

MINUTES FROM GENERAL MEMBERSHIP MEETING



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

1. **Meeting called to order** at 7:01 pm by Dan Goodman.
2. **Roll Call of officers:**
Suzanne Hodge, **President**; Dan Goodman, **Secretary-Treasurer**; Brian Taylor, **VP #1**; 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 November 21, 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**
 - UFCW Canada National President formed Retail Presidents' committee in 2016 in order for Presidents' who deal with major retail employers can meet, twice a year, and discuss retail issues/concerns. At each meeting, one major retail employer is invited to attend and make a presentation. Last meeting was in Toronto on January 28th, and Loblaw made a presentation.
 - Mark Wilson and Dave Graff (Loblaw) gave an overview of their e-Commerce and future plans for Loblaw. They have gone from 200 to 700 stores that have click-and-collect in one-year. They can reach 95% of Canadians in major cities by using their own stores as a base for the online shopping. Loblaw confirmed they have added 4,000 members to Superstores across the country to handle click-and-collect.
 - In regards to self-scanners and future automation, Loblaw state they want to give the customers the choice of cash or checkout, self-checkout, click-and-collect, and online delivery and believes there is demand for all of these options.
 - Other new technology introduced to Loblaw includes the electronic self labels, and cameras that monitor the shelves restocking and ordering; and an anti-theft system called Gatekeepers that locks grocery carts.
 - Discussions among Retail Presidents took place on the topic of organizing new workplaces such as cannabis industry and ride hailing, delivery services such as Uber. Organizing is changing and how we organize has changed with the use of technology.
 - CLC Convention will take place in Vancouver this May. Beatrice Bruske, Secretary-Treasurer of Local 832 will be running for the position of CLC President with the full support of UFCW. Running for Executive Vice-President of the CLC is Siobhan Vipond, under the Team Unite Campaign.
 - The Thompson River University (TRU) Meat Training Program to which we have been contributing money since 2010. The purpose of this partnership between the Union and TRU is to develop a program that trains UFCW 247 members in both the foundation entry level program, which takes 9 months, and the Level 1 & 2 apprenticeship training Programs that each run 1 month long.

- The award is to be used exclusively to support UFCW 247 members while taking the meat cutting program training. Funding is intended to assist in tuition and living costs as most students travel from the Lower Mainland with a small percentage coming from the Interior and Kootenay Regions. Students who entered the nine month program received \$12,000; and Apprenticeship students entering in the one month program received \$2,500. To date, we've had 16 members complete the nine month program and 45 members completed the one month program.

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

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

- Since December, Sobeys has reached out and suggested a day of mediation which we agreed to that will take place next week on Feb. 18th with mediator Wayne Moore. We had a conference call with our Committee to inform them and a follow-up meeting with the Company to try and develop an agreed upon overview of where we are at and a bit of history so we don't waste time having to bring the mediator up to speed. The ball is in the Employer's court as we raised some issues at the end of last bargaining session concerning buyouts and bought hours and the Company requested time to review. This is non-binding process so the mediator cannot force either side to do anything.
- Local 1518 is scheduled to have some mediated talks with Sobeys at the beginning of March on some of the items still outstanding from the award. Main issue seems to be how does the timeline work on determining if the store is profitable and how it would return to being classified as a A-store under the award.
- On February 8, we held a vote of FG Deli members to join the UFCW National Defence Fund. The members voted, by 82%, on joining at the \$2 contribution rate which would provide them with an additional \$200/week should there be a labour dispute.
- Charles & Eric met with representatives from Loblaw to talk about ongoing issues at the South Surrey Warehouse. This is the facility that was previously managed by Versacold for Loblaw and a couple of years ago the Company decided not to renew the contract and brought the work in-house. At that time, Eric & Dean negotiated an agreement to transition them into the RCSS-Western Grocers CBA. Since then, we believe they have fallen behind in the market on the start & top rates in the scales. Since then we believe that they have fallen behind in the market on the start and top rates in the scales. Near the end of 2019, the Company told us they wanted to do a market comparison and asked to meet early in 2020 which prompted last week's meeting. They acknowledged the gap in the scales but also raised the other two warehouses in that they felt it would be counter-productive to make changes at one warehouse but no look at the other ones.
- Also with Loblaw, Local 1006A recently ratified an extension to their Superstore agreement in Ontario. The Company had approached them about opening discussions on an extension to their agreement as they had a looming arbitration case on application of the minimum wage in Ontario. The parties met and agreed to a 3-year extension which contained a number of changes. Our understanding is that the two sides agreed to a number of new processes regarding scheduling such as members having the opportunity to be cross trained in a second department, access additional hours on a weekly basis in another department, work in more than one store. The Company wants to expand on the current app on scheduling. We've been told that many of these changes have not gone live and some may not be fully functional until 2021. We have not been approached by the Company nor has any other Local in the West with similar expiration dates.
- The Company is also meeting with Local 175 to see if there's an interest with them as well and they were in talks last week.
- Also with Loblaw, the Shift Pick Up (call Ins) program is launching March 9, barring any unforeseen issues. The Company describes it as a new system for advising all colleagues at the same time of a call-in shift that is available. It goes out as a "push" in one motion and every

colleague receives either an automated text, phone call or both, depending on what they elect, as they control this through their own Workday account. The colleague controls it, and there is no limits or restrictions to the amount of times a colleague may “opt in or out”. Colleagues will be made aware of this in advance of the implementation.

- Once the push goes out, the Supervisor will determine shortly thereafter who receives the shift via the requirements of the CBA and who in fact makes contact/responds affirmatively to the “push”. Once the decision has been made by the Supervisor as to who gets the shift, all colleagues will be advised through the automated “push” system.

A few questions that have been raised regarding this...

- *How much of an interlude between the “push” and the decision?*

It will not be that the first person to respond gets the shift as the Supervisor will allow sufficient time to pass from the “push” to their decision to ensure that as many colleagues as possible have the opportunity to respond. The ultimate decision will be in accordance with the requirements of the CBA and who in fact replied “Yes” to the shift offering.

- *What about colleagues that do not want to be notified (going on vacation/LOA, not interested in extra shifts, etc.)*

The system allows them to “opt out” so that they do not receive any notifications at all. They can adjust/change this at any time and as often as they wish simply by going into their own personal Workday account and making the change.

- Marv Funk, who is in the UFCW Canada Education Department, will be teaching the collective bargaining webinar to the BC Tree Fruit bargaining committee. Marv presented it to our FG Deli committee and the feedback was very positive.

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

8. **Bargaining Report**

- Fresh St Market in Surrey ratified a new collective agreement on December 5, 2019. Members were very happy with the new scales and the reduction in the number of hours needed to reach top rate for all employees. In addition, many benefits were added for part-time employees such as dental, chiro, physio & drug prescription card.
- YIG in Langley ratified a recommended deal on February 10th. The scales are protected in the future for any increases to the minimum wage rates and all of the qualifiers for receiving benefits were reduced by 2 years for each category.
- We continued bargaining February 7th with Stong’s Market North Woods and we were not able to reach a recommended settlement. AS a result, we have jointly applied for mediation with Local 1518, which will commence on March 19 & 20.
- Negotiations started this week with Centennial Foods in Richmond and future dates to continue bargaining will be agreed to later this week.
- Bargaining will begin for Extra Foods Quesnel the week of February 24th.
- Bargaining will begin the week of March 10th for Extra Foods Grand Forks.
- The 9 Real Canadian Wholesale Club in BC will commence bargaining on April 20th.
- No Frills located in Salmon Arm, Fort St. John, Invermere, Vancouver (on Hastings Street), and in Port Coquitlam have contracts that are up for renewal and we are waiting on dates to be confirmed from the Company to commence bargaining.

9. **Education & Training Report**

- Free on-line education platform WebcampusPlus is currently offering over 60 courses to all members and their families. New in 2020 is that all courses are now available everyday of the year, meaning that there are not start or end dates.
- New session of in-person courses at the Training Centre in New Westminster started January 21st. All courses are free, however some require a small fee for manuals, supplies or certification.

A complete list of courses can be found on our website www.ufcw247.com, under the education tab.

- 13 members attended our 3-day introduction to Stewardship course last week. This course is offered on demand.
- Following courses will be offered to our Shop Stewards across the province in March & April: First Aid & Narcan Training; Transgender Inclusion, Personality Dimensions.

10. **New Business**

- No new business.

1 question taken by member on the call.

11. **Adjournment**

The meeting adjourned at 7:33 pm.

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