

Telephone Town Hall – August 13, 2020 @ 7 p.m.

1. **Meeting called to order** at 7:01 pm by Dan Goodman.
2. **Roll Call of officers:**
Dan Goodman, **Secretary-Treasurer**; Brian Taylor, **VP #1**; Kathleen Allen, **VP #2**; Susan Espin, **VP #3**; Susan Espin **VP #4**; Sandra Geldart **VP #7**; David Mowatt **VP #8**; Gordon McDonald **VP #9**; David Haere **VP #10**; Doug Insley **VP #11**; Dawn Stevenson **VP #12**; Dale Juvelin **VP #13**;
3. **Adoption of Agenda**
m / s / c to adopt the agenda
4. **Adoption of May 28, 2020 Minutes** as posted on UFCW 247 website
m / s / c to adopt the minutes
5. **President's Report**
 - We had a Zoom call on June 23rd with Loblaw Executive Board member to discuss possibility of bargaining retail bargaining early. This was to tie into the ongoing warehouse discussions. It's become apparent that if we were looking to agree to major changes in warehouse, retail side would have to be bargained at the same time. We agreed to explore the idea but would not proceed unless there was interest from our committee, and it made sense to proceed. We met in person on July 10 so Loblaws could make a presentation regarding their dynamic scheduling program. This type of scheduling is primarily done within an app-based and has been agreed in Ontario, but only in early stages, with very little actually being implemented because of delays due to the pandemic.
 - Mark Oliveira who oversees Labour Relations for No Frills for Canada and Superstores in Manitoba, Saskatchewan and Ontario; Roger Bockstael & Barry Jimenez from Loblaw gave the presentation, and all our Loblaw Executive Board members were present. After the Employer finished, our group met privately and discussed how the concepts might work under the language and our point of agreement, and there was interest in proceeding. We told the Committee we would talk to Loblaw to get their thoughts on some of the monetary issues in order to determine how or if we could proceed.
 - In the meantime, Eric, Guy & Charles continue to meet by Zoom with our Warehouse group of 12 members during July over two more days. Dave Graf, Senior Vice-President for Labour Relations in Canada, contacted us by phone on July 27 and told us the following: Due to the poor second quarter results for Loblaw, he was unable to get an agreement from the Company on a budget for retail bargaining in BC. He also commented on a few other concerns regarding recent agreements in Alberta, but really none of this is under our control.
 - We let Dave know our primary concern at this point is the Warehouse and that there is a real need to resolve some of the issues there. We agreed to continue to meet with the Warehouse group. There are three more days scheduled starting this month, and we'll have to find a way to deal with the most important problems there. With respect to the Retail group, we are done for now. We'll continue to keep you updated regarding this.
 - With respect to the Surrey Office operations, we have now expanded the office days for the Staff Reps and support staff. Support Staff are up to three days per week in the office, and the Staff Reps are up to two days per week. The Staff Reps continue to service the stores and work from

home on the other days. I will review this again in September. We have also made masks mandatory in all common areas of the office to accommodate the increased traffic.

- A few staffing issues. Joan Nowak, our receptionist at the Surrey office retired effective July 1. Joan had been with us for 9 years. The position will not be replaced because of the reduced number of office days for the servicing Reps. Executive Board member, David Mowatt is on time off for Union Business until the end of the year to help provide vacation relief for the Staff Reps and is working out of the Kelowna office.
- The Annual Christmas party at Burnaby Village that normally takes place the first Monday in December for our members and their children is currently on hold. Under the current restrictions and distancing guidelines, it may prove too difficult to pull off this year. As this is a joint venture with Local 1518, we'll be talking with them as well as Burnaby Village to get their thoughts. We will communicate what the final decision is as soon as possible.

m / s / c to adopt the President's report as read

6. **Secretary-Treasurer's Report**

- On July 9th, we informed 247 members that on July 3rd, Arbitrator John Hall had chosen Sobeys submission and our final offer selection process for the Safeway reopener. Shortly after we held a townhall call for our Safeway members to go through the full memorandum of settlement with the Company. This also included items negotiated through our various meetings with the Company last fall. We asked members to email in questions so they could be dealt with live on the call, and there was an overwhelming response. We explained the process, what happened at the hearings and what the next steps were.
- We have had staff in the stores continuing to explain the impact of the entire settlement. I'm not going to rehash the award as we are now dealing with its implementation and the full memorandum of settlement has been posted on the 247 website for the last month. We continue to deal with members questions. One aspect of the decision that we touched on in the Safeway townhall and is still outstanding is what did Arbitrator Hall mean when, in issuing his award, he said and I'll quote "The assurance provided by his counsel during the hearing regarding the third party kiosk letter of understanding have been pivotal to my determination. Among other points, counsel advised that the employer is hoping to introduce new and different opportunities for attracting customers. Further, the kiosks will not replace the work of the bargaining unit because these opportunities are not covered by the skillset of Local 247 employees."
- We've said all along the introduction of kiosks was one of our major concerns in this process. Once Arbitrator Hall put his decision out, counsel for the employer sought clarification as to what he meant by his statement. They want to know what limitations he's placed on them. We responded to their inquiry by saying that we don't believe there is any need for clarification, and we would expect the final reasons to reflect the kiosks are permitted so long as they do not replace the work of the bargaining unit. We are still awaiting his response and reasons.
- Local 1518 Safeway members have been living with the exact award for the last 20 months and are continuing to deal with the uncertainty over some of Mr. Ready's language. Just in the last couple of weeks, 1518 was successful in getting an arbitrator to issue a decision on what determines a profitable store and subsequently gives it the right to return to an A store. Arbitrator Mark Brown rules that Sobeys only had to make a profit over a rolling 12-month period in a store for it to meet the test. The Company and the Local are planning to meet at the end of the month to go over individual store performance.
- This does not resolve the issue unfortunately. They'll both be arguing about what costs should be factored in when considering a store's viability. We have been in constant contact with 1518 on all Sobeys issues are working together whenever possible. Because the Company submitted a virtual carbon copy of the 1518 Ready award as its submission in our process, it has raised some issues. There was a reference in the award to salary department managers being unable

to forgo their rights to ATO, should they wish. These are post-2013 appointees under their collective agreement. We do not have salary members. We think, should it make sense for our post-2013 members in those positions are not limited and should have that right? Also, we are about to grieve the fact that we have language under Letter of Understanding 30 that also talks about head meat cutters and deli department managers moving to a higher rate if they forego their ATO, and we believe that language applies as well.

- We have a few members approach us and the Company is reviewing the language and has not given us a position as of yet, so we will be filing a policy grievance. Members in Appendix B stores will have already received the forms asking them if they are interested in the 36-hour work-week. We posted a Q&A on the website, which answers many questions raised by members considering that option such as impact on their pension and other benefits in the collective agreement. We do not yet know when the buyout offerings will be sent out. We continue to work through the details of the award and Bruce & Cathy as well as other staff, have been in the stores answering members' questions. We will continue to post updates on our website.
- Safeway had a couple of positive COVID test recently with 1518 members, and Loblaw has also had a couple more positive tests as well. Safeway informed us earlier this week that mask wear is now mandatory, except in three stores, Cranbrook Fort St. John and Dawson Creek, which are run by the Alberta operations. Again, I'll refer you to the legal opinion that we obtained early on in the pandemic when an employer instituted mandatory temperature scanning. It stated that not only does a company have a right to take measures to ensure a safe workplace, it has an obligation to do so and we are not opposing mandatory mask wear. Certainly, if there is a medical issue or some other reason a member can't wear the mask, we will take it up with the Company on their behalf. We've spoken to other UFCW Locals across Canada who are already dealing with this issue and they are all in agreement.
- Just to add a bit to the Loblaw retail bargaining issue. I had a conference call with the Warehouse members on the DC bargaining Committee and updated them on our decision not to proceed on the retail bargaining. According to Charles Pratt, our spokesperson at the bargaining table, there's been good dialogue on some operational changes both sides have raised but haven't discussed money. Will have to wait until the next meeting on the 20th.
- We've talked about a refresh of the Local 247 website. Ximena will be going through the various areas and look at all the content; as well as make it more user-friendly on mobile devices. You'll probably won't see anything until the new year.

m / s / c to adopt the Secretary-Treasurer's report as read.

7. **Bargaining Report**

- Stongs' Northwood in North Vancouver just ratified a deal in July.
- At the end of June & early July, the Wholesale Club throughout the province ratified by 64%.
- Centennial Foods bargaining is ongoing with additional dates to be determined.
- We've had some bargaining in the last few weeks with No Frills in Salmon Arm and have new dates for September. There are 4 other No Frills locations in the province that are up for renewal and we've asked the Company to schedule some dates.
- We also have scheduled negotiations with two other large employers; FG Deli and BC Tree Fruit. We have a one-day exchange of proposal session scheduled for both.

8. **Education & Training Report**

- There's a wide variety of online courses available for all members and their families through the UFCW webCampus website. Details are available on our website, ufcw247.com, under Education Tab.
- Shop Stewards courses will resume in the fall in very small groups at our Training Centre. Since travel is not recommended at this time, virtual offerings will be also included. We ask our

Shop Stewards to please keep an eye on their email as detailed information will be coming out soon.

- General interest courses will be available for our members in the fall. Strict COVID-19 protocols will be followed making our classroom space and Training Centre limited to small groups. Family member registrations may not be possible this season. For further information to register, please visit our ufcw247trainingcentre.com website in September.

9. **New Business**

- No new business.

3 questions answered that were emailed.

6 questions taken by members on the call.

10. **Adjournment**

The meeting adjourned at 7:45 pm.

Member Draw - was conducted electronically. 3 winners were picked; each receiving a \$100 gift card.