

Speaker: Good evening everyone. My name is Jeff Traeger and I am the President of your union, UFCW Local 832. With me tonight is your Secretary-Treasurer, Beatrice Bruske and my Executive Assistant, Marie Buchan. And we have a special guest with us tonight from British Columbia and that's Dan Goodman, Secretary-Treasurer of UFCW Local 247.

Speaker: Good evening.

Speaker: Dan is joining us tonight so that he can experience first-hand how we conduct this Town Hall Membership Meetings and see whether this type of meeting might be something that Local 247 may also want to do in the future. I want to welcome you all to the 2015 Spring Telephone Town Hall General Membership Meeting for members of UFCW Local 832 which I now call to order. I also want to say a special welcome to any of our members who's celebrating Patrick's Day and thank you for taking some time out of your celebrations to join us tonight. We're going to be asking questions a little bit earlier so to get in the lineup to ask a question, simply press the star key, followed by the number 3 key and you will be placed in the queue. This is our Fourth General Membership meeting that we've done by Telephone Town Hall and I want to thank all of you who have participated in these meetings for making them such a success. One of the things that we've done following the last three meetings is to get some feedback from our members on what they like or don't like about the Town Hall format and to get ideas from them about how we can make the process better. Besides hearing that these type of meeting is much more convenient than conducting physical meetings and also hearing that our members are living in remote communities can participate without traveling. It's clear from that feedback that the Telephone Town Hall format is popular because it gives everyone an opportunity to hear from and ask questions of the leadership of their union directly. Some of the not so good feedback that we've received is that the reports that we present are sometimes long and not always have interest to all of our members. Unfortunately, some of the components of the meeting are required by our constitution and our bylaws so must be presented to all those in attendance. For instance, we have to read the minutes of the previous meeting. We have to have a report from the Secretary-Treasurer on the finances of the local and we have to have a report from the president outlining the important events happening at 832. So tonight, we're going to try to take some of your suggestions and change the structure of the meeting just a little bit. We will begin by reading the minutes of the last meeting and then ask you to vote to approve those minutes. I'll review the voting process with you in a moment. While we're waiting for the results of that vote to be tabulated instead of moving on to the next report as we have done the last three meetings, we're going to open up the phones to any questions you may have then. We'll do the same thing with the other two reports so that we can get to your questions earlier and throughout the meeting instead of waiting for the meeting to end. To vote on any of the three motions when the time comes, we will ask you to vote yes by pressing the number 1 on your keypad or to vote no by pressing the number 2 on your keypad. To get in the lineup to ask a question, simply press the star key followed by the number 3 key and you will be placed in the queue. Since we're going to be opening the phone up as I said for questions in just a few minutes, please get in the queue

now if you have a question and again, do that by pressing star and the number 3. One of the few complaints we have had about this format so far was that we couldn't get to everyone's question as the meeting must be limited to one hour and we will end at 8:00 PM or earlier if our business has concluded. If we don't get to your question because of the time restraints tonight, we will have your full-time union representative contact you over the next day or so to follow up with you. The first order of business at a General Membership Meeting is do a roll call of officers present and since we can see all of the callers identified here on our 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 also appoint a recorder for the meeting by I can see that our Executive Board Recorder Debbie Jones is on the line and Debbie will be taking minutes of today's meeting. So let's get the meeting started by having Marie Buchan read the minutes of the last meeting that was held Tuesday, November 10th at 7:00 PM. Remember to get in the queue to ask a question now by pressing the star key followed by the number 3. Marie?

Speaker: General Membership Meeting for November 10th, 2014 at 7:00 PM, Telephone Town Hall. The General Membership Meeting was called to order at 7:00 PM by Jeff Traeger, President who chaired the meeting. Roll call of officers present, there were 10 officers present. Financial report, the financial report for the nine months ending September 30th 2014, were reviewed by Secretary-Treasurer B. Bruske. President's Report, the President's Report was read by UFCW Local 832 President Jeff Traeger. Staff Update, President Traeger reported the Michelle Masserey passed away on September 5th. Maple Leaf Brandon, negotiations continue from Maple Leaf Brandon. We have had 20 days at the table with date to continuing this week to November 14th and 13th date scheduled in December. Bargaining is currently centered on the large issues such as wages, benefits and pension. We are hoping that December dates will not be necessary and that an arrangement will be reached... an agreement will be reached by the end of the week. HyLife. Jeff Traeger will take over negotiations for the HyLife CBA which will expire on January 31st, 2015. Grace Hospital, Secretary-Treasurer B. Bruske will take over the negotiations for Grace Hospital, DSM Pharmacy Program and Grace Hospital. There have been three days at the table with further dates scheduled in December and well into January. Sobeys West Inc. along with the June store closures, announced at the June GMM, Store 707 Sturgeon and Ness will be closed on November the 15th, 622 Steinbach, 628 Brandon Shoppers Mall and 712 Garden City will also be closing on December 6th. Lucerne and Plants, the sale of Lucerne and milk plant to Agropur is still waiting for the sale to be finalized to the Competition Bureau. There's still has been no announcement on the Lucerne and Bread Plant where we are now 20 months without an agreement with bargaining to continue on November 12th. Loblaw Shoppers Drug Mart, we have a province-wide agreement with Loblaw and the intention is for the union to take the position when Loblaw purchase shoppers, all employees working in shopper's should be come to UFCW Local 832 members. We have referred the grievance and we are expecting significant legal delay. The first hearing is scheduled for April 15th, 2015. Staff changes update, our Northern Rep Blair Hudson officially retire in October and J.P. Petit has made the move to Thompson to take over the northern territory. Marilyn Gregoire and Lorraine Thomson, Brandon support staff will both be retiring at the end of 2014 and Zara Pople and Agnes Feng had been hired at the new... as the new support staff. Joe Carreiro and Curt Martel previously on a one-year term,

had been hired this full-time Union Representatives. Ray Berthelette from the Brandon office has announced his retirement in 2015. You can visit our website for a list of all of our staff members and their assignments events, Light the Night Walk, our second Light the Night Walk was held on September 27th, 2014 at the Forks. Office Launch, this initiative was launched in our training center on October 2nd, Option For Success premier placement UFCW Local 832 and fear make up the office group. This initiative has been implemented to assist people who have particular challenges in finding work. I mean this poll election, Brian Bowman was elected to... elected the new mayor of the city of Winnipeg and our local is hopeful that the city and province will be able to work together to attain their common goals. Policy conference will be held November 20th at the training center. Members of the advisory board and executive board will be attending and the theme for the conference this year is Diversity. The advisory board will also provide input and recommendations for the 2015 budget. Executive board will meet on November 20th to approve the final budget for 2015. Number four open questions, there were seven questions taken from the floor and all questions were answered. All questions asked and responses provided are recorded and kept on file. The meeting was adjourned was no unanswered questions in the queue.

Speaker: Thank you very much Marie. I will now ask for a motion to approve the minutes of the November 10th meeting as read.

Speaker: So moved.

Speaker: Seconded.

Speaker: So it has been moved and seconded so please now 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 minutes of the previous meeting or any other question at all, please press star 3 now and we will gladly take your question. So while we're waiting for the results to come in, we're going to open up the floor and take a few questions, I see there's about six or seven of you in the queue. So let's start with Joyce Strover from Winnipeg. Joyce, go ahead.

Speaker: Hi, Jeff. Hi Jeff, how are you tonight?

Speaker: Hey Joyce, how are you?

Speaker: Good. My question is, I had quite a few people came up to meet today at work and want to know about the... they heard the minimum wage will be going up in October, would that affect them too? They are part-timers.

Speaker: Yes actually it would have affect them if they're junior part-timers, if their relatively new hires but one of the things that hasn't been confirmed yet Joyce is that minimum wage is increasing. I'm on the labor management review committee and part of what that committee does with the group of managers and a group of labor people is to... at the direction of administer of labor is to review certain pieces of labor legislation and we're on the current process right now of reviewing the minimum wage. It's gone up both 78% since 1999 since the end of the government got elected and it's gone up every single year. We're currently the second highest in the country for our province, second only to Ontario. So my suspicion would be either that it would increase again this year in October but just how much, not too sure. So now we've got West Blame from Brandon. West, go ahead.

Speaker: Hi, how are you tonight?

Speaker: Not too bad. How are you doing?

Speaker: I'm all right. I was wondering I go there in contacting in Carberry and I know things are handled certainly but I've got basically a couple of question. We sign out a letter for strike vote but there was no answer along there to think about. So I really don't know what I'm going to that meeting you know I'll be nice to know and analyze and ponder whatever offer. But my second part is the King has recently got in trouble for having non-licensed electricians on the floor and all the times had typically two floor electrician. He was going for one because the other one wasn't licensed to and in fact it's a student and has to stay with me so we...

Speaker: Okay what I'm going to...

Speaker: Yeah.

Speaker: Go ahead.

Speaker: So I would cut our... we've cut our staff in half, our work load are going to double and I don't feeling hiring another electrician for you to (??).

Speaker: Yeah okay well listen. I'm not, I'm not a hundred percent sure what's going on this is obviously in McCain in Carberry but I do know that we've got a rough set of bargaining going on right now with that employer while I was bargaining the highlights in the Maple Leaf Agreement. Some in the Brandon office, some of those negotiations were on going and I do know that a strike vote has been called for this weekend. The reason no information comes out is generally speaking we like to give out the information to all of our members together at the meeting so that they all hear the same thing, get the opportunity to ask the same questions and then to make the decision on how they vote but with respect to the situation that you've got going on with the limited resources of staff in the engineering department, I would suggest that you talk to your union representative right now. Your Union Representatives Ray Berthelette and Morag Stewart will be becoming your union representative in a couple of weeks so I know the two of them are working together on the territory transition and I suggest you give them a call directly about that particular issue. That certainly the reason why we've got a strike vote coming is because we've got some real uncomfortable bargaining going on at McCain's right now. So we've got Bill McDonald. Bill, go ahead.

Speaker: Yes, how are you tonight?

Speaker: I am good. Yourself?

Speaker: Not too bad. I've got a three-part question here for you.

Speaker: Oh boy three for the price of one. Okay.

Speaker: You bet and you're getting your money's worth tonight, sir.

Speaker: Or you are, one of the two.

Speaker: Yeah well and I guess it depends on how you look at it. Okay.

Speaker: Okay. Where do you work by the way, Bill?

Speaker: I work for McCain's in Carberry.

Speaker: Okay.

Speaker: Okay. So it sounds like...

Speaker: So what's your thoughts on calling in tonight?

Speaker: Yeah it's a Carberry topic show tonight I think. Okay the first one is and it's just not my feeling but it's... I would have to say probably at least 70% of the employees there with all the new hiring's, the authenticity of the people that you're bringing in or the McCain is bringing in. Speech is not a strong part of their performance, understanding I guess because of the speech thing and just the... it's the overall feel when they five or six of them will get together at your table and they speak their own language. It's just rude.

Speaker: Okay listen, Bill I got to tell you something. I hate to you know disagree when we've got hundreds of people on the line but I have to disagree to you a little bit just because UFCW Local 832 is very open and inclusive union and we are the union for all kinds or workers whether they're born here in Canada or whether they migrate in from other countries through a variety of programs including the temporary foreign worker program and we are also the largest provider of English is an additional language training in the province of Manitoba. And I think that it's a good thing for Manitoba, Carberry, Neepawa, Brandon, Winnipeg and other areas to have... to celebrate the diversity that is, our culture and reality is, is there's a lots of jobs specially in Western Manitoba right now that would go and feel if it wasn't for some of the recruitments of companies like Maple Leaf and like HyLife Foods in Neepawa have done through the temporary foreign worker program. And I tell you that I really believe that this folks are making a tremendous contribution to their province and a tremendous contribution to our economy and I think that we should be working hard to make sure that they are included in, not just in the company where we work but also in our union. So we're going to move on to second... the next caller now, that's Christine Okloma. Christine, go ahead.

Speaker: Hi Jeff, this is Christine.

Speaker: Hi Christine. How are you tonight?

Speaker: I... Very fine, that's all.

Speaker: I'm good, thank you.

Speaker: Yeah. I just have a quick question.

Speaker: Where do you work?

Speaker: The company that...

Speaker: Where do you work, Christine?

Speaker: I work with Life's Journey in Winnipeg.

Speaker: In Life's Journey, okay.

Speaker: FASD and currently they're just trying to come up with a new collective agreement.

Speaker: Right.

Speaker: And I just wonder where that the vacation part of it can be change a little bit because at the moment, if you don't take your vacation, they have no vacation payouts and your fault to take your vacation. So I was just wondering whether they can change it to include that if you don't really want to take a vacation and you have nothing to do but you still want to keep working, then they can do a vacation payouts and you don't have to like go home and just to sit around doing nothing and that one can be...

Speaker: Okay, well.

Speaker: ...included in that way if you want like they can give somebody that option.

Speaker: Okay. Well, what I'm going to do, I'm going to let Marie Buchan who works full-time in our negotiations department right now who's here in studio with us. I'm going to let her take that question, okay? Go ahead.

Speaker: So Christine, Martin Trudel is going to be your full time negotiator assigned to negotiate your collective agreement. He's actually going to be scheduling, the reason of process is scheduling and sending out notice to everyone. There's a proposal meeting that's going to be coming up and you will have the ability to attend the proposal meeting and you can give those kind of suggestions at the proposal meeting and if you can't make it to the proposal meeting, you can always call the Union Office and speak to Martin Trudel, your full time Union negotiator directly.

Speaker: Okay I see on the screen, I know there's a few other people in the queue and we will get your call in just a moment but we have another order of business that we have to take care of as part of the meeting. I do see on the screen the first motion of the meeting which was to accept the minutes of the November 10th meeting has been carried by 97% of those who voted. I will now ask Secretary-Treasurer B. Bruske to give us the financial report for the local, for the fourth quarter of 2014, that's the 12 months ending December 31st, 2014. And just a quick reminder if you do have a question, press the star key and the number 3 to get in to the queue. Go ahead B.

Speaker: Good evening everyone. The local operates financially by dividing our offering expenses over a number of budget categories annually. I'm going to give a brief important what our expenditures were for the year of 2014. Arbitrations, in this category we've budget to pay for arbitrators fees, the occasional outside legal fees, time off for our members to attend their hearing, including any witness

cost. In 2014 this category cost local \$182,000. Communication, this category pays for our magazine, the website, mailings to members, printing of collective agreement, etc. To the end of 2014 we spent \$292,000. Education of members, this category pays for lost wages for members taking shops to a training. For those members who's employers do not participate in the education and training trust fund. In 2014 we spent \$50,000. Equipment rental, this covers the cost of photocopiers Post-test machines and miscellaneous equipment for our three offices across the province. In 2014 we spent \$62,000. Income Tax, this is to pay for our popular income tax preparation program for the members. In 2014 we spent \$83,000. Insurance, this includes all the local insurance needs such as building in rental insurance in our three property across the province as well as liability insurance. This cost us \$55,000 in 2014. Negotiations, this includes all negotiation related expenditures including meeting room cost for a proposal and ratification meetings. Occasional cost for negotiations meeting room rentals, lost wage replacement for committee members. To the end of 2014, we spent \$541,000. Most of this cost related to the Sobeys, Safeway negotiations in the Spring and to Maple Leaf Brandon negotiations in the fall. In addition to the 57 other bargaining unit that read at the start of or at the end of the negotiations process in 2014. Organizing, the cost of organizing new workplaces very depending on the amount of organizing drive that are happening at various workplaces throughout the year. In 2014, our expenses were a \$105,000. Per Capita Payment, these are the payments that we make through our national and to national and international union. The Canadian Labour Congress as well as the Manitoba Federation of Labour and various labour councils that are active across the province. To the end of 2014 our expenses in this category was \$3,075,000. Postage cost, the cost of mailing out items to our members such as the magazine, letters, collective agreements, new member kits. In 2014, our cost here were \$181,000. Property taxes, to pay for our buildings in Winnipeg and Brandon, we paid \$53,000. Rent and utilities for our Thompson Office, the rent along with utilities for all of the offices including Winnipeg and Brandon cost us \$477,000. Salaries and cost, to pay for all staff wages and benefits including union reps, negotiators, in-house lawyers, support staff and relief union reps throughout the year in our three offices cost us \$4.3 million. Servicing, this represents all cost related to servicing our visiting workplaces, meeting rooms for member meetings, etc. In 2014 we spent \$313,000. By the end of 2014 we were \$331,000 over budget for the year in total. The likelihood of being over budget along with the potential of having an international per capita increase was the reason that the decision was made to have a 50 cents across the board dues increase in January of 2015. This was the first general dis-increase which affected all bargaining units in the past 10 years and with necessary to ensure that we can continue to provide the services and representation that union currently provides. We currently have \$1.2 million in our strike fund and \$400,000 in the bank and we are overall in good financial shape.

Speaker: Okay, excellent. Thank you very much B. So I will now ask for a motion to approve the Secretary-Treasurer's Report for the 12 months ending December 31st, 2014.

Speaker: So moved.

Speaker: Seconded.

Speaker: 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 or anything else at all, please press star key followed by the 3 key and we will gladly take your question. So while we're waiting for the results of that vote I will again open the floor to any questions you may have and we have Mark from Winnipeg. Mark, go ahead.

Speaker: Hi. I work right now for Loblaw here in Winnipeg and I'm actually also an Army Reservists.

Speaker: Okay.

Speaker: Now my situation is that the army is asking me to go on training this coming summer. What are my rights essentially protection wise, for keeping my job while I'm away? I know there's provincial laws saying that the company has to keep my job open for me but my only concern is that the company might restructure while I'm away and they say my job is, my position is no longer needed and they downsize. So is there something...

Speaker: Okay, well. Well...

Speaker: ...something that union can do for me or...

Speaker: Yeah, well obviously there's nothing directly in your CBA that speaks to that kind of leave but there is a personal leave in the CBA and there is a requirement that the employer respond reasonably to such request and so I would think it would be very unreasonable for the employer to say that you couldn't have a leave to go to be an Army Reservist. So what I would suggest you do is start by requesting a personal leave and outline in your written request what that, the need for that leave is and keep a copy of that request for your union representative. I'm not sure if even in Winnipeg so I would think here with either be Roberta or Jason would probably be your representative. Make sure that they have a copy and that they're aware of it and ask for the company to give you something back in writing. Certainly we would be willing to take the strong position that a denial of such a request of leave was

not, was not reasonable and then the collective agreement does protect you to return to your job at the conclusion of your leave. All right we've got... our next caller is Jordan from Winnipeg. Go ahead Jordan.

Speaker: Yeah, hello. I want to first say hi to everyone.

Speaker: Hello.

Speaker: And I hope you all doing good.

Speaker: You as well.

Speaker: Awesome. I worked for Garda and I have, I don't really have any issues with Garda like I mean everyone there is nice, everyone is really nice like from the staff, from the people in the office, from the scheduling manager, everyone everyone is really great. My only problem is they cannot shift getting jobs like I mean like getting shifts like I've been there since January and I can see I've only like the amount of time I've have worked there I was probably been like maybe two weeks that I have got in shifts like two weeks' worth of shifts aside from that I have been home. I haven't been able to get any shifts. Every time I call, there's nothing available.

Speaker: Okay Jordan I've got...

Speaker: So that's my...

Speaker: ...you know I've got Secretary-Treasurer B. Bruske here with me who spent a lot of time both servicing and negotiating in the security industry particularly with Garda as well so I'm going to turn it over to her to answer your question.

Speaker: Good evening Jordan. Unfortunately, January isn't a long time in terms of employment time with the employer and Garda is very much dependent on how many client contracts they have at any given point in time in terms of how many sites taken and assigned to security officers that are out there.

And normally what most security companies do is they hire a number of security officers so that they have a number of people that they call upon when in fact they do get a new client and then they would place you at the sites once that happen. However that does mean that when you're a brand new security officer, you won't have there and then you should until such time as you can actually be placed. My suggestion would be free to connect with Curt Martel, your Union Rep and he can assist you in terms of trying to determine whether or not there are sites that you might be illegible for.

Speaker: Okay, we're going to take one more call then we're going to move to the President's Report. Let's start with Robert Persson. Robert from Winnipeg, how you doing? Do we lose him?

Speaker: Hey Jeff. My question Jeff is actually it's not really a question, it's actually a comment but you can rectify. I'm getting a lot of employees through Co-op at my store stating that they've heard of rumors of a buyout for Co-op and I'm starting to them in the collective agreement it's only for Safeway workers. Can you confirm that again for me?

Speaker: Yeah, it actually says right in the agreement was negotiated with Sobeys West Inc. for Safeway employees to be buyout specific to, Safeway employees it would certainly be unreasonable to say that the Co-op will only enforce source in Winnipeg and had spent \$3 Million in buyouts and they were not a party to those negotiations and we did originally look at that when we first thought the deal done and sends it off for a legal opinion but there is no way that we could be in a position to force Co-op to pay \$3 Million in buyouts. And in fact, Co-op, if ever Co-op is wanting to expand even further into the Manitoba market so it's unlikely that they'll be looking at buying out anybody at this time. So I see on the screen that the motion to approve the Secretary-Treasurer's Report has been carried by the majority of those who voted. So I'm going to move on to the President's report. Before I do just another reminder to press star 3... the star key and followed by the 3 key to get in the queue to ask a question. So on to the President's report then since my last report which was back in November. We had our Policy Conference on November the 20th, it was a very successful event where we brought our advisory board which is Rep for Geographical and Industry Representative Group from across the province together with our Executive Board and our staff. The theme of that conference was The Diversity of Our Union and we had speaker such as Leeno Karumanchery who spoke to us from Diversity Solutions Inc., Shahina Siddiqui who came to us from the Muslim Community and Diwa Marcelino who came from Migrante which is a Filipino Labor Organization that we partner within Manitoba. We also review the recommendations for the 2015 budget which you just heard these report for the year 2014. I spent a lot of time as I said, I was in Brandon the last little while. I think I had almost... I think I had exactly 81 days in Brandon Hotels between the beginning of September and the end of February. We had the Maple Leaf Brandon Agreement was the first half of that the HyLife bargaining was the second half of that but the Maple Leaf Brandon agreement, we had 23 days at the table between May and the end of November. The deal was ratified on December the 8th and it's a very good contract. We're very proud of it. Wages are increasing

by 16 to 17.2% over life of the agreement. We have a \$2.2 Million pension commitment to pay lost pension when we moved people into a new pension plan into 2010. We reclassified a large number of jobs that meant \$540,000 in more money in our member's pockets each and every year. We negotiated the 5th week a vacations some monetary increases to premiums booths and tool allowances and one of the best pieces where that there were no concessions. HyLife negotiations opened on December 10th. We've had a fight in Maple Leaf Agreement December 8th and I opened the HyLife bargaining on December 10th just two days later. We've bargained 24 days in total and reached a tentative agreement February 28th at 1:30 AM. Ratification meeting has been scheduled for this coming Sunday, March the 22nd at 2:00 PM at the Yellowhead Centre in Neepawa and the vote will be conducted in the plant between 5:00 AM and 7:00 PM on Monday March the 23rd. So that's two of our big Packinghouse agreement so obviously Maple Leaf in Winnipeg is the next one up and that contract expires December 31st. Healthcare bargaining has been going on at same time as we've been doing these red meat negotiations and B. Bruske has been leading up the healthcare bargaining so B. can you give us an update?

Speaker: Sure, so healthcare bargaining has been underway for a number of months now. We've had about five dates at the bargaining table to date. The employer just for this week cancel two days of bargaining which were to take place today and tomorrow because we're now down to our monetary proposals and unfortunately the employer bargaining committee has not yet received a mandate from government in terms of what kind of wage proposal and benefit improvements they can offer us. Our next day at the bargaining table has been scheduled for April the 16th and we will be scheduling additional dates thereafter to hopefully conclude bargaining shortly.

Speaker: Thanks B. As soon as we finished the... doing all that, heavy bargaining in February then we all had to head down to the NDP Convention in Winnipeg which was held from March 6th to the 8th. Local 832 had a very large delegation president... present. We're happy that the leadership issues within the party are now over and it's our sincere hope that we can now get all the different camps on the same page and start preparing for what we think will be a tough election in 2016. While all this was going on, we had a very successful organizing drive at the Sobeys Warehouse on Inkster here in Winnipeg. The drive took place in October and November. The vote was held on November the 27th. We were then certified as the bargaining agent December 4th and I bargained the contract through January and February and we ratified the first collective agreement on February 22nd for our 124 new members and if any of you are on the line then congratulations and welcome to your first General Membership meeting. We then have some more news on the Lucerne plants. As you know we represents the Lucerne Milk plant and the Lucerne Bread plant and I did report on this last time so just briefly let you know that the sale of the Lucerne Milk plant to Agropur has just recently been finalized. And the sale of the Lucerne Bread plant to Canada Bread is going to be finalized on March 29th then we will be beginning negotiations with that unit shortly thereafter. This is all part of what I would call Sobeys rationalizations and really it started right after Sobeys bought Safeway and they were told by the Competition Bureau

that they had to divest 25 stores in late 2013 and 2014. Since then, they have sold or closed all 21 of Lucerne plants and Safeways to owning Western Canada. Sobeys is not wanting to be in the food manufacturing business there in the retail grocery business and they contract that type of work out unlike Safeway in the past. Then they closed 50 stores across Western Canada. That all took place through last summer and we reported it the last meeting that six of the stores are closed in Manitoba were now complete. And most recently, they announced the closure of the Safeway warehouse in Winnipeg and that turns out to be very bad for the 172 workers who've been there for many years and our members of Union Local 468 but it also does mean that the Inkster Warehouse will be expanding in the futures. The company has announced that they'll be moving all that work into the Inkster facility switching gears to Loblaw for a second. The shoppers Drug Mart grievance that Marie talked about in the minutes and that I have reported on at the last meeting. That the first day of hearing will be April the 15th and that hearing is just for standing. We anticipate that there will be several more dates in 2015 and we'll keep you posted on those as they come up, but new for Loblaws coming up next week the Notre Dame store which was an extra booth store that was closed down just prior to bargaining in 2013. Will be reopening as a No-Frills store at the end of this moth and then just a few weeks after that, the Main street Extra Foods store which was also closed will be opening as a No-Frills store as well. I know that there has been some discussion in the stores about saying if people are interested in transferring over to a No-Frills store, I strongly suggest that you contact your Union Representative before expressing any interest to transfer into a No-Frills store in Manitoba. It is a very different collective agreement than what covers our members at Extra Food and at Super store. Just by way of some stuff updates, Ray Berthelette in our Brandon office will be retiring April 2nd, 2015 and we have hired Morag Stewart, effective March the 2nd, 2015 to replace Ray. Morag is a senior member of our executive board, has been on the board for about 18 years all together and I know that she'll do a great job representing our members in Western Manitoba. We also combined with Ray's retirement, Morag's hiring, we will be doing a Brandon territory change effective April 7th. We are going to be, we've communicated that out to a lot of the shop stewards and now to members and management, once the change is complete which is April 7th, you can go to our website for a list of all the staff members and their unit assignment. They have also Mike Howden currently on Medical leave his territory is being covered by Sharon Grehan, our Relief Representative with assistance from others staff members and as I said before, you can always check our website for any of the staff assignments at the local. We also have coming up and save the best for last. We have our Activist Conference coming up April 7th the night at Fairmont Hotel Winnipeg. This is the first time we will be combining shop steward and health and safety conferences, obviously with the federal and provincial election looming on the horizon. The theme this year will be political action, the importance of the Union Members whether you're a health and safety committee member, shop steward or rank and file member or even a staff member. The results for the federal and provincial elections are going to have a huge impact on what we do in our workplace rights and so it's important that we get our members politically active for both the federal and the provincial elections. We're going to have some great speakers there including Greg Schlinger and Paul Moist, the National President of QP and Paul Meinema, the National President of the UFCW will also be there as well as a few others. And the event concludes with the tour of the new Canadian Museum for Human Rights for everybody attending so it should be a really good event and I hope I get a chance to see some

of you there. So that brings the President's Report to a close and with that, I will ask for a motion to approve my report.

Speaker: So moved.

Speaker: Seconded.

Speaker: So it has been moved and seconded. So please press the number 1 on your keypad to vote yes and then number 2 on your keypad to vote no. If you have a question at all about the President's report or anything else, please press star 3 and we will gladly take your question. So while we're waiting for the result of the last vote of the evening I'll open the lines to any questions that you may have. Remember star 3 to get in the queue, and the first one up, we have is Susan from Life's Journey. Susan go ahead.

Speaker: Hi Yes.

Speaker: Hello.

Speaker: Hi. I was wondering last year when I went to go take vacation time, I found out that my vacation payout had already happened. This was quite upsetting to me at that time. It wasn't a huge issue but at the same time it was a real major inconvenience for obvious reason. I was wondering if we could get something in place like Winnipeg regional as I... I also work for them where they give you something at paper at the end of April saying, would you... then you just check the boxes, would you like your vacation payout paid out on the state or would you like it paid out at the time of your vacation? That would save a headache for so many people who you know, assume the money is going to be there when they want to take vacation and it would save headache for the office staff too who's left guessing on what's the staff wants to do.

Speaker: Okay. Well I'm going to let Marie answer that question. She's our negotiations director at the moment so go ahead Marie.

Speaker: Hi Susan. Once again with the upcoming negotiations that you guys have, it's an excellent opportunity for you to make that proposal to Martin Trudel, your full time union representative. We have a lot of contracts that do have language like that but it's something that it has to be negotiated and proposed. So again, I believe that your proposal meeting is coming up, March 27th but you can confirm that by looking on the website and on the calendar or notices would have been mailed out to you. So you can also contact Martin Trudel, your full time union representative to discuss that proposal with him or you can also contact Joe Carreiro who is your full time union representative and he'll be able to relay that information on as well.

Speaker: Excellent, okay. Just a reminder, please press star if you want to get in to the queue and our next caller is Annette from Winnipeg. Annette go ahead.

Speaker: Hi. This is Annette calling on from Winnipeg and I just want to know how come Courtesy Clerk won't do stocking shelves at Safeway?

Speaker: Okay, well we're going to let B. answer that question.

Speaker: Good evening Annette. Courtesy clerks have a different classification from a Self Service Clerk. So only Self Service Clerks are permitted to stock shelves at Safeway. Courtesy Clerks duties are very strictly defined in the collective agreement to clean up type of duties and that's because they have a different wage rate than with Self Service Clerks have and that's kind of a historical background but also Self Service Clerks attain a higher wage rate and so they do some of the more challenging task than what a Courtesy Clerks would be assigned to do.

Speaker: Okay. Very good. Our next caller is Lawrence from Winnipeg. Lawrence, go ahead.

Speaker: Good evening guys.

Speaker: Good evening.

Speaker: Yeah. I have quite a few questions to say. You guys are doing a great job. I love you guys.

Speaker: Thank you.

Speaker: Yes. The minimum wage you know like... is really closing up to my pay check like if you guys can just look into a bad business you know like our wages is increasing in a very, in a snail pace like 40 cents. Can you guys said that a look at that one. And...

Speaker: Well we...

Speaker: ...my question number 2...

Speaker: Okay, go ahead. Give me, give me your second question.

Speaker: Okay, my second question, after sixth days of premiums can you guys look into that too, like to get some few bucks on that one. And the Sunday Premiums too. Saturday...

Speaker Well, okay. Lawrence, here's what I'm going to tell you that I'm going to tell you that bargaining... you are at Sobeys obviously right? Bargaining at Sobeys is not up again until 2018. We signed a 4-year agreement with Sobeys and... at the, at that... rate of the minimum wage has increasing the 40 cents is significantly higher than that and we also have got some language in that agreement that ensures that there's a gap between minimum wage and between the other rates so that it never collapses and you never actually working for a minimum wage and as far as the premiums that you spoke about, those are all issues that we would have to deal with the bargaining. So if you're not a shop steward already, maybe you should think about becoming a shop steward and what we can do is we can work together with the bargaining committee in 2018 to try to bring about some of the improvements that you're talking about. Our next question is Darlene, Darlene Dolinski. How are you doing Darlene?

Speaker: Good evening Jeff, hi everyone. I understand Jason may have brought it to your attention regarding the substantial taxation of the part-timer's vacation pay. Would it be possible to request an amendment to our contract to tax the vacation pay according to our income for the year or do we just have to accept that we're going to be chasing that rebate going forward?

Speaker: I think Marie wants to answer this one. So I'm going to let her.

Speaker: Hi Darlene. When I was a servicing representative in Wealth and Negotiator, they're... actually if you go on revenue Canada's website, there is a formula that you can actually punch in and it doesn't matter whether you get paid in one lump-sum or if they divide that amount into 15 different smaller checks or into 10 different smaller checks. The same amount of tax has come off that, there's a formula for base on your wages. Not so much to access come off by the federal government so there's nothing that can be changed for that and if you do want more information, I'll get your rep to provide you with the website if you can do the calculation and share that with everyone.

Speaker: Okay. So our next caller up is Jacklyn. Jacklyn from Winnipeg. Go ahead.

Speaker: I hear through the Grapevine that some of the smoke shops are closing in Winnipeg. My concern is, is the smoke shop on Saint Annes Road, the Superstore in Saint Annes Road, is that closing as well?

Speaker: Well, I... I'm not aware of any enclosing but B. might have some information on this.

Speaker: Hi Jacklyn. No, we haven't received any official notification at any of the smoke shops are closing so this rumor would be new to us as well. We'll found out if there is, in fact some change that's in the works and we'll let everybody know.

Speaker: Okay. So the next one is Neil from Selkirk. Go ahead Neil.

Speaker: Okay. Hi. On a slow day at work, we can go home early with, say we want to go home early two hours and we can...

Speaker: Where do you work Neil?

Speaker: ...at Sobeys in Winnipeg. So...

Speaker: At Sobeys warehouse?

Speaker: Sobeys Winnipeg.

Speaker: At the warehouse?

Speaker: Yes.

Speaker: Excellent. Congratulations and welcome.

Speaker: Thanks. Okay, on a slow day work, we can go home early and we can... the boss can ask... would ask us do we want a no pay, let's say we leave two hours early or do we want to take vacation pay? Now, does this mean that if a person has four weeks holidays and they have used up two days holidays pay going home early, can they still take a full four weeks holidays and with time off with two days short or do we have to say okay instead of being entitled to the four weeks. Do we have to cut our holiday short by two days just because we used the better holiday pay. Now is that also come as our hours also.

Speaker: Yeah, it does Neil. So what your vacation structure is called, it is called real time vacation pay. So every...

Speaker: Okay.

Speaker: ...paycheck for your two weeks of work, what you get is you get whatever percentage you're entitled to base on how many weeks you have, put on to a bank on your check that you can start taking right away and the problem with taking it right away is that not only are you taking the time like, let's say you go home two hours early, four days in a row. You've now used up a vacation day, a vacation time and you've also used up that day's pay. So the four weeks' vacation you have is now three weeks

and four days and we've even seen circumstances that came up to us at bargaining, circumstances where people had booked a couple of weeks' vacation during the summer like you can book your two weeks in the summer and then used it all up with the VTO or the Voluntary Time Off at the end of their shift and then boom when it came time to summer, they didn't have the vacation time left and the only thing that they had was... request for a leave of absence at the very best and the employer didn't have, have to approve it. So one of the things that we did to try to deal with this bargaining first of all is communicate to the folks working in the warehouse that when you do use your Voluntary Time Off to go home early, it's both the time and the money and so you got to be very careful about that and one of the advantages that we bargained to help with this was to get you banked overtime up to 40 hours that you can bank and you can use your bank overtime towards Voluntary Time Off instead of vacation time and we really believe your bargaining committee, the three fellows have bargained with me from the warehouse really believed that they, this is not going to be an issue going forward. As you know, the safety warehouse on King Edward is closing. They're moving almost two times the current volume into your warehouse and we anticipate that not only will they have to hire as many as a hundred or more but that the existing people that are working there aren't going to have as many opportunities for a Voluntary Time Off since there is both the inbound and the outbound shifts are going to be extremely busy. But if you have further questions about that, the guy to call is Ron Allard, he's your union representative and he can answer any questions you might have about that. I'm going to move on to the last caller in... oh I'm sorry, we have, the caller is not ready to go on the line yet. So we have the poll results. Thank you for the President's Report and the President's Report was accepted by a hundred percent of the members who voted so thank you for that and is there anything else Marie that you wanted to report on or B. that you had or Dan, did you want to do a little soft shoe dance for us or something like that?

Speaker: I actually wouldn't mind a thing. I'm really impressed with the way that, the way these meetings are handled and I applaud you guys for moving to this format and I think it's a great idea.

Speaker: Excellent, excellent. Well, yeah and I know that there has been interest in other locals not just... there's two locals in British Columbia and there's two locals in British Columbia and there's a local in Alberta that have expressed some interest in coming here. One of the things we want to do with this is expand it a little bit in the future as well and that is because of it's a telephone town hall. We can get some special guest on the line and we don't have to having this, so we traveled to Winnipeg to set in a studio with us. They can be on the phone just like you folks are now. So one of the people that we're going to be asking to attend our next meeting is the National President Paul Meinema and he can bring you greetings from the National Office and also kind of keep our members up to speed on things that are going on at UFCW Canada. Now B. you had a reminder about the executive board, what was that?

Speaker: I just wanted to remind the executive board members on line that we have an executive board meeting next week Friday.

Speaker: Right and one of the other things that, that Blake wanted me to report on was, that we have a new texting service. You can send the local a text to UFCW832 and the number to text to is 8444 and you will receive regular updates from UFCW on things going on at local such as the various meetings, conferences and conventions that we have as well as getting a notification through your smartphone for this meeting. We have one more caller left to finish up the night and that's Mary Capps from Saint Andrews. Go ahead Marry. How are you doing?

Speaker: Good I'm doing wonderful Jeff. I'm just phoning to comment on our membership meeting for the way they're done. I have been bragging on our meetings to my liberal council and we've got some ladies from the MGEU who... when they have their general membership meetings they do a lot of travelling 'cause their members are any elsewhere from a little up farther up North to comely to the Ontario Boarder to Steinbach and every time they have a meeting, they have it in the different place. So they were thinking this was a wonderful idea and could I please get some information to them, so they could try and get a hold of doing something like that for themselves?

Speaker: Sure. Well Mary you remember from when you were in the bargain committee member, Blake the guy that was wondering out and taking pictures of everybody and doing videos and all that stuffs. You can...

Speaker: Absolutely.

Speaker:...sent, yeah you can sent Blake an e-mail he'd be more than happy to hook up this people with the folks that got us started and actually, you know we used to do the 26th meetings were on the province as well and I can tell you that we had probably one-tenth of the participants that we have doing it this way and our Reps no longer have to travel all over the province. We don't have to vote meeting rooms all over the province and so this is a... B. likes it 'cause it saves us some money, Blake likes it 'cause this is an opportunity to communicate to a lot of our members, a lot more of our members, a lot more effectively and I like it 'cause I get a chance to talk to a members that I don't always get a chance to speak to or to meet when I'm travelling around the province. So I see now that we have run out of, just a little run out of time and we've also run out of anybody in the queue for questions. So I want to thank all of you for joining us on this March Telephone Town Hall, General Membership Meeting. We'll be conducting our next General Membership Meeting on Tuesday June the

9th 2015 by Telephone Hall as well and we'll have as I said the special guest with us for that meeting.
Thank you again from participating in your Union and the meeting is now adjourn.