

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**; Alicia Whitehead, **VP #2**; Susan Espin, **VP #3**; John Lewinski, **VP #6**; Sandra Geldart, **VP #7**; David Mowatt, **VP #8**; Gorden McDonald, **VP #9**; Doug Insley, **VP #11**; Dawn Stevenson, **VP #12**; Dale Juvelin, **VP #13**; Cathy Shannon, **VP 14**;
3. **Adoption of Agenda**
m / s / c to adopt the agenda
4. **Adoption of August 18, 2022 Minutes** as posted on UFCW 247 website
m / s / c to adopt the minutes
5. **President's Report**
 - We've been meeting with Companies regarding replacing our internal reporting system. Our current system is nearing its end of life. Employers are changing how they provide information to us and we need to stay compatible. We are also looking at a system that can incorporate other functions, that have been kept separate from our reporting system, such as the grievance manager. We are moving forward with UnionWare. We are currently reviewing the contract and hope to start building the new system early in the new year. It's not a quick change as they need to go through our current programs and reporting and then build it to suit our needs.
 - A couple of months ago, Charles & I met with Ximena, Mike & Eric to set out a communication and engagement plan for our local. It was a comprehensive plan that made suggestive changes and actions and broke them down into different timelines; short, medium and long term. Change doesn't have to be big to have a big impact. One of the first things we'll be doing is updating how our bulletin boards in our Superstores look and the information in them. We are going to split the board in half; one side will be the necessary information (meeting notices, Reps' information, Steward Info, benefit info, etc.) and the other will have current issues in the Local or just that store. It might have a Q&A on questions the Rep was getting while servicing, it might have an update on a story relevant to members. The idea is that this side will change frequently and give members a reason to look at the Board. We will have more QR codes so members can scan them on their phone and get their collective agreement or scholarship info quickly. It will have a more colourful design. We are starting with Superstore Boards and the reason being is that their boards are larger and easier to change without losing the info we have to keep. We can adapt it to the smaller boards once we get some feedback.
 - Another change coming is the implementation of a new member's orientation booklet to provide an accessible introduction to our Union and set the tone for members perception of it. We need to train our staff and Stewards on methods of distribution and develop strategic ways to get it out. Engaging with new members has been a constant challenge, so this is a new way to look at an old problem.
 - A newsletter was mailed out a few weeks ago and members should now have it. It contains instructions on nominations and a ballot to vote on the reduction of delegates that the Executive Board recommended and approved from 21 delegates to 14. Should an election be required, it will also be done via mail and that information will be sent out in a January Newsletter.

- On August 17th, BC Tree Fruit announced the closing of the Kelowna plant and shifting operations to their Oliver facility. This resulted in the Company issuing layoff notice to nearly 100 UFCW 247 members. With that in mind, I asked Elisca to give me a short outline on the many issues this Company and our members have faced in the last 15 years.

BC Tree Fruit Coop – A Shrinking Industry:

In these last 15 years we have seen the closure of the Naramata packing house, Summerland packing house, Kelowna partial closure, Osoyoos packing house, Roanoke Ave cold storage and just recently the closure of the Winfield packing facility. And a few years prior to this, Bottom Wood Lake Road, High Road and the Oyama facility all closed. Throughout these many closures 100's of members were permanently laid off; only a small percentage were able to maintain employment and only if other facilities had vacancies. Our Union has seen a decrease in membership from approximately 600 plus members in the peak season to under 250 and the latest reduction to less than 150 members with the announcement of the Winfield facility closing. The industry will end up with one packing house in Oliver and several cold storage facilities for the year 2023.

Over these years with the closures and amalgamations, the Company has struggled with maintaining consistency in operations and there has been a revolving door of CEO's, HR representatives, operation and plant managers. And with these new roles being filled they all came with their own ideas of how to make this shrinking industry profitable. This in turn has created many challenges (and I mean many) for the Union. We have experienced contract roll overs, prolonging contract talks, mediations, strike votes, etc., in an effort to get a better working environment for the members at BC Tree Fruits. Members have presented petitions against management, slow downs, protests and most recently protests from their own growers as they are so unhappy with how this Company is running and how they treat their employees.

- Some examples of poor treatment are evident in the number of cases we have sent to the trouble-shooter process in the past year. There have been 5 terminations and one lengthy suspension case heard and we were successful in returning 3 members to work with full seniority. The other 2 members who did not wish to return were given a monetary settlement and the lengthy suspension was reduced. When the Union received notification for the Winfield plant closure, we were again encountered with their lack of communication and lack of participation. Although the Company gave group notice of closure mid-August, they failed to provide individual notice (s63 ESA) which was grieved, and they also failed to provide formal Section 54 notice. We raised the issue that s. 54 notice must be given as this is the process of working together to create an adjustment plan. They responded and we met twice in September. At this time, they denied the grievance filed for their failure to provide s. 63 Individual Notice and advised us to go back and read employment standards. Because they failed to give the proper individual notice to the membership, it could result in some members receiving some severance pay dependant on years of service. Then came the attempts to finalize an adjustment plan and in mid-October, HR told us that this was not a priority for them. We immediately filed at the Labour Board for Labour Adjustment Plan Mediation. Elisca and our Legal Counsel met with the mediator shortly and subsequently both parties met with the mediator on November 4. At this time, the Company had started to pay out members for vacation & sick pay, retention and surprisingly severance pay. All indicators up to this date were showing that this Employer had zero intention of paying members what they were owed – they denied the grievance and also did not communicate any agreement to pay severance. They were instructed to provide current lists of the employee letters that were issued with their end dates & severance amounts. They also have to provide us with notification letters to the 10+ members that are still working, as some will continue working sometime into November and up

to December 31. After this date, they will only have cold storage facilities operating with the current Refrigeration Operators. Five members did transfer into the Cidery maintaining their seniority and benefits and zero members transferred to Oliver.

- Another important item that we were able to secure was notification to any employee affected by this closure to be notified immediately should they reopen the Winfield facility. BCTF is also being challenged by the growers and their Board of Directors as many are fighting to keep the Winfield operation open and we will know this outcome by the end of November. We will continue to be present for our small crew of members working in the Northern Facilities. Elisca, along with our legal team, will continue to fight and hold the Company accountable.

Cathy Shannon – Update on Safeway/Sobeys’:

- Safeway Stores & Sobeys Warehouse were seriously impacted by IT issues. The timing of these IT issues looked like they were going to affect all members located in the stores, and warehouses payroll as well. Both Unions understood the seriousness of members receiving the pay they earned, especially now, so both UFCW Local 247 and Local 1518 communicated with each other and directly with Sean Naldrett in Labour Relations right away with assurances that Sobeys was reviewing a process to ensure our members would still be paid and receive that pay on time. Once we reviewed the payroll process and the communication information, we emailed the affected members right away so they knew they would be receiving their payroll deposits that week. If members did not receive the email updates, make sure to update your information with us.
- We are aware the IT issues are still ongoing and want to remind the members to keep track of the hours they work until Sobeys’ resolves the issues. Once everything is resolved, the Company advised us, that they will reconcile members’ hours worked and what they were paid for. As of this morning, the reconciliation process has been done for all the underpayments, with the overpayment reconciliation still pending. We are recommending that members go back and check their pay advise on the employee service site prior to when those IT issues occurred. If members find any discrepancies, we ask that you contact your Union Representative or speak directly to your Manager.
- The IT issues for Sobeys also impacted FreshCo Stores. The Franchisee FreshCo location members who worked there would not go without pay during the IT issues at Sobeys. The Franchisee stores have some issues in common with Safeway retail stores, like payroll and ordering from the Sobeys Warehouse. Sean Naldrett of Safeway assured us that the process used at the Safeway stores for hours worked and payroll deposits would be the same process used at these stores.
- Bargaining Survey for the Safeway Retail Stores has been completed and the information has been gathered for review. We have booked a small Safeway proposal meetings in early January to review the bargaining proposals. We’ll reach out to some members who put their names forward and have shown an interest in the process as well as some of our Shop Stewards. We have also sent written notice to bargain to Safeway and they have responded. We will solidify dates so we can start bargaining as soon as possible.

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

6. **Secretary-Treasurer’s Report**

- The Loblaw part-time vacation pay as you go is now in effect. This change provides for part-time vacation pay to be paid out to the member on each check rather than having to wait for it until January of each year. It went live on November 13 and the first pay out will be received on December 1. There is no option to continue to receive it in one lump on a go forward basis, members can set up a deposit into a secondary account through their WorkDay app and deposit either a fixed dollar amount each pay or a set percentage to go into your designated vacation account.

- The Loblaw Shift Marketplace went live on November 15th and for those not familiar with it, it's a system whereby members can trade, give away or pick up additional shifts as they become available. The Dynamic Scheduling app seems to be functioning as intended with only a few anomalies. There is not yet a great deal of activity on the system but more members are starting to use it. We anticipate that at least initially, the most interest from members will be offering to give up shifts especially in those stores that are scheduling lots of hours. This was what was experienced in Ontario when they first began using Shift Marketplace. The Ontario experience now is that the Marketplace is in full swing and is well utilized by members dropping, trading and acquiring extra shifts.
- The Loblaw Departmental Cross Training for part-time employees has also gone into effect but will be soft or slow rollout. So far, most stores have not seen a great deal of interest quite possibly due to sufficient hours being offered in the home department or departments with training opportunities may be seen as less preferable work. Nonetheless, members are taking the opportunity to sign up for cross training and for those interested they can sign up at any time. Applicants will be considered in order of seniority and opportunities will not be unreasonably denied.
- Superstore availability changes are now being done online and there are 5 floating opportunities to change availability each year.

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

7. **Bargaining Report**

- We met with Five Corners in September, and we were at monetary issues. We had a counter to their very low initial offer. They said that they would get back to us soon. We never heard from them and didn't get any further dates until November 8th. Even after we were to meet, they didn't reply to us until the afternoon and it was just pennies on the last offer. The last counteroffer that we gave on November 9th we said that this was as low as we would go with a recommendation of acceptance. We said if there was any change with a counteroffer, we would just file for Final Offer Selection as that is the recourse in the CBA if there is an impasse. They said they would give us an answer on November 10, or by Monday, November 14th at the latest. We booked a meeting room for November 22, use it for a ratification or an update on the status of negotiations. We heard nothing back at all from the company. We met with the members and let them know how little their employer is willing to offer them and apply for Final Offer Selection. When we told them what was offered, they were glad that we didn't bring that offer back and waste their time voting and supported us in pursuing Final Offer Selection. We are meeting with the company spokesperson and will find a Mediator that both sides agree on.
- In September, when we met with Centennial Foodservice, we were at monetary items with counters from both sides. We didn't reach an agreement and scheduled more dates in October which the company cancelled, rescheduled for November 15 to the 17th. There was some progress but not enough to reach a deal. We have additional dates scheduled for November 30th to December 2nd.
- We had dates scheduled in October for Loblaw's No Frills and City Markets, but the company cancelled at the last minute. New dates are scheduled for January 2023.
- Aramark suffered a huge loss in business during the COVID lockdowns. Most of their business is supplying offices with refreshments and when people were working from home not much of a need for their services. Business is picking up again slowly and they have identified some companies that they believe are ready to sell. They have bought one so far and are planning on more to come. We negotiated a recommended deal which was ratified by close to 70%. Some classifications receive more but the minimum increases are 6%, 3% and 3% along with a total of \$1500 in signing bonuses.

- We reached a tentative deal with PB Distribution which was voted on November 21st. The recommended deal was ratified by 76%. There are significant increases to the current premiums along with a few more added. There is a new health and spending account that can be used for any health benefit that the member decides on. It is \$750 a year which is not taxable and amounts not used can be carried over for up to two years. Wages are going up 23.2% in the next four and a half years and a signing bonus of \$1000, retroactivity on wages back to April 1st also.

8. **Engagement & Education Report**

- Last September we hosted two introduction to stewardship sessions for members in the lower mainland and the Okanagan. These sessions gave our participating members the opportunity to share their ideas on how we – as an organization – can do a better job engaging and connecting with our members. Their feedback was diverse and is being considered as we plan our engagement strategy for the new year.
- We are also expanding on our member engagement efforts by inviting new members/activists to conferences and events. We had brand new delegates participate at the last UFCW National convention, and at last week's BC Federation of Labour convention. It's important for a diversity of members to see what the union movement looks like outside of their workplace. Our intent is that members who attend these events will get inspired to get more involved and come up with member-driven initiatives that have a positive impact in their workplace. Last week's convention had our new delegates vote on important resolutions that put workers front and centre on issues surrounding Indigenous Rights, Human Rights, Political Action, Women and Gender Rights, Young Workers and Occupational Health and Safety.
- We have expanded on our Children's Christmas Events. Not only are we hosting our now traditional event at the Burnaby Village Museum for our members in the Greater Vancouver area, but members in Victoria, Courtenay, Kelowna, Kamloops and Prince George, have been invited to enjoy children's movie "Strange World" in their respective community. Invitations were e-mailed to members earlier this month and bulletin board notices have been posted in your workplaces. All these children's Christmas events are scheduled for Monday December 5, registration is required and closes tomorrow, Wednesday November 30th. Members can find the link to the registration forms on our website, under the "news" tab.
- Our UFCW online learning platform WebCampus' offers free Courses are free to you and your family and available 24/7. The latest course added to the catalogue is called, "Substance Abuse and the Workplace". This course is part of the Mental Health series and looks at how substance abuse affects us in the workplace and offers suggestions on how to help those who are trapped in the cycle of substance abuse. More information is available on our website UFCW247.COM, under the education tab.
- 14 Iorio Scholarships and 2 Eddy Education Grants were awarded to members/dependants last month. One of them was extra lucky this year as they/she also won a UFCW Canada scholarship and a Loblaw scholarship.

9. **New Business**

- No new business.

Q&A PERIOD - 2 questions in the queue answered.

10. **Adjournment**

The meeting adjourned at 7:48 pm.

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