LASALLE	164	5
LAVAL	1057	13
L'ÉPIPHANIE	636-Q	61
LÉVIS	194	258
LONGUEUIL	145	1,522
LONGUEUIL	510	2,472
LONGUEUIL	1956	266

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Location	Local	Members
Québec cont'd...		
LONGUEUIL	2011	63
LOUISEVILLE	107	17
LOUISEVILLE	866	39
MAGOG	152	54
MATANE	425	79
MATANE	427	95
MIRABEL	171	110
MONT-ROYAL	1230	62
MONTEBELLO	4281	0
MONTRÉAL	20	2
MONTRÉAL	115	278
MONTRÉAL	116	6
MONTRÉAL	120-Q	8
MONTRÉAL	121	20
MONTRÉAL	146-Q	255
MONTRÉAL	163-Q	5
MONTRÉAL	175	290
MONTRÉAL	186	60
MONTRÉAL	214	63
MONTRÉAL	217	93
MONTRÉAL	541	7
MONTRÉAL	614-M	201
MONTRÉAL	747	32
MONTRÉAL	841	89
MONTRÉAL	1000	26
MONTRÉAL	1211	36
MONTRÉAL	1219	30
MONTRÉAL	1626	46
MONTRÉAL	2005	82
MONTRÉAL	2013	112
MONTRÉAL	2018	11
MONTRÉAL	2019	26
MONTRÉAL	2023	30
MONTRÉAL	2609	364
MONTRÉAL	4004	1,015
MONTRÉAL	4153-B	12
MONTRÉAL	4319	52
MONTRÉAL	4511	1,417
MONTRÉAL	4531	26
MONTRÉAL	4536	177
MONTRÉAL	5020	4

Location	Local	Members
MONTRÉAL	6000	1,064
MONTRÉAL	6001	1,347
MONTRÉAL-NORD	1214	11
NAPIERVILLE	230	16
PIEDMONT	174	165
POINTE-AUX-ANGLAIS	2850	80
POINTE-AUX-TREMBLES	245	65
PORT-CARTIER	28-Q	180
PROULXVILLE	168	45
QUÉBEC	75	336
QUÉBEC	93	254
QUÉBEC	137	147
QUÉBEC	196	43
QUÉBEC	200-Q	18
QUÉBEC	250	113
QUÉBEC	641	56
QUÉBEC	720	424
QUÉBEC	1044	1,800
QUÉBEC	2009	206
QUÉBEC	2024	31
QUÉBEC	4277	32
QUÉBEC	6003	530
REPENTIGNY	117-Q	94
REPENTIGNY	1103	74
RIVIÈRE-BLEUE	1992	17
RIVIÈRE-DU-LOUP	625	103
RIVIÈRE-DU-LOUP	627	7
RIVIÈRE-DU-LOUP	905	49
SAINT-AMABLE	2006	32
SAINT-ANDRÉ-D'ARGENTEUIL	437	101
SAINT-BASILE	2002-Q	28
SAINT-BRUNO	1210	28
SAINT-ELZÉAR	129-Q	133
SAINT-ÉTIENNE-DE-LAUZON	1213	74
SAINT-EUSTACHE	1004	309
SAINT-FÉLICIEN	24-Q	176
SAINT-FRANÇOIS-DU-LAC	1362	190
SAINT-GEORGES	1218	87
SAINT-HILAIRE	179	34
SAINT-JACQUES-LE-MINEUR	134-Q	67
SAINT-JEAN-SUR-RICHELIEU	140	211
SAINT-JÉRÔME	1206	10
SAINT-JÉRÔME	1207	75

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Location	Local	Members
Québec cont'd...		
SAINT-JÉRÔME	589	75
SAINT-JÉRÔME	81	211
SAINT-JÉRÔME	90-Q	20
SAINT-LAURENT	648	236
SAINT-LÉONARD	528-Q	22
SAINT-LÉONARD	6002	431
SAINT-LÉONARD	8284	1,300
SAINT-MARC-DU-LAC-LONG	628	145
SAINT-OMER	183	101
SAINT-PAUL	1653	5
SAINT-PIE	2799	250
SAINT-PRIME	490	54
SAINT-RAPHAËL	123-Q	41
SAINT-RAYMOND	135	105
SAINT-RÉMI	130	13
SAINT-ROMUALD	968	47
SAINT-SIXTE	189	10
SAINT-THOMAS	1496	98
SAINTE-ANNE-DE-BELLEVUE	508	202
SAINTE-CATHERINE	318	22
SAINTE-CATHERINE (QUÉBEC)	658	105
SAINTE-CLAIRE	9114	604
SAINTE-JULIE	108-A	10
SAINTE-JULIE	151	104
SAINTE-JULIE	747-A	40
SAINTE-MONIQUE	501-Q	83
SAINTE-THÈCLE	2004	28
SAINTE-THÉRÈSE	728	1,015
SAYABEC	1200	308
SAYABEC	1201	23
SHAWINIGAN	1209	59
SHAWINIGAN	764	55
SHERBROOKE	78	135
TÉMISCAMING	233	630
THURSO	894	219
TRACY	511	42
TROIS-RIVIÈRES	77-Q	83
TROIS-RIVIÈRES	124-Q	56
TROIS-RIVIÈRES	136	153
TROIS-RIVIÈRES	155-Q	9
TROIS-RIVIÈRES	178	118

Location	Local	Members
TROIS-RIVIÈRES	184	131
TROIS-RIVIÈRES	216	223
TROIS-RIVIÈRES	222-Q	52
TROIS-RIVIÈRES	234	74
TROIS-RIVIÈRES	265	16
TROIS-RIVIÈRES	761	612
TROIS-RIVIÈRES	2022	74
VALLEYFIELD	143	131
VALLEYFIELD	199-Q	50
VALLEYFIELD	203	17
VALLEYFIELD	700	365
VAUDREUIL	213	123
VAUDREUIL	503	78
VERDUN	110-Q	109
VILLE DE LA BAIE	1946	166
VILLE ST-LAURENT	1205	66
VILLE ST-LAURENT	2889	501
WESTBURY	847	72
NEW BRUNSWICK		
ACADIEVILLE	218	34
AROOSTOOK JUNCTION	114-N	46
ATHOLVILLE	6-NI	6
BAKER-BROOK	8	46
BATHURST	102	90
BOUCTOUCHE	62-N	147
CAMPBELLTON	160	208
CAP-PELÉ	77	15
CHIPMAN	104	171
CLAIR	825	24
DALHOUSIE	243	1
EDMUNDSTON	4-N	4
EDMUNDSTON	6-N	2
EDMUNDSTON	15-N	7
EDMUNDSTON	29	257
EDMUNDSTON	110	130
EDMUNDSTON	5027	73
EDMUNDSTON	5075	132
FREDERICTON	3535	26
HARTLAND	2001-NB	156
HAUT-LAMÈQUE	1727	168
HAVELOCK	4500-A	0

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Location	Local	Members
New Brunswick cont'd...		
KEDGWICK	113	95
LONG CREEK	49-N	10
MCADAM	188	31
MEMRAMCOOK	4529	30
MIRAMICHI	181	89
MONCTON	580-A	10
MONCTON	4500	98
MONCTON	4501	242
MONCTON	4517	70
MONCTON	4528	42
NACKAWIC	219	270
PLASTER ROCK	5080	180
RIVERVIEW	4005	535
RIVIÈRE-VERTE	241	5
RIVIÈRE-VERTE	248	127
SAINT JOHN	30	209
SAINT JOHN	33-MWF	107
SAINT JOHN	36-G	3
SAINT JOHN	506	789
SAINT JOHN	601-N	159
SAINT JOHN	726	3
SAINT JOHN	786	75
SAINT JOHN	907	83
SAINT JOHN	4404	0
SAINT JOHN	6912	48
SAINT-LÉONARD	2	225
SAINT-LÉONARD	112-N	54
SALISBURY	882	57
SCOUDOUC	2039	174
ST. GEORGE	523-N	110
ST-JACQUES	94	62
SUSSEX	1309	64
SUSSEX CORNER	875	123
NOVA SCOTIA		
AMHERST	55-N	58
AMHERST	824	33
ANTIGONISH	2107	519
ANTIGONISH	4525	16
BEAVERBANK	506-G	23
CHESTER	434	161
DARTMOUTH	165	53

Location	Local	Members
DARTMOUTH	908	18
DARTMOUTH	919-M	37
DARTMOUTH	4613	29
EAST DOVER	4343	8
ENFIELD	2215	514
GLACE BAY	4622	0
HALIFAX	1-MWF	722
HALIFAX*	21-M	27
HALIFAX	920-M	27
HALIFAX	2289	967
HALIFAX	4606	1,195
HANTSPORT	576	189
HANTSPORT	583	4
KENTVILLE	2216	215
LOUISDALE	585	41
LOWER SACKVILLE	40-N	213
LUNENBURG	1944	370
MAHONE BAY	24-MWF	69
NEW GLASGOW	440	219
NEW GLASGOW	1015	160
NORTH SYDNEY	4285	423
NORTH SYDNEY	4603	637
NORTH SYDNEY	4286	48
PICTOU	4508	87
PORT HAWKESBURY	972	212
PUGWASH	823	105
RHODES CORNER	2001	53
SACKVILLE	1520	99
SHELburne	9-MWF	40
SYDNEY	198	85
SYDNEY	920-M	24
SYDNEY	921-M	23
SYDNEY	1971	243
SYDNEY	4506	61
SYDNEY	4600	1,170
SYDNEY	4620	152
SYDNEY	4624	241
TRENTON	4502	24
TRURO	54	29
TRURO	4612	191
TRURO	4619	127
VALLEY	4503	161
WESTMOUNT	596	198

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Location	Local	Members
PRINCE EDWARD ISLAND		
CABLE HEAD	401	173
CHARLOTTETOWN	1515	22
SUMMERSIDE	61	2
NEWFOUNDLAND AND LABRADOR		
CORNER BROOK	57-N	10
CORNER BROOK	58	5
CORNER BROOK	64	131
CORNER BROOK	96	15
CORNER BROOK	242	63
DEER LAKE	495	24
MARYSTOWN	20-MWF	717
MOUNT PEARL	159	29
ST. JOHN'S*	1-FFAW	3,885
ST. JOHN'S	410	657
ST. JOHN'S	441-G	93
ST. JOHN'S*	597	2,245
ST. JOHN'S	915-M	57
ST. JOHN'S	2121	652
ST. JOHN'S	4550	159
TRITON	60-N	113

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