

UFCW Event  
May 24, 2016

Jeff Treagor: Good evening everyone. My name is Jeff Treagor, and I am the president of your union, UFCW Local 832. I want to welcome you all to the 2016 Spring Telephone Town Hall General Membership Meeting for members of local 832, which is now called to order.

With me today is your secretary treasure, Beatrice Bruske, and my executive assistant, Marie Buchanan. We also have a very special guest joining us by phone tonight, and this is UFCW Canada National President Paul Meinema. In just a moment, Paul is going to bring greetings from our national office and talk a little bit about the changing landscape in the retail grocery sector that affects so many of our members.

For everyone on the line, I would ask that you please remember that the purpose of this meeting is to discuss issues or ask questions about matters that affect all local 832 members. If you have a specific question about grievance or an issue that affects your workplace alone, I would ask that you contact your full-time union representative whose name and contact information is available on the UFCW bulletin board in you workplace or online at [UFCW832.com](http://UFCW832.com).

Now, since I know our national president's time is in high demand, I'm going to introduce our national president, Paul Meinema, and ask him to say a few words. Paul?

Paul Meinema: Thank you, Jeff, and thank you to all of the members of 832. It's an honor for me to be able to spend a few minutes with you. I want to thank you for the invitation to join you. I know that your time is limited as well to get through all the information that you have to. Jeff, I really appreciate this opportunity, and I thank all the folks on the line to give me a few minutes. In Manitoba, clearly, our union is leading the way when it comes to the changing landscape certainly of food retail in Canada. Then if the members on the phone will know already what can occur, [inaudible 00:02:00] these changes take place.

Canada is going through a large consolidation in the food industry. It's affecting all of our members, not just in Manitoba. You have seen in Manitoba the difference when Loblaws is opening up their deep discount store, No Frills. You'll see with the purchase that Safeway being purchased Sobeys, and more consolidation. I don't need to tell you all about Loblaws buying shoppers in an attempt to get more shoppers away from other retailers, as well as expand their own footprint. You may have heard already that Overwaitea is looking at expanding not just the Manitoba, but in Alberta Saskatchewan.

One of our other major employers on a national level is Metro, who's huge in Quebec and Ontario. They are looking avidly to find a company that they can purchase to become a national grocer. All of these purchases and retailers looking to get a larger foot print and looking for more consumer dollars has an impact on us, at least with the employers that I've mentioned so far. At some

point, we have a relationship with them, whether it's Overwaitea in British Columbia or Sobeys in Quebec.

We're doing our best to leverage that relationship so that we can move forward in other provinces, to make sure that we can protect the rights of our members the best that we can, but they are very challenging times. What we're finding now is we're having new non-union employers that are popping up. Certainly Walmart is a new non-union employer, but they have now announced their exploring of opening up to 100 neighborhood markets throughout Canada. That's going to have a huge impact on our unionized locations where we've done a good job in getting benefits and pensions, and better rates of pay. To deal with the likes of Walmart on a different level would be very dangerous to our membership and to the retailers that we represent.

A couple of other expansions. There's a small company that started in Ontario. It's called Farm Boy, they opened with 2 locations, and just a few short years later, they're at 40 locations. The landscape is changing, and it's changing quicker than we ever thought possible. I wanted to commend local 832 and members who are on the phone understand that these changes are coming and they're coming quickly. I know that you've had some success in having discussions with Sobeys in trying to protect the rights of all of your current workers at Safeway, as well as trying to expand our unionization and trying to keep the rest of Sobeys, working on getting them unionized as well. If we let any part of them go on, it's just another retailer that tries to draw us that culture to the bottom.

What you'll know Manitoba, and just recently, with your election, is that the labor laws that we once enjoyed are going to change. I think that that's a fairly common knowledge. I can tell you that when I'm not traveling around the country, that I do live in Saskatchewan. I did live here under the previous NDP government, in which we enjoyed some of the best labor laws like Manitoba did. They weren't extravagant labor laws that took rights away from employers, but they've fairly recognize the due of working people.

The Saskatchewan party here, [inaudible 00:05:41], but quickly change laws to the point that representing workers are trying to get successor rights from employers like Sobeys, when they buy Safeway stores, are getting to the point where it's almost impossible. I think that that's a real likelihood for Manitoba, and I think that we need to be very diligent on that. Again, 832 in Canada is leading the way in trying to maintain relationships with employers, understanding that on the leadership of Jeff and Bea, that we can bear pressure on these employers too, if they want to be fair in their new openings and in their transition to lower market stores.

I think there are big changes that have happened in Manitoba, and many of you will have experience them, but there are larger changes come, and I think less protection under the new government. Now, more than ever, Jeff, I think that we have the diligence in our representation of the members, and having a close

eye on our represented employers that will change their banners. Like I said, I want to commend UFCW Local 832 for keeping on top of it, and expanding the rights of our members there and making sure that we limit the best that we can, non-union employers in the province.

With that, Jeff, I also want to congratulate you and Bea, and all the members of 832, and the land debt for Aline Audette for the recent merger that will only help to strengthen what we're able to do with our folks in Manitoba, and you should be very proud. All the members should be very proud of that. I think that's really rounded up where we are, in a quick snapshot across Canada in the changing retail space that we have.

Before I go, Jeff, I'd also like to say to the members of local 832 and yourself, along with your generosity and our members that have been impacted by the fires and for McMurray, we now have about 2,500 members and staff that have been displaced from their homes. Many of the homes are damaged, will not go back [inaudible 00:07:50]. It will need some severe repairs and [inaudible 00:07:53] and shelters and hotels, but thanks for the generosity of your local union and the folks in Manitoba, and the other local unions across Canada. I'm proud to say that at this point, we've raised almost \$1.2 million to help our sisters and brothers in north of Alberta. Thank you, Jeff and Bea, and all the members of 832 for your generosity and your leadership for our union, not just in Manitoba, but across Canada.

With that, Jeff, I'm going to take off and get to my gate and catch my flight.

Jeff Treagor:

Okay. Thank you very much for that, Paul. Very much appreciated and an honor for us to have you on the line with us here today. It is important to know what's happening across Canada. We don't live in a vacuum here in Manitoba. Many of the big employers that Paul talked about are national or even multinational corporations. It used to be that we had our Safeway members in retail, and we have our Loblaws members, and there was very little other players in the market. Today, Loblaws has expanded to be Extra Foods and No Frills. We have Walmart who came into the market 25 years ago, something like that.

Save-on-Foods, I'll be talking about later, is going to be opening stores here in Winnipeg. Sobeys is purchasing Safeway. The Shoppers Drug Mart, selling more and more Loblaws product, and the Sobeys Extras banners opening. There's lots and lots of competition in retail grocery right now, which makes it an unstable environment for our members.

Tonight is our second quarterly town hall GMM of this year. I want to thank all of you who have participated in these meetings for making them such a success. Due to the popularity of this format, these meetings this year will continue to be by town hall. We're now using this same method to reach out to different groups of members when appropriate. We've connected with shop stewards at large units during negotiations, and more recently had 2 town halls to connect with

our members working in the security as they literally are spread out all over the province, and it is difficult to communicate with them in traditional ways.

Several agenda items that we need to cover as part of tonight's meeting, including reading the minutes of the last meeting, which we're going to do in a slightly more abbreviated version than we've done in the past. We're also going to get a report on the local's finances from our secretary treasurer, and then I will do a report outlining the important issues and events currently happening at 832. Since these requirements take some time, we will be taking a break between each of those reports to open the phone lines up, so that you can ask any questions at all that you may have. In a moment, we'll read the minutes of the February meeting and ask you to vote to accept those minutes.

While we wait for the results of that vote to be tabulated, you'll have an opportunity to ask a question by pressing the start key, followed by the number 3. We will do the same thing with the other 2 reports, so that we're able to get to your questions earlier and throughout the meeting, instead of waiting for the end. It gives you an opportunity to ask questions earlier and more opportunities to do so throughout the meeting.

We will require a motion and a vote to approve the other 2 reports as well. When the time comes to vote on any of the 3 motions, we'll ask to vote yes by pressing the number 1 on your keypad, or to vote no by pressing the number 2 on your keypad. Once again, to get in the line up to ask a question, simply press the star key, followed by the number 3, and you will be placed in a queue. Since we're going to be opening up the phone for questions in just a few minutes, please get in the queue now if you have a question, again, by pressing the star key, followed by the number 3.

Now, our town hall this evening has to be completed by 8pm, so we may not be able to answer all of your questions, should there be too many. If we don't get to your question because of time restraints for the night, 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 the GMM is to do a roll call of officers presents, and we can see all of the officers who are present on the screen, and we'll do a roll call for the minutes of this meeting. We also appoint a recorded for the meeting, but I can see that our recorded, Debbie Jones, is on the line, so she will takes minutes of the meeting.

Let's get started by having Marie read the minutes of the last meeting that was held Tuesday, February 23rd, 2016. Remember, again, to get in the queue to ask a question, press the star key, followed by the number 3. Marie?

Marie Buchan: Good evening. These are the minutes for the general membership meeting, for Tuesday, February 23rd, 2016 at 7pm. The general membership meeting was called to order at 7pm by Jeff Treagor, president, who also chaired the meeting. A roll call of officers present was recorded. A financial report was also read by

secretary treasurer Beatrice Bruske for the 11 months ending November 30th, 2015. Sandy Forcier, director of servicing, also gave a report on the territory changes. The president's report was also read by President Jeff Treagor on all current items at the time, including an update on the training center, a merger with local 1869, the Sobeys Extra store opening, organizing at local 832 international office, various negotiations updates, including, Maple Leaf Grace Hospital, Granny's, Diageo, as well as various staffing updates. The meeting was adjourned at 8pm.

Jeff Treagor: Thank you very much, Marie. I will now ask for a motion to approve the minutes of February 23rd, 2016 meeting as read.

Female: Moved.

Female: Seconded.

Jeff Treagor: It has been moved and seconded here in the studio. Please press then 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, and we will gladly take your question now. I see that there's a couple of folks in the queue. While we're waiting for those calls to get to us, those questions to get to us, I'll just let you know that we have a few events coming up. The first is ... Our next executive board meeting is this week actually, on Friday.

We will be taking the board on the road. We'll be conducting our meeting in Dauphin, Manitoba. We will be doing our regular business there, but we're also going to take some time out to meet with our members working at the Extra Food Store, Safeway Store, and all of the various coop locations in Dauphin and Saint Rose as well. If you're in Dauphin this Thursday evening, drop by the Canway Inn, where our entire board will be holding a meet and greet for our Dauphin area members.

We've got Kashmir on the line from Garda Canada. Kashmir, how are you tonight?

Kashmir: Good evening, sir. My name is Kashmir. I'm working with the GardaWorld going to be 2 year. I have worked [inaudible 00:15:01]. I have got 2 letters from GardaWorld stating that you sign RRSP and medical form, that they're an insurance. Then they write to me, "If have any question or query, then you contact the union." I said okay. They did not inform me [inaudible 00:15:24]. They did not send me any introduction. Once they called me today ... Garda has called me, "Okay. You have not sent [inaudible 00:15:32] application form." Then I said, "I don't understand. [inaudible 00:15:36] going to change." Then they said, "[inaudible 00:15:43] going to look after your benefit plan." I said, "What are the benefit plan? I don't know. Number 2, then-

Jeff Treagor: Hey, well-

Kashmir: Sir, 1 minute. Can you give me 1 minute more? Then I ask them, "Who get [inaudible 00:15:58]?" They said, "We got to agree [inaudible 00:16:00] union and GardaWorld." They said it [inaudible 00:16:04] between union and GardaWorld. Then the insurance part [inaudible 00:16:10] \$250 for 2 years.

Jeff Treagor: All right. Okay. Kashmir, it sounds you got a fair number of concerns there that are directly related to your unit at Garda and some of the changes that were being made. We're going to take your name and number down. I actually don't have all of the information that you're looking for, but I certainly will make sure that your union representative, Curt Martel, gets back to you tomorrow to discuss those issues with you, and get answers to your questions.

We also have, also from Garda Security, we have Gary Luzon. Gary, how are you doing?

Gary: Hi. How are you doing today?

Jeff Treagor: I'm doing okay. Thank you. Doing okay. Thanks. How about you?

Gary: Not too bad. I understand the contract with GardaWorld and the union was ratified about 3 weeks or a month ago or something, and as of yet-

Jeff Treagor: That's right. The ...

Gary: Pardon?

Jeff Treagor: I was just going to say that's great, but my understanding was it ratified in advance of its expiry. I don't think it expired until June actually. It was actually ratified in advance.

Gary: We're supposed to get a copy of the ratified agreement in the mail, at least that's what I was told. So far, it hadn't been received.

Jeff Treagor: Okay. Well, thanks for letting us know that. Absolutely. There is a bit of lag time for the larger groups that get collective agreements. We don't just print them on the 8 1/2 by 11 regular sheet. We actually shrink them down into the small booklet size, and then have to send them off for printing. There usually is a slight delay in getting those smaller booklets out, but I'm sure our Communications Department is working hard to get that done and get those books but as soon as we possibly can.

Now, we have Fred Halushko from Brewers Distributors Limited. Fred, how are you this evening?

Fred: Not too bad. How are you?

Jeff Treagor: Good. I'm doing okay. Thank you. Doing okay. Had a very nice weekend.

Fred: Yeah. It was. Exactly. I'm just going to ... It's a question and a bit of statement here. Are you okay to hear? Just at our place, we have a lot of the newer Canadians and younger people obviously. I'm an old dinosaur there now. It seems like these new guys and the newer Canadians, they have no concept of what the union is here. Since there's no in-house meetings anymore or any more verbal exchanges like these town halls, these guys aren't going to do this sort of thing. They never really understand what's really happening in the company, and how it affects them, and they're just more worried about punching in, punching out, and going to the next job or whatever. The members are starting to get worried here that there's no sense of direction there, especially for a solidarity and brother hood there. It's like getting to be every man for himself. It's just not a good feeling there.

Jeff Treagor: That's certainly not the way we want it to be in any of our units, Fred. I can tell you that obviously educating and engaging our members in their union is something that we have been working very hard on, and need to do a heck of a lot of more work on obviously when we hear comments like yours and others, and when we have ratification meetings and a only a very small people come out to the meeting. We're going to be announcing, in the next month or so, some changes that we're making at our training.

It's certainly our hope that we can start to make some inroads into getting at some of the new members that don't necessarily become shop stewards or health and safety representatives, and therefore don't get the same kind of education and training opportunities that some other folks have. Maybe that can be as part of the orientation of new members in various workplaces.

We're going to move on and hold. There's a couple of folks waiting in line for a question, but we're going to move on now. I do see on the screen that the first motion of the meeting, which was to accept the minutes of the previous meeting on February 23rd has been carried by the majority of those have voted. I will now ask Bea Bruske to give us the financial report for the local, for the period ending February 29. Actually, I think you have the March number now. Right?

Bea Bruske: I do have the March number, yeah.

Jeff Treagor: Okay. For the period ending March 31st, 2016, that's the first 3 months of the year. I'll turn it over to you, Bea.

Bea Bruske: Thank you, Jeff. Good evening everyone. I'm happy to report to the end of March of 2016. So far, for the first 3 months of the year, we've had very steady income to date, and consistently, our income has been higher than our expenses. Our total expenses under budget to date so far for the first 3 months of the year. It's just under \$99,000. We have some areas of course that we need to watch, which

are somewhat problematic in terms of expenditures, and one of those is arbitrations, which we have always consistently had an issue with last year also. We had increased the budget for that particular category significantly by \$45,000 for the 2016 year, but we are still struggling with that particular budget area, because arbitrations are getting more expensive, and arbitrator fees are also costing more. That is a category that we are watching.

Likewise, one of the categories that's an ongoing eye for us is the servicing category, which represent all of the cost related to the various different servicing reps across the province servicing in each of the various workplace locations across the province. However, I am happy to report that our strike account balance sits at 1.4 million, and our savings account balance is over \$420,000. Our executive board, as Jeff indicated earlier in the meeting, is going to be meeting on Friday in Dauphin. We will be reviewing the local's audit at that particular meeting, and I'll have more to report on the audits when we have our next telephone town hall. That is the end of my report.

Jeff Treagor: Excellent. Thank you very much, Bea. I will now ask for a motion to approve the secretary treasurer's report for the 3 months ending March 31st, 2016.

Female: Moved.

Female: Seconded.

Jeff Treagor: It has been moved and seconded, so please press the number 1 on your keypad to vote yes and a number 2 on your keypad to vote no. If you have a question about the secretary treasurer's report or anything else at all, please press star 3, and we will gladly take your question. While we're waiting for the results of that vote, I will again open the floor to any questions you may have. We have Thomas Campbell from the Fort La Bosse School Division.

Thomas: Yes. Jeff, this is-

Jeff Treagor: How are you doing?

Thomas: I'm doing pretty good, and thank you for everything, Jeff.

Jeff Treagor: No problem.

Thomas: I appreciate you doing this phone call. Anyways. I know in the past year or whatever it was, you're in the [inaudible 00:23:07] convention there in Winnipeg or wherever it was held there a year ago. I just forget how long ago it was held, but it was for his leadership. Anyways, our union backed him verbally. I just don't think our union should be involved with any political party at all. That's just my opinion.

Jeff Treagor: All right. Well, here's ... Go ahead.

Thomas: Another thing is, another question I have is, why does the union keep on sending me the magazine? I told my rep lots of times that I don't want the magazine. Just keep it and save the money, and put it to a good cause.

Jeff Treagor: That's a good point, Thomas. I got to tell you that as far as the ... I'll deal with the magazine comment first. The way of the future is going to be with everybody doing more and more stuff online, our magazine is available as a downloadable PDF on our website, [www.832.com](http://www.832.com). I can tell you that in the future, maybe that we don't mail a magazine out to anybody at all. We're going to make a note of your name and where you work, and we're going to get you off of that mailing list, so that that doesn't get sent out to you anymore. I hope you still read the magazine though in electronic format.

As far as backing the MDP, I'm going to tell you what I've told a lot of people before that we cannot leave politics alone because politics do not leave our members alone. I'm going to be talking about some of the changes that this new government has already started to discuss, which is going to make it much harder for people that want to form a union to do so. It's going to potentially see other changes that will have negative impacts on our members. I'll talk about that more in my president's report. I can tell you that I would support any party that was good for our members, and that was going to do the right thing for our members. When I look at the 3 parties that we have here in Manitoba are really the 3 main parties in Canada. I can't think of a better one than the current MDP party, and their platforms, and how they deal with workers.

If there was another party that came along that was going to do more for workers, you would see your union supporting that party. Part of me, at times, would love not to have to be political. In order for that to happen, politics and politicians would have to leave unions alone to do their business.

We're going to go to Shirley now, Shirley from store 4856 in Winnipeg. Shirley, how are you doing tonight?

Shirley: I'm fine. How about yourself?

Jeff Treagor: Doing okay. Thanks. What's your question?

Shirley: I have a question in regards to seniority. I work for a company, Canada Safeway, which I've been with for over 40 years. There are quite a few of us that are senior people. Lately, I'd say for the last 2 years now, my seniority has been stomped on. I go to work and I have issues with my shoulders. For the last few years, I have been looked after and abided by like giving my seniority, that I could come in an early shift. Now, in the last 2 years, I've been told I don't have seniority, and that there is no clause in our union contract for seniority. In the past, I've always thought seniority rules, and it was just taken for granted that that's the way it worked.

Now, we're getting people who are there for 3 weeks, getting the 7:00 shift in the morning. Whereas, I'm coming in at 10:45 in the morning, and working until 6:30. I just don't understand what happened to our seniority. When did this all end? I know other stores, the girls that have seniority get the early morning shift, and they still are able to work them, and they're not required to work anytime near 6:00. I'm just wondering, I have talked to our shop steward numerous times about it, and the answer is always the same. There is no clause in the union contract, and they are going to come up with one maybe in the next contract. Whereas, I'm coming near retirement, it's going to be too late by then for a person like myself.

It's almost like they're trying to squeeze me out because I make a high wage and I also have a full benefits. It's like I'm trying to be squeezed out of my job because I've been a loyal employee for 40+ years. I feel that this is not right.

Jeff Treagor: Yeah. I would agree with you. I do know that your seniority rights for scheduling are entrenched in the collective agreement. I see Bea is really wanting to make a comment on some of what you had to say, so go ahead, Bea.

Bea Bruske: Shirley, yes, we do still have seniority in the collective agreement. That hasn't changed. The issue is whether or not you get preference of shift by seniority, and that's not ever been the case in terms of the collective agreement specifically speaking to that. Some front-end managers, head cashiers are better than others in terms of being fair and equitable in terms of how they assign those shifts. Without looking at your schedule, it's difficult for me to tell whether or not there is in fact a violation in term a fairness aspect.

I will be checking back with your rep to have a look at your particular schedule to see if there's anything that we can do. If there are light duties that you are currently having to also be accommodated around that may also make the scheduling somewhat more difficult than just a straight regular cashing shift, but we will have a look at that and get back to you.

Jeff Treagor: Okay. All right. Just before I get onto another question. I wanted to let you know that one of the events that's coming up that we're going to be participating in is Pride Winnipeg, and that's coming this Sunday. Well, not this Sunday, but Sunday, June the 5th. Local 832 will be there in a bigger and better way this way. We're going to have a float and a DJ, and we'll be marching with all other unions in Manitoba who are participating this year. If you want to find out times and locations, you can call or email Joe Carreiro who is coordinating the event in our behalf. We will also be marching Pride Brandon on June the 18th, and we will also be attending the Pride Picnic in Thompson on June the 26th.

Now we're going to take a call from Victoria. Vicky Skier, how are you doing?

Vicky: I'm fine. Thank you. I just phone because I've been listening to town hall for a while. The last town hall meeting, I just wanted to thank everybody that I was the lucky participant who won 2 free Jets tickets for listening to town hall. There is a contest. There actually is a real thing. My husband and I went to the hockey game, and we had such a wonderful time. They were wonderful seats, so more and more people should listen to town hall to get the chance to win. Thank you. Thank you very much.

Jeff Treagor: [crosstalk 00:30:15], Vicky. Yeah. You're welcome. You're very welcome, and congratulations on winning that prize. I hope some people listen to the town hall to hear what I have to say too, and not just for free Jets tickets, but that's wonderful. That's great. I now see on the screen that the motion to approve the secretary treasures report has been carried by the majority of those who voted. I'm now going to move on to the president's report. The first thing I want to report on is what you may have all heard. I'm sure a lot of you heard about the recent strike that we had with Diageo workers in Gimli, Manitoba. That strike started after some really tough bargaining that occurred between those 2, between us and Diageo. It started on March the 4th.

We were out for a couple of weeks, went the conciliation, which resulted in a company tabling a new final offer for us that was also rejected by our members, and actually stayed on the line for 7 weeks. The company approached us on April the 20th offering to go to arbitration early and put an end to the strike in Manitoba. Once you're out for 60 days, either party can apply to the Manitoba labor board to assign an arbitrator to end the dispute and put folks back to work. The company actually approached us early, ahead of the 60 days to do so. Our members voted on that, April 22nd. The proposal to take all the outstanding matters to arbitration was accepted, and those members return to work April 25th.

An arbitrator has been selected already. It's Martin Freedman actually. The dates are being set for the hearing to resolve all those outstanding issues. I want to say a big thank you and congratulations to our members at Diageo who held that picket line for 7 weeks without fail. I also want to say thank you to all of the various union representatives working at local 832 who made sure that they were out on that picket line on a regular basis. I know they're probably not on the line, but there are probably many other unions that I'm going to be thanking over the next little while that came out and showed their support for the members in Gimli.

The next issue that I want to talk about is one that's really fresh. It's hot off the wire. I got a phone call at 1:00 on last Monday, so about a week ago. We were informed that Red River Co-op on Main Street will be closing their location June the 18th as they could not renew their lease for that location. Apparently, the lease expired at the end of June. The leasing company did not renew the lease for that location. The announcement was made to our members the following Tuesday morning, and UFCW representatives were present to answer any

questions that the workers there had. Today, our representatives met at the store with many of the employees who are in a very difficult situation.

It is hope that through the bumping provisions in the contract that most of the 44 workers that we have in that store will be able to be placed in another Red River Co-op store here in Winnipeg. I also wanted to report as for our National President Meinema did on the Fort McMurray Relief Fund. I guess anybody on the line here has probably heard already about the tragedy that occurred earlier this month in Fort McMurray. What you may not know was there was 2,500 UFCW members displaced as part of the evacuation. Many of those members work in 1 of the 3 grocery stores in Fort McMurray where UFCW is representing those workers, and many work in a variety of ways to support the tar sands project, and they and their families call Fort McMurray home.

UFCW Canada and many locals, including local 832, have created a fund to assist these displaced members, and your executive board voted to make a donation to that fund. Overall across Canada, more than a quarter million UFCW members have raised \$1.2 million to support their brothers and sisters who are in such trouble in Fort McMurray. Since our last town hall, we all concluded and ratified a deal with the Grace Hospital. Bea Bruske was the lead negotiator for that file, so I'm going to ask Bea just to give us an update on how things went at the Grace Hospital bargaining. Bea?

Bea Bruske: Yes. Thank you. After a long and arduous 2 years of bargaining, it took a very long time to get this collective agreement done and ratified. It was ratified on April the 14th. The collective agreement since increases in each of those 4 years of the collective agreement of 7% over 4 years. In addition to significant money for standardization on recruitment or retention for specific areas and classifications that have recruitment issues or where rates are not standardized to other collective agreement rates for that same classification within other divisions.

There were also significant shift premium increases for that particular grouping. I know that some of the wage increases have now been put through, and we're still waiting on the retroactive pay to be paid. We're waiting further information from the employer. We're hoping that, that would happen before the end of May, and we'll hopefully be having an update from the employer shortly on where they're at with that particular issue of calculating 2 years' worth of retroactive pay.

Jeff Treagor: All right. Thank you for that, Bea. Moving on to the dental plan now. Actually, I have some good news for those of you whose employer participates in us in the MFCW dental plan. Starting this summer ... Well, let me back up. A few years ago, that plan got into a lot of trouble, and there was a motion made by the board of trustees to reduce the benefits from 100% for basic down to 90%, and not to advance the fee guide to the current fee guide. Those steps have actually helped us to put the dental plan funding in much better stead. Starting this

summer, we will be moving from where we are today, which is the 2013 dental fee guide to the 2015 guide. That will happen on July the 1st. Then we will be advancing to the 2016 fee guide on January 1st, 2017.

We're going to have a look and see what impact those changes have on the finances of the dental plan. If those changes are not drastic, then we will look at going to a current fee guide, the 2017 fee guide, either in the spring at the spring meeting of the board of trustees, or in the fall. This will mean that the co-pay cost will be much less in the future than they have been over the last couple of years. The actual motion of the board is to reverse changes, the changes that were made once we have restored the finances of the plan. The changes that are still left to be made are going to the current fee guide and restoring the basic coverage for dental, from 90% to 100%.

Another popular service are income tax service. Just last week, we wrapped up our income tax service and did a record number of returns just under 7,000 returns were done at the office at our training center at 880 Portage. We still have 3 years left in the contract with George Combiadakis who oversees that program. He has indicated he will be signed for another 5 years after that. That's good news. Also, this year, our Saint Boniface tax service was also very busy, but I do not yet have the numbers to report to you on how many returns were done there.

Also quite recently, actually just a couple of weeks ago, the International Women's Network held their biannual convention for the first time ever in Canada. I was in attendance along with Marie Buchan and Aline Audette. I'm going to ask Marie just to give us a report about that event. Marie?

Marie Buchan: More than 300 UFCW member, officers, staff, and community allies from across North America, gathered [inaudible 00:38:54] in Vancouver for the 12th biannual UFCW Women's Network Convention. The theme of this year's convention was turning passion into action. There was numerous speakers along with UFCW, Canada Women's National Advisory Council, the UFCW Network also focuses on motivating and encouraging UFCW women to become more active in their union and their community across Canada and United States. As I said, there was a lot of guest speakers. We had opening remarks from the International Women's Network Chair, Rhonda Nelson. Our own UFCW Canada National President who you just heard earlier in the call, Paul Meinema, was also there and spoke, and UFCW International Secretary Treasurer Esther Lopez, as well as Alberta Premier, Rachel Notley also delivered a message, which was via video, based what was going on in Fort McMurray at the time in Alberta.

Along with the plenary sessions, there was also 5 workshops that members who attended the conference had the opportunity to choose from. That was Collective Bargaining: Raising the bar for workers in our industries, Speaking Up for Your Union, which was on communications, The Political Power of Women: If you aren't made, you aren't paying attention, Women Mentoring Women: A

guide to a stronger future, and WOW, Women Organizing Workers: Emergence of a revolution. It was an excellent 3-day conference, and a lot of ideas were brought back to the local. Stay tuned for some information that will be on the website and be sent out to our members of the next few months.

Jeff Treagor:

All right. Thank you very much, Marie. Getting back to my report now. I wanted to talk a little bit about the provincial election. That kind of ties in to the question that Thomas was asking earlier. We all know, since our last meeting, we have a new government in Manitoba, and they've already started to make changes that will negatively impact workers, and of course that includes members at local 832. When we organize a new unit, there will now always be a vote conducted, even if 100% of the workers sign a union card. That means that 100% of the workers say they want to join UFCW, and many weeks will pass by, giving the employer an opportunity to try to convince them to change their minds, and then a vote will be conducted. Whereas, in our opinion, that's a waste of labor board resources. Just because we already know that 100% of the workers have already signed a union card, so in fact they have voted.

There's also some very positive recent legislation surrounding the Post-Traumatic Stress Disorder Bill and paid leave for domestic violence. There's reason to believe that those brand new laws in Manitoba are in jeopardy. I remember that under no Progressive Conservative government in Manitoba as ever raised the minimum wage, and they've taken a position against raising minimum wage every time that it has happened over the years. Also, Sunday work in the retail sector is currently limited to 9am to 6pm, and is voluntary, provided you give your employee 14 days written notice. Since we are one of the only jurisdiction with such restrictions, it's safe to say that it may come to an end making Sunday just like any other day for retail workers.

We will definitely be keeping an eye on the moves of our new government. We will report the effects of those moves to you, through our magazine, through our website, and at meetings like this. We talked about the retail landscape. One of the changes for the retail landscape is Save-on-Foods. Save-on-Foods, a new player in the grocery market, is coming to Winnipeg. They will be setting up shop initially at 3 locations to start with this fall. Bridgewater at south, they're currently building a new store there. The former Future Shop across [inaudible 00:42:52] park is being converted to a Save-on-Foods, as well as the former Zellers at Northgate Shopping Mall, all currently being converted.

This means more competition for the grocery dollar in Winnipeg, which is already a very competitive environment in all of Western Canada. Another change that we have coming through Loblaw is an initiative that they call Click and Collect. Click and Collect basically means you can go on to a Click and Collect website, and you can do your grocery shopping. All of the same products that are available in a superstore, in a Loblaw superstore, are on a website, and you can chose to order them, and you can make substitutions. For example, if you want organic eggs and they don't have any, and you've clicked that you're okay with

substitution, they'll give you regular eggs. If you only want organic eggs, then they won't fill that order if they don't have them.

Then within the next business day you drive out to the store and you pull into an assigned parking number in a set of parking stalls that are available. They load your groceries in the back of your car, and away you go. You pay online obviously, and it only cost you \$5 for the service. Otherwise, the prices that you pay for your groceries are exactly the same as they are if you were in the store. It's been hugely successful in a couple of markets. Edmonton is a good example of where this has been incredibly successful, and it has increased sales in the store by almost 18%. It's attracting people from other locations, because they have the ability to shop online, and in Winnipeg, very soon. They will be starting up with 2 trial stores. They are 1509, the Bison Drive Store, which is very close to Bison and Pembina highway, and 1508, which is the corner of Portage and School Roar.

One more bargaining update to talk about, and that's Granny's Poultry, so I'm going to turn it over to Bea who obviously, besides being your secretary treasurer, has been very busy bargaining, because she's doing a lot of bargaining updates today. Bea, do you want to give us an update on what happened in Blumenort?

Bea Bruske: Sure. The Granny's plant in Blumenort, poultry processing plant, ratified their new collective agreement on April the 6th. That particular collective agreement is a 5-year collective agreement with increases per production line workers of 11% over 5 year, and for maintenance workers of 18% over 5 years, in addition to significant shift premium increases, increases to safety boot allowances, tool allowance, and the like. It's a very good overall collective agreement with also very good language changes for job posting, and we're quite happy with that ratification.

Jeff Treagor: Excellent. Thank you very much, Bea. I've also been handed note that I think I reported the data of the Brandon Pride March incorrectly. I think we have it as May the 28th, so that's coming up right away, and we're going to double check that. If you want to make sure, you can always check our website, because we'll make sure we get the right date up on our website, or you can phone or email Joe Carreiro.

The last thing I have is a staffing update for you. Since our last meeting, we actually have a new employee working at UFCW Local 832. For those of you who have been around a bit, you know that we have a dedicated relief position. That is when we have our reps that are doing special assignments, or when our reps are on vacation, or if they're off work due to the illness or injury. We have a dedicated staff member who does relief work for them and covers their territories while they're away. I'm very happy to announce that Geoff Bergen, who came to us from Safe Workers of Tomorrow is now officially on staff in that

role. He's just finishing up his training, and I think it's June the 6th that he's going to head into that role completely.

We're going to do something a little different this time, and that is that we're going to have Geoff have a couple of small units in his territory that he deals with directly, and so I'd like you all to welcome Geoff Bergen. Now I'm handed another note, the Brandon Pride is June 18th. We've got all kinds of stuff going on. I actually checked the Pride website when I did the report, but we'll get back to you on that.

Now, I am going to ask for a motion to approve the president's report.

Female: Moved.

Jeff Treagor: It has been moved and seconded. 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 about the president's report or anything else at all, please press star 3 and we will gladly take your question. While we're waiting for the results of the last vote of the evening, I will now open up the lines to any question that any of you may have. Please press star 3 to get in the queue to ask your question. I also wanted to let you know that coming up, we have ... On June the 22nd, it's our annual high school graduation ceremony for our Adult Learning Center program in Winnipeg, and the Brandon Event that is done in conjunction with the Assiniboine Community College is June 25th.

For information about either event or for information about our Mature Student Deployment Program, you can call our director, Ans Norman, at 204-775-8329. Now we're going to take a question. Who do we have? Linda Weems. Linda, how are you this evening?

Linda: Good.

Jeff Treagor: How can I help you?

Linda: Hello?

Jeff Treagor: Hello. How are you?

Linda: I'm good. Thank you.

Jeff Treagor: Okay. Good. What's your question, Linda?

Linda: As far as I can remember, when our contract was ratified, I think it's been about 2 years now from Superstore that we get paid for half days if we're sick, if we-

Jeff Treagor: That's a terrible cough you have there, Linda.

Linda: Yeah. That's my dog barking actually.

Jeff Treagor: I thought so. Yeah.

Linda: If we put in half our shift, like if we had 5-hour shift and you put in 2 1/2 hours, that you get paid for the rest if you're to have to go home sick. Am I correct or am I wrong?

Jeff Treagor: You are correct.

Linda: Okay. How do we go about collecting that? Do we just fill out a normal form?

Jeff Treagor: Hang on a second. Bea has got the booklet in front of her so she'll explain it.

Linda: Okay.

Bea Bruske: Yes. Hi Linda. There is actually an additional form that's just been provided by the Health and Welfare Benefit Plan that you need to fill out. Your supervisor or store manager will have access to that form. As well, I'll give you the telephone number for the house the Health and Welfare Benefit Plan where you can access that form as well. It's area code 204 of course 982-60-

Linda: Hey, just let me get my paper out here.

Bea Bruske: Sure. I'll just repeat it.

Linda: 982?

Bea Bruske: 982-6087.

Linda: 6087, ok.

Bea Bruske: Yeah. That's the phone number for the Western Health and Welfare Benefit plan, which covers all of the Loblaw employees in the province. Yes, if you are missing half of your shift because you end up going home sick, you do qualify as long as you've qualified to be eligible for the Health and Welfare Benefit Plan. If you have any further questions, let us know.

Jeff Treagor: Okay. Thank you very much. Now we've got Margarita Coup from Garda Canada Security Corporation. Margarita, how are you this evening?

Margarita: Hi. I'm good. How are you doing?

Jeff Treagor: I'm doing fine. Thank you. What can we help you with?

Margarita: This is my first call, so thank you very much for the invite.

Jeff Treagor: Congratulations.

Margarita: Thank you. My question is when one has been hired as part time, as I was, and I've been with this company for almost 2 years. I'll be 2 years in August. I was hired part time, and I had chosen to bump down to casual during that time, because I was employed full-time somewhere else. Now I have the money to get back to either part-time or full-time for the longest time, probably, the last year, year and a half. I can't seem to get any answers. I'm getting a lot of runarounds. I know that I'm not the only one. That's why I'm bringing this question to you, because this seems to be a pretty normal thing. What kind of request would I have as far as the union being able to help?

Bea Bruske: Margarita, that concerns me. One of the things that we constantly have to deal with, with security companies, is the availability of sites and of course also the issue of whether or not clients retain Garda to continue to service their particular site. I will be talking to your union rep to see what's happening with Garda currently, in terms of what's available. There is a job posting process through the Garda collective agreement, and we'll be reviewing that to see what we can do to get more information out to the members and to also make sure that when they are filling the various different sites, whether they're permanent, permanent full-time, permanent part-time, or even casual, that they're doing that by seniority and honoring the collective agreement with your seniority process that's contained within your collective agreement. I'll be chatting with Curt Martel, and one of us will be getting back to you to have a look at that.

Margarita: Thank you. I appreciate that.

Jeff Treagor: All right. Now we're going to go to Winkler where we've got Clarissa Bergen on the line. Clarissa, how are you?

Clarissa: I'm good. How are you?

Jeff Treagor: I'm doing just fine. Thank you. What can we help you with today?

Clarissa: I just had a bit of a question regarding the upcoming Pride March that UFCW was participating in. While I do support gay rights, I don't believe that a union should be involved as I doesn't really anything to do with the workplace. My question is, are union funds going toward this?

Jeff Treagor: Yes. Actually, our board has regularly supported us simply doing an entry and a sponsorship into the Winnipeg Pride when we do the picnic in Thompson. There's no funds involved there. Our northern rep, J.P Petit, attends that event. Then our 3 reps march in the Brandon Parade. It doesn't take any other cost. The only cost is our registration for that. I'll tell you the reason why we participate in that, is because UFCW wants to be an inclusive organization. We recognize that, if statistics are accurate at all, at least 15% of our members are from the LGBTQ community. That means that they're obviously seeking equity. That's been a

group that hasn't always had equity in the community or in the workplace, and there are workplace issues that we've had to deal with. That's one of the reasons why we support that event.

Again, whenever we support anything financially, that's always done with the approval our executive board who meet 6 times a year, so it's not as if I make that decision in a vacuum, or Bea makes that decision having a discussion with me in my office. We debate it and discuss it. I can tell you that really in the big scheme of things, the cost of us registering to put an event together is mostly done by volunteers, but it is minimal. It is a minimal cost. Now we are going to go to Debbie from Extra Foods in Winnipeg. Debbie, how are you?

Debbie: Good. I just wanted some clarification on the half day sick day for the Loblaw's employees. I know there was another lady asking a question. Unfortunately, I didn't hear everything that was said, because I was speaking to somebody about my own question here. What you said or what you agreed to was that if you worked half your shift, as in 2 1/2 hours of a 5-hour shift, you would receive a half day sick day. What I was told was that I had to work less than half. If I had a 5-hour shift and I worked passed 2 1/4 hours, I would not get paid for that half day. Same thing with an 8-hour shift. If I work passed 3 hours and 3/4, I would not get paid a half a day. I had to work less than half a day. Now I'm looking for some clarification. Is it actually a half day, or is it less than half a day that I have to work?

Jeff Treagor: You've got talk to-

Bea Bruske: You are correct, Debbie. You do have to work just less than half of your shift in order to qualify for getting that half shift of pay. Once you've worked half or more than half, it's hard for them to them pay you the equivalent of 50% when you've worked more than 50% of that particular shift. It is a little bit difficult in terms of actually how it's allocated, but this is something that's brand new. This is something that's just come into place within the last few months, so we are going to be still fine tuning that through the Health and Welfare Benefit Plan. I'm not so sure that very many people have claimed it, because I'm not so sure that many people are aware that it's available yet.

I know that the reps have posted information in the various different stores, and that people has started asking a lot of questions about that. If there's still some clarity that we need to communicate, then we can certainly put something on the website as well, so that people are aware of exactly what the rules are surrounding that.

Jeff Treagor: Hey, just a couple of other notes I want to cover here. On June 2nd and 3rd, coming up right away actually, we'll be hosting the quarterly meeting of the Manitoba Federation of Labor's Executive Council at our training center in Brandon. The council includes representatives from the 13 largest affiliates to

the MFL, and area council representatives from all over Manitoba, as well as several special council seats elected at the tri-annual convention.

Purpose of the MFL is to coordinate the combined efforts of labor around areas of common interest, which we think is going to be much more important over the next several years. Your union has 4 seats at that table. I'm the secretary treasurer. Bea Bruske and Aline Audette are vice presidents, and Curt Martel represents young workers. Then on June the 13th, we will be holding the annual picnic in the parking lot of the WRHS Laundry Facility where more than 100 UFCW members who are relatively new to 832 work.

The National Defense Fund, which is a national strike fund for members who contribute from across Canada, and was instrumental in funding many of the picket line cause. When we had our recent strike in Gimli, that convention has taken place in Edmonton this year, from July 8th to the 10th. We will have representatives there from Maple Leaf, from HyLife, from Granny's Poultry, Loblaw, Safeway, and of course from Diageo. On September 5th, come out and join us as we celebrate workers on Labor Day with the parade and barbecue at Vimy Ridge Park. For event information, call Dave or Stephanie at the Winnipeg Labor Council.

Now, I see that we have actually hit our hour, because we started a little bit earlier. I also see that we have the motion to the approve the president's report has been carried by majority of those who voted, and we have ran out of time to take any further question. Just a reminder, if you are still waiting for your question to be asked, we will have your full-time union representative contact you very soon to answer it. I want to thank you all for joining us on our May Telephone Town Hall GMM. We will be conducting our next general membership meeting on Tuesday, September the 13th, 2016 at 7pm by telephone town hall as well.

Thank you again for participating in your union. Our meeting is now adjourned.

How did we do?



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