

UFCW832
September 12, 2017

Jeff Traeger:

Good evening everyone, and a beautiful summer evening in Manitoba it is. My name is Jeff Traeger, and I'm the President of your union, UFCW Local 832. I want to welcome you all to the 2017 Fall Telephone Town Hall General Membership Meeting for members of 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 Health and Safety Coordinator, Phil Kraychuk, and our Security Sector Servicing Representative, Curt Martel.

For tonight's town hall meeting, we will not be reading any reports, which will give us more time for presentations from our guests and also more time for you to ask any questions you may have. There are three reports, however, that our bylaws do require us to approve at this meeting, and they are the minutes of the previous meeting that was held on May the 16th, secretary/treasurer's report on finances, and the president's report.

As we did back in May, we have posted those documents on our website at ufcw832.com for you to review. They've been posted for the entire last week and they will stay on our website in a folder that contains the archive documents of all of our previous town hall meetings. We're not going to read those documents tonight, as I said, but we will conduct three votes throughout the meeting to pass the approval of them. So, this will give us plenty of time to hear from guests and 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 3, and you'll be placed in a queue to ask your question. 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 in your 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 third quarterly town hall GMM of 2017 and 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 haven't tried this out, please ask them to call in for one meeting, so that they can hear more about what's going on at their union and stay more connected.

Our agenda tonight begins with voting to approve the minutes of the last meeting. And while we are completing the results of that vote, we'll have a presentation by Bea Bruske, our secretary/treasurer, who will be speaking about the many changes happening in health care right now, that are having a negative impact on patient care and also affecting our members working at the

St. Boniface Hospital, at the Grace Hospital, and will eventually affect all of our members working in the North.

We'll open the line for questions following Bea's presentation and then we'll call for a vote to approve the secretary/treasurer's report, which is for the six-month period ending June 30th, 2017. While we tabulate the results of that vote, we'll hear from Phil Kraychuk, who will be talking about health and safety issues specific to the security guard sector, as well as the current review of the Workplace Safety and Health Act.

After that, we'll open up the lines for questions again, and finally, we'll call for a vote to approve the president's report. And while that takes place we'll hear from Curt Martel, who services our members working in the security sector, as well as setting up all the young worker initiatives here at the local and at Manitoba Federation of Labor. After we hear from Curt, we'll again open the lines for questions.

So let's get started. I will begin by making a motion to approve the minutes of our last meeting, which took place on May 16th, 2017.

Bea Bruske: Seconded.

Jeff Traeger: So, it has been moved and seconded. Please vote 'Yes' by pressing the number 1 on your keypad or vote 'No' by pressing the number 2 on your keypad. Once again to get in the line-up to ask a question, simply press the star key followed by the number 3, and you will be placed in the line. Since we will be opening the phone up for questions very soon, please get in the queue now if you want to join in the call. Now, I'll turn it over to Bea. Go ahead, Bea.

Bea Bruske: Yes, thank you. Of course, many of you have heard about all the various changes that are going to be occurring in the healthcare units over the next number of months as our government is making significant changes to staffing levels and to how those staff are being organized within their workflow within their bargain units.

Marie Buchan and Carmela Abraham, as well as Joe Carraro, the three folks that are primarily working in the healthcare sector at this moment in time, have been attending a number of meetings with the employer to determine how best to move forward on the many changes that are happening. The most recent meeting happened this past Monday, which resulted in the finalization of the employment security process, which is necessary in order to determine how to move forward with the various different deletion notices that our members at St. Boniface Hospital will be seeing later this week.

This is going to mean that we will be required to open a bumping office. That bumping office will be opening on Monday, September 25th, and employees will be asked in order of seniority to attend to the bumping office to determine

where they would like to bump into, what positions are available. Employees will be asked to review all of the positions that are available, and in order of seniority, make the selection in an expeditious manner as possible, so that we can get through the process and everybody will have an opportunity to take the time that they need to make decisions that they need in terms of their workflow going forward.

There are many, many questions that are going to be coming up as a result of this, and our reps are going to be doing a great job at the facility at St. Boniface Hospital to answer all of those questions. There are numerous times available over the next number of days where the reps will be available. Those dates and times are noted on our "We Are The Frontline" website, as well as posted on the bulletin boards throughout the facility.

All day tomorrow, for example, St. Boniface Hospital members will be enjoying a picnic that will be organized in the Sisters' Garden and there will be staff there all day from 11:00 AM until 7:00 PM to answer questions in addition to that. Likewise on Thursday, multiple times throughout the day, in various different meeting rooms in the hospital. Again, these dates and times are noted on the bulletin boards, and again, opportunity on Friday, Saturday, Sunday right through to next week Tuesday.

So, please make sure that if you do have questions about the bumping process or the protocol and what your rights are, that you either phone the union office or pop in to see the union staff at one of these opportunities so that you can have your questions answered.

Jeff Traeger: Very good. Thank you very much, Bea. And I am looking at the screen here, I see that the vote to approve the previous minutes has been passed. So, now it's time to take a few questions. We've got three people waiting on the line, and I'm going to start with Violet Ends Preston. Go ahead, Violet.

Violet Ends: Yes. Well, I work at security and I have been off on sick leave since the end of May. Is this going to affect my dental benefits through the union?

Bea Bruske: So, if you are off on sick leave right now, it totally depends on whether or not your employer has advised the dental plan that you are going to be off on sick leave or that you are off on sick leave. I'm assuming that you are under the Manitoba Food and Commercial Workers Dental Plan, and the best suggestion that I have for you is to contact the dental plan directly, and see whether or not they have you noted as sick leave status.

Quite frankly, most of the times, the employers especially in the security sector aren't necessarily great at making sure that the dental plan is informed when people are going off on sick leave because there is a provision for you to be able to maintain your benefits while you're off on sick leave. The dental plan phone number is 204-982-6024.

Jeff Traeger: Excellent. Thank you, Bea. I knew you had your benefit book there, so you're right on top of that one. We're going to move on to Lisa [Carlick 00:08:21], now. Lisa, how are you tonight?

Lisa C.: Hi. How are you guys?

Jeff Traeger: Good.

Lisa C.: I just had a quick question. A lot of the units are being deleted. I understand the deletion process. I'm just wondering the ones that are being reconstructed like to say somebody's is a .4 or .5, how is that possible that somebody bumps into a full-time position?

Jeff Traeger: I'm going to let Bea answer that one as well. She has the healthcare documentation.

Bea Bruske: You normally would not be in a situation where you bump up. Again, it's going to be something that will be covered by the bumping protocol. It depends on what position that person owns. Are they currently on a return to work? Are they doing light duties? Is there a reason as to why they're not [crosstalk 00:09:09]?

Lisa C.: Actually ... sorry to interrupt you guys, sorry. I just talked to a union rep of Union 832, and they said that not of the deleted positions but the actual reconstruction, like just say somebody's on days and is a .4, I was informed that they can bump into a full-time position based on seniority.

Bea Bruske: Okay. I can't honestly speak to that, because I have not been dealing with that particular issue. Now, normally based on your seniority hours, that determines your rights as to where you bump into. So, if you are a very senior person that has significant seniority hours and you currently own a .4, yes, potentially you could bump into a higher EFT classification [crosstalk 00:10:00].

Lisa C.: But how is that possible when our union agreement, even besides the bumping and deletions ... In a normal bumping situation, a .4 cannot go higher than a .4.

Bea Bruske: Okay.

Lisa C.: So, how are the .4's going to bump into a higher position, like to a full-time? As per our union agreement, a long time ago, just say somebody goes on stress leave or whatever, how did somebody with a .4 automatically gets full-time?

Bea Bruske: Lisa, again, your collective agreement provides for a seniority provision, and this change that is going to be happening in terms of how the workflow is going to be restructured means that pretty much every single person's rotation and shift is going to be changing. That does mean that, by seniority, people will get to pick and bump into whatever position they choose to, based on your seniority

hours. It is something that's covered in your seniority clause, and I am going to ask to Marie Buchan to follow up with you on that, and speak to exactly how that's going to be functioning and the rationale behind that, but thank you for your call.

Jeff Traeger: Yeah, I just received a text from Marie, and Lisa, you can contact her at the Marion Street office. If you have difficulty contacting her, you can call the Portage Avenue office at 786-5055, and we'll make sure we put you in touch with Marie, so that she can bring clarity to this issue for you. We're going to move on now to Kashmir Pannu. Kashmir, please go ahead.

Kashmir Pannu: Hi. Good evening sir. I have two questions for you. Mr. Curt Martel, we are also sitting with you, if union rep is not working then what we should do?

Jeff Traeger: Well, if you've got any concerns regarding your union representative, no matter what sector you're in, you need to contact the union office at 786-5055, and ask to speak to our Director of Servicing, Sandy Forcier. Sandy is the primary supervisor that oversees all of the union representatives that service in the workplaces, and he can certainly answer any questions you have and take any complaint that you may have.

Kashmir Pannu: All right. Actually, I have brought two or three times into his notice, one of the senior managers abused me, harassed me, staff also harassing me at work, and I have submitted a report. He said, "Oh, you bring it to this general manager [inaudible 00:12:46] this month." I have wrote down everything, but union rep is not doing anything. He's not taking up the matter with the company. Then who should do it?

And, number two, he had asked me, regarding I went on leave and my leave was approved. I came back in the time I have requested. As per my seniority, I should get hours per my seniority I had requested. The union rep also and the company also where I stand. They said I stand at 170 in serial number, and I'm not getting any hours. When I wrote to Curt Martel also, and everyone, and they stopped giving me hours. This is autocratic. I brought it to the note of Curt Martel, and he said, "I have fixed a meeting with you and with ..." I don't know with whom. So far, we've done four months past, I did not get a chance to speak to anyone.

Jeff Traeger: Okay. Well, what I'm going to do, Kashmir, is I've got your name and number, and we're going to have Sandy Forcier give you a call tomorrow to speak to you about the concerns that you have, okay? So, before moving on to our next guest, I will make a motion to approve the secretary/treasurer's report for the six month period, ending June the 30th, 2017, which is posted on ufcw832.com.

Bea Bruske: Seconded.

Jeff Traeger: It has been moved and seconded. So, please press the number 1 on your keypad to vote 'Yes', and the number 2 on your keypad to vote 'No'. If you have a question about the secretary/treasurer's report or anything else at all, please press star 3, and we will gladly take your question. There's no one in line for questions right now, so if you do want to join in and participate in the call, now is a good time to press star 3, and we will gladly take your call. So, now I'm going to turn it over to our Health and Safety Coordinator, Phil Kraychuk. Go ahead.

Phil Kraychuk: Hello.

Jeff Traeger: There, we got Phil now.

Phil Kraychuk: Hello. Good evening, everyone. My name's Phil Kraychuk and I'm the Health and Safety and Worker's Compensation Coordinator for the local union here. I wanted to talk a little bit about a few of the larger issues going on in our province right now, the biggest of them being the Workplace Safety and Health Act review. This was called in May of 2017 with a deadline for submissions by July 31, 2017.

In your Workplace Safety and Health Act, and in the regulations, there's a provision that speaks to a five year review period, and that allows the act to be opened up and any stakeholder, any union, any business, any private citizen can make a submission on suggestions for changes on the act. Often, labor and business are involved, and produce a whole number of recommendations, some of which make it to the minister and could eventually become law.

This particular review is rather interesting, given it's out first one with our conservative government. Just to give you an outline of this one, the areas of concern outlined by the minister were reduction of red tape, identifying areas of improved harmonization of legislation with other jurisdictions. So, by that they're meaning, going to less, not more. And, as you know, labor's position on these things is generally to go for more, to make things safer for our membership and the working population in Manitoba.

The next one was ensuring existing requirements are clear and reasonable. I would imagine that comes with complaints about how difficult some of these laws are to comply with, but at the end of the day, it's about worker safety and not enhance profits. The very last piece, and which ultimately, should have been the first piece on this, was ensuring adequate protection for the safety and health of workers and workplaces.

So, with those being said, it seems that the view on worker's safety was put behind business being able to function easier with less safety and health guidelines. So, as you can imagine, UFCW put together a significant proposal on this, which was provided to Workplace Safety and Health prior to the July 31st deadline. If anybody wants a copy of this, it's on our website, but it's also sitting on my desk, and I would be more than happy to mail one out or email one out

to you for reading. It's about a 20 page document and contains about 24 recommendations on behalf of UFCW and our membership, pertaining to different areas such as the housing, the security sector. There's a number of different recommendations in there.

So, the process for this is submissions go into Workplace Health and Safety, Workplace Health and Safety will break them down into a little bit of an easier reading document that's not as lengthy, and it goes to the Minister's Advisory Council, who will then form the position, which essentially will go to the minister, and hopefully we will be able to reach consensus on a number of these. This deadline for the advisory council's response to the minister is December 31st of 2017. So, after that, it's going to be very interesting to see what happens with this particular review going into the new year, 2018.

Some of you may know that the Workers Compensation Act was recently opened for review after 12 years. That was done in early 2017, so I would imagine that, along with the Workplace Safety and Health Act, the Worker's Compensation Act will be included in something we'll see in the fall time. So, keep your eyes peeled. If you want any more information, do not hesitate to contact me.

I also want to speak to one more piece, the annual Manitoba Federation of Labor, Health and Safety conference is taking place this year in Winnipeg. It's taking place on November 14th and 15th. It's a terrific conference, and this year there's two primary courses that are focusing on psychological health and safety in the workplace, with two different focuses, but both coming to the same conclusion: that this is a widely known topic, that it's hugely under-resourced, and it's something not known to a lot of people. So, we're now sending 10 people, which will be, again, going down on November 14th and 15th at [inaudible 00:19:27] Park. If you're interested, again, give me a shout.

Now, I'm going to hold off with the last piece here on a little bit of specifics to the security sector until Curt and myself are able to trial a little bit on here, and I'll kind of add a little bit more to the end. But, again, if you'd like to see the review, if you have questions about the review, if you have any questions about the MFL Health and Safety Conference, please do not hesitate to contact me, and enjoy your evening.

Jeff Traeger: All right. Thank you very much, Phil. Looking at the screen, I do see that the vote to approve the Secretary/Treasurer's report has been passed. So, time to take a few questions and we have eight people in line, so we're going to start with Evelyn Beavey. Evelyn, go ahead.

Evelyn Beavey: Hi. I have a question for you guys. I work in the diet office full-time. I got 32 years seniority. I'm not sure how the bumping is going to start or whatever. I also have a disability with my back, so I took on that job a number of years ago because it's more or less of a lighter duty for me. Is that going to affect ... Are they going to take that into consideration if I get bumped?

Bea Bruske: Evelyn, if you have a permanent restriction, then your employer does have to take that into consideration, and there is some obligation to try to find you a job that you're going to be able to do within your restriction, and certainly with 30 years in, you have significant seniority. So, I don't believe that there's going to be an issue for you to be able to bump into a decent position.

Jeff Traeger: Okay. Now we're going to go to Inga Lasko. Inga, how are you tonight?

Inga Lasko: Hi. I'm very well, thank you. How are you?

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

Inga Lasko: I just have a question ... It's not really about me. It's just in case it happens to me, okay? This girl has been out of work for about three years now. She has breast cancer, and she has both of her breasts cut off, and they cut her off. Compensation cut her off. So, I'm thinking, me and her are in the same position. I don't have cancer, but I'm thinking, should I get extra insurance just to cover my butt?

Jeff Traeger: What I'm going to [crosstalk 00:21:46].

Inga Lasko: She worked for 35 years, and now she's not getting anything.

Jeff Traeger: I'm lucky enough to have a specialist in worker's compensation in the room. So, I'm going to turn this one over to Phil to respond to.

Inga Lasko: Okay.

Phil Kraychuk: Hello. How you doing?

Inga Lasko: Hi. [crosstalk 00:22:07], thank you.

Phil Kraychuk: You're asking a very specific question that has a whole number of different outcomes, and I need a lot more information to this. So, I think the best course right now would be to contact me tomorrow. I'm not so sure that this is specific to a comprehensible injury dealing with worker's compensation, but rather a non-comprehensible injury or an incidence which would deal with personal benefits. So, I'll give you a shout tomorrow and we'll get a little bit more.

Jeff Traeger: Okay, next up we have Daniel Boyce. Daniel, go ahead.

Daniel Boyce: Hi there. I had a question about exercising bumping rights. And first, I just wanted to say thanks for answering a lot of interesting questions for the evening. I just wanted to know if you are in a range of work where you are a health care aide, and you were to transfer or be redeployed, are you allowed to go somewhere, as to a new position like housekeeping or security?

Bea Bruske: Absolutely. If you have the skill and ability to do that particular job function, then you have the option to bump into other areas also, yes.

Daniel Boyce: Okay. And how is your salary affected by that? I was reading something at the article 1811, and the department ...

Bea Bruske: Yes, the salary will [crosstalk 00:23:21]

Daniel Boyce: Sorry, go ahead.

Bea Bruske: Yes, your salary will be affected. So, again, your best option is to make sure that you attend the meeting where a rep will be able to answer the questions that you have at that moment in time and look at the various options that you have, and what the consequences are of those options.

Jeff Traeger: And I believe under that article, your salary would be red-circled for a period of three years.

Daniel Boyce: What does that mean, though, in the eyes of [crosstalk 00:23:49]

Jeff Traeger: That means that you continue to ... If the salary is less than the position that you're currently working, you would maintain your existing salary for a period of three years, before dropping down to the rate for that classification in the collective agreement.

Daniel Boyce: Okay. And if you've never actually worked in that department, but you have qualifications and the required training, are you still allowed to go into those scopes of works that are up from let's say healthcare and housekeeping?

Bea Bruske: Yes. Again, your employer has to provide you with at least some training going into those different areas. You have to have the skillset and the ability to perform that particular job function, but training has to be provided.

Daniel Boyce: Okay. Thank you for the answers.

Jeff Traeger: Okay. Very good. We're going to go to Callister Attenbraut at this point. The second one down. Callister, go ahead.

Callister A.: It's Attenbright. But good try.

Jeff Traeger: Oh, I'm sorry.

Callister A.: That's okay.

Jeff Traeger: I have my glasses on, and I needed both of [inaudible 00:24:48] to see that. Sorry about that.

Callister A.: Nobody gets it right. It's totally fine.

Jeff Traeger: Yeah, Traeger is not that easy for some people either. So there you go; especially with the spelling. So what's your question?

Callister A.: The bumping office opens on the 25th, correct?

Bea Bruske: Yes.

Callister A.: And we all get notice of a meeting that we need to attend? How soon do we get this notice?

Bea Bruske: As soon as Thursday, the employer will start handing out notices to each individual employee. They will be hand-delivered to you at work, and mailed out to anyone who is on a current leave of absence.

Callister A.: Okay. And then once I meet with these people at this meeting, how soon after do I find out if I have been awarded a position?

Bea Bruske: Again, it's really ... that's not a question that I can answer at this moment in time, because it's really going to depend on how long this whole process takes, and how long each individual person is going to be taking to make those decisions. The best thing people can do to be aware of what's happening and to be aware of the opportunities that are available to them is to be making sure that they're checking the job postings ... or rather the postings that the hospital is going to be putting up, so that you know what opportunities are available to you. So that by the time you get to the bumping office, you kind of have an idea of where you're want to bump into. And that will hopefully speed up the process for everybody else as well.

Jeff Traeger: Great. So now we're going to move on to Richard Chris. Richard, go ahead.

Richard Chris: Yes. I have a question. It may sound like a bit of an odd question, but I was wondering, at Maple Leaf there ... I work at Maple Leaf, but anyway, I put in the suggestion box, the human resource suggestion box about the [inaudible 00:26:43] with the slits in the sleeves of ... a person can stick their thumb through, so their sleeve doesn't roll back up on them. Because I had heard rumors that when they got new [smacks 00:26:58], and if anyone was caught cutting holes in them ... I've never done it myself, but I always try to look for a smack where the sleeves are already cut. You know what I mean?

Jeff Traeger: I do. I do. I think the best way to go, Richard, would be to speak to a member of your workplace safety and health committee. I think you're on the right track. You're trying to give a recommendation to management, because I know what you're talking about. Once you roll up the sleeves they're constantly rolling down. And that's really a safety issue, especially if you're working on the line

with a knife or if you're working with machinery, and most of the people at Maple Leaf brand do that quite often as a regular course of their work.

So I would raise it with the union representative or with a member of your health and safety committee, and they can table it for their next meeting. And I know that a lot of the human resource people attend those meetings for the employers side, so I think it's a good start to have a discussion about maybe getting the smacks modified specifically in a safe way, so that when you do roll up the sleeves, they're not coming down. I'm going to move on now to Tamim Sayed. And I apologize in advance if I got that wrong, Tamim, but go ahead.

Tamim Sayed: Hello.

Jeff Traeger: Hello.

Tamim Sayed: Oh, okay. I wasn't sure if it was actually going through or not. Just a general question in regards to this meeting itself, is it going to be this whole discussion will be posted online on the website itself, as well as the meeting minutes and everything else that's included?

Jeff Traeger: So your question was about this meeting here?

Tamim Sayed: Yeah, this meeting. Is it going to be recorded, and then like if I wanted to review it later, then it would be posted online or submitted to [crosstalk 00:28:48].

Jeff Traeger: What you'll find online is you'll find a cache under our general membership meeting tab, which has the minutes of all of the meetings that are in a script form, and an audio replay of the entire meeting, and the president's report, and the treasurer's report as well. And we started only with the president's and treasurer's reports. We're only going back three meetings, because we just started this process, because our members were telling us that they would rather have questions and answers and presentations, rather than us reading what could only be described as very boring reports.

Tamim Sayed: Okay. Understood. Thank you.

Jeff Traeger: Very good. All right. We're going to move on to Shannon Hill now. Shannon, go ahead.

Shannon Hill: Hi. Hello everybody.

Jeff Traeger: Hello.

Shannon Hill: How's everybody this evening?

Jeff Traeger: Good. How are you? [crosstalk 00:29:43] We're a bit warm in here, because it's hot outside. But other than that, we're doing well. How about you?

Shannon Hill: That's good. Oh, I'm in a nice cold basin, so I'm good.

Jeff Traeger: Okay. What's your question, Shannon?

Shannon Hill: Well, my question is, is there any possible reason we can get a bigger discount on safety issues? I know a lot of the guys in my department don't wear them because they're so expensive, and I just tell them that you can't put a price on safety. Like you're talking about your feet here. Without your toes, you can't do pretty much anything.

Jeff Traeger: Yeah. Where do you work, Shannon? Where do you work?

Shannon Hill: At a superstore. A student superstore, in the produce department.

Jeff Traeger: Well, the good news is that we do have a bargaining coming up. And I think we've talked at every round of bargaining for the last decade about getting the employer to have an allowance for steel-toed shoes. So that's certainly something that when it comes time to do proposals, that you should bring forward, so that that gets raised at the bargaining table.

And I've got our communications guy here, and in the back of the magazine, every time it comes out, which is about every two months, we'd list all of the membership discounts. And one of those discounts is for a place called Work Authority, where you can save 15% on safety boots and safety clothing. There's two locations. One's at 305 McPhillips, and one is at 1639 Kenaston Boulevard. That's Work Authority, and there is a discount of 15%.

Shannon Hill: I'm on the other end of the city.

Jeff Traeger: I'm sorry about that. I'm sorry about that. But, you know, when the ...

Shannon Hill: I go to Mark's and get like 10%. We're talking like 150 bucks minimum for a pair of shoes, and that 10% normally just covers the taxes. And that's why a lot of the people in my department don't wear them, because they're so expensive.

Jeff Traeger: Yeah. So one of the things that I think I'm going to do, Shannon, is ask for our communications guy to get out there and find us a better discount on safety shoes, because a lot of our members have to wear safety shoes and safety equipment. I'm going to take one more caller now, and then we're going to finish with our last guest of the evening. I just have to make sure that we're finished by eight o'clock; we have to do that. So I'm going to take Corlese [Swanatcha 00:32:09]. Corlese, go ahead.

Corlese S.: Okay. Good afternoon. Hi.

Jeff Traeger: Hi.

Corlese S.: Hello. My question is, when you're bumped ... if a person bumps into a position, is there a certain timeframe that they have to be able to be trained and function, so that the department or clinic can function effectively?

Jeff Traeger: I'm sure that's Bea's.

Bea Bruske: Again, it's no different than when you post into position. There has to be a reasonable timeline that's given to that individual, and a reasonable amount of training. So this process is really no different than when you bid into a position, that you need to have those opportunities and be given a fair opportunity. And if, for whatever reason, after a period of time, that's not working out, the employer and the employee and the union have to sit down to look at whether or not that's a good fit. And if not, then that person will be given some other options.

Jeff Traeger: All right. Thank you for that, Bea. Now, before moving on to our next guest, I will make the last motion of our night, and that is to approve the president's report that is online, at ufcw832.com.

Bea Bruske: Seconded.

Jeff Traeger: It has been moved and seconded. So, please press number 1 on your keypad to vote 'Yes', and the number 2 on your keypad to vote 'No'. If you have a question about the president's report or anything else at all, please press star 3, and we'll gladly take your question. We have three people in the question queue right now, but I'm going to turn it over to our security sector rep, Curt Martel. Go ahead, Curt.

Curt Martel: Thank you, Jeff. Just before I start off, I'd like to extend a sincere thanks to both yourself and Bea for inviting me in on this town hall this evening. I'd like to start off tonight by talking a little bit about young worker issues at the local, and also at the MFL. As Jeff mentioned earlier, I do head up all of our young worker initiatives at the local, as well as sit on the MFL Executive as the Vice President for young workers.

2017's Young Worker Internship Program, commonly referred to as YEP, the current session was held in Gimli, Manitoba, from July 16th through the 21st. The Young Worker Internship Program is an annual initiative sponsored by the UFCW national office, where young members from across the country meet to learn more about their union. Members from Local 832 were joined by some other young members from Saskatchewan locals, as well as UFCW national representatives, Gave Becko and Zennie Maseda, to discuss subjects like collective bargaining, organizing, political actions, and their role within their union.

These members also had the opportunity to join UFCW 832 executive board members for dinner on July 20th, where they heard from, and asked questions

of Manitoba NDP leadership candidates, [Wabb Canoe 00:34:59] and Steve Ashton. As previously mentioned, YEP is an annual program for members aged 30 and under. If you're weren't able to participate until now, please keep your eye out for postings on the union bulletin board in your workplace next summer. If you have any question about the program, please don't hesitate to give me a call at 204-786-5055.

In other young worker news here at Local 832, I'd like to extend a congratulations to Cara Doll, a former YEP participant and health and safety activist, on being selected to take part in an internship program here at the 832 offices. Cara will build up the knowledge and skills she gained in her YEP session by working with union representative, Roberta Hugervorst, over the course of the coming year.

I'd also like to take the opportunity at this time to advise any young members who may be on the line that a tentative young worker conference has been arranged for February of 2018 through the Manitoba Federation of Labor. Please keep an eye on our social media page, as well as your bulletin board in the workplace for more information.

Moving on to security guard issues, October 1st marked the final year of the four year phasing of the security guard minimum wage that was brought in by the former NDP provincial government in 2014 as a result of the lobbying efforts of UFCW Local 832. The increase in 2014 was 25 cents, 50 cents in 2015, 75 cents in 2016, and finally, an additional 75 cents in 2017.

As of October 1st, the minimum wage for all security officers across Manitoba will be \$13.40 an hour. Moving forward, the minimum wage for security officers will be pegged at \$2.25 above the provincial minimum wage. Meaning that any increase or decrease made to the minimum wage will also be passed along to those working in the security industry. Please keep a close eye on your pay slip come October 1st to ensure that your new rate of pay reflects this hard-fought gain. If your pay is not correct, I would ask that you contact me directly. Again, 204-786-5055, and also follow up with your employer's payroll department about addressing the incorrect rate of pay.

As a result of overwhelming interest in the informal security guard conferences held at our conference center on February 22nd and June 26th earlier this year, we will be holding an additional session. This is tentatively scheduled for late November. Once the firm date is in place, we will be contacting guards to discuss the registration process. Please note that if you participated in either the February or June event, you will not be contacted, as the November session will be a repeat of those days. Please keep an eye on our social media pages, websites, as well as your email for further updates.

For those who already participated in the sessions held in February and June, or for those who are going to be participating in the upcoming November conference, the union is looking at hosting a follow up course designed to build

upon what was already discussed during the initial one-day session. Watch for updates on this early on in 2018. Once we have a firm date established, we will provide additional information by email to those members who are eligible to register.

And finally ... and it's a little bit hard to believe that this is the subject that I'm speaking on tonight, particularly given the fact that it is 35 degrees outside, or it feels like it, if nothing else, but the collective agreements for employees at G4S, Garda, Impact, Securitas, and SRG, require that parties be present on all sites where they are required, no later than October 1st, which is only 18 days away.

If you're not provided with the appropriate attire by October 1st, I would ask that you bring the matter forward to both the union and the employer, so that the matter can be addressed before the snow actually starts flying.

Phil Kraychuk:

Thanks for that, Curt. And unfortunately I'm going to build a little bit on this segue into the winter season. But I wanted to talk about a little bit of the hazards that are coming around that we don't necessarily experience in the winter time.

The first and foremost that comes to mind is lighting. We have less sunlight, which means a lot more of your walks will be happening in the dark hours. Many areas that potentially could have street hazards, and cold temperatures where you may not have the proper equipment. So the most important part is to make sure that you know your post orders and you're following your post orders. Lots of times employers will expect security guards to take on extra duties outside of their actual post orders. Things like shoveling snow, sanding parking lots, doing extra walks around the building, making sure that people aren't hiding in certain places that could be warmer in the winter times. So it's important you make sure you know this, and you follow that.

On top of that, known hazards. Hazards increase in the winter time, given the temperatures, given the sunlight, given the different construction sites and the different hazards associated with that, security guards are required to know the same hazards as everybody else working in that workplace. So make you're a little bit extra looking around and you're asking more questions and you know your post orders.

If you're having an issue with extra duties as added on, or a lack of personal protective equipment or training, if you're being asked to do things like intervene in violent situations, or take harassment on behalf of other workers at their workplace, make sure that you're dealing with that. Make sure that you're talking to your union rep, you're talking to myself, and you're talking to your employer, because that is not part of your duties, and with these added hazards of the winter time, come the hazards that they're always sticking with you, and those need to be dealt with. Thank you.

Jeff Traeger: Okay. Very good. Thank you very much, Curt, and thanks for your additional input, Phil. I do see that the vote to approve the president's report has been cast, so in just one second I'm going to open up the floor for the last time for questions, and I've got four people in the queue for questions at the moment.

I just want to do a couple of quick plugs. One, coming up on Saturday, September 30th is the Leukemia & Lymphoma Society Light The Night walk. UFCW Local 832 is the presenting sponsor for that event, and we have a solid team which has co-captains Jason Hopkins who is a union representative here at the local, and Torino Pusica, who works at Safeway Sobeys, and is on our executive board. And that event starts at 5:30 PM The walk takes place at 7 PM, and all are welcome to come on down and sign up with the 832 team and walk with us. If you'd like to register in advance, you can do that at the Light The Night Winnipeg website.

The second thing is if you're a Sobeys worker, working at Safeway stores, as you know by a lot of the communication that's gone out over the last while, that we are going to be starting preparations for bargaining for a contract that expires in March of next year. And Bea and I are going to be touring the Winnipeg stores with Jason Hopkins and Sharon Greehan on October 10th to the 13th. And we'll be touring all of the rural Safeway stores from October 17th to the 20th. So I certainly look forward to seeing you folks in the stores and hearing your ideas about what you'd like to see changed in your collective agreement.

So first caller up is an inbound caller, unidentified. So go ahead, and maybe start by letting us know who you are and where you work.

Pauline Pearcy: Hello.

Jeff Traeger: Hello.

Pauline Pearcy: Hi. Good. This is my first time doing this, so I'm kind of rusty.

Jeff Traeger: Okay. What's your name, and where do you work?

Pauline Pearcy: I'm Pauline Pearcy, and I work with Torino.

Jeff Traeger: You work with Torino? And I just finished mentioning him and giving him a good plug. That's great.

Pauline Pearcy: Exactly.

Jeff Traeger: So what's your question, Pauline?

Pauline Pearcy: I kind of have ... well, it's two things, but they're kind of in a way related. My first thing is, there was two full-time positions in the fruit cut department, and I

was told that it's in our contract or something, that I'm not allowed to apply for them because I work in a deli.

Jeff Traeger: Did you speak to your union representative? I think your union representative is Jason Hopkins.

Pauline Pearcy: I've talked to Jason. Yeah, I talked to him, but we haven't gotten back to each other yet.

Jeff Traeger: That certainly does not seem accurate to me. I know Bea is dying to comment on this one, so go ahead, Bea.

Pauline Pearcy: Okay.

Bea Bruske: Hi, Pauline.

Pauline Pearcy: Hi.

Bea Bruske: Certainly you can apply for any position that's posted. The employers generally are going to look to see the best candidates for the job. And generally what they will try to do is prioritize folks that may come out of that department, or have previous experience in that department. So there may be an issue that way that we may have to deal with, but certainly anybody can apply for any position that's posted.

Pauline Pearcy: Because I've been ... they hired somebody in that department for that full-time job, who was two years with Safeway. And I have ...

Jeff Traeger: You do need to connect with your union representative. I know that part of it is the seniority and the scalability piece, but you definitely should be connecting with your union representative. And so what we're going to do, Pauline, is we're going to make sure that Jason reaches out and contacts you tomorrow. So we're going to move on now to Pampadou Aurack. Pampadou, go ahead.

Pampadou Aurack: I'm calling ... I'm a shop steward on health and safety for Dunn-Rite Food. I've been getting so many questions from members concerning our bargaining contract, and each day I get about 15 people come to me and they ask me, "What's going on?" It has been one year three months of, they don't know what's going on. So I will like to get an answer back from you people if they talk to you.

Jeff Traeger: Sure. I'll give you an answer right now, Pampadou, because I've been working closely with our negotiations department, and specifically Sonia Taylor on this file, because it's incredibly unusual for any contract at UFCW to go that long, one year and three months, without being renewed. Unless, unfortunately ... and I know there's a lot of healthcare people on the line. Unless it's in

healthcare, because we're stuck with bargaining at a central table, and bargaining takes a long time.

What I can tell you, Pampadou, is that your employer has tabled 10 and 12-hour shift options at Dunn-Rite, and that's a huge concern for us for a variety of reasons, but mostly for the health and safety of our members working there. The folks at Dunn-Rite are working with knives, they're working in very repetitive type of work, and the employer is saying that they want them to do this for longer periods of time. We, as a matter of fact, part of the process, have met with many of the members at Dunn-Rite and had several meetings, and even taken a survey about the people who are interested in doing that kind of work.

And the members at Dunn-Rite have told us in a very resounding fashion that they are not interested in working 10-hour shifts, for a couple of reasons. One, because it is not safe, but also because currently, they are working some of those shifts on overtime. So when they do decide that they can work a 10 or 11 or a 12-hour shift, they're getting paid time and a half for all the time after 8 hours.

So for us to bargain away 10 or 12-hour shifts, we'd simply take money out of our members' pockets and we'd just help the company, instead of having the company deal with the fact that they obviously do not have enough workers, or they need to find a different way of scheduling shifts so that they can produce the poultry product with the right number of people, in a way that's not going to put our members at risk.

The solution to this, since the company will not back off, in your collective agreement, there's something called final offer selection. And what that means is both parties submit a brief to an arbitrator, and the arbitrator will decide exactly what the collective agreement is. They pick one over the other, there's no mixing. So they either pick the company's offer or the union's offer, and we believe that if the company tables an offer which is 10 and 12-hour shifts for production employees, that that offer will not be accepted by an arbitrator, or it's very unlikely, or we will be making a very strong argument that it shouldn't be, because it will put people at risk.

And in my most recent discussion with Sonia Taylor from our negotiations department, that is the process that we are going to start to go down now. Unfortunately it does mean one more meeting, because you, the members working at Dunn-Rite have to vote to approve us to use the final offer selection process.

We're going to move on to Peter [Mathok 00:48:52] now. Peter, go ahead.

Peter M.:

Hello. The reason why ... my question is concerned about the bumping. I've been working with Garda like for 10 years, but my concern now is not about my

issue. My concern is about raising the awareness of some other members, because I've been fighting for a long time for this when my full-time job I lost last year in October, and then to get the full-time job was not easy. But I know my UN rep ... I mean, my union rep, they fight a lot with me, but my concern is, as a union, you guys you need to do something more about this bumping. Like right now, I wanted to give up. I'm looking for another job. If I can take the security as part-time job, it's okay.

But I'm not talking now on my behalf, but I'm talking on behalf of the others, if the union can do more. Like I know Curt Martel fight a lot, but you, I need to put more pressure on that company. This is my concern.

Jeff Traeger: All right. Peter, I've got your rep in the room right now with me, right now. So I'm going to turn it over to Curt to address your concerns. Go ahead, Curt.

Curt Martel: Thank you, Jeff. And thanks for calling in, Peter. As you and I have discussed, during the last round negotiations with Garda, they came out as quite strongly regarding the bumping language that is contained in that collective agreement. This is largely a result of a few members who were very difficult to place. It resulted in quite a large number of grievances regarding the placement meetings. And so the company was fairly firm on their position that something was going to have to change with the language in the collective agreement regarding the bumping process, and what happens when the company loses site, or a client requests removal for non-disciplinary reasons.

Now, at this point in time, we are heading to mediation with Garda regarding the interpretation of the new language. Hopefully, this will be able to alleviate some of the issues that are currently ongoing. But at this point, my best advice to you personally if you're experiencing issues with getting hours from Garda, would be to look at opening up your availability. Making sure that you're staying on top of any postings that are going up on the website, and that you're keeping in regular contact with Lori King in the scheduling department.

Jeff Traeger: Okay. Thank you very much for that, Curt. Now we're going to move on to Darcie Crams. Darcie, go ahead.

Darcie Crams: Yeah. How are you doing? Listen, this is nothing to do with Safeway, and I know that is strange, but I've been there for 40-plus years. It's actually about security guards. That security guards raise, is that just for unionized security guards? Or is that a national thing again across the province? Because I work with the [inaudible 00:52:00] as a security guard, and I hear it's supposed to go up to 13.25 in October. Is that standardized, or is that just unionized? Thank you.

Jeff Traeger: That is actually for all of them. When we fought very hard over the years for the dedicated security guard minimum wage, and was successful in bringing it in a few years ago, and it started with 75 cents adjustments, and I think the second one was last year. Go ahead, Curt.

Curt Martel: In 2014, it went up 25 cents. 2015, it was a 50 cent increase. 2016, 75 cents. And again this year, it's going to go up 75 cents. So the way the security guards minimum wage is structured is all security guards will receive, come October 1st, \$2.25 above the provincial minimum wage. So what that means is you're not actually going to go up to 13.25. You should see your rate of pay increase to \$13.40, because the provincial government will be increasing the regular minimum wage by 15 cents.

I'm assuming that you're working for Paladin, or one of the other non-unionist firms. If you run into difficulty, I would encourage you, call employment standards. And if you'd like to talk about unionizing your security company, please, give me a call.

Jeff Traeger: All right. Thank you very much for that, Curt. We're going to move on to Coleen Ireland now. Go ahead, Coleen.

Coleen Ireland: I was just wondering, when you negotiate with Safeway Sobeys, is Red River Corp going to be included in that, or are we going to be separated?

Jeff Traeger: They're going to be separate, because it is a different company. The one interesting piece of that is the collective agreement is identical. If you remember, during the last round of bargaining, it was just before we started bargaining with Sobeys that it was announced the Red River Corp was ...

Coleen Ireland: Yeah. So we were put under the umbrella for that negotiation. I was just wondering, so we are going to be separate? We're going to have our own negotiations?

Jeff Traeger: Yeah. You're at Red River Corp, are you?

Coleen Ireland: Yes.

Jeff Traeger: Yes. It's going to be completely separate negotiations. We've actually have already put out the call, along with the call for folks from Safeway to email or send me any information if they're interested, why they think they'd be good on the bargaining committee. That all went out I think September 5th or 6th. It's online, it's posted in the workplace, et cetera. We actually just met with your shop stewards last Wednesday, and I know Sharon has been working hard, your union representative, has been working hard to make sure that we get a lot of member engagement at Red River Corp. But it will be completely separate. We'll be bargaining separate dates, separate times, with Red River Corp and with Safeway.

Coleen Ireland: Okay.

Jeff Traeger: All right.

Coleen Ireland: Thank you.

Jeff Traeger: No problem. And that is the last question of the evening, and the timing couldn't be better, because it is two minutes to 8:00, and we have to be finished by 8:00. So I want to thank all of you for joining us on our September telephone town hall. We will be conducting our next general membership meeting on Tuesday, November the 21st, 2017, by telephone town hall as well, beginning at 7 PM. Thank you again for participating in your union, and we are now adjourned.