

## UFCW 832 Transcription 9/15/2015

Jeff: Hello and good evening, everyone. My name is Jeff Traeger and I'm the president of your union UFCW, Local 832. I want to welcome you all to the 2015 September telephone town hall general membership meeting for members of Local 832, which is now called to order.

With me tonight is your secretary treasurer, Beatrice Bruske, my executive assistant, Marie Buchan, and tonight we have two special guests who've traveled all the way from Alberta to be with us tonight.

The first is Chris O'halloran, the executive assistant for the president of UFCW Local 401. The second is Lama Alsafi, who is a communication and education rep, also for Local 401. Chris and Lama are sitting in on tonight's meeting to see how we use the telephone town hall format to conduct our general membership meetings here in Manitoba.

Welcome to our guests. For all the members 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 a 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 your workplace or online at [UFCW832.com](http://UFCW832.com).

Tonight is our fifth quarterly town hall GMM. We started in June of 2014. I want to thank all of you who have participated in these meetings for making them such a success. We continue to hear from our members across Manitoba that this format is more convenient than conducting physical meetings and far better for our members who live in remote communities, so that they can participate without the need to travel. You've also told us that these meetings are popular, because it gives everyone an opportunity to hear from and ask questions of the leadership of the union directly.

There are several agenda items that we need to cover as part of tonight's meeting, including reading the minutes of the last meeting, getting a report on the Local's finances from our secretary treasurer and getting a report from me, the president, outlining the important issues and events happening currently at 832.

Since these requirements take some time, we will be taking a break between each of those reports to open up the phone lines so that you can ask any questions you may have. In a moment, we will read the minutes of our last meeting and ask you to vote to accept those minutes.

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

The feedback we got from our members was that they like this format much better as it gives participants an opportunity to ask questions earlier and more opportunities to ask questions throughout the meeting.

We require a motion and a vote to approve the other two reports as well, so when the time comes to vote on any of the three motions, we will ask you to vote "yes" by pressing number one on your keypad or to vote "no" by pressing the number two on your keypad.

Once again, to get in the lineup to ask a question, simply press the star key, followed by the number three key and you will be placed in the queue. Since we'll be opening up the phone line for questions in just a few minutes, please get in the queue now if you have a question, one more time, by pressing that star key, followed by the number three.

Our town hall tonight must be completed by 8:00pm, 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 tonight because of time restraints, 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 GMM is to do a roll call of officers present. Since we can see all of the callers identified on the computer screen, we will note all of the members of the executive board that are on the line and included in the minutes for this meeting. We also appoint the recorder for the meeting, but I can see that our executive board recorder is on the line, so Debbie Jones will take minutes of the meeting.

Let's get the meeting started by having Marie Buchan read the minutes of the last meeting that was held Tuesday, June the 3rd, at 7:00pm. Remember to get in the queue to ask a question now, by pressing the star key, followed by the number three. Marie?

Marie: Good evening. The general membership meeting minutes for Tuesday, June 9th, 2015, at 7:00pm. The general membership meeting was called to order at 7:00pm by Jeff Traeger, president who chaired the meeting. Roll call of officers who were present was taken and it was moved, seconded and then carried to accept the minutes of the previous meeting of March 17th, 2015 at 7:00pm as read.

The financial report, the financial report for the four months ending, April 30th, 2015, along with the audit of the Local's finances for 2014, were reviewed by secretary treasurer Beatrice Bruske. It was moved, seconded and then carried to accept the financial report as read.

Open questions, there was one question taken from the floor and it was answered. All questions asked and responses provided are recorded and kept on file. President's report, the president's report was read by UFCW Local president Jeff Traeger.

CCWIPP, pension plans have had financial shortfalls since the 2008 recession, including CCWIPP. Approximately 7,500 of the UFCW Local 832 members participate in CCWIPP,

but it is important to remember that CCWIPP is a separate entity from the union. The plan has been restructured and changes will take effect on July 1st, 2015.

The changes include benefit reductions, increased employer contributions and the requirement for employees to make contributions as well. All members who have questions about these changes and the effects that they will have on their retirement plans should call the Toronto CCWIPP offices. In Winnipeg, call 204-982-6082 or the Toronto toll-free number 1-800-357-1632.

Activist conference, the conference took place from April 7th to 9th, 2015 at the Fairmont Hotel. It was the first time that the shop steward and health and safety activists had a combined conference and the results were very successful. The theme of the conference was "Political Action" and included Premier Selinger, CUPE national president Paul Moist and UFCW national president Paul Meinema as keynote speakers.

HyLife, the agreement was ratified on Monday, March 23rd and provided significant improvements, including a \$2.25 million commitment from the employer towards the pension improvements for HyLife members. Maple Leaf Winnipeg, the current contract does not expire until December 31st, 2015, but plans are underway to have bargaining begin early.

Loblaw Shoppers Drug Mart, the first hearing took place on April 15th, 2015 to begin the process of the province-wide grievance of Loblaw purchasing Shoppers. There will be several more dates set for 2015.

Staff training, on April 22nd and 23rd, 2015, the staff of the Local participated in diversity training. This is an initiative that the Local is following for the next few years. With our increasingly diverse membership, the training will provide strategies. The long-term goal would be to have Local 832 staff reflect diverse membership.

Minimum wage increase, there will be a 30 cent minimum wage increase, effective October 1st, 2015, which will bring the Manitoba minimum wage to \$11 per hour. The security members will also have an extra increase of 75 cents added to their minimum wage, due to the recent legislation pertaining to security guard minimum wage.

Income tax service, this service was very successful again this year. The service provider, George Combiadakis, has signed a contract to provide this service until at least 2020. Executive board, the July 24th executive board meeting will be on the road with a tour of CFB Shilo and then onto the UFCW Brandon Office.

MFL Convention, the MFL Convention took place from May 28th to the 31st, 2015, in Brandon. There was 450 delegates from unions across the province with a variety of keynote speakers and important resolutions being voted on that will form the policies of the Manitoba Federation of Labor for the next three years, moved, seconded and carried to accept the president's report.

Upcoming events, Pride Parade. The Local will be walking in the Pride Parade on Sunday, June 14th. Grade 12 graduation, the grade 12 graduation will take place on June 29th, 2015 at the Training Center. Scholarship ceremony, this will take place on July 14th at the Training Center at 6:30pm. Security guard town hall is scheduled for June 23rd at 3:00pm with negotiator Martin Trudel and union representative Curt Martel.

Negotiation updates, healthcare bargaining. Secretary treasurer Bea Bruske provided an overview of the bargaining that has taken place for Grace Hospital. Several dates have been cancelled by the employer with new dates being set for the week of June 15th, at which time monetary issues will be discussed.

Winnipeg school division bus drivers, there has been one day of bargaining to date. The next scheduled date is June 24th. Vista Park Lodge, the bargaining process has begun with day three of negotiations taking place. The employer has sent two different negotiators to date, additional dates are scheduled for July.

Trust meetings, president Jeff Traeger reported on the recent dental trust meeting with a vote being taken to move from the 2010 to the 2013 dental fee guide, which saves members approximately 15 percent.

If the plan continues to recover, there's a possibility of being able to move to the current fee guide and look at restoring coverage back to 100 percent. Loblaw has confirmed that they will be providing part-time partial sick day benefits, effective August 1st, 2015.

Open questions, there was four 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 with no unanswered questions in the queue, moved, seconded and carried to adjourn the meeting at 8:00pm, recorded by Debbie Jones, recorder.

Jeff: Excellent, thank you very much, Marie. I will now ask for the participants for a motion to approve the minutes of the June 3rd meeting as read.

Marie: Seconded.

Jeff: It has been moved and seconded. Please press the number one on your keypad to vote "yes" and the number two on your keypad to vote "no." If you have a question about the minutes of the previous meeting or any other question at all, please press star, three now and we will gladly take your question.

Now we're going to open up the floor to take a few questions, while we are waiting for the results of that vote. First one up we have is [Theresa 00:11:31] from Windsor. Theresa, how are you tonight?

Theresa: Cold, I'm doing fine, thank you.

Jeff: Okay, what's your question?

Theresa: It's an election year this year and marijuana's going to be legalized very soon for medical reasons. I would like to know where the unions stand when this is legalized. Will the person be fired for it or allowed to ... What would the process be? I would like to know. I'm one step ahead.

Jeff: Sure, okay. What I can tell you is that we don't know for sure that marijuana is going to be legalized completely, but it already is, I believe, for medical purposes. Obviously, our position would be the same as any other prescribed drug in the workplace. There's plenty of people that have to take prescription drugs and go to work. Our position would be exactly the same.

If there was an accommodation required for an employee that was using medical marijuana on their prescription, then certainly, we would go to the employer and make sure that the accommodation was suitable to that employee.

As an aside, I can tell you that one of the fastest growing areas of UFCW in the United States is representing workers who grow marijuana for medical purposes. We actually are representing workers in about seven different states right now that perform that function. That would be our position on it.

We'll go to [Ian 00:13:08] now from the Grace Hospital. Ian?

Ian: Hi there. I'm wondering how negotiations are going with Grace Hospital. Our contract expired about a year-and-a-half ago, so could you provide an update, please?

Jeff: Absolutely, I sure can. As a matter of fact, I can do better. I can have your lead negotiator provide an update, because Bea Bruske is with us right here. Go ahead, Bea.

Beatrice: Hi, Ian. We've had ten days of meetings with your employer so far. Your committee is quite frustrated, because your employer has cancelled the Grace Hospital Committee. WRHA committee has cancelled quite a number of bargaining dates that we had scheduled over the summer and has not yet given us any monetary proposals.

We're basically, at this moment in time, waiting for the employer committee to find out what their mandate is, so that they can come back to the bargaining table and that we can start bargaining the monetary issues that we have outstanding. We have had months and months go by without any response and it's been a very frustrating situation.

If we are not in a position where we're going to be having bargaining dates in the month of October, we will be making a determination as to whether or not we schedule a strike vote at that time to get things moving.

Jeff: Excellent, okay, thank you very much, Bea. We've got at least one more call on the line here. If anybody wants to get into the queue, please remember to press the star key, followed by the number three, and you'll get into the queue to ask a question.

We've got [Mike 00:14:32] from Superstore 1514. Mike, how are you tonight?

Mike: Yes, hello, I'm fine.

Jeff: Good, what can I do for you? What's your question?

Mike: I have been reading about the Temporary Foreign Workers Program. They say that there is jobs that Canadians just don't want to do, so they got to bring in the temporary foreign workers. My question is, what role, if any, should organized labor and the labor movement provide to Canadians to encourage them to do the jobs that they quote/unquote, "don't want to do"?

Jeff: Okay, there's a few things going on in that question, so I'll try to deal with them one at a time. First of all, the Temporary Foreign Worker Program will only approve workers to come to a particular workplace if that employer can show a labor market opinion that they have done everything in their power to hire domestic workers and have been unable to get the workers they need through that process. It's an application that they have to make.

The intention behind that is to try and make sure that if there are domestic people, Canadian citizens that are ready, willing and able to do that work, that they get the first opportunity to do so. As you know, there was lots of changes to the Temporary Foreign Worker Program that were made in the spring of 2014.

That has had a significant impact on our membership, because about 1,800 workers are currently working at the Brandon Maple Leaf Plant and probably in excess of 1,500 of those came to that plant through the Temporary Foreign Worker Program and about 90 percent of the 1,200 workers working at HyLife in Neepawa also came through that program.

What I can tell you is that the role of organized labor has been for 832 and also for other Locals, when it comes to mind, right off the top, is Local 1118 in Alberta, that actually bargains protections for those foreign workers in the collective agreement.

The collective agreements that we have in workplaces where we have foreign workers provide for the employees, if they are terminated, to maintain on the program and in Canada until such a time as there's an arbitrated settlement over their termination, to make sure that employment documents are provided to them in a language that they can understand, to make sure that health and safety notifications in the workplace are done through picture examples, rather than in any one specific language and to make sure that, even where we have a limited number of shop stewards available on a given line, that if a majority of the workers on that particular line in that plant are of a

particular ethnic or cultural background, that they are represented by a shop steward that speaks that language as well.

I think the role of organized labor is not necessarily to be full-on in the debate about the Temporary Foreign Worker Program. I believe that that program probably needs to be eliminated in favor of comprehensive immigration reform.

Unfortunately, the current Federal Government has no stomach for that type of reform, no stomach for doing the job properly and has made some changes to the program as a knee-jerk reaction to the program being abused by employers, like RBC and some of the minds in British Columbia that have actually brought in foreign workers, when there was other miners in the area that were laid off from the other jobs. I think our role is to make sure that their rights are protected in the workplace.

We're going to take one more question and then we're going to get on to the treasurer's report. I have [Annaka 00:18:49] from Store 4849. Go ahead, Annaka.

Annaka: I'm an international student here, I'm just working at Safeway. It's been a year-and-a-half. I just want to know, how does this doctor's note thing work? I heard it's reimbursed, but what if your employer doesn't even tell you about it and keeps asking for a doctor's note?

Jeff: Where are you working? You're working at Sobeys, 4849?

Annaka: Safeway.

Jeff: Yeah, okay. The parent company is Sobeys now and Safeway is just [crosstalk 00:19:26].

Annaka: Yeah.

Jeff: We negotiated some language about doctors' notes. The way that it works is that if there's an initial doctor's note to be provided to the employer for an absence, that is at the expense of the employee, but any subsequent information related to the same absence that the employer requires, whether it'd be a functional capacity evaluation or a further note with a more specific diagnoses or prognosis, those are paid for by the employer.

All you need to do is if you are requested by the employer to provide that note, is ask for reimbursement. If the employer refuses to reimburse you for the cost of the note, speak to your full-time union representative, because that is the language that we bargained at the last round.

I see on the screen that the first motion of the meeting to accept the minutes of the previous meeting on June the 3rd has been carried by a majority of those that voted. I will now ask Bea Bruske to give us the financial report for the Local for the period ending July the 31st, 2015. That's the first seven months of this year. Bea?

Beatrice: Thank you, Jeff. For the first seven months of this year, that brings us to the end of July. We currently have a budget of 22 different categories that identify various different aspects of where we need to allocate money, in terms of costs that the Local has.

I'm going to take you through some of the areas that are more challenging for us and give you an overview of where we are at, in terms of our finances. The first area of challenge for us is an ongoing basis, is the area of arbitration.

This is the cost of taking a grievance to an arbitration hearing and having the cost of an arbitrator and/or sometimes outside legal counsel to present cases for us. We're currently over budget, to date, by \$34,000. Most of that is as a result of arbitrator fees to the end of July.

The next category that we are struggling with is the issue of communications, where we are over budget, currently, by approximately \$37,000. We had significant costs earlier in the year for website costs, website design costs, those types of things, as well as a number of bills that were pertaining to our activist conference in the month of April.

In the convention category, we are currently over budget also by \$40,000 as the bills for the activist conference primarily caused an overage in the budget in that area that will be caught up by the end of the year. We knew we were going to have a very costly initial six months of this calendar year as a result of that conference.

In the area of income tax, we're currently over budget by just under \$12,000. That, again, is normal for this time of the year, as all of our income tax costs are early in the year when it's income tax season. That's the cost of providing the income tax service to our members around the province.

In the category of negotiations, we are currently over budget by approximately \$35,000. Our largest expenditure so far were for the month of January, where we spent \$65,000 in that month alone.

This continues to be a very challenging category, as we have many rounds of negotiations going on currently. With Maple Leaf Winnipeg being bargained currently, as well as the [inaudible 00:22:34] and Blumenort getting ready for negotiations, this is going to continue to be a stressful category.

On the rent and utilities budget, we're currently over budget by approximately \$30,000 so far this year. This is something we're going to need to address in next year's budget as the utility costs continue to climb.

In our servicing category, we're over budget currently by approximately \$8,000, which is fairly minimal. This is a very difficult category to predict, as we're never sure exactly what kinds of meeting spaces we're needing to rent, based on issues that are happening in the various different workplaces.

To date, all of the other budget categories are under budget and our income over expenses, to date, is more than \$213,000. We have currently over \$348,000 in the bank, as well as our strike fund, which sits at \$1.2 million.

Jeff: All right, thank you, Bea. I'll now ask for a motion to approve the secretary treasurer's report for the seven months, ending July 31st, 2015.

Marie: Moved.

Jeff: I will second it. It has been moved and seconded. Please press the number one on your keypad to vote "yes" and the number two on your keypad to vote "no." If you have a question about the secretary treasurer's report or anything else at all, please press star, three. We will gladly take your question.

While we're waiting for the results of that, just as I will, there's one question in the queue right now, which we will open it up in just a moment. Before we do that, I'm going to ask our special guest Chris O'halloran from UFCW Local 401 to speak to us for a minute.

I can tell you that this spring's election in Alberta was probably one of the biggest news items of 2015, which can probably only be outdone by a bigger news item that might happen on October the 19th.

Chris, outside of his role with the Local 401, is also the president of the new democratic party in Alberta and has recently been appointed to be the labor liaison for the new government under Rachel Notley. Chris, congratulations and maybe tell us how that's been.

Chris: Thanks, Jeff. It's been a very interesting time, actually getting to walk into the Premier's office, instead of having to be outside on the front steps and walk through the front doors of our legislature. It's been a really interesting time in Alberta. There's been a lot of really important things that we've been able to do so far that we've really seen the benefits of and keeping a lot of campaign promises around minimum wage.

Right after we announced and passed the bill to increase the minimum wage, I was in Medicine Hat and went into Tim Horton's to get a coffee. Because minimum wage was going up, they raised the price of coffee by five cents. There was this old farmer guy there and he was not overly happy about this and didn't like this.

As a activist, I'm sitting there like, "You should not be yelling at this lady here." He's sitting there, "This is ridiculous," and demanding to speak to the manager. The manager comes out and goes, "Minimum wage." He goes, "We shouldn't be doing this."

Then, I'm like, "All right, I can't let this go on," and I'm going to walk up. Then, the cashier sitting there goes, "This makes a difference in my life." She started talking to him about how government policy and how what we've been able to do already in government has changed things that are making her life easier and her life better.

Hearing those stories and hearing that message from the people that are working at Tim Horton's, our membership and seeing that we're being able to affect and make positive change and get rid of some of the old draconian policies that existed under the conservative and the Tories in Alberta has really been helpful.

I'm a parent with small kids and busing's a huge issue in Calgary. All of a sudden, they would not address the funding issues, they wouldn't do this. All of a sudden, we've got a government that cares about people in place and now funding's back in. Busing becomes an issue, the minister doesn't just shove it off, he gets in his car, drives to Calgary and calls a meeting with the school board.

Seeing those issues where we're seeing real people be able to come in and deal with the issues and concerns of families and workers has been really important for us to see.

Jeff: Excellent, that all sounds absolutely wonderful. I got to tell you, I still have to pinch myself every once and a while when I see the orange all over Alberta.

Chris: You and me both.

Jeff: Excellent, thank you for joining us here tonight, Chris. I really appreciate it. I see that we have one question and then we'll move on to the final report of the evening. We've got [Dave 00:27:21] from the Sobeys Retail Support Center. Dave, go ahead. What's your question?

Dave: Hi Jeff. We understand, in the near future, we're going to be having a certain number of Safeway employees coming and being part of our warehouse, I guess early spring, whenever. I think there was a date post around of February 15th for the initial amount.

Is there any way to quantify how many people will be coming? We've been hearing reports that it's 60 percent of their workforce. Whenever it happens and how many people is probably a matter of company to decide, but is there any way of telling us a specific number? Do you know anything regarding that?

Jeff: Just a few comments, Dave, and it's good to hear from you again. For those of you that don't know, Dave was on the bargaining committee with me when we bargained the first contract for the Sobeys Retail Support Center last winter. What I can tell you is that the employer has committed to 60 percent. The timing of it is not all that easy to track down on. Of course, the 60 percent is subject to employees making application.

You could ballpark the number by looking at how many people at the Safeway warehouse are actually currently working there and do the straight math by 60 percent. I don't want to give you a number directly over the line here, because I'd like to look at my file. I have that information about how many people. I think we discussed a little bit of that when we were bargaining the agreement.

I do know that they're looking at February. The good news is, of course, that these people are all going to be coming in as, effectively, new hires, although, they will carry

their seniority for their vacation entitlement but not selection and to make sure that they are not having to go through the wage progression in the agreement.

What it's going to mean is it's going to mean for a lot of our folks that are currently working the evening shift, the night shift and our part-timers, those folks are going to have the opportunity to get full-time jobs. People who are currently working the off shifts are going to have an opportunity to work a day shift.

I think it's, all in all, a very good thing for all of us. What I'm going to do is I'm going to make a note to go through my information on this for tomorrow. I'll get either myself ... I'm bargaining with Maple Leaf tomorrow, but if I get a chance, I'll contact you directly, Dave. I still have your cellphone number or we'll get Ron Allard to give you a call and he'll give you a ballpark figure. I just would caution that those numbers tend to sometimes be floating.

All right, we've got one more caller on the line now. We have [Abe 00:30:21] from Fort La Bosse School Division. Abe, go ahead.

Abe: Yes, [inaudible 00:30:25]. I was wondering if and when or how is it possible to increase the wages for the custodial staff to compete with the oil patches in Verdun, being that we can't find any custodian cleaners [inaudible 00:30:40]? They're [inaudible 00:30:44]. Most of them are either, A, I'm the youngest one, which is 35, and the rest of them are in their 60s. We can't find anybody to work.

Jeff: Yeah, this is actually ...

Abe: The reason why I hear that nobody is working there is because you can get paid 35 bucks an hour in the oil patch.

Jeff: Yeah, and that's fairly accurate. I've got one comment I want to make on that and then I'm going to turn it over to Marie, who was actually negotiating for the Fort La Bosse School Division. The comment that I'm going to make is that that area's actually impacted a whole bunch of jobs in and around the Verdun area.

When I was touring that region, I think early last year, we heard the same comments that you were making from people that the Co-op and people who were driving buses, that they could drive a bus full of kids and make the wage that was in the agreement or they could drive around from oil patch to oil patch checking on the pumps and make twice as much money.

It is a challenge for us, because rates are covered under the agreement. One of the things that we often do is go after employers, sometimes even in-between bargaining, when they absolutely cannot attract people at the rates of pay, because all of a sudden, something in that area, like the increased oil production, has actually caused the rates in our agreement to be unattractive compared to what else is available.

As far as when bargaining happens, et cetera, I'll leave that one to Marie. Marie?

Marie: Yeah, we actually negotiated the collective agreement renewal last year. I believe it was a three-year deal. We did negotiate wage increases for the custodial department and it was annual wage increases.

If at any time throughout bargaining, as Jeff said, the employer is wanting to increase the wages, the union has never opposed to having wages increased as a way of attracting people. We've actually helped other employers who are trying to find new hires.

If they're having trouble with specific classifications, it's merely having the employer contact the union directly. As long as they're willing to give an increase to all members in the classification, the union would never be opposed to it.

Jeff: Absolutely, okay, I see a couple things on the screen. The first is that the motion to approve the secretary treasurer's report has been carried by the majority of those who voted. In a second, I'll move on to the president's report.

I also see that there are no longer any questions in the queue. Just a reminder, while I'm going through the president's report, if you have a question that you'd like to ask, please press the star key, followed by the number three, and you'll be in the queue to ask a question.

I'm going to get on with the president's report. I'm sorry I've got to start off on a bad note tonight. It's one of the things that's been front and center for our Local for the last little while, that is is that we have been notified that the production facility at the Winnipeg Coca-Cola bottling plant will be ceasing production at some point in the near future.

As a result, 37 Local 832 members will be losing their jobs. We are currently working through the bumping and the buy-out process contained in the collective agreement. Of course, career transition will be provided to the members that eventually do lose their jobs as a result of this process.

I want to thank Bea for getting involved with several of our servicing reps to try to help make this transition as smooth as possible, but as we all know or can imagine, it's a very difficult time for these members. Their local union is doing everything they can to help them through the process.

Maple Leaf Winnipeg, we have had our proposal meetings for all shifts way back on June the 3rd. The election of the bargaining committee took place on July the 8th. Our committee met to finalize proposals on September 1st. We began bargaining last week, September 8th, 9th and 10th and we continue actually tomorrow and Thursday and have a couple of dates the week after and a couple more the week after that.

Bargaining is still in the early stages and dates have been set or held right up to the expiring date of the contract on December the 31st. If you want an update on how

bargaining is going, we use the same process that we used in the retail bargaining, the same process we used in Maple Leaf Brandon or the HyLife bargaining.

At the end of each session, I give a short video, less than three minutes update, on what's happening in bargaining. The most recent one is posted, just go to [UFCW832.com](http://UFCW832.com) and link to Maple Leaf 2015. Keep going back regularly, because every week, we will be updating the videos. It won't just be me that you'll be seeing there, but we will be putting up videos of your bargaining committee members as well.

A little bit of news for Loblaw folks out of Ontario, this summer, a tentative agreement for 12,000 members of UFCW Local 1000A, working at Loblaw Great Food Stores in Ontario was rejected late in June. Preparations for a strike commenced immediately. Reps from across Canada were sent to assist Local 1000A. As a matter of fact, your Local sent two reps out on July the 4th for a one-week period.

Strike deadline was postponed when the parties agreed to emergency talks and an amended settlement was then reached. As a result, our reps assisted in the ratification process, instead of running a picket line. I'm pleased to report that on July 9th, the amended settlement was ratified by the members of Local 1000A.

Here in Manitoba, sticking with Loblaw, Loblaw here has announced two more conversions of Extra Food stores to No Frills. The Park West store on Roblin Avenue is now closed and undergoing major renovations, because they discovered, when they went to do the initial renovations on the store, that it was full of asbestos. That means that they're now going to be closed straight through all of this fall and re-opening in December at some point, right before Christmas.

Also announced was the Goulet store, which is going to continue running up until October the 30th as an Extra Foods store. At that point, they will be shut down for about a week or so, doing a quick turnaround to re-open in the middle of November.

Save-On-Foods, just what we needed in Manitoba, another competitor in the grocery industry. Not enough that we're dealing with Loblaw and Safeway/Sobeys and Shoppers Drug Mart and Co-op and everybody else, but we now have Save-On-Foods coming to Manitoba.

Our rep for both Safeway and Loblaw, Roberta Hoogervorst and Sonia Taylor, attended the media announcement. Save-On-Foods is a major retail competitor based in DC. They have announced they will be opening 12 stores in Manitoba, the first three being the Northgate Shopping Center, which is where the Zellers used to be on McPhillips, the former Future Shop site in St. James, so right across from Polo Park, and a new store in Bridgewater. We'll keep you posted on that development, but it clearly is going to make the retail grocery environment in Manitoba a lot more competitive.

Sunday, June the 14th, we attended the Pride March. A large delegation from Local 832 showed their colors and marched in the annual Winnipeg Pride Parade in support of our members from the LGBTQ community. We were joined by members of UFCW Local

1869 and a record number of Winnipeggers who came out to celebrate the diversity of our city.

A gala was held in Toronto on June the 19th to celebrate UFCW Canada's involvement in fundraising for Leukemia and Lymphoma Society of Canada. Last year, UFCW nationally raised over two-and-a-half million dollars. Our Local 832 team raised \$63,100. Now UFCW Canada has raised almost \$34 million dollars since making the Leukemia and Lymphoma Society of Canada their charity of choice 26 years ago.

This year, we're the presenting sponsor for the Light the Night Walk, which will take place at The Forks September 26th, starting at 5:30pm. A special announcement to make, and I hope Sonia Taylor's on the line to hear this, but on June the 22nd, we celebrated Sonia Taylor's 25th anniversary as a staff member at Local 832.

Sonia began her journey with us on June the 22nd, 1990. She was booked off from her job at Safeway in Brandon to work at our first office in Western Manitoba, located on Princess Street. Sonia will be retiring in April of 2016 and we all wish her a very long, healthy and happy retirement.

Our scholarship presentation took place on Tuesday, July the 14th. This year, the Michelle Masserey Memorial Scholarship was awarded for the first time. More recently, our Labor Day Picnic Parade, Local 832 had a large delegation in attendance for the Labor Day Parade and the family picnic that followed.

It was good to see 500, at least, Winnipeggers come out for that event. I know they got tired of wrapping hot dogs at one point, because I think it went on for a couple of hours. The speakers included presidents of the Manitoba Government General Employees Union, the Canadian Union of Public Employees, the Public Service Alliance and myself.

On July the 24th, we took our summer executive board meeting on the road to Brandon and a tour of Shilo, where we have members that work in the non-military side at the restaurant and other facilities.

Due to an emergency at our Winnipeg office, I actually had to turn around in Carberry and drive all the way back to Winnipeg. The tour continued, but I can't really report on it, because Bea was there. I'm going to ask Bea to talk about that for a minute.

Beatrice: Yes, we were very fortunate to have a tour of the Shilo Base by transportation warrant officer [Sheldon Quinn 00:41:34], who met the executive board and basically toured us through all of the various aspects of the Shilo Base.

We're also very fortunate to have [Wendy Lundy 00:41:44], the rep for the area, join us on that date and were able to meet with many of our members, many of our 50 members that work at the Shilo Base in the CANEX store and in the various food prep areas and get to know them.

It was a very interesting tour. We were able to hear all about how that particular base has to be ready at a moment's notice over the summer time to help fight forest fires as far away as Alberta and all of the various different aspects of the base and moving from Winnipeg out to Shilo a number of years ago and their day to day operations.

Jeff: Okay, thank you very much, Bea. Just a couple other things. This summer, the Prairie version of the Youth Internship Program, known as the YIP, took place in Gimli again this year. There were about 22 people there, 10 of them were from Local 832. Marie Buchan, Kim Ferris, and myself attended on the third day of the week-long training.

I always find that attending that event recharges my batteries a little bit, because you see so many young people who are eager and active to get out there and make a difference. I know Marie came to us, partially, through that program. Marie, is there any comments you wanted to make about the YIP?

Marie: Yeah, just wanted to speak briefly on it. This program has been around since 2000 and actually myself and Chris O'halloran are both retirees, I like to say, of the Youth Internship Program.

It's taken many different cycles, if you will, over the last 15 years, but it always ends up being the same, is that it's a group of young workers who start off that, by the end of the program, end up to be young members and young activists.

It teaches the members about belonging to a union, what being a member of a union is all about. It also touches on the political aspect, as well as talking about globalization and some other newsworthy events that happen in the world. It's an excellent program and we always have really great feedback from it.

We're hoping that it's something that more and more young people look at participating in and definitely if you are someone who's under the age of 29, although they do like to have members who are in their late teens, early 20s, we would definitely ask you to make sure that you get involved and contact myself or Kim Ferris about getting more involved. We'd be more than happy to pass on some more information for you.

Jeff: Okay, thank you for that, Marie. I'm going to end on a positive note, although it might not be as positive as our friends a couple of provinces to the west of us, that note is that coming October the 1st, 2015, we have a 30 cent increase to minimum wage that will bring us to a minimum wage of \$11 an hour.

There will be the second installment of the security guard minimum wage, which your union was instrumental in helping to make happen. That means that in addition to the 30 cents, security guards will get a 75 cent minimum wage increase. That's the same thing that will happen in 2016 and again in 2017, so that they maintain a \$2.25 gap over the provincial minimum wage.

Just a reminder, that I sit on a committee called, "The Labor Management Review Committee," which we might recommend that Alberta gets one of those going. That's a

committee of management and labor representatives that get together at the request of the Minister of Labor to make recommendations to her about changes to the Labor Relations Act, employment standards, et cetera.

We are, over the next two months, going to be looking at a permanent formula for increases to minimum wage. Obviously, employers have always taken the position that they should suppress minimum wage. We take the position that we would be fine to link minimum wage with cost of living, provided that you got minimum wage to the poverty line first.

We got to minimum wage to just about \$15. The poverty line in Manitoba would put it just under \$15. Then, from that point forward, we could have regular cost of living increases that would keep it current.

That is the end of the president's report. With that, I would ask for a motion to approve my report.

Marie: Moved.

Beatrice: Seconded.

Jeff: It has been moved and seconded, so please press the number one on your keypad to vote "yes" and the number two on your keypad to vote "no." If you have a question about the president's report or anything else at all, please press star, three, and we will gladly take your question.

There's just a couple of other things that we need to talk about, extras and events. It's not too late to join the third annual Light the Night Walk at The Forks on September the 26th. UFCW 832 is proud to be the presenting sponsor. The gate will open at 5:00pm. Remember, the ceremony starts at 6:30 and the walk begins at 7:20, sharp, followed by the "Thank You" after party. Come join our team and enjoy some great food provided by Evolve at the UFCW Local 832 tent.

Our next executive board meeting is Friday, September the 18th. We will be having breakfast with the Local 832 retirees at the Canad Inn before the board meeting. A reminder again, the federal election is October the 19th and it's critical that we all get out to vote in what's shaping up to be a very tight race. For a snapshot of what I think about the issues in this election, look to my article in the most recent issue of Union Magazine.

Our next GMM town hall meeting is scheduled for November 3rd. Our very special guest at that meeting will be UFCW Canada national president Paul Meinema. We have our annual Christmas Social for our members in the north being held in Thompson on November 14th. I will be there to bring greetings on behalf of the Local. You can contact JP Petit at the Thompson office for more details.

Our annual meeting of the 832 advisory boards will take place at the UFCW Training Center on November 19th. The delegates from across the province will be in attendance to discuss issues that affect our members in all UFCW represented workplaces.

The last update I have is that it's time for the Beggs-Dowling-Mathieu Scholarship. Once again, the deadline is in 15 days. If you want to register, just visit [www.ufcw.ca](http://www.ufcw.ca). We've got one question before we wrap up the meeting tonight and that is from [Gladys 00:48:20] at Superstore 1514. Go ahead, Gladys.

Gladys: Good evening. I'd like to know if you have an update on any buy-outs?

Jeff: Okay, the answer is no. I wish the answer was yes. I can tell you that the requirement for Loblaw to do buy-outs is three million dollars over the life of the agreement. We signed a five-year contract, it started in September of 2013. They have until September of 2018.

We had this question at the winter meeting. I approached the employer representatives who were at the bargaining table and asked them when they were going to complete the buy-outs. They actually told us, no offense, hopefully, to our guests here, but they were focusing on buy-outs in Alberta first and that's where all the capital is going and that Manitoba would be along in due course.

What I can commit to, Gladys, is I can commit to asking that question again. I have to contact senior official at Loblaw to talk about the No Frills conversions that I mentioned in my report. I will definitely ask them the same question again and see if I can get an update. If there is one, I will certainly let your union representative know, so that that could be communicated to everybody in the workplace.

It looks like we are finished with questions for the evening. I see on the screen, also, that the motion to accept the president's report has been carried by the majority of those who voted.

Just a reminder, if there is anybody who comes in late and wants to have their question asked, we'll have your full-time union representative contact you as soon as possible to answer your question.

I want to thank our guests from Alberta for joining us here tonight. I want to thank all of you for being on the call for our September GMM. The next meeting, as I said, is Tuesday, November the 3rd, 2015, by telephone town hall as well. Thank you for participating in your union. Our meeting is now adjourned. Good night, everyone.