

UFCW Canada Local 1006A
General Membership Meeting – May 21, 2019
Telephone Town Hall Event Transcript

Glacier Effs-Samuel: Hello everyone. My name is Glacier Effs-Samuel, recorder of your union. I want to welcome everyone to our second telephone town hall general membership meeting. We've dialed thousands of members across the province, so it will take us a little bit of time to connect with everyone. For those of you on the line, thank you for your patience. We have another exciting agenda planned for you tonight. Stay with us for the entire call and you will have a chance to win a pair of Toronto Blue Jays tickets or a tablet. We'll have more details about the draw coming up later. With us on the line today is 1006A President, Wayne Hanley.

Wayne Hanley: Hello.

Glacier Effs-Samuel: Secretary-treasurer Kevin Benn. UFCW Canada Special Assistant to the National President, Mark Hennessy, and 1006 Outreach Coordinator, Tania Liu. For those who are joining us for the first time tonight, let me start by explaining how the town hall works. It's like a traditional membership meeting except instead of driving or taking transit to a meeting location, you can participate from the comfort of your home or wherever you have phone access. Our goal is to improve our members' access to their union through this innovative format. Soon, president Hanley will share the latest union news. Kevin Benn and Mark Hennessy will discuss the Ford government's widespread cuts and what we can do in the face of these attacks on working families. Tania Liu will share with us the challenges faced by the 2SLGBTQ+ community and will also discuss how our union is working to create change and raise awareness at work and in our communities.

Glacier Effs-Samuel: Telephone operators are standing by to take your questions and pass them on. To ask a question press star three on your telephone keypad. Make sure you let us know your full question, your name and where you work. Again, press star three to ask a question. Questions about individual workplace issues will be forwarded to your union representative who will contact you no later than tomorrow night. If it is an urgent matter your union rep contact information is on our website at ufcw1006a.ca. Click "Find your Rep" button.

Glacier Effs-Samuel: If we don't get through all the calls tonight we will be passing those questions onto your union rep, who will contact you with an answer. But moving on, during our first telephone town hall general meeting in February, we informed members that an audio file and transcript of each meeting, along with the minutes of the meeting will be posted on the local union's website for your convenience and review. These documents were posted on March 15th, 2019. During each telephone town hall general membership meeting, members will vote to adopt the minutes of the subsequent meetings. So before we move on

we'll be taking a vote for the adoption of the minutes of the telephone town hall general meeting as posted on the local union's website held on February 28th, 2019. Again, use your telephone keypad to participate in the vote.

Glacier Effs-Samuel: So the question before us is, "Do you approve of the minutes of the telephone town hall general meeting?" Press one if you approve of the minutes of the February 28th meeting. Press two if you do not approve of the minutes of the February 28th meeting. Once again, press one if you approve of the minutes. And press two if you do not approve of the minutes.

Glacier Effs-Samuel: As we wait for the results to come in, I'll mention again that for our members' convenience an audio file, printed transcript and minutes of each meeting are posted on the get involved membership meeting section on our website shortly after each meeting.

Glacier Effs-Samuel: So if you know members who couldn't make it to the call tonight you can let them know that they can listen to the call in its entirety online. The results are in, and the minutes from the February 28th town hall meeting have been approved. 91% approved. 9% did not approve.

Glacier Effs-Samuel: Before I turn things over to President Hanley, we'd like to get a sense of who's on the phone with us tonight with another phone question. So get your phone ready. "What industry do you work in?" Press one for grocery retail. Press two for food processing, warehouse and manufacturing. Press three for transit or members that work in the Toronto airport. Press four for hotel and restaurants. Press five for all others. Once again, that's one for grocery retail. Two for food processing and warehouse and manufacturing. Three for transit or members who work at the Toronto airport. Four for hotel and restaurants. And five for all others.

Glacier Effs-Samuel: 1006A is one of the most sectorially diverse unions in Canada. We're proud to represent workers in a wide range of sectors, including members of the Broadband Institute, the Ottawa Food Bank, Swiss Chalet, various hotel chains across Ontario, transit and grocery workers.

Glacier Effs-Samuel: So the results of the poll show that 83% of members on the call tonight work in grocery retail. 7% are in food processing, warehouse manufacturing. There's zero from transit or the airport. 2% from hotel and restaurants. And 8% from all others.

Glacier Effs-Samuel: I'd like to welcome you all for attending the telephone town hall. Now it's my pleasure to introduce the President of our union, Wayne Hanley.

Wayne Hanley: Thank you, Glacier. And thank you all for participating in our telephone town hall general membership meeting. And thank you for participating in the first poll question. Where members work and the level of participation from those

sectors are so important to us. Because it enables us to tell us where we need to work a little bit harder to communicate better and get our members more active in our union, so thank you.

Wayne Hanley: I'm here tonight to share with you some of the latest union news, first on the agenda I want to talk about some of the negotiations that have happened since our last meeting. We've negotiated 12 contracts covering close to 500 members of Local 1006A in a variety of industries. And I'm proud of the hard work and the dedication of those of you who have participated on the negotiating committee and the work that you've done. Your role is so vital to improving our members' rights and livelihoods. And I would encourage all of you to go to the local union website and check out all the latest information regarding negotiations.

Wayne Hanley: I'm also proud to welcome 170 new members to our union. Organizing coordinator Lesley Prince spoke at our last meeting. People must have listened. Because since our last meeting we have organized workers at the Ontario Cannabis Store call-in center. Which is the first unionized workplace in Ontario's cannabis' sector establishing UFCW and our local unions as the union for all cannabis workers.

Wayne Hanley: I'd also well like to welcome members from Pliteq, a company which designs and manufactures products from recycled rubber. And workers from the Courtyard by Marriott Toronto, Mississauga West who voted to join our union and are now among that many hotel workers, thousands of hotel workers that 1006 represents across our province.

Wayne Hanley: Our union representatives have also been involved in several ongoing arbitrations to protect our members' rights under their respective collective agreements. Currently we have 80 outstanding grievances and arbitrations including the long-standing minimum wage arbitration affecting at Loblaw's Great Food stores. We've had five days of hearings up until now before an arbitrator and further dates are now scheduled for May 28th and we anticipate that the case will be closed by June 5th and the arbitrator will then take all the evidence and give us a decision thereafter.

Wayne Hanley: I'm pleased to report to you that we are continuing to grow and strengthen our stewards network to better engage our members within their workplaces. A program commenced in the fall of 2018 as a new initiative of our local union to bring stewards together. A meeting took place in April to share ideas and information and to strategize on how to better engage our members. Our health and safety department is working hard assisting our members who have reported workplace injuries. Representatives are now contacting injured workers directly to discuss their claims and ensure health and safety violations are reported to management and collective action takes place.

Wayne Hanley: Your employer is required by law to notify the union of a workplace injury. If you have been injured at work or don't think that we have been notified please contact your union representative or Rick Young, your union's health and safety representative immediately. He works out of the Woodbridge office.

Wayne Hanley: In partnership with our WSIB department, Rick has developed and delivered a steward's training course to all union representatives to ensure that they have standardized level of knowledge when assisting injured workers through the return to work process. The health and safety department maintains an ongoing list of the most commonly reported types of injuries which continue to be strains and sprains and cuts and punctures.

Wayne Hanley: The union takes health and safety very seriously. Everyone deserves to return home from work in the same condition as when they arrived. For our members who experience workplace injuries, our WSIB department with Martha and Rehya continue to do outstanding work. I'm pleased to report that they've secured six successful appeals before the tribunals. And there are 119 active files within the department that are at various stages of the WSIB appeal resolutions. I'm proud of both departments for the work that they do in protecting the rights and health and safety of our members.

Wayne Hanley: Some members, undoubtedly have seen new faces in their workplaces of the last few weeks. We recently implemented a major overhaul of our union representative servicing routes. We carefully considered these changes to ensure more efficient routes for our reps, which means they'll spend less time on the road, giving them more time with our members in your workplaces. Many but not all workplaces saw a change in the rep. And if you are unsure who your rep is now I encourage you to visit the website, contact your union database, ufcw1006a.ca. Here you can request a PDF download of your collective agreement.

Glacier Effs-Samuel: Thank you Wayne. It certainly been a busy three months since our last general meeting. I'd like to remind everyone that telephone operators are standing by to take your questions and pass them on. Just press star three to ask a question. We can start by answering a few of the questions we have on the call right now.

Glacier Effs-Samuel: We have Nancy from Whitby RCSS. Nancy's question is, "Grievances on behalf of workers at Loblaw's superstore. There is an hourly wage issue because of the minimum wage going on."

Wayne Hanley: Nancy thank you for your question. Minimum wage in a lot of our collective agreements, when it increased to \$14 an hour last January, January 2018, many of the salaries became underwater. In fact, in some cases wage progressions were wiped out completely.

Wayne Hanley: We're addressing that as we come into bargaining in the case of the RCSS store in Thunder Bay will be in bargaining again at the end of this month for two days as we work on improving not only our wages but your entire collective agreement.

Glacier Effs-Samuel: Thanks Wayne. Remember if you stay on the line with us for the entire call, you'll have a chance to enter a membership contest. The winner has a choice of four tickets to a Toronto Blue Jays game or a tablet computer.

Glacier Effs-Samuel: Now I'd like to invite secretary-treasurer Kevin Benn to the meeting for an important discussion on the political changes in our province.

Kevin Benn: Thank you Glacier. Excuse me, and good evening sisters and brothers. If you been watching the news lately, you will be aware of the changing political landscape in Ontario and across the country. Tonight we will discuss the provincial government's widespread cuts and attacks on working families in Ontario.

Kevin Benn: Since taking power in June 2018, we have seen Doug Ford's conservative government announce cut after cut after cut. What is clearly evident is that it's not the rich who are bearing the brunt of these cuts but rather lower income and working-class families. Tonight, we welcome to our town hall an individual who is very well-versed and who is an expert in the field of politics.

Kevin Benn: Mark Hennessy is special assistant to UFCW Canada's president and is joining us this evening to talk about the impact Doug Ford and his conservative government is having on working families across Ontario.

Kevin Benn: Welcome Mark.

Mark Hennessy: Thank you Kevin and Wayne for inviting me here to join 1006A for the town hall and thank you for the kind introduction.

Kevin Benn: Mark, since Doug Ford came to power just under 12 months ago now he's been announcing cut after cut. Can you tell us how some of these cuts will impact our members and their families?

Mark Hennessy: Yeah, well first I'd like to start by saying it's part of my work to track the cuts that governments make and the Ford government is actually taking the cake, so to speak. He's really cut in areas that some folks don't pay attention to but it all adds up at the end of the day. Like the cuts to flooding management. The whole reason we put money aside is so that we can properly manage the situation when it does arise. And right now again this year we've seen, even with these cuts, another year of major flooding all around the province. He eliminated key equity ministries responsible for poverty reduction, for early years in childcare, and for the status of women. Of course some of the worst cuts have been in

public health where Ford reversed the free prescription drug program for folks that are under the age of 24.

Mark Hennessy: He cut mental health funding by over \$200 million per year, introduced the people's health care act which privatizes healthcare services and dismantles health agencies. Took money away from regional agencies by introducing a voucher based approach to children's autism services. And is considering cutting \$500 million in OHIP services including tests, procedures, ranging from diabetes, pain management and colonoscopies. Since we've heard recently in the news in education we're going to see larger classroom sizes, we'll have to wait year-by-year to find out if the continuation for full-day kindergarten is going to continue. Announced removing post-secondary grants for low income students and cut 25 million from school board funding. The list goes on and on.

Mark Hennessy: At the same time he cuts taxes for the rich and gifts corporations with \$3.8 billion in tax relief. This is going to result in higher costs for our members and their families. In Canada we've always been a society that helps each other out and cares for one another. And that's why we created such great universal care systems. Because we know that if we all chip in together, not only will we be protected and covered, it will also be far cheaper.

Kevin Benn: And this has been done all within, well, within a year, less than a year.

Mark Hennessy: Yeah.

Kevin Benn: How do you feel Ontario will look into 2022 when Doug Ford's first term in office comes to an end?

Mark Hennessy: I'm afraid that many Ontarians will actually think, "Well, it's not that bad." Or, "It wasn't too bad." This will probably happen for the following reasons.

Mark Hennessy: First, most people don't realize that any announcement from government actually takes, let's say, a good solid year before it takes effect. So the changes announced in 2018's budget don't actually begin taking full effect until 2019. Second, the minor tax cuts, provincially in the return on the federal carbon tax will increase people's overall tax returns at the end of the year. And most won't be able to distinguish and realize that the majority of the increase in their return is actually due from the federal government's carbon program.

Mark Hennessy: Because it was Doug Ford, who is the one who initially promised the tax cuts. However Ontarians won't be able to deny the fact that they're still just making rent and mortgage payments will likely still feel that they can barely get by. This will be due to the tax cuts made in healthcare, education which always results in Ontarians paying more out-of-pocket.

Mark Hennessy: Those two would lead the Ford government to campaign on further cuts and a lot of voters probably agreeing again for another round, saying, "Yeah, I guess we've just got to cut more." What we really need is we need to begin having conversations about how tax systems work. How taxes are not always bad when they're spent on things like education, childcare, healthcare, pharmacare. In the long term we need to communicate with each other even when we disagree. Right now we seem to immediately denounce someone's opinions without listening to their point of view. We need to return to having civil and informed discussions around politics and political action.

Kevin Benn: So while we have seen this conservative government change its course on a couple of key issues, or a couple of key policies such as the opening of the Greenbelt for development, and funding for autism services, with Doug Ford having a majority government at Queen's Park, what power do ordinary citizens really have to create change?

Mark Hennessy: Well first and foremost, we have our vote. MPPs and MPs very much realize that it's their constituents that have the vote and not corporations. However, it's corporations who are spending millions on in-house lobbyists and lobby firms to meet with politicians at every level of government, every day.

Mark Hennessy: For every meeting I have with a politician, there's anywhere from 60 to 80 on the corporate side. Second, communication. We need to convince everyone to go out and vote. We need to rediscover researching political parties' platforms and what it really means to Ontarians and UFCW members. Pay attention to what others are saying and what they are providing as an analysis on these platforms.

Mark Hennessy: I used to drive my parents nuts because I always needed to see all sides of the story before I would agree or disagree to the situation and decision. Again, if we're going to disagree at the end of the day, that's okay. But it shouldn't stop us from having a conversation about building a better tomorrow. I was privileged to see Van Jones, a CNN reporter speak at an event a few years ago. It was just after the Donald Trump won the US election. He summed up the entire campaign by saying we went from partisanship to hyper partisanship to tribalism. Which is the me versus you. The only way to get through this is to communicate with each other.

Kevin Benn: Canadians, as you know will have an opportunity to vote in the fall federal election which is on October 21st of this year. Along with Ontario we have seen somewhat of a wave of conservative governments win provincial elections across Canada. What are the consequences of a conservative government being elected federally?

Mark Hennessy: Well, first at the provincial level we're already seeing similar cuts in all other conservative provinces. Jason Kenney is bringing in his first piece of legislation

called the Open For Business Act of Alberta. Sound familiar? It too contains all kinds of cuts to workers, health care and education. Each of these conservative leaders act like it's a competition as they try to outdo each other in cuts or attacks on workers' rights. With another one at the federal level, they become almost unstoppable. So to clarify, changing the Constitution of Canada requires a two thirds rule. It states that in order to make constitutional change, we require the agreement of the federal government plus enough provincial governments that represent two thirds of the population of Canada.

Mark Hennessy: If Andrew Scheer wins this fall, together they will meet those requirements and could effectively change the Constitution of Canada as they please. They will do so while misdirecting our frustration as we pay more out of pocket for services due to their cuts. They will play on divisive politics to distract us from what's really at stake and what really matters. Already happening as we've seen. This is playing out in each of the conservative provinces now. Alberta's being the most recent. Went from increasing the minimum wage to lowering minimum wage while distracting voters with racism, anti-immigration, anti-refugee positions. They no longer tolerate the LGBTQ2 community. And just like Ontario, are now wanting to take away women's rights to their bodies by once again raising the abortion debate.

Mark Hennessy: Again, I can't stress it enough, we need to begin communicating with each other about making our society better, progressing to a better tomorrow, not regressing to hateful positions of past years. We need to do some research and listen to the views from all sides. Read platforms, demand platforms when politicians try to get away without them. And most of all, make an informed decision and vote.

Kevin Benn: Thank you Mark for taking time out of your extremely busy schedule and joining us this evening. As you said, we all have the power to create change. The most important thing we can do, is to have conversations with our friends and with our family about the cuts that are taking place in our province. And the impact that these cuts will have on our families. Don't underestimate the power of those one-on-one conversations. What happens at Queens Park and what happens on Parliament Hill effects us all, from the schools that our children attend, to the safety of the food that we eat, to the health care that we receive and this is why it's vital that we step up and participate whether it's educating ourselves on each of the parties' policies or speaking with our friends and our family about the issues that matter to us. Or as Mark mentioned, contacting your MPP. Most importantly, sisters and brothers, learn about the issues. Make your voice heard, gather your family, gather your friends and get out and vote.

Glacier Effs-Samuel: Thank you Kevin, and thanks Mark for joining us tonight. Moving on, we have another poll question. So poll number three, "Do you know who your union representative or your union steward is in your workplace?" Again, do you know who your union representative or your union steward is in your workplace?

Press one if you do know who your union rep is and your steward. And press two if you do not know who your union rep and/or union steward is in your workplace. Again, press one if you know who your rep and steward are in your workplace, and press two if you do not know who they are.

Glacier Effs-Samuel: While we wait for the results to come in, our website, ufcw1006a.ca, is a great resource for members seeking to find out who their union representative is. Alternatively, you can also check out the union board at your workplace to find out who that person is. The results are coming in and I'm pleased to announce that 84% of people on the call do know who their union representative or steward is, and 16% of you do not know. So again, you can always find out who your rep is on our website at ufcw1006a.ca.

Glacier Effs-Samuel: So, we'll take a look at the questions coming in right now. Remember to submit a question just press star three on your phone keypad. Right now we have Richard from North Bay. And Richard works at Mike and Lori's No Frills, it looks like. So Richard's question is, "Will anything happen regarding the gap between the full timers and part-timers? The gap is only three dollars now."

Wayne Hanley: So Richard, your question is very timely. As it relates to the presentation that we just had from Mark. One of the first things that the Ford government did on taking power is to attack workers by not only reducing the increase of the minimum wage that was due in January of this year to \$15, but they also did away with other labour laws including the labour law that ensured that part-time and full-time would be paid the same. And they did that by doing away with the equal pay for equal work.

Wayne Hanley: So where we thought we had an opportunity to address this historical problem in the difference of wages between part-time and full-time, they were taken away by a strike of the pen by the Ford government. So it's continued along the same lines as we have in the past, we go to the bargaining table and we have to try and hammer it out.

Glacier Effs-Samuel: Thank you Wayne. I just want to remind everyone individual questions about your workplace issues will be forwarded to your union representative who will contact you no later than tomorrow night if there's any urgent matters. Your union rep contact information will be on our website at ufcw1006a.ca. And click "Find your Rep" button for their information.

Wayne Hanley: Sisters and brothers and friends, as you know, we're always working on ways of improving our connection with our members and the communities in which they live. One of the ways we are working on doing this is through reaching out and engaging with equity seeking groups, like the 2SLGBTQ+ community. I'm proud to report to you that the work that our local UFCW local 1006 outreach group has been doing has been recognized and we continue to make great strides in standing up for equality, human rights and fairness for all.

Wayne Hanley: We recently received an award from our international union as the best local union all across North America in advancing the issues of the LGBTQ community. And that's all reflected in the work that local 1006 outreach does. I'm pleased to now invite 1006a Outreach Coordinator Tania Liu to our town hall meeting.

Tania Liu: Thank you Wayne for having me here.

Wayne Hanley: Now Tania can you talk to our members about the challenges and issues faced by members who are from the 2SLGBTQ+ community?

Tania Liu: For sure. Members from the 2SLGBTQ+ community are disproportionately affected by bullying, violence, homelessness and mental health issues. LGBTQ youth, particularly are also in a difficult position. They want to come out and they want to find a community and find support. But at the same time they know that they may not be accepted at school by their families or at work for being who they are.

Wayne Hanley: I think that's an important part. At work, our members, from the LGBTQ community have a bigger challenge at work than many other of our members.

Tania Liu: Yes, for sure. And, the more visible they are, the more likely they are to experience victimization. For example in Canada, bisexual women are seven times more likely to be victims of sexual assault than straight women. Despite the great progress in the last decade, homophobia, biphobia and transphobia still exist in the workplace and remain underrepresented in the diversity and inclusion conversations. One third of Canadians don't see their workplace as LGBTQ inclusive.

Wayne Hanley: And that's really sad. And I really want to just repeat what Tania has said, one third of Canadians don't see their workplace as LGBTQ inclusive.

Tania Liu: And you see bullying, discrimination and prejudice comes in many different forms. It could be a supervisor addressing you with the wrong pronoun, a colleague commenting on the way you dress or walk, or someone questioning if you are in the right washroom at work. I'll give you an example of someone I know. She's a woman. At work, her supervisor will often say something like, "You dress like a man, so you want to be a man, here, you can do all the heavy lifting." That is bullying, and that is unacceptable. If you see something like this happening at your workplace we encourage you to stand up and speak up for your coworkers. Know that the union has your back.

Wayne Hanley: Absolutely, your union has your back. Tania, what role does our union play in raising awareness about the LGBTQ issues?

Tania Liu: I'm so proud that our local is actually taking leadership to include non-discrimination clause in our collective agreements. That covers sexual orientation, gender identity, and gender expression. As well as gender-neutral language. Our union plays an important role in educating members about issues and stories of 2SLGBTQ+ members. Our goal is to let our members know that they are not alone. Creating a sense of community and building a sense of pride in one's identity. For many of our members who are part of our outreach committee, it's a place they can come to and belong to without judgment and fully express who they are.

Wayne Hanley: So in what ways can people, our members, participate in pride initiatives?

Tania Liu: So this summer will be a busy one. We are participating in several pride parades across the province. Starting with the Durham pride on June 2nd. Then Brockville pride on June 8th. Toronto Pride from June 21st-23rd. We'll also be taking part in pride events in London and Ottawa. Our goal in all of this is to stand up for equality and fairness.

Tania Liu: So you may have watched a pride parade from the sidelines, but it's totally different and so much fun to march with us. No matter if you are from the community or not, we are inviting you, our members, your families and friends to join us.

Wayne Hanley: So what should our members do if they're interested in participating?

Tania Liu: So you can send us an email at outreach@1006a.ca. Or visit our union website at ufcw1006a.ca. You can find that email address on our website as well.

Wayne Hanley: Thank you Tania, for sharing with us this important information. It's important our LGBTQ community members know that their local union supports them in their community. And we will address their issues as it relates to their employment and issues they have at work.

Glacier Effs-Samuel: So let's look at some of the questions coming in, just a reminder, press star three on your telephone if you want to ask a question. Right now we have on the line, our question from Audrey. From Peterborough. Audrey works in the No Frills and her question is, "With OT averaging coming into effect, Labour Act, what impact will it have on retail workers?"

Wayne Hanley: So the averaging of the overtime hours and overtime work that came into effect again as a result of the Ford government change and the labour laws will have no impact on workers that have a collective agreement that defined when overtime hours will be paid and at what premiums they'll be paid. So it's one of the advantages of being a unionized worker. The people that won't be affected are protected by the union. But a vast majority of workers that are in workplaces that don't have a union contract are going to be subject to not only

this change in the labour laws that will disadvantage them, they will also be affected by many more draconian labour laws.

Glacier Effs-Samuel: So before we do our last poll, where you have the opportunity to win either a pair of, or actually four Blue Jays tickets or a tablet. I'll turn it back to Wayne.

Wayne Hanley: Thanks Glacier. I just like to thank our guests this evening, they did a great job, Kevin and Mark and Tania as well as our great moderator, Glacier who always does an outstanding job. And most importantly I want to thank all of you who have stayed on the line this evening, have joined us in taking time out of your busy schedule to participate in the meeting. I hope you have found the discussions and the information presented here tonight beneficial. I hope that you have found this new format of engaging our membership at these town hall meetings easier for you to participate. For the questions that we were unable to get to tonight, your union representatives will get back to you within the next 24 hours. And please remember that the audio file and the transcript of tonight's meeting will be posted on our website for your convenience. As well, the minutes of tonight's meeting will be posted on our website for your review and will be approved during our next meeting which is scheduled for September 24th at 7 PM.

Wayne Hanley: Now Glacier, I believe you have one more piece of business to do?

Glacier Effs-Samuel: Yes I do! Thank you Wayne. And thank you to everyone for staying on the line tonight for the entire meeting. Before I get to the final poll, I just want to let people know that you can leave a message at the end of the call tonight if you didn't get through to send the question. The final poll question for tonight, to enter the draw to win either the four Toronto Blue Jays tickets or the tablet, to be entered into this draw just press one on your telephone keypad. The winner will be announced on our website tomorrow by 3 PM. And again our website is ufcw1006a.ca. That is, ufcw1006a.ca.

Glacier Effs-Samuel: Thank you again for joining us, and have a great evening.