

General Membership Meeting Minutes

Thursday, February 28, 2019 – 7pm

Telephone Town Hall

President Wayne Hanley chaired the meeting. Recorder Glacier Effs-Samuel hosted the meeting and opened it by welcoming participants and explaining how the new telephone town hall meeting format worked. The telephone town hall format decreases the amount of resources required and increases the accessibility of members to participate in membership meetings.

1. President Wayne Hanley was joined by Eastern Region Director Roland Lapins to report on the end of the 12-week strike at Baxtrom's Your Independent Grocer in Cornwall. Our efforts made a difference and members made gains from the previous employer offer. There's an immediate 6% increase for top rate part-time workers. The contract term was shortened from six to three years, meaning members will be able to negotiate further improvements in 18 months.

In addition to the gains made at Baxtrom's, Local 1006A negotiated six contracts covering close to 700 members in the last four months. We not only met our priority objectives, but gains ranged from sick days to scheduling improvements to wage increases.

2. Organizing Coordinator Lesley Prince provided an update on organizing initiatives. Last year was a very successful year for our organizing department. We helped close to 500 workers at seven workplaces win union representation. This included 180 workers at the Plaza Premium Lounge at Toronto Pearson Airport and 100 workers at AuctionMaxx, an auction company located in North York. We are currently working on organizing several new units at various workplaces across the province.
3. President Wayne Hanley provided an update on two outstanding arbitrations with Loblaw Companies.
 - A. We believe Loblaw's end rate calculations for members working part-time are in violation of the collective agreement. Loblaw has failed to implement the required increases as outlined in the collective agreement. They are paying top part time rate of \$15 and we believe it should be \$16.24. Your union is doing everything we can to address this issue as quickly as possible and to ensure our members' rights are protected. Currently, we had two arbitration dates and we have three more scheduled in April.

- B. Another arbitration we have undertaken involves overtime pay for truck drivers at Loblaw who has failed to implement the terms ordered by the arbitrator. We have returned to the arbitrator for enforcement of the terms and to work out how far back the compensation should go and to work out how to calculate the overtime. Currently, the employer has appealed to the courts to have the arbitrator's decision overturned.
4. President Wayne Hanley provided a brief update on our training and education efforts. We continue to train upwards of 400 stewards a year, providing them with knowledge and skills to help our members in the workplace. Our scholarship program also continues to be a strong draw. Every year, we offer 42 scholarship worth \$1006, to members and their dependents.
 5. Secretary Treasurer Kevin Benn provided a financial report.

In 2018, and the previous two years, the Local union operated balanced budgets which had been approved by the 1006A Executive Board.

Our local union finances are audited annually by BDO which is a well known independent auditing firm. We are now entering the auditing process for the year ending December 31 2018 and anticipate receiving those results in late spring.

We have ended 2018 in a position of financial stability. The local union in total holds net assets of some 26 million dollars.

6. Executive Assistant to the President Dan Gilbert presented a bylaw amendment recommended by the Local Union's Executive Board to the membership for discussion and a vote.

At our last divisional conference in 2016, delegates, who were Divisional Officers at the time, decided to adopt a more inclusive "regional" structure. This new format was implemented in 2017 and has been successful in ensuring that activists and stewards connect across our varied sectors to build regional networks.

As a result of this new structure your local union executive board, at their meeting in December 2018, passed a motion to delete Article XIX (19) from the local union bylaws which speak about the Divisional structure because we no longer have "Divisions.

The motion read: "As recommended by your Local Union Executive Board; Delete Article XIX (19) from the local union bylaws which speaks about the Divisional structure because we no longer have Divisions". Roland Lapins seconded the motion. The motion was then voted on by the members participating in the meeting and was passed by 85%.

7. President Wayne Hanley updated members on the servicing route improvements. Since the merger in 2016, changes have been made to our servicing routes to help better serve our members. This year, we are making our most significant improvements. Our union servicing staff will have improved routes that enable them to service more effectively and efficiently.
8. Recorder Glacier Effs-Samuel promoted UFCW Canada's leading online education program. WebCampus offers free online courses to Local 1006A members and their families. Recently it has been revamped to work on all devices laptops, tablets, cell phones etc.
9. Membership Contest – members were given the opportunity to enter a draw for a pair of Toronto Maple Leaf tickets or a tablet computer. The winner was announced on www.ufcw1006a.ca the following day (Ramandeep Bawa – Loblaws Yonge & Eglinton)

Open Questions – Throughout the meeting five questions were answered. 45 total questions were left either by text or voice message and they were all forwarded to the appropriate union representative for follow up.

7:40pm – Meeting Adjourned

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