

Telephone Town Hall – May 29, 2025 @ 7 p.m.

1. **Meeting called to order** at 7:03 pm by Dan Goodman.
2. **Roll Call of officers:**
Dan Goodman, **President**; Cathy Shannon, **Secretary-Treasurer**; Brian Taylor, **Recorder**; Margaret Robins, **VP 1**; Nalini Nowrang, **VP 3**; Peter Parmar, **VP #8**; Doug Insley, **VP 11**; Dale Juvelin, **VP #13**;
3. **Adoption of Agenda**
m / s / c to adopt the agenda
4. **Adoption of February 20, 2025 Minutes** as posted on UFCW 247 website
m / s / c to adopt the minutes
5. **President's Report**
 - At our May 20 Executive Board meeting, Eric Seto was sworn in to fill the vacancy in our VP 14 spot created when Cathy Shannon assumed the Secretary-Treasurer position. Article 36, subsection 24d of the International Constitution states that when a vacancy occurs in any office of a Local Union, the Local Union Executive Board, not later than 90 days after the vacancy occurs, shall fill the vacancy for the balance of the term. These rules apply to all of our UFCW Local Unions.
 - Staffing changes effective June 8th, Wojtek Rojewski will be coming on staff full-time. Wojtek started working the Loblaw Warehouse on Marine Drive in the late 1990s and it's always such a pleasure to see one of our members gain leadership skills to the extent that they transition to the role of a full-time union representative. We are also very happy to announce that as of May 25th, earlier this week, former UFCW International representative Sartaj Birring joined our 247 staff. Sartaj is coming on as a union representative focusing on servicing the Safeway units that Cathy has looked after for many years.
Sartaj Birring:
 - Excited to get in stores and meet Safeway members; looking forward to having great conversations and interactions.
 - At the May 13th, 2025 meeting of our International Executive Board, Anthony Perrone resigned as International President. The International Executive Board elected the following, Milton Jones, International President, Shawn Haggerty, International Secretary-Treasurer, and Lisa Pedersen, Executive Vice President. And yes, that is Canada's own National President, Shawn Haggerty, taking on the International Secretary-Treasurer role. This is the first time a Canadian has held that position and while we are going to be sorry to see Shawn go, we are happy for him and confident he will do an excellent job.
 - A Loblaw scheduling meeting with UFCW Locals was held on April 15th to talk about scheduling under the dynamic scheduling system that was put in place after our last set of bargaining. Our Local requested the meeting as we have seen the company and members find workarounds in the system that we are going to need to deal with in the upcoming bargaining. We believe it's important for Locals and other provinces to work together when dealing with the same employer. The idea is that we want to make sure that whichever Local has the first opportunity to address the issues at the bargaining table should not go it alone. Rather they should be working with all the other Locals so we advance our common issues.

- BC Tree Fruit closed last year when the cooperative went bankrupt. They were recently purchased and we are now very busy securing union rights including a successor application at the Labour Relations Board to make sure that if they do reopen, they open up union.
- On Wednesday, May 7th, Nalini Nowrang, Sandra Peters, Dawn Stevenson, Cathy Shannon, Sinead Wilson, and Tima Dickerson from our Local Women's Committee had the rewarding experience of putting on a Mother's Day barbecue for 11 mothers that escaped violence. Their preschool children and three staff members of a second stage housing program were invited. Special thanks to Sandra for doing the barbecuing and every other committee member for doing the work to make this happen.

Mike Toal:

- on June 1st, 2025, the BC minimum wage is set to go up from 17.40 to 17.85 per hour. So as the minimum wage increases have been happening nearly every year since we've had an NDP government in BC, it's actually generated a lot of discussion on how those increases impact the wage scales in our collective agreements.
- It's worth noting that we're not the only union dealing with this question, but it certainly is something that comes up year after year. Interestingly, while the rising minimum wage has created challenges for us, it is also a challenge that we fully support. So putting more money in the pockets of working people is what labor organizations fight for every day. That said, the challenge presented by the minimum wage going up is not really a simple thing to talk about and we hear a lot of things from members when the minimum wage goes up, especially our union representatives in the stores.

Attached are Mike & Dan's Questions & Answers

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

Loblaw Report:

- we talked before about the introduction of body-worn cameras at some Real Canadian Superstores. There appears to be a limited impact reported by the reps in the pilot stores. It was our hope that the cameras would encourage more proactive intervention on the management side for customer violence abuse issues. However, this does not appear to have improved any management response times to incidents requiring code 88.
- There is also a new health related leave of absence form and procedures being brought in by the company. We are still having to deal with member inquiries on the form and especially the costs associated with having these forms filled out. There have been reported issues with members being given conflicting information at store level and not accepting the medical part one form. Reps have been advised to tell members who are calling about these forms to have a discussion on what works best for the member and their particular circumstance. As many members have reported, there was a cost to having the entire package filled out. Please contact us if you're asked to fill out this form and need help or have questions.
- We also want to talk a bit about WorkSafeBC claims and the importance of timely reporting. We are continuing to be made aware of ongoing reporting issues. Eric is the WorkSafe advocate and some reps have contacted him with hypothetical claim issues. Members are getting injured at work, it doesn't appear too serious and they are told by management to go home, get some rest, and then let management know if they're going to see a doctor. Other examples provided. The member is advised to take a few days off and use their sick days. There are three ways a WorkSafeBC claim is initiated: dial a claim by the worker, employer report, or a doctor's report. As the employer generally has a financial incentive not to have claims initiated, they are not the most reliable in ensuring that a claim is initiated. Employees should always report workplace injuries to their department manager or any available manager on duty immediately after the incident. It is also important to double check the injury report for accuracy before submission to ensure it aligns with the actual details of the incident. It would also be helpful to ensure that you have a witness to show that you reported this to management.

- There are also legal issues being explored for Loblaw warehouses. There's safety-sensitive work sites and marijuana use post-incident. Alcohol and drug testing may be required after a serious work-related incident as part of a full investigation into the circumstances if the test results show consumption of any product containing cannabis 24 hours before work. Basically, anytime a person drops a pallet, damages a forklift, the employer may argue that a post-incident drug test is required. We have obtained a legal opinion that experts called by unions in related cannabis cases suggest an eight-hour abstinence window for safety-sensitive positions. The science, however, is unclear and experts in the field disagree on the residual effects of cannabis.
- Shift Marketplace. We are still actively monitoring Shift Marketplace issues. As this issue is affecting our members at Loblaw Superstore Shift Marketplace was discussed at the UFCW Loblaw Committee. There are unique differences in Saskatchewan and Manitoba. Ontario is also experiencing challenges with their current collective agreement language and have stopped the ability for the employer to offer shifts via the Marketplace. Locally, we have differences in scheduling language and differences in provincial laws compared to other provinces. We are looking to develop a unified approach to ensure that we have a fair system that works for everyone.
- There are also an update on the Loblaw Superstore right-hand side changes. Some Loblaw Superstores will be undergoing renovations to the right-hand side. We were able to see some videos of the transformations in Ontario Loblaw stores. The hours appear to still align with the departments, but we have not had that discussion yet.
- And just some Loblaw miscellaneous items. The hour cuts continues. We continue to advocate with the stores to provide more hours to our members. Members are already faced with difficult job demands and with the constant cutting of hours, this has resulted in a lot more frustration with understaffing, short notice shift cancellations, and we also continue to receive reports that shifts are being canceled without members being contacted or asked if they would be willing to take the day off.
- As a reminder, under Article 11.1 and 11.2 of your Loblaw Superstore Collective Agreement, the company cannot simply delete your shift on flip as this does not constitute proper notice. Any changes must be conveyed directly to the employee.
- In addition, more members become more comfortable and utilize flip. It is important that members look at the posted schedule on the wall. This schedule is where you can determine if hours are given in accordance with seniority and availability. We have a recent case where a member had changed their availability but did not look at the wall schedule to see if junior people were being scheduled more hours than they were. This has resulted in a grievance being filed.
- Communications Report – Mike Toal:
- First, while our work involves running the Local's website and social media channels, that's quite a time-consuming kind of tasks, but it's really a relatively small part of what we actually do. We also manage email lists, we analyze and evaluate the effectiveness of our communication with members, and we work to develop new ways of getting information to members. Some of you may have noticed in the stuff that we've been putting out that we've been refreshing all our email communications and trying to create new protocols for just getting more stuff into members' inboxes so that they have it. So, there's a big segment of our work that's internal communication, so stuff to members by email. We have a print newsletter that we put out a couple of times a year, and even this Telephone Town Hall is a form of Union communications. There's a lot of external communications that we do as well to employers, to media, to government and policymakers. And though it's just one line in my report to say to you, we've sent 60 email campaigns to over 26,000 recipients in the last 90 days alone.
- we have a strategic communications plan that we put together in 2022 and we've been systematically implementing that plan to improve communications with members. I'm happy to report that we're making really great headway on our goals.

- There's 3 goals: One is voice, so developing a unified voice for our Local promoting positivity, transparency, openness, and a member-centered unionism.
- The second big umbrella goal is visibility. We want to make our Union more visible to members so people first of all know that they have a union and then secondly, know what that means for them in their day to day.
- The third main goal was to build a sense of community and a sense of togetherness among our membership through member engagement and opening up as many spaces as we possibly can for member participation. This work in practice has taken the form of a lot of different things, some of which you might've seen and noticed in your travels. New member booklets describing everything a new member really needs to know, rejuvenating and regularly updating our bulletin boards in our workplaces, expanding our reach to spaces where members are. We are doing a lot of social media, email, and of course our website. And then finally, finding ways to communicate that are more accessible to people and exploring things like plain language communication.
- Most of the time people are reaching out to us when they have an issue and a concern, and what we want to do is make it as easy as possible for people to find the answer to their issue and know what to do.
- Here are a few ongoing projects we have from a communications perspective. We have some issue-based campaigns. We're communicating around persistent problems we're dealing with such as the customer violence campaign.
- We're pushing out information to members around changes that affect them. For example, as we discussed earlier on the call, the Superstore minimum wage adjustment. So that project in and of itself had email, website, posters, and now the Telephone Town Hall talking about that one issue and things that come up that we weren't expecting, such as putting together our Local's response to events like the Lapu Lapu tragedy for example. All of this is communications heavy work.
- In communications, we also support bargaining. So currently we're supporting our bargaining work by creating bargaining pages like pages on our website for workplaces where there's a need for members to see more of the process. In the coming months, members at FG Deli in particular are going to see that first-hand as we ramp up our communications efforts there in advance of their bargaining this year. And so we're also developing ways for members in other workplaces, whether it's a Your Independent Grocer or a No Frills or a Wholesale Club to receive bargaining updates in print and online. Our membership is so diverse and as much as digital communications can be a barrier for some, print only is also a barrier for others. So the reality is we have to do it all and we are going to do it all so that all of our members' needs are met.
- I would say that the most wide-ranging project, and this is the last one I'm going to talk about. In the coming weeks, Superstore members will be invited to participate in a consultation around their collective agreement. This is going to take the form of a simple but important survey that we hope will help us direct our resources where they need to be most effective and relevant for Superstore members. Now, we know that Superstore bargaining isn't happening until 2027, or at least that's when the agreement expires, but that doesn't mean that we can't start now getting ready, getting prepared, and putting our resources where they need to be. We're going to be asking in that survey about three main things.
- One, Shift Marketplace and scheduling.
- The second thing is we want to ask members how they want to see bargaining actually go.
- The third and final area that we're going to ask about is, what are members' broad priorities for negotiation? This isn't the same thing as a bargaining survey in advance of bargaining, and then that's it. This is the first of many efforts that we're going to make to reach out to our members so that we can prepare our members with information and resources, whether that is presentations, workshops, courses on issues that really matter to them.
- The minimum wage adjustment is a really good example of an issue that most or all members will have an opinion about. But the question is, at the end of the day when we're in negotiations,

how do we decide as a Local where we want to go? And for us the answer is, to inform the members so that they can reflect and they can decide and then ultimately act on the decision. That all starts with getting people the information they need to decide where they stand so that they can act on it.

- The survey will go out by email. The reason for that is we've noticed a considerable number of folks out there with strong opinions on our workplaces who don't actually work at those workplaces.
- We want to make sure that the people who are participating in the survey are members, but we don't want to exclude anyone as long as they're a member. We're going to have a very careful process about rolling that out, but we want to get that out, keep it open for a decent amount of time, and then possibly even engage in some further discussions, for example, focus groups to really understand where people are at and what they want us to do. We're trying to be much more, opening spaces and getting members' perspectives and driving what our Union is doing. This will hopefully help chart a course for us, not just for better bargaining outcomes, but also for a stronger and more inclusive union.

6. **Secretary-Treasurer Report**

- I want to update everyone first on the Surrey office. Some of the equipment on the roof was rusting in some areas, the suggested maintenance repairs will be completed in the next month or so. The building and windows were cleaned last week. We need window coverings for the meeting room downstairs and a new UFCW 247 signs for the outside corner of the building.
- The new tenant who took over this Benjamin Moore location is now open and is having a grand reopening event next week on June 4th.
- Safeway Update: The Safeway Filipino employees at the Arbutus store wanted to support their Filipino community after the tragic event at the Lapu Lapu festival. The store made food trays and other items and sent them to the Church and Community Centre that was supporting the Filipino community who were gathered there after the tragic event. The store felt they needed to do more. They also collected donations and supported the GoFundMe page for a father and his young son who were seriously injured that night. It's truly heartwarming to see members find ways to express their compassion and their solidarity in these ways.
- Safeway meat departments will be rolling out what they're calling a Sizzle program. We've been told it is going to be a two-step rollout plan with a second phase rolling out sometime starting in July. We needed to clarify with the employer whose classification of work this new Sizzle meat program belonged to, and we agreed that it was the meat cutter production clerk classification that are supposed to receive these additional hours of work. We will follow up on the scheduling for these newly added hours for our members in the meat department.
- The Union reps continue to work with the stores on updating their schedules with the employee restrictions, the cross-classification of work, and employee statuses now that we have full-time Grid B meat deli seafood clerks as well. There have been improvements in compliance in the scheduling in most stores following the collective agreement. Others still need investigating. The added vigilance to schedules for the members is to make sure that our members receive all the hours that they are entitled to, especially with the hours being cut in the stores. We will continue to work with the stores to fix these issues until we resolve them.
- We recently met with Labour Relations meat consultant along with the float pod schedule writer and the human resources department as well as the new HR person looking after the float pods. The items raised in the meetings were the scheduling issues from the meat cutter floaters and the stores who were not receiving supported coverage when requested, along with the reasoning and the original purpose of the float pods to begin with.
- There was a discussion on succession planning for meat cutters. We had three candidates who we successfully were able to get hours credited to for their wage scale once they were promoted.

Hoping to help move these members up the wage scale quicker. There was an additional cutter candidate who has declined the opportunity for now and is returning to their home store to stay in the meat production clerk classification until such time as they are ready to join the other float staff members.

- We continue to work on trying to streamline the application and information process for the meat cutter program for Thompson River University. We're trying to complete this work soon so members can apply the upcoming courses. For those looking to attend TRU for the Cutter Level 1 for 2026, please reach out to your Union representative for the scholarship program information. Our current Executive Board Vice President, Alicia Whitehead is the journey person meat cutter who's sponsoring meat cutters with BC Skilled Trades for our scholarship candidates. Alicia will be meeting with Mike Toal in our communications department to provide more information and a process on our website for those interested in the TRU Meat Cutter Scholarship Program.
- On another note, we recently had three assistant head meat cutter job postings. These went unfilled, apart from the one position in Vancouver in the lower mainland. The other two were out of town and they received no applicants. There was currently a new full-time meat cutter posting in Chilliwack, and that was successfully posted on by the person working in that store.
- Lastly, there is a minimum wage review in the Safeway Collective Agreement and it references to meet and discuss with all the parties, that would be the Union and the Company, if there is a minimum wage increase in 2025. We know that there is a minimum wage increase in June. Dan has already had a discussion with Patrick Johnson, President of UFCW 1518, so both union Locals can come together on a process.

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

7. **Bargaining Report**

- Swiss Water, which is the plant that does the decaffeinated coffee reached their agreement at the end of January. We brought the recommended deal to the membership. We had many improvements, not just monetary. The company told us, "This is our best and final position." The membership turned it down. We went back to the company and they said, "As we told you in bargaining, this was our best and final position." They did a couple of minor tweaks; bumped some money from the second year up to the first year. We brought that back to the members for a second vote and that vote, if they turned it down, they were also issued a strike ballot. At that meeting, members were voting on whether to accept the contract and if no, then to authorize the strike vote. On the second vote, they turned the contract down and they authorized the strike. We informed the company the vote was turned down and we had the strike mandate. The company said, "We've had some quarters where we're not in a profitable position, and as we told you, this is our best and final offer." We went back to the membership with this final offer. If turned down, we were issuing strike notice. The third vote accepted on March 31st.
- We're still continuing to bargain with IGA. We were close to a deal in March. We had just a few items left and the company wasn't budging on them and they got up and left. They're looking for some concessions, which we agreed to in some room to put them in line with the grocery industry standards and 1518 had already agreed to, but we wouldn't back away for some extra concessions that they received. We give them some additional dates to meet and they didn't respond and they didn't give us any dates. Just this week, again, they've sent us dates, which we've agreed to all of them, and they've responded several times with, "Sorry, I made a mistake. We're not available for those dates." We've given them other additional dates and hopefully those can line up with their calendar.
- The next set of dates is with Sobeys Warehouse. This is the first time the contract is reopening. It's a reopener, the contract is for 10 years, but we were able to open it after five years. We're

starting negotiations on June 17th. The memberships is looking for many changes. There are many items that need to be brought in line with the warehouse industries. It's changed a lot since COVID and wages need to be adjusted, along with several scheduling language issues that we need to address for our senior members; we need to recognize their long-term commitment to the company.

- We also have dates scheduled in Kelowna at the YIG, our original Local 777 store. We have sent proposal forms our members. We're looking for a much-improved deal there as the YIG in Kelowna expires this year, and this is the first of many to come in the next 12 months. As we make progress, we hope in Kelowna, then we hope to use that as a template for other stores to fall in line. We start negotiations on July 2nd in Kelowna.
- Aramark is a coffee servicing company and they've bought a couple of competitors over the last few years. They're not a huge operation, but they're getting larger with a couple of purchases. And so with that, we want to ensure our members are recognized for their seniority. The Committee's looking to make sure we can lock up some language and to clean up some existing routes that they've acquired.
- The Real Canadian Wholesale Club's contract is up. Proposal forms will be going out by emails. The bargaining notice has been sent to the company requesting dates to get a new deal as soon as possible because as we know, in the last five years, the minimum wage has gone up and it's getting close to making some of their rates underwater. It was well above the minimum wage at the beginning of their contract and we want to get back to that position.
- FG Deli's contract doesn't expire until the end of the year however we are hoping the company may open up the bargaining sooner. Wojtek and Mike are looking at ways to communicate to members to get their proposals. We haven't selected the committee yet, so if you're interested in being on the committee, please get a hold of Wojtek. We can only send the official notice to open negotiations four months before the end of the contract (December), but we're hoping the company may want to start earlier and possibly have a deal before it expires.
- In the next couple of weeks, we have the No Frills in Trail whose contract is expired. Bargaining is set to begin on June 17th in Trail. There's been several improvements made to some No Frills in the last year, and we want to continue that trend and get those improvements to the members in Trail.

8. **Engagement & Education Report**

- We have offered three introduction to stewardship sessions. The three-day courses have taken place in New West on March 11th to the 13th. That was our largest group to date with a participation of 28 members, followed by a session at our Surrey office on April 1st to the third. 16 members attended that session and today we wrapped up three days at our Surrey office with a small but very energetic group of eight members.
- We have also offered two Superstore scheduling courses at our Union office, one on April 26 and the second one on May 26. They have both been very well received and more dates, including a virtual session will be scheduled soon.
Our Union's Executive Board has also participated in part two of our effective Health and Safety Committees course, which will be reviewed, evaluated before it's rolled out to our Health and Safety Committees and our shop stewards.
- Our National web campus staff is in the process of establishing an advisory committee to help review and provide feedback on new courses before they are released to our general membership. We have emailed an invitation to our members and we want to thank the members who expressed interest in volunteering for this opportunity. Our national staff will be contacting those who have been selected in the coming days.

- Your Union representatives continue to hand out our Union membership pins to UFCW 247 members who celebrated 20, 30, or 40 years of Union membership in 2024. I want to take this opportunity to clarify that these pins are separate and different from those that your employer distributes to celebrate your years of service with the company.
- The annual Young-Workers Internship Program, commonly known as YIP, will take place in Surrey the week of July 20th to the 25th. Four young UFCW 247 members will be attending from across the province.
- Regarding our engagement efforts. Union open houses, coffee with your rep, and scheduled servicing visits continue to be well received by our members. Your engagement committee is preparing for a series of upcoming events. Information regarding the specific events will be posted on your Union bulletin boards, and we will also email information.
- First up is a barbecue picnic in Victoria. It'll take place on Monday, June 2nd at 11:00 AM at the Juan de Fuca picnic shelter, followed by a barbecue at the Mission Superstore. It'll be in the parking lot of course on Wednesday, June 4th at 11:00 AM. On June 18th, we'll be hosting a barbecue picnic in Coquitlam at the Mackin Park, starting again at 11:00 AM. And on June 25th, there'll be a barbecue picnic in South Surrey at the Old Orchard, Campbell Valley Park. Registration is required for all these events.
- We'll also participate in this year's Vancouver Pride event, which will most likely be happening on Sunday, August 3rd, but the date has not been confirmed by the society yet.
- We plan on participating in this year's Overdose Awareness action walk on Sunday, August 31st. The location hasn't been confirmed, but for now we ask you to save the date.
- We want you to know that the date for the next general membership meeting via Telephone Town Hall has been changed from Tuesday, August 26 to Wednesday, September 3rd. This change is in response to members expressing concern about membership meetings being held on the same weekday throughout the year. So please know that we are listening and whenever possible we do make changes to ensure that you have access to information whenever possible.

9. **New Business**

- No new business.

Q&A PERIOD – 3 questions were asked & answered and others were unique and individual of nature therefore members were called back.

10. **Adjournment**

The meeting adjourned at 8:24 pm.

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

MINIMUM WAGE Q & A

Mike Toal:

Okay. So here goes, first question. Let's say, how do I know if I'm getting a raise on June 1st, Sunday?

Dan Goodman:

Well, the minimum wage adjustment applies to those on the clerk scale. So if you work at a Superstore, you are more than likely on the clerk scale if you work either in front end, Joe Fresh, home, PCX, SAP, grocery, deli, meat, produce, and bakery. And I say more than likely because there are some classifications in those departments that are not on the clerk scale. So this would include food specialists, which are more of our long-term members, bakers, meat cutters, optical technicians, and pharmacy senior assistants. These members will get their negotiated annual increases in July. The only others who are not on the general scale are courtesy clerks and GS. These members, however, will be getting the 45 cent minimum wage increase on June 1st.

So to help outline who gets it and how much we've created a poster that our Union reps will be posting on the bulletin boards in the stores.

I'd also like to mention that members should check their pay stubs to make sure the increases they get matches with what they think they'll be getting as of June 1st. If you think there's been an error, please contact your union rep using the contact information on the bulletin board in your store or on our website.

Mike Toal:

Okay, so second question, Dan, if I'm not a food clerk, does that mean I don't get any raise?

Dan Goodman:

Every Superstore member should be getting a wage increase either on June 1st or in July.

Mike Toal:

Okay, but let's say it still feels unfair. Another question that we often get is, why do people with less seniority seem to be getting more of a raise than some of the senior members?

Dan Goodman:

This one I'm glad you asked and I completely understand why it feels unfair. So I've spoken with a few members who were upset that they were not getting more of an increase than those still working within the scale. It's not an easy conversation to have, but the truth is, for more than a couple of years now, there are people in the store that have gotten zero increases while many of our longest term members received the dollar and then the 30 cents each year, and we certainly aren't suggesting that those numbers are enough. What we say however, is that the adjustment is just trying to bring equity to as many members as possible because over the past few years there are some who have fallen very behind and got nothing. While not perfect, we still think increasing the wages for 1,000 of our members is a good thing and something we should push for.

Mike Toal:

All right, thanks. Well, that brings me to my last question, and I know these aren't simple discussions and there is a lot to think about around these issues. You have senior members who've put in thousands of hours over many years to make the stores what they are today, and you have junior members who have new ideas and ways of contributing. When we bargain, I know it's really, really difficult. How do we have a conversation with 8,000 people all at once, many with competing interests and end up making sure that we come up with something that works for the majority of members, right? How do you have a conversation with 8,000 people all at once, right?

So I guess my last question is, how do we have that nuanced conversation involving so many people?

Dan Goodman:

So I mean, I think it has to go back to the core of what we're trying to do at our Local over the past few years, which is open spaces. I mean, we know sharing knowledge about difficult topics is an important role for our Union and we need to talk about things that aren't easy to talk about.

We are doing this all the time, but we are trying to scale up these efforts to reach more people via courses, store visits, and then our communication efforts. So if we can have a nuanced conversation with our members about difficult topics that affect them, then that has to be the first step in finding new perspectives and ways of doing things. And again, as a Union, the membership is its greatest resource and we have such a diverse membership with a lot to say. It feels like members are eager to get involved. So our nuanced conversation doesn't have to happen all at once or overnight. It happens all the time in the conversations with reps, stewards, in courses and whatever space we can create.

We want to open spaces specifically for members, perhaps a course on bargaining in the minimum wage where members can develop their own perspective on how we should do things. Folks could come out of those spaces more knowledgeable and empowered, but there are so many ways to meet people where they're at. I know you're going to talk later in your report about the consultation we're going to be putting out for our Superstore members very soon. I think that's also a great space for members to speak up and tell us what they want to learn more about to generate discussions about. All of this strengthens our bargaining position and helps us all get on the same page when push comes to shove and we're facing the employer at the bargaining table.

Mike Toal:

Okay, well thanks, Dan. I know we definitely have our work cut out for us and really around here there's no shortage of ideas on how to open more spaces for members and I'm sure that members listening and paying attention to the kinds of things that are going out there will appreciate this new direction of openness.

Questions or comments about the minimum wage adjustment? The best place to start is by contacting their Union Rep using the information found on the bulletin boards in your store, in your workplace, on our website, and in the emails we send out.