

Telephone Town Hall – February 18, 2026 @ 7 p.m.

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1. **Meeting called to order** at 7:03 pm by Dan Goodman.
2. **Roll Call of officers:**  
Dan Goodman, **President**; Cathy Shannon, **Secretary-Treasurer**; Margaret Robins, **VP 1**; Nalini Nowrang, **VP 3**; Tracy McCarthy, **VP 6**; Kirste Hawgood, **VP 10**; Doug Insley, **VP 11**; Dawn Stevenson, **VP 12**; Eric Seto, **VP 14**;
3. **Adoption of Agenda**  
m / s / c to adopt the agenda
4. **Adoption of November 20, 2025 Minutes** as posted on UFCW 247 website  
m / s / c to adopt the minutes
5. **President's Report**
  - Our New Executive Board was sworn-in last week. We welcomed a new board member, Tracy McCarthy. Long-term Board member Dino Castellarin has resigned from his position on the Board as he has accepted an opportunity at Loblaws outside of the bargaining unit.
  - We continue to be on task with the building of our new software Unionware; currently testing some modules.
  - At our recent Board meeting we were fortunate to have Local 247 member Ashley Baresinkoff speak to the board about the Métis core values and how they tie into the labour movement. She shared some personal stories on the scrip system on how the Métis became known as road allowance people, living in the ditches of roadways. It was a powerful and emotional presentation. Ashley sits on the UFCW Canada Indigenous Committee, and we are lucky to have her here representing us.
  - An update was given on the BC Tree Fruit pension plan and the completion of the severance pay.
  - Early bargaining notice was announced last week for Loblaw members working at Superstore & DCs. We saw two of Canada's largest UFCW Locals, Local 175 & 1006A, engage in early bargaining with Loblaw in 2023 and negotiate a mutually beneficial settlement, making important changes and getting more money into members' pockets earlier. Earlier this year, we formally asked Loblaw to enter into a similar process with us for the Superstores in BC and the 3 Loblaw Distributions Centres. We included conditions in our request, such as a specific timeline and deadline, and the ability for either party to walk away if an agreement seems unlikely. Last week, the company responded and agreed to meet under our terms. We are now locking in meeting dates and have set a deadline of July 22<sup>nd</sup> of this year, the anniversary of the agreement for ratification of any deal. Early bargaining has always turned out beneficial for our members financially, mainly because they get improvements earlier.
  - One big distinction with early bargaining is that because the current agreement is still in effect while we bargain, it means, neither side can engage in a labour dispute, no strike or lockout option.
  - Any settlement reached must be voted on by the members. Our side will look dramatically different from past negotiations. For the past couple of years, we have asked you, via surveys and engagement interactions, what you want to see us do differently, and we have listened. We will be more visible; we will communicate differently and be more open and accessible. We will

have a larger committee, more representative of the membership, and ask more members to be involved with sharing information for the bargaining table.

- We see this early bargaining as a low-risk opportunity to get more money in members' pockets earlier, strengthen our benefit plan, and deal with other concerns. The Ontario experience was very well-received by their membership and fixed a lot of issues. The monies' ratification was significantly higher than the increases called for under the current deal, so there was a substantial financial gain for members.
- We will be releasing a bargaining survey to all Superstore and DC members. This will go out by email to all those on our email lists. It will also be promoted in members' workplaces on bulletin boards and via in-person open house meetings hosted by your Union Representatives over the next couple of weeks. The survey will be open for two weeks closing on Friday, March 6<sup>th</sup>.
- Our bargaining team will be a large group of members, and our goal is to have two or more members from each of the 28 stores and three warehouses on the team. Within our bargaining team, we will have a bargaining committee, members who meet face-to-face with the Company. This would be roughly 15 members. We will also have a bargaining council, members who will be involved in driving member engagement throughout the process. They will receive exclusive bargaining information so they can answer members' questions and bring their questions and issues to the bargaining team. Our bargaining team will be the largest group of members we've brought together for this purpose. Those who are scheduled to participate in the bargaining team will be notified by Friday March 13<sup>th</sup> and will be asked to attend a preparatory bargaining conference in Surrey from April 8 to 10<sup>th</sup>.

#### Eric Seto – Loblaw Report:

- We continue to receive sporadic reports from Android users who are unable to take screenshots of their schedules on Shift Marketplace. The employer has advised us that they are still working with the developer to investigate these issues. We are still getting complaints about delays in shift swap approvals. We continue to press the Company for improvements.
- The phase two of the pallet purity initiative for DC35 went live approximately 2 weeks ago. DC 57 will move to phase one soon. The Company projects that approximately 10% of single pallet orders will be affected by this transition. Loblaw engineers have also validated their projections. South Surrey has completed its audit, which has resulted in a tightening of standards. We have formally requested a 30-day adjustment period to allow members to adapt to the new expectations. We have also requested union engineers to come and audit the standards.
- We are dealing with an issue regarding the company's interpretation of ESA sick days, specifically, the company seeking to automatically apply a sick day to partial-day absences. We're actively working through this process to ensure compliance and fairness.
- Under the company's drug and alcohol policy for safety-sensitive workplaces, members involved in workplace accidents are triggering mandatory drug tests. When this occurs, members are sent home pending results, and we have seen an increasing number of suspensions and terminations arising from this process. Arbitrations on this matter is now scheduled for July 2026. This is a very complex and costly issue. It will require expert evidence regarding impairment in cannabis levels, particularly the distinction between presence in the body and actual impairment. You may have recently seen a case involving a heavy machine operator in Ontario who is accused of smoking cannabis during his lunch break. He was reinstated in part because there was no evidence of impairment, and because the employer allowed him to continue working and even drive home, undermining their safety concerns. This highlights the importance of evidence-based standards, especially in safety-sensitive environments.
- The company is refreshing the Colleague Discount Program across all stores. Members would've originally signed on to this policy when they became eligible, and this is part of their workday documentation. According to the company, this is simply a review process, not a policy change.

We have heard of one store asking members to sign off with staff and colleagues. However, there are no changes to the policy itself.

- Regarding the body camera pilot in BC and Alberta, the company reports a reduction of incidences at trial stores. At this time, however, there's no immediate plans to expand the program.
- We currently have three pending arbitrations, a termination for breach of policy, customer satisfaction survey manipulation, with mediation scheduled for May of 2026. Termination for attendance management program in Distribution Centre is scheduled for June of 2026. A termination under the alcohol and drug policy in the Distribution Centre is scheduled for July of 2026.
- We are seeing an increase in cases where representatives are fielding inquiries regarding accommodation requests supported by medical documentation. The company currently utilizes an LPN, Jody Nelson, to review medical submissions and provide opinions to stores on whether to accept or decline accommodations. In several recent cases, she has requested to speak directly with the member's physicians. We have now requested a legal opinion from our counsel to determine whether this constitutes overreach, whether members can refuse such access without prejudice, and what the implications are if accommodation is denied based on this review. If medical documentation is refused or rejected at that level and Labor Relations simply stands by that assessment, this could raise significant concerns for our members.

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

## 6. **Secretary-Treasurer Report**

- In February and March, you will see an additional five more third-party sushi kiosks locations opening in some of the stores.
- Under Letter of Understanding # 22 in the collective agreement, either party can provide notice to open the discussion on wages only. This can happen anytime between January and June of 2026. Dan and I have met UFCW 1518 to discuss strategy and jointly pursuing the wage re-opener process, as they have a full re-opener with Save-On-Foods during this same time period. We will be meeting with UFCW 1518 senior staff again for an update, and we'll update you when we know more, and when we intend to serve notice to start those wage re-opener discussions with Safeway.
- It has become apparent that stores are not following the contract regarding hours and scheduling. We have had to grieve hours for members in a few stores. The employer has now agreed to make sure all the stores have the 247 restrictions of hours forms, as well as the meat/deli/seafood cross-training forms filled out by our members. These cross-training forms are especially important for members wanting to maximize their weekly hours.
- We continued to push for information about the opening of the kitchen commissary, including information about the hours' impact and the SKUs of the products they will be making. We are being advised it is grab-and-go sandwiches, flatbreads, and for produce, it is cut fruit. These are the products the company has stated will be produced in this facility. For the meat department, we were being told it will be the kebab kits and burger kits.
- The company has stated they will not be hiring meat cutters, nor will they need meat cutters in the facility. We have continued to meet with our legal counsel and the company representatives to discuss the opening of the commissary and the impact it may have on our members in the stores. We are unable to know the full scale of impact to the hours until we have a confirmed list of the SKUs once those operations are up and running. There will need to be an analysis of the hours in order to quantify the impact on the hours to the stores.
- We've been discussing representational rights for the workers at the Delta commissary, especially to push for these products that will be made and coming into the stores to be union-

made. Members have also been asking about potentially transferring to the commissary, so this is also something we have brought up in discussions with the employer. The dates for the operations of the kitchen commissary to start up continues to move, but the latest dates we were advised of are late spring.

- There was a recent temporary store closure of the 4th and Vine location in Vancouver in the Kitsilano area which occurred on January 31st. All the Grid A members chose their temporary store locations and will remain in those locations until their 4th and Vine store reopens. All the Grid B members were temporarily placed in the Vancouver-area stores until the Oakridge store opens, and the tentative date there is for July. The Grid B members will then be placed there at the Oakridge store location until their 4th and Vine store is rebuilt and reopens, and then they will return to their home store.
- Applications closed for the Safeway in-store meat cutter training program on February 6th. Orientation is set to start in early March, so if you are interested in taking part in this program, even at this late date, please reach out to your store manager for further information.
- There are two Safeway members that will also be taking part in the four-week Level 1 Meat Cutter Training Program at Thompson River University at the end of this month.

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

## 7. **Bargaining Report**

- After several months of bargaining with Sobeys Warehouse, we came close but were not able to reach a deal where the committee would recommend a yes vote. The collective agreement doesn't allow for a strike or lockout so the process of an impasse is to file for a final offer selection. We have don't that and have agreed to an arbitrator. We will have some days in May.
- we started bargaining in October with FG Deli with some initial success on some non-monetary issues, and we met again in December and January, and we're close to getting the non-monetary proposals wrapped up and hope to start getting the monetary issue sometime this week, as we meet on Thursday and Friday. The company has several concessionary monetary proposals and the committee will not want to have any package that has any concessions at all, so we're in for some tough bargaining.
- We ratified YIG Davie Street on December 4th. The company tried to hold back some of the gains we had made at the Kelowna YIG, but we were able to maintain all the gains we made in Kelowna.
- We had our first ratification meeting with Centennial Foods on January 12th, and it was rejected by a few votes. After it was rejected, we let the company know, but they didn't offer any other changes or any other improvements, as they believed they'd already put their best foot forward. We learned that week after it was turned down from the pension plan administrators that the company could pay less per hour to the pension plan, and the members would not lose any benefits. We were able to redirect that money directly back to the employees, so there was no savings to the company, but a benefit to the employees. And with that change, we had a ratification that was ratified on February 5th.
- We bargained with the YIG Creston in January. The company had taken the position that they wouldn't pay as much as Davie Street or Kelowna, because the living costs in the Kootenays are much lower, and they needed some concessions. The bargaining committee wouldn't accept anything less than the other locations; the company finally agreed and it was ratified on February 5th.

## 8. **Engagement & Education Report**

- After careful consideration, it was decided that our plans to dissolve and reinstate a new engagement committee will be put on hold until further notice. This decision was not taken lightly but based on the reality that rolling out two big campaigns at the same time would cause

confusion. For now, our existing committee members have been asked to continue creating spaces for members to connect with their union until it's time for a new committee to take on the new role in the coming months. For now, we will support our Loblaw members with engagement efforts during their upcoming bargaining session, as well as other events that will be determined by our committee in the coming weeks.

- Our education efforts for the coming months include a few Introduction to Stewardship courses to be booked shortly.

## 9. **Communications Report**

- We've been advancing our efforts in ensuring organizational compliance with legislation, dealing with the protection of personal information and privacy, PIPA.
- We're continuing to support bargaining tables by increasing our communication supports. Major projects have included FG Deli bargaining, ratification processes at Centennial Food Service, and other bargaining updates.
- We wrapped up the Loblaw Distribution Centre member survey in December and provided a written report on the survey results to members. When it came to the bargaining questions, the responses aligned almost identically with the retail side. Members in the warehouses also offered their perspective on shift bids and other issues pertaining to their workplace.
- A lot of our communication work is centered around working to develop an engagement-based bargaining strategy for Loblaw in the early bargaining.
- Alongside these major projects are day-to-day efforts, like social media posting and monitoring and design projects, as well as more long-term projects, including refreshing the structure and layout of our website, implementing welcome emails for new members, and ensuring newly bargained collective agreements are sent to members directly via email.
- We welcomed roughly 275 new members to our local across four new unionized workplaces since November 2025. This included members at No Frills locations in Powell River, Victoria, and Burnaby.
- We were also successful in winning certification at the Labor Relations Board for a group of registered pharmacy techs and pharmacy assistants at Neighbourly Pharmacy's Central Fill facility in Burnaby. Mike is bargaining their first agreement, with initial bargaining dates on March 9th and 10th. We'll be having a proposal meeting and selecting a committee very soon.

## 10. **New Business**

- No new business.

**Q&A PERIOD** – 8 questions were asked & answered.

## 11. **Adjournment**

The meeting adjourned at 7:58 pm.

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