

Telephone Town Hall – August 18, 2022 @ 7 p.m.

1. **Meeting called to order** at 7:02 pm by Dan Goodman.
2. **Roll Call of officers:**
Dan Goodman, **President**; Brian Taylor, **Recorder**; Margaret Robins, **VP #1**; Susan Espin, **VP #3**; Sandra Peters, **VP #4**; John Lewinski, **VP #6**; Sandra Geldart, **VP #7**; David Mowatt, **VP #8**; David Haere, **VP #10**; Cathy Shannon, **VP 14**;
3. **Adoption of Agenda**
m / s / c to adopt the agenda
4. **Adoption of May 26, 2022 Minutes** as posted on UFCW 247 website
m / s / c to adopt the minutes
5. **President's Report**
 - As a result of the Loblaw Settlement ratified in July, various changes need to be implemented. Changes often require discussion between the parties and then operations with the Company. This is followed by meetings between Store Management and Labour Relations so we all have the same interpretation of how things will work. Some things have already taken place; example: signing bonus deposited July 28th. New rates of pay received with a deposit date of August 11th. It would've included any applicable retro for rate adjustments for new rates for July 10 to 23rd, for hours worked and hours worked from July 24 to August 6th.
 - New availability forms are in place. The 30 hour guarantee forms were distributed. We are now seeing a two-week part-time schedule effective August 7th. The schedule written on Aug. 3 contained the changes as well. Many stores have already moved the RDO request to be submitted two weeks out to line up with the new two-week scheduling.
 - Some changes still to come: Clerk Classification load; three classifications all moving into the clerk classification, estimated to happen by August 28th. The part-time seniority date versus the hour seniority date. The Company is doing testing in the background on the impact of the change on other areas and estimates that change will be in place August 28th or early September.
 - Buyouts; you'll see the notice going up tomorrow. This will be the first and only buyout of 2022. The estimated last day of work is September 28th with a deposit of October 6th. If people choose the RSP option, it may take longer, but you will see the forms going out tomorrow for people who wish to apply for the buyout.
 - The estimated effective date of the part-time pay as you go vacation would be mid-to-end of November. We have had discussions with the Company and we anticipate that the 8 week notice that the Company is obligated to give us to implement this change will be given fairly soon. The dynamic scheduling process is estimated to start by the end of October or early November, and this includes the shift marketplace cross training, and the shift swap.
 - The 28 full-time positions in the front end had to be created within three (3) months of ratification. The stores are currently looking at the situations in each location right now. You'll see some of those jobs being implemented soon. The four-day pilot for the night crew. It's estimated in quarter one of 2023. We were pushing for the first buyout wave to be as soon as possible, lots of members asking about it. We had questions when the full agreement with all the changes will be on the website and in booklet format. We are just waiting for the Company to respond to us as both sides do a review of the completed version, and this should be happening

soon. We'll also be putting QR codes in the bulletin board so members can scan the code and have the agreement on their smartphone.

- With Sobeys', we recently received the financials we've requested for the remaining Appendix B stores. We've reviewed them and unfortunately, none are currently in a financial position to return to an Appendix A store prior to negotiations.
- We are preparing for the Safeway bargaining for 2023. Proposal forms are being finalized for distribution and an online survey option is being prepared as well.
- The earliest we can serve notice to Sobeys' is the end of October. The Employer is not obligated to meet with us after the notice is served. There is a cost of living clause in the contract that has recently been grieved by UFCW Local 1518. So this would be an example of a "Me Too" Situation with the Company where one Local grieves an issue based on the language that is in both Local's agreements. The grieving Local would make the other Local aware a discussion would take place with the Employer. We would either agree or not. Then any result would be applicable to both Locals. In this case, we spoke to Safeway and we said that we would accept the outcome. Local 1518 and Safeway are headed to arbitration on this matter. This scenario happens from time to time, and we usually grieve between Local 1518 and ourselves as to which Local would take the issue forward.
- Sobeys' current cohort 2 meat cutter trainee group is set to graduate September 2nd with graduates expected to join the float staff. There continues to be a need for meat cutters and the Company is proceeding with more training. The expression of interest application letter is out in the stores again for members to apply. A review of the candidates for the cohort 3 training group hasn't yet begun as they had until August 12th to submit their letters. The applications have been received and will be reviewed with Labour Relations and the Union. The cohort 3 meat cutters training group is set to begin their 23 weeks training program October 17th.
- In doing their store renovations, Sobeys have begun phasing out the Asian Kitchen concept. They have informed us that the changes to the Peninsula Village store, which are set to start any day, will not include keeping the Asian Kitchen in place.

Cathy Shannon – Update on Sobeys' Asian Kitchen:

- The Union is requesting full disclosure of the information from the Employer: dates and times for the department closures in those locations, and any other information they have so there's transparency on the change coming for the bargaining unit members. These employees are entitled to the information as soon as possible. What are their CBA rights? What options do they have? Is the employer providing them with a severance option with the elimination of their classifications at this store and the other store that will no longer have an Asian Kitchen in it. There has been no discussion about these departments with the Union to date. Some of these members have been around for 20, 25, 30+ years.
- We were served notice yesterday by BC Tree Fruit of their intent to close their Winfield facility and correspondingly expand on the Oliver Plant. There are just under 100 members impacted by this decision and we will be working with Legal Counsel to develop an adjustment plan to deal with the closure. This clearly puts on hold the Company's plans to build a new plant on land purchased near the Kelowna airport. The closure will be effective the end of October, and we'll post updates as more information becomes available to us.
- The UFCW Canada National Council Convention is taking place next week and as always, it is held in the fall of a year preceding an International Convention. Once we receive the call to convention from the International, we will be distributing information on delegates and the election process for the International Convention. We typically also run a delegate reduction vote as the number of delegates assigned to a Local is large, and it would be costly to fill. It can only be reduced by a vote of the membership. You will see that information coming out later this fall.

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

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

- We will be moving the location of our Kelowna office. After years of increasing concerns over the lease space in Kelowna, we decided not to renew our lease. The current building has suffered from ongoing and worsening air quality issues and structural vibrations. After some searching, another office was found of suitable size and location. We have signed a five-year lease at a comparable cost, and with the modest increases in rent being paid by our tenant at our current building in Surrey, we will continue to have our costs of renting three offices offset by our rental income, with the net effect of being revenue mostly neutral for our out-of-town offices. That said, we will continue to consider our needs in particular in Victoria and Prince George, and look at possible changes when those leases are drawing to a close.

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

7. **Bargaining Report**

- 5 Corners Meat requested we to start negotiations early. AS like other employers, they were having trouble attracting & retaining staff. We agreed, assembled our committee representing all areas of the plant and then gave the Company several dates to start negotiations. They took a long time to respond but finally started bargaining on May 24. After we worked our way through the non-monetary issues, we were presented with a very disappointing wage offer. We will meet again on September 7, 8 & 9. If we reach a settlement that would be recommended by our committee the quickest, we could have ratification dates would be the last week of September. The current contract expires on September 30th and clearly the intent of trying to get an early deal, from the Company's perspective, has come and gone.
- We also started talks with Centennial Foods in Richmond on August 8th. Both parties agreed to open the agreement for full negotiations early as the current one doesn't expire until August 2023. The Company said they wanted to increase wages and other conditions to reflect the current work environment in maintaining current and attracting new employees. We gathered many proposals and had an exchange with the Company. There still many issues that will need to be addressed before we reach the monetary items. Hopefully they follow through on their comments made at the bargaining table to improve working conditions and wages. We have additional dates at the end of August and early September.
- Now that Superstore has ratified, Loblaw Management can turn their attention to several independent banners that have been up or almost due for new collective agreements. No Frills, Your Independent Grocer and City Market members are looking for wage and benefit improvements. We are working with our Sister Locals in Ontario to help achieve the best possible deal to ensure our goals are met. They're currently in bargaining for all No Frills members in Ontario. Dates are currently being scheduled and should be finalized soon.
- A new deal was ratified on July 26th for the IGA TriWest Foods in West Vancouver. They were looing to radically change the agreement and remove many benefits to existing members and any future hires to both our Local and to Local 1518 members. After many months, both Locals' members stayed united and strong in keeping the Company from getting what they wished. We were able to maintain all benefits for members and future members, and the Committee unanimously recommended the deal that was ratified by our members.
- Aramark is scheduled to start bargaining on September 27th.
- PB Distribution will start negotiations the week of October 17. Proposals can still be submitted to the Union Representative, Tima Dickerson.

8. **Engagement & Education Report**

- We are in the process of rescheduling the Steward Education sessions that had to be cancelled in May & June. Members who were notified of their course being cancelled can now expect an email with new dates. It should happen in the next couple of weeks.
- webCampus continues to expand their selection of free on-line courses. A new course called "Health thinking at work" has been recently added to the catalogue. There is a long and diverse list of courses available for members to enroll and complete from the comfort of their home.
- Applications for our Local's Iorio Scholarships & Eddy Education Grants are now available on our website; deadline to apply is September 30th. Members are reminded to only apply for the Scholarship or the Education Grants, not both. UFCW Canada is also accepting applications for their BDM scholarships. They also offer a scholarship referral program where members have an opportunity to win an iPad simply by encouraging other members to apply.
- We took part in the Surrey Pride event June 25th. Union members Alicia & Fen, together with President Goodman spent an evening connecting with members of the 2SLGBTQ+ community.
- We also participated in this year's Vancouver Pride Parade on July 31. We joined the BC Federation of Labour's parade float.
- On August 31, we'll be commemorating International Overdose Awareness Day. Sadly, many of us have been directly or indirectly touched by overdose. A rally in Victoria is being organized for that day at 11 am, followed by a vigil at 7:30 pm to remember those we have lost to addiction.
- Annual Light the Night event which raises funds for the Leukemia & Lymphoma Society of Canada. It is scheduled for Saturday, October 22. We invite all our members to sign up and help us raise funds for research and to benefit the many who are affected by blood cancers ear year.
- If you'd like to get involved & participate in any of these initiatives or have ideas on how we can expand on our community engagement efforts, please let your Union Rep know or contact Ximena Mastrodonato at training@ufcw247.com

9. **New Business**

- No new business.

Q&A PERIOD - 9 questions in the queue answered.

10. **Adjournment**

The meeting adjourned at 7:39 pm.

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