

UFCW Canada Local 1006A
General Membership Meeting – January 20, 2020
Telephone Town Hall Event Transcript

Glacier Effs-Samuel: Hi everyone. My name is Glacier Effs-Samuel, Recorder of your Union. I want to welcome everyone to our first Town Hall general membership meeting for 2020. Even though a few weeks have passed, I'd like to wish everyone on the line and your loved ones a happy new year. We're still calling members from across the province, so we'll take some time to connect with everyone. For those of you on the line, thank you for your patience.

Glacier Effs-Samuel: We have another exciting program planned for you tonight. Stay with us for the entire call and you'll have a chance to enter a draw for a pair of either trying Maple Leafs Tickets or a Samsung tablet. With us tonight, our Executive Assistants to the President, Paul Docherty and Dan Gilbert and 1006A Health & Safety Representative, Rick Young and Karen Lior, Project Director for Working Green from the Labour Education Centre. Executive Assistant to the President Docherty will share the latest on Union news. As many of you work outside in the cold which possess some unique health and safety risks, Rick Young will discuss how to protect yourself while working in the cold.

Glacier Effs-Samuel: Karen Lior will speak to us about the impacts of the climate crisis and what workers can do to create change and just a reminder, our telephone operators are standing by to take any questions and pass them on to us. To ask a question, press *3 on your phone. Make sure you give your full question, your name, to the operator and where you work. Once again, press *3. Questions about individual workplace issues will be forwarded to your Union representative who will contact you no later than tomorrow night. If this is an urgent matter, your union rep's contact information is on our website at ufcw1006a.ca. Click on the find your rep buttons. For all of the questions that we don't get to tonight, they'll be forwarded to your union rep who will contact you with an answer. As in the past, we will post an audio file meeting transcript and meeting minutes on our website shortly after the call.

Glacier Effs-Samuel: During each telephone Town Hall general membership meeting, members vote to adopt the minutes of the previous meeting. So our first poll will be about adopting the minutes. Before we move on, I'll be taking a vote of adopting the minutes for the telephone Town Hall general membership meeting that we had on November 19, 2019. Use your telephone key pads to participate in the vote. So the question is do you approve of the minutes of the Telephone Town Hall general membership meeting that was held on November 19, 2019? Press 1 if you approve of the minutes on November 19, press 2 if you do not approve of the minutes on the November 19 meeting, sorry. Once again, press 1 if you're approve and press 2 if you do not approve of the minutes of the November 19 meeting.

Glacier Effs-Samuel: As we wait for the results to come in, I'll mention once again to the members for our members convenience, an audio file, printed transcript, minutes of the meetings are printed and posted on the "Get Involved" membership meeting section of our website shortly after each meeting. If you know members who

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couldn't make it on the call tonight, you can let them know that they can listen to the call in its entirety online. The results are in from the poll and 92% have voted yes to approve the minutes of the November 19 meeting on 2019. Now it's my pleasure to introduce 1006A Executive Assistant to the President, Paul Docherty.

Paul Docherty: Thank you Glacier, and on behalf of president Wayne Hanley, the staff and offices of 1006A, we want to wish all our members a happy new year. Thank you for joining us tonight. President Hanley is sorry he couldn't join us tonight and sends us his regrets and best wishes. I'll be providing president's report. 2020 marks the start of a new decade, a time for us to reaffirm the values which brings us all together as a union. Our commitment to stand up for fairness, equity and justice, our dedication to making life better for our members and all workers in Ontario. A new decade also brings new challenges, but I know we are up to the task as we continuously seek ways to better serve our membership, improve and strengthen our union.

Paul Docherty: The negotiating committees are currently working to make life better for our members and their families. Bargaining is already underway at several workplaces across Ontario and several other negotiations will take place during the course of this year. These include Lenscrafters, Ryder Truck Rental, Korea Foods, Rowland's Your Independent Grocer, DoubleTree, Comfort Inn, North Bay, Tremblett's Your Independent Grocer and Miller Transit.

Paul Docherty: After a highly successful year, our organizing department is continuing its work to help more workers win union representation. We're excited to report that workers at Mama Earth Organics are now members of our union family. Mama Earth Organics is located in East York and prepares and delivers fresh and organic food baskets. To our members, newest members, congratulations and welcome to 1006A. We're also proud to report Lesley Prince has been promoted from Coordinator to Director of Organizing. The department is currently working on several campaigns at various stages. The objectives include the continuing organizing of hotels, restaurants, food and warehouse distribution, transit operators and childcare facilities. If you know of anyone who could benefit from union representation, please contact Lesley and her team at gounion@ufcw1006a.ca.

Paul Docherty: Your union has also continued to protect workers health and safety and advocate for injured workers. Last month, we rallied outside the Ministry of Labour in downtown Toronto, calling on Premier Doug Ford to stop cuts to health and safety, benefits to injured workers and funding to legal aid clinics. These cuts will lead to more workers injuries and death and we cannot afford to stay silent. The Ford government has slashed 30% in employer's contributions to Workers Health and Insurance Board (WSIB), meaning 1.5 billion less in benefits for injured workers.

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Paul Docherty: In addition, Conservatives have cut \$16 million from a provincial office dedicated to preventing occupational injuries, illness and deaths ... a move observers say will lead to more accidents. Finally, the government is cutting about half a billion to Ontario Works and The Ontario Disability Support Program, that's ODSP provincial, financially assisted to those with disability would be cut by \$222 million. This includes injured workers who had been denied benefits by WSIB and are forced into ODSP. In addition, Ontario Works would be cut by nearly \$297 million. Our union continues to work hard to raise awareness about issues like these and inspire activists to take leadership and creative change.

Paul Docherty: UFCW Canada is once again recruiting members age 30 and under for the annual Young-Workers Internship program (YIP) for spring 2020. It's a great opportunity for young workers to get involved, learn about social justice issues, meet new people and gain a wide range of skills and experiences. If you are interested in participating, please contact us at youth@ufcw1006.ca or speak to your union representative. We are also looking for members who are part of the 2SLGBTQ+ community to join our 1006A outreach. This is an exclusive, inclusive welcoming committee which advocates for equity and fairness and works to eliminate discrimination, prejudice, and hate. Our committee organizes participation in pride events across Ontario and supports and leads initiatives to create change. If you want to join, please contact us at outreach@ufcw1006a.ca.

Paul Docherty: Also, 1006A's Women's Issues Network is participating in the International Women's Day March, in early March. This is an opportunity to stand up for gender equality at work and in our communities. If you are interested in participating, please contact Glacier at win@ufcw1006a.ca. We are pleased to announce that the applications for our scholarship programs are now open. At its core, the union is about making a difference in the lives of our member. That's why in the face of escalating tuitions, we are proud to help our members and their families achieve their dreams of postsecondary education. To apply, visit ufcw1006a.ca and congratulations to our 2019 successful applicants. Our Membership Achievement Awards for 2020 are now open and worth \$500 each. 1006A recognized incredible commitment, dedication, and activism within our membership throughout the following five categories annually: their leadership and efforts to advance the core values of the Local and UFCW; fundraising efforts each year in support of leukemia research; contributions in support of improving aspects of their community; promoting health and safety in the workplace; and finally promoting the advancement of human rights.

Paul Docherty: We recognize our union is home to many incredible members and activists dedicated to improving their workplace and or their communities. These awards are about honoring outstanding efforts and encouraging increased activism among our members base. If you know any exceptional member that may fit into one of these categories, please nominate them by completing our online

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form at ufcw1006a.ca. With 2020 underway, your union has already hard at work focused on finding ways to serve our membership better and working to protect and improve their rights and livelihoods at work. The feedback and insight provided through the membership surveys conducted last year will help us strengthen our union this year. As we welcome a new year, I encourage you to get more involved with the union by meeting your union rep, attending a union meeting, or making use of our many unique opportunities like our 42 post-secondary scholarships, member achievement awards or young workers internship program. Glacier.

Glacier Effs-Samuel: Thank you Paul. Joining us for the next segment is Executive Assistant to the President Dan Gilbert.

Dan Gilbert: Thank you glacier. Good evening everyone. Scientists are overwhelmingly telling us our earth is getting hotter due to human activity. The United Nations report, climate change is the defining issue of our time affecting us on a global scale. UFCW's national president Paul Meinema has called the climate crisis an emergency and has urged the federal and provincial governments to take concrete steps for action. Why does climate change matter? Well, to help us learn more and hopefully answer this question with us tonight is Karen Lior, Project Director for Working Green at the Labour Education Centre. Karen, welcome to our telephone Town Hall.

Karen Lior: Hi Dan. It's a privilege to be with you tonight.

Dan Gilbert: So Karen, just to start things off, can you tell us a bit about the Labour Education Centre?

Karen Lior: Of course, with pleasure. The Labour Education Centre is a project of labor council, Toronto & York Region Labor Council. We're committed to helping workers, potential workers and all members of the community access decent work and to moving communities towards social, economic and environmental justice. We deliver training and education programs that transform the lives of workers. We deliver adult basic literacy and adult community literacy programs including digital training for seniors and we deliver trades training through our trade links program, which is connected to our community benefits work.

Dan Gilbert: It sounds like you do a lot of great work for the workers in the greater Toronto area, Karen. We are constantly being reminded by scientists, inactivity, activists telling us that the earth is getting warmer, can you help us understand how this is happening?

Karen Lior: Certainly, I think we're probably also getting reminded by our children telling us that the earth is getting warmer. So yes. And we need to listen to them because they're right. So the earth is getting warmer because we don't have a way, the earth does not have a way to get rid of the emissions from greenhouse gases.

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And what causes greenhouse gases are a number of things like landfills, burning forest, oil production, industry, melting permafrost, coal mining and transportation. In our area, in Southern Ontario, the big ones are industrial emissions and transportation. For example, the passenger car is responsible for 79% of the emission. So the emissions, the greenhouse gas affect, the global warming is like a one way mirror. And so all the heat goes in one direction and it gets absorbed by the earth and the earth has no way to let it go. So it just builds and builds and builds.

Dan Gilbert: Oh, okay. So the greenhouse gases are causing the earth to get warmer? Some people would think this just means longer summers and shorter, less harsh winters. How do you respond to these individuals?

Karen Lior: Whether that was true. It would be really lovely to have longer summers and harsher winters. But what we're also getting is flooding and fires. The fires in DC, the fires in Australia, the terrible flooding in Toronto, more tornadoes. All of those things are effects or results of climate change. So it would be nice to have longer summers and shorter winters, but I think we need to do more to not have the fires and the floods.

Dan Gilbert: Oh, and I totally agree with you Karen. So besides the examples just mentioned the fires and the floods, what are some of the other consequences for ignoring the climate crisis?

Karen Lior: Some of the other consequences are increased health costs, increased costs of food as transportation gets more expensive and transporting food gets more expensive. Increased costs of trying to figure out where to put our increasing amounts of garbage because we're running out of landfill options. [inaudible] in particular though, I think the most dangerous ones for us are the increased health costs because of what we're breathing that we weren't necessarily breathing 10 years ago.

Dan Gilbert: Okay. So obviously from the comments that you've made in a short time, it's clear that this is in fact a very important issue and that there are very dire consequences it seems if climate change is ignored. What can we do in our everyday lives to take action on climate change?

Karen Lior: We can do four things. We can recycle, reuse, repair and repurpose. So we can do more recycling and less throwing things away, which is also cheaper if you live in the city of Toronto because you can get a smaller garbage can that cost less. So we can recycle, we can reuse things and not throw things away. We can fix things again and not throw things away so they have longer lives and we can repurpose things. So we can either give them to other people who might be able to use them or we can find new uses for them ourselves.

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Dan Gilbert: Right. So the four Rs. I know as I live in Toronto, I do take advantage of that smaller garbage pail and I believe if things haven't changed, the cost is zero for the small garbage pail.

Karen Lior: Exactly. We just got one.

Dan Gilbert: Yes. Great. I know also that in the community that I live in, it's very progressive on the four Rs as you put it. I would imagine the same is happening in communities where our members live across Ontario. I hope one takeaway for our members from this segment would be to find out if there are initiatives within their communities where they can learn more or participate. As far as learning more, members can begin with some online training. UFCW Canada, at ufcw.ca offers two free courses among many others through their online web campus training center on climate change. The first one is "Our Environment: Welcome to the Issues," which focuses on greenhouse gases, how warm will the earth become and humankind's effect on this planet.

Dan Gilbert: The second course is "Canada's Environmental Record" which explores Canada's impact on the environment and its roles and responsibilities moving forward. Both courses are free for our members in their family members. They really open our eyes to how we endanger our world and how we can make a difference. Our national office also supports and partners with the adapting Canadian work in workplaces to respond to climate change project. This initiative is looking at how can Canadian work and workplaces contribute to slowing global warming when research is showing that work creates as much as 80% of the greenhouse gas emissions produced by human activity in developed countries. This is what UFCW Canada is doing on climate change. Karen, I ask you what is the broader labor movement doing to bring attention to this issue and tell us a little bit about the project Working Green that you are working on.

Karen Lior: So first of all, what the broader labor movement is doing is I know that there will be a day devoted to climate change, climate urgency at the CLC Convention in May in Vancouver, the Toronto & York Region Labour Council is sponsoring a climate round table in the beginning of February, similar to the climate round table that was held at the OFL Convention. We're asking workers to ask their employers what their plans are to climate proof their workplace. We're able to help bargain contract language on climate and the union role in sustainability. And some of those things are what the working green program has. So the working green program is an action research approach to climate change, an information about climate change.

Karen Lior: The Labour Education Centre wants to be the Labor Movement's Centre for union activism on climate change. So we at this point are offering three different kinds of programs. One, let's talk about climate change, which are workshops for union activists. The second is collaborate to reduce greenhouse gases, which are joint labor management, climate action committees in the

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workplace to look at how a workplace could reduce emissions. We're doing that at the Toronto District School Board, so there's four unions on that committee and management and we're coming up with recommendations and how to actually reduce emissions in the workplace and the third is what's in it for workers, which are case studies and just transition, which is a piece of work we're doing for the organization or the research project that Dan just mentioned adapting Canadian work and workplaces to respond to climate change.

Dan Gilbert: Can I remember is who maybe interested, Karen, find more further information on the Labour Education Centre's website?

Karen Lior: Yes. If you go to the working green section of the Labour Education's work site, laboureducation.org, there is more information.

Dan Gilbert: Okay. My final question for you tonight is what do you have to say to those politicians who don't feel that climate change is a concern?

Karen Lior: I won't vote for you. I think that we have to say to politicians who think that climate change isn't a concern, that they must be living in a box somewhere cut off because even their children are telling them that it's a concern. But I think we have to be careful about who we vote for and take that very much into consideration when we vote and stop voting against ourselves' interests as workers, as people involved in the labor movement, as Ontarians and as citizens of the world. I think we need to vote for people who care about what we do and what we think.

Dan Gilbert: I completely agree with you, Karen.

Karen Lior: I thought you might.

Dan Gilbert: Yes, we all have to do a better job at being educated on where politicians stand when it comes time to elect leaders. Well, I must say I have certainly found this all very enlightening. I hope those on the line with us have a clearer understanding of climate change and the effects it is having on our planet and may now be more willing to do their part to help making the world a better place now and for future generations. I want to thank you Karen, very much for taking the time out of your busy schedule to be here with us tonight.

Glacier Effs-Samuel: Thank you Karen and thank you Dan for such an informative segment. I'd like to remind everyone tonight that telephone operators are standing by to take down your questions and pass them on. Just press *3 on your telephone key pad. Another reminder, individual workplace issues will be forwarded to a union representative who will contact you no later than tomorrow night. If this is an urgent matter, your union rep's information is on our website at ufcw1006a.ca, click the find your rep's buttons. And also if you stay on the line with us for the

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entire call, you will have a chance to win a draw, the winner will have a choice of either a pair of Maple Leafs Tickets or a tablet.

Glacier Effs-Samuel: So let's go on to our next poll. The union bulletin board is in your workplace and is an important source of information about upcoming union meetings, events and initiatives. It also has postings on scholarship opportunities and contact information for your union rep. The question is, do you find the information, the union bulletin board helpful? Press 1 for yes, 2 for sometimes, 3 for no and 4 for, I don't know where the union bulletin board is. Once again, press 1 for yes, 2 for sometimes, 3 for no and 4 if you don't even know where that board is. While we wait for the results to come in, I just want to remind you guys, the union bulletin board is just one of the ways that our union communicates with you, the member, along with our 1006Alive Magazine, our website, our social media, and our email blast.

Glacier Effs-Samuel: We're always looking for more ways to get information to you as quickly as possible. So the results are coming in and so 55% of you said you do find the union bulletin board helpful, 27% said sometimes, 10% said no and 8% said you don't know where the board is, so we'll have to work on that. If you are not receiving the 1006Alive Magazine or any other monthly email blast, please visit our website and send your email address, home address and cell phone number through the "Contact Us" portal. This will ensure that we have an updated contact information for you. Okay. So right now we still don't have any questions. So I'm going to move this on to executive assistant to the president, Paul Docherty.

Paul Docherty: Thanks Glacier. Many members work in the cold for short and prolonged periods of time. To protect your health and safety, it's important to understand the hazards of working in the cold and sub-zero temperatures. I'm pleased now to invite 1006A's Health and Safety Representative, Rick Young to the Town Hall.

Richard T Young: Thank you for having me here.

Paul Docherty: It's a pleasure, Rick. So brother, question for you, Rick, would you give us some examples for workplaces where you find 1006 members working in the cold?

Richard T Young: Almost all of our workplaces have a number of positions where members will have to work in cold temperatures and could be at risk of experiencing the hazards that come with that. These may be shippers or receivers in laundries, distribution centers, retail units or restaurants, valets or house persons at hotels, delivery or transit drivers or workers in meat cutting and preparation plants. It's important that all our members remember that you don't need to work directly outside to be at risk of things like hypothermia or frostbite.

Paul Docherty: And Rick, what are the worker's rights and employer's responsibility when it comes to working in the cold environment?

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Richard T Young: There's very little that directly speaks to working in the cold in the Occupational Health and Safety Act, but the Act makes it clear that workers always have the right to know what those hazards are, the right to participate in the removal of the hazard and the right to refuse if they believe that the work is unsafe. When it comes to the employer's responsibilities, the Act clearly states that the employer must take every precaution reasonable in the circumstances for the protection of the worker in the general duty of care clause. It also clearly states that your employers shall provide information, instruction and supervision to a worker to protect the health and safety of the worker and it goes on to state that the supervisor must be competent. So in general terms, your employer must be aware of the risks, they must inform you of them and they must work with you to eliminate them.

Paul Docherty: Rick, what can you do if you feel your health and safety is at risk due to working in this type of environment?

Richard T Young: If a worker believes that their health and safety is at risk and no safe solution can be found, the worker should always exercise their right to refuse that unsafe work. They should inform their supervisor and ask for alternative safe work until the situation can be resolved. This is sometimes a difficult choice for a worker to make sure to make, so ensure that the process is followed correctly. We recommend that the worker should speak with a worker member of the joint health and safety committee. There's also an easy to follow list of steps to take on the 'Members' Resource' section of the UFCW 1006A website under 'Health and Safety, Right to Refuse Unsafe Work.'

Paul Docherty: So when our members are working in the cold, some terms that come up and some signs. What are signs of hypothermia?

Richard T Young: The first sign of hypothermia is something I'm sure we've all experienced, which is shivering. This is a really important symptom to watch out for as it's our body's most first and most noticeable automatic defense against cold temperatures. We do this because our body's having a difficult time maintaining its normal temperature of 35 degrees and is trying to warm itself by expending energy. This is known as first stage or mild hypothermia. After we begin to shiver, the symptoms that follow can be more subtle and are therefore more dangerous and they need to be taken seriously.

Richard T Young: Moderate hypothermia or second stage is identified by the absence of shivering in the onset of impaired consciousness, which symptoms include drowsiness, lack of coordination, confusion or memory loss. An individual experiencing severe or late stage hypothermia will most likely be unresponsive to stimulus or completely unconscious. They will have signs of life, a pulse and breathing, but these may be difficult to detect as they may be at a very slow rate. So because the symptoms of moderate and severe hypothermia are so extreme, it's

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especially important to take immediate action at the shivering stage of the symptoms.

Paul Docherty: So Rick, taking all that into account, what can you or your co-worker do to respond to hypothermia?

Richard T Young: So the goals of treating all stages of hypothermia are to prevent further heat loss and make every safe effort to raise the body's temperature to normal levels. The first thing that should be done is to move the individual indoors to a warm, dry place. This should be done as gently as possible and we should try to limit the person's movement only those that are absolutely necessary. We should avoid forceful or vigorous movements. And although it may seem counterintuitive, we should not massage the individual because there's a strain that's placed on the individual's cardiovascular system when they're experiencing hypothermia and we don't want to do anything that could trigger further stress or possible cardiac arrest.

Richard T Young: Once the individual is inside, any wet clothing should be removed and dry blankets or jackets should be layered on the individual. They should be in a horizontal position and should be insulated from the ground on whatever dry materials can be found. When possible, hot sweet decaffeinated drinks and food should be provided, but this should only be done under supervision. External heat such as warm compresses or plastic bottles filled with warm water can be applied only to the neck, the armpits, the chest wall, or the groin. Never apply a warm compress to the arms or legs as this can force cold blood back towards vital organs.

Richard T Young: Direct heat should never be applied as extreme heat can damage the skin or cause irregular heartbeats so severe that they can stop the heart. It's impossible to get indoors. All the same steps should be taken with a particular attention being made to shield the victim from the elements and to do everything possible to make sure the victim is insulated from the ground. If your co-worker experiencing hypothermia, it's the best practice to notify your employer and call local emergency services.

Paul Docherty: Rick, moving from hypothermia to what we know, what are the signs of frostbite and what can you or your co-workers do?

Richard T Young: So frostbite occurs when the skin and the tissue beneath the skin freezes due to extreme or prolonged exposure to cold temperatures and the common areas of the body that experienced frostbite are your cheeks, your nose, your ears, your chanting, your toes. If your skin begins to take on a waxy tone, feels numb or prickly, becomes discolored or you begin to experience pain in the affected areas, you should get out of the cold immediately and begin treatment as the symptoms will worsen rapidly and are more difficult to treat.

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Richard T Young: First step to treatment is to first check for signs of hypothermia. After this is done, the affected areas should be protected from further damage until you can get indoors. If there is a possibility that the affected areas will freeze again, do not thaw them. If they are already thawed, wrap them up so that they don't refreeze as worst damage will be done if a warmed up frostbitten area is again exposed to cold temperatures. When safe to do so, the affected areas should be warmed gradually if possible by soaking the areas in warm water approximately 37 to 40 degrees Celsius. If there's no device to accurately measure the temperature, use an uninjured hand or elbow in the water and it should feel very warm but not hot and the warming process should take about 30 minutes. Watch for the skin to return to its normal color and for regular sensation to return.

Richard T Young: In order to avoid burning never used direct heat like heating pads, heat lamps, stoves, or anything that produces a flame. Once treated, the individual should seek medical attention and should not expose the area to cold elements until seen by a professional. It is especially important to seek professional medical assistance if the numbness or the pain persists during the warming or if you develop blisters.

Paul Docherty: So Rick, what are the top five things to consider when working in the cold?

Richard T Young: The first thing to consider is determining the importance and the timing of the task. If possible, we should try to schedule our work around the temperature and the weather conditions. For example, it will generally be cooler in the evenings, in the mornings, so we should see if the work can be done in the afternoon when the temperatures are normally a few degrees warmer. We should also pay attention to the long-term forecast to see if the work can be rescheduled to be done on a warmer day or when the conditions are more favorable. These types of decisions or discussions should include the worker, the joint health and safety committee, and the supervisor.

Richard T Young: The second thing to consider is your clothing and protective equipment. The most effective way to stay warm is to dress in removable layers. Layers of clothing provide insulation by creating layers of air between your skin and the clothing and between the layers of fabric. And the added benefit of layering is we can regulate our body's temperature by removing the clothing as we warm up due to exertion and then to add them again as needed. There are so many ways that we lose body heat, so it's important to make sure as little of our skin is exposed to the elements as possible. Hats, gloves, and scarves should always be worn and the type of footwear you wear is a key factor as well. Your footwear should be waterproof, made from a breathable material that will allow for perspiration to evaporate, helping you keep your socks and feet dry.

Richard T Young: Boots should be felt-lined and they should not be too tight. And again, this is to allow for the layering of socks if desired and for the evaporation of perspiration.

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Finally, they should be oil and slip-resistant with a heavy thread. The third thing we should consider is our diet because we spend a lot of energy to maintain a healthy and safe core temperatures. We should make sure that our bodies have a lot of fuel to burn. Ideal foods are complex carbohydrates like bread, pasta, baked potatoes, and peanut butter. We actually perspire a lot more than we think most of us do in the cold, so it's important to stay hydrated by drinking plenty of water and avoiding caffeinated drinks.

Richard T Young: I would say the fourth thing to consider is something that's difficult for a lot of us, which is self-awareness. Sometimes we just want to get the task done. We may think the sooner we are done, the sooner we can get inside where it's warm or go home. We may be concerned with what others may be thinking or maybe we're just preoccupied and not aware of what we are experiencing. It's really important that we listen to what our bodies are telling us. If we're experiencing discomfort, pain, numbness, or any symptoms that something may be wrong, we should be taking them seriously when they are manifesting in ourselves and others and acting accordingly.

Richard T Young: And the final thing we should be considering is finding ways to do the work with others and staying in constant communication. As mentioned earlier, many of the symptoms that we've discussed involve impaired cognitive abilities, numbness and loss of consciousness. As well as being aware of ourselves, we should also find ways to check in with our co-workers to see how they're doing on a regular basis. Also, let someone know when you're going outside and how long you expect to be. The supervisor should also consider checking schedules to monitor how workers are doing.

Paul Docherty: Thanks Rick. I really appreciate that. Before we get to our contest, I'd like to thank our guests this evening, Rick, Karen, Dan, as well as our moderator, Glacier and most importantly thank you to all who are on the line this evening with us for taking the time out of your busy schedule to participate in the meeting. I hope you found the discussions and the information presented tonight beneficial. Once again, I want to wish you all our members and their families a happy new year. We look forward to 2020 and continue to improve workers' lives across Ontario.

Glacier Effs-Samuel: Thank you, Paul. Oh, we have a question on the line right now from Karen who's out of Rowland's in Port Elgin. Karen's question is where can we go for training for mental health issues? Karen, webCampus. So ufcw.ca has a free online course that deals specifically with mental health issues. Thank you for that question. If you were not able to get your question answered tonight, your rep will get back to you within 24 hours. Once again, we have an audio file and a transcript of tonight's meeting and it will be posted on our website for your convenience. As well, the minutes of tonight's meeting will be posted for your review and to be approved during the next meeting, which is scheduled on April 16th at 7:00 PM.

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Glacier Effs-Samuel: So let's move on to our final poll of the night. Simply press 1 on your telephone keypad to be entered into the draw. And again you are entering into to win either a pair of Maple Leafs tickets or a Samsung tablet. So press 1 to be entered into the contest. The winner will be announced on our website tomorrow by 3:00 PM. Our website is, if you don't know it already, ufcw1006a.ca. For those of you that would like to leave a question or comment, please stay on the line. And thank you for joining us and have a good evening.