

Speaker: Good evening everyone. My name is Jeff Traeger and I am the President of your Union UFCW Local 832. With me tonight is your Secretary-Treasurer Beatrice Bruske, my Executive Assistant and full time negotiator Marie Buchan and the Locals Retail Coordinator and primary Safeway rep Sonia Taylor. I want to welcome you all for the second Telephone Town Hall Meeting for members of UFCW Local 832 which I now call to order. Our first telephone town hall meeting held in June this year was a resounding success and our members have told us that this is the best way to keep them informed about what's going on in their union. The reason this format seems to be so popular with our members is that it gives everyone an opportunity to hear from and ask questions of the leadership of the union. Feedback that we got from many of you after the June meeting was also told us that the town hall was much more convenient to those members to attend especially for those that have commitments that don't allow you to get out to membership meetings or for those that live in remote communities. Normally we conduct about 25 meetings across the province from Gillam to Virden and from Flin Flon to Steinbach and everywhere in between four times each year. By going to the telephone town hall format, we had more than 10 times the number of member's province wide and we were averaging when we were conducting the meetings around the province. As part of our GMM process, we will need all of you on the line to vote on three motions. One to approve the minutes of the last meeting, one to approve the secretary treasurer's financial report and one to approve my report. When the time comes we will ask you to vote yes by pressing the number 1 in your keypad or to vote no, by pressing the number 2 on your keypad. We will also be giving all of you an opportunity to ask questions about each report and we will have an open question period to discuss anything you like after I give the president's report. To get in the line up to ask a question, simply press the star key followed by the number 3 key and you will be placed in the queue. One of the few complaints we had last time was that we couldn't get to everyone's question as the meeting must be limited to one hour. If we don't get to your question because of time restrains tonight, we will have your full time union representative contact you over the next day or so to give you an answer to your question. The first order of business at the general membership meeting is to do a roll call of officers present. Since we can see all of the callers identified on the computer screen, we will note all of the members of the executive board that are on the line and include it in the minutes for this meeting. We 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. So let's get the meeting started by having Marie Buchan read the minutes of the last meeting that was held Tuesday, June 10th at 7:00 PM. Marie.

Speaker: Thank you. This is the general membership meeting. This is for Tuesday, June 10th 2014 at 7:00 PM. The general membership meeting is called to order at 7:00 PM, by Jeff Traeger, President. This is our first ever general membership meeting come to success at telephone town hall. All of officers present, Jeff Traeger, B. Bruske, Deborah Jones, Tom Biebrich, Carino Bosica, Kathy Brnjas, Dianne Gibson-Pierce, Sally Huculak, Alice Jeffrey, Frank Manaignre, Jeremy Miller, Ashley Morello, Dean Rodwell, Morag Stewart, John Sulyma and Kay Wetherill. Moved seconded to carry to accept the minutes of the previous meeting of March 15th, 2014 at 7:00 PM onward. The financial report for the 3 months setting March 31st, 2014 were reviewed by the Secretary-Treasurer B. Bruske. Moved seconded

to carry just the financial report has read. President's report, the president's report was read by UFCW Local 832 President Jeff Traeger. Maple Leaf bargaining, the bargaining process has begun at Maple Leaf at Brandon. We've had our second set of dates on July 3rd and 4th. Negotiations are going to be challenging 'cause there are two major problems currently affecting the operations of the plant. (It's more?) to the cause and the change, changes the temporary form of the program. The contract expires on December 31st, 2014. Loblaw, the new CBA is currently up at printers and we'll send to the members of Loblaw's as soon as possible. The company has raised, actually to each one of the negotiated item and we absolutely and so they could come in and meet us for the agreement to go to print. Shoppers Drug Mart, we have filed a grievance on the Loblaw purchase of Shoppers Drug Mart. This will be referred to arbitration and it is... it is the union's position, we will now reschedule the bid for Shoppers Drug Mart and they would all fall into the Loblaw's collective agreements. Sobeys, Safeway since the last GMM at March. The Sobeys agreement was ratified by 94%. This agreement will go to print as soon as the entire committee has signed the document. Safeway divest stores, there was four Safeway stores that had to be stalled once Sobeys had purchase Safeway. All four divested stores were purchased by Red River Co-op and are now open under the Co-op Banner. Staff changes, Rob Hilliard, WCB Advocate and Director of Health and Safety has now retired. Susan Hart-Kulbaba will be retiring this month and Blair Hudson our Northern Union Rep will be retiring in October. V. Sylvester is no longer with the Local there will be some staff re-assignments to cover some of the vacancies. Executive board, Vice President Kathie Kraychuk left our executive board at the beginning of the year and has been replaced by Ashley Morello from Old Dutch Foods. Ashley is representing youth in this position. We now have a full complement of Vice Presidents. CLC convention, the CLC convention was held from May 5th to 9th in Montreal. Elections were held which result to the new executive for CLC. Premier Horticulture, the vote for the members of Premier Horticulture will take place tomorrow. The members will be voting on being represented by UFCW or TUAC, we report the result of the next GMM. Moved seconded and carry to accept the president's report. Opening questions, there were 21 questions taken from the floor and many other questions that were unanswered. The unanswered questions were forwarded to the servicing representative for that member and all members posing a question that was not answered during the meeting received the call back within 24 hours. Moved seconded and carry to adjourned the meeting at 8:00 PM.

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

Speaker: So moved.

Speaker: Seconded.

Speaker: It has been moved and seconded so please press the number 1 on your keypad to vote yes and the number 2 on your keypad to vote no. If you have a question about the minutes of the previous meeting, please press star 3 and we will gladly take your question. So while we're waiting for the results of that vote, I will ask B. Bruske to give us the financial report for the Local for the second quarter of 2014. That's the six months ending June 30th, 2014. B?

Speaker: Thanks, Jeff. Good evening everyone. So I will be presenting the financial review up to the end of June of this year. The Local operates financially by dividing our monthly expenses over 22 budget categories on an annual basis. I'm going to give a brief report where... on where our finances were up, up to the end of June by taking it through the major budget expenditures. Arbitration, so far this year we have spent \$97,000 on arbitration. We have an annual budget of 170,000 to pay for things like arbitrators fees and occasionally legal fees. Communications, our annual budget in this category is \$300,000 to pay for things like the magazine, website, mailings this type of process to engage our members and to print collective agreements. To date we have spent \$100,000. Education of members, we have an annual budget of \$60,000 that pays it for less time for members, taking shops to retraining whose employers do not participate in the education and training trust fund. To date, we have spent \$21,000. Equipment rental covered the cost of photocopiers and miscellaneous equipment to... across the province. Annual budget is \$115,000 and so far we have spent \$40,000. Income tax, this is to pay for the popular income tax preparation program for the members. We budget annually \$80,000. Most of those expenses are in the spring every year and so far we have spent \$65,000. Insurance, this includes all local insurance needs such as building, rental terms of three properties across the province as well as liability insurance for all of our activities. We budget \$75,000 annually and so far we have spent \$19,000... Negotiations due to... and Sobeys bargaining as well as Maple Leaf Brandon Negotiation and HyLife in Neepawa in addition to the many other collective agreements that are negotiated on a regular basis, we have budgeted \$350,000. So far we had spent \$278,000 and are therefore significantly over budget in this category... date. Most of those cost do relate to the Sobeys Safeway negotiations this past spring and to the Maple Leaf Brandon Negotiation. We still have significant cost for Maple Leaf to come as we will continue bargaining that contract with many dates set for September as well as HyLife and Grace Hospital bargaining which will start later this year. (??) varied depending on the amount of organizing drives at their... places that are going on throughout the year. We budgeted \$100,000, so far we have spent \$30,000. (??) to the expenses, this is the payment that we make to our national and international union, the Canadian Labour Congress as well as the Manitoba Federation of Labour and the various labour councils across the province. Our annual budget is just over 3 Million (??) 1.5 Million which is over budget because we pay per capita per member, this amount is raised depending on the amount of members we have in any given month. We are also aware that the per capita payments to the various organizations are set to increase for 2015 so we will need to allocate additional in the (??). Postage cost, the cost of mailings to members, our annual budget is \$175,000, so far to date we've spent \$88,000. Property taxes to pay for our buildings, we've budgeted 55,000, so far we have spent 30,000. Rent and utilities, we have budgeted \$450,000 (??). Salaries and cost, we budget just over 4 million annually to pay for all the (??) within support's desk and relief union reps throughout the year across the

province. So far we have spent over 2.1 million. Servicing cost related (services?) including workplaces, meeting rooms for members etcetera, we budget 300,000 annually and have spent 130,000 to date. Strike and lockout expenses, we've budget 200,000 annually and to date have not had any expenses in this category. To date our strike account is growing at 1.2 million and we are in good financial position with over \$500,000 in the bank.

Speaker: All right. Thank you very much B. I see on the screen that the first motion of the meeting to except the minutes of the June 10th meeting has been carried by a large majority of those who voted. So I will now ask for motion to approve the secretary treasurer's report for the 6th month period ending June 30th, 2014.

Speaker: So moved.

Speaker: Seconded.

Speaker: It has been moved and seconded so please press the number 1 on your keypad to vote yes and the number 2 to on your keypad to vote no. If you have a question about the secretary treasurer's report please press star 3 and we will gladly take your question. While we're waiting for the results of that vote, I will move on to the president's report. So yesterday was labor day, there was a big march and rallies held in Thompson and held in Brandon and of course here in Winnipeg. And it was followed by a picnic and an opportunity to address the crowd by myself and some other presidents in the labor movement. I think labor day is an important day to celebrate the successes of labor and the achievements of workers that have come before us for the last 150 years. I think it's also important though as a reminder that we want to hang on to the things that we've gained over that time. We need to continue to fight to advance workers' rights in the future. Recently the government announced a major improvement to the minimum wage for security guards. This is something that this Local has been working on for 12 years lobbying government for improvements to training, improvements to safety equipment and improvements to the minimum wage for security guards because prior to this legislation and currently it is an industry that suffers from very high turnover. It is one of the largest growing industries in many of our communities and it's important that the people that do that work are paid properly for it so that they can be retained and we can have experienced guards looking after the various locations where they are... where there, where they work. The way that the minimum wage language is going to work is that this year there will be an additional 25 cents in October for security guards and then an additional 75 cents each of the next 3 years all in October and that gap will be maintained against the general minimum wage. So if the general minimum wage goes up, that gap of two dollars and 25 cents will be maintained for security guards. There are a lot of people that need to be

thanked for the work that they have done. Special thank you to our recorded Debbie Jones who works in for Garda Security and has been involved in this lobby through the last 12 years. On some bad news, Sobeys announced the closures of several stores on June the 26th. Safeway 622 in Steinbach will be closing on December the 6th. Safeway 628, the Brandon Shoppers Mall will be also closing on December the 6th. Safeway 707 at Sturgeon, in Ness will closing on November the 15th. Safeway 712 at Garden City will be closing on December the 6th. Maples IGA was originally going to be closing on October 30th but at the table recently Secretary-Treasurer Beatrice Bruske was told that they may be closing it at as early as October the 2nd. Sobeys Warehouse in Thompson was already closed on July 18th. Safeway 709 at Pembina and Killarney also closed on June 21st but that wasn't part of the rationalization or part of the, the sweep that Sobeys was making after their purchase of Safeway in Western Canada. All together there were 50 stores that were closed between Manitoba and British Columbia. Here in Manitoba, they are trying to time those closures with buyouts that they are offering and I hope that most of the remaining members at those stores will be able to be place in Winnipeg obviously for Maples IGA. That's a different circumstance as they're not covered by the Safeway agreement. And in Brandon and in Steinbach bumping into additional locations is a little bit more difficult for our members, there's less options than there are for our members working in Winnipeg. Also announced the, over the summer was the closure of the cheese and ice cream plants in March. This are the Lucerne plants that are represented by Unifor on King Edward. And also the sale of the Lucerne milk plant to Agropur which was announced on July the 8th. That announcement included two Edmonton plants and one in Burnaby as well. And those, the sale of those plants to Agropur, we're still waiting for ruling from the Federal Competition Bureau before they are finalized. It seems pretty clear if you watch what's been happening that Sobeys is not interested in doing food manufacturing like Safeway was, as they seem to be closing or selling most of the Lucerne plants. And in the case of the Lucerne bread plant, we are now looking at 20 months without a collective agreement. Getting on to the Loblaw and Shoppers Drug Mart grievance, that grievance is now been referred and we are expecting some significant legal delays. Actually it will be tomorrow that the lawyers will be getting together with the arbitrator to discuss hearing dates and procedural issues so we should have a much better report at our next meeting. We also have launched the Respect and Dignity Campaign at Loblaw. If you've been working in the stores, you've seen the posters with the rotten apples and the good apples and that's because of the large number of complaints that we've had from Loblaw members that they're being harassed in the workplace, that they are being mistreated and not treated with respect and dignity. So we've started a campaign to try to get those people to come forward so that we can address this with the employer in significant way. Also over the summer Loblaw announced the new company president, they announced to Galen Weston would become the new president taking over from the Vicente Trius who returned to Brazil to deal with family issues according to their press release. Over at Maple Leaf in Brandon we have had 4 days of the table so far. There was no bargaining over most of the summer. We did our bargaining in early July but there was no bargaining over most of the summer and bargaining will now continue this week and next so as soon as I finished this call, I'll be getting on my horse and heading west to Brandon. We'll be bargaining the 3rd, 4th and 5th and we'll bargaining... be bargaining the 8th through the 12th, five straight days. So it's kind of French time to see how we're going to... how we're going to progress with this file over the next 8 days. We do have about another 12 days schedule before the end of the year but this is the largest group of dates that we have all at once. Get some good news from the

Brandon plant, they were doing one dark day per month to account for the shortage of hogs. Those have now been cancelled, I believe that there was 2 that actually took place but the remainder have been cancelled as they have gone through half speed on the second shift and some of the hog volumes have actually increased. But no good news on the temporary foreign worker program side as the denial to bring foreign workers to that plant is actually been upheld that appeal by the federal government. Also with Maple Leaf from moving to Winnipeg, that plant which was laying off people in June is now hiring a significant number of people. So I think that's testament to the hog volumes going back up. The National Meat Council which I sit on as representative, one of two UFCW Local President as representative, the lobby to change the temporary foreign worker program continues as you probably seen in the last couple of magazines. I've been talking about the need to replace the temporary foreign worker program with a permanent immigration stream for workers at places like Brandon and in places like HyLife in Neepawa. And that delusion would be best done by the federal government if they actually were to create that immigration stream and match the Manitoba provincial nominee program, cause that program clearly works. Staying with the meat packing, HyLife negotiations, the CBA of course was held for all the stewards on June the 18th and the 19th. There is a proposal meetings scheduled for September the 16th, the Yellow head Centre in Neepawa and Beatrice Bruske will be present with that meeting. On the organizing side, we have two new units to report that is G4S Winnipeg Parking Authority which we are going to be bargaining into the G4S security contract. And a group of employees at Instabox, that application has been before the board for quite some time and over the summer. We were given bargaining rights for that group. That's the good news side. The bad news side which is from the minutes to the last meeting is that the vote at Premier Horticulture, the members voted in favor of being represented by TUAC so we are the first union that has, in Manitoba that has a unit moved to TUAC. Staff changes, lots of staff changes were announced last time with the retirements that I (listed in?). Rob Hilliard who was our... worker compensation advocate, retired in April. Jan McKinnon and Shirley Lamboo both from our training center, retired in June. Susan Hart-Kulbaba who was our director of negotiations, retires in September. I believe today is actually her last day. Blair Hudson, who's our Northern Rep in Thompson will be retiring on October. And both of our support staff in Brandon, Maureen Thompson and Marilyn Gregoire will be retiring at the end of December this year. We've also have another rep Ray Berthelette announce his retirement in April of 2015. So as you can imagine that brings along a lot of changes and so some of those changes are going to be effective immediately that Phil Kraychuk will now oversee all of the health and safety initiatives for the Local effectively replacing Rob Hilliard. Jason Hawkins has been hired as a full time Union representative and will continue to serve as our members at Safeway and Loblaws. Sharon Grehan has been hired and will be the Locals dedicated relief rep working out at the Winnipeg office. Joe Carreiro has been hired for a 1-year term, he's currently servicing our members in healthcare and group homes as well as the few other units. Curt Martel has also been hired for a 1-year term and will now service our members in the security. Those last two members that are on the term positions, we're hoping that these positions will become permanent hires in the near future. Michelle Masserey unfortunately is on in extended medical leave and we are in the process of covering her negotiations territory while she was away. You can always go to our website for a list of all the staff members and their assignments. So just to wrap up the president's report then, the united... I've got some upcoming event, the United Way Plane Pull will be Friday, September the 12th. The Canadian museum for human rights opens on September the 20th, it's

been a long time coming. Our second Light the Night Walk takes place on September 27th at the Forks. We have our retirees been scheduled for September 30th and our Brandon activist appreciation night scheduled at our Brandon location on Richmond on October the 4th. And of course municipal elections will take place on October the 22nd so please get out and vote. If I have one message for our folks about the municipal elections is get out and vote. We will have available through our communications department list of the candidates that are sponsored by the Winnipeg Labour Council but I think our message at this point is get out and vote, it's right and it's an important one. So that is the, that is the end of the president's report. I see on the screen that the motion to approved the secretary-treasurer's report has been carried by the majority of those who voted. So I will ask for a motion to approved the president's report.

Speaker: So moved.

Speaker: Seconded.

Speaker: So it has been moved and seconded. So please press the number 1 on your keypad to vote yes and the number 2 on your keypad to vote no. And if you have a question about the president's report, please press star 3 and we will gladly take your question. So while we are waiting for the results of the last vote of the evening, I will now open the lines to any questions that any of you may have about the minutes of the last meeting, about either of the two reports or about anything that you'd like to talk about. So please press star 3 to get in the queue to ask your question.

Speaker: Me?

Speaker: Okay, so we have Derek on the line. Derek, go ahead.

Speaker: Oh hi.

Speaker: How you doing?

Speaker: Yeah, I was wondering will there be any more further offers of buyouts? I've just heard like even at my store, a lot of people are not accepting them. Out of all the people that's been offered, the only two are... that I know are going to accept them. So I'm wondering if they're going to offer more later on.

Speaker: Okay, all right. Well Derek where do you work?

Speaker: At 791.

Speaker: Okay, so maybe...

Speaker: At Winnipeg.

Speaker: ... I'll put that question... Okay, thank you. So maybe I'll give that question to Sonia Taylor, our retail coordinator to answer. Sonia?

Speaker: I think it's a difficult question right now because we don't know how many people are going to be taking it and we're not sure to how much or what department the company wants to have the employee reductions. So I don't... I honestly don't know if they're going to. They may, they may not, I have no idea.

Speaker: Okay, so the next person up is Nathaniel. Nathaniel, go ahead to your question. Nathaniel, are you out there?

Speaker: Hello.

Speaker: Hello.

Speaker: Hello.

Speaker: Hello, is this Nathaniel?

Speaker: Yes.

Speaker: Okay, go ahead with your question.

Speaker: I just was wondering how you know who is voting?

Speaker: We have actually got a screen in front of us that currently has all of the participants in the call and where their... what their phone number is, what their name is, how long they've been on the call. And then when we get the people to press 1 or 2, we actually get a tabulation. So on the last vote there was a total of 155 people who voted on the secretary-treasurer's report, 152 of them voted yes that was 98% and 3 of them voted no. So it's not important that we know exactly who is voting, the important thing is is that we know whether the vote was carried by a majority of the people on the line. Okay, so who else do we have on the line. We're going to go to Colleen. Colleen what's your question?

Speaker: Hi. When Sobeys was buying all of the Safeway stores, it was to my understanding that a lot of the department head were given the option to get out of the union, you know if they still wanted to. And I haven't heard any more on that, and when I addressed them about the floral clerks or managers, I don't know what are you calling us. We weren't even given that option at all. We were not included as for an HR person told me at a woman's network meeting. And now with the buyout, we haven't even be considered to be able to do that either. So I don't know where we stand, we're not managers and we're not considered part of the person that is allowed to buyout. So I don't know where we stand.

Speaker: Okay. What I can tell you is that during bargaining there was a list of department managers that were excluded from the agreement, agreed to between the parties, floral managers were not that group. So the produce managers were excluded, the deli managers were excluded and most of the other ones but floral managers were not agreed to begin in the option to be excluded from the collective agreement. So the HR person that told you that you don't have that option to opt out of the union is absolutely correct because it was only a certain group that had been part of the negotiations process and that did not include floral managers. Okay, so we're going to go to Sheryl Collin. Sheryl.

Speaker: Hey, Jeff T and everybody else there. I'm going to say something positive here. I just want to say thanks to Marie Buchan for doing an excellent job on... those are negotiations that wasn't easy and now actually we're still fighting it but we're still doing good. So I just want to say thanks and all of the positive things that UFCW has done for us.

Speaker: Great okay, well that's good to hear Sheryl. Thank you very much for those comments. We always want to hear the, to hear the good stuff along with the bad and certainly we like to hear the bad as well because it's the only way that we can get any better at representing our members. So who do we have next. We have Crystal. Crystal is up next.

Speaker: Hey how is it going?

Speaker: Not bad, how are you?

Speaker: I just have... good. I just have a question when it comes to wages for 6 rate contracts that Garda has. We get paid very well as we get paid like \$10 in change. I'm just wondering how that's going to work because we've been asking for like a wage increase but they say that the client doesn't want to pay anymore. So how's that going to work with this legislation?

Speaker: Okay, so the way that's going to work with the legislation is actually going to help out quite a bit because part of the problem that we had in this security industry was as soon as we managed to increase wages or improve benefits or add a pension to the collective agreement effectively adding to the employers cost, they would go out of business and then re-open a year later under a different name and we'd have to start the process all over again. So the beauty of going to legislation rather than trying to organize every single guard in the province and trying to bargain improvements for every single guard all at once in the province, the beauty of this legislation is that it applies to everybody whether they are union or nonunion. So when the prices has to go up for the clients, it's going to go up for everybody not just for your workplace, see? And the other thing is that, that gap is going to be \$2.25 for everybody and the reason why it stays in over 4 years is because we know that a lot of the contracts that security companies have with their clients are over a period of time 1, 2, 3 years whatever it might be. So it's necessary for that group to have an opportunity to renegotiate and the clients aren't going to be able to say I'm not going to go with you anymore, I'm going to go with somewhere else because the cost of those other companies are going to have is going to be the same. So that's how it's going to work and that's how we are able to legislate wage increases that employers wouldn't otherwise agree to. Okay, so who are we going to next? We're going to Lorene. Lorene in Winnipeg. Lorene, how you're doing?

Speaker: Yeah I'm good but I don't have a question.

Speaker: You don't have a question.

Speaker: I've been having nothing but technical difficulties with this call so.

Speaker: Oh no, that's not what we want to hear. So if you've been having difficulty hearing all of it or just portion of it or...

Speaker: Probably the first 20 minutes of it and then they kept the... when I went through the first time to say that I was having problems, they were okay but they didn't click me off so there was, yeah... it was that.

Speaker: Has it going any better?

Speaker: Oh this is the third time I've been said... been put on, saying that yeah I have a question. It's like, no I don't.

Speaker: Okay, sorry about that Lorene. We're going to, we're going to try... this is a new process and I think it's important that we actually, you know this is... we've heard from everybody that this is a good way to reach out to our members and try to engage them a little bit more in their union and obviously it involves some technology and that's always a working progress. Hopefully we're going to get better and better at this and I do apologize for the difficulties that you've have on the call. Okay, we're going to go to Lynn. Lynn in Winnipeg go ahead.

Speaker: I'd like to know what is available for people that's been permanently injured and not able to carry on in their given jobs.

Speaker: Okay, I'm going to... I'm going to ask Marie Buchan maybe that give assistant to take that question. Go ahead Marie.

Speaker: Hi Lynn, there's definitely different options for people. It's... a lot of it is based on personal circumstances and what happens in each different circumstance. So there is something called the duty to accommodate within the province that has your employer tried to accommodate you up to undo hardship. But again there's various different reasons as to what they have to accommodate you for and what's happening. So what I'm going to do is actually get your union representative to give you a call within the next day or two and they can go over your individual case or one on one and you can have a chat with them.

Speaker: Okay, so now we're going to go to Deborah. Deborah go ahead.

Speaker: Well thanks. I'm enjoying this technologies. So thank you very much as a long standing member of UFCW, it's really cool. My question is...

Speaker: Yeah, it is pretty cool isn't it? I like you quite a bit yeah.

Speaker: I was very interested in your comments in your report about the respect and dignity campaign within Loblaws. Was it... what was... what give rise to it. Was it customers, co-workers or managers that made it so uncomfortable for our brothers and sisters.

Speaker: Okay, well I'm going to make one quick comment and I'm going to turn it over to B. Bruske who's actually been heading up with campaign for us but it certainly started as being an issue with the way our members were being treated by management which is why we did the rotten apple and good apple on the campaign because you know we're not saying that they're all bad but we're saying there are a few bad apples in the barrel and we want the employer to deal with it. So I'm going to turn it over to B. now who's been following this for quite some time.

Speaker: Yes, so as Jeff said, primarily this is a campaign that was initiated because of manager harassment, supervisor harassment to people that are outside of the bargaining unit. Basically being very difficult for our members to work with and having expectations that are unrealistic and really making at a very uncomfortable workplace for our members working in the store. Not so much

customer driven when we have had customer issues or issues that are much more easy to deal with management or upper management outside of the store situation but the very immediate supervisory staff and sometimes the store managers are the ones that are really driving the complaints.

Speaker: Okay, so now we're going to go to Darcy. Darcy go ahead.

Speaker: Hi, I'm from Store 628 in Brandon. I'm was just wondering who's getting the buyouts?

Speaker: Okay, I'm going to turn it over to Sonia Taylor to answer that question. Sonia?

Speaker: Right now the buyouts have been only offered to the Winnipeg Selkirk stores. The... any stores outside the Winnipeg Selkirk will not be offered buyouts.

Speaker: Now they're, and they've made a decision not to offer those buyouts at all or just to this time.

Speaker: Not at this time, we don't know for sure but this...

Speaker: Okay, right now yeah right now the buyouts are just Winnipeg and Selkirk only and certainly we hope in the future that they would open it up to other areas. Just a quick reminder here that if you want to get in the line to ask a question just press star 3 and you'll be put in the queue to get your question answered. I also just wanted to say that I can see on the screen that the motion to approve the President's report that we took some time ago has been carried by the majority of those who voted actually by 97%. So now we're going to go to Bruce. Bruce.

Speaker: Hey, how you doing?

Speaker: Not bad, how are you?

Speaker: Excellent, thanks. A simple question actually. I'm wondering if this town hall meetings are going to be available in a downloadable format like mp3?

Speaker: Yeah, I think that, I'm just looking at our communications guy who whispered at me, yeah if you want. So I'm thinking that yes we will be able to make them available. Right now what we actually get, is we actually get a written transcript of every word that is said and it's a heck of a lot of paper and it's certainly a downloadable format audio file that's something that we could make available and potentially even put it on our website. So that's a great idea Bruce, thank you for that and we're going to go to Darlene now. Darlene go ahead.

Speaker: Hi Jeff. I was just wondering when we might expect the hard copies of the new contracts to be distributed at store level.

Speaker: Yeah, there was a minor issue, we actually had the agreement signed very very quickly and got that all done as compared to the Loblaw agreement which seems to take forever but, so there was a minor glitch at the printers from what I understand. So they're going to be hitting the mailboxes in 3 weeks. So sorry for the delay on that to all you Sobeys Safeway people but that is... that's actually not bad compared to, compared to the Loblaw agreement. Okay, so we're going to go to Chris now. Chris go ahead.

Speaker: Hi. I just want to thanks to your invite.

Speaker: You're very welcome.

Speaker: I've never done this before. I've worked for actually for G4S the WPA. I've missed the actual first meeting cause I was working.

Speaker: Okay.

Speaker: But I need to know as if I could get a hold of, I think it was Kim that remains but she was representing us with the UFCW. I wondered if maybe she'd give me a call and... because I had some

issues I gave in to another guy because I wasn't going to be able to make it and then apparently we didn't have a good turnout.

Speaker: Right.

Speaker: So I'd like to, you know just go over a few things that I wanted to make sure that I got covered type of thing and as far as I've been hearing there's been an idle chatter about where our contracts up in them in about a year in a bit.

Speaker: Okay, all right. So what I can tell you is that Curt Martel is now your rep. Now, you're with the parking authority group so you're relatively new member, one our newest members so thank you for calling in. And what we're going to do is we're going to put your union representative. Kim is actually our organizer and so she was one, the one that was signing up all the folks at the parking authority but the union representative is Curt Martel and we're going to take your information down off the screen here and we're going to make sure that you and your rep gets in touch with you within the next day or so. Okay, so moving on to our next question and it's from Derek.

Speaker: Hi.

Speaker: Derek, go ahead.

Speaker: I was wondering... I heard that the Lucerne plants are closing and I was wondering our... is Safeway still going to be selling like the Lucerne milk, cheese and ice cream?

Speaker: Well, cheese and ice cream probably not because those plants were closed, they weren't sold, they were closed. But the Lucerne dairy operations, one in Burnaby, two in (Evans?) and then one in Winnipeg here in the milk plant have all, have been sold to Agropur and they are going to be continuing to produce the Lucerne dairy products for Safeway and Sobeys stores into the future. So no they're not closing, what they are... what's actually happening with that group is they're sold. And I know there are maybe some folks from the bread plant on the line and that would, in our view be the best scenario for them as well but so far no word on that. So just a quick reminder press star 3 if you have a question that you would like to ask. And now we're going to go to Joanne. Joanne go ahead.

Speaker: Oh, hi. I was just wondering how often do this buyouts... someone told me the buyouts only come out every second... every second contract. Is that true or is it no?

Speaker: Well, what I can tell you is that buyouts are something that we generally don't, that we don't propose as a matter of fact the last two times that we've had buyouts and retail agreements, it's been put there by the employer proposed by the employer not us and the reason why is because we know that even though it sounds like a really good deal, we're going to give you 3 million dollars' worth the buyouts and that sounds like a really good deal but until you realize that the employer can make that money back in a very short time. They send 3 million dollars in buyouts and the buyout people they're making \$18, \$19, \$20 an hour or more and they replace that with somebody who's making minimum wage and they're saving \$10 an hour. It doesn't take long when your large company running, you know potentially millions of hours over the years over a year to turn \$10 gap in a portion of your workforce into significant savings. So we generally would rather see, you know improvements and things like pensions and health and welfare benefits. And you're right about one thing and that is that there, the buyouts don't happen very often. I don't believe that every second contract. I think the last buyouts for Safeway were in 2000... 2002 and the last buyouts at Loblaw. Anybody know? I think it was more... I know that I've sat on 3 rounds of bargaining with that collective agreement and haven't seen a buyout until this time. And usually when the employer wants to buyout, it really is to buy votes. So we go to the, you know we go to bargaining table and they want to put a concession in the agreement or take away something and they try to, they're touched people to vote yes for that by adding a nice big number like 3 million dollars in buyouts. So we only have one other person on the line. So just a quick reminder here that if you'd like to have question ask, you can go ahead and press star 3 to do so. So I think we have John on the line now. John, looks like you might be our last question of the night unless somebody else tries in. Go ahead.

Speaker: Are you talking to me, John (Ford)?

Speaker: John (Ford?), go ahead.

Speaker: I was just listening to people talking because she said she will put me back to vote and never happen. How do I go back to vote, yes or no.

Speaker: Yeah, unfortunately John unfortunately the vote has already been counted so that might be a technical glitch that we need to fix. I can let you know that the last vote was 152 at fix. So it's not likely that it would have, it would have swung the vote to one way or the other. But as I said, we're having some technical glitches that we're hoping to work out as we get better and better at doing this meetings. It's only our second one. Our next meeting is actually going to be scheduled in November so hopefully by then if there's some issues you know we can work out those in the future. So we do have a few more callers that have called in to ask a question so who's up next, it's like.

Speaker: We don't have anyone.

Speaker: We don't have any new questions. We have some new questions being screened. In the meantime Sonia, people seem to have an off a lot of questions about the buyouts. Is there, at this point it is company discretion who gets the buyout. I think that's an important thing for them to know. Anything else?

Speaker: There are timelines for the people that got the buyouts, between August 18th and the 21st that everybody who is entitled to a buyout would have been giving envelope with all the buyout information. The closing dates for the buyout is on Friday, September 12th so all the letters must be received to the Winnipeg Human Resources Department by 4:00 on the 12th. If you are late, you will not be getting a buyout. There's no guarantee you're going to get it anyway but if you are interested at all, please make sure the human resources has it by 4:00 PM on Friday, September 12th.

Speaker: Okay, thank you for that Sonia. Now we've Alex on the line. Alex go ahead.

Speaker: When will (Loblaw term?) contracts be voted on?

Speaker: We're going to turn that one over to Marie Buchan who works full time in our negotiations department. Marie?

Speaker: That's not one of the collective agreements Alex that I negotiate but I am going to get in contact with the negotiator Martin Trudel and have him give you a call or have your servicing rep give you a call the next day or so to let you know on the dates for voting.

Speaker: All right, thank you Marie. So the next one up is Timothy. Timothy go ahead please.

Speaker: Good evening Jeff and how are you indeed this evening?

Speaker: Good evening, how are you?

Speaker: Not bad at all Jeff.

Speaker: Oh, that's good.

Speaker: I'm just giving a good shout out to the crew from WPA who's joining in our bargaining committee as we're starting the negotiation. Things are going pretty good at first at it looks.

Speaker: Excellent, okay well thank you very much that Timothy. I know that we've had a couple of meetings lately with the folks from the parking authority coming on board. We had a vote to make sure that they were okay with being bargained into your collective agreement and I know that Martin Trudel is working on that now. So I'll join you in welcoming that group and one of whom is already called in tonight by welcoming that group to UFCW some of our newest members. Okay, so now we have Tanya. Tanya go ahead.

Speaker: Hi good evening.

Speaker: How are you?

Speaker: There's been a lot of questions about buyouts and mine specifically has to deal with the Loblaw negotiation and the Loblaw buyouts. I had heard that Manitoba did not negotiate 50 in the first year such as Alberta and Saskatchewan did, is that correct?

Speaker: Okay, that basically what we bargain is the same thing that happened in Saskatchewan and that was a hundred buyouts guaranteed over the life of the agreement. In Alberta they had discussions about getting 50 of the buyouts in the first year and the reason why the company agreed to that is because the over skilled gap between the rates to pay that are in the collective agreement and the rates to pay for people working in Alberta was significantly higher than any other province. So they had (still?) service clerks making \$26, \$27 an hour so the savings for the company are more immediate in Alberta so the company had always intended to do the buyouts in Alberta. First and actually that's exactly what's happened. I know B. had some discussion recently with the Loblaw management about the buyouts and maybe you can let us know what that's all about.

Speaker: Yes, so Loblaw management recently did indicate to us that they were somewhat... there was potentially going to be some buyout offers in the last quarter of the year. So towards the end of this calendar year but that would be the earliest that they would be looking at offering anything. So at this point in time it's still wait to see exactly when they're going to be offered as Jeff said they can offer them at any time during the life of the collective agreement and at the earliest that would be towards in the end of this calendar year.

Speaker: Okay, thank you for that B. So now we're going to go back to Darlene. Darlene, second question.

Speaker: Hi Jeff.

Speaker: Hi.

Speaker: Just, I wanted some clarification on behalf of several members. I know that the floral managers are not able to opt out of the union and I know we had some discussion around the table regarding this. So can you just clarify whether or not floral managers are eligible for buyouts as well as floral operators. Now the distinction, the difference being that floral managers run full service stores and floral operators run non full service.

Speaker: Okay, go ahead Sonia.

Speaker: The answer to that one is anybody is eligible for a buyout but it's the company that decides who they wanting to give it to. So they may qualify under the hours and as well as the rate to pay but there is no guarantee that they're going to receive the buyouts, it is strictly at the company's discretion.

Speaker: Yeah, so I think the short answer to that question is yes they are eligible for buyouts. So now we're going to go back to Lorene. Lorene go ahead.

Speaker: I do have a question this time. We have been...

Speaker: Good.

Speaker: ... Scheduling at our stores and it's all listed...

Speaker: Can I stop you for one second? Can I stop you for one second? Are you able to hear us better now? Is that part of the, is the part of the call improve?

Speaker: Yes it has, very much so.

Speaker: Oh good, okay, okay. Sorry go ahead with your question now.

Speaker: It's okay. So we have new scheduling being posted at our stores and it's all listed by seniority. But my seniority date is a year and like 4 months after I started working now. Do you know how they go by seniority dates 'cause I know when I was hired as a courtesy clerk they... I was only courtesy clerk for 4 months and then I became a cashier. And I know they only give you a portion of your hours to go as I guess for investing date.

Speaker: Okay, well there's a couple of seniority dates technically. When you get hired as a courtesy clerk and then when you get promoted to another sale service clerk position, they give you a new seniority date. Now are you full time or part time?

Speaker: I'm part time.

Speaker: Okay, so they may be another seniority in there... maybe they just made a mistake when they put everything into the program too.

Speaker: So should I just go on human resources.

Speaker: You may want to do that or call me 'cause I am your rep Tanya. Call me and I'll, I'll see what I can find out for you, how's that?

Speaker: Okay.

Speaker: Okay.

Speaker: Yeah, one other thing, is there a way, I've had some of the other store ask about getting a list of all of Safeway employees listed by their seniority. So that...

Speaker: Because of the privacy we can't provide that information.

Speaker: Okay, I wondered about that.

Speaker: Okay.

Speaker: Yeah.

Speaker: Yes, sorry about that. We have some restrictions on our ability to distribute the information that we get from the employer and Tanya she just call you already, she just did. Okay, so we have one more call tonight and it's Kashif. (Kashif?) go ahead.

Speaker: Yeah, my question is that I'm working with Garda and I'm a security guard. So... increase the... I was questioning about with, with the increase in security guard wages and when it will be effective and also third one is that I'm already getting more than the minimum wages. So that increase will be for me or not.

Speaker: So the easy answer is that the minimum wage increase has to apply based on what the current minimum wage is and has to be over and above that. If your site rate is already higher than what the minimum wage is especially now with the new increase, there is going to be some further discussion that your union negotiator Martin Trudel will be... Garda and might as the new changes to minimum wage so there will be a reopening of the wage discussion in your collective agreement to address the changes through the... through from this minimum wage amendment that's been done by government. So there isn't a quick answer because that is subject to some discussion with your employer over the next couple of weeks and months.

Speaker: Okay hang on and Marie wanted to...

Speaker: Just wanted to add one piece... (Kashif?), my apologies. If you don't have a collective agreement, if you haven't receive one, you can always phone your union rep as well and all the wage increases will be listed not the minimum wage one but the wage increases for Garda are actually in the book.

Speaker: Okay so we... I see we have no more callers and it is almost 8:00. So we've almost run out of time as well. So just a reminder if you were still waiting and no one is so I don't have to remind you of that but a few of you did call and we're going to try to get your negotiators or your union representatives to contact you over the next 24 hours so we can make sure that we've answered all the questions that have come to us tonight. I want to thank you all for joining us on our September Telephone Townhall General Membership Meeting. Since the feedback we are getting except on the technology side a little bit, from this format is positive. We will conduct our next general membership meeting on November the 12th, 2014 by Telephone Townhall as well. Thank you again for participating in your union and the meeting is now adjourned.