

MINUTES FROM GENERAL MEMBERSHIP MEETING



Telephone Town Hall – August 16, 2018 @ 7 p.m.

1. **Meeting called to order** at 7:02 pm by Dan Goodman.
2. **Roll Call of officers:**
Dan Goodman, **Secretary-Treasurer**; Brian Taylor **VP #1**; Susan Peters **VP #4** Sandra Geldart **VP #7**; David Mowatt **VP #8**; Doug Insley **VP #11**; Charles Pratt **VP #14**.
3. **Adoption of Agenda**
m / s / c to adopt the agenda
4. **Adoption of June 11, 2018 Minutes** as posted on UFCW 247 website
m / s / c to adopt the minutes
5. **Business Arising from Previous Membership Meeting**
Will be reviewed in the Reports
6. **President's Report**
 - Application to the Labour Board concerning the closure of the 10 Sobeys store was put on hold this past June. That was done until such time that special mediator Vince Ready made a decision regarding the outstanding Local 1518 issues. We were advised on August 3rd that Vince Ready had made the recommendations regarding their outstanding issues and we were given a verbal overview of them. Since then, they brought in their negotiating committee to review the recommendations. We expect that when Sobeys is finished with Local 1518 we will begin our negotiations.
 - Cathy Shannon gave update on the 10 store closures. She discussed the impact created by the movement of members and how we may need to revisit once things have settled.
 - Some of our members in the Grand Forks area were affected by the flooding in the Spring. We were able to offer some monetary assistance to help them with some of their costs.

m / s / c to adopt the President's report as read by Secretary-Treasurer Dan Goodman
7. **Secretary-Treasurer's Report**
 - Various Union Staff members who deal with Your Independent Grocer (YIG banner) recently sat down with Senior Director of Labour Relations with Loblaw, Jordi Piroski. We have a number of stores in apposition to begin negotiations, so it was a good opportunity for us to sit down and discuss the banner as a whole.
 - We continue to meet with Loblaw regarding the impact of minimum wage increases planned for the next couple of years. Both parties recognize we need to make changes but at this point we have not agreed on anything. As you might expect they are trying to avoid anything that increases their costs.
 - Eric Seto reported on a recent issue at the Loblaw South Surrey distribution centre. Company instituted a head covering policy which prohibited members from wearing hoodies, which they had been wearing for years on the warehouse floor. Company claims it's a safety issue and that hoodies may obstruct vision. However, the Union grieved this policy and after much discussion with no resolve, we have referred it to arbitration. Although a Company has the right to implement policies,

they must be reasonable and rationally connected to its purpose. As of this date, we have not been given any reasonable explanation. We'll keep you posted as this is a unique case.

- Eric also reported a challenge at DC 1957 through policy grievance recent changes the Company made to the progressive discipline model. Issue is currently on hold as we await a response.

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

8. **Bargaining Report (as read by Dan Goodman)**

- Versacold Corpak ratified a new agreement on June 24. It was overwhelmingly accepted as there were numerous improvements.
- Five Corner Meats, after several votes ratified a new deal on July 11th. The last and final offer had significant improvements to start rates, retroactive pay and a signing bonus for employees hired before 2014.
- We commenced bargaining with Stong's on July 9. Only housekeeping issues have been agreed to so far as the company is still trying to gain customers back after a lengthy closure of their Dunbar store.
- Negotiations will commence September 28 for Fresh Street in West Vancouver and on October 1st for Swiss Water Decaffeinated Coffee Company.

9. **Education & Training Report**

- Union members who expressed interest in learning about becoming a Shop Steward were invited to a 3-day introduction to Stewardship Program booked for September in New Westminster. At the same time, some stewards from across the province will be getting emergency first aid certified as well as learn about the issues faced by our transgender members.
- Our new Today Money Skills class will be offered again in November.
- Our Training Centre in New Westminster continued to offer short term general interest courses to our members and their immediate family. Registration for courses scheduled in the fall will start August 30th. Visit our website to review the list of available courses and to register.
- WebCampusPlus had a soft launch over the summer and is now ready for its official launch on Sept. 4th. WebCampus Plus supports all tablets, smart phones, laptops, desktops and Apple devices. It will have longer completion date times, and once the course is uploaded to the course catalog, you will be able to access it any time you want. No more waiting for it be scheduled bi-monthly like in the past.
- The Local is awarding up to ten \$1,500 scholarships each year to qualified members and their eligible dependents for full time enrollment. We are also awarding up to eight \$750 education assistance grants for part-time continuing studies. Application deadline is September 28th.

10. **WCB Report**

- Nothing to report.

11. **Organizing Report**

- We have actively been working on a number of leads both in the Okanagan and on the Sunshine Coast.

12. **New Business**

- No new business.

7 questions taken by members on the call.

11. **Member Draw**

The draw was conducted electronically.

3 winners were picked; each receiving a \$100 gift card.

12. **Adjournment**

The meeting adjourned at 7:37 pm