

UFCW 832 Access Live
September 17, 2019

- Marie Buchan: Good evening everyone. My name is Marie Buchan, and I'm the director of operations for UFCW local 832. Normally our telephone town halls are chaired by UFCW local 832 president Jeff Traeger, however, tonight Jeff is in Brandon negotiating with Maple Leaf Brandon. Jeff is on the line.
- Jeff Traeger: Hello.
- Marie Buchan: He will be providing both the secretary treasurer's report and the president's report from Brandon. I would like to welcome all of you to the September 17th, 2019 telephone town hall general membership meeting for the members of UFCW local 832, which is now called to order. With me tonight is Blake Crothers, executive advisor to the president who will be performing double duty tonight as my trusty sidekick, and he will also be coordinating the call. There are three reports that our bylaws require us to approve at this meeting, and they are the minutes of the previous meeting held on May 14th, 2019, the secretary treasurer's report on the current finances, and the president's report. As I stated earlier, Jeff will be providing both the secretary treasurer's and the president's report. The minutes of the last meeting have been posted on our website at ufcw832.com for you to review, and they will stay posted there in our archives so you can all see all of the documents from all of our telephone town hall meetings at any time.
- Marie Buchan: We will be conducting three votes throughout tonight's meeting to pass the approval of these reports. If any of you would like to ask a question at any time, please press the star key followed by the number three, and you'll be placed in the queue to answer your question. I would ask that you please remember that the purpose of the meeting is to discuss issues or ask questions about matters that affect all of local 8832 members. If you have a specific question about a grievance, or an issue that affects your workplace alone, I would ask that you contact your full time union representative whose name and contact information is available on the UFCW bulletin board in your workplace or online at ufcw832.com. If we are unable to answer your question tonight, please be assured that we will pass your information along to the necessary rep to have your questions answered. Let's get things started by making a motion to approve the minutes of our last meeting, which took place on May 14th, 2019.
- Blake Crothers: Second.
- Marie Buchan: It has been moved and seconded, so please vote yes by pressing the number one on your keypad or no by pressing the number two on your keypad. Once again, to get in the line up 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'll be opening the phone up for questions soon, please get in the queue now if you have any questions. I'm now going to turn it over to Jeff to read the secretary treasurer's report.
- Jeff Traeger: Thank you very much Marie, and good evening everyone. Our secretary treasurer Bea Bruske had some unexpected last minute travel, so she's

unavailable to be on the call tonight, and this is my first time as a guest. I think I've chaired every other meeting, so it's kind of interesting to be both a guest and be the secretary treasurer all at the same time. The report that I'm going to be giving tonight is based on the local's financial position to the end of July of 2019. Our budget is divided into a number of categories, which deal with every cost that the local has on a monthly basis.

Jeff Traeger: The specifics of each category are outlined in the January magazine each year, which is also posted on our website, so you can go back and look at this January's if you want to see the breakdown. For our budget of 2019, we budgeted for remittances of union dues in the amount of \$12,981,000. By the end of July of this year we have received, 7,595,000. Our budgeted expenses for the year were 12,799,000, and our actual expenses to the end of July are 7,325,0000, so we're under budget by approximately \$142,0000 to date, which is good news, but there are some expenses that we're going to be incurring in the last part of 2019 that will probably eat up some, if not all of that surplus.

Jeff Traeger: We are continuing to manage our finances in a responsible way. We anticipated that this year would pose some unusual challenges with the provincial government mandating healthcare votes. These votes occurred in August. We were in good financial shape to manage the additional expenses in staffing and traveling throughout the province this challenge required of us. The votes are now completed. I'll have a lot more to say about that on the president's report, and the results will mean some further adjustments to our budget that your executive board will be reviewing when we meet with them on September 27th. As Marie pointed out, we're also now in the midst of Maple Leaf Brandon negotiations with HyLife Foods in Neepawa starting their negotiations this fall.

Jeff Traeger: These two plants represent just a little over 3200 UFCW members, and they have very large bargaining committees, so our bargaining expenses with these units are bigger than they are with some of our smaller units, but overall I'm confident that we're in a strong financial position to take on these challenges with our strike fund currently sitting at 1.2 million dollars along with \$800,000 in our GIC investments. This in addition to our regular business and savings account, so the bottom line is we are in very good financial shape at this point and are going to work hard to continue to be in a good financial shape going forward, and that is the treasurer's report.

Marie Buchan: Thank you very much Jeff. I see on the screen that the vote to approve the previous minutes has been passed, so it's time for us to take a few questions, so we will start with Russell from store 4829.

Russel: Good evening to all, this question has primarily to do with mostly all of the Sobey West/Safeway members, I noticed in the last union magazine that lob laws have now got the prescription drug card program now approved, and I believe Jeff and I, we have been in communication a few times over the past, but I was just kind of hoping you would reiterate again for all the members that

are on this call as to why Safeway/Sobey West cannot get a drug program prescription card as well.

Jeff Traeger: Sure, I can do that Russell. Good to hear from you again. Basically with any changes, major changes that you make to health and welfare benefit plan, there are costs associated with making those changes so getting a prescription drug card set up, there's a cost for a firm to do that. There is also generally a cost associated with increased usage that comes, and you have to predict that. But if you remember for all our Sobey West members, Safeway members out there during bargaining last time, one of the ways we were able to prevent further concessions from the employer, especially financial concessions was to use some of the surplus money that we have in the benefit trust by giving the employer what's called a contribution holiday.

Jeff Traeger: For a period of time they pay lower contributions into the benefit plans with a guarantee of course that the current benefits that you have would never be reduced. That was done which puts the plan in not a precarious position, but certainly a position where we have to be extremely prudent to these trustees about any costs that we incur, especially any new costs. That is why we cannot do a prescription drug card now. The contribution holiday ends during the life of the agreement and it's our hope that if Safeway's fortunes improve and they begin to do better in the Manitoba market, that we would be able to maybe get an increase to benefit contributions or at the very least be able to afford to bring a prescription drug card to our Safeway members as we did with Loblaws. As you know, Loblaws was in a very different position at the bargaining table. We actually significantly increased contributions to their health and welfare benefit plan so that we could pay for many improvements, one of which was getting a prescription drug card.

Marie Buchan: Great, thank you very much, so now we are going to take a call from Ahkeen from Garda.

Ahkeen: Yes, good evening to everybody there. I'm from Winnipeg, Manitoba. My question is I'm not full time but I'm on call because I don't have full time. I have been working with Garda since 2015, and I come to know that I'm Canadian citizen, but there are other people who are not Canadian citizens and they're working full time, now I'm on call. My question is what benefit I have because working part-time on call and then I'm paying union, so what is my benefit?

Marie Buchan: Okay, thanks for that Ahkeen. Within your collective agreement there is some benefit provisions in your collective agreement. What I'm actually going to do is I've taken down your name and number, and I'm going to have Sandy Forcier whose your full time union representative give you a call tomorrow so he can actually walk you through the specifics to your benefit plan, so we'll make sure that happens. Our next caller is Debra from the Manitoba Nurses Union.

Deb Stewart: Hi, it's Deb Stewart here. Thank you for letting me participate. I'm really quite concerned about the members that we're losing and also the impact on staff with the vote, and maybe Jeff you'll be talking about that later in your report. I just want to know what kind of support there're going to be for the staff and members that are going to be leaving us?

Marie Buchan: Okay, thank you for that Debra. I am going to leave that to Jeff to talk about in his report, and then maybe if there's something that he missed I can always jump in afterwards.

Jeff Traeger: Yeah, I also think Debra, you could always get back on the line. The healthcare votes are obviously the first thing that I'm going to be reporting on in the president's report so if your questions aren't answered by my report, feel free to get back on the line and you can ask another question after the president's report.

Marie Buchan: Perfect, thank you Jeff. I will make a motion to approve the secretary treasurer's report for the seven month period ending July 31st, 2019.

Blake Crothers: I second it.

Marie Buchan: It has been moved and seconded, so please press the number one on your keypad to vote yes, and the number two on your keypad to vote no. Again, if you have any questions about the secretary treasurer's report or anything else at all, please press star, and the number three, and we'll gladly take your question. We have one more, we have another caller so maybe we'll take that question while we're waiting for the poll to generate. We have Mezghana, and I apologize if I pronounced your name incorrectly.

Speaker 7: Hello.

Marie Buchan: Hi, did I pronounce your name correctly or no?

Speaker 7: It's Mezghana.

Marie Buchan: Oh, I'm sorry. Go ahead Mezghana, how can we help you?

Speaker 7: I have two parts question. The first one is with regards to paying double union or triple union fees with three different companies. Yet I don't see the benefits, for instance, dental or any benefits such as eye care for glasses, prescription glasses and all that. I don't have in any one of them and I'm just trying to figure out what's going on with that, and I'm actually working with two different companies and I pay triple dues, so that's the first part of my question, and ...

Marie Buchan: Can I just clarify something with you Mezghana, I just want to make sure, you work for two companies and you pay three sets of dues?

Speaker 7: Yes.

Marie Buchan: Okay.

Speaker 7: I'm trying to see the benefits in terms of medical such as dental or eyeglasses. This the first time I'm participating over the phone conversations.

Marie Buchan: Okay, and your second part of your question?

Speaker 7: The second part of the question is that, I'm sure you know by now which company I'm working from, like which companies I'm working with. You can disregard the second question, just follow up on the first one for now.

Marie Buchan: Okay, perfect, so the reason why you're paying dues ... First of all, we're going to get your full time union rep to check on why you're actually paying three sets of dues if you work for two employers, but you pay two sets of dues because you benefit from the collective agreements of both of your employers. Any of your rights and provisions under your current collective agreement is what you have the rights to. As for your specific benefits, again, I don't want to give you specific benefit questions over the phone. I want to make sure that we're giving you the proper and correct information so I am going to have Sandy Forcier who's your union rep also give you a call tomorrow, so he can go over your specific benefits.

Marie Buchan: Blake Crothers who is also with me here tonight is actually a negotiator for security, and I know that he's currently working. He's negotiating the Garda collective agreement so that is something that I know they're working on through the bargaining process as well, so Sandy will be able to fill you in, in detail on your individual situation when he gives you a call back tomorrow. I see that the vote to approve the secretary treasurer's report has been passed, so it's now time to turn it back over to president Jeff Traeger to read the president's report. Once he is finished we'll conduct our final vote to approve the president's report from tonight's meeting, so I will pass it back over to you Jeff.

Jeff Traeger: Thank you very much Marie. Hello again, everyone from beautiful Brandon, Manitoba where it's a balmy 30 degrees today. I do want to thank all of you for being on the line with us despite the fact that summer's made a comeback in Manitoba. I am on the line almost literally from the bargaining table where we're working on renewing the contract for our members working at Maple Leaf plant just down the road from our office. I will give a detailed report on bargaining in a minute or two but I need to talk about the results of the healthcare votes that were announced on August 22nd.

Jeff Traeger: For those of you that don't know, the government tabled some legislation a while back called the healthcare sector bargaining unit review act, and what that act required was for all of the 28 unions who represent healthcare workers in Manitoba to participate in votes to determine one union for each of the different sectors in each of the different RHAs. We believe that obviously the

government's goal was to disrupt unions and to have unions working in competition with one another rather than working together to fight some of the regressive legislation that this government has tabled.

Jeff Traeger:

The reason I believe that is because the review dragged on for nearly two years and then they called the votes for this summer at roughly the same time that they called the provincial election. No surprise there because unions are quite well equipped at campaigning in provincial election and working hard to make sure that worker friendly parties get elected and to make sure that anti-worker parties don't, and so by tying all the unions up, we spent the summer instead of campaigning against Pallister's government, we spent the summer campaigning across province to try to maintain our membership. Part of the other reason I believe that is because the government employers come to the bargaining table as a group to bargain healthcare and we argued quite vehemently through the MFL, and that's not we as in UFCW, that's we as in all the healthcare unions, that we could do the same thing, we could come to the bargaining table as a group and bargain on behalf of our members, and there was no need to conduct votes.

Jeff Traeger:

You union members had already expressed which union they wanted to belong to and there was no need to make them go through all that again, but that's exactly what the Pallister government did, and we were in a total of seven of the votes and we were not the largest union in any of them. In some we only had a very small percentage of the members voting, and the end result was that we were not successful in any of the votes despite our very strong effort. In all, this means we will be losing about 2400 members in healthcare sector out of our nearly 20,000 members that we represent, so just a little over 10% of our membership, and as a result of that we no longer represent any members in the healthcare sector. The transition will likely be complete in early October, although that's really up to the labor board and the successful union because they have to determine the definitions in the certificates, but we expect that process to be done early in October, and we are cooperating with the successful unions to make sure that our members are treated well, that their current issues will be looked after once the transition is complete.

Jeff Traeger:

There are many people, many, many people that worked very hard on this campaign, and this was not the result that they deserved, and not the result that UFCW deserved. On our executive board we will be losing Nellie Minville from the St. Boniface General Hospital, Marisa Pasquarelli from the Grace hospital, and Patricia Bolduc from the northern region health authority. Their last meeting will be the meeting I talked about earlier that will take place on September 27th, and all three of them worked very hard on the campaign, and I want to thank them for that, and I want to thank them for their years of service to all of our members during their time on the executive board. Our shop stewards at St. Boniface, at Grace, and all across the north and the northern regional health authority also deserve a huge thank you. They volunteered their

time on the campaign, and they did everything they could in their workplaces to promote UFCW as the union for healthcare workers.

Jeff Traeger: Our union reps pulled double duty throughout the campaign and continue to provide great service to our members while traveling to all of the many locations throughout Winnipeg and the north during the campaign period, and they too deserve a huge thank you for their efforts. Last but certainly not least, I want to say a very huge and a heartfelt thank you to Marie Buchan who worked tirelessly with our reps, our shop stewards, our executive board members for the last two years, and who represented UFCW proudly at countless meetings with the Winnipeg regional health authority, with the special commissioner, and with our members before and during the campaign, and Marie continues to work as hard as she is well known to do to make sure our members are looked after as they transition to their new union.

Jeff Traeger: To our healthcare members across the province, I want to tell you it has been an honor for us to have had the opportunity to represent you and your workplaces, and while we will not represent you in the future, we will continue to fight for the rights of healthcare workers and all workers in Manitoba, and we will stand beside you and your new union in the fight for fair wages and better working conditions in the future. That takes me right to the provincial election because this entire exercise of healthcare votes was a construct of the Pallister government, and we had a provincial election on September 10th.

Jeff Traeger: Brian Pallister's conservatives have won another majority although somewhat smaller than the last. This is bad news for health care and public sector workers as he has tabled legislation that limits financial improvements and negotiations to 1.75% for a four year period, but it's also bad news for private sector workers as legislation affects all workers whether public or private, whether unionized or not, Pallister is going after retail workers next as he promised during the campaign to repeal the retail business holiday closing act, which will completely open up shopping on Sundays and statutory holidays with absolutely no restrictions.

Jeff Traeger: This means that businesses can open all day Sunday and even on Christmas Day if they want to, and retail workers who have a spouse that works Monday to Friday or children in school will have no opportunity to spend quality time with their family when their family is off on weekends or holidays because they will now have to work on those days, and now this government is reviewing education, something that Pallister has openly said is very expensive for government, so we can expect that he'll look to save money on the backs of our future, and that's your children and my children's education.

Jeff Traeger: People often ask me why UFCW is so politically involved. I even had one member after our last magazine came out complained that we encouraged people not to vote for Brian Pallister, but legislation affects workers and it affects our members. Long as we are sworn to protect the rights of working

people, we will continue to support the party that takes working people's issues seriously and doesn't just give them lip service. Today, that part is the NDP, but if there was another party that cared as much or more about workers' rights, we would support them as well.

Jeff Traeger: Just remember, unions don't leave politics alone because politicians don't leave workers alone, simple as that. An update from the bargaining table, actually two updates from the bargaining table. Start with Maple Leaf bargaining here in Brandon. It began back on June the 26th with two days of bargaining, but we broke for the summer so really didn't start negotiations until September 3rd. The plant has about 1900 UFCW members working there under one roof. It's a very diverse group of people from all over the world. The contract was last negotiated in 2014 and there are about 70 proposals on the table combined between the union and the employer proposals.

Jeff Traeger: We have a committee of 20 and they have been doing a fantastic job of representing our members, and they have been working very hard to bring the concerns that we heard from our proposal meetings forward to the company. We have had 10 days at the table or so all together, and there are quite a few items that have been agreed, but I would have to say they're relatively minor in nature, and we seem to be slowing down now as we start talking about the big ticket items. We have yet to discuss any monetary proposals. Those are normally left for the end of the process, so we won't likely get to those until October, and we are concerned that we only have five days scheduled after October 4th, but good news is contract doesn't expire until December 31st so there's lots of time to get more dates if we need them and to get the deal done. Our next general membership meeting is in early November, so I will give an update to everyone at that meeting. The second update from the bargaining table comes from Stella's actually.

Jeff Traeger: If you recall, we organized two Stella's locations, one on Sherbrook and one on Osborne street, just outside the village late last year. We started bargaining with them early in March, and I actually was leading negotiations with that employer. Negotiations were very difficult, so in June we applied for conciliation, and we did have several meetings, but it quite quickly became clear that the two parties were so far apart we weren't going to be able to get a deal done. Late June we applied to have a Manitoba labor board impose the first agreement at the Sherbrook location so there is legislation in Manitoba that when parties can't get a deal done, they can apply to the labor board and the labor board will impose a first contract. That's exactly what we did.

Jeff Traeger: The board called a hearing which happened on September the fourth, and now the board has until September 27th to impose a first contract, so we will have our first contract at the Stella Sherbrook location on or before September 27th, and we will be rolling it out to those members at a meeting that we've called for the afternoon, evening of October the sixth. The term of that contract, because it was imposed by the board, will only be one year from the date of the award

so won't be long before we're right back at the bargaining table again, and we still have the Osborne location to finish negotiating as well, so we're not done yet, but it's an important first step for our members at Stella's on Sherbrook. Within a matter of just a week and a half to two weeks they will have their first collective agreement. The last thing I have is just a plug I guess and a reminder.

Jeff Traeger: Those of you that know the Leukemia Lymphoma society of Canada is one of our charities of choice that we fundraise for every year, and they do a lot of their fundraising through the light the night walks. If you've never been to one, they are quite neat. It is something to see. They have the light the night walk that we are sponsoring in Winnipeg this year is on September 28th, and it starts at 5:00 PM at the forks, and they're doing their second walk in Brandon, right here in Brandon on October the fifth at 5:00 PM starting at the river bank discovery center, which is just off 18th. That is the president's report and back to you Marie.

Marie Buchan: Thank you, so I will make a motion to approve the president's report.

Blake Crothers: Second.

Marie Buchan: It has been moved and seconded so please press the number one on your keypad to vote yes and the number two on your keypad to vote no. Again, if you have any questions about the president's report or anything else at all, please press the star and then the number three, and we'll gladly take your questions. I see that we have one question in the queue. I'm sorry, there's no name. We just have the phone number so I'm just going to say hello, and we'll see what the question is.

Lee Jackson: Good evening. Can you hear me?

Marie Buchan: Yep, I can hear you.

Lee Jackson: Okay, perfect. My name is Lee Jackson, I'm calling from Bruton, Manitoba, the head custodian at the VCI there. I was just wondering, with losing so many members, are union dues going to be going up?

Jeff Traeger: I can take that question Marie, if you don't mind.

Marie Buchan: Sure. Nope, go ahead.

Jeff Traeger: The short answer is no. Union dues will not be going up. We have been doing a great job as I said in the treasurer's report. Bea Bruske has been doing a great job of managing our finances. We have known for some time that these members were going to be at risk so we've taken some proactive plans to do that. I can tell you that for sure in this year's budget, which we will be presenting to the board in November, there is no recommendation for dues increase and those have to be approved by your executive board in any event,

but we are committed to trying to keep union dues where they are today and keep them manageable for our members.

Marie Buchan: Great, thank you Jeff. There is if I could just add a little bit to Jeff's report on the healthcare. There was one person that I had actually Jeff, if I could also say a quick thank you, I echo his sentiments on everyone that he had mentioned, but Erin Selby had also run our healthcare campaign, and she had done that well, still continuing to be director of our training center. She had a team at our training center, they did a fantastic job. I'm really proud of the campaign that UFCW ran. We stayed true to our values and ran a campaign that was for the members in healthcare, our members in healthcare. It wasn't about how much food we could hand out, or how many freebies we could provide, or giving false information to members just to get a vote or a tick.

Marie Buchan: We ran our campaign without negatively impacting or making any negative impacts or statements towards any other healthcare unions involved in the vote, and for that we should all be proud, but I did want to say a special thank you to Erin and her team for coordinating the campaign for healthcare, that they also did a great job. I can see that the vote to approve the president's report has been passed, and that we have answered all the questions in the queue. There's no one sitting in the queue, so I would like to thank all of you for joining us. Oh I'm sorry, we just had a few more pop in, so you know what, we have a few minutes so we will take a couple more calls, my apologies. Let's take a call from Micah.

Micah: Hi, so I'm a proud green party member, but my question's more to do with the provincial election. Was the determination to back the NDP basically for the best? I'm sorry ...

Marie Buchan: That's okay.

Micah: ... like the best alternative to agencies or was there any potential or would there be any potential backing of the greens in the future? That's my question.

Jeff Traeger: Okay. I can take that one if you don't mind, Marie.

Marie Buchan: Sure.

Jeff Traeger: Okay. Basically as I said in my report, if there's a party that comes forward and has a platform that strongly defends the rights of workers and provides good opportunities for unions and employers to work together at the bargaining table rather than to have government mandate increases, we're all ears. We'll listen to that. The decision to endorse a particular party or particular candidate is made by the executive board, so whenever we are asked by a candidate in any election, provincial, federal, civic for our endorsement, we invite them to come to meet with our executive board, which is made up of 17 members from all around the province and myself, and the secretary treasurer, Bea Bruske. They

give us presentation. We have an opportunity to ask some questions and then they leave the room, and we vote on the endorsement. Any candidate that's interested in getting an endorsement from UFCW can come and go through that process. It doesn't matter what they're political stripe is or what party there is.

Jeff Traeger: We certainly are open to listening to people from the green party. I didn't see a lot of labor focus in the green party's platform, certainly not as much as I saw in the NDP. There is a long history between labor and the NDP that goes back to Tommy Douglas days so we are very supportive of the party and the main reason is not just because there's a history, not just because we always have, but because they always seem to have the best labor platform of the any of the parties. If there's a green party candidate that wants our endorsement, please tell him to contact me, and I'll arrange to get him in front of our executive board, and my contact information, my phone number, and my email address is all on our website at ufcw832.com.

Marie Buchan: Perfect, thanks Jeff, so I'm now going to open up the line to Shannon from Super store.

Shannon: Yeah, hello everybody first of all, and I am registered for light the night walk. I can't wait, looks like fun. I'm going to take my friend Kim and my dog Diesel with me.

Jeff Traeger: Awesome.

Marie Buchan: Perfect.

Shannon: Yep, and my question is with the Pallister government, will they take my right to work Sundays away, and who determines whether we work on the six days we're closed?

Jeff Traeger: Well, that's determined through the scheduling provisions in your collective agreement, but to get back to the first part, the legislation that he's talking about repealing is the retail business store closing act, holiday act. That means that right now working Sundays in Manitoba is voluntary. You give your employers two weeks' notice in writing that you want a Sunday off, and they have to give it to you, and they're not allowed to discriminate against you in any way for doing so. That's been the law for many, many, many years, and that will not be the law once Brian Pallister repeals the act. The rest of the scheduling provisions Marie can probably speak to that seeing as how you worked in service and retail.

Marie Buchan: Yep, so when you said the other provisions Shannon, what I want to do, and we don't have you on the line anymore so just want to make sure because you had mentioned some of the other days. As Jeff had said, you do have rights under the collective agreement under scheduling provisions based on whether you make yourself available any time or if you're restricted, and then within those

specifics there are going to be certain provisions in the collective agreement. I will make sure I take down your name, and I will have your union rep call you tomorrow just to make sure again, that we're giving you the correct information based on your availability at the store. Now we're going to take a call from Amina from Life's Journey.

Amina: My question is this, I actually want to know why when you are on probation you paying your dues, and eventually if you have any concern, the union does not speak for you? Why is like that?

Marie Buchan: Okay, so thanks for your call Amina. You are covered under the provisions of the collective agreement even when you are a probationary employee. The only issue that is different is if you were to be terminated under probation, it would have to be either some certain provisions. It'd have to be a violation of your human rights in order for us to file a grievance, but you are covered under all of the provisions. What I'm going to do, don't want to get into specifics with everyone listening on the phone. Again, I'm going to take down your name and number, and I'm going to have your union rep give you a call to follow up with you to make sure that there's not some issues we need to look at on your behalf. Now I'm going to take a call from Colleen.

Colleen: Hi, I just had a quick question, now that co-op has gone with the time card that you tap in for your shifts and everything, you tap in, you tap out for your breaks, et cetera, in any adjustments that are made with that is done on computer by your department manager, what is to stop them from calling in out of seniority? I'm not saying that it's happened, but if they call someone in, they're not necessarily writing it down on the schedule that that person's been called in on that day, so how can you tell now that we don't have the time sheets that we used to sign?

Marie Buchan: Okay, what I'm not 100% familiar with all of how the schedules are processed or anything at your store location. What I'm going to do is I can give you kind of a general answer about if you're concerned about someone being called in. Obviously, you can always call your union rep, or you can flag it with your union rep that they may need to be monitoring certain schedules. As union representatives we can always request copies of schedules or copies of who was called in, so that's something that we can do, but I will Colleen, have your union rep get back to you tomorrow so they can get some more specifics and make sure that we're aware of the situation that's going on. Our final caller of the evening is going to be from Patrick at store 4822. Hello Patrick.

Patrick: Hi. I was hoping to speak to somebody. I wanted to take Jeff Traeger on his offer. He said that he would hear a candidate or things like that, and I'm willing to connect him with one for federal election, federal election for the people's party of Canada. I am the president for Winnipeg North.

Jeff Traeger:

Thanks, well you get my information off the website and you send me the contact information for the candidate, and I will schedule them to come and speak at our executive board meeting.

Marie Buchan:

Okay, thank you very much. I want to thank all of you for joining us on our September 2019 telephone town hall GMM. We will be conducting our next GMM on Tuesday, November 12th, 2019 by telephone town hall as well beginning at 7:00 PM. Thank you everyone for tuning in and listening, and have a great rest of your evening. We are adjourned.