

UFCW Canada Local 1006A

General Membership Meeting Minutes

September 24, 2019 – 7 p.m.

Telephone Telephone Hall

Executive Assistant to the President Dan Gilbert chaired the general meeting. Recorder Glacier Effs-Samuel hosted and began the meeting by welcoming participants and explaining the new telephone town hall meeting format.

1. Members voted to approve the minutes of the last telephone town hall general meeting, held on May 21, 2019.
2. Members were informed that the minutes of this meeting will be posted for review on the local union's website and voted on for adoption at the next telephone town hall general meeting.
3. Executive Assistant to the President Dan Gilbert updated members on the latest union news.
 - a. In the last three months, 1006A has negotiated 10 contracts covering close to 3000 members in a variety of industries. The local organized 300 workers at Miller Transit.
 - b. The minimum wage arbitration affecting members at Loblaw Great Food and Superstores is ongoing. 1006A participated in five days of arbitration and further dates are scheduled for May 28 and June 5.
 - c. The Stewards' Conference was a great success, drawing 230 stewards from across Ontario.
 - d. 1006A's Scholarship program has drawn a record number of applications. Deadline to apply is Sept. 30.
 - e. 1006A is running a Membership Survey to improve the union's connection with the membership. Survey has generated strong interest and is still running.
 - f. An October meeting has been scheduled with the company to discuss settlement of the Maple Grove Transport overtime case. The company is challenging the arbitrator's award in court and has indicated they are putting the money owed for the

overtime into a trust pending the outcome. Future dates have been booked for next year with the arbitrator.

4. 1006A Health & Safety Advocate Rick Young interviewed Muhannad Malas, the Toxics Program Manager with Environmental Defence.
 - a. BPA/BPS are hormone disrupters which pose health risks (including cancer and fertility problems). They are found in receipts.
 - b. Muhannad participated in an BPA/BPS experiment, which found high levels of these chemicals in participants after handling the receipts for a short amount of time.
 - c. The most vulnerable are teenagers, pregnant women, and women of child-bearing age.
 - d. 1006A is urging employers to find alternatives to BPA and BPS papers.
 - e. Gloves to minimize harm of BPA/BPS include: Neoprene/Nitrile gloves/gloves with silicone tips.
5. Dan Gilbert interviewed UFCW Canada Special Assistant to the President, Mark Hennessy about the federal election on Oct. 21.
 - a. Key issues in the upcoming election: Rising cost of living/affordability; environment and combating climate change; and protecting healthcare and securing Pharmacare.
 - b. There is an increase in sponsored ads, and misleading information on social media to divide and politicize voters. Look at source of information: is it from the media, a trustworthy group you know, or a political party? Read/watch/listen to different news sources and research the party's platform.
 - c. If a federal Conservative government is elected, it will have the backing of the existing seven conservative provincial governments, meaning the constitution, the Health Accord and the Canadian Pension Plan can be changed. Likely, Healthcare could be the first to face cuts.
6. 1006A Special Assistant to the President Paul Docherty provided an update on Loblaw Work for Less Day Payroll System
 - a. The company's new payroll system has not accounted for increases on June 30 of our Loblaw Great Food and RCSS members.
 - b. Members informed the union, which then in turn contacted the company. The problem is big, affecting progression increases, lump sums, and the new system not recognizing members who work as refurb crew or receivers.

- c. Union is working with the company on an audit for each members' case, to ensure their pay is correct and their increases are what they should be getting.
 - d. Loblaw has indicated all members should have increases by Sept. 30, and if not, please inform your union rep.
 - e. If members within Loblaw Great Food & RCSS are facing any difficulties with the credit union, please notify Paul or your union rep.
7. Executive Vice-President Kevin delivered a summary of the 2018 audited financial report, which was approved by the membership on the telephone town hall.
- a. The local union's finances remain strong with total revenue of \$18,825,204 through membership dues, initiation fees and investment income.
 - b. The local union's expenses were \$18,840,000, including costs of contract negotiations, meeting rooms, building and property maintenance, lawyers, professional fees, staff salary and benefits, stewards training and per capita payments to the Ontario Federation of Labour, Canadian Labour Congress, UFCW International, UFCW Canadian Council and other labour councils.
 - c. In addition, the local union has net assets of \$26 million.
8. Recorder Glacier Effs-Samuel interviewed 1006A Leukemia Fundraising Coordinator Diana O'Brien regarding the upcoming Light the Walks.
- a. The Toronto walk is October 17 and begins at Nathan Phillips Square. The London walk is October 19 at Victoria Park. The Ottawa walk is October 28 at Carlton University.
 - b. To register as a participant on one of the UFCW 1006A teams, go to the website www.lightthenight.ca.
 - c. Our local will award a prize to our members who raise the most money for each of these locations. Deadline of raised funds will be Oct. 28, at 11 p.m.
9. Membership Contest – members were given the opportunity to enter a draw for Raptors tickets or a tablet computer. The winner was chosen and the notice was posted on ufcw1006a.ca (Scott Gibson, Loblaw Great Food, Ottawa).
10. Open Questions – Throughout the meeting, three questions were answered. Questions and comments were all forwarded to the appropriate union representative for follow up.

7:40 PM – Meeting Adjourned

A full transcription and recording of the meeting are made available to members online at www.ufcw1006a.ca