

UFCW 832 02-23-2016

Jeff: Good evening everyone. My name is Jeff Traeger and I am the president of your Union. UFCW local 832. I want to welcome you all ... Excuse me. I want to welcome you all to the 2016 February telephone town hall general membership meeting. For members of UFCW local 832 which is now called to order. With me tonight is your secretary of treasure, Beatrice Bruske and your director of servicing Sandy Forcier. Sandy is sitting in with us tonight, so that he can provide an update on the recent changes to the territories of our servicing reps that was effective last week, February 15th.

For all the members on the line, I would ask that you please remember that the purpose of this meeting is to discuss issues or ask questions about matters that affect all local 832 members. If you have a specific question about a grievance or an issue that affect your workplace alone. I would ask that you contact your full time union representative who's name and contact information is available on the UFCW voting board in your workplace or online at [ufcw832.com](http://ufcw832.com).

Tonight is our first quarterly town hall general membership meeting of 2016. I want to thank all of you who have participated in these meetings for making them such a success. Our December meeting last year was not held by town hall because our international constitution requires that any meetings that include elections of officers, elections of delegate to a convention or votes on either a proposed merger or amendments to the bylaws be held in person, so that members can sign in and verification of membership can take place.

Because we were voting on the proposed merger with local 1869 last December, and because we also had proposed a small change to our bylaws to increase the size of our executive board by one additional member. Our last general membership meeting was conducted by multiple meetings held across the products. Now due to the popularity of this format, our general membership meetings this year will continue to be by Telephone Town Hall. We're now using this format to reach out to different groups of members when that's appropriate.

We have connected with shop stewards at large units during negotiations and more recently have had two town halls to connect with our members working in the security industry as they are literally spread out all over the products and it's difficult to connect with them in traditional ways. There are several agenda items that we need to cover as part of tonight's meeting. Including reading the minutes of the last meeting, I got to tell you this time. I got to tell you this time that's going to be a lot simpler than it usually is.

Because our last meeting was an abbreviated meeting, so when you reads those minutes, you notice that they won't be as long as they usually are. We also need to get a report on the locals finances from our secretary of treasure and getting a report for me the president outlining the important issues and events happening at local 832. Now since these requirements take a little time, we will be taking a break between each of those reports to open up the phone lines, so that you can ask any questions you may have.

In a moment we will read the minutes of our December meeting and asked you to vote to accept those minutes. While we wait for the results of that vote to be tabulated, you'll have an opportunity to ask a question by pressing the star key followed by the number three. We will do the same thing with the other two reports so that we're able to get to your questions earlier, and throughout the meeting instead of just waiting for the end. Gives you an opportunity to ask questions earlier and more opportunities to ask questions throughout the meeting.

We require a motion and a vote to approve the two reports as well. When the time comes to vote on any of the three motions, we will ask you to vote yes by pressing the number one on your keypad. To vote no by pressing the number two on your keypad. Once again to get in a lineup to ask a question, simply press the star key followed by the number three key, and you will be placed in the queue. Since we will be opening the phone up for questions in just a few minutes. Please get in the queue now if you have a question again by pressing the star key followed by the number three.

Now our town hall tonight must be completed by 8:00 p.m. We may not be able to answer all of your questions, should there be too many. Don't get to your questions because of time restraints tonight. We will have your full time union representative contact you over the next day or so to follow up with you. The first order of business at a general membership meeting is do a roll call of officers who's present. Since we can see all of the callers identified on the screen, we will note all the members of the executive board that are on the line and included in a minute of this meeting.

We also appoint a recorder for the meeting, but I can see that our executive board recorder is on the line, so Debbie Jones will take minutes of the meeting. Let's get started by having B Bruske read the minutes of the last meeting that was held Tuesday, December 7th, 2015. Remember to get in the queue now to ask a question by pressing the star key followed by the number three. B?

Beatrice: The general membership meeting that was held on December 7th was held at 10:00 a.m. and 7:00 p.m. We had two meetings on that particular day. Jeff Traeger president, chaired both meetings. Roll call of officers for the morning meeting was Jeff Traeger, Beatrice Bruske, Debra Jones, [Karina Balsika 05:29], Cathy [Burnies 05:32], Stan Gibson Pierce. At the evening meeting we also had Ashley Morello. A motion was made at both meetings by Sonia Taylor to suspend the general membership meeting and vote on the merger with UFCW local 1869.

The motion was accepted by the group to suspend discussion, other than the merger discussion which was held by the group. At the morning meeting we have 52 members vote in favor for vote against. At the evening meeting we have 13 members vote in favor and 0 vote against. There was a motion that was second that had been carried to adjourn both meetings. The evening meeting adjourned at 8:10 p.m.

Jeff: All right, thank you very much B. I'll now ask for a motion to approve the minutes of the December 7th 2015 meeting as red.

Beatrice: I move acceptance of the minute as red.

Jeff: And a seconder?

Male: I second.

Jeff: Although it has been moved and seconded. Please press the number one on your keypad, to vote yes to the motion and the number two on your keypad to vote no. If you have a question, about the minutes of the previous meetings or any other question at all. Please press star three now and we will gladly take your question. We're going to open up the floor now. We have a couple of questions on the line that are still screening. While we're waiting for those to come through, I'm just going to let you know that we have our next executive board meeting on Friday, March the 18th and coming this May we will be taking our executive board meeting on the road. Where we will be in Dawson Manitoba.

Our board will be conducting our regular business, but we'll also be taking timeout to meet our members working at the extra food store, at the Safeway store and all of the coop locations and there are many coop locations in the town of Dawson. We got a couple of questions coming through. Let's start with Judy from Brandon. Judy how are you tonight?

Judy: I am fine. Thank you for this opportunity.

Jeff: No problem, no problem. What's your question?

Judy: I want to know what can be done to allow people who at his retirement age to get benefits, this idea of over 65 no more benefits, that's not really. That's discrimination. More and more of us will continue to work after we hit 65, and I think we need to be able to have benefits. I would like to point out to that people over 65 are very often. More healthy than people are 50, and yet they're denied benefits. We need to do something about that, and I wonder what can be done? Thank you.

Jeff: Absolutely. You're very welcome. I'll tell you that one of the things that can be done is just like any other provision in the collective agreement. You can bring that to the proposal meeting the next time your agreement with VCO is up for bargaining. Impress upon the negotiator, the importance of raising that issue is a proposal with your employer. I'm not going to sugarcoat it though. Retiree benefits, generally speaking are fairly expensive provisions in a collective ... Our expenses to provide to employees.

Quite often employers block at putting that type of language in the collective agreement. I think you're absolutely right. I think there are so many more people now working past age 65, that we have to start looking at benefits for seniors. I also know that we have some issues with folks over 71 for example collecting pensions when their contributions are made into an RSP. We've been trying to deal with that issue as well. For sure when it comes time to bargain, and I believe the negotiator for the branding community options is probably Martin Trudel.

I'm not sure when your contract expires but when it does make sure that you raise that issue, because the only way we can protect that benefit is by putting it in your selective agreement. Okay, all right the next question up we're going to take is from Don [Burrows 09:53] from Sobeys West Inc. Don how are you doing tonight, sir?

Don: Not too bad. Yourself?

Jeff: I'm doing really good, I'm doing really good. Thank you. What can we do for you? What's your question?

Don: Well my question is I guess it's kind of a touchy one, I don't know if you could answer it or not. Regarding the situation that came to light in the media. Had to deal with the ...

Jeff: What I can tell you Don is that's actually item number one of my president's report. How about we make a deal, when I'm finish with my president's report, if you still have a question about the media attention that I'm presume you're talking about our training center and the free press and well vote in every media outlet in Winnipeg on February 10th and 11th. I'm going to do a full report to all the folks as part of my president's report, and then at the end of that still have a question, jump back in the queue and I promise to take it. How is that?

Don: Sound's good to me.

Jeff: Okay, Don. All right. Now we have ... We're going to take one more call and then we're going to get onto the treasure's report. We'll go with Rene from Granny's Poultry in Blumenort. Rene how are you doing tonight?

Rene: Very good, how are you?

Jeff: I am doing just fine. Thank you. Just fine, what's your question?

Rene: Well, when was the last meeting?

Jeff: Our last Telephone Town Hall was September the 15th, and we had to do, as I said at the [oath 11:26] that we have to do ... We used to do all of our general membership meetings in the various locations around the province. I think there was about 26 or 27 locations and some of those we had to do morning and in an evening meeting so that we made sure that all of our members had an opportunity to attend. Then about a year and a half ago, maybe two years ago we went to a Telephone Town Hall Format which people really liked because it gives them the opportunity, folks that normally didn't want to get out to a meeting or couldn't get out to a meeting if they had family concerns or other things going on in their life that didn't allow them to get out to union meeting.

They're still able to get on the line and attend. We went to this format, the reason why we didn't do one in December because we do one every three months was because we have to conduct a vote. That vote was on the merger with local 1869. That's why we did face to face personal meetings in December. Our last town hall meeting was the 15th of

September and our next one will be the 24th of May. Now we're going to get, we're going to move on with the meeting, we're going to do a B's report. I see by the screen at the first motion of the meeting which was to accept the minutes of the previous meetings on December 7th, has been carried by majority of those who voted.

I will now ask B Bruske to give us the financial report for the local, for the period ending November 30th, 2015. That's the first 11 months of 2015. B?

Beatrice: Thanks. The local budget is drafted and pass annually by our executive board and normally it's been in November of the preceding year. Due to the merger with the St. Boniface local 1869 this year. We have to redraft our budget to taken the additional members and coming expenses into account. The budget for 2016 was finalized when our executive board met on January 22nd of this year. For today's report I'm reporting on the 2015 budget to the end of November of 2015.

Our audit for the 2015 audit year is schedule to start on March 14th with our auditors. The following is a recap of the larger expenditure categories of our budget. The first categories arbitration's, and we are over budget in the arbitration's category by \$65,000 most of that is as a result of costly arbitration's in the month of March, where over \$50,000 was spent alone. Spending almost \$30,000 on one single arbitration with Loblaw. An additional \$15,000 on other arbitrators for hearings for that particular month. Due to the increasing cost of arbitration and arbitrator fees.

We have increased this budget category by an additional \$45,000 for the 2016 budget year, and we're hoping that these measures will take the additional cost onto account. The second problem category is communications, where we are over budget by \$36,000. This is the largest expenditures in this category where from the month of April, from our activist conference as well we had some significant expenditures in June, July where we paid our annual \$37,000 website billing.

In addition to some of the leukemia related expenditures that we had. In October our primary budget expense was for Sharpshooter Appreciation event. We have left our budget's for the communications category at a \$135,000 for next year. Because we do not have an activist conference, we anticipate that we will come in under budget, on this, in the 2016 calendar year. Conventions and conferences we were over budget in this category by about a \$100,000. The build for the activist conference again in April month, spending over \$76,000 that month alone. Mainly for non-education training and trust fund related members time off to attend the conference.

In May we had additional cost related to the national defense fund as well as the member of employers who normally paid the member directly, when we book them off, to build us at the end of the year. We have ... We don't anticipate any additional cost in this category for 2016. Again with no activist conference that falls under this budget category scheduled for the 2016 year we have not increased this budget category. Education of members, we are over budget by \$20,000 for member education to the end of November.

In November many of the employers who continue to pay for members attending regular types of training costs at the union training center. They'll have to tally up their book before the end of that calendar year. In November although we spent over \$21,000 on Steward Healthy Safety training. For negotiations again we are over budget by 36,000 so far for the 2015 budget year, to the end of November. The largest expenditure so far was for January where we spent \$65,000 alone in that month and it continues to be a challenging category.

In November over 13,000 was our cost in collective agreement printing cost, another \$10,000 for negotiating to made last wages just that month alone. This continues to be a challenging category over the years, it has been challenging and for the next year we have increased the budget allocated for this category by an additional \$25,000. Our rent in utilities category we were over budget by \$79,000 so far this year. We seem to be approximately \$4,000 over budget on average per month. Our cost for utilities and all three offices have increase substantially over the last couple of years.

We have made an increase to this budget category for the 2016 year to allow for that also. Those are six budget categories out of the 22 where we are having some concerns with regards to being over budget. All of the other budget categories are under budget and our income over expenses to date is more than \$572,000 and our expenses under budget to date are over \$201,000. We have over \$400,000 in the bank, as well as strike fund is at \$1,300,000 and we are in good financial shape.

Jeff: Thank you very much B. I do want to say a special thanks to B, and to the members of the accounting department. It's been a challenging year to put together a budget because of the merger with St. Boniface Hospital Group, Compass Morrison, ESM and the WRHA Laundry folks. It is challenging because the merger became effective January 1st. We usually have our budget done well in advance of that in this year. We were still working on that budget in January, and it's been a difficult road to hoe and I know that there's been a lot of work going on in the accounting department.

The fact that we are standing in such good financial shape speaks well of the work that B and her department has done. Thank you for that. Also would like to ask for a motion now to approve the secretary treasures report for the 11th month ending November 30th, 2015.

Male: I made that motion to accept this treasury report.

Female: I second the motion.

Jeff: It has been moved in second. Once again, please press the number one on your keypad to vote yes, and the number two on your keypad to vote no. If you have a question about the secretary treasury report or anything else at all. Please press star three and we will gladly take your question. We're going to go back to asking or to answering a few questions while we're waiting for the results of that vote. I see that we've got Benjamin from Sungrow on the line. Benjamin go ahead. Hello Benjamin, are you still there? Okay we will move to Albert. Albert from VDL. How are you this evening Albert?

Albert: I'm fine.

Jeff: That's good.

Albert: Hello? You're cutting in and out.

Jeff: I'm sorry what's your question Albert. Go ahead.

Albert: I'm just curious, am I allowed to mention another union?

Jeff: Are you allowed to mention? You can mention anything you want, how is that?

Albert: Okay, my son works at another company and Unit 4 is their union. In their shops, they were overwhelmed with a certain culture and the shops steward went to the 9s. They won an arbitration, two supervisors got fired over it. The other one got put into a pencil pusher, and it was over like my company where I work at. It's 85% one culture, 15% the other and the 15% under constant scrutiny arbitration, this, that and the other it's like we did the 15%. Just get hire to get fired.

I was just curious, I actually spoke to my mother in D.C. she said this was a law there, and my son made me aware in Winnipeg that this, how can then an arbitration here in Winnipeg where the company he worked out which is [Zipco 20:26] have to balance out the cultures that were working in the company and I cannot believe that the union has allowed this to get so far out of hand.

Jeff: Yeah, I find honestly Albert I got a hard time believing that as well, because I think it would be a violation of the human rights code for the province of Manitoba for an arbitrator to make such a ruling. Also if you look around any community in Manitoba right now, we're an incredibly diverse group of people living here. Certainly any kind of law or restriction that would say that an employer had to hire a certain percentage or a certain amount of people from one culture versus another is something that I've never heard off before, and I think I'm very confident in saying that Manitoba has no such law.

I would be more than willing to have a look into this. I got the name of its Unit 4, and it's Zipco is the name of the company. Arbitration awards are public documents. I'm going to get a legal department to have a look into that. We've got your name up here and your number and if we find out anything that can help to clear that up for you. We certainly will get back to you. Are we going to take the next call and that's from Colin at Red River Coop. Hello, Colin how are you doing?

Colin: Hi, I'm doing good. My question is was the plan one, the health and welfare plan one in the past I was on ... I go to the chiropractor on a regular basis just to make sure everything is working good, and everything with heavy lifting and stuff. Anyway I was on a payment plan, so I would get the printed out receipt from the chiropractor like their printed out receipt and I would send it in, and it was no problem. Then all of the sudden, I was told, "No we won't showing ... We didn't want showing a balance on the bottom. We wanted it showing 0. I was doing that." Now what they're doing for me is when I

have to cancel my payment plan, where they could directly just bill my credit card and now what they want me to do is they want a receipt from the chiropractor and a receipt from the machine for my card.

Jeff: Okay.

Colin: I can't do a payment plan where directly billed.

Jeff: Right.

Colin: Because if I do that then I'm not going to get my reimbursement. Like I'm sorry but the lady there is a really B with an itch. I have nothing but problems from her.

Jeff: Okay, I know you [inaudible 00:23:08] I'm going to check with the screeners on that one. No but seriously calling, thanks for your question. B is actually looking to the Safeway plan documentation right now. B did you want to ...

Beatrice: Colin normally my understanding is that the plan requires that you hand in a receipt and they will you give a reimbursement. They don't do direct billing, so it's not that the chiropractor can direct bill to the plan, but you pay and then they reimburse [inaudible 00:23:38]

Colin: No, no, no, that's not what I mean. I mean for them to direct bill onto my credit card. Because they want that slip from the machine.

Beatrice: Yeah, I understand what you're saying, but to me it should make no difference to the plan, I'm going to look into it a little bit further. Because as long as you have the printout from your chiropractor showing that you have that expense that should be more than sufficient whether that I put it on your credit card and you have that additional receipt should make no absolutely difference to the plan at all. I'm going to look into that Colin and I'll get back to you, okay?

Jeff: Colin we've got your number, and I won't read it out to all 17,000 UFCW members, but B has made a note and she will definitely get back to you. We're going to take the next caller now, and that's Gary from Maple Leaf in Brandon. Gary how are you tonight?

Gary: Jeff, my question is which St. Boniface, who paid all the shot? Did our union paid, or we've got [inaudible 00:24:37]

Jeff: Paid all the shot for what?

Gary: You said there was a bunch of negotiations and that's why we're over budget blah, blah, blah.

Jeff: No, no, no. Okay, so when B was talking about negotiations, when B was talking about negotiations. She was talking about negotiations at the locals down in the first 11 months of 2015. The negotiation that I was involved in several of them included them



highlight foods in Neepawa. As you know we had some finishing up cost from the Maple Leaf Plant in Brandon. Also the Maple Leaf Plant in Winnipeg. While that was going on, we've got a full team of negotiators working on a bunch of other agreements. We have almost 30 or 40 agreements come up every year. That's where we're over budget.

As a matter of fact the St. Boniface group wasn't even part of our 2015 budget because they didn't become ... The merger wasn't effective until January 1st. Now I can tell you also that in January 1st, as of that point whatever negotiations cost local 832 assumes, are combined with the assets of both local 1869 and local 832 put together. For those of you out there, local 1869 did not come to local 832 because they had an issue with money, they have done a very, very good job of being conscientious with the way in which they handled their members money. They came to us with the money in the bank, and money in their training fund, and no debts. The building that was almost paid of Marion street.

The merger with 1869 which I'm going to be talking about shortly has been a very positive thing, both for the members of local 832, and the members of local 1869 that are now also members of the local 832. Going to move on to the president's report now. I do see on the screen that the motion to approve the secretary treasury report has been carried but the majority of those who voted, so time now for me to do my report. As I promise Don Burrow is out there. If you're still on the line and I hope you are, I promise that the very first issue that I'm going to address off that is the issue that many of you saw in the media two weeks ago.

It was I believe February the 10th, and February the 11th. There were media report at just about every major media outlet in Winnipeg talking about a serious incident involving finances at our training center, and involving our training center director. It was also reported in the media, that local 832 myself specifically was not going to be making specific comments on this issue, until we had completed our investigation. Now our investigation is not being done internally, we actually have hired a third party. One that has no relationship to labor, and no relationship to any political party to come in and perform a forensic audit, find out exactly what was going on with the financial regularities of the training center.

As it was reported in the media, this was a very serious incident that we discovered. As a result of that, we actually filed a report with the police in December. I guess it's difficult to sit here as your president and talk to you about this one. I can't come completely open and transparent with you, the way I have always been and the way I want to be yet, and I focus the word yet, because that's certainly is our intention to do that. We obviously have gotten legal advice, and we've also had some advice from a Winnipeg Police service that talking openly about the details of what's currently under investigation would impede that investigation.

We are in a position where I have made a promise. If you go to our website, you'll see that in the news feed there, there's an open letter that I wrote to all members of local 832 promising them that when we get to the point where in this investigation is complete, and the matter is more public than it currently is now. That every single

member of the UFCW local 832 will hear from me, on this issue. I've also written a letter to employers that contribute to the education and training trust fund.

Some people would say, "Wow, gee why would you write a letter to employers?" That's because the education and training trust fund or our training centers most of you know it. Is not funded at all by your union dues. It's funded by us going out and negotiating cents per hour, or lump sum contributions from employers into the fund. Effectively when there was financial irregularities, it was money that effectively was paid by employers to our education and training trust fund and not by you our members.

That doesn't mean that you're not impacted, that doesn't mean you're not affected. It just means they also have a responsibility as president to be notifying the employers. The open letter that they got is very similar to the one that you see on the website today. Both of those letters promise when we get to the end of this process, I will be very open and transparent with all of you, with the employers, and with the general public. I can tell you that, bad thing happened out there in the world.

As much as I would love to be able to tell you or promise you that nothing bad will ever happen again, I can't do that. I supposed that if someone could guarantee that nothing bad ever happened again, I guess we wouldn't need unions or doctors or police or fire departments, or any of those other places. Because bad things do happen I don't have the power to prevent them. What I do have the power to do is do the right thing in the circumstances. I believe that the right thing to do in this particular case was to act quickly which we did. B and I were made aware of this issue, and within 11 days we had already completed our own short term investigation and taken several serious actions in order to make sure that the problem cease.

That's we were going to be able to continue to operate our training center, also to act appropriately. By appropriately that's certainly means that if there was activity that was being conducted that was illegal that we made sure that the body that looks after those type of things, which in this city is going to take police department and elsewhere would be other police departments or the RCMP. That those people were notified. Also the other thing that we've asked our third party that's conducting this investigation to do.

This provides us with recommendations in how we can tighten up our practices, our policies and our procedures. That we can ensure that this doesn't happen again. Gets back to what I said at the beginning, I'm not going to be able to prevent. I'm not going to be able to prevent each and every bad thing from happening. I can tell you this, that every time it does happen, that B and I are going to act in a very quick manner, we're going to act and a very appropriate manner we're going to do the right thing.

Then whenever we can, tell our membership and everybody else in the city, and the employers that contribute to that fund exactly what's happen. We're going to do so in a very open and a very transparent way. It's an unfortunate circumstance but I don't want to spend the entire general membership meeting talking about that issue. I'd like to also talk about some of the very good things that have been happening around local 832, in the last few months. The first one is merger with local 1869.

I see on the phone we've got quite a few members calling in, who are new members of the St. Boniface hospital or one of the St. Boniface group's that came with us from 1869. I want to welcome you all, to this year first town hall. Let you know how excited we all are here at local 832 to be working together with you again, and certainly want to do everything in our power to prove to you that merging with us here at local 832 is the right decision for you, just because I know it's the right decision for our membership as well.

Just by way of history, the executive board and the membership votes on the merger took place in December. The merger was ratified I believe at the last one of our general membership meetings which was held on December the 18th. Just very recently actually February the 12th that was confirmed by the UFCW International Union that the merger had been approved. Since then I have been out to all the locations, twice with Lyn and once with Carmela. I've been out to the laundry facility in [Anxter 34:14], and through the hospital on a couple of times.

Most of that was on the day shift. My intention next time is to try to go in the evenings and on the weekends so that I can see a different group of our members. If I haven't seen it yet, I'm hoping to be able to do so sometime in 2016 as I intend to get out to those units regularly. I can also tell you that we started some training initiatives with those folks from the former local 1869. We had here today at our training center. We had the health and safety group in.

B and I introduced ourselves in this morning, and they're going to a two day training program where we're going to assess exactly what your training needs are and try to make sure that we get them training that's appropriate to them. We're going to be doing the same thing with all of the shops stewards from that group, next week on March 1st and 2nd. Other event that's happened recently, event's that happened recently. Every few years we rotate our servicing reps through different territories.

We do that because it helps to cross train the reps and ensures a new set of eyes to look at the collective bargaining agreement and to look at workplace issues from time to time. The most recent change was relatively minor compared to our wholesale territory changes that happened every four or five years or so. On February 15th, the most recent change occurred. I'm going to ask Sandy Forcier to now kind of go ... Walk through what the changes are. If you could please Sandy?

Sandy: Sure. Good evening everyone. You're just speak about the merger with local 1869, and through that, that has enabled the local to add three new territories. This has also allowed the local to balance the membership amongst the territories a little better and focus territories on specific sectors. We went from 12 territories to 15 territories now. Territory 1 is Sobeys coop. What I'll do is I'll just sort of walk through the additions to two territories.

The Sobeys coop in territory 1 which is Sharon Grehan's territory we have added the Sobeys Burrows and the Sobeys extra which is a new unit, and territory 2 which the combination of Sobeys in Loblaw which is Jason Hawkins territory. We have added the

extra foods in Selkirk. Territory 3, which Roberto [Gugervors 36:51] territory which is a Loblaw territory. We added the [nova frills 36:57] at Notre-Dame and Maine and Angster. In territory 4 Ron Allard's territory which is Poultry and Peat Moss. We added two units there, which is the Oakrun Farm Bakery, the former gourmet bakery. The new unit in celebrations dinner theater.

In territory 5, that is Mike Howden's unit. That's industrial warehouse. There was no additions to that territory and actually the numbers there were reduced. That Mike could focus on the industrial, the warehouse units there. Territory 6 which is Servicing Group Homes, is Joe Carreiro territory. There was addition there for the epic opportunities at Portage/Cavalier and [Gule 37:42] locations. Wings of Power in Pine Falls, PORTAGE la Prairie was added Portage Friendship Centre and Visions of Independence all seven locations. Stonewall, was ACL Interlake and in St. Malo, the Chalet Malouin and the Epic de St. Malo Workshop and residence were added to Joe's territory.

In territory 7 which is security, Curt Martel territory. No units were added, and somewhere moves to other of the territories. In my territory which is territory 6, director of servicing territory. I took the Fairmont Hotel Compass Group, and CNIV were added to my territory. In the process we created a whole new territory for Kim Ferris. That is territory 9 which is the Red Meat & Service. The biggest unit there is obviously Maple Leaf Consumer Foods here in Winnipeg.

We've added [inaudible 00:38:36] to that territory, Unicity Taxi and supervisors. Aramark, both the CFB 17 Wing and refreshments marketplace, Selkirk marketplace and Fisher Branch, Ukrainian's Market Coop. Two new healthcare territories were created with the addition of local 1869. To those territories we've added a Grace DSM, Grace Pharmacy, Grace Hospital and also the Reh-Fit Centre at Vista Park Lodge and Farmer Plus Drugs to the current St. Boniface Hospital units that those territories had.

Our Northern territories and Westmont territories have no changes at this time. Those are the changes that have been made to the territories effective, February 15th.

Jeff: Thank you very much Sandy. We're going to have a test later on that, just to make sure everybody got all that. Thank you to Sandy for a lot of work again, when we have a merger of two large local unions like 832, and 1869 it creates a lot of work, and I know Sandy set some juggling to do to keep all the territories covered and thank you for the work that you've done there, Sandy. As always, there is a list of servicing reps and their assignments on our websites. You can go to [ufcw832.com](http://ufcw832.com) for that.

If you have any questions or concerns at all, you can contact Sandy at our Portage Avenue office. Another good new story happening for local 832 I don't know if any of you had an opportunity get out, [inaudible 00:40:16] a really large Sobeys extra store. Earlier this month, that new store open on [Femano 40:22] Highway. In December we negotiated recognition for that unit, that currently has about a 170 members working at store that size with normally have about a 120 members in that range.

This one has a 170 and they're growing to more than 200 parking unit members over the next little while. It is a new full service model that's part of the companies plan to revitalize the Safeway and Sobeys banners in the west and bring back some of the market share that they've lost to places like Loblaw and Walmart. The plan obviously is working, that store did \$1,200,000 in sales in the first seven days that it was open, which is absolutely amazing. The photographs from opening day have people lined up around the block waiting to get in the store.

The company will be opening similar stores to that one, in Alberta and in British Columbia over the coming months. While we're talking about new members coming for the local. Our organizing department has done very well over the last couple of months, in December. We were successful in organizing a group known as B&L Homes, that has workers who look after foster children that have yet to be placed in foster homes. We now represent 65 workers there, as a result of signing more than 2/3 which gave us an automatic certification for the [inaudible 00:41:49] to the labor board, and we are currently working towards to getting a first contract with that employer.

Then more recently, we were also certified to represent more than 50 workers at celebrations dinner theater. Our new members there work as actors, servers, and in the box office. We will be beginning their new contract talk soon, and that's kind of an unusual or I don't want to say, unusual but it's not the type of employees we normally represents. It's going to be a learning curve I'm sure both for that group and for us as we start dealing with some of the issues that actors may have in the workplace and I assume some of that maybe related to health and safety.

From the UFCW International news. I don't normally report this on general membership meetings. I think this one is important. That is that our international headquarters in Washington D.C. has elected a brand new secretary treasurer earlier this month. Her name is Esther Lopez. That is the first woman ever to hold one of the two top offices for our union and I think it's an absolutely phenomenal development, and I think it's about time, and I know there's a probably few out there saying it's long past time.

We're there finally. You know what in the last five years, the face of our international executive board has changed dramatically, with many more woman on that board now, which is a good thing. Many more people from diverse backgrounds now being represented. Positive change for the future of our union and that's starting at the top which is always a good place to start. Our executive board is part of our merger which local 1869, we also have some new additions to the local executive board that were sworn in, in our first meeting of the year which was January 22nd.

I want to take this opportunity to welcome Erick [Flat 43:49], and Nelly [Minzle 43:52] to our executive board and I know they will do a great job representing the members at St. Boniface Hospital Compass Morrison Group DSM in the WRHA Laundry facility. All of us looking forward to working with our new board in 2016 and beyond. I'm going to just switch gears to go to some negotiations updates for you. The first one, I want to talk about is Maple Leaf Winnipeg which ratified by a vote of 82% on December 7th after six months of hard bargaining.

It was a very solid contract and obviously at 82% well received by our members. Annual increases to our members at Maple Leaf range from anywhere from 2.4% to 3.3% annually. That's very strong, we bargain just under a quarter million dollar in job classification upgrades which is additional money that's going to be into our members pocket. The off shift premium now includes the afternoon shifts, there's about 300 people that are now getting a shift premium that weren't before. It's funny we had a question about direct billing. That's one of the things that we were able to actually achieve for the members this round of bargaining.

As well as vote half a million dollars in additional pension payments. Now there are two others that I'm going to get [inaudible 00:45:10] to report on. The first one is Grace Hospital which has been going on for a significant period of time. Then she can also talk about the ongoing negotiations with Granny's Poultry in Blumenort. B?

Beatrice: Yes, so Grace Hospital we've been bargaining for well over a year and a half. That's not all that uncommon in healthcare, but we are hoping that we're closed to the end. We have additional bargaining date scheduled for next week, for March 2nd, and 3rd and hope to have something to take to the members for a vote shortly thereafter. With regards to Granny's, we just started negotiations in December for Granny's Poultry. Their collective agreement expires in March of this year. We have almost included the non-monetary aspects of bargaining for that particular collective agreement for the Granny's Blumenort Plant.

Will be dealing with monetary issue starting on March the 7th, and we have a full day, full week of negotiations scheduled for the March 7th week.

Jeff: Okay, very good. We do have also bargaining going on right now, and very tough in Gimli, Manitoba. With a company that many of you may have been familiar with over Christmas. The company name is Diageo. Our members there make Crown Royal but they also making the new famous northern harvest rye, and tough bargaining is continue I think they're wrap up for this week now and starting again with three more days scheduled next week. All of these going on while the employer has made subtle threats about locking us out and we're working toward a strike deadline of March 4th.

Our bargaining committee has been in touch with them for the last few months, and despite we added profit from that new rye that I was talking about. It seems though that the company all that interested at this point anyway, in sharing those profits. We're still working hard to get a collective agreement. As the deadline gets closer we are also preparing for dispute, so we are ready should one, take place. Staffing updates just a couple of staffing updates for you. The first is that my executive assistant Marie Buchanan who's been away for a few months now, is coming back to work March the 14th.

We're all looking for it to having her back, to help us represent 832 members. Sonia Taylor is now working out of our Brandon office and has extended her retirement date to the end of this year. Sonia will be doing a variety of assignments while working in Westmont including negotiations, some organizing and helping us out with some staff

development. Finally we are looking to replace our dedicated relief rep position here at our head office. Sharon Grehan has moved into our Winnipeg Safeway territory.

We hope to be able to make an announcement by our next general membership town hall meeting in May. With that, that is my president's report. I would ask for a motion to approve the president's report.

Beatrice: Move.

Male: I second.

Jeff: Move seconded. Please press the number one on your keypad to vote yes, and the number two on your keypad to vote no. If you have a question about the president's report, or anything else at all please press star three, and we will gladly take your question. While we're waiting for the results of the last vote of the evening. I will now open up the lines to any questions, that any of you may have, just press star three to get in the queue, to ask your question. I'm going to start with Joyce, Joyce from Sobeyes West Inc. How are you tonight?

Joyce: Good. How about you?

Jeff: Fine, doing okay Joyce. I'm doing okay. What's your question?

Joyce: I just want to know if the union is going to take up collection, or help the family the son where killed over the weekend, Cooper.

Jeff: Yes. The son ... I believe you're talking about Cooper Nemeth's. It's a very, very, very sad story. It's made even sadder from our perspective and the fact that we have some connection here at UFCW to that family and that Cooper was actually worked at a Safeway store and so does his father actually. We went through our ... Well we've actually put out a call for our staff to make donations to the family. I guess the reason why I'm stumbling a little bit is because we did a \$500 donation on behalf of the local to help the family out.

That donation and the money that we were trying to raise was to try to help them find Cooper, it's an odd situation we find ourselves now and that they have found them in. Of course we now know that it's a tragedy. B has another comment that you wanted to make as well?

Beatrice: Yes, we have been a discussion at our end on that particular issue, and we will be seeking some advice from our hardship committee I'm looking at making a donation toward the fund that the family is taking a collection up before.

Jeff: Yeah thank you for that Joyce. It's a tough time I'm sure for the Nemeth's family. Although money is not going to really help their situation, I'm sure it would help a bit. From secure test, we're going to go to Josiah. Josiah, how are you tonight?

Josiah: Fine doing pretty good. My question is about ...

Jeff: Is that pronunciation even close? Was it Josiah or ...

Josiah: Yeah, it's Josiah.

Jeff: I did good, okay. Excellent, go ahead.

Josiah: Yeah, most people say Joshua, I'm impressed. My question is about parental leave, I'm going to be a new father coming up. I'm wondering what options for parental leave that might be available to me?

Jeff: Well, first of all congratulations on becoming a new father. That's a great news. As you know or I'm not sure if we have the language printed in your agreement but under Manitoba law you're entitled to ... Well maternity leave you're not entitled to, but the parental leave you are. Parental leave is 35 weeks that you can take, it's basically EI. It is what you get. I'm not sure if your collective agreement has any paternal leave, or additional leave in it. Certainly you are entitled to take 35 weeks and if you have any questions about how that operates, contact your union representative Curt Martel. He can walk you through the whole process for making application for that, okay? All right. What was that B? Go ahead.

Beatrice: Sorry, just with regards to the parental leave that is shared between both parents. If the mother also takes some of the parental leave in addition to her maternity leave that she would be eligible for, that would have to be shared between both of the parents, the total that the entire couple can take as a total of 35 weeks.

Jeff: I see we have Don Burrows back on the line. Obviously the one I didn't do a good enough job of covering issues. What's your question.

Don: Hold on actually, you did a good job. Just in terms of timeline for when you're hiring a new director and is that going to be publicly posted?

Jeff: Yeah, that's a very good question. I probably should have cover the fact that we've actually brought somebody in from UFCW Canada to help us out, as the interim director, yet to get through the next little while. Because obviously our goal here is to make sure ... The most important thing in all of this for me right now is making sure that the good services, and the good work that our training center does continues. And I don't know if you read the article that was printed in the free press on February 12.

That's the article that ... I was willing to talk to the press, not willing to talk to them about the issue, but willing to talk to them about the good work that we do here. Because I didn't want to see this training center or our education and training for trust fund become collateral damage and what was turning into a bit of a media circus.

Don: Especially with the Winnipeg Sun.



Jeff: Right, but if you noted Don, in the media I think that real target wasn't UFCW. I think that one of the media people said it best, that this issue probably wouldn't even be deemed much of a headline, much less even a front page article if our director Heather hadn't been seconded to work as principal secretary for the government from the fall of 14th until the spring of 15th. That's what made it a story, and that's unfortunate that, that made it a story and I went into the paper and did that kind of rebuttal. I wanted people to know that we do a lot of good work.

I talked about the large number of people that have got their grade 12 because of the UFCW Training Center. I've learned to [speak 00:54:23] because of the UFCW Training Center and I've had career transition services because of the UFCW Training Center. I was actually happy with the free press they printed the article. We do have an interim director right now, and that director is working on making sure that everything that our members see on our website, everything they've seen in their magazine. Every course that we have offer to give them still goes forward that we have the facilitators in place. We have everything right down to the launches in place. If you know what I mean.

That's the ... That interim director had some issues with timing and it is not currently in Winnipeg, they're coming back have to leave for vacation that have been pre-planned before all of these happened. He's coming back, and by the way he used to be our national director of education. It's a UFCW local you came from created the first training center in Canada. He has a lot of experience and knowledge about training operations. One of the things that he's doing for us, is also kind of reviewing what the ... How the whole training center operates.

Before we start the search for a new director, that we're going to be taking some advice from that person, and so I can't really tell you if we're going to be publicly posting it or not. I would think we would, but I don't know if we get a good candidate that comes that has all the right qualification, then obviously that somebody that will look out. At this time right now, we're simply trying to keep things on the move, and keep things running. We will certainly keep you all posted on the progress of how that training center works. The next one is Ajit from Maple Leaf [inaudible 00:56:18]. Hello Ajit, how are you tonight?

Ajit: I'm good and what about you?

Jeff: I am doing well, I am doing well. I think I answered all Don's question so I'm good.

Ajit: My question is very simple. When we will be receiving our new contract books, union books for 2016?

Jeff: Okay, yeah you probably ... It's probably still going to be I would say six weeks, six to eight weeks in that range. The reason for the delay is that as you know as part of the deal, we had modification upgrades. \$243,000 in upgrading the job classifications to higher pay bracket, and that process is probably getting close to completion now. We also for the maintenance group, have the maintenance wage survey which identifies their wages. Those pieces of the agreement they'll need to be put in place. What we

have done though is we have proof in line on all of the language changes from the entire collective agreement, from all the bargaining.

That is now going ... Is now gone to translators. Because as part of this agreement we're also translating the document into Filipino. I would say that the translation will take really of short period of time, and hopefully we can get the maintenance wage survey and the classification is done and within six to eight weeks have an agreement out to you. Okay? Yeah we only have time to take one more caller. We're going to take John from St. Boniface Hospital. Hello John how are you?

John: Good how are you doing? Thanks for taking the call.

Jeff: Yeah, not a problem, not a problem. You get the honor of being the last caller tonight, and the first one from St. Boniface. Welcome.

John: Excellent, I'll make it short until you guys can get on. In regards to the dispute in Gimli. What can we do to assist?

Jeff: Well you can stop drinking rye, I guess. No, I am sorry I'm trying to ... What can you do assist is if we have a picket line. Gimli is only an hour away. If we end up having pick it line out in Gimli, what you can do to assist is you can get out there and walk the picket line with some of our members for a little while. Right now we're all hoping that between the Martin Trudel and Aaron and the bargaining committee and the folks that are working on that agreement and Sharon the rep that's been a lot of work, that we can pull this thing together and we can get an agreement in the 11th hour. I can tell you having sat on several picket lines myself.

That one of the things that's always helpful is to have somebody just show up and walk with us. Maybe bring out Tim Horton's coffee or whatever, and Sandy just handed me a note that maybe if there's people that want to get out there to stand in solidarity with our brothers and sisters on the line out in Gimli that you can help to organize a shuttle, maybe carpool to get people out there since it is an hour's drive away. Then we do have Facebook, and Twitter and you can certainly send your support to those folks through the social media feeds, at the local. Anything else that you can think of I'm sure would be greatly appreciated by the folks on the line, and the longer they're on the line, the more they tend to appreciate it.

I see on this screen now that the motion to approve the president's report has been carried by the majority of those who voted. I also see that we have ran out of time to answer any further questions as we have to call the meeting at 8:00. Just a reminder if you are still waiting for your question to be asked and I think there is two or three that were still on the line we will record your name and number and we will have your full time union representative contact you soon to answer your question. I want to thank all of you for joining us in our February Telephone Town Hall general membership meeting. Our next meeting in this format will be Tuesday, May the 24th, 2016 at 7:00 p.m. Thank you all again for participating in your union and the meeting is now adjourned. B