

MINUTES FROM GENERAL MEMBERSHIP MEETING



Telephone Town Hall – August 20, 2019 @ 7 p.m.

1. **Meeting called to order** at 7:01 pm by Charles Pratt.
2. **Roll Call of officers:**
Suzanne Hodge, **President**; Dan Goodman, **Secretary-Treasurer**; Brian Taylor, **VP #1**; Kathleen Allen, **VP #2**; Susan Espin, **VP #3**; Sandra Peters, **VP #4**, Sandra Geldart **VP #7**; David Mowatt **VP #8**; Gorden McDonald **VP #9**; David Haere, **VP #10**, Doug Insley, **VP #11**, Charles Pratt **VP #14**.
3. **Adoption of Agenda**
m / s / c to adopt the agenda
4. **Adoption of June 4, 2019 Minutes** as posted on UFCW 247 website
m / s / c to adopt the minutes
5. **Business Arising from Previous Membership Meeting**
None
6. **President's Report**
 - We recently had a vacancy occur on the Local 247 Executive Board for the position of Recorder. Long time Board member Kevin Barr left his position at FG Deli to pursue training in another field after an injury that prohibited him to continue his work at FG Deli. Dan & I and the Board thank Kevin for all of his 32 years of dedicated service to the members and the Local.
 - The South Surrey Office building is now 15 years old and with that comes equipment repairs from age and general wear and tear. With respect to the building itself, we have recently updated the sprinkler system. The carpet in the common areas upstairs will be replaced with commercial grade vinyl plank flooring. We've replaced one of the four compressors on the building roof. And at a later date, we may look at updating them to a more efficient model if the repairs become excessive.
 - We'll also be updating some of the equipment in our production room that will enable us to continue to print our own collective agreements and other booklets & pamphlets. We made this decision 12 years ago to purchase the equipment, and in the long run it is cheaper than having an outside party do the printing. There are 3 components: cutter, puncher and coiler.
 - We are also in the process of having our website updated. The training centre website will be combined with the Local 247 site. This alone will save us \$8,000 a year. The new 247 website will be mobile friendly, allowing members to print parts of their contract if they wish to and it will have other new features incorporated into it. The total bill for this will be around \$96,000 which will be shared by the Education & Training Centre and has been approved by the Executive Board.
 - Local 1518 recently completed their elections. Kim Novak and Patrick Johnson were elected as President and Secretary-Treasurer respectively, and we offer our congratulations to them.

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

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

Loblaw RCSS Dynamic Scheduling Program Phase II

- Phase I of this program has been well received by most members and eliminates the need to physically attend the workplace to check their upcoming schedule. The implementation went relatively smoothly. The employer will now introduce Phase II of the program, which will include the ability to swap shifts with co-workers and declare their availability online. Members will be able to swap shifts on a net-neutral basis with fellow colleagues who have agreed to be eligible for swaps and have the same skills and ability. Request to swap will be subject to approval through the application. Members will be able to submit work availabilities through the dynamic scheduling application as well.
- It is important to note this does not diminish any rights provided by the collective agreement, but rather eliminates many of the issues caused by lost paperwork, supervisors being off the day you need to ask about a trade, etc.

Real Canadian Superstore impulse item sales and check stands

- Employers have long recognized the profitability of stocking high-markup, impulse snack and convenience items at checkstands. This is the last opportunity to make a sale before the customer leave the premises. Loblaw's has recognized that their sale of these items are relatively weak in many of their stores, often due to poor merchandise availability. In order to capitalize on the profitability of these fast moving items, Loblaw has decided to focus more attention and resources to this area of the business and allocate more hours for stocking and presentation of items. The Industrial Relations Dept have approached us about this issue and have asked for input on the idea of having a single department being responsible for this as opposed to having two departments stock the food in general merchandise items. Currently, the bulk of products are grocery related and those are the workers that the employer would like to see handle all of the merchandise.
- We are encouraged by the opportunity for more hours for our members, we are also mindful of the transfer of a small amount of work from one department to another and the impact on those affected members. We're in consultation with Local 401 in Alberta who share these concerns as well.

Sobeys

- Arguments were made before Arbitrator David McPhillips on July 15th over the wage scales and increases for the FreshCo collective agreement. We had met with the Company several times, agreed on language but couldn't agree on the money. The way the final offer selection process worked here was a little unique. As we made written submissions, they had the opportunity to respond to the other party's submission also in writing. We then made final presentation in person and we anticipate having a decision in early September.
- Cathy Shannon & I went to the Okanagan stores slated to close & convert to make sure members understood their rights and how to make their choices. Cathy met with the Company to deal with some of the final placements. One item that came up for discussion in the stores was giving people the option to change their mind after a week. As an example, you could get the store you chose for your first option, and then decline it and take severance. What happens is that if you declined to go to the store you picked, the company is not obligated to go to the next person and offer that person the position. So, what you were doing was denying someone an opportunity to get into a store and also taking up a severance offering that someone else might get. We think people should have to stand by their choice.
- The Company recently informed us on August 14th that the Kelowna and Williams Lake locations will be closing a month earlier than initially planned.
- We have reached out to our Safeway negotiating committee and informed them that we have agreed to a couple of meeting dates during the last week of August. We'll be bringing the Committee in for the Monday and Tuesday to go over issues outside of the Vince Ready Award that we wish to raise and also discuss alternatives to what he awarded. On the Wednesday, we

will be receiving a financial presentation from one of the Vice-Presidents of Operations of Sobeys, similar to the one Local 1518 would have been given in their process. We have asked that we be shown the impact of the recent closures and conversion announcements that have taken place since the Ready Award.

- We expect to respond to the Company on the presentation on the Thursday; and we'll try and agree to more dates. Cathy has been handling the majority of the work around employers of placements and is doing a great job.

Pride Parade

- Many of our Local staff, Lower Mainland Staff, walked in the Vancouver Pride Parade for the first time. This year, members of the International Union's Outreach Committee were in Vancouver. The night before the walk, they had a brief meet-and-greet co-sponsored by ourselves and Local 1518, where we were presented with a commemorative rainbow flag from the Committee. For the actual parade, we walked with Local 1518 who had a truck and giveaways for many of the crowd. It was a great day and we hope to have a larger group next year.

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

8. **Bargaining Report**

- Peters' YIG in Kelowna ratified a new collective agreement on July 16th with the large majority voting in favor. It was a big improvement to the waiting period for newly hired and current members to receive benefits with annual wage increases. Grandfathered employees, those employees from the Extra Foods agreement will see either a lump sum payment or an increase in each of the years and saw a lump sum payment and retroactive pay back to the expiration of the former agreement which expired in April 2018.
- Davie Street YIG bargaining started on July 3rd for two days and will continue in September. Now that the Kelowna Extra Foods has ratified, we'll be looking for similar agreement for those members there as well. A very busy fall for bargaining and the Representatives that service those locations.
- Letters to commence bargaining have been sent to the following Companies: Extra Foods Quesnel, YIG Langley, Aramark in Delta, No Frills in Salmon Arm, Wholesale Club province-wide and Centennial Foods. We'll schedule bargaining as we wait to hear from the Company officials that represent those locations.

9. **Education & Training Report**

- This summer we introduced a new style of education presentation in the form of webinars. Our National Director of Education has been working with us to facilitate the collective bargaining education for the members in one of our food processing plant. 12 members will participate in four monthly webinars. First one took place in July and the second is scheduled for August 21. Even with a technical issue, the participants agreed it was worth the time and money saved in travel and the knowledge was not impacted.
- Introduction to Stewardship Course had to be canceled in June due to low availability, has been rescheduled for September 17 to 19.
- WebCampus Plus has added 7 new courses to the free catalog of online courses. Courses require a commitment of 3 to 15 hours of your time and can be completed from the comfort of your home. Members have until August 30th to complete their assignments and obtain their certificate. You may choose to wait to register for courses in September, which is when the new season starts. This will allow you to complete the assignments by end of December. As members of UFCW, you are all invited to participate in an online focus group in that learning what is important to workers like yourself. You can earn \$25 gift card in exchange for sharing your thoughts about work and life. The focus group will take about 60 minutes. You can participate on your personal laptop or computer.

- In regards to general interest in person courses at our Training Centre, a new season will start in September. You can expect to see many of our regular courses; and due to a recent increase in scheduling grievances at Superstore, we'll be offering a two-hour Superstore Schedule course in November open to all Superstore members.

10. **New Business**

- No new business.

6 questions taken by members on the call. And Kevin Barr, former Recorder of the Local called to thank Suzanne for the kind words, and thank the Local and Executive Board.

11. **Adjournment**

The meeting adjourned at 7:35 pm.

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