

Telephone Town Hall – November 20, 2025 @ 7 p.m.

1. **Meeting called to order** at 7:02 pm by Cathy Shannon.
2. **Roll Call of officers:**
Cathy Shannon, **Secretary-Treasurer**; Brian Taylor, **Recorder**; Margaret Robins, Nalini Nowrang, **VP 3**; Kirste Hawgood, **VP 10**; Eric Seto, **VP 14**;
3. **Adoption of Agenda**
m / s / c to adopt the agenda
4. **Adoption of September 3, 2025 Minutes** as posted on UFCW 247 website
m / s / c to adopt the minutes
5. **President's Report**
 - At our 2025 4th Quarter Executive Board meeting, it was John Lewinski's last one as Vice-President. We want to thank him for his years of service on the Board. We'll be swearing-in our new Executive Board at our first quarter meeting in 2026.
 - Our Communications Coordinator, Mike Toal, presented a report on privacy & security to the Board.
 - We partnered with a third-party IT Company to assist us in keeping our information secure. They will also work with us to make sure our computer system has the proper and most up to date security measures. They'll also provide training for our staff. Most of our equipment needs to be updated to work with recent Windows updates, and they can assist us in accessing the proper equipment and at preferred pricing.
 - We attended the National Council fall meeting where Barry Sawyer was elected as our new National President. Barry's name will be forwarded to the International Executive Board for approval. At the conclusion of the meeting, Shawn Haggerty officially resigned as National President so he could assume his new responsibilities as International Secretary-Treasurer. We wish Shawn all the best and congratulate Barry on his election. We have worked with Barry often, and he has always been a reliable friend of Local 247.
 - There was also a short presentative at the Council meeting on the Labour of Love Campaign, celebrating the 40-year partnership with UFCW Canada and the Leukemia & Lymphoma Society. Over the past 40 years, Locals across Canada have raised over \$54 million to support research to find a cure for blood cancers.

We invited Ryan O'Quinn, Business Development & Advancement Director for LLSC to talk about our 40-year partnership:

I would just like to thank President Goodman and Cathy for inviting me. I think everyone knows how passionate I am, not only both the Leukemia & Lymphoma Society, and not only the UFCW, but specifically this Local 247.

I just want to start by saying that this is a profound relationship, and that thankfully the Leukemia & Lymphoma Society has been the charity of choice for UFCW Canada and its locals nationwide for 40 years. To celebrate that magnificent partnership, our Ruby anniversary, and an astonishing \$54 million raised since 1985. We thank you from the bottom of our hearts. It's just truly tremendous what the membership has done, what your families have done, what the volunteers have done in the community.

And it's truly your passion and your drive and belief that we're moving towards a cure that truly propels us forward. Every dollar that you raise you're making a difference and you're having an impact. That's critical, because no matter how many dollars you raise, every single dollar counts.

In the past 20 years the greatest increase in survival rates in any type of cancer have been in blood cancers. More people are alive and celebrating life memories and graduations and birthdays and life moments that they would otherwise not have had them afforded to them. And now I'm not going to ignore the fact that in until we have 100% survival rate, our work is not done.

So, I don't want to discount the fact that blood cancers bring great hardship to people's lives, but I do want to recognize that progress is being made, and that is directly because of UFCW 247 and the membership. You have raised hundreds of thousands of dollars for us. I want to share that if you know anyone who's been impacted by a blood cancer, if you've been impacted by a blood cancer, please get in touch with the Leukemia & Lymphoma Society. We are here to help you. We have free downloadable resources, educational materials.

Staff will connect with you one-on-one to guide you through your cancer experience and support you every single step of the way. So, thank you so much for all that you've done. And just remember that no matter what you raise, it all makes a difference. Because the last year and in the past two years we've done \$8.5 million towards blood cancer research across Canada to 60 different research projects. We are funding pediatric blood cancer researchers in Vancouver and in the British Columbia, so your dollars are helping people in your province, they're helping people in your home communities, and most importantly, they're helping your fellow members.

So, with that, thank you so much. If you do get a chance, please go online. Check out UFCW 247 Social Channels. There are people alive and families supported today because of every single one of you. Thank you.

- Our initial survey to Superstore members to get feedback on negotiations was sent earlier this year. One of the main issues we hear about is scheduling. We recently emailed out a second survey, exclusively to Loblaw DC members. The deadline for completing the survey is November 28. We'll share the results shortly after that.

Eric Seto – Loblaw Report:

- There's still an issue with androids' users who can't take screenshots of their schedules.
- We're still having back & forth conversations with Labour Relations about what constitutes as an abuse or bypassing leave of absences or availability rules under the collective agreement.
- We are investigating the fact that some ADM Managers are telling staff in the front end not to drop shifts on marketplace and come see them instead, presumably to give the shifts to someone else. We understand the Company has a procedure where a warning letter will be issued with the possibility of suspending marketplace rights. Details on that are not clear, and we're also looking into it.
- DC 1935 Pallet Purity Program is currently on hold. Engineer Audits for both DC 1935 & 1957 are also on hold until Loblaw Engineers validate their numbers.
- We've clarified with the Employer on their "zero-tolerance" cannabis policy. The threshold is 2 nanograms per millilitre, which is the same limit ICBC uses for drivers. The company is taking a hard-line stance on their policy. Johnny & Wojtek are visiting the DCs and talking to crews to make sure everyone understands the policy clearly.
- The Wholesale Club Burnaby is now enforcing the seniority and availability provisions based on the scheduling assistance guide, which is posted next to the schedules. They're still working on a fix to have the schedules sorted properly, still a work in progress. We have resolved the policy grievance filed at this location and as a result over 120 hours have been paid out to affected members.
- We currently have 3 pending arbitration cases. We have a retail Loblaw store case where a termination was issued for a breach of the policy regarding customer satisfaction survey. This case is where a member has been alleged by the Employer to have fraudulently filled out

satisfaction surveys and given negative reviews of the store. We also have two terminations for Attendance Management Program, AMP for the DCs. This is non-culpable attendance management program, which monitors members absences. We currently have two members at the DC terminated for excessive absences and we're still exploring dates with employer.

- The BC Government has put in new rules effective last week that limit when an employer can request a sick note. A government statement says that under new employment standards regulations an employer cannot ask for a note for the first two health-related absences of up to five consecutive days in the same year. We are contacting our various employers that we represent, to ensure that all the management are aware of the new regulations and how we can work with them.

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

6. **Secretary-Treasurer Report**

- Safeway opened 7 third-party sushi kiosks
- Sobeys recently introduced their National Standard Footwear program for their stores. If members are required to wear this new footwear, the employer will advise them. If you think you should be covered by this allowance, we suggest you speak to your Store Manager. The reimbursement amount is \$75 annually for full-time and for part-time employees, they will receive \$75 every 2 years.
- Both Local 247 & 1518 have reached an agreement with Safeway on a minimum wage resolution. We found a few members who may have been affected on the meatcutter wage scale by this resolution when they were reclassified to meatcutter status. Although there were only a few members affected, we did try to address this issue with the employer on a larger scale. Unfortunately, we were only able to make a small change to that wage scale.
- This meatcutter wage scale issue as well as other wage issues will be raised with the employer again in 2026 under Letter of Understanding 22.
- Safeway Sizzle Meat program we recently heard about, has fizzled out a bit regarding hours in the stores. We hope the hours added and then reduced will return to the stores again in the late spring, early summer.
- We continue working with the stores to make sure that the hours are scheduled to the correct classification of members and are being scheduled by seniority.
- We emailed our Shop Stewards and all other Safeway members regarding the opening of the Kitchen Commissary in BC. We know this will have an impact on our members' hours and for other members in the stores. The SKU items are the grab-and-go sandwiches, flatbreads and cut fruit. We have met with our legal counsel and the Company's Representative to continue our discussions on the commissary and representational rights for those members. There are some stores currently receiving products from the Alberta Kitchen Commissary and we have an ongoing grievance under LOU 8 in the contract to address this issue.
- Sobeys is moving to an app-based schedule system like Loblaws' called Day Force. It's in the early test stages at one retail location.
- We've seen several terminations and disciplines come through recently at Safeway regarding temperature issues and cooking logbooks. We'd like to remind all members that this is important to fill out the logs accurately and to avoid falsifying any information in the logbook. This includes not going back and filling out information for missed temperature checks that you did not complete yourself.

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

7. Bargaining Report

- We came close to a deal after several month at the Sobeys Warehouse. We were unable to reach a deal where the Committee would recommend a yes vote. The process of an impasse is to file for final offer selection, which we have done, but the company has requested that we let them offer a new package with some changes. When that happens, we'll review with the Committee and we'll decide on how we proceed.
- After several months of bargaining at the YIG in Kelowna, we reached a deal that the Committee would recommend. The membership accepted the offer on September 25th. Besides wages, the biggest issue was to have improvements made to the benefits. Members will receive all the benefits after one year of employment where some benefits were not offered until 3 years of employment.
- At Aramark, the first offer from the Company was rejected by the membership and with some additional increases to one of the categories, as percentage increase only affected part of their compensation. Those members had an additional percentage added to make up for it. We voted again and it was accepted on October 31st.
- We started bargaining at FG Deli in October with some initial success on some non-monetary issues. We meet again in December, and it appears we have a real battle on our hands as the Company had some very aggressive monetary proposals of their own. We are sending our email updates; if you didn't get them, email our office or your Rep to make sure we have your email current address on file.
- Your Real Canadian Wholesale Club bargaining committee put in a lot of work to reach a deal they could recommend. They were finally able to get a night shift premium after many sets of bargaining in years past trying. They also changed the way that the lump sum & signing bonus would be calculated so more people should qualify for the higher amounts.
- We started bargaining this week at the YIG Davie St. The company held off offered some of the same improvements and gains that we achieved at the Kelowna location. Our committee was not ready to acceptant anything less. We were able to reach a deal just a few hours ago.
- We sent out a proposal survey to our Centennial Foods members. If you did not receive the email, please contact us.

8. Engagement & Education Report

- Congratulations to our members who won a scholarship this year. Winners were announced last month, and their names are posted on our website and social channels. The process will reopen next summer.
- We have a small number of union membership pins remaining to be distributed to members who celebrated 20, 30 or 40 years of Union membership in 2024. Pins recognizing milestones for 2025 will be available early next year.
- We are organizing a series of movie events across the province, along with our annual children's party at the Burnaby Village Museum. Invitations have been emailed to members based on their region. You can also find the event details on your workplace union bulletin board, and on our website.
- We'll be hosting a Shoe Memorial on Saturday December 6th to mark the National Day of Remembrance and Action on Violence Against Women. Each year, the Shoe Memorial serves as a powerful tribute where rows of donated shoes representing victims remind us of the ongoing need to take action, support change, and stand together against all forms of gender-based violence.
- January 4th is Ribbon Skirt Day, a day that celebrates and honors indigenous culture, identity and resilience, particularly through the symbolism of the ribbons skirt. Ribbon skirts are

traditional garments worn by many indigenous women, often handmade and decorated with colourful ribbons. They represent cultural pride, heritage, and connection to community. We invite our indigenous members to share pictures of their ribbon skirts.

9. Communications Report

- Over the last several months we've been working hard to update how we protect our members' personal information and refreshing our local information technology needs. We have implemented new policies around the collection, use and disclosure of members' personal information, all of which are available on our website. We have also provided training to all of our union staff members and our privacy obligations and policy, as well as IT security best practices.
- We've been working hard to implement new security measures to make sure that the information we do collect, including contracting a third-party managed IT firm to work with us in ensuring that we put the best and the most current protections in place.
- We've supported the FG Deli bargaining as they begin their proposal gathering process at the commencement of contract negotiations with the employer, we provided updates in 3 languages, in both written and video formats, making the bargaining process more accessible and transparent for all of our members.
- We launched the Loblaw DC members survey which will be running until November 28th.
- In our day-to-day communication staff push out information to members on number of topics, whether it's a notice of engagement event, or something related to the bargaining process. At the most basic level we are continuing to work on making our communication clear and more accessible to members so that they can find the information they need and at the time they need it.
- In 2024 we developed a new member booklet in both general and specific information for new members. These are attractive booklets with lots of images and tons of key information. We have QR codes and links to our website where folks can learn more about the topics that they're curious about. In recent weeks, we made changes to that new member book to ensure it would meet the requirement of the collective agreement language, so it could be included in the hiring packages in many of our organized workplaces.
- We will continue working with our education engagement coordinator to develop educational opportunities for members using the rolls that we have. We are in the early stages of planning general membership feedback surveys we hope to launch in the new year. We're refreshing our bulletin board materials and social media and reorganizing information on our website in consideration for making sure the information members need is readily available to them.

10. New Business

- No new business.

Q&A PERIOD – 2 questions were asked & answered and others were unique and individual of nature therefore members were called back.

11. Adjournment

The meeting adjourned at 7:42 pm.

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