

UFCW Local 832
November 21, 2017

Jeff Traeger:

Good evening everyone. My name is Jeff Traeger and I'm the President of your union, UFCW Local 832. I want to welcome you all to November 2017, Telephone Town Hall General Membership Meeting for members of UFCW Local 832, which is now called to order. With me in the studio tonight along with our Communications Coordinator, Chris Noto, is your Secretary-Treasurer Beatrice Bruske, our Director of Servicing, Sandy Forcier, and two union representatives from our healthcare sector, Carmela Abraham and Joe Carreiro. For tonight's Town Hall Meeting and as we have done for the past several meetings, we will not be reading any reports, which will give us more time for presentations from our guests, and more time for you to ask any questions you may have. There are three reports that our bylaws require us to approve at this meeting. They are: The minutes of the previous meeting, which was held back on September the 12th, the Secretary-Treasurer's financial report on the current finances of the local, and the president's report.

As we did back in September, we've posted all of those documents on our website at UFCW832.com for you to review. They have been posted there for the last week and they'll stay on our website in a folder that contains the archive documents of all our previous Town Hall Meetings. We're not going to read those documents tonight but we do have to contact three votes throughout the meeting to pass the approval of them. This will give us plenty of time to hear from our guests and to take your questions. For all the members on the line that would like to ask a question, please press the star key followed by the number three and you will be placed in a queue to ask your question. I would ask that members 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 just affects you in the workplace alone, I would ask that you contact your full-time union representative whose name and contact information is available on the UFCW bulletin board in your workplace or online at UFCW832.com.

Tonight is our fourth and final Quarterly Town Hall GMM of 2017. I want to thank all of you who have participated in these meetings for making them such a success. If you know of any members who have not yet dialed in and participated in one of these calls from your workplace, please ask them to try us out for one meeting so that they can stay more connected with their union. Our agenda tonight begins with voting to approve the minutes of the last meeting. While we're completing the results of that vote, we'll have a presentation by Sandy Forcier, our Director of Servicing, who will be talking to us about discipline and how to handle it if you're involved as a steward, or a witness, or if you are the one being disciplined. I'll open the line for questions following Sandy's presentation and then we'll call for a vote to approve the Secretary-Treasurer's report, which is for the nine month period ending September 30, 2017.

While we tabulate the results of that vote, we will hear from Joe Carreiro who will be talking about the many and varied changes to the healthcare system in Manitoba and the effect they've had on our 2,000 members working in that

industry. Joe has been in the territory since the end of the summer, and he along with Carmela Abraham, and our Executive Board Member Nelly Minville, have all been kept very busy by our provincial government and their many cuts to the workers in that field. After that, we will open the line for questions once again. Finally, we will call for a vote to approve the President's Report and while that takes place, we'll hear from Carmela Abraham, who has spent about six weeks this fall in the Bumping Office at Saint Barnabas General Hospital where over 600 UFCW members worked their way through the deletion and bumping process. After we hear from Carmela, we will again open the line for questions.

I will begin the meeting tonight by making a motion to approve the minutes of our last meeting, which took place September 12, 2017.

Speaker 2: Second it.

Jeff Traeger: It has been moved and seconded here in the studio so please vote yes by pressing the number one on your keypad or no by pressing the number two on your keypad. Once again, to get into 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 soon, please get in the queue now, if you have a question, again by pressing star key followed by the number three. Now I'm going to turn it over to our Director of Servicing, Sandy Forcier. Go ahead Sandy.

Sandy Forcier: Good evening everyone. I'm going to be walking through Discipline 101 this evening. Discipline in the workplace can be a nerve wracking time for those going through the process. I want to explain discipline and the process in general terms to help members understand the process and what is involved. More importantly, what you should do if in a disciplinary situation.

First, there is the players involved in the discipline process, which is the employer, or company, and the union. The employer's side is the supervisors, managers, and HR, with the union side being the members receiving discipline, shop stewards, and union representatives. Discipline is usually progressive in nature, and begins with a verbal warning, which leads to a written warning, a suspension, and up to termination. Most employers have a progressive disciplinary policy in place and some have it in the CVA already. Before discipline is imposed, the employer should have conducted an investigation to determine a violation or egregious act has occurred. Sometimes, the violation or the egregious acts are latent and witnessed firsthand by management, and this will not warrant an investigation.

When discipline is imposed, there should be a meeting with the company representative, usually a manager and/or HR is present, the employee being disciplined, a stop steward and/or a union representative should be present as well. If no shop steward or union representative is present, it may be an employee of the member's choosing to sit in the discipline meeting. These folks are all witness to the discipline meeting taking place. It is imperative, and should

be noted, everyone should take notes of the discussion of who is present, what is said by whom, and how it is said. This will prove to be very important later in the process.

The discipline should be in written form, and outline the nature of the infractions, and what the discipline resulting from the infractions is being imposed. Usually at this stage, the employer has determined this is what they have decided to do and there is little that may be said to reverse the decision. The employer will then read the discipline and provide copies to the union and the disciplined employee. The employee and his or her representation will be asked to sign the discipline in most cases. It is advised that the potential grievor never sign a disciplinary form. This can be viewed as disciplined employee agreeing to the discipline. I suggest whomever is representing the disciplined employee sign the discipline over the employee signature line with RTS, which means refuse to sign. This can help the union's future argument by the employee not agreeing to the discipline if a grievance is filed on the matter.

The discipline should be fair and just for the violation or infraction. A simple error does not warrant termination for a first offense; however, a physical assault does. When in the discipline meeting, and during an investigation, the employee being disciplined should be as honest and upfront as possible. Answer any questions as honestly as they can by saying as little as they can. It is suggested that if the disciplined employee has committed a violation, they should acknowledge this and show remorse as this often time helps in arguing the discipline, even possibly having it reduced, if not removed altogether, depending on the seriousness of the violation. One should always remember never to be aggressive or disrespectful in a discipline meeting as this will not help your case and could lead to further discipline up to and including termination. If the discipline could lead to criminal charges, it is best to contact a criminal lawyer to discuss your options as well. This is the immediate or early part of the discipline process in a nutshell.

The next steps are as follows: The disciplinary meeting notes should be forwarded to the union representative if he or she was not present at the meeting. The union will send a right to grieve letter to the disciplined member outlining their timeline to file a grievance. This is usually 10 to 15 and can be up to 21 calendar or working days. This is solely dependent on what is outlined in the collective agreement for the particular unit. This timeline to grieve is usually 5 to 10 working, or calendar days, in the matter of terminations. Again, it's dependent on what is outlined in the specific collective agreement. The member should contact the union representative response for servicing their workplace and at the very least discuss if there is merit to filing a grievance. A grievance and arbitration process, we will save for another town hall discussion, but this is the Disciplinary 101 in a nutshell.

Jeff Traeger:

Excellent. Thank you very much, Sandy. I see on the screen here that the vote to approve the previous minutes has been passed. Time for us to take a few

questions. We've got four people in the queue. We're going to start with Colin Deferia. Colin, go ahead.

Colin Deferia: Yeah, hello.

Jeff Traeger: Hello there, how are you doing?

Colin Deferia: I'm great. How are you doing?

Jeff Traeger: I'm doing well. Thank you. What's your question.

Colin Deferia: Well, question or an idea, whatever you want to call it. For example, it would be nice if we could get full benefits no matter how many hours we work. And two-

Jeff Traeger: Where do you work, by the way?

Colin Deferia: I work at Safeway.

Jeff Traeger: Oh, okay, all right.

Colin Deferia: Second of all, like some sort of an employee discount. That'd be nice. Ever since Sobeys took over Safeway, they got rid of a bunch of Safeway brands I really got accustomed to, and also got rid of our 10%, our employee discount. I know Superstore, for example, their employees they get 10% off everything, except for a few items like probably tobacco, and I think something else. They-

Jeff Traeger: All right, well listen, Colin, we've actually got bargaining coming up with Safeway and Red River Co-Op right away. We had proposal boxes that were in all of the stores. One of the proposals that we got from several different stores was a 10% discount. It is something that we will be certainly talking about at the bargaining table. Usually employee discounts, and those types of things, are policies and they're not covered under the collective agreement, but we certainly have no issue whatsoever with that. As far as your health and welfare benefits go, all folks at Safeway actually do get benefits. If you're full-time or you're a part-timer who averages 32 hours over a 13 week period, you would qualify for plan one benefits. Anybody who doesn't qualify for plan one benefits would qualify for plan two health and welfare benefits. That's regardless of hours and that happens after six months of service. If you want some more information about your benefits, then you should contact your union representative.

Your dental plan, that is based on hours. You need to have 12 hours for single coverage and 20 hours, those are the average hours per week, calculated over a three month period, and recalculated every three months. 20 hours would be for dependents and 12 for single coverage.

Now we're going to go to Cashmere Panneau. Cashmere, how are you this evening?

Cashmere: Hi, good evening to everyone, sir.

Jeff Traeger: Good evening to you. How are you doing?

Cashmere: I'm doing good, good.

Jeff Traeger: Good, excellent. What's your question?

Cashmere: First of all, I want to appreciate the union first regarding our rally. We had a successful rally in front of legislature building.

Jeff Traeger: Oh so, this is the security guard rally that we had back in October. Right?

Cashmere: Yeah. I am a security guard.

Jeff Traeger: Very good, very good. Well, were you out at the rally?

Cashmere: Number two, I have already ... We had a training last week and I have already informed Mr. Sandy and Curt Martell that we should sign some petition and we should hand it over to the provincial government and the [inaudible 00:14:09] opposition party and MLA also so that they can read that matter in the parliament or the legislative. So that-

Jeff Traeger: Yes. Go ahead.

Cashmere: You want to record? There they have told [inaudible 00:14:25] your MLA and everyone and then said we will not be able to tell them what we want. If you draft a petition, then we will all sign on that one, and then we will submit to our representative MLA from our constituency. Plus, we should hand over there to the provincial government and other MLA's.

Jeff Traeger: That is an excellent idea, Cashmere. That's exactly what I was actually talking to our negotiator, Martin Trudel and our union rep Curt Martell over email earlier this evening. Because, after the rally we still haven't heard from government whether or not they're going to be reinstating the security guard minimum wage, the final \$0.75 cents. I know that you were at the member forum last Friday, which is I think our second forum in the security industry and they're both ... Third, sorry, very popular, third one. I absolutely think that getting a letter writing or a postcard campaign going is an excellent idea. If we don't hear from the government on whether or not they're going to reinstate the minimum wage, then potentially I think we should look at doing another rally at the legislature to let this provincial government know that us, and the employers, and the security guards, and their union, all are of the opinion that the security guard minimum wage should be reinstated and the legislation should be followed the way it was originally written.

Now we're going to go to John Adaskin. John, how are you doing tonite.

John Adaskin: Got it. I'm good, thanks for taking my call.

Jeff Traeger: No problem.

John Adaskin: I'm a long-term service employee at Saint Barnabas Hospital. I have a question about the pension. What happens if the government decides to do something with our pension and how might that look?

Jeff Traeger: Actually, it's interesting because we have the representative on the HEPP Pension Plan and that is our Secretary-Treasurer Bea Bruske. I'm going to let Bea take your call. Go ahead, Bea.

Beatrice Bruske: Hi, John. Yes I am a trustee on the HEPP Pension Plan and there have been no changes announced to the pension nor are the trustees aware of any impending changes that government is planning to make to the health employees pension plan, as it currently stands. As you may know, when you go into negotiations, the contribution rate that is bargained at the bargaining table about the amount that the employee pays into the plan is something that is settled at negotiations every single time that we go to bargaining. As you know, your collective agreement is up right now so that will be an issue when we actually finally get to bargaining table with your employer. That may still be some time away. We are not aware of any impending changes. Not to say that government may not make changes in the future, but certainly that is something that is covered by your collective agreement so they cannot unilaterally announce a change.

Jeff Traeger: There you go. All right. Thank you for that Bea. Now we're going to go onto Akinyele. Akin, go ahead.

Akinyele: Hello everybody there. Good evening.

Jeff Traeger: Good evening to you, sir. How are you doing?

Akinyele: I'm doing great. I'm very happy. [inaudible 00:17:48] have been. I call [inaudible 00:17:54] with [Dollar 00:17:56] so many years. Anyway, I have two questions, very shortly. The one question is: I have been so with the current facility long time to Dollar company. After that, they lost contract at [inaudible 00:18:17] Avenue. I have no regular hours and the Dollar, they usually employ people who are not Canadian citizens, new immigrants, and students. I'm a Canadian citizen. I have been in Canada for 15 years. I feel that there is a discrimination against me because they not give a second place that I can work part-time or full-time. That's question number one.

Number two, last week in the presence of union representatives, we had a discussion because I was accused in the Dollarama that I have a problem with their person, which I don't have a problem. Because, I was shopping in the inside Dollarama someone had mental illness. I called Security [inaudible 00:19:18] and they come and they come and they kicked somebody outside. So-

called field manager of [Dollar 00:19:26], he comes and even he don't have paper, he not ask me anything, and he asked me that there was a problem last weekend, which I don't work on weekends. From there, we went office, Dollar office in the presence of union representatives and they give me discipline, supposed discipline, that I don't agree, for they said they have to put my name for 18 months.

I not do anything. I never do anything. I'm not happy with that. Before I made the decision to call my lawyer, I have to go back to union because they sent a letter to me and I will meet very soon with union. I'm really happy about ... Thank you.

Jeff Traeger: Okay, very good. Just a couple of things. When it comes to a lost contract, you need to contact Curt Martell who is your union representative because there is a bumping process and you can get a placement through the operation of the collective agreement. As far as the discipline is concerned, Sandy Forcier, our Director of Servicing, was just talking about discipline tonight, Akin. He's actually asked for your number, which we've provided him with your number, and he will give you a personal phone call on that issue immediately following the meeting tonight.

All right, our next caller is an S. Schumacher. Go ahead.

S. Schumacher: Hello, thank you for taking my call tonight.

Jeff Traeger: Not a problem at all. How are you?

S. Schumacher: Good. I just have a quick question concerning some language in our current collective agreement. I work for Safeway.

Jeff Traeger: Okay.

S. Schumacher: I'm a full-time baker and I would just like to have their better language in the contract regarding the term, Journeyman Baker. I have had some formal training as a baker, and I have my paperwork, but yet I don't receive the pay of a Journeyman Baker because the company thinks Journeyman Bakers are just meaning like the foreman or the second person in charge. Whereas, legally, I think Journeyman Baker is a person who has the education, and training, and certification of a baker, but they don't receive the pay for it. I would just like to see better language in the future bargaining collective agreement regarding that language.

Jeff Traeger: Okay, well we do actually have a meeting with your bargaining committee this week, the first meeting of the Safeway Committee is November 23rd and 24th this week, Thursday, Friday. Then we have dates scheduled to sit down with the company on December the 7th and 8th. Appendix C5 of your contract actually requires that the company designate one employee to be classified as a

Journeyman Baker every store that has a full bakery. We certainly will have that discussion with your bargaining committee and make sure that we do what we can to try to strengthen that language when we get around to bargaining in the first week of December.

We got one more caller in the queue. That's Frank Luzarz. I'm sorry if I got your last name wrong there, Frank. Go ahead.

Frank Lukarz: Well, it was close. My name is Frank Lukarz. I work for Canada Safeway. I do have a question regarding our Health and Welfare Plan.

Jeff Traeger: Sure.

Frank Lukarz: I was just wondering, why do we have to ... It seems to be so far behind compared to other companies with their plan. What I mean is, when you go to your pharmacist, they whip out a card, and you pay the difference. On the other hand, we have to take all our stubs, tape them to a piece of paper, mail them, and it's a crapshoot. You never know what you're going to get, what you're not going to get, and it's just a huge inconvenience. I know they say it comes down to more money to make this card work. But, everybody has it, so I just don't understand why we don't have it, because all you have to do is program everything in. I know everybody has different contracts, and things like that, but once you get everything entered into a computer system, it would to me just work.

Jeff Traeger: Yeah. Okay, let me start off by just saying that in our three member forums, and our meeting with our stewards, and in our collection of proposals, getting a direct pay card, which is what you're talking about, is something that is at number one on our benefit improvement list, along with improved vision care, because the amount for vision care does not come anywhere near covering, and massage therapy. Those are the three things out of all the various benefit improvements that Safeway members told us they wanted the most. Those are the ones that we are going to be bringing to the bargaining table. Not everyone has a direct pay card. I can tell you that the OCW plan has the exact same process. When I go and get my prescription drugs, I also have to collect my receipts and send them in, as do several other plans. There are some that do and some that don't.

The issue is that your plan is jointly trustee and paid for 100% by negotiated contributions by the employer. Getting a drug card or direct card is expensive to get originally set up. You're right in that it's a lot cheaper for administration once it is set up but getting it set up, there is a significant cost to that. Then, quite often it will increase significantly within the first year or so the number of claims that are being processed. The trustees have only so much money and need to make sure that we spend it wisely so that we keep the benefits available to all of our Safeway members and the other members that are under that plan that work at the Canada Bread Facility, and at Agropur Milk Facility as well, that are also covered, and at Red River Co-Op stores too. It's not just

Safeway employees, but we certainly hear you and it's a very good point. We will make sure that we push hard to get the money that we need through the bargaining process to make that happen in 2018.

There is one more caller that just joined the line but we're going to just ask you to hang on a little bit because we got to get on to some of our other presentations this evening. Before moving on to our next guest, I will make a motion to approve the Secretary-Treasurer's report for the nine month period ending September 30, 2017.

Speaker 2: Moved.

Jeff Traeger: It has been moved and 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 Secretary-Treasurer's report or a question about anything else at all, please press the star key followed by the number three and we'll gladly take your question. Now I'm going to turn it over to the first of our two healthcare union representatives tonight, Joe Carreiro. Take it away, Joe.

Joe Carreiro: Hi everyone. I'm Joe Carreiro, the Union Representative for our members at Grace Hospital, among other units. UFCW 832 represents approximately 200 healthcare professionals at the Grace. They include respiratory therapists, physiotherapists, diagnostic imaging technicians, social workers, cardiologists, lab technicians with diagnostic services in Manitoba, and pharmacy and pharmacy assistants/technicians with the Pharmacy Program at the Grace. Grace Hospital is one of three Winnipeg hospitals that was fortunate enough to survive the cuts and closures and was able to keep its emergency room. But because of these cuts and closures, Grace Hospital, has an increase in volume of patients to the emergency rooms. To that, Grace Hospital is also converting to an acute care facility, which means an added workload for our members and an increase in the difficulty of the types of care our members provide to patients there. Due to the changes I mentioned already, staffing needs are actually increasing at the Grace, unlike some of the other facilities where we are hearing about cuts to the frontline workers.

What have the changes at the Grace meant to our members there? So far, three departments have gone through the deletion and selection process of modified rotations, physiotherapists, respiratory, and diagnostic imaging. For many of our members, it is a change in rotations pushing folks outside of their normal routine and an increase in hours of operation. The Physiotherapy Department did not affect all of the staff, and with overall cuts to parts of the programs, and increases to others, we were able to maintain all staff. Respiratory and Diagnostic Imaging saw staff receive deletion notice with complete rotation changes where then staff were scheduled in order of seniority to pick their new rotations. In both these departments, with the increase in services, we had an increase in available positions, which were posted and available to our casual members at the hospital, and then to employees of other facilities that may have been displaced with program cuts.

We are currently in the same process with the Grace Pharmacy Department. A final master rotation was posted on Friday with an increase to the hours of operation and staff will be picking their new rotations on December 1st. These processes are always difficult on people and it involves modifications to one's personal life to adjust to new work routines. It is a good time to remind our members that the employer has an Employee Assistance Program that is free to use and always confidential.

Given all that is happening in healthcare, it has become more important than ever that unions unite and share information to ensure that we represent our members. UFCW 832 is part of a joint union coalition, organized by the Manitoba Federation of Labor, where we meet to discuss similarity and changes and challenges that all health care workers are going through. UFCW 832 has met with Wab Kinew, leader of the Manitoba NDP and health critic Andrew Swan, along with other health care unions to ensure that our members' concerns and voices are heard in the legislative building. Overall, it is a challenging time in healthcare and as a union we all need to unite and ensure that we support our members in this field. It is on all of us to let politicians know that Manitobans deserve proper healthcare, and that comes from our members and the frontline workers.

Jeff Traeger: Excellent, thank you very much Joe. I do see that the motion to approve the Secretary-Treasurer's report has been passed. It's time ... Well, we're going to take a few questions in a second. First of all, there was one question that came into me by email from a member working in retail this week. It had to do with an article that's in the magazine called Working Sundays, Do You Know Your Rights? I'm going to turn it over to Bea Bruske to talk a little bit for a moment about Sunday work in the retail sector, Bea.

Beatrice Bruske: Yeah, currently, the Retail Business Holiday Closing Act under the Employment Standards Act defines what happens on Sunday and whether or not employees can be forced to work on Sunday. Currently, that act does provide for an opportunity for employees to provide their employer with 14 day's notice to indicate that they are not available to work on Sunday, and if they do so in writing, giving at least 14 day's notice, the employer is obligated to not schedule that employee to work on Sundays. Your Collective Agreement also contains language, whether you're working at Safeway, or at Loblaws, or at Red River Co-Op. Certainly, we have dealt with these issues before as they have come up and if you are having any issues pertaining to this matter, please make sure that you contact your full-time union rep to get assistance.

Jeff Traeger: Excellent, perfect. Thank you for that, Bea. We got three people in the queue for calls. We'll start with Shirley. Shirley, go ahead. How are you this evening?

Shirley: I'm okay. How about yourself?

Jeff Traeger: Doing well, thank you, doing well. What can we do for you tonight?

Shirley: I have a quick question. Somebody brought up our plan one and plan two prescriptions.

Jeff Traeger: Yeah.

Shirley: For dental, glasses, and prescription care.

Jeff Traeger: Well, it's not dental. Your dental plan is covered by the MFCW Dental Plan. Your plan one and plan two benefits are jointly trusteeed between Safeway and UFCW. They cover a variety of different health and welfare benefits like prescription drugs and a variety of other health services. Yeah.

Shirley: Yeah, I'm just wondering if we're ever going to change. Just this last June, I figured we had to have our receipts in by the end of June. It was actually July but it was actually supposed to be June. I failed to send ... I sent a whole bunch in at once and then they sent it back and said they weren't covered. They didn't even send the receipts back. I had to call them and ask them why and they said, "Well, you missed the deadline." I said, "Well, I mailed it. It's a couple weeks. It's not like it was two months." They said, "Well, it's a couple weeks. That's too late. That's too bad. You lose."

Jeff Traeger: Yeah they're-

Shirley: Are we ever going to update this system or are we going to just keep living on it?

Jeff Traeger: Well, I don't know what you mean by update the system?

Shirley: Well, why is it that we can't rotate it as yearly instead of partial.

Jeff Traeger: Well you can't ... There has to be ... Yeah, there has to be a cutoff date because we can only ... The plan can only backdate the receipts a certain time. Whether we make it in April, or we make it in July, or we make it in September, there's got to be a line somewhere. Once you go past that line ... It's part of the plan text and therefore you can no longer pay the benefits for that. We can't keep it open-ended and have people submitting claims from years and years ago. In your booklet, it specifically talks about the time periods. Bea, you've got it there in front of you. Why don't you go ahead and read them out.

Shirley: Well, I'm aware of the time periods. I'm well aware of it. I'm just saying if you're a couple weeks late, you could see some kind of grace, but I'm just thinking it's just an excuse to get out of paying us.

Beatrice Bruske: Yeah. Shirley, I totally understand your frustration. One of the things that Jeff spoke about earlier was going to a card so that people get their discount exactly at the point of purchase when you're going to the pharmacy. That's something that we're going to be focusing on, which would eliminate this particular

problem, and make it much quicker. In the interim though, there is a definite defined time period that's contained in the plan text of the Health and Welfare Benefit Plan that we unfortunately do have to live by. Possibly, we need to make sure that we have a better communication strategy for employees to remind everyone when that time period is up every year. We can certainly deal with that particular issue in the interim period of time.

Jeff Traeger: Yeah, and Bea's right. If we do get to the direct pay cards that the other caller was talking about, it won't just speed things up, Shirley, it'll make things immediate. At point of purchase of your drugs, all that you will have to pay is whatever copay there is or whatever dispensing fees there are. There will be no need to submit any receipts to anybody. You'll get the benefit right at the pharmacy and you won't have to wait any longer.

Our next caller up is Mr. Lus-ko,. Fa-lus-ko. Go ahead.

F. Falusko: Yeah, hi Jeff.

Jeff Traeger: Hi, how are you doing?

F. Falusko: That's good. I was wondering is there ... I got two questions for you. Any new info on the Heather Grant Jury hearings? And second-

Jeff Traeger: All, yeah, sure, go ahead.

F. Falusko: Why did you guys stop helping with compensation claims?

Jeff Traeger: Okay, I'll answer those two in the order that you asked me them. The Heather Grant Jury matter, the only update there is, is that there has been a hearing scheduled. The matter is still live and still in front of the courts. It seems to be taking forever. If anybody thinks, "Wow, that's going on a long time," is absolutely right because it has been going on a long time. We just got notified by the Crown Prosecuting Attorney that the preliminary hearing for this matter will be on January 24th and 25th. I'll give you an update as I promised. I will certainly give an update to all the members, and even to the employers who contribute to the education, and training trust fund, as soon as the courts have gone through their process and the matter is settled.

On the matter of WCB, we had Rob Hilliard retire a few years back. What we did is we now only take WCB claims that are of significant impact to policies or that set precedence that will have impact to UFCW members. There is a service that is provided free of charge by Worker's Compensation Board called the Worker Advisory Office and that's the reason why we don't handle as many claims as we used to. We still do have three staff members who are trained in handling claims. If we do have a particular claim that is significant in nature and precedence setting, UFCW does handle that. Those three people are two lawyers in our legal department and our health and safety coordinator.

We got one more person on line and that's Erin McKernon. Erin, go ahead.

Erin McKernon: Hi there. Thank you very much for hosting this town hall, first of all. It's very fitting with when my question popped up. Second of all ... Can you still hear me?

Jeff Traeger: Yes, I can still hear you.

Erin McKernon: Oh okay, good, okay. It was fuzzy on my side so I wasn't sure if it was working.

Jeff Traeger: Yeah. No, it's working fine, you're very clear.

Erin McKernon: My second thing is that comment about ... I work with retail. Sometimes people steal from the store and the Loss Prevention Officers bring those people, the shoplifters, into the staff room, or just places where we have our lockers, or our lunch room. I'm just wondering if there's anything ... I couldn't find anything in our book regarding this. I just wanted to bring it up because we had an incident recently.

Jeff Traeger: Yeah, what I would suggest you do is I would suggest that you have a look at your union magazine and you look at our Grievance News, which is put on by our lawyers. It's on page 13 in the current edition.

Erin McKernon: Okay, great.

Jeff Traeger: It's called Don't Be A Hero. It's all about this exact same issue. I can also tell you that, I'm not sure what retail outlet you work at, but we're going into bargaining with Safeway and Sobeys has a policy that we're very concerned about right now that has to do with this. We're going to be tackling this issue at the bargaining table. Have a look at the magazine. If you for whatever reason don't get the magazine, you can always download it from our website at UFCW832.com. Absolutely, we are aware that it's an issue going on in the stores right now.

Before we move on to our last guest of the night, I will make a motion to approve the President's Report.

Speaker 2: So moved.

Jeff Traeger: It has been moved and 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, and there's nobody in line for questions right now, but if you have a question about the President's Report or about any other matter, please press the star key followed by the number three key, and we will gladly take your question.

Now I'm going to turn it over to our second Healthcare Union Representative of the night, and that is Carmela Abraham. Carmela, go ahead.

Carmela Abraham:

Hi, sorry. I'm the servicing rep of Saint Barnabas Hospital and I represent the membership, the support sector, including healthcare aids, unit clerks, clerical, housekeeping staff, dietary, laundry, warehouse distribution, other smaller departments. Back in the summer of August, the government had announced some significant changes to healthcare, which resulted in a significant number of healthcare positions being deleted. Our members were served notice towards the end of August. The wording in our collective agreement ensures that our members would be given the opportunity to exercise through the bumping office their seniority to bump into positions in which they were deemed qualified. All new rotations were posted outside of the HR Department at Saint Barnabas Hospital and there were hundreds of positions that were posted outside on the glass walls. The members had a few weeks to look at these positions to make their decisions, and choices, and to look at what was possibly available. All other selection positions that were posted were of non-deleted positions were also available for members to review.

Now, this was the largest round of bumping that we have had at Saint Barnabas Hospital in UFCW history. We've never experienced this amount of devastation for our members. It was very upsetting to a lot of our members and I totally got that understanding in the Bumping Office when I was there with them. Our Bumping Office opened September 21st and we ended on November 1st. We did approximately 10 hours a day and appointments were made in which as Jeff had said, there was over 600 members that walked through that office, either out of their 1,200 members at Saint Barnabas Hospital. The Employment Selection Office, or Bumping Office, as we call it, they either gave their own personal selection to an appointment, and came in and spoke with us face-on-face. Or they did a teleconference, and they provided their lists of selections from looking at all the positions that were positions outside in the HR Department.

There was a multiple of emotions that people experienced in that office with us. Our members in that office throughout this entire process, there was extreme amount of stresses. Members were waiting for their appointment to see if their selections were going to be available to them. They were stressed if they were even going to have jobs when they were done this whole process. There was a lot of anger and frustration of the whole system, and the question for why the changes in the rotation, and the upheaval of their lives. We see a lot of tears. There was some sadness that some had no choice but to leave areas they had worked in for years and years. Whether it was for childcare issues, or elder care, or if there was no full-time positions on that floor. This left a lot of our members saddened to have to leave their coworkers. Also, some areas left the patients that they had cared for on a regular basis for quite some time.

Through this whole process, we used a Seniority Hours Thermometer for a visual tool for our members. It was posted outside of our HR office and at Saint Barnabas Hospital. This was a useful way to communicate to our members that were anxiously awaiting to make their choice. Once the process was completed, all positions that were left, or vacant, were then posted for other members to

choose, to apply for, through the regular posting process. That thermometer, actually people were there crowding around that thing every day just to see where we were at. It just added to understanding how upsetting and how emotional this was for a lot of our members.

If you have questions out there, for the members, if you have about the whole process, please contact myself at the Marion office and I'll help talk you through this and figure out if there's anything else that I can help you with. Thank you.

Jeff Traeger: Thank you very much, Carmela. I want to say a big thank you to Joe, and Carmela, and from our Executive Board, Nelly Minville and Ashley Morello, and also my Executive Advisor, Marie Buchan, for all the hard work that that group has been doing in helping us to get through some of these significant changes in healthcare industry that have had such a drastic effect on so many of our members. Thank you guys so much for doing that.

We've got three folks in the queue. We'll start with Shannon Hill. Go ahead Shannon.

Shannon Hill: Hi, how are you?

Jeff Traeger: I'm not bad. How are you?

Shannon Hill: I'm okay. I just got a question about how some people can get away with some things, and discipline is supposed to be all across the board, and yet some people can get away with so much, some people can't get away with nothing.

Jeff Traeger: Where do you work, Shannon?

Shannon Hill: Superstore.

Jeff Traeger: Okay. All right, well, I don't know what the specifics of your case are but one of the things that obviously the company has the right to discipline people for just cause and we are not certainly not going to say that every member should get disciplined. That's not our role as the union but it is in the event that you are disciplined and there is not just cause. It is our role to defend you in that matter. What I'm going to suggest is if you've got a specific incident where you've been disciplined and you feel as though it's unfair, that you contact your full-time union representative and bring that issue forward to them.

I'm now going to our next caller, which is Joyce Strowger. Joyce, how are you?

Joyce Strowger: I'm doing good, how about you?

Jeff Traeger: I'm doing well, thank you. What's your question tonight?

Joyce Strowger: Okay, I guess some people at work are a bit concerned about the government want to make Sunday legal to work. They want to know if that is going to be passed or is it going to be a component to [inaudible 00:46:02].

Jeff Traeger: Okay, well, it is [crosstalk 00:46:03].

Joyce Strowger: To work on Sunday.

Jeff Traeger: Yes, yeah. I'm very much aware of the concern in a lot of a retail workers because right now under Manitoba law, as Bea was talking about, Sunday work is voluntary. A lot of people are worried when they see how the government has attacked working peoples' rights in this providence since they got elected, that this would be another area where they would. I'm going to be really honest with you, if I were a gambling man and I had a loonie to bet, I'd be betting that the government would eventually turn Sunday into just a regular working day for retail grocery workers, just like any other day of the week. Part of the reason I believe that is because the people they listen to when they get lobbied are business people, and people like the retail council, and things like that. And the other reason is, is that there's only two jurisdictions in all of Canada that have a restriction on Sunday shopping, that's Newfoundland and Manitoba, so I'm very concerned that they will.

So far, after what is it about 18 months in office, they have not got to that yet, but I do believe that it's simply a matter of time once they turn their mind to that, or they get lobbied, just as they have been lobbied in other areas, you're going to see that Sunday shopping is going to be a problem for us. That's why I think we need to try to maybe entrench things like our Sunday premium in our collective agreements to make sure that if our members do unfortunately get forced by government to work longer hours on Sunday, that at least employers have to pay them a little bit more to do that. I know that's not a solution to the time it takes away from your family but it is certainly something that will be a deterrent to some employers for keeping open the whole time.

We're going to take ... We got one more caller on the line and that's Eriol Backa. Go ahead Eriol.

Eriol Backa: Hi Jeff. How are you?

Jeff Traeger: I'm not doing too badly. How about you?

Eriol Backa: Okay, good. I was waiting on the line for quite a while. Hi Sandy, if you're in the room there.

Jeff Traeger: He is. He's right here, he's waving at me.

Eriol Backa: Okay, he knows how I am.

Jeff Traeger: Okay.

Eriol Backa: I've been in the wholesale and retail industry for many years. I'm a member for over 25 years.

Jeff Traeger: Congratulations.

Eriol Backa: Thank you. The biggest concern I have right now, Jeff, is being in the retail industry, is that we have so much waste from other departments, meat department, grocery, produce. Is there anything that the UFCW can do to maybe lessen this waste and we can donate some of that food to people that need it? Because, I know for a ... Jeff, I know for a fact that a lot of this food is still edible. Even the can goods, the dry goods, I see it so much every day.

Jeff Traeger: Yeah.

Eriol Backa: It's disheartening.

Jeff Traeger: Do you ever watch that show Marketplace on CBC?

Eriol Backa: Yes, I do.

Jeff Traeger: Yeah, they did an actual expose on the amount of waste in grocery stores, and the amount of food that gets thrown away that is at or even in some cases before the best before date or the expiry date, and it works out to be an absolute incredible volume of food. Now, there are some food safety issues with taking food that's passed expiry date and putting it in homeless shelters, or food banks, or things like that. There are certainly some concerns there. I do know that it's starting to be an issue that has the attention of a lot of people who work in trying to reduce poverty. Right now, I can tell you that we don't play a direct role in any of that. That doesn't mean that we're never going to, or that we shouldn't, but I can tell you that the honest truth is right now that's not something we spend a lot of time talking to employers about. I think it is something that we're going to have to talk to employers about in the future. It certainly is a worthwhile cause. It's sad to see so much perfectly good edible food ending up in the garbage bin when there are so many people around the world who are starving.

All right, that is ... I see that the vote to approve the President's Report has been passed. I also see that we have answered all of the questions for this evening. There's no one else in the queue. I want to thank all of you for joining us on this town hall tonight. We will be conducting our next General Membership Meeting on Tuesday, February 13, 2018. Where does the time go? 2018 already. We'll be doing that by Telephone Town Hall as well beginning at 7:00 p.m. We're going to have a lot to talk about next year with Safeway and Red River Co-Op bargaining and Loblaw Negotiations next fall. We're swearing in a new Executive Board in January, running our International Convention in April, which there will

be votes in January for that. We have an MFL Convention in May. Lots going on in 2018. For now, I'd like to take the opportunity to wish you and all of your families the very best for the Holiday Season and a happy and prosperous New Year. Thank you again for participating in your union. We are now adjourned.