

ufcwnews



UFCW Canada 13th National Council Convention

UFCW Canada held its 13th National Convention in Toronto. National Conventions are held every 5 years where delegates from across Canada participate to review the advancements of UFCW Canada and set the course for our union going forward. This is an important convention as resolutions and policy updates are discussed and voted upon. As well, UFCW Canada National Council Elections and Nominations for the Executive Committee are nominated. National Council meetings are always held prior to the International UFCW International Convention.

Delegates from Canada to the International Convention will have an important role in discussing, debating and setting UFCW's goals, priorities and policies, and review and consider amendments to the International Constitution.

More than 350 UFCW Canada delegates, members and special guests participated in the three-day convention hosted at The Westin Harbour Castle Hotel and Conference Centre in Toronto, where the staff is proudly represented by UFCW Local 102.

Through the course of the convention, delegates heard reports on achievements and work of UFCW Canada in several areas: Women and Gender Equity, Human Rights Equity & Diversity, Political Action, Growth Report, Young Workers, Education, Workplace Rights.

Delegates also heard from multiple panelists and guest speakers who introduced several key topics for discussion, including the need for paid sick days, strategies for empowering gig workers and new types of work, climate action planning for related job transitions and new technologies.

Delegates voted in favour of 16 resolutions and policy updates that focused on the above issues as well as reaffirming UFCW Canada's commitment to advancing gender equity and human rights; member inclusion, engagement, and mobilization; safety, health and workers' compensation advocacy; truth and reconciliation and the advancement of social justice.

Delegates also nominated Paul Meinema, Wayne Hanley, Tony Filato, Shawn Haggerty, Kim Novak, and Jeff Traeger for International Vice-President, and elected Filato and Novak as Secretary-Treasurer and Recorder of the UFCW Canada National Council, respectively.

UFCW Canada's 13th National Council Convention concluded with a strategic vision to build strength through unity, inclusion, and shared purpose.

Connect with Telephone Town Hall meetings!



UFCW Local 247 has members living in every corner of B.C., and beyond. To better connect our widespread membership with the latest news and information from the union, we use Telephone Town Hall calls about 4 times per year.

The next Telephone Town Hall is November 29th, 2022.

If we have your current phone number, we'll call you and all you have to do is answer your phone. You can also dial in by calling **1.877.229.8493**, with ID #116389 and following the prompts.

this issue

- p2 Solidarity Matters**
- p3 Women's Committee Shoe Memorial**
- p3 National Day for Truth and Reconciliation**
- p4 Pride Vancouver 2022**
- p5 2023 UFCW International Convention**
- p5 Reduction of Delegates Ballot**
- p6 Official Nomination Form**
- p7 Children's Christmas Party**
- p7 Give a Little, Help a Lot Campaign**
- p8 WebCampus**
- p8 Sobeys' Bargaining - Safeway Proposals Are In!**
- p8 Endless Savings & More (ESM)**



Back Row left to right: Alicia Roberts, Ximena Mastrodonato, Wojtek Rojewski, Dan Goodman, Tima Dickerson, Cathy Shannon, Bjorn Clavencia

Front Row: Margaret Robins, Alicia Whitehead, Guy Fraser, Arash Kaveh, Nellie Sakito

Front: Sarah Sidhu, Stephannie Dunn, Susan Prasad, Navneet Narula, Sharon Khan, Nalini Nowrang, Margaret Robins, Usman Ali.

Back: Karamjit Mahli, Manpreet Singh, Jagdeep Gharia, Aman Randhawa, Bhupinder Parhar, Tammy Marchischuk plus Heather McLaverty, Johnny Khakh and Dan Goodman.



Solidarity matters

Having a Union Steward is one of the important benefits you gain from belonging to a Union.

Your Union Steward is one of your co-workers who volunteers their time to help employees with any number of issues that come up at work. A Steward helps bring your collective agreement to life and give it meaning by making sure your boss holds up their end of the deal. In doing so, they ensure that Union members receive everything they're entitled to under their agreement.

The most important job of the steward is to build an active, united membership in their workplace. Our ability to defend and improve conditions will always depend on the collective power of our membership.

This September, we resumed in person Shop Steward classes and had a successful Intro to Shop Steward course in the Lower Mainland and Kelowna.

A huge shout out to all the members who attended and participated. If you are interested in learning about our Union and how you can help build Solidarity in your workplace, please contact your Union Representative.

Often the most important role a Union Steward has is to work with the Union Representative to understand and connect to build a better contract and workplace.

Your Steward is someone who will speak to your boss on your behalf. They are your mediator. If something happens at work or you notice a problem, your Union Steward is there to help.

Our Union is committed to building these relationships and we will continue to work hard to build the support that all Union members deserve.

As technology evolves, workplace connectivity has also changed. Social media also plays an ever-increasing role in connecting with your fellow Union members and with connecting with your Union. It is vitally important that we provide ourselves with the space to give each other full agency and equal respect. No matter what viewpoint you may have, proper discourse includes at least two people allowing engagement in an environment of mutual respect and advancing ideas to make positive change possible.

One of the best ways to create an environment of mutual respect is to demonstrate respectful behavior daily. Each time you interact with your fellow members, be cordial and most importantly be kind. Respect different opinions and avoid using derogatory or divisive language.

"You can't lift yourself up putting someone else down."

Ridiculing, mocking, intimidating, or threatening others are all forms of bullying or in the case of social media platforms, cyber-bullying. These behaviours are

toxic and do not help anyone create positive change.

While it may seem easier to put focus on the issues that go wrong, building Unity is the hard work that needs to be done. We look to build that Unity, build upon our shared victories, and stand together.

Solidarity was most recently shown at the Pitt Meadows Distribution Centre for members Melissa, Robert, and Renz. On June 15th, 2022, their building complex caught on fire, which took firefighters 5 hours to control. Unfortunately, the building was severely damaged, with most of their belongings damaged and lost. The restoration and repairs are estimated to take 24 months to complete.

Union members with the support of their Union Representative got together with the Company to raise funds to support Melissa, Robert, and Renz through this difficult time. The Distribution Centre donated supplies and PC points, while your Union and the members secured community donations to hold a barbecue fundraiser. This was an incredible display of solidarity and community support from fellow members. Special recognition to the management of Distribution Centre Pitt Meadows, who made this possible with their support for their employees.

Remember, we are United and Strong when we are Together.



52 Andrew Mackenzie (DC Manager), Renz Kamping, Johnny Khakh (Union Representative) and Robert Steeves. 51 50



Liz Pedersen, Annabelle Hardy, Shawn Beaumont, Madelaine Roessler, Dean Patriquin, Eleanor Schmutz, Ximena Mastrodonato, Susan Kuipers.



Sandra Peters, Kathleen Allan, Cathy Maw, Dawn Stevenson, Tima Dickerson (Union Representative).

Women's Committee Shoe Memorial

Women's rights are an important issue for our union! We are proud of having an active Women's Committee whose goal is to help make a positive difference in people's lives, often at a time when they need it most.

Current members of the Women's Committee include Cathy Maw, Sandra Peters, Dawn Stevenson, Cathy Shannon, Marg Robbins, Alicia Whitehead, Misty Trainer and Tima Dickerson.

December 6th is Canada's National Day of Remembrance and Action on Violence Against Women, and UFCW Local 247 has collected shoes for the Shoe Memorial Event.

It has been 33 years since fourteen women were selectively killed at the Montreal Polytechnique. Government and media no longer widely acknowledge this day. With your support, we will remember the 1000+ women killed in BC by violence since then and before.

The visual impact of so many shoes, with each representing a Mother, a Daughter, a Sister, or a friend who has lost her life from violence, and no longer walks amongst us, has made a difference in the attitudes and reactions of the public since the first Shoe Memorial.

Sadly, women and girls are still dying needlessly!

So again, we have collected shoes and will build our Memorial at the Vancouver Art Gallery on December 6th. Our goal is "that the names of the victims should never

be forgotten." They are represented by a pair of shoes and their names displayed.

Join us and pay your respects to those who have been killed.

Tuesday, December 6, 2022

8:00 am - 3:00 pm

Vancouver Art Gallery (Georgia Street side)

Ceremony - 12:00 pm (noon)

After the memorial, all shoes are donated to women in need.

If you are interested in joining the Women's Committee or would like to participate in the Shoe Memorial next year, please contact Tima Dickerson at **604-535-8329** or **tdickerson@ufcw247.com**.

National Day For Truth And Reconciliation

This day, we come together to acknowledge the tragic history and long-lasting effects of residential schools. This is a day of remembrance, reflection, action and learning. We invite you to wear an orange shirt as a respectful way to honour the lost Indigenous children and survivors, their families and communities.

Gitksan/Cree artist from Northern BC, Michelle Stoney, has given us permission to use her feather design. To her, the feather represents cleansing, as it is traditionally used in smudging. The face at the bottom is not an animal, this is how she draws people and you can see the addition of long flowing hair, which children were forced to cut while attending residential schools.

The importance of education, reflection and being uncomfortable.

Sept 30 is not your conventional federal statutory holiday. The National Day for Truth and Reconciliation is a day to engage with Canada and reflect upon the impact, legacy and intergenerational effects of Residential Schools.

Please take the time to wear an Orange Shirt, have a moment of reflection and let us all move forward together towards reconciliation.

This National Day for Truth and Reconciliation and every day after, let's all show solidarity with Indigenous peoples.

**The Residential Schools Crisis Line is available 24-hours a day for anyone experiencing pain or distress as a result of the ongoing impacts of the Residential school system, 1-866-925-4419.*





Pride Vancouver 2022 - Local 247

Vancouver Pride Society, 2SLGBTQAI+ communities, queer serving organizations, and allies marched for the first in-person Vancouver Pride Parade in two years.

This year, the BC Federation of Labour organized a Mult-Union Pride Delegation to represent Labour at the Vancouver Pride Parade. 20 Affiliates signed up to march and each affiliate were given 5 marchers total to represent each Union, as this event was scaled down to 50% capacity for Covid Safety.

Safeway members Alicia Whitehead and Fen Williams, Superstore member Dawn Stevenson and Union Reps Steve McAusland and Eric Seto participated in this year's Pride. "As spaces were severely limited, it was an honour to be given the opportunity to volunteer and attend this years Pride Parade" said Eric Seto, "and I am extremely proud of the work and effort Alicia and Fen put into hand making pronoun pins"

Union Representative Steve McAusland has a lot of experience volunteering in the community and participating in local community and labour events in his hometown of Victoria. This was Steve's first Vancouver Pride Parade, and he was amazed by the level of energy displayed by the parade walkers and the crowd.

"This years Pride Parade was an amazing opportunity to participate and learn from our members and I look forward to bringing this amazing experience to as many of our members as possible in the coming years", said Steve McAusland. "I want to give a shoutout to Fen and Alicia for their amazing contribution and a special thanks to Eric for getting us the Rainbow Umbrellas!" added Steve.

For members Alicia, Fen and Dawn they have in the past participated and supported local 2SLGBTQAI+ events, most recently, Surrey Pride. The energy and positivity that always flows during Pride events, was a completely different experience walking in the Parade itself.

As Canada's most progressive union, UFCW Canada plays a leading role in advocating for full equality and opportunity for the LGBTQI2S community. To learn more about UFCW's LGBTQI2S initiatives, visit www.ufcw.ca/pride.

If you are interested in attending a future Pride event or would like to find out how you can provide support as an ally, please email us at ufcw@ufcw247.com.

“

It was amazing to be on the other side of Pride, walking and being able to see the amazing energy and community that came out to support. We were able to hand out handmade pronoun pins (by Fen and Alicia), frisbees, safety whistles, beads and lots of super fun goodies. So proud to be a part of Local 247, and see the staff and members support my fellow LGBTQ2+ community with such love and open acceptance. I'm looking forward to next year and making it bigger and more GAY!

”

-Alicia Whitehead and Fen Williams

2023 UFCW International Convention

The UFCW International Convention, held every five years, will take place in Las Vegas, Nevada from Monday, April 24 to Friday, April 28, 2023.

Delegates at this Convention have a number of important responsibilities, including electing International Officers and voting on amendments to the UFCW International Constitution, which will govern our union, for the next five years. Delegates will also debate and set the UFCW's goals, priorities and policies, and review and consider amendments to the International Constitution.

The number of delegates apportioned to UFCW Local 247 is 21. The Executive Board of Local 247 has passed a motion to reduce the number of Delegates to the International Convention from 21 to 14 and the number of alternates to 7. This will result in a significant cost saving to the Local Union. Members of Local 247 must vote to reduce the number of delegates; and only the reduction of delegates requires a vote. Ballots must be returned to us by 12 noon on December 8th.

To stand for nomination and election as a delegate or alternate to the Convention, UFCW Local 247 members must, at the time of the nomination, be an active member of the Local Union who has been an active member in the Local continuously since September 2021. One must also maintain continuous active membership in the Local until the first day of Convention (April 24, 2023). A member may run either as a delegate or alternate, but not for both.

Elected Delegates and alternates will require a valid passport for travel to the United States. They will receive hotel and travel accommodations as well as per diem. The Local will not pay for lost time from the workplace. Elected Delegates and Alternates will be responsible for securing their own time off from work, which may be requested from the employer as per their collective agreement. The UFCW International strongly encourages all participants attending in-person to be fully vaccinated.

Nominations are to be delivered (mailed or emailed) to the Union Office using the nomination form on **page 6** of this

Newsletter. Eligibility of those nominated will be verified by the Elections Committee.

Should elections be necessary, a mail referendum will take place and a notice will be mailed as per the International Constitution.

Subject of the result of the reduction vote, members will be electing a maximum of 12 delegates, and 7 alternates, but regardless, you may not vote for more than the maximum number of delegates and alternates allowed. As per the International Constitution, our President and Secretary-Treasurer are automatic delegates to this Convention.

Questions or concerns about the reduction of delegates vote, the nomination or election process should be address to Cathy Shannon, Election Chairperson, UFCW Local 247.

#200 - 14936 32nd Avenue, Surrey, BC V4P 3R5

Tel: 1.800.667.2205

Email: convention2023@ufcw247.com

Here is how to vote on the Reduction of Delegates:

- 1) Cut out the "Reduction of Delegates" ballot from the bottom of this page in this newsletter.
 - 2) Vote (clearly mark your ballot with an **X** or any other mark, beside your choice).
 - 3) Fold & insert ballot into the smaller unmarked pink envelope.
 - 4) Seal the pink envelope.
 - 5) Insert the pink envelope inside the white envelope addressed to United Food & Commercial Workers 247.
 - 6) Seal the white envelope.
 - 7) Mark your name and address on the top left corner of the white envelope. **Very important!! If not done, your ballot will be spoiled.**
 - 8) Drop envelope in mailbox. Envelope must be received no later than December 8th, 2022 at 12 pm (Noon).
- The result of the vote to reduce the number of delegates will be tallied on December 8th at 2:30 pm.

Here is the Nomination process:

- 1) Complete the Official nomination form found on page 6 of this Newsletter
- 2) mail or email the form
- 3) Deadline to receive the official form is December 8th at 12 pm (Noon).

REDUCTION OF DELEGATES BALLOT

CUT OUT • VOTE • MAIL
(see instructions above)



Are you in favour of reducing the number of delegates to the 2023 UFCW International Convention from 21 to 14.

☐ **YES**

☐ **NO**

UFCW LOCAL 247 OFFICIAL NOMINATION FORM

TO THE 2023 INTERNATIONAL CONVENTION
April 24 to 28, 2023 - Las Vegas, Nevada, USA

PRINT PLEASE

I nominate _____

First Name _____ Last Name _____

as a Delegate ☐ Alternate ☐ to the 2023 UFCW International Convention

Forms with more than one box marked will be considered spoiled.

Nominator's Name Signature Date

Witness (must be an active UFCW Local 247 member)

I, _____ verify that the name above is a member working at
Witness Name

Employer & Store/Unit #

Witness Signature _____ Date _____

To stand for nomination and election as a delegate or alternate to the Convention, UFCW Local 247 members must, at the time of the nomination, be an active member of the Local Union who has been an active member in the Local continuously since September 2021; and maintain continuous active membership until the first day of Convention.

Local 247 members may nominate themselves or other UFCW Local 247 members.

A member may run for either delegate or alternate, but not both.

Completed nomination forms are to be delivered to the Union Office by one of these:

Mail: UFCW Local 247 Election Chairperson
#200 - 14936 32nd Avenue, Surrey, BC V4P 3R5

Email: convention2023@ufcw247.com

Nomination must be received by 12 Noon on December 8th, 2022.



Children's Christmas Party

Thousands of UFCW members and their families come out for the hugely popular UFCW Children's Christmas party at Burnaby's Heritage Village Museum.

"Burnaby Village Museum was built in 1971 as a commemorative project of the 100th anniversary of the Province of British Columbia joining Confederation with Canada. The original layout of the Museum depicted a single street and manor house (Elworth) spread across 4.3 acres, which intended to illustrate how a small BC pioneer village may have looked around the turn of the 20th century."

- Burnaby Village Museum

Each year on the first Monday of December, UFCW Locals 247 & 1518 host a Children's Christmas Party. This event has activities for all. The village is decorated festively for the season with, games, and multiple live performances that celebrate the holiday every December. You may also find Santa and his helpers in the Village!

After a brief hiatus in 2020 due to Covid-19, 2021 saw its successful return and plans are underway for this year's Children's Christmas party to be held on **December 5th, 2022.**

Please keep an eye on your email and our website to register for this year's event.



Give A Little, Help A Lot Campaign

The Leukemia & Lymphoma Society of Canada (LLSC) is the largest registered charitable health agency dedicated to supporting the blood cancer community in Canada. LLSC funds life-saving blood cancer research across the country and provides information and support services free of charge to people affected by blood cancers. The LLSC's mission is to cure leukemia, lymphoma, Hodgkin's disease, and myeloma, and improve the quality of life of Canadians impacted by blood cancers.

Since 1985, our UFCW Canada family of members and Local Unions made a pledge to work together to support the efforts of the Leukemia & Lymphoma Society of Canada (LLSC).

UFCW Local 247 has locally supported Leukemia fundraising through many local events throughout the year and in 2016 UFCW introduced LLSC to Loblaws to launch the 'Give A Little, Help A Lot' campaign at the Real Canadian Superstores across Canada.

Most recently our joint Give A Little, Help A Lot Campaign with Loblaws raised over \$65,000 dollars for LLSC. A special shoutout to Chilliwack RCSS Store 1523 who raised an outstanding amount of \$20,083.

This is simply put, an incredible effort and community participation in fund raising. Chilliwack Superstore has been consistently the #1 fundraiser in all of Canada and smashed their own previous record this year.

"I am humbled by the amazing community support during this campaign and in particular the amazing amount of money raised through the efforts of 247 members," said President Dan Goodman.

"I look forward to continuing this effort and I am honoured to be chosen as this year's co-chair for Light the Night 2022" added Goodman.

Light The Night returned this year on Saturday, October 22 and was a virtual event broadcast nationally.

Every 24 minutes, someone in Canada is diagnosed with a blood cancer. As a Light The Night participant, you're supporting life-enhancing research and programs for all 137 types of blood cancers. Helping to provide personalized services at every step of the cancer experience. And showing all in the blood cancer community that they are not alone.



Left to right: Johnny K, Karen H, Logan G, Pam B, Cheryl S, Shelaime W, Sid B, Arshana N, Parish G, Charles P, Kenn N.

If you wish to join the **UFCW BC Team**, please contact ufcw@ufcw247.com to learn more about our fundraising events and ways to participate.

Front End Manager Sheila Williams and the team were presented LLSC Top Fundraising Award for the campaign by Secretary-Treasurer Charles Pratt and Union Representative Johnny Khakh.

UFCW Canada and its members have been the single largest supporter of the Leukemia & Lymphoma Society of Canada (LLSC). Leukemia Research Fund of Canada (LRF) became a federally registered charity in 1992.

Visit llscanada.org for more information.



webCampus: Free online courses for members and their families!

webCampus offers all UFCW members and their family members access to a vast library of online courses covering a wide array of topics including digital skills, mental health, food safety and much, much, more - free of charge! These courses are designed for you to learn at your own pace, anytime, anywhere, and on any device connected to the internet.

To learn more about webCampus and to register for free courses, please go to www.ufcw247.com, under "Education".



Sobeys' Bargaining - Safeway proposals are in!

Collective bargaining is a process used by employers and unions to reach an agreement regarding terms and conditions of employment.

Our job is to present your priorities to your employer and try to get the strongest and fairest deal possible for our members.

All union members employed at Safeway, in the meat, deli, and seafood departments, have had the opportunity to contribute to the creation of bargaining proposals through a survey.

A strong collective agreement requires a collective effort!

At time of printing, the collective bargaining process has begun with written notice to bargain given to Sobeys/Safeway, 'the employer'.

A written notification given by either the employer or the union requires the other party to commence collective bargaining for the purpose of renewing or revising a collective agreement. As soon as notice to bargain is given, it is the responsibility of the employer and union to negotiate in good faith.

Please ensure that your email and phone contact information is updated with your Union to ensure you receive future bargaining updates.

Endless Savings & More (ESM): Discounts on your smart phone for UFCW 247 Members

Download a UFCW 247 version of the Endless Savings & More App to save on everyday purchases from hundreds of businesses including national chain retailers, service and travel providers. Powered by Endless Savings & More (ESM), this program is available to UFCW 247 members and their families.

How It Works

- Install the UFCW 247 version of the ESM App on your smart phone
- GPS automatically shows merchants and savings that are closest to your current location
- Tap on a merchant to view offers & tap on an offer for redemption details
- You typically show the offer on your smart phone at payment in physical locations or enter a code for online purchases

Getting Started

- Go to your app store (Google or Apple) on your smart phone
- Search for: ESM or Endless Savings & More
- During registration you will be asked for an "organization code": Your code is: **ufcw247**
- Allow location services. ESM uses "locations services" or GPS to automatically show you offers that are closest to your current location first

How to Save Hundreds

- Check out the UFCW 247 "Exclusive Offers" and save hundreds on your smart phone & plan from Rogers. UFCW 247 "Exclusive Offers" always appear first when you tap the ESM App
- Check out the "Travel and Play" category on the ESM App to save hundreds on your next travel
- When in the mall or your shopping district, always "Tap the ESM App" to save additional hundreds per year



Update your Information

To help us keep you informed, please make sure we have your current address and telephone number.

Call: 1.800.667.2205

Email: ufcw@ufcw247.com

Visit: www.ufcw247.com

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