

MINUTES FROM GENERAL MEMBERSHIP MEETING



Telephone Town Hall – June 11, 2018 @ 7 p.m.

1. **Meeting called to order** at 7:06 pm by Dan Goodman.
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 Geldart **VP #7**; David Mowatt **VP #8**; Gord McDonald **VP #9**; Dawn Stevenson **VP #12**; Charles Pratt **VP #14**.
3. **Adoption of Agenda**
m / s / c to adopt the agenda
4. **Adoption of February 28, 2018 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**
 - Changes on Executive Board – After some discussion, Kevin Barr was appointed new Recorder on Executive Board, since Karen Christiansen submitted her resignation with Safeway effective this July. Johnny Khakh also submitted his resignation to the Board since being hired by the Local this past December. That leaves two vacant positions which will be dealt with at the next Board meeting.
 - Local 247 sent 12 delegates to this past April's UFCW 8th International Convention held in Las Vegas. The Convention opened on April 23rd with just over 1,500 seated delegates and alternates in attendance. Dan Goodman, our Secretary-Treasurer co-chaired the organizing committee and made a presentation on stage with his fellow co-chairs. The International Vice-Presidents, which include me, approved all of the Constitutional changes proposed at the Convention. All 50 International Vice-Presidents, along with five Executive Officers were all re-elected to serve another five year term. Celebrity guest speakers included Canadian Astronaut Chris Hatfield, Billie Jean King and Captain Sully Sullenberger.
 - A number of Constitutional changes were approved at the International Convention. Among them was an increase in the amount of the monthly per capita. Currently, the Local pays \$15.04 per member per month. The last increase to the per capita to the International was in 2013, and as a result, there has been no increase to the Local Union dues since 2013. Under Article 18(A)3 of the Constitution, the per capita was increased by \$1 per member per month. This brings the monthly per capita total to \$16.04 that we (the Local) pay per member per month. Under Article 38(A)3, the Local Union dues may also automatically be increased at the same time to double the amount the per capita increased. That would mean an increase of \$2 per member per month, or the equivalent of \$0.46 per member per week. Our recommendation for now to the Executive Board was not to implement the full allowable amount. The first increase that we will implement will be an additional \$0.25 to the weekly dues that our members pay, which will be effective July 1st. Other Constitutional changes approved included many wording and gender changes (i.e. change he/she to they or their). Housekeeping changes to membership classifications were made and under Local Union meetings, the change now includes electronic parts at

membership meetings such as telephone town hall or any other methods approved in advance by the International Union (prior to Convention, the telephone town hall format had been approved but not written into the Constitution).

- Sobeys update: Since the last telephone town hall meeting in February there has only been one change to the section 54 complaint filed by Local 247. Local 1518 applied to the Minister of Labour in May when their bargaining with Sobeys stalled. Local 1518 had filed an illegal lockout application in response to the notice of the 10 store closures and Local 247 joined that application. Mr. Ready was given a mandate by the Minister of Labour that included the local 1518 bargaining, the Freshco issue and any other outstanding issues that related to their bargaining which included the illegal lockout application and the section 54 application. Local 1518 the put their illegal lockout application on hold shortly after, while they are dealing with Vince Ready. Local 247 subsequently put its' section 54 complaints on hold as well until we see what Mr. Ready decides for 1518 and what if any impact it has on Local 247.

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

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

- Only contact between Sobeys and us at the moment is to deal with the store closures and the movement of our members.
- Cathy Shannon will give an update on store closures and the process to establish placement of members.

Cathy Shannon Report

- Reviewed of the articles regarding store closure and placement process in the Safeway collective agreement was reviewed. She expressed the members' and Union Representatives frustration over the extension ordered by Mediator Vince Ready, and also with the overall process.
- YIG Abbotsford was originally an Extra Foods and was the first Extra Foods to convert in the province. Company announced it will close in September. The closure triggered Section 54 discussions; and after many discussions we've been able to find employment to some senior members in Superstores, providing an added severance, lump sum as the collective agreement had expired, and access to jobs in a No Frills store, which will be opening in Abbotsford around the time of the closure.
- We recently had discussions with Loblaw on the increases to the minimum wage and its impact some of the scales in the RCSS collective agreement. As a result of the increases, once the scales were adjusted it would have seen newer members making more than pre ratification members which was obviously not the intent. The company has agreed to adjust and increase members on the pre-rat scale to keep them inline with the post rat scales. We are continuing to have discussions as this problem will arise with the scheduled yearly minimum wage increases.

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

Audited Financial Statement

Dan Goodman, Secretary-Treasurer read over the 2017 Audited Financial Statement, which was presented by Jim Gray of DeVisser Gray and adopted by the Executive Board at the May 23rd meeting.

m / s / c to adopt the 2017 Audited Financial Statement as read

8. **Bargaining Report**

- Negotiations just wrapped up with Versacold Corpak. A tentative deal was reached on June 5th, with the Committee unanimously recommending the deal. A ratification vote will be held on June 24th.
- Five Corners Meat Co (formally Vantage Foods) deal was reached in April but members rejected the deal. We met with the Company for some further improvements; and a new deal was reached. A ratification vote will be held on June 19th. If that deal is not ratified, both parties will make an offer to put forth to an arbitrator in a process known as final offer selection.
- We offered to hold joint bargaining (with Local 1518) for Fresh St but the Company declined. Local 1518 will start in July; we are waiting for confirmation on dates, but are looking at August or September.
- Stongs was looking for dates to bargain with us earlier in the year, and we offered dates in March, April and May, but they declined. We'll start joint bargaining (with Local 1518) starting July 9th.

9. **Education & Training Report (as read by Dan Goodman)**

- In early March, 10 Stewards from the Okanagan attend a 3-day session in Kelowna covering bullying and harassment; emergency first aid; and transforming assumptions (challenges faced by trans-gender members & how to be better allies). Same 3 day session was offered in Victoria in April with 18 Stewards in attendance.
- New 2-day money skills class took place at our Training Centre the first week of May with 20 Stewards from the Lower Mainland and Castlegar in attendance. More of these classes will take place in the fall.
- Training Centre continues to offer short-term general interest courses to our members and their immediate family. Current season is offering over 40 courses from May 7 to July 31. Our accounting-related courses have quickly become the most popular and best-attended, which is why our online learning platform, WebCampus, is now looking into the possibility of offering them in the future.
- WebCampus has been revamped and is almost ready to launch. Also WebCampus Plus will have longer course completion times, which is something members have been asking. WebCampus Plus will be offering some courses starting June 4th. The goal is to have the majority of courses available for September 2018 to June 2019 session. More info regarding WebCampus Plus and in class courses are available on our website, under the education tab.

10. **New Business**

- No new business.

1 question taken that was emailed to us.

11. **Member Draw**

The draw was conducted electronically.
3 winners were picked; each receiving a \$100 gift card.

12. **Adjournment**

The meeting adjourned at 7:35 pm