

UFCW Local 832
September 13, 2016

Jeff Traeger:

Good evening everyone, my name is Jeff Traeger and I am the president of the union, UFCW Local 832. I want to welcome you all to the 2016 Fall telephone town hall general membership meeting for members of UFCW Local 832 which is now called to order. With me tonight is your secretary-treasurer, Beatrice Bruske and my executive assistant, Marie Buchan. Our last meeting was May the 24th and I hope all of you had the chance to enjoy our short but beautiful month over the summer. The Union has been very busy over the last several months and we will get you all caught up on the various events and initiatives shortly. For all the members on the line, I will 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 will ask that you contact your full time union representative whose name and contact information is available on the UFCW bulletin board in your workplace or online at ufcw832.com.

Tonight is our third quarterly town hall general membership meeting of 2016 and I want to thank all of you who have participated in these meetings for making them such a success. If you know of any members who haven't participated from your workplace, please ask them to try calling in for one meeting so they can stay more connected to their union. This format continues to be very popular with our activists and we are now using the town hall to reach out to different groups of our members. When we need to communicate with them, we have connected with shop stewards at large units during negotiations and more recently had town halls to connect with our members working in the security industry as they are literally spread out all over the province and it's difficult to connect with them in traditional ways. There are several agenda items that we need to cover as part of tonight's meeting including reviewing the minutes of the last meeting, getting a report from the local's secretary-treasurer on the finances.

Getting a report from me, the president, 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 these 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 December meeting and ask you to vote to accept those minutes. While we wait for the results of the vote to be tabulated, you'll have an opportunity to ask a question by pressing the star key followed by the number three. Now since it's very important that we get some feedback from you and that we have a chance to answer any question that you may have, I would ask that you do that now. If you have a question that you want to ask of myself or B or Marie, press the star key followed by the number three and you'll get in the queue to ask your question.

We will do the same thing with the other two reports so that we are able to get to your questions earlier and throughout the meeting instead of waiting for the end. This gives you an opportunity to ask questions earlier and more opportunities to ask questions throughout the meeting. We do require a motion

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and a vote to approve the other two reports as well. When the time comes to vote on any of the three motions, we will ask you to vote yes by pressing the 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'll be placed in the queue. Since we will be opening the phone up for questions in just a few minutes, please get in the queue now again by pressing the star key followed by the number three. Our town hall toning must be completed by 8p.m 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 tonight, we will have your full time union representative contact you over the next day or so to follow-up. First order of business at the GMM is to do a roll call of officers present and since we can see all of the callers identified on the screen, we will note all the members of your executive board that are on the line and included in the minutes for the next meeting. We'll also appoint a recorder for the meeting but I can see that our executive board recorder is on the line so Debbie Jones will take minutes of the meeting. Let's get started by having Marie read the minutes of our last meeting that was held Tuesday, May the 24th, 2016. Marie.

Marie Buchan: Thank you Jeff. General Membership Meeting for Tuesday, May 24th, 2016 at 7p.m. The General Membership Meeting was called to order at 7p.m. by Jeff Traeger, president, who chaired the meeting. Roll call of officers was taken, President Traeger welcomed Special Guest Speaker, National President, Paul Meinema, who gave a report on the changing landscape of the retail food industry. The financial report was reviewed by secretary-treasurer, Beatrice Bruske. The President's report was presented by UFCW Local 832 President, Jeff Traeger and included the Winnipeg Pride Parade, the Diageo Strike, Red River Co-op, Fort McMurray Fire, a negotiations update on both the Grace Hospital and Granny's Poultry. Monitorable Food and Commercial Worker Dental Plan, Income Tax Services, International Women's Network Biannual Convention, provincial election, retail landscape, staffing updates and important dates to remember. Open questions, there was 10 questions taken from the members and the meeting was adjourned at 8p.m.

Jeff Traeger: Thanks Marie, I will now ask for a motion to approve the minutes of the May 24th meeting as read.

Speaker 4: Is moved.

Jeff Traeger: The second there?

Speaker 5: Second is here.

Jeff Traeger: There has been moving seconds in the studio so please press the number on your keypad to vote yes and number two on your keypad to vote no. If you have

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a question about the minutes of the previous meeting or any other question at all, please press star three and we will gladly take your question now. We're going to open up the phone line in just a minute or two for questions but in the meantime B is going to talk to you about an event that we, our youth committee is putting together. That's pretty exciting. Go ahead B.

Beatrice Bruske: Our youth committee is starting a new youth initiative for open gym nights starting in the month of October. Every Wednesday during the month of October from 7p.m until 9p.m, all youth are invited to the Broadway Neighborhood Center at 185 Young Street for a free open gym night to have some fun and have a few pickup games. It's an opportunity for folks to get out and about and meet each other from various different work places and spend some quality time having fun at the gym.

Jeff Traeger: Very good, okay so we have our first question of the night and it comes from Fred from Brewers Distributors Limited. Fred, go ahead with your question.

Fred: Yeah, hi. Can you hear me?

Jeff Traeger: I certainly can. Go ahead Fred.

Fred: Hello? Okay, just you keep on cutting in and out there. What happens, okay, what I'm just worried about is the arbitration way. Are we like at the union I just want to see this kept up and make sure there's money for arbitration because it gets guys jobs back. I was talking to one of the executive there and he would say, "Well it's expensive, it's all hell but you know what this is the cornerstone of the union. You lose stuff like this and wow, what next?" This is what I really want to key on is you've got to fight these guys and it's going to cost money. That's just the way it's going to work.

Jeff Traeger: Yeah, absolutely and I got to tell you, Fred, that we are never ever going to get into a situation where we don't take employers to arbitration over grievances. We file probably a 1,000 grievances a year. We have two lawyers on staff and I'm never going to tell a member that we can't take their case forward to arbitration because of the cost. I know that B wants to talk about this because she's got her budget report and she can tell you just how much we do spend on going to arbitration each and every year. I can guarantee you that it will continue in the future.

Beatrice Bruske: That is an excellent question and certainly arbitration, that category is a very, very significant chunk of our budget that we budget for annually. In fact last year we increased the budget for arbitration for the 2016 year. I can tell your annual budget is in excessive of \$230,000 and we generally are right on target or slightly over budget in that category and the most expensive course out of that budget category of course of arbitrary fees. Those are the folks that act similar to a judge and hear your arbitration hearing and make a determination on your

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case. Those are generally very high fees but we absolutely make sure that there is always sufficient funds to cover that very important part of our local.

Jeff Traeger: Okay, let's go to Gracey from I guess it's Safeway or Selbys now on 4828. Go ahead Gracey.

Gracey: Hi, I have currently been in Safeway and the sales have gone up quite a bit in my area where I was making salads and fruits, fruit salads. I have done a very good job on certain because I've been told my Caroline, the head, and Michael and now you are bringing in a person from another Selbys that has three year experience and she's only 21. I think am I also going to be cut because she is coming there?

Jeff Traeger: Gracey first of all the first thing I would say is that obviously we are the union, we are not Selbys so we are not bringing anybody into your store at all. That would be the employer that was doing that. Depending on the circumstance of the situation what hours you get in the workplace are generally based on your seniority. What I would suggest you do is I would suggest that you contact your full time union representative with that specific concern. I believe that representative is Jason Hawkins and you can reach him here at the Winnipeg office at 2047865055 and he will certainly address your concern. We now have Cashmere from Guarder Security, go ahead Cashmere, what's your question? Are we having a momentary technical difficulty? Are you there Cashmere?

Cashmere: Connective liberty bank.

Jeff Traeger: Very good, okay, so sorry Cashmere we just got you on the line now so can you ask your question from the beginning please?

Cashmere: Okay, good evening sir, my name is Cashmere Pono. My first question is what is the union achievement in the long term collective agreement? Related to this, union has standards, civic holiday RSVP to Guarder Vault and we are already in turn they said that we have given you medical fund set but is of no use collecting for medicine only \$1,000, 100 on exam, 125, 250 for dental per year.

Jeff Traeger: Okay, all right. Cashmere I've got Marie Buchan who's here with me my executive assistant who has recently been doing a lot of work in the negotiations department and I'm going to let Marie take your question, go ahead Marie.

Cashmere: Yeah, hi, sorry?

Jeff Traeger: Okay, so now we have Joseph Peterson from Securitas in Winnipeg, go ahead Joseph.

Joseph: Hello?

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Jeff Traeger: Hello, how are you?

Joseph: Hi, is somebody there?

Jeff Traeger: Yes, Jeff Traeger is here, how are you doing sir?

Joseph: Good, I'm doing very good. I was under the impression that these security people in Manitoba were supposed to be making approximately 250 an hour above the Manitoba minimum wage. I have received 75 cents and ...

Jeff Traeger: Okay, right, one second, before you ask your question Joseph, it's \$2.25 and it was part of the security wage industry act and the way it works is that each October they are doing 75 cents for three years. It's 75 cents as of October 1st 2015, it will be a \$1.50 above minimum wage as of October 1st this year and it will go to \$2.25 October 1st 2017. The previous government when they enacted that legislation saved in the \$2.25 over a three year period. The beginning of next month you will see an additional 75 cents and then next year it will be at the 2.25 which is what the legislation calls for as the maximum.

Joseph: Thank you very much, it's all I wanted to know.

Jeff Traeger: All right, okay. We have Lean Weiger from SRG Security, Lean go ahead.

Lean: I want to know if you have union offices in Alberta and in Saskatchewan?

Jeff Traeger: UFCW does have union offices in both Alberta and Saskatchewan. As a matter of fact UFCW has offices and local unions in every province in Manitoba. Local 832 jurisdiction is for Manitoba only. In Saskatchewan there are three or four locals for sure, the largest one is local 1400 based out of Saskatoon. There's a very large local based out of both Edmonton and Calgary in Alberta which is Local 401 and there's also Local 1118 in Red Deer. Some of those local unions represent the same types of memberships we do, which would include in your case Security Guards. All right, so I think what we are going to do now is quickly move onto the next report. I see on the screen that our first motion of the meeting which was to accept the minutes of the previous meeting on May 24th has been carried by a majority of those that voted. If you are waiting on the line to ask a question, please hold on the line and we will get to it right after B finishes her report. I will now ask B to give us the financial report for the local for the period ending June 30th, 2016. That's the first six months of the year, go ahead B.

Beatrice Bruske: Thank you for that Jeff. I am reporting on the first six months of the year to the end of June of 2016. As those of you who have listened to this category of this budget report before know there are 22 different budget categories that make up the total budget for UFCW Local 823 across Manitoba. Currently we are in very good financial shape in the sense that we are trending with \$80,000 of income over expenses to date. Have certain categories that are ones that we are

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watching more closely based on the amount of costs that we have in those categories. The first of those would be the arbitration categories and I spoke to that already a little bit earlier. In terms of the amount of costs that we have in that area for various different hearings for arbitrator's fees as well as legal fees on occasion and we go outside of our local to hire a lawyer to present a case for us. We are slightly over budget in that category but we will be keeping an eye on that particular area.

Education of members and education of staff has been higher than average as well as we've been doing a significant amount of training for our members that are not part of the education and training trust fund. As well as for our staff doing staff training and development over the last number of months. In the rent and utilities category, we are continuing to have some fluctuations with the addition of the Marian Street office for the St. Boniface hospital employees as well as the WRHA Laundry employees that work out of that particular building. With the closure of the Thompson's office that particular category is in a bit of a flux and a state of fluctuation until we get to the end of the year. We have a full year experience with those changes. In our strike and lockout category we've had some expenses over the last number of months as a result of the Diageo Strike, however, we are still in good shape in that particular category as well.

To the end of June we have an excess of \$400,000 in our savings account, an excess of \$955,000 in our strike account and a total of \$1.1 million in various different GIC Investments. We are currently in the process of preparing the budget for the 2017 calendar year and we will be looking at making some changes in some of the areas. In particular in the arbitration category as I have indicated those expenses continue to increase and we want to ensure that we have sufficient funds available for any hearing that come up. As well we are gearing up for some significant negotiations next year which will also impact our budget such as the very large healthcare bargaining that are going to be coming up early in the 2017 calendar year and that is my report.

- Jeff Traeger: Thank you very much B. I will now ask for a motion to approve the secretary-treasurer's report for the six months ending June 30th, 2016?
- Marie Buchan: Approved.
- Beatrice Bruske: Seconded.
- Marie Buchan: Moved forward.
- Jeff Traeger: Moved executive in the studio so I will ask you to press the number one on your keypad to vote yes and then number two on your keypads to vote no. If you have a question about the secretary-treasurer's report or anything else at all, please press star three and we will gladly take your question. While we are waiting for the results of that vote, I'm going to again open up the floor to any

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questions that you may have and we are going to start with Michael from Neepawa, go ahead Michael.

Michael: Hi, hello?

Jeff Traeger: Hello there, how are you?

Michael: Very good. I just want to know because I work at HyLife Foods and they cutback our 100% dental plan and they are paying eight percent and when we got paid the rest. I just want to know how come they did that?

Jeff Traeger: Okay, well it just so happens that B. Bruske is a trustee on the HyLife plans, so I'm going to turn it over to B to answer your question.

Beatrice Bruske: Thank you Michael, that's a very good question. One of the things that the HyLife plan is struggling with is the amount of usage of that particular plan with the significant influx of the number of employees that are covered under the HyLife plan. We've actually improved the dental benefits over the last number of years, the issue is that each year the dentists increase their dental fee guide. Your dental plan under your HyLife health and also your benefits plan hasn't necessarily kept up with the increases that the dentists are charging for the various different items that you require when you go to the dentist. It is something that your trustees are well aware of. There are three trustees including two trustees that work in your plan. That sit on that plan with myself and three management trustees and that is something that we are aware of and that we will be looking at at the November meeting to see if we can make some further improvements to the dental fee guide that is paid by the plan for the charge that the dentists make for the various different items that you have done.

Jeff Traeger: Very good. Thank you for that explanation B. We are going to go to Andy from McCain foods in Calgary, go ahead Andy.

Andy: Hello, I was just wondering why consultations, disciplinary consultation and disciplinary verbal warnings can't be grieved even though they go on your record?

Jeff Traeger: Well that's a good question and it would partly depend on what your collective agreement is. There are some collective agreements that identify a specific progressive disciplines and what can be grieved or cannot. I tell you that in most cases if you do have a consultation or a verbal warning that goes on your file you always have a right to respond to us. The employer gives you a verbal warning for something that you disagree with, then you have the right to respond to it and that response also has to become part of your file. So that in the event that that warning or consultation was used against you as a further point and in the event that it ever went from an arbitrator, an arbitrator would see your disagreement or your response to the warning that you received.

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Generally speaking, written discipline is what we can grieve so the first step quite often is a written warning followed by a suspension and then termination and those are the disciplines that the union can generally agree. It doesn't mean that we can't represent you on those issues and it doesn't mean that you don't have a right to make sure that there's something on your file to say that you can test that. We are going to go Princey, I believe it's Princey at Granny's Poultry in Blumenort. Go ahead Princey.

Princey: Yeah, hello?

Jeff Traeger: Hello there, how are you?

Princey: My question was we present to you that I'm talking about budget and this question make me paranoid, why? Because you are talking about budget and this, this, this.

Jeff Traeger: Part of our General Membership Meeting requirement to report on the budget and even though I know it's not necessarily the most fun topic by reporting our finances to our membership is something that this union takes very seriously. Because after all the finances of the local union are made up of your dollars that you give us through union dues deducted off your paycheck. We feel as a union that it's our responsibility to let you know exactly where those dollars are spent. We do a budget report in the magazine every January, we do a budget report to our executive board six times a year and to our advisory board once a year. We also do regular budget reviews through the secretary-treasurer's office and I just think that that's something that people should know about.

It's transparency is an important part of my direction that I want to take this local in and I did that under the previous president when I was secretary-treasurer and B has continued to do that now. I know it's not necessarily the most exciting thing to talk about but I think it's important that our members know where their money is spent. We are going to go to Van from General Mills, go ahead Van.

Van: Hello?

Jeff Traeger: Hello there, how are you?

Van: Good, my question is how do I go about getting out of the ... I've been in General Mills for 26 years and I keep getting this forced overtime on me all the time, what will a person do to avoid that?

Jeff Traeger: Well, yeah, it really does depend on what your contract says but I got to tell you I have Marie Buchan here and I think she was part of that agreement in the last renewal so I'm going to let Marie take your question.

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Marie Buchan: Hi Van, thanks for the call. I don't have the collective agreement in front of me but from what I can recall is that if they do need you to work, they can force you to come in and work overtime, there's nothing about ... They try and do it by reverse order of seniority but obviously if they need the people and I think with your classification I believe you're the only one who's in that classification so they would require the overtime. If you'd like you can either give your union rep a call, who is Mike I believe or you can give me a call tomorrow and we can walk through it and look at it on an individual basis and see what we can do.

Jeff Traeger: Right, thank you for that Marie. We are going to go to Tim now, go ahead Tim. Hang on one second, go ahead Tim.

Tim: Hello?

Jeff Traeger: Yeah, we just got you on the line now so you'll have to start your question over again, go ahead.

Tim: Okay, I am a driver for Monarch Transport in Edmonton. I've been part of the union there since I started last April. I still haven't heard a single word from my local union. I don't even know which local I'm in.

Jeff Traeger: Well if you are a transport driver in Edmonton I would ... You are with UFCW, most likely you would be with UFCW Local 401 or it's possible that you could be a member of Local 1118. I don't have all of the information about other local unions at my fingertips but I would suggest your best thing to do would be to contact UFCW Local 401 in Edmonton at their Edmonton office. You can find that if you go to you just search UFCW Local 401 online, I'm sure they will have their phone number posted on the website and you can give them a quick call. I'm sure they will be able to tell you whether they represent you or not. If not your other one would be UFCW Local 1118. From my understanding I think those are the only two locals unions in Alberta, at least the only two that are operating out at Edmonton. All right, so I see on the screen that the motion to approve the secretary-treasurer's report has been carried by the majority of those who voted. I'm now going to move on to the president's report.

If you are on the line waiting to answer your question, we'll get to it immediately following the president's report. If you want to join the queue to get in line to ask a question just press the star key followed by number three key and we'll get you in the line to ask your question. For the president's report, I'm sure you are all aware that the strike at Diageo and in Gimli as I reported in the last meeting was resolved when the members voted to take the final outstanding items to arbitration. That arbitration took place over the summer and we received the award on August the 18th. The arbitrator awarded wage increases of 2.75% in each year of a three year deal with the first increase being retroactive to February the 1st 2016. Which was certainly better than what the employer was offering but not quite as high as what we had hoped. There was a seven percent special wage adjustment which the employer for one classification, which the employer wanted to stretch out over three years but

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the arbitrator awarded that that seven percent wage increase would take place upfront in the first year.

There were other improvements to sick pay, long term disability coverage and pension and the new agreement will expire on January the 31st, 2019. The extra foods store on Regent Avenue has been closed. This June, Loblaw announced that they would be permanently closing that location and it actually closed on September 2nd. The good news is that all of our members have been placed in other locations. I guess the bad news is that most of them were placed at super stores, mostly the one on Regent and on Gateway. That's just because there's not a lot of extra foods left in the city for those people to bump into. We are not sure why the company didn't convert the store to No Frills like they did at Gulei and Roblin and like they currently doing at the store in Dauphin. It is clear, it seems to us now that the extra foods banner is on its last legs. There's only four left in the province, they are in Selkirk, Swan River, La Por and on Finance Street in Winnipeg.

Less than 30 now left in Western Canada, most of them are either closing or converting into No Frills. I do believe that just with the actions that we see with company that it's safe to say that they are abandoning the extra foods banner. Click and Collect at Loblaw has been very successful and we anticipate that it will be available at all superstores in Manitoba at some point in the near future. Online shopping appears to be the way that many people will be getting their groceries in the future. I just wanted to talk for a minute about provincial legislation that came down this year as well, specifically Bill 7. Our new government has only been in power for about five months and already we've seen an agenda that isn't kind to workers. Bill 7 will be tabled this fall and will eliminate the automatic certification provision and require a vote. Even if 100% of the people in a workplace sign a union card, it's our last two certifications of celebrations of the dinner theater and dinner homes were automatic.

Obviously this change to this legislation is going to have an impact on our ability to organize members. To make matters worse we have heard rumors that the new government is considering opening up the restrictions on Sunday shopping which will have a negative effect on many of our members. They are reviewing the regulations for the provisions regarding leaves for the victims of domestic violence which is very concerning to us. Your union will be heard very loudly at the committee hearings coming up this fall to oppose these rigorous changes to our fair and balanced labor legislation. On a staffing front, I have an announcement to make that our new training center director was announced on June 6th and I'm happy to report that Erin Selbys is now firmly in that role. Erin brings with her a wealth of experience to this position including her time spent as Minister for Advanced Education with the precious NDP Government.

We are currently taking the opportunity and working to revamp and refresh all of our training opportunities for our members. We are going to rolling out some exciting new courses and initiatives soon. I'm hoping to have Erin in the studio to talk about those at our next meeting in November. On may the 26th and 27th

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our executive board conducted our meeting in Dauphin, Manitoba and it was actually a really good time. We toured the extra food store that is now being converted to and No Frills. We toured the Safeway Store and all of the many Co-op locations in Dauphin and in St. Rose Block. We also were coincidental with the grand opening of the new Co-op Grocery Store and we got a tour from our steward and our longtime activist, Marie McClain. It was a really good trip for our executive board to get out into some of the other communities outside of Winnipeg where we represent members.

Local 832 have a very strong presence with all the pride events this year including our first float of the Winnipeg Pride in Jun. We are also there in support of our LGBTQ members in Brandon and Steinbach and we'll be there this week for the events taking place in Thompson. In June, we attended the Leukemia Gallery in Toronto where we donated the largest amount ever by UFCW Local 832 and that was over \$63,000 that we had raised last year. For those of you that don't know, UFCW Canada is the largest fundraiser for Leukemia Lymphoma Society of Canada and we raised a total of \$2.472 million collectively across all 10 provinces last year. Also in June our Adult Learning Centers held their graduation ceremonies on June 22nd in Winnipeg and in June 25th in Brandon. The total of 33 graduates now have their mature student diploma program diploma in their hand.

If you are interested in learning more about that you can contact our training center in Winnipeg or in Brandon and ask to be connected to Ann Norman who is the director of our Adult Learning Center Program. The National Defense Fund is an organization that provide additional strike pay to workers on the picket line and is now been a UFCW thing for lack of a better word for 30 years. Local 832 attended the convention in Edmonton in July. We were represented by retail and meat processing members as well as our executive board member Corey Kowalski who gave a great speech to the delegates about the Diageo strike and Gimli this spring. UFCW successfully used internship program that helps develops young activists in our union from across Canada and we were proud to host there Phase Two meetings this summer at the Fairmont hotel in Winnipeg. If you are interested in learning more about this program or other initiatives for young workers, contact Kirk Martel at our Winnipeg office.

In late July I toured all of our units in Thompson in advance of closing the Thompson office. While a few were sad to see the office closed, most understood that the advances in technology had made it much easier to stay in contact with our members without the need for physical office space. Our Northern rep, J.T Petite, will continue to tour all of our Northern Units on a regular basis and provide them with the same great service that we always have in the past. Finally I want to say a big thank you to all of our staff, executive board members who came out to celebrate us, celebrate with us on Labor Day this year. The events in both in Winnipeg and Brandon were very well attended and the Winnipeg Picnic actually went through 3,300 hotdogs. Special thanks go out to Dean Rodwell and Brandon, Cathy Baniias, Debbie Jones and Charlotte

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Cameron for volunteering at those events. With that I will now ask for a motion to approve the president's report.

Marie Buchan:

Motion moved.

Jeff Traeger:

Moved and seconded in the studio 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. Before I open it up to questions and we have about two or three people on the phone, can I ask Marie to talk about a survey that's going to be coming out from our women's committee. Go ahead Marie.

Marie Buchan:

Thanks, so beginning September 15th and running through to October 31st, the UFCW Local Women's Committee is calling on all UFCW Local 832 women. The survey is open to any member who identifies as a working woman and we are asking that you go to our website at ufcw832.com and click on the link on the front page and fill out the survey. It doesn't take very long but we'd really appreciate the feedback. I would also like to say a big thank you to Debbie Jones, Charlotte Cameron and Ashley Marello, UFCW Local 832 activists who were big helps with input into the survey and helping me work on this so thanks to you guys.

Jeff Traeger:

Okay and I'm also going to get B to talk about ... I talked about in my report about Leukemia Lymphoma Society and our annual Light the Night Walk is actually coming up right away so B can you give us the details on that.

Marie Buchan:

Yeah, so this is I think our third annual Light the Night Walk which will be happening Saturday, October 1st. It's going to be happening at the Fork and it starts at 5p.m. Local 832 will again have a strong team out for this team. Our team captain this year is our executive board member from Selbys, Carino Bosica. If you go on the Light the Night Winnipeg website page, you can find our team link underneath there. You can certainly join up to come out and support this event. It is a fun event. Everybody gets to go for a nice walk. It's wonderful in terms of fundraising and gets the community out. If you are at all interested I would absolutely urge you to come out and join the team and have some fun with us.

Jeff Traeger:

Thanks B and also next Thursday we have an interesting happening and on September 22nd, our executive board is going to be participating in a sweat lodge which will be conducted by executive board member, Eric Flett, from the St. Boniface Hospital. Our staff in the sweat lodge were there last October and I can tell you that it was an amazing experience that I would recommend to anyone. Back to some questions now, we've got Darlene Dalinsky from Store 4821. Go ahead Darlene.

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Darlene: Good evening everyone. Two years have flown by since the contract with Selbys was negotiated. What if any organizing has been done to bring Selbys employees into the union prior to the next set of negotiations in 2018?

Jeff Traeger: Okay, so we had a drive on a Selbys Store I think it was the one on West Portage Avenue that we ended up going to a vote and we were not successful in winning that vote. We also organized the Selbys Warehouse on Inkster which when we organized it had about 120 members and grew to almost double that when they closed the Safeway Warehouse on King Edward and moved all of that work for Safeway in with Selbys. I can tell you generally speaking Darlene, trying to organize in the retail sector is a priority for us and always has been. We're always looking for leads at the non-union Selbys Stores. We also have the non-union save on food stores that are going to be opening soon. Many of you may have seen the Old Future shop that's on St. James Street here in Winnipeg or the Old Target seller store on the target. Surely the Villa Store on McPhillips that's also being converted into a save on foods as well as a new build in Bridgewaters South.

We are trying to increase our density in representing retail and one of the things that we are going to be doing coming up on October 18th, we are going to be hosting a retail shop steward conference at our training are in Portage in Winnipeg. Although march of 2018 which is the expiry date for the Selbys and entry Co-op agreements seems like a long way off. We need to start planning for those negotiations now. Then at that meeting I'm going to talk about the amazing number of changes that have taken place in the landscape at the retail grocery industry since we were at the bargaining table on what doesn't seem like that long ago but it actually was. Loblaw also expires in the fall of 2018. We're beginning our planning by bringing the stewards from across the grocery industry together to talk about the challenges and the opportunities that lay ahead and if you're interested in attending, please speak to your full time union representative. I'm going to go to Selby Store 4856. Is it okay? Is it Ronald?

Ronald: Yeah, Ronald.

Jeff Traeger: Great, so you can go ahead Ronald.

Ronald: Yeah, I'm wondering if you've heard anything about the a Saskatchewan strike situation? They were talking about it a few months ago. I don't know if those workers went out or not?

Jeff Traeger: Okay, I'll tell you what I know and I can tell you that it's not a lot. Those particular group, most of the Safeway Stores in Saskatchewan are represented by a union called the RWDSU which there's a long explanation behind that. For now that's the union that represents them. They're not with UFCW. There is one store, I forget where the location is. I think it might be a Muscha. There is one store that is represented by UFCW Local 1400 and I know that they've had that group has had very tough bargaining with Selbys. At one point we heard that there was an offer on the table and that union refused to take that for a vote of

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their membership. I know that they have taken a strike vote and I know that they're not currently out on strike and I also know that they have not had a contract for some two, two and a half years or something like that. That is one of the things that we tend to do very well and that is to make sure that we always bargain our grievances.

Many of them as we can but certainly the larger ones, the retail grocery ones bargain to the expiry date and let the employer know at the beginning that they're either going to have a deal or a problem. We certainly don't go two years long but that's all I know. I know that they're working under an old collective agreement that expired in 2014, early in 2014 and other than that, I can't really tell you more. Because I don't have much of a relationship with the RWDSU in Saskatchewan so I don't really have any contacts there that give me any of that information. We're going to go to Cheryl calling from Russell Manitoba and Bunge Foods. Go ahead Cheryl.

Cheryl: Hey Jeff.

Jeff Traeger: How are you?

Cheryl: Yeah, just I'm good. Yourself?

Jeff Traeger: I'm doing okay, thank you.

Cheryl: I just got a question. I'm glad that the Picnic, Labor Day Picnics were successful but I do have a question. I knew nothing about it until I had seen the pictures that Dean posted on Facebook. Is there posters or anything that go out or why didn't ... I probably would have went into Brandon if I had known it was on.

Jeff Traeger: Well that's too bad Cheryl. I'm sorry that you missed that. We generally do send posters out for the Winnipeg Picnic that come out through the Winnipeg Labor Council actually. Then I think the Brandon and District Labor Council is the folks that coordinate the events in Brandon and I honestly can tell you, I'm going to be honest here, I have no idea exactly how they go ahead and communicate that to everybody. I can certainly have a discussion with folks at the Brandon District Labor Council who are celebrating a big anniversary I know on September the 30th. I think it's a 100th anniversary or something like that. They're celebrating and I know that we're going to have UFCW is going to have folks that are going to be in attendance there. We'll certainly do our best to make sure that that gets communicated better in the future. It is too bad because it's a day where we can actually celebrate Labor's achievements over the years.

Speaking of celebrating our annual Westmount Activists Appreciation Dinner actually will take place this year on October 29th at our office at 5:30 Richmond Avenue East Brandon. At that event we recognize stewards health and safety members bargaining committee members and recent retirees and I understand

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that we're considering our team this year so that you have a little fun to what is always a great event. Not sure what cost him all the wearing but I would imagine the staff at the local have lots of good ideas on that. Also our annual Northern activist appreciation dinner will take place this year on November, 5th and 12th. We also recognize all our activists at this event each year.

This year will be an even more special event as will also be celebrating a milestone for [pennies at the telly] (name?) who achieves 30 years of service with Local 32 in July 28 this year and then he also retired at the same time that we closer Thompson office in her service was from July 28, 86 to July 28 2016. 30 years on the dot. Now we're going to take a question from Claudette. All right, go ahead Claudette.

Claudette: Hi Jeff: I'm wondering if you were aware of the memo that was sent from Milton Sussman who is CEO president of the Onepick Health Region to employees advising them that the government is wanting to undertake a review. To look at sustainability and innovation in the health care system and that they have submitted a request for proposal to identify an external consultant to do this review. I wonder ...

Jeff Traeger: I'm not aware of that. Actually that's the first I've heard Claudette and thanks for bringing to my attention but what specifically are they talking about reviewing that you know?

Claudette: Well it says that the new government was clear that an immediate ... I'm reading from the memo that an immediate priority would be to undertake a sustainability and innovation review to improve the efficiency and effectiveness of the health system in Manitoba and to identify opportunities for improvements to ensure the long term viability of the system and to the future. Last month the government issued a request for proposal to identify an external consultant to undertake this review. The memo goes on to identify what the review will look at there's phase one, phase two. It's quite lengthy. I'm wondering if maybe I can send it to you and we could have a discussion about it.

Jeff Traeger: I would absolutely love to do that for that and it does concern me. I was talking about Bill seven and some of the changes ...

Claudette: I know I heard that. I heard in new ...

Jeff Traeger: Certainly the government is making and this is just another example of that and Marie I think Marie is basically someone that is overseeing our health care operation is going to be conducting the bargaining that's going to be taking place in 2017. They both hospital and in the Northern Regional Health Authority so Marie any comments you want to make load up.

Marie Buchan: Yeah, Claudette if you don't mind sending that to my attention as well. I'd definitely take a look at it and we'll definitely do investigations that we can find

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out and try and get as much information as possible. We'll also have some chats with the health care union representatives to see what we can find out for you.

Jeff Traeger: It would be ... I would also want to make a comment on this one too.

Claudette: Yeah. We are definitely very concerned about potential changes to our health care system and certainly the government has been putting some feelers out there in terms of private MRI clinics and those things that's been in the media over the last number of weeks. This is absolutely something that's going to affect our members and it is something that we're very much wanting to make sure that we're on top of and if there are changes that we are front and center in terms of being able to make commentary on those changes or to make sure that our members' voices are heard on those two. Please forward that information so we can deal with that matter.

Jeff Traeger: Thank you for that Claudette and we're going to move on to Abdul, Abdullah Zacky from Security Task in Winnipeg. Go ahead Abdul.

Abdul: Yeah, hello my question is on the internship program that you spoke about earlier and how effective it has been which I very much agree with. But the question is looking at how you go into this program and how much the union spent to get this through this program and sometimes through the phase one, other phase. What is that the local doing to ensure that this youth don't just go to the program and that is the end of it. Do you call those people into the local, get the ideas and if possible provide opportunities for them. Here what they have to say or whatever the opinion they have about the union. Why they have gone through this program?

Jeff Traeger: That's a great question and I can tell you that I'm looking at my executive assistant to the president. Which is one of the senior positions at the local here and she is actually a graduate of the youth internship program. I believe Marie that we also have Kim on staff and Gabe who is a national staff officer now. We're certainly trying to do whatever we can to make sure the people that come through that program, get opportunities within the union either through continuing activism on various committees that we may have. We have an executive board member. Now actually Morello who is also a graduate of the youth internship program and I know Marie is trying to say something here because she came through that program as well but I just want to say that we're doing everything I can. What I will tell you is I am all yours.

If you can think of a way that we can engage the folks that come through that youth internship program better than we're currently doing, I would love to hear them. I know I just saw you recently at the NFL executive council where you received a scholarship. The Ex-Rally scholarships. Congratulations on that but you certainly are welcome to meet with me at any time and tell me how you think we could do a better job of engaging and encouraging our youth to become involved in their union because after all young people are the future of this union. Now, Marie go ahead. I know you want to say something.

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- Abdul: Marie: Just to let you know Kurt Martel is also high current Martel who is our ... Who is a union representative is also the staff representative who looks after the youth initiatives. He's also someone that you should definitely give a call. I know that both him and Ashley Morello who is our executive board member for youth on our executive board are planning on attending a national conference coming up in October and they will be reporting back to local in November on what they found out. They are also in the works of putting together a youth committee which is one of the reasons why we have the ... The invited has been spoken about before for the event but definitely if there's something that you want to talk about or discuss, Kurt would be the first person that I'd tell you to get in contact with to forward all your ideas and then as Jeff said you know his door is always open.
- Jeff Traeger: Jeff: thank you for that Marie. We now go to Jennifer from Selbys Store 4857. Go ahead Jennifer.
- Jennifer: Hi. I've been working for Safeway. This November marks my 30th year and my question was are there going to be any more or any full time positions created with the new Selbys initiative of having a new lower prices and having new staff trained new cashiers and so therefore the numbers are higher. Therefore the 20% ratio. I'm just wondering if there's going to be any full time positions after 30 years and still part time. Yeah, I just wondered if you guys had the any input on that?
- Jeff Traeger: Well, obviously we're going into bargaining in 2018 but I know B who has worked in retail. I think he worked in the front end through these. I know you did, you did not okay and anyway B is trying to answer your question so I'll turn it over to B.
- Beatrice Bruske: Hi Jennifer. Certainly full time positions and monitoring the full time ratio something that our reps do on a regular and consistent basis for Selbys and for Loblaws actually because both of those collective agreements contain ratios within the collective agreement in terms of how many of those staff members have to be full time. Right now the reality of Selbys or in any retail environment making full time positions and a front end is almost unheard of unless you are in a very management role in that particular department. Generally the retail stores have moved away from making full time cashiers. I can't honestly recall the last time either Selbys or Loblaw made a cashier a full time position. If it is a full time position that you're after, it would likely have to be a position that you would bid on outside of the front end department.
- Jeff Traeger: Yeah it is not ... Department said even other things companies like they have full time people and I'm not 100% sure why but we're now going back to Lynn from Surgery Security. Go ahead Lynn.
- Lynn: I'm wondering if you know about the nurse practitioners that are either going to be eliminated in October or there's going to be a meeting to have them eliminated in October.

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- Jeff Traeger: Who is this involved in this meeting with?
- Lynn: I don't know. I'm just asking if you know about this.
- Jeff Traeger: I don't know I've never heard that before but I'd be interested and I would certainly be interested in finding out that meeting that would be. I know that we've changed a lot of our benefit plans to ensure that medical notes for nurse practitioners are now acceptable for a lot of health and welfare benefits, short term disability etcetera. It would come as quite a shock to me actually if nurse practitioners were going to be eliminated if you do have any more information about who's started that rumor or who would be involved in such a meeting and you certainly welcome you to get to me. We're going to go back to Princely from Granny's paltry now. Princely go ahead.
- Princey: Yeah, thank you. My question is that when you work at a company or any job that you needed training, you talk about trainings and if an employee want to change a career or get training, is that possible or it's not possible? If the training could be within the vicinity of the job that they are doing or they want to do apart from where they are working, what is the possibility of that and how someone that wants to have that training could do?
- Jeff Traeger: Well obviously I'm going to ... I know B wants to weigh in on this but obviously there's always apprenticeship programs that folks could take. If your employer is looking for people in certain skill classifications potentially maintenance or engineering positions, middle riders, electrician, plumbers, that type of thing. Then there is also the ability if you see a job in the plant or working. I see that you were working in Granny's Poultry in Blumenort so if you see a job in the plant that you're interested in doing, you would wait until an opening was posted by the employer and try to fit into that job. There is a training and trial period that you can use to get trained into that position. B, is there anything?
- Beatrice Bruske: Yeah, as Jeff has indicated within the plant you would have to bid into a different job and normally any work related training that's required, the employer would provide to you. Outside of that of course we have our training center that offers a number of different courses and we are going to be expanding that course selection as well as through our web campus program. During the next General Membership Meeting, we will be having Erin Selby, our new training center director, coming onto discuss new training center initiatives and opportunities for members including outside of Winnipeg from the Steinbach area to take some of those training programs and how you can qualify and register. I would urge you to keep an eye on that or to speak with your union rep, Ron Allan, for further information on that.
- Jeff Traeger: We have one more announcement to make and that is that this year's poultry conference with is attended by our staff, executive board and advisory board members is scheduled for November the 9th at the Winnipeg Training Center. That board will make recommendations to our secretary treasurer regarding the 2017 budget as well as helping us to strategize how we can improve the services

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that we offer to our members. Become more inclusive and responsive to the needs of our members. I see on the screen that the motion to approve the president's report has been carried by the majority of those who voted. I also see that we have run out of time to answer any further questions. Thank you for all of your questions and your participation in tonight's meeting.

Just a reminder, if you are still waiting for your question to be asked, we will have your full time union representative contact you soon to answer your question. Thanks again all of you for joining us in our September telephone town hall. We will be conducting our next General Membership Meeting on Tuesday, November the 29th by telephone town hall as well beginning at 7p.m. Thank you again for participating in your union and our meeting is now adjourned.