

Speaker: Good evening everyone and welcome to the first Telephone Town Hall meeting for all members of UFCW local 832 which I now call to order. My name is Jeff Traeger and I'm the president of your union, UFCW local 832. With me tonight is your Secretary Treasurer Beatrice Bruske and your Executive Assistant to the President and Full Time Negotiator, Marie Buchan. This is the first time in our history that the leadership of your union is at the opportunity to speak to our entire membership at the same time. Normally, we conduct about 25 meetings across the province from Gillam to Verdun. And from Flin Flon to Steinbach and everywhere in between, 4 times each year. Tonight's Town Hall will save both time and resources and we'll make the meetings more accessible to all of our members even those who can't normally get out to a meeting. Historically, general membership meetings have not been well attended and it's our hope that through this process we can reach out to more of our members and keep them informed about what's going on at their union. As part of our general membership meeting process, we will need all of you on the line to vote on 3 motions. One, to approve the minutes of the last meeting. Second, to approve the secretary treasurer's financial report and another to approve my report. When the time comes, we will ask you to vote yes, by pressing the number 1 in your keypad or to vote no, by pressing the number 2 on your keypad. We will also be giving all of you an opportunity to ask questions about each report and we will have an open question period to discuss anything you like after I give the president's report. To get in the lineup to ask a question, simply press the star key, followed by the number 3 and you will be placed in the queue. The first order of business for the general membership meeting, is to do a roll call of officers present. Since we can see all of the callers identified on the computer screen, we will note all of the members of the executive board that are on the line and include it in the minutes for this meeting. We will also appoint a recorder for the meeting but I can see that our executive board recorder is on the line so Debbie Jones will take the minutes of the meeting. So let's get the meeting started by having Marie Buchan read the minutes of the last meeting that was held Tuesday, March 18th at 7:00 PM. Go ahead Marie.

Speaker: These are the general membership meeting minutes for Tuesday, March 18th, 2014 at 7:00 PM which was held at the UFCW Training Centre, 880 Portage Avenue, Winnipeg, Manitoba. The general membership meeting was call to order at 7:00 PM by Jeff Traeger, President who chaired the meeting. Roll call of officers present, Jeff Traeger, President. Beatrice Bruske, Secretary Treasurer. Dianne Gibson-Pierce, Vice President. Move second carry to approve Martin Trudel as recorder for the meeting. Move second that carry to accept the minute of the previous meeting of October 30th, 2013 at 7:00 PM as read. The financial report was... for the 2 months ending February 28th, 2014 were reviewed by Secretary Treasurer Beatrice Bruske move second and carry to accept the financial report as presented. President's report, the President's report was read by UFCW local 832 President Jeff Traeger safely bargaining. The bargaining process was very challenging due to the inexperience and so business management in dealing with large scale Collective bargaining, however a tentative agreement came through fruition which was voted unanimously but a negotiating committee and a Province-wide ratification vote will take place on March 23rd, 2014. Despite already being sold to coop, all the divested stores are also part of this agreement since it will be ratified before the sale is completed. 430 members from those stores will be affected but the local will meet with them after ratification to discuss the next

step of the sale. The bargaining communication procedure was a success and will be adopted for the MLCF Bargaining which is Maple Leaf Consumer Foods in Brandon. Loblaw Ratification, the new CBA was ratified in October 2013 and it's the best retail agreement from our financial standpoint in years. Since the ratification, some disputes have taken place regarding the guaranteed schedule but those issues have been rectified and the CBA will be printed in the near future, In negotiations, Bearskin and FASD the Bearskin ratification will be held on March 22nd, 2014 and FASD is currently in bargaining executive board elections. All position were held except for 4 who were challenged which resulted in 2 new members. Frank Manaire and Tom Biebrich, there is also one resignation Kathie Kraychuk, her position will be replaced soon. UFCW staffing changes, Marie Buchan and Martin Trudel have moved in to the negotiations department, Sandy Forcier is the new director of servicing. Jason Hawkins has been hired as servicing rep for a 1 year term. Susan Hart-Kulbaba and Robert Hillard will be retiring in the upcoming months. Sonia Taylor will be servicing retail and Kim Ferris will become the director of organizing. The application for InstaBox is in front of the Labour board due to the employer contesting the certificate as they claim the union has no right to certify the workplace given that it claims to have a member association. The hearing dates have been scheduled for April 30th and May 1st Labour Management Committee. Security guard minimum wage is currently being discussed in terms of determining an implementation process, considerations to have the provincial minimum wage increased to include the COLA as well as CPI are also being discussed servicing. The territory changes will take place March 31st. All shop stewards and employers have been notified and the membership will be made aware through the Union Magazine. Gourmet Baker has been purchased by new investors and Sodexo lost the buying contract effective April 23rd. Clock is trying to acquire premiere horticulture. The local is in the process of distributing and taking over... disputing the take over and endeavoring to educate the members of the benefit sustained with our local. Move second and carry to accept the presidents report, open questions move second and carry to adjourn the meeting at 7:45 PM.

Speaker: Thanks Marie. I will now ask everyone on the line, I'll ask for motion to approve the minutes of the March 18th meeting as read.

Speaker: Moved, seconded.

Speaker: So it has been moved and seconded. So please 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 minutes of the previous meeting, please press star 3 and we will gladly take your question. So while we are waiting for the results of that vote, I will ask Secretary Treasurer B Bruske to give us the financial report for the local for the first quarter of 2014. That's the 3 months ending March 31, 2014. B?

Speaker: Good evening. The local operates financially by dividing our operating expenses over 22 budget categories annually. I'm going to give you a brief report on where our finances are at up to the end of March of this year by taking you through the major budget expenditures. Arbitration's, we have a \$170,000 annual budget for arbitration's to pay for arbitrators fees and the occasional legal fees. To date we have spent 44,000. Communications, our annual budget of \$300,000 to pay for the magazine website, mailings to members, printing of collective agreements etcetera, to date we have spent 50,000. Education of Members we have an annual budget of 60,000 to pay for lost time for members to take shops to retraining and who's employers do not participate in the education and training trust fund. To date we have spent 13,000. Equipment rental, equipment rental covers the cost of things like photo copiers and miscellaneous equipment industry in our three offices across the province. Our annual budget is 115,000 and so far we have spent 25,000. Income tax, this is to pay for the popular income tax preparation program throughout the province. We annually budget \$80,000 until for this year we have spent 18,000. Insurance, this includes all local insurance needs such as building and rental insurance on our 3 properties across the province as well as liability insurance and annually we budget 75,000 so far we have spent 19,000. Negotiations, this year due to Safeway and Sobeys Bargaining as well as upcoming Maple Leaf Brand and negotiations and HyLife negotiations in Maple earlier on this year. And addition to the many collective agreements that are negotiated annually, we budgeted... \$350,000. So far we have spent \$192,000 and therefore now significantly over budget to date in this category. Most of this cost due relate to the Sobeys-Safeway negotiations and those cost were all primarily in the first 3 months of this year. We will also have significant cost for Maple Leaf and HyLife that those will come later in this calendar year. Organizing, our organizing cost very depending on the amount of organizing drafts at various work places that are going on throughout the year. We have budgeted 100,000 and so far we have spent 17,000. Per capita, per capita is the payment that we make to our national and international union. The Canadian Labour Congress as well as the Manitoba Federation of Labour and the various labour councils across the province. Our annual budget is just over 3 million. To date we have spent 785,000 which is over budget because we pay for capita per member, this amount varies depending on the amount of members we have in any given month. We are also aware that the per capita payments to the various organizations, organizations are set to increase in 2015. So we will need to allocate additional room in our budget in 2015 to account for that. Postage cost, the cost of mailing to members, our annual budget is 175,000. So far to date we have spent 40,000. Property taxes to pay for our buildings, we budgeted 55,000. So far we have spent 12,000. Rent and utilities, we have budgeted 410,000. So far to date we have spent 105,000. Salaries and cost, we budgeted just over 4 million annually to pay for all staff including support staff and relief union rep throughout the year across the province. So far we have spent just over 1 million. Servicing, this is all cost related to servicing reps visiting work places, booking meeting rooms for members, etcetera. We budget annually 300,000 and have spent 45,000 to date. Strike and lockout expenses, annually we budget 200,000. To date we have not had any expenses in this category. To date, our total income over expenses is 55,000 and our strike account is growing at 1.3 million and we are in a good financial position with 500,000 in our bank account.

Speaker: Thank you very much; B. I see that we do have a question, a member asking exactly what we are voting on. The first vote of the day was a motion to approve the minutes of the meeting, the last general membership meeting of March the 18th. And now I'm going to ask for a motion to, and that motion by the way has been accepted and has been carried by a majority of those who voted, a large majority of those who voted. I will now ask for a motion to approve the secretary treasurer's report for the 3 month period ending March 31st, 2014.

Speaker: Still moved, seconded.

Speaker: Okay. So 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, please press star 3 and we will gladly take your question. So while we are waiting for the results of that vote, I will move on to the president's report. First thing I'd like to talk about tonight is Maple Leaf negotiations. Bargaining began May 29th and 30th at our training Centre, 530 Richmond avenue in Brandon and we have our second set of the dates to continue negotiations, July 3rd and 4th. It's not the best time to be bargaining in Brandon right now with Maple Leaf because there are two major problems going on that are affecting the operations of the plant. The first is a shortage of hogs. The plant is currently only processing about 70% of the hogs that they require to be at full production. And part of the problem is the moratorium of the... provincial moratorium on the construction or expansion of existing hog barns. So the second problem is people and that is, I'm sure you've all heard in the news about the temporary foreign worker program and the problems with it. McDonalds, the RBC's, the minds in British Columbia, etcetera and the federal government has reacted by saying that there will be significant changes for the temporary foreign worker program. As the matter of fact the most recent application to get more workers out to the Brandon plant has just been denied very recently. So what are we doing about it? Well I have been placed on the National Meat Council which is a group of UFCW presidents who represent workers in the industry as well as representatives from all the major meat companies in Canada and the ones that were at the meeting that I was at May 14th was Maple Leaf and HyLife, both of them have operations here in Manitoba. And Cargill and (??) west that have operations in Alberta. So what that group is now doing is lobbying the federal government to try to ensure that companies like Maple Leaf and HyLife here in Manitoba have access to the temporary foreign worker program because unlike some of those other employers, they provide the same benefits, wages and working conditions as any domestic worker in those locations it has. So those meetings are ongoing, as the matter of fact there was a meeting with representatives of the meat council on the premier of Manitoba yesterday and our lobby continues later this week as we will be trying to get a meeting with the federal minister of immigration Jason Kenney. Moving on to HyLife, negotiations are just starting... the preparations are just starting to get underway. There will be a CVA course held right in the (??) on June the 18th and the 19th so coming up just in a week or so and that contract expires on January the 31st, 2015. Moving on to a Loblaw and shoppers drug mart acquisition, two things, first of all the status of the CVA, I know there's a lot of Loblaw members that are wondering where their contract is. We had

significant difficulty in getting agreement on some of the final pieces of what went in to the collective agreement and it wasn't until we brought the company and specifically for the purpose of reviewing it with our, with members of our committee that we were able to land on the final understanding and as the matter of fact the agreement is probably just going to be, going to press very soon. So we should be, we should be mailing it out right away.

Speaker: This is just a friendly reminder for everyone that if you do have any questions that you want to ask, please simply press star 3 and then you'll be put in to the queue to ask, to get your questions answered. Thank you.

Speaker: Getting back to Loblaw shoppers drug mart, we also have agreements still standing that we are in the process of referring to arbitration because it is the union's position that's in Loblaw purchase shoppers drug mart that now all of the workers at shoppers drug mart should fall under our Loblaw collective agreement and that agreement is now on the process of heading off to arbitration. Since the last meeting, we... 'cause the last meeting was March 18th and on March the 23rd, we ratified the deal with Safeway/Sobeys that was ratified by a vote of 94% so our members were very happy with that. And that, the status of that CVA is significantly further along than the Loblaw one is. It is now come back to assigned by the company, we are in the process of getting all of our committee members to sign the agreement and we're hoping that very soon we will be able to mail out the new collective agreement to all of our members working at Sobeys. There were 4 stores that, as many of you know had to be divested as a result of the sale from Safeway to Sobeys. And all 4 of those divested stores are now open, Main Street, Southdale, St. Vital and Grant Park. And the coop will be having a grand opening, June the 19th for all of the stores that they purchase, I think there was about 25 of them that they purchased across Western Canada and they'll be having a grand opening for that on the 19th of June. And so far the relationship that we're enjoying with coop stores has been very good and the reports we're getting from our members is that they're extremely happy with their new employer. If there any of you working at coop that want to call in and tell me something different, you're welcome to do so. So I want to talk about a few staff changes at the local quickly. Rob Hilliard, our WCB Advocate and Director of Health and Safety has now retired. Susan Hart-Kulbaba will be retiring this month. Blair Hudson, our Northern Union representative will be retiring on October the 12th. Guy Sylvestre is no longer working with 832 and many other staff moves, have to be made the cover this vacancy. And we will be doing a lot of that over the summer and I'll give you a full report when we have our next meeting. I just wanted to let you know that the vacancy created by Kathie Kraychuk when she left our executive board at the beginning of the year has now been filled and Ashley Morello from Old Dutch is our newest executive board member. And we now have a full complement on our executive board. Next item up is the CLC convention which was held at the Canadian Labour Congress Convention which was held May the 5th to 9th in Montreal. Our delegates were myself and Marie Buchan, Debbie Jones and Sally Huculak from our executive board. Charlotte Prokopow came as the United Way representative and Gabriel Bako came as a member of the Youth Committee for the CLC. Elections resulted in new executive staff for the CLC. They were, the new

President is Hassan Yussuff. The new treasurer is Barb Byers and the 2 vice-presidents Marie Clarke Walker and Donald Lafleur. Want to let you know also that an update from the minutes of the last meeting on the, on the case that Marie talked about with dreaming horticulture. The vote count on that discharge application that was followed by the other union is tomorrow so we'll be able to report to you what the results were at the next meeting and one other thing is that our office hours in Winnipeg which where 9:00 to 5:00 Monday to Thursday and 9:00 to 4:30 Friday have now been changed to 8:30 AM to 4:30 PM Monday through Friday. We do have a few upcoming events that unannounced but before we do that I see that the motion to approve the Secretary-Treasurer's report has been carried by the majority of those who voted. I will now ask you to for a motion to approve the President's report as read.

Speaker: So moved, seconded.

Speaker: So 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 President's report, please press star 3 and we will gladly take your question. So while we're waiting for the results of the last vote of the evening, I'll also open up the lines to any questions that any of you may have, please press star 3 to get in the queue to ask your question. So we have Gerard from Winnipeg. So go ahead Gerard.

Speaker: Yes, I work from... I work for Versicle and last year, work was slow like it was slow for the work, for the work of operators but it was fairly busy for me well, for me in this other side a little that I worked with. I'm a janitor and there's one fellow who got let go and he was wondering why, as janitors didn't get laid off.

Speaker: Well I'm going to let Marie Buchan to take that question. Go ahead Marie.

Speaker: Hi Gerard. Without getting into too much detail 'cause we don't have here the collective agreement or anything. What I'm going to do is get your union representative to give you a call tomorrow and he can walk you through the entire process and we will get some answers for you that way. So can I just confirm where you actually work?

Speaker: Versicle.

Speaker: Versicle, okay. We will have your union representative give you a call tomorrow and we can discuss further.

Speaker: Okay, so the next question is from Trevor in Winnipeg. Trevor go ahead. Are you there Trevor? Okay, if not, we're going to move to Gary in Brandon. Gary has a question about Maple Leaf negotiations. Go ahead Gary.

Speaker: Hi, I work at Maple Leaf Plant here and business negotiations are very tough because we're running at a little capacity.

Speaker: Correct.

Speaker: First of all, that's not our problem because Maple Leaf was little problem was started by Mr. McCain when he did that things to the farmers in the past.

Speaker: Okay.

Speaker: Second thing is that negotiations have never been easy according to you guys because we had a negotiation of 30 cents an hour when minimum wage went up 50 cents that means we really lost 20 cents.

Speaker: Your way to pay your... sorry, well you were to pay or significantly higher than those at minimum wage and all right the only reason I made a comment at the beginning...

Speaker: No they weren't.

Speaker: Well they are now certainly. But the only reason I made a comment at the beginning of your... that it was a difficult time to negotiate is just that you always hope that when you're negotiating with an employer that they are doing well, that they're making money, that they have money to provide better wages, benefits and pensions at the bargaining table and in this particular case, well that certainly

maybe the case for the company as the whole we know that it is a difficult time in Brandon. Yes, they're operating at about 70% capacity and there's also a difficulty with the recruitment of new temporary foreign workers. So obviously we've got all the way up until the end of the year, December 31st to continue bargaining in that contract and we're going to push hard for the best collective agreement we possibly can from your employer. Got another question, from John in Winnipeg. Go ahead John.

Speaker: Oh Jeff, it's John from Safeway/coop.

Speaker: Hi John. How are you?

Speaker: Hi, good. I have a question about the union dues that were deducted from the stores that were divested. The period... the one week where we were working at Safeway and then part way to the week we moved over to coop, we had union dues deducted on both pays and we wondered if that is going to be adjusted and then also they... when our employment was terminated with Safeway, should we not be receiving a record of employment from Safeway/Sobeys? And then...

Speaker: Well, sorry go ahead.

Speaker: And then the last part of that would be vacation pay. We would have had some vacation paid owed to us from Safeway up until the very last day we were in there employ. So would that be paid out in the following year or should we expect that to be coming shortly?

Speaker: I think that what you would expect John is that your vacation pay would be seamless because the way that the move from Safeway to coop Sobeys actually to coop was intend to be seamless. So whatever vacation pay you were entitled to, coop is now on the hook for that pay and they have to pay in accordance with the collective agreement so no change there. As far as the record of employment, no employers required to perform a record employment or to provide a record of employment when employment is seamless. You didn't have any break between your employment at the Safeway/Sobeys and now your employment at coop and so there was absolutely no requirement for and... you do have the right to request a record of employment so you can certainly do that. On the union dues question, it is a question that B Bruske has dealt with on another matter with several other employees. So I'm going to turn it over to her to take that question, okay.

Speaker: Hi John. Yes, I've actually been speaking with the Safeway management on this particular point and they have advised me that they had instructed payroll to not deduct dues from the employees that were transitioning from Safeway to coop in the week that they were transitioning. So that technically the employees should only have had one set of dues deducted and that would have been from coop. If however, you have a pay stub in that last week where you only had a few hours where Safeway did in fact deduct dues from you, please provide a copy of that pay stub along with your coop pay stub to us and we will do a refund.

Speaker: Okay, so the next question we have is Juan from Brandon. Juan please go ahead. What's your question?

Speaker: Oh my question is, my question is you see that I, I'd like to know why they hiring more people when they get no pay my 48 hour for me. They promise me to make 48 hour.

Speaker: Yeah, it's a difficult time at the Brandon Plant right now and I actually speaking, they're having difficulty hiring more people. The people that the LMO that was recently refused wasn't to hire more people but was to continue to keep 90 people that came over in the last 400 recruitment and they are really obviously the company needs to operate not higher than 70% efficiency in order to be viable. So their hope is they'll get back to the same level of employment that they had in the past where they have about 2,300 workers there. Now their less than 2,000 workers still in the plant. So the reason that they would be hiring more at this point would not be to bring more people in to the plant but to seize the 90 people that came over with the last recruitment. Okay, so the next question I have is from Pamela in Winnipeg. Pamela go ahead what is your question. Hello, Pamela, are you there? No, it seems...

Speaker: Yeah, I'm here.

Speaker: Okay there now...

Speaker: I'm here.

Speaker: Excellent. Okay then...

Speaker: Okay. We're wondering when are we going to get the new union books?

Speaker: Right away, we just finalized everything in the books I think they reported on that when I did my President's report and the last piece of is actually now done. It's with our communications department and heading off to prints so it's coming right away. I do apologize for the delay but I don't usually like to apologize for the employer and it was the employer not to saying that the, some of the languages exactly what they had agreed to that created the problem. It's all been sorted out now, we had to actually threaten them but it's all been sorted out now and we will be getting the books out in the mail to you in very short time. Okay, so the next question is Debbie from Winnipeg. Debbie go ahead.

Speaker: Yeah. Hi, it's a Loblaws question in it and again it has to do with a book that are coming out and you've indicated that you're waiting for the company to come and finish signing in this small changes and stuff. What I'm wondering about is back in the fall, 3 seasons ago when we supposedly ratified and voted to acceptance this contract...

Speaker: Yeah.

Speaker: ... since that and the company actually signing and he's going into print. Have there been any changes that... going on?

Speaker: Yeah... no. I would say the answer is no to anything that was in the memorandum is exactly what is in your collective agreement. The only modification was to the application of the guarantee schedule for departments of less than or 4 or less. That was the only problem that it created and that was not part of the memorandum. It was... but everything else exactly what was voted on October the 22nd when you voted are the complete changes to the collective agreement. Okay, so now we have Judy from Winnipeg. Just hang up, okay so Joan from Winnipeg. Joan please go ahead. What is your question?

Speaker: Hi, how are you?

Speaker: I'm not bad. How are you?

Speaker: I'm pretty good.

Speaker: Good.

Speaker: I've got 3 questions.

Speaker: Three wow.

Speaker: Yes, one is regard to the mailing cost that I noticed over the last couple of years.

Speaker: Yeah.

Speaker: For letters or posters being sent. They're usually one single letter and it's being put in the mass of envelopes which is very high which I thought you know what you could just put them in a single envelope for the leisure amount.

Speaker: Okay, I'm getting flagged by Marie Buchan who would like to respond to your question so go ahead.

Speaker: Hi Joan. I'm assuming you're talking about posters or something that like to be posted off on both union bulletin board. We've had, what happened...

Speaker: And some friends just got notice from the...

Speaker: From the rep.

Speaker: From the rep.

Speaker: Right. So what happened in the past is when staff has been post on the bulletin board. Members have said that they are not... they don't like it that it's all folded because then when it gets posted on the bulletin board, it's hard for people to read. So if that's something that you're fine with it, we've also looked at possibly e-mailing some of the documents. So I'll take down both of those suggestions and we can look into that.

Speaker: E-mailing would be fantastic.

Speaker: Okay, I will take that down and we'll look into that.

Speaker: Okay, your next question.

Speaker: Okay. It was Maple Leaf Foods. I know there's a short of hogs and we know we have a temporary work order for foreign workers. How long if they let go? Does our union help them?

Speaker: Oh, we help them. You mean if you they let go, if they're sent back home?

Speaker: Yes...

Speaker: Because temporary form... yeah, we've got and we've been negotiating language about temporary foreign workers and agreement and it guarantees their protection right up until the time that they would be (din?) to be having been terminated for just cause or permanently laid off. So basically right up to the point where their employment is absolutely completed we, the union does whatever we can to help these workers. In the case so the workers I'm talking about, they don't have a lot of immigrant staffs. So their only employment is with Maples Leaf. So if Maple Leaf is not allowed to keep them in in their employ, what ends up happening is they have to be sent home to the country that they came from and there's nothing that the union that can do because it's Federal Department of Immigration that makes that decision.

Speaker: That's very unfortunate.

Speaker: It's extremely unfortunate and then it's the first time it's ever happened in 12 years of foreign worker recruitment and that's why we're log in the federal government with the employers right now to say that this is absolutely wrong and it should not be allowed to happen. So you have a third question too.

Speaker: The third one is now that we've like goes some Extra Foods and now Safeway is selling of some of the stores, how does that affect other stores or businesses that rely on that volume to supply those stores?

Speaker: Well one thing I can tell you is that Safeway was, had to divest those stores and they've just divested them to coop. The only closure that we've had recently was at Safeway was store 709 and that was a result of the landlord of the mall not renewing the lease with Safeway so they had no choice but to close that store, that's the mall way self on coming to highway in Fort Richmond. So and those employees are all being placed in other Safeway stores and as far as extra food they haven't close an Extra Food Store for a few years now. So I would say that there's been a bit less of an impact and with the coop revitalizing the store at main street is kind of help a little bit with the North Main problem and hasn't really been an issue for supplying other stores. So if does become an issue, we'll certainly look at that again. We have on the line now, Richard from Winnipeg. Richard go ahead. Hello Richard, are you on the line? Okay, I'm getting...

Speaker: Hello.

Speaker: Hello, there you are Richard. How are you?

Speaker: Hey Jeff. Yeah, I work for Westburne Electric and I just wanting to find out if you've heard anything on our collective agreement and when our new union books going to be issued to us.

Speaker: Okay, I'm going to turn you over to Marie Buchan to answer that question. Go ahead Marie.

Speaker: Thank you.

Speaker: Oh hi Richard. We actually are going to be starting negotiations near the end of June, we haven't started any negotiations yet. So we're in the process of starting negotiations and we do have date sets for the end of June, there's 3 days in a row. Once we finish that and concluded that then the membership at Westburne Electric will be sent notification and have the opportunity to vote on the tentative agreement and then once all that's been done then we'll have new books made up for you.

Speaker: Okay, so now we have Cathy in Winnipeg on the line. Cathy go ahead.

Speaker: Hi Jeff. My question is the executive position...

Speaker: Sure.

Speaker: ... that Cathy held. Why would it not...

Speaker: That's a great job.

Speaker: Yeah right why isn't not given back to Westburne or Extra Food like Westburne anyways.

Speaker: Sure, okay well we actually had Westburne and Extra Foods on Loblaws now. We actually still have 3 members on the board from Loblaw, we have Morag Stewart in Brandon, Dianne Gibson-Pierce here in Winnipeg and Kathy Brnjas here in Winnipeg which is more members on our executive board than they are from any other company. And the executive board made a decision that they wanted to put a youth position on there. They wanted to have somebody representing young workers in Manitoba I think you know if you work in a grocery store, there are a lot of young workers in Manitoba and so the... that the board made that decision that Kathy's position would be fill by young worker and so Ashley Morello who works at Old Dutch is now filling that position from the industrial sector but as far as representation on the board goes, don't be concern about that. We still have more Loblaws, executive board members than any other company. Yeah, the second question is well I see.

Speaker: Yeah, the dental plan.

Speaker: Yes.

Speaker: Do you know when that's going to be, is there a meeting coming up for any decisions...

Speaker: Yeah, we actually... yeah okay sorry you're talking about the changes that were made and many times...

Speaker: By 80%, yeah.

Speaker: Yeah and then there's...

Speaker: And still on the old plan, yeah.

Speaker: The (??) guide is one and then the hours too, right? The hours for qualification. So we just had a meeting and I can tell you the good news is that the plan has turned it around, it's turned the corner. It's not all the way there yet but we've now ask the actuary for the plan to look at restoring or moving up to fee guide so we've ask them how much would it cost the plan to go from the 2010 with fee guide which is where we are now to eleven or to twelve or to thirteen or to the current fee guide and so that's the first step in restoring your dental benefits. We want to get to the current fee guide because we probably get more complaints or as many complaints about the fee guide as we do about the co-pay that comes with the 90% for basic right and then the hours. So that's basically what we're really hoping to get these things back on track very quickly and I can tell you that we have another meeting set for the fall but we're not waiting for the fall to try to restore that fee guide. We're going to get the actual of our report hopefully within the next month and then we can make a decision then.

Speaker: Just a friendly reminder once again that if you do want to ask a question of the President or anyone else just to press star 3 and you'll be placed in the queue for questions.

Speaker: Okay, so the next question we have is from Joyce in Winnipeg. Joyce please go ahead.

Speaker: Hey Jeff, how are you?

Speaker: I'm not bad. How are you Joyce?

Speaker: I'm doing great. I got quite a people of my store. I want to know about the buyout and when that's going to become into a fact.

Speaker: Okay, these are you Joyce, you're with Loblaw, Safeway.

Speaker: No, Safeway.

Speaker: Sorry, I apologize. We have 15,000 members so it's tough to get them all straight.

Speaker: Yeah.

Speaker: So at Safeway the buyout will be... is actually in effect at any time that the company actually wants to offer it to our members and there has been some discussion but as you know we're still just trying to get the collective agreement done and there's also the changes that are coming to the scheduling that are effective June 1st which is the elimination of the that you want due to scheduling. So we've been focusing on that because that was taken place by June and so that was our first goal and our second obviously will be the follow up on some of the other areas of the collective agreement such as the buyout and I noticed a lot of people that are interested in taking buyout both Loblaw and in Safeway because both contracts had buyouts in them and as soon as we can get some answers from the employer on that, we'll let you know. So keep your eye on the website and on the magazine for information related to that. I've got Dianne in Winnipeg. Dianne go ahead.

Speaker: Dianne, I work at Canada Safeway. I have a question, I'm a food service manager and I guess I have to choose if I want to be a union member or company.

Speaker: Correct.

Speaker: You know when the packages are coming out and if you guys are still going to be having a town hall meeting so we can ask any questions about the package if we should go company or not.

Speaker: All right.

Speaker: Also about the dental plan. I'm just wondering what year are we up to... how many years are we behind in the dental plan?

Speaker: 2010, the dental plan question that which is 2010 so we are effectively going to the current fee guide report to you guide behind. So that's why we've ask the actuary to give us a cost of moving up to 2011, a cost of moving up to twelve, to thirteen and to the current fee guide and hopefully we can afford to move up to one of those higher fee guides, I'd love to be able to tell you we can go right to the current fee guide but I haven't seen the actuary report yet so I don't know how much that would cost. But I do know that we're turning the corner. I do know that we are... we focused in bargaining both at Safeway and at Loblaw, we're doing the same thing at Maple Leaf and all the other contracts that we bargain are improving employer contributions into the dental plans so we can get back to 100% base ticket back to the same hour qualifiers and get back to the current fee guide. As far as your question on the telephone town hall, I don't know how to tell you this but we already have. I'm going to turn it over to B Bruske who actually conducted that telephone town hall, so go ahead.

Speaker: I missed it.

Speaker: Hi Diane. Yes we did actually have a telephone town hall about 3 weeks ago and you do have one year from a date that we ratify the collective agreement to make the decision as to whether you want to stay in the bargaining unit or not so that was March 23rd. But if you do have follow up questions, my strong suggestion is that you speak with your rep once the company has given you an offer and have to look at what you would be gaining under what you would be losing.

Speaker: Okay, all right. And now we're going to go to Dona in Winnipeg. Dona go ahead. What's your question?

Speaker: Hey guys... I almost (??) level we're hiring people without but we have... the staff that will hire through coops are being hired with tattoos, goatees and piercing, I mean and we are also a little bit third level staffs on Safeway. I'm not against it, we are challenging in a way of coming in with unshaven and some of the staffs will do have nose piercing and stuff like that, that are coming in and are being allowed, not the shaving...

Speaker: Didn't... didn't I know that doing that. That's very interesting because you're aware as a long time Safeway member. They always had a pretty stringent policy on facial hair, tattoos and piercings. So obviously coop must have a different policy.

Speaker: Really bad. Oh they have no policy in that way at all. When the staffs, the old Safeway staff aren't against it but I feel like I the challenge getting in a way right coming up to (??). They ask me what I think I'm doing. Of course other people that's been hired of course part of the store reopening such as nail cutters and stuff. They have literally like tattoo diamonds and goatee and stuffs like that. So that is the question there. So I don't know what your communications have been less coop but I'm...

Speaker: So I'm going to let Marie answer that question. She's waiting madly at me here.

Speaker: Hi Dona, how are you? Hi Dona.

Speaker: Hi there, thanks.

Speaker: Hi.

Speaker: Yeah I'm here.

Speaker: I just wanted to let you know that's more of a servicing issue and I think that what we need to do is look at the different policies that the coop has. So what I'm going to do is just like what I did with the caller before. I'm going to take down your information, I'm going to pass it on to the rep and then we'll be able to get further information from you that way and we'll look into what we can do, okay?

Speaker: Okay, so the next question that we're going to take is from Robert in Neepawa. Robert, please go ahead.

Speaker: Yeah, as a member of the union, I'm wondering how does one show interest to the union to become part of the negotiation group for their perspective company and once they're accepted, is there a training from the union that's available?

Speaker: Yes there is. As a matter of fact that was one of the things I reported on is that we're going to be doing... I don't know and now you work at Neepawa so I'm not sure if you work at Safeway or if you're HyLife Plant in Neepawa but the HyLife Plants negotiations will be the training for negotiations will be taking place June 18th and 19th for shop (??). So I'm just going to turning over to B who's actually going to be conducting negotiations, so B go ahead.

Speaker: Yes, hi so we are going to be having a negotiation training session on June 18th of Jeff and the (??) that's primarily for the current highlight shopper. Of you are interested in serving on the negotiating committee I would strongly suggest that you contact Wendy Lundy your Union rep because we will be putting together the negotiating committee for that run of bargaining very shortly and of course we going to want to make sure that we have representation from all of the various different area of the plant.

Speaker: Okay, very good. So now Tara in Winnipeg. Tara, please go ahead.

Speaker: Hi, Jeff.

Speaker: Hi, how are you?

Speaker: I'm good, thank you. I worked at the Grace Hospital and I have been approached by approximately 40 of our members there, asking if there's any way that need to be given in Union magazine by e-mail rather than having it sent out. My fellow employees find that it is, it's a lovely magazine, it's flossy, it's color, it's sent out in a mail. It's a huge expense and you know it's not really environmentally friendly. At the hospital we're trying with everything to trying cut down on paper, we can't even have our own printers in our office anymore because we're not allowed to print certain things so just wondering if that is possibility?

Speaker: Okay, first of all your after my own heart there because getting rid at paper is one of the things that since I became president, I've been working extremely, extremely hard to do then you can imagine how much paper the union of 15,000 members is actually go through. And yes, it is a wonderful magazine. I'm very very proud of it but more importantly, yes you can get it sent to you by e-mail and we're actually building an app at this point so that you will be able to get and in the meantime you can always download our magazine and let your union or not know that you don't want have the magazine mailed out to you and you can download or read out of our website to the PF format. Simple to download and very environmentally friendly that way. So thanks for that question, it's very good and something that I completely agreed with you on and we are working on making improvement in that area. Next question is from Gladys in Winnipeg. Gladys, go ahead.

Speaker: Yeah, hi. Yeah, I believe I heard just a little bit earlier that you are trying to eliminate here one (??) two. Did I hear...

Speaker: Yeah actually have. We actually negotiated that in a last agreement that do you want it (??) has been removed. It was just that it was delay because it took a lot to change the scheduling practices at safely. So what we had, we had to do is given him until June to actually get it completely implemented so that's been our focus since we got the contract the last one. Okay, so now we've got Patty in Winnipeg. Patty, go ahead.

Speaker: Hi, how are you?

Speaker: Hello, I'm not bad. How are you Patty?

Speaker: Pretty good. My question is our store from (??) is closed out so we were transfer to different safe (place?).

Speaker: Right.

Speaker: I want to know about the senior fee and the hours. Are we going to be getting the same hours that were getting here?

Speaker: So you're seniority stays the same no matter which store you go to and that's really going to depend on exactly where you fall in that department and on that schedule based on your seniority so that's a very difficult question to answer without knowing exactly what story you started to go into. And my suggestion to you on this, will be to contact your servicing rep who's dealing with the placement of all of the individual at first 709 currently and who's going to be walking through the process with management and with the individual in place.

Speaker: All right so we have a vote 10 minutes left the general membership meeting is going to run until 8:00 so please press star 3 if you want to get in the line to ask a question and I think now we've got Darlene in Winnipeg. So, Darlene please go ahead.

Speaker: Good evening, everyone. I've been building a lot of questions for (??) regarding the buyout. In your opinion, will it be at for disclosure of the company as to whom received them and when may this start. Secondly, in your opinion what type of criteria would the company be looking for when choosing particular employees to received buyout and thirdly, what stage would the union be involved in those buyouts if at all.

Speaker: Okay, so I answer 1 and 3 first and that is the collective agreement of requires us to be involved in the process so we need to know who is being offer to buy out and when there being offer to buy out so for disclosure there on both ends of it. And I believe that the second part of your question is what the criteria keep that (??) was going to the using and I would suspect that here's why an employer office is a buyout because what they call it the bargaining table was an investment, right so they offer a buyout on the basis that they know they're going to recruit the money that they pay you out on the buyout in the wages by hiring somebody who's at (??) as opposed to the (??). So what would they be looking for, they've b looking for people who were senior over skilled employees probably in primarily the clerk classification because buying out you know the people in the (??) department are buying out the people in floral or in frost they see that whether it's right or wrong and I'm not making a comment on whether it is in the company sees that is taking more training so they've rather try to find somebody who's in the

position that is easily trainable, that is a tougher over skilled rate that could be replaced by an employee that it make a significantly last so that they can get their money from the buyout back. They don't offer the buyout for any other reason. So we have Sheryl in Russell. Sheryl, please go ahead. Hello, Sheryl are you out there in Russell, Manitoba? No, I guess we lost Sheryl, so we will move on to Brian in Winnipeg. Brian, please go ahead.

Speaker: Hi...

Speaker: Hi, Brian.

Speaker: ... we have an effective... hi, we have effective agreement and it's everything is not really clear about it that we have maintenance and all that in 2012. It was fine and in 2013 with the new CBA production is involved in that...

Speaker: Okay.

Speaker: ... I talked to the union representatives about it and well 1/2 there was one union negotiator that agreed to it. The other half didn't agreed to it...

Speaker: All right. Okay, you like that. I've got the negotiator here with me Brian the negotiator that call for (??) only going to get B to ask and answer your question. Go ahead, B.

Speaker: Hi, Brian. Yes I negotiated the collective agreement and I actually ratify that collective agreement and I did received a phone call last week from your shop to it with regards to an issue with one section of the contract that we ratified and that was on our ratification document. What I would suggest you is that you give me a call tomorrow so I can walk you through the changes and we can have for the discussion on that point. You can reach me at the Union office at 786-5055.

Speaker: Okay, so our next question is from Joan in Winnipeg. Joan, please go ahead.

Speaker: Hello.

Speaker: Hello.

Speaker: It's me again. I'm questioning about (CIDA?) which is other of our benefits through the Union.

Speaker: They're the administrator of the benefit. Actually, your benefit is jointly trust to even (CIDA's) that administers the benefit payments.

Speaker: Yes and what I'm trying to discuss with especially with the fellow workers at my work place it's taking 3 to 6 months before we get our returned.

Speaker: Wow, that's heart break.

Speaker: How can we expedite that?

Speaker: That all. First of all we need to know about it and then we need to approach (CIDA's?) does and find out what that particular cases so I think what we need to do is have you contact your Union Rep and actually give us your direct information. Call the Union office at 204-786-5055 tomorrow and then I think that we can try to find out if there's other that have the same issues as you as you and approached (CIDA's?) and try to find out what's the story is because you are right that is way too long to the waiting for your cheque from (CIDA's?). So now we'll go to Sonia in Winnipeg. Sonia, please go ahead.

Speaker: Hello, Jeff. How are you doing?

Speaker: How is Sonia feeling? How are you?

Speaker: How are you?

Speaker: I'm fine, good.

Speaker: Finally got through to you. I got 2 questions for you. You are mentioning on the treasures report about the strike pay. The strike fund...

Speaker: The strike fund, yeah.

Speaker: ... how can it so hot...

Speaker: 1.3 (??).

Speaker: ... yeah. How can it so hot high and how long is this been going on and who is the strike pay for coming up?

Speaker: Okay and the I ask you another question and then we'll answer both, okay...

Speaker: Okay, my second question is Maple Leaf Foods, Marion negotiations is next year and I've been listening to this last hour of Brandon.

Speaker: Yup.

Speaker: Yeah, if what Brandon negotiation is that the (??) set as for Marion Street next year. 'Cause I hear...

Speaker: Okay. So Sonia what I'm going to do is I'm going to answer the second question first. And the second question is that if possibly could I don't know, I don't have a crystal ball I hope by the time we get through Brandon negotiation and the plan to up and running a 100% but you know that the raw

material that goes to the Winnipeg plant comes from the Brandon plant so if there's a hog shortage or work shortage at Brandon plant and evidently it will affect the Winnipeg plant whether there is the bacon operation or the ham operation at the (??) plant. Certainly what will hearing is that the hog shortage is starting to turn around and the good news is that your contract is doesn't expire until the end of 2015 so that's a year and a half a way and hopefully by then all of the bad news about the shortage of hog and a shortage of workers in Brandon will be behind us and both plans will be coming right along. The second part, the strike fund is something that wherever we possibly can we put money into the strike fund and the strike (??) is to any workers who are on strike or locked out it locally 32 so we've paid out to people like on Europe and (CNIB?) and Granny's Poultry and Vista Park Lodge over the last several years. And the reason why when you think about it why we have slowly stand a great job of saving money this are going to really sent us to job of making sure that we do dedicate some of our budget every year to building up that strike fund is because if we have a strike at your plant whether there is a thousand workers, we would spend the \$1.3 million in very very short time getting straight date to our members and it helps us that the bargaining table is employers know that we have a million 300,000 in the strike funding know that they can believe this driving know that we can keep our members from losing their houses and losing their cars and getting into too much financial trouble by paying strike pay so that's make some work harder to get the deal with this at the bargaining table. Hey, we going to try for Sheryl in Russell, Manitoba again. Sheryl, are you there? Hello, Sheryl. Are you on the line?

Speaker: Hello.

Speaker: Hello, you are Sheryl? How are you?

Speaker: Hey, how's it going? Thank you very much for this.

Speaker: No problem. But before anything we just lost you again. Call back in Sheryl, we'll take another call here and then... who's we got on the line now. We got Trevor in Winnipeg. Trevor, go ahead. Hello Trevor, are you there? Soon to be having a minor technical difficulty was getting through Trevor in Winnipeg. So let's move on to Rebecca in Winnipeg. Rebecca, are you there?

Speaker: Yeah.

Speaker: Sure, go ahead Rebecca.

Speaker: Hi. Yes, hi. I just have a (??) like I've been working last 2 years back ago so and I get tired of work and then I have a knee surgery and then they cut off my benefit so I was been back and forth with WCB where do I have to (devote?) at?

Speaker: Ella Marie take that question.

Speaker: Again, anything to do with WCB is best to contact your full time Union Representative first of all if once you've been denied WCB we actually do have an appeal process that we can help you with. So if you need help with getting your WCB file completed first of all you can call your full time Union Rep and they will help you out. If you've been denied WCB and you want to appeal the decision then you phone in to the Winnipeg office at 1-888-832-9832 or Winnipeg at 204-786-5055 and you just tell them that you need some information about the WCB appeal and we'll make sure that we get the right information out to you.

Speaker: Okay, so I'd see one of the next question is from Helen in St. Adolph and the was... you just wanted those to repeat the information about the safely Sobeys buyout so the information is that the employer can buyout an employee up to a maximum of 30,000 and the company is indicated that bargaining that there maybe more that was to happen is you have to indicate to your employer that you're interested in receiving a buyout. The employer makes a final decision at their discretion and that we're hoping that the buyout will start to happen relatively soon. We have been focus as I said before on trying to deal with the scheduling issues that came out of bargaining and so that's been our focus up until now and our next focus obviously will be on the inter-aspects of the agreement including getting some information that oath to Sobeys/Safeway members on the buyout. So looking at the clock and I'm getting the knot here, it is 8:00 PM so I do want to thank all of you for joining us on this our first ever Telephone Town Hall general membership meeting, if the feedback we get from this format is positive we will conduct our next general membership meeting which is scheduled for September the 2nd, 2014 by Telephone Town Hall as well. So thank you again for participating in your Union and our general membership meeting is now adjourned.