

Happy
LABOUR
DAY





Looking forward to Labour Day

The meaning behind some parts of our history tends to fade from our collective memory over time. This is certainly the case for Labour Day, a holiday that has taken on a whole new significance through the years. One thing remains the same, however: Canadians continue to welcome this long weekend with open arms!

Nowadays, Labour Day signals the end of summer activities and the beginning of a new school year, and it is a time to relax before our busy fall schedules take precedence. Even though there is still a feeling of summer in the air, we become more aware that the days are getting shorter and we notice that the harvest season is around the corner, bringing fall scents like hay and wet fallen leaves.

Labour Day is a time of change in many different ways, and it provides a wonderful opportunity to roam the countryside, stocking up on freshly-picked vegetables or biting into crispy apples. It is a favourite time of year for outdoor enthusiasts of all kinds, with some people taking advantage of this three-day weekend to travel even further afield, exploring new areas of the country.

Yet there is a great deal of meaning behind this special event, which we all celebrate on the first Monday of September. It should also be a time to remember the origins of Labour Day, to remember that, without the efforts and sacrifices of the labour movement to improve working conditions during the 1880s and '90s, this holiday would not exist. That vast mobilization of the labour force, born in big cities such as Toronto, Ottawa, and Montreal, grew to encompass the entire Canadian working class and became the holiday that we know today.

Labour Day is more than just another day off. This

1st of September, let's celebrate the success of the workplace and think about ways of improving every aspect of work, so that every day is safer and more fulfilling. Labour Day has been celebrated on the first Monday of September for more than a century. In fact, the first Labour Day parade was held in New York in 1882. Twelve years later, Labour Day became an official holiday in the United States as well as in Canada.

Picnics, fireworks and many other activities organized by unions take place during this long weekend, to remind us of the great battles that were won over the years and the challenges faced by a work environment in perpetual transition. It's the perfect occasion to make sure that safety will remain a priority and that new ways will be found to consolidate family and work.

While primarily a celebration of the working class, Labour Day is in-

creasingly recognized as the unofficial end of summer. Therefore, take the time during this long week-end to fully enjoy summer's last effort. Make it a weekend to remember by joining in public events in the city or in the country; celebrate with an

outdoor barbecue and one last splash in the pool or the lake! During these festivities, also take a minute to fully appreciate the fact that having a job enables you to enjoy the good things in life, while building a good future for yourself and your loved ones.

Happy Labour Day!

Thank you to all the hard working women and men of Saskatchewan, as well as the employers, who have helped build this province and have contributed to our quality of life.



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Workers or labourers are an inseparable part of the society, and on a larger scale, of the nation. We all are heavily dependent on the contribution of everyone surrounding us, so we also must give back to them in return. On Labour Day, May Day, or International Workers' Day, we can pay our respect to their efforts and celebrate their jobs without creating any discrimination among them.

**Sending our appreciation and respect to the workers of every field.
Happy Labour Day!**



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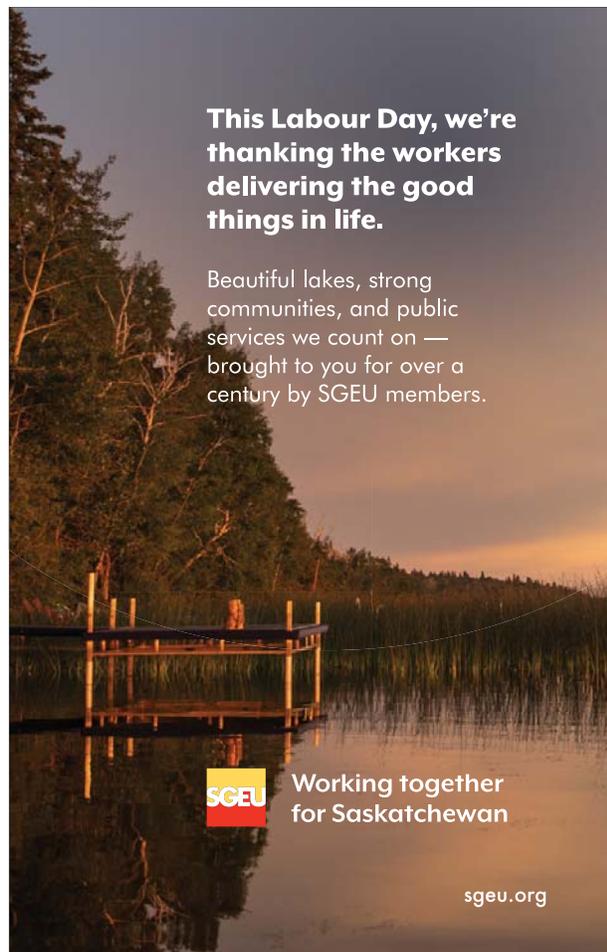
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Have a great Labour Day Weekend!



Labour Day in Canada

ARTICLE BY MARC-ANDRÉ GAGNON, WWW.THECANADIANENCYCLOPEDIA.CA

Labour Day, the first Monday in September, has been a statutory holiday in Canada since 1894. It originated in the first workers' rallies of the Victorian era. Historically, workers marked the day with various activities. These included parades, speeches, games, amateur competitions and picnics. The holiday promoted working-class solidarity and belonging during a time of rapid industrialization. Since the Second World War, fewer and fewer people have participated in Labour Day activities. Nevertheless, it remains a statutory holiday. Many Canadians now devote the Labour Day holiday to leisure activity and family time.

Before the 1880s, people held sporadic festivities in connection with larger labour movements. Some historians trace the origin of Labour Day to the Nine Hour Movement (1872).

Labour organizations began to hold celebrations more frequently following a labour convention in



New York in September 1882. Spurred on by this initial success, the American Federation of Labor and the Knights of Labor actively promoted workers' celebrations on the first Monday in September in the United States. The Canadian chapters of these organizations did the same. Records show similar gatherings in Toronto (1882); Hamilton and Oshawa (1883); Montreal (1886); St. Catharines

(1887); Halifax (1888); Ottawa and Vancouver (1890); and London (1892).

As the event grew more popular nationwide, labour organizations pressured governments to declare the first Monday in September a statutory holiday. Their impact was significant enough that the Royal Commission on the Relations of Labor and Capital in Canada (1886-89) recommended that the federal government

establish a "labour day." Before this, the day had official status in only a few municipalities. Montreal, for example, declared it a civic holiday in 1889.

In March and April 1894, more than 50 labour organizations from Ontario,

Quebec, New Brunswick, Manitoba and British Columbia petitioned parliamentarians. These groups included several regional trade and labour councils, as well as local assemblies of the Knights of Labor. They based their lobbying movement on similar initiatives from American unions. In the House of Commons, a bill sponsored by Prime Minister John Thompson prompted the debate about the holiday's legal status in May 1894. The House passed an amended holiday law without major discussion. It received royal assent on 23 July. The United States federal government also recognized the holiday in 1894.

The provinces had no choice but to adapt. For example, Quebec parliamentarians announced that the province's courts would not sit on the first Monday in September of that year.

It wasn't until 1899 that the province granted the holiday legal status, ordering school boards to delay the start of classes until after the first Monday in September.

Canadians celebrated Labour Day with much ceremony on September 3, 1894. In Montreal, the city's Trades and Labour Congress played a key role in organizing events for the day. A parade set out from the Champ de Mars park at 9 a.m. Its divisions grouped together unions representing the same trade. The Grande-Hermine local assembly of the Knights of Labor led the way. It guided participants to a park where they held speeches, games and a picnic. In Quebec City, the Trades and Labour Congress chose instead to hold a mass followed by entertainment. This included bicycle competitions, foot races and a lacrosse match.



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Happy Labour Day!



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Labour Day: the holiday Canada gave the world

Welcome to Labour Day, the holiday that is so much a part of our culture that Canadians rarely pause to consider its true purpose and meaning.

Today, Labour Day is often more associated with fairs and festivals, and a last summer weekend at the cottage, than with what it was meant to be—a heartfelt celebration of workers and their families.

That's too bad, but perhaps not surprising. In a way, the holiday has become a victim of the labour movement's enduring success in improving the lives of working Canadians.

Today we take paid holidays, safe work places, medical care, unemployment insurance, fair hours, union wages and 'the weekend' for granted. But how many of these advances would have happened if it were not for the long-forgotten heroes who fought so hard to make unions, and Labour Day, a reality in the first place?

Labour Day began in Canada on April 15, 1872, a mere five years after Confederation. On that historic day the Toronto Trades Assembly, the original central labour body in Canada, organized the country's first significant 'workers demonstration.'

At the time trade unions were still illegal, and authorities still tried to repress them, even though laws against "criminal conspiracy" to disrupt trade unions had already been abolished in Britain.

Despite the obstacles, the assembly had emerged as an important force in Toronto. It spoke out on behalf of working people, encouraged union organization and acted as a watchdog when workers were exploited. Occasionally, it also mediated disputes between employers and employees.

By the time the landmark parade was organized in 1872 the assembly had a membership of 27 unions, representing wood workers, builders, carriage makers and metal workers, plus an assortment of other trades ranging from bakers to cigar makers.

One of the prime reasons for organizing the demonstration was to demand the release of 24 leaders of the Toronto Typographical Union (TTU), who had been imprisoned for the "crime" of striking to gain a nine-hour working day.

The event took on a life of its own and was one that authorities could not ignore.

Held on Thanksgiving Day, which was then observed in the spring, the parade featured throngs of workers and a crowd estimated at 10,000 Torontonians who applauded as the unionists marched proudly through the streets, accompanied by four bands. In speeches that followed, trade union leaders demanded freedom for the TTU prisoners and better conditions for all workers.

It was a defining moment in Canadian labour history, opening the door to the formation of the broader Canadian labour movement over the next decade and sowing the roots of what is now an annual workers' holiday around the world.

The Toronto parade inspired leaders in Ottawa to stage a similar event. A few months later, on September 3, 1872, seven unions in the nation's capital organized a parade more than a mile long, headed by an artillery band and flanked by city fireman.

The Ottawa parade passed the home of Sir John A. MacDonald, the prime minister. He was hoisted into a carriage and taken to City Hall where, by torch light, he made a ringing promise to sweep away "such barbarous laws" as those invoked to imprison the TTU workers in Toronto.

The 'Old Chieftain' kept his word. Before the year was out the hated laws were gone from the statute books in Canada.

In 1873 the Toronto Trades Assembly called a national convention and set up the first national central organization, the Canadian Labour Union (CLU), which in 1886 became the Trades and Labour Congress of Canada (TLC), which was one of the forerunners of the present Canadian Labour Congress (CLC), now the major national labour organization in Canada.

Labour Day celebrations in the United States began in the 1880s, inspired by the beginnings made in Canada.

Initially, Labour Day was celebrated in the spring but that did not last long. After it was declared a legal holiday by the Parliament of Canada on July 23, 1894, the celebration was moved to the early fall, where it has re-



mained ever since.

Around the world today Labour Day is celebrated at different times. In Europe, Latin America, Africa and Asia it is known as "May Day" - or International Workers' Day - and it is celebrated on May 1. In New Zealand, it is held on the fourth Monday in October, and in

Australia the date varies from state to state across the country.

But wherever it is celebrated, the purpose remains the same. In the same spirit it began so many years ago, it remains a day that affirms the dignity and honour of working people everywhere. NUPGE



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A letter from the president of Saskatchewan Union of Nurses

I love my nursing profession. I often think back to my time on the floor. For almost three decades I provided direct care to the rural Saskatchewan communities where I have spent most of my life. It is difficult to put into words how rewarding it has been—I know nurses everywhere feel the same.

It's hard to explain that feeling you get when you help change a patient's life. Nursing is about those moments—big and small—when you truly make a difference. Be it the joyous moments, the sad ones, the trying ones, or even that moment when someone is ready to leave this world, each one is uniquely sacred. People count on us.

Unfortunately, nursing is not the same anymore. Saskatchewan and Canada are in a dire nursing shortage, and nobody is stepping up to help us.

This Labour Day is particularly personal for me. When I think about how there is no one waiting in the wings to save us, I realize this is exactly why Unions exist. Unions give workers a voice and empower them to be bold, and to push for bold changes—especially during difficult times.

SUN members reach out to me daily with heartbreaking stories of the impacts of this nursing crisis on their patients and on their own wellbeing. Nurses are tired and they are breaking. They are leaving our beloved profession because they are working in untenable situations in a system that has, in many respects, collapsed already.

Every day, as many as 40 rural facilities are forced to offer limited healthcare services due to a lack of staff. Rural emergency room closures are becoming a grim reality for



TRACY ZAMBORY
PRESIDENT, SASKATCHEWAN UNION OF NURSES

many.

As a rural nurse myself, I know what it means to SUN members who serve these communities, especially the heavy emotional toll it takes when access to vital services are interrupted. These folks are not just our patients, they are our families, our neighbours, and our friends.

Cities are also struggling. Hospitals are over-crowded,

overburdened, and desperately short of nursing staff. This means long wait times, beds in hallways, and ultimately, patient suffering. Few can fathom what it's like to be unable to provide the care you know is needed because you are working in a busy urban emergency room that's up to 40 per cent short of nursing staff, while paramedics line the hallways with patients requiring urgent care. This is what Saskatchewan's nurses are facing.

Seniors' care, home care, public health, mental health, northern health—no corner of our province's health system has been left unscathed by this nursing crisis.

In the spring of 2022, 83 per cent of frontline registered nurses told SUN there were vacancies in their workplaces, while 84 per cent reported patients are being put at risk due to short staffing.

I personally met with Premier Moe this summer. We need government to acknowledge the severity, urgency, and depth of this crisis, before tragedy strikes.

We need a nursing taskforce that includes SUN, educators, and regulatory bodies can leverage the firsthand experiences and knowledge of frontline nurses to find solutions. Supporting and retaining nurses already working, helping willing nurses who have left the profession return, and educating and recruiting new nurses, are urgent conversations we need to be having.

Finding the collective strength to push for this action and to become advocates for ourselves, is the single biggest challenge facing Saskatchewan and Canada's nurses today. We simply cannot give up. Too much is at stake.

— Tracy Zambory,
President, Saskatchewan Union of Nurses



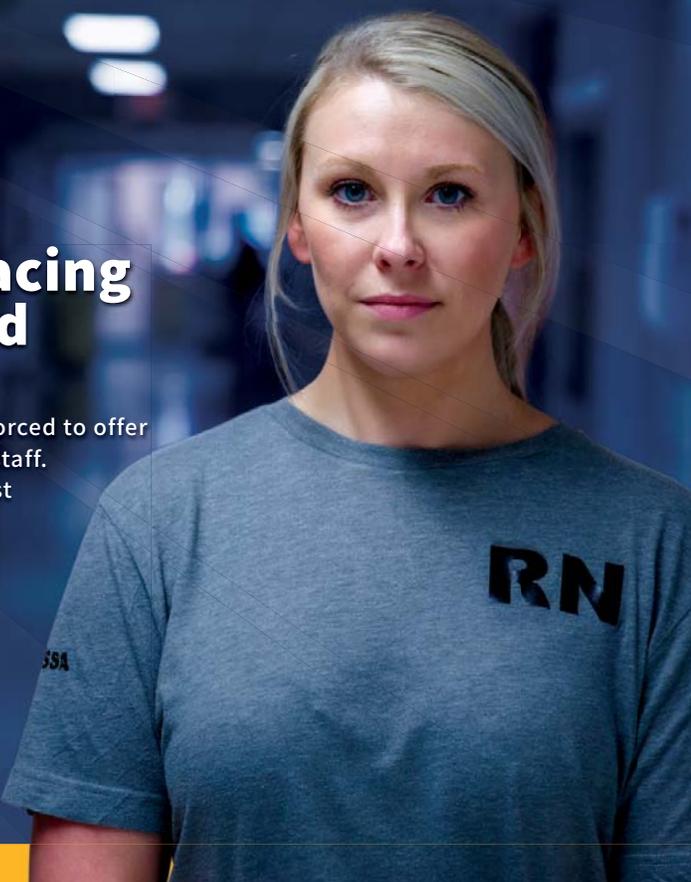
**SASKATCHEWAN
UNION OF NURSES**

Saskatchewan is facing a critical registered nursing shortage.

Every day, as many as 40 rural facilities are forced to offer limited healthcare services, due to a lack of staff.

This is not safe. Agriculture is one of the most hazardous industries in Canada. Our farmers deserve timely access to safe care.

This Labour Day, we should all be talking about solutions to Saskatchewan's dire nursing crisis.



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The origins of Labour Day can be traced back to April 15, 1872. No matter where you find yourself this Labour Day, take a minute to think about Canada's labour pioneers. Their actions laid the foundations for future labour movements and helped workers secure the rights and benefits enjoyed today.



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International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

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Painting Your Future



The sun rises on an industrial worksite that is home to District Council 17 IUPAT Painters



Above left: DC17 painters specialize in applying a variety of protective coatings as seen here with a member applying thermal spray aluminum metalizing **Above right:** DC17 Painters hard at work painting a storage tank

Looking for work? Finishing high school and don't have a clear picture of your career? Did you suffer a slow-down due to the pandemic? Do you already have a job but are looking for a change of pace or the next new, interesting opportunity?

There is a skilled labor shortage in Canada. Every day employers are actively recruiting people to fill positions in the skilled trades. The shortage is only going to increase as a large population of skilled trade workers are getting ready to retire. Across North America approximately 40% of tradespeople will need to be replaced within the next 5-10 years; that's almost half of the workforce! Specifically, in Canada, it is estimated that 255,000 skilled construction workers will need

to be recruited in the next 10 years to fill the vacancies.

One of the most promising trades is that of a Red Seal Painter. Painters are constantly battling the effects of corrosion. Corrosion is a natural process that occurs everywhere. It is estimated that corrosion will cost the economy \$276 billion annually to preserve our infrastructure such as bridges, buildings, roads, power supplies, etc. There are specialized coatings that are applied to mitigate the disastrous effects of corrosion, and painters are certified to apply these coatings. Billions of dollars are invested every year to prevent bridge collapses, building failures, and structural deterioration. Painting is a trade that will be in demand for the foreseeable future as gov-

ernments and owners fight to protect their investments against corrosion.

Think the trades are boring and consist of repetitive tasks that you will perform every day till the end of your career? I don't think so! Painting offers work in a wide variety of environments from residential construction, commercial high rises, public facilities such as sports facilities, swimming pools, and community centres to the industrial sector where employees apply corrosion resistant coatings on bridges, refineries, tank farms, and mines. I am challenged every day at my job with new and interesting problems to solve, new people to meet and work with, and research to keep up with the new and advanced products that are

constantly coming out with new technology. This trade is constantly evolving and can provide a challenging work environment where one will never stop learning.

So how do you get a job as a Painter Decorator? The process has become easier over the years; especially if you are unionized through the International Union of Painters & Allied Trades (IUPAT). We have people approach us all the time asking how do I get into the painting trade? With painters in such high demand it is quite easy to match a prospective apprentice with a company. All that is required is an eagerness to learn and your local union will work with both your needs and a prospective employer to place you in a position that works best for all involved.

Maybe at this point you're thinking the trades aren't quite for you? Well I thought that as well before entering the workforce and here I am 10 years into the trade. It started off as a way to make ends meet while I attended university and turned into a full-blown career. It has offered more opportunities than I could have ever imagined. My career as a painter has developed my leadership skills, strengthened my work ethic, enhanced my problem-solving skills, and afforded me the opportunities to travel all over the world to learn about and apply these specialty coatings.

My only regret is that I did not enter the painting trade sooner. A skilled unionized trade such as painting affords many opportunities to a person. Whether it be a filler while deciding on a career path, a way to fill summers between semesters, or a route into a serious career you really can't go wrong investing your time into a career as a painter decorator. Let's say you do change your mind. What has it cost you? You have learned a new set of skills in an in-demand career with little to no monetary investment on your part. Yes, you read that correctly, the majority of training required to excel as a Painter Decorator is supplied by unions, employers, government organizations and grants, etc. As a unionized Painter Decorator you will also have access to highly specialized courses that are provided to you for no cost. These courses focus on specialized skills required for our trade, certifications that allow you to work on exclusive jobs, and supervisory courses which aim to see you excel in your career as a Painter. District Council 17 of IUPAT also offers an apprenticeship training program open to all members across the prairie provinces. Not a fan of academia? That's alright! The majority of material learned in the painting trade is hands-on

training provided in both a classroom environment and through a mentorship with an experienced journeyman to teach you the skills needed to be a successful painter.

Compare that to a student loan where you are faced with costs between \$40 000 to \$80 000 to achieve an undergraduate degree once cost of living is factored in. On top of that, there is no guaranteed job once you finish your university degree. You may face years of unemployment or the cost of going after a master's degree to land that dream job you're after. Or, perhaps a university degree is the way you want to go? Why not fund it with a career in Painting and Decorating and come out with little to no debt and a Red Seal trade in your back pocket?

Not only is training provided but so are other additional benefits. As a member of the IUPAT you are eligible for benefits packages that help cover the costs of dental, eye, chiropractic, massage, alternative health, physiotherapy, counselling, and much more. You are also eligible for enrollment in the union's pension plan to help you prepare for retirement.

Worried you will not fit in? The construction industry is already a diverse atmosphere and employs people from all backgrounds, ethnicities, countries, etc. There are even federal initiatives in place to encourage the hiring of new apprentices with a focus on women, indigenous people, newcomers to Canada, and other minority groups. The workforce has changed since I entered the trade. There's a strong presence of minority groups representing the workforce. Furthermore, there are committees established to promote the rights and benefits of these minority groups provincially, federally and internationally through the IUPAT.

A career as a skilled painter presents many opportunities for personal and career growth. The added benefits of job placements, benefits packages, benefits, inclusive environments, and challenging atmospheres are some of the most attractive highlights of this position. The trades are booming.

The International Union of Painters and Allied Trades has been representing painters in Saskatchewan from 1906 to present day. The union has survived and adapted through all types of economic and technology changes and adversity. Continue to thrive with us as a painter decorator. Speak to your local International Union of Painter's and Allied Trades representative today!

- Shauntelle Hollett

International Union of Painters & Allied Trades



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1872 demonstrations in Canada led to rights we enjoy today

In a time when workers' rights are taken for granted and even workers' benefits have come to be expected, it's no wonder that the origins of Labour Day are confined to the history books. What evolved into just another summer holiday began as a working class struggle and massive demonstration of solidarity in the streets of Toronto.

Canada was changing rapidly during the second half of the 19th century. Immigration was increasing, cities were getting crowded, and industrialization was drastically altering the country's economy and workforce.

As machines began to replace or automate many work processes, employees found they no longer had special skills to offer employers. Workers could easily be replaced if they complained or dissented and so were often unable to speak out against low wages, long work weeks and deplorable working conditions.

This is the context and setting for what is generally considered Canada's first Labour Day event in 1872.

At the time, unions were illegal in Canada, which was still operating under an archaic British law already abolished in England.

For over three years the Toronto Printers Union had been lobbying its employers for a shorter work week. Inspired by workers in Hamilton who had begun the movement for a nine-hour work day, the Toronto printers threatened to strike if their demands weren't met. After repeatedly being ignored by their employers, the workers took bold action and on March 25, 1872, they went on strike.

Toronto's publishing industry was paralyzed and the printers soon had the support of other workers. On April 14, a group of 2,000 workers marched through the streets in a show of solidarity. They picked up even more supporters along the way and by the time they reached their destination of Queen's Park, their parade had 10,000 participants—one tenth of the city's population.

The employers were forced to take notice. Led by George Brown, founder of

the Toronto Globe and notable Liberal, the publishers retaliated. Brown brought in workers from nearby towns to replace the printers. He even took legal action to quell the strike and had the strike leaders charged and arrested for criminal conspiracy.

Conservative Prime Minister John A. Macdonald was watching the events unfold and quickly saw the political benefit of siding with the workers. Macdonald spoke out against Brown's actions at a public demonstration at City Hall, gaining the support of the workers and embarrassing his Liberal rival. Macdonald passed the Trade Union Act, which repealed the outdated British law and decriminalized unions. The strike leaders were released from jail.

The workers still did not obtain their immediate goals of a shorter work week. In fact, many still lost their job. They did, however, discover how to regain the power they lost in the industrialized economy. Their strike proved that workers could gain the at-



A Labor Day procession in Winnipeg in 1908.

tention of their employers, the public, and most importantly, their political leaders if they worked together. The "Nine-Hour Movement," as it became known, spread to other Canadian cities and a shorter work week became the primary demand of union workers in the years following the Toronto strike.

The parade that was held in support of the strikers carried over into an annual celebration of worker's

rights and was adopted in cities throughout Canada. The parades demonstrated solidarity, with different unions identified by the colorful banners they carried. In 1894, under mounting pressure from the working class, Prime Minister Sir John Thompson declared Labour Day a national holiday.

Over time, Labour Day strayed from its origins and evolved into a popular cel-

bration enjoyed by the masses. It became viewed as the last celebration of summer, a time for picnics, barbecues and shopping.

No matter where you find yourself this Labour Day, take a minute to think about Canada's labour pioneers. Their actions laid the foundations for future labour movements and helped workers secure the rights and benefits enjoyed today.

LIUNA! Local 180
Labourers' International Union of North America



LIUNA Local 180 would like to thank the hard working people of Saskatchewan this Labour Day. Together we will continue the fight for safer working conditions and better wages

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Happy Labour Day

As you enjoy your long weekend, take time to remember the labour movement pioneers who have helped to secure the rights and benefits we enjoy today in Canada!

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