

Telephone Town Hall – February 17, 2022 @ 7 p.m.

1. **Meeting called to order** at 7:03 pm by Dan Goodman.
2. **Roll Call of officers:**
Dan Goodman, **President**; Charles Pratt, **Secretary-Treasurer**; Susan Espin, **VP #3**; Sandra Peters, **VP #4**; John Lewinski **VP #6**; Sandra Geldart **VP #7**; David Mowatt **VP #8**; Gorden McDonald **VP #9**, David Haere **VP #10**; Doug Insley **VP #11**; Dale Juvelin **VP #13**; Cathy Shannon **VP 14**;
3. **Adoption of Agenda**
m / s / c to adopt the agenda
4. **Adoption of November 25, 2021 Minutes** as posted on UFCW 247 website
m / s / c to adopt the minutes
5. **President's Report**
 - Our website was down for a bit as the company that hosts was having issues renewing security certificates. The site was secure, not breached in any way. All is resolved.
 - We hired a former UFCW International Staff and Local 401 Representative Michael Toal. Mike worked as an International Representative in BC a number of years ago and assisted us on many issues. Mike was in various roles, servicing, doing negotiations and assisting in Communications.
 - Mike's hiring has had a dominion effect on us needing to review Union Representative territories and make some changes. Ximena has been tasked with the majority of our information posted through social media and website content and various engagement projects; but we also need to get back to member training opportunities as restrictions lesson. Therefore Eric Seto will be taking on a communication role in addition to dealing with WCB appeals and servicing some units. He will work with Ximena to expand means of engagement with members and develop day to day communications we post.
 - We had also expanded Cathy Shannon's role. She'll continue to be our Sobeys point person, but we have asked her to be our go-to person for the Reps on internal and day to day servicing issues. Cathy will also be overseeing the upcoming Sobeys negotiations.
 - We also have made other updates switching some of the units our Reps service. The changes are effective March 1. Reps will continue to deal with any outstanding grievances they may have filed. My directive to the staff is that the priority for them is to reach out and contact their new Shop Stewards as greater communication with stewards is a key focus for us. We need to find new ways to engage with Stewards, arm them with the information and tolls they need and make them aware of the importance of the roles within the Local. This is an issue both Ximena and Eric have identified as vital moving forward.
 - On the National front, UFCW Canada & Uber Canada have come to a historic agreement that provides over 100,000 drivers and delivery people on the Uber platform with strong representation. Currently there isn't any legislation regulating GIG work and the National agreement between Uber Canada and UFCW Canada is a critical first step in lifting the floor for all workers performing app-based work. As part of this agreement, UFCW Canada and Uber have also agreed to propose a package of government reforms that if an enacted would significantly improve the quality of that based work by introducing new benefits, while also protecting worker flexibility across the ride share and delivery industry. These drivers are currently

prohibited from organizing due to the current legislation. This is a way to provide some representation while working on the issues of GIG workers as a whole.

Cathy Shannon – Update on Sobeys:

- On January 1, 2022 wage increases from the final offer selection process for Safeway and Safeway Extra stores went smoothly with only a couple of individual wage issues that need to be reviewed by the employer. The Safeway Extra memorandum of agreement changes continue to progress with only a few minor issues still outstanding like vacation and premium relief pay. Almost all the non-union department managers have now moved back into union bargaining unit positions. The first group of training meatcutters at Sobeys have now completed their training & their exams. They have all been successful and they'll be joining the float staff sometime in March. The second group of meatcutters trainees candidates have been selected for the next round of training.
- The Safeway collective agreement has been updated and printed. It is available for distribution to the stores for anyone wanting a hard copy. It is also updated and available on our website.
- COVID cases & sickness at the Safeway stores have increased with the Omicron variant. However, we are now starting to see a decline in company reports of COVID cases.
- Bargaining with Safeway in 2023 will happen earliest notice that we can provide. We'll commence sometime in October of this year.

End of Cathy's update.

- We've already reached out to Local 1518 so we can have more of a joint focus going into bargaining.
- We are just short of two years into this pandemic, and one cannot begin to judge its impact. There have been over 3.2 million cases in Canada with over 35,000 deaths. In BC alone, we have seen 342,000 cases, and just over 2,700 deaths. Peoples' lives have been turned upside down. Throughout this pandemic, people still needed to eat. We had to keep the production facilities and grocery stores open. Plexiglass barriers, arrows in the aisles, people with clickers counting customers, all sorts of new rules that change daily. In working with the employers through this crisis, there was no guidebook. Many times things were done on the fly and while it has never been entirely perfect, I can assure you this union was and is always acting with our members' wellbeing, and safety is our priority. A heartfelt THANK YOU to all of you for your dedication and hard work in feeding British Columbia and Canada.

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

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

- Loblaw Retail bargaining – The monetary bargaining session began with meetings held January 11 to 14, 2022. We emphasized the current state of the economy, other industry settlements, Loblaw's profitability, and the general cost of living in the province of BC in our opening remarks. We then began discussing groupings of similar proposals in an attempt to gain agreement with the employer. As we worked through these groupings, we began to get increasingly impatient with the lack of progress and the employer's attempts to have us to withdraw proposals without having any agreed to items and no sense of what money the employer was willing to commit. Neither party was willing to withdraw items from the table and the discussions became somewhat circular in nature.
- The message was made clear to Loblaw that we expected to see a comprehensive offer at our next session or to go back to the membership for direction in the form of a strike mandate. We do not enter into a strike vote likely as this is possible for it to have negative implications and be detrimental to bargaining under some circumstances but feel it's necessary to deliver a strong message to Loblaw that indicates the will and commitment of our members to bargain a good deal. We have been frustrated by difficulties in getting as many bargaining dates we would like in part due to the unavailability of the employer's bargaining committee and staff turnover on their side of the table.

- We have accepted all available dates and will continue to press for additional bargaining dates as needed to bring this round of bargaining to successful conclusion. We have confirmed meeting dates of March 15 to 18 and April 5th to 8th.
 - We believe that the employer will come to the table with a comprehensive monetary offer this next session, but that remains to be seen.
 - A reminder that your current collective agreement stays in effect until a new collective agreement is voted on and ratified by the members.
- m / s / c to adopt the Secretary-Treasurer's report as read.

7. **Bargaining Report**

- Loblaw Distribution Centre bargaining is proceeding to the next step, monetary. They have increased the start rate at all 3 of the warehouse, and we want them to recognize that long time senior employees also need to be compensated fairly. We're scheduled to bargain on March 2 & 3 and March 16 & 17. We're looking for some big movement from the Company to reflect the current industry.
- We have two No Frills locations (Cloverdale & North Surrey) that are up for negotiations. We're waiting for dates from the Loblaw's Labour Relations department as they assist the franchises with the start of negotiations.
- Requests for proposals from members at Premium Brands distribution will be going out soon.
- We've received proposals from members at Five Corner Meats and will schedule a meeting with the negotiating committee in mid-March to review and finalize them. We've given dates to the Company and looking at late March/early April.
- We were set to bargain with TriWest Foods for the IGA West Vancouver, but their lawyer cancelled last minute due to an emergency. We still met with our Committee and we are now awaiting for new dates.

8. **Education & Training Report**

- We have 16 Stewards confirmed to participate in a bullying & harassment course taking place on February 23, which happens to be pink shirt day.
- Limited amount of pink shirts was made available for members to wear on anti-bullying day. If you've received one send us a picture, if possible.
- Now that COVID restrictions are lifted, we'll be offering first aid training and mental first aid certifications to our Stewards in April. Invitations to these education sessions will be emailed in early March.
- We continue to offer food safe online through our Local, and a large number of diverse courses through the webCampus platform.
- UFCW 247 & UFCW Canada offers scholarship opportunities that members can apply for between July 1 and September 30th. Members & eligible dependents can apply for one of \$8,000 scholarships that the UFCW International offers. Deadline to apply for that one is May 15th.
- We continue to use the texting app Hustle to inform new hires that they may be eligible for benefits after three full months of employment.
- We ask our members to update your contact information on our website so we are able to reach more of them through text and email.
- Our posters in our bulletin boards now include QR codes that we hope will make it easier for members to access the information.
- We have also become sponsors for the Surrey Pride event happening June 25th. A booth will be assigned to us at the event. We will soon be looking for member volunteers to help us engage the community on that day. We also plan on being part of the Vancouver Pride on July 31st.
- If you know your co-worker is retiring soon, please send us a picture and their details so we can share on social media.

9. **New Business**

- No new business.

Q&A PERIOD -

1 question in the queue and answered. Additional callers requested to be called directly off-air.

10. **Adjournment**

The meeting adjourned at 7:32 pm.

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