

# MINUTES FROM GENERAL MEMBERSHIP MEETING



Telephone Town Hall – February 28, 2018 @ 7 p.m.

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1. **Meeting called to order** at 7:04 pm by Dan Goodman.
2. **Roll Call of officers:**  
Dan Goodman, **Secretary-Treasurer**; Brian Taylor **VP #1**; Susan Espin **VP #3**; Johnny Khakh **VP #5**; Sandra Geldart **VP #7**; David Mowatt **VP #8**; Dawn Stevenson **VP #12**; **Kevin Barr VP #13**; Charles Pratt **VP #14**.
3. **Adoption of Agenda**  
m / s / c to adopt the agenda
4. **Adoption of November 23, 2017 Minutes** as posted on UFCW 247 website  
m / s / c to adopt the minutes
5. **Business Arising from Previous Membership Meeting**  
Sobeys' application for leave and reconsideration of a decision they lost on arbitration with Local 1518 concerning Grid B vacation pay. WE had a similar grievance. Sobeys' were unsuccessful and we subsequently reached a settlement on our grievance that resulted in \$133,000 being paid out to those members who were shorted on their vacation pay for 2017.
6. **President's Report (as read by Charles Pratt)**
  - Former UFCW Director Cliff Evans passed away suddenly on February 14<sup>th</sup> at the age of 80.
  - Former UFCW Local 2000 and 247 Staff Representative Lou Regenwetter passed away on December 25<sup>th</sup>.
  - Here is the overview of the labor board applications with respect to Sobeys and the notice of closure of the 10 stores... We have the following applications in play at the moment:
    1. The notice of closure was served to us on January 23rd.
    2. We had numerous discussions with Will Clements legal counsel at Koskie Glavin with respect to the disclosure of information regarding ownership, lease and redevelopment plans for each of the 10 stores. We had sent one letter to Sobeys on January 26th requesting this information, and we received one response from Sobeys stating in short, that the information we have requested is not relevant. We did not respond to that letter, we decided instead to go straight to the LRB and file our application. Will worked on this for some time. We submitted our application on Friday February 9th to the board and we have kept it very simple with one request for disclosure of all ownership, lease and redevelopment plans for the 10 stores that we received closure notice for. The board has given the parties until Feb 23rd to respond with submissions.
    3. We believe we have a very good chance of getting the information that we have requested through this application.

Local 1518 seemed interested in our application at that time and stated then that they would likely support it and join it on or before the February 23rd deadline for submissions. The Bakers Union who we are in contact with indicated that they would likely do the same. Local 1518's first move was to file an application at the labor board claiming that the closure of the 10 stores amounted to an illegal lockout. Our legal counsel spoke with counsel for 1518 and it was recommended that we support the Local 1518 illegal lockout application and we have since done so. We are now in the process of setting a date for the case management of this

application at the labor board and anticipate that will be in early March. We will attend the case management along with Local 1518 and the Bakers Union who also joined this application. As of the week ending February 23rd, Local 1518 had filed their own application to the board requesting similar disclosure of information to our request. On Friday February 16th Sobeys finally served us notice under the new banner language regarding FreshCo. Local 1518 intends to grieve this. We currently have a legal opinion already regarding grieving the notice under New banner for FreshCo and we have been advised that we would have little to no chance of winning that. Local 247 will likely pursue the grievance filed for the 5 stores the company stated they wished to convert to FreshCo. We believe that the key issue there is the termination of our members from these locations.

- We recently completed our elections for the delegates for the upcoming International Convention. We had 12 positions and 12 nominations were received so there are no elections required as the delegates were elected by acclamation.
- Newly elected and re-elected officers of the Executive Board were sworn in at the ceremony on February 20<sup>th</sup>. The new Board met for the first time the following day. The Board consists of 14 Vice-Presidents and three Officers. President Suzanne Hodge and Secretary-Treasurer Dan Goodman welcomed the Board and reported that they were very pleased with the first meeting.

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

1 Common Safeway member question was reviewed while waiting for the adoption of the President's report.

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

- An update was given on the closure announcement regarding the Abbotsford YIG store. We have had a couple of Section 54 discussions with the Company and hope to finalize something soon.
- An update was given as to our current status with Sobeys and the various announcements they have made in the last 3-4 months. Cathy Shannon has been heading up the 54 meetings on the store closures and coordinating with Local 1518 as much as possible. After a lot of back and forth we appear to be on the same page regarding members' options. There was also an update on the status of other local Unions bargaining with Sobeys. It appears the Company wishes to deal with 1518 first and has not shown any interest in meeting or blocking dates.

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

3 Common Safeway member questions were reviewed while waiting for the adoption of the Secretary-Treasurer's report.

#### 8. **Bargaining Report**

- Western Waffle plant closed December 2017. Closure agreement was negotiated and members' received severance based on their seniority.
- Versacold Corpak negotiations were delayed again in January and February due to medical reasons with the Chief Spokesperson of the Management Group. New dates are scheduled for second week of April and we hope there no further delays.
- Five Corners Meat Co (formally Vantage Foods) has taken over the location and operation as of October 1, 2017. The contract was up but the new group wanted to have a few months of operating before beginning bargaining to get a better feel of the operation. Dates were given to the Employer but nothing confirmed.

- Stong's contract was a ten year deal but could be opened after five years by either party which will be March 31<sup>st</sup> of this year. The company notified us that they wish to bargain and we have a proposal meeting scheduled for March 21<sup>st</sup>. Dates for the 3<sup>rd</sup> and 4<sup>th</sup> weeks of April have been given to the Company but they have not confirmed yet.
- Bargaining notices were given to Fresh St Market, Triwest Foods, KUTE (recycling plant in Kitimat), YIG in Kelowna and Extra Foods in Quesnel.

9. **Education & Training Report**

- New courses started next week on our webCampus platform, which are offered online and absolutely free.
- New courses at our Training Centre in New Westminster will start in March and April.
- An introduction to Shop Stewards course was offered at the end of January. 9 members were able to attend. This course offers our members the opportunity to learn the roles and responsibilities of a Shop Steward so they can later help us ensure that the collective agreement is followed in each of their units. The same course will be offered in Kelowna in March.
- Shop Stewards in the Okanagan and Vancouver Island areas have been invited to attend a 3-day session that will cover bullying and harassment, first aid, WHMIS and trans-gender issues.
- Shop Stewards in Lower Mainland and remote areas have been invited to a new 2-day financial education course in May.
- Training Centre has been assisting members of Western Waffles whose plant closed in December with their resume and cover letter in order to transition to new employment.

10. **New Business**

- No new business.

1 question taken from a member on the line.

11. **Member Draw**

The draw was conducted electronically.  
3 winners were picked; each receiving a \$50 gift card.

12. **Adjournment**

The meeting adjourned at 7:35 pm