

UFCW Canada Local 1006A
General Membership Meeting – February 28, 2019
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 General Town Hall meeting. We're currently dialing in thousands of members across the province, so it'll take a bit of time to connect to everyone. For those of you on the line, thank you for your patience. With us on the line today is 1006A President Wayne Hanley; Secretary/Treasurer Kevin Benn; and Executive Assistant to the President Dan Gilbert; Regional Director Roland Lapins; and Organizing Coordinator Lesley Prince. We have an exciting agenda planned for you tonight, so stay tuned. Stay with us for the entire call, and you'll have a chance to win a pair of Toronto Maple Leaf tickets or a tablet. We'll have more details on the draw coming up later on the Town Hall.

Glacier Effs-Samuel: Before we hear from all our speakers, 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 the meeting location, you can participate from the comfort of your home or wherever you have phone access. Normally, we hold 90 general meetings across the province from London to Ottawa four times a year. That's 360 meetings annually. Tonight's Town Hall meeting saves us both time and resources and is more accessible for our members. We're hoping that through these Town Halls, we can reach out to more of our members and keep them informed about what's going on in their union.

Glacier Effs-Samuel: Soon, you'll hear from President Wayne Hanley on current union issues. Then Secretary/Treasurer Keven Benn will provide you with a financial overview. Organizing Coordinator Lesley Prince will share with us updates on unionization wins. You'll also have the opportunity to vote on bylaw amendments which Executive to the President Dan Gilbert will update you on. Regional Director Roland Lapins will also be joining us to give us an update on the labor dispute at Baxtrom's Your Independent Grocer in Cornwall. Telephone operators are standing by to take down any questions and pass them on to us. To ask a question, just press Star Three on your phone keypad. We'll be answering as many questions as we can throughout the night. Please make sure to give your full question, name, and where you work to the operator. Again, to ask a question, just press Star Three.

Glacier Effs-Samuel: Questions about individual workplace issues will be forwarded to your union representative who will contact you no later than tomorrow night. If it's an urgent matter, your union rep's contact information is on our website at ufcw1006a.ca. Click Find your Rep button. If you don't get all your questions in tonight, we'll be passing those questions on to your union rep who will contact you with an answer. Before we start, let us do a quick poll question to find out who's on the line with us tonight. Get your phone pads ready. So, the first poll question for the night is, "Do you work part time or full time?" Again, "Do you work part time or full time?" Press one for part time, and press two for full time. Once again, press one if you work part time, and press two if you work full time. We currently have members on the line from all across Ontario. I want to

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remind you if you stay with us for the entire call, you will have a chance to win a pair of Toronto Maple Leaf tickets or a tablet

Glacier Effs-Samuel: So, the results are coming in. So, right now we have 52% of our participants on the Town Hall work part time, and 48% of the participants on the Town Hall work full time. It's great to have you all with us. I want to welcome you to the Town Hall and thank you for joining us tonight. Again, my name is Glacier Effs-Samuel, and I'm excited to be your host for this Town Hall meeting with our members from all across UFCW Canada, Local 1006A sectors. Now, it's my pleasure and honor to introduce to you the President of our union, Wayne Hanley.

Wayne Hanley: Thank you, Glacier. Hello, everyone, and thank you for participating in 1006A's first ever Town Hall General Membership meeting. I'm here to share with you some current issues within our union. As always, we've got a lot to go through. Unfortunately, we don't have time to address everything on this call; however, I do encourage you to check out the local union's website for current up-to-date information, and, as Glacier told you, that's www.ufcw1006a.ca. First on the agenda, I'm pleased to announce that the 12-week strike at Baxtrom's Your Independent Grocer in Cornwall has now ended. Members ratified a new contract on February 16th. I've invited Eastern Regional Director Roland Lapins to join us here tonight and talk about the strike. So, Roland, can you give us a quick synopsis of what happened during the strike?

Roland Lapins: Sure. And good evening to everybody. For those of you who don't know, 100 of our members were on strike, walking the picket line for the last three months. Recently, our members ratified an agreement and are now back to work. They were out day and night in the worst possible conditions, striking for a fair deal. Many of our staff, including Wayne, Kevin, Glacier, have been on the line. Our members got tremendous support from our East region crew as well, Gord, Greg, Carla, and Jackie, and the organizers and so many of our union reps that were out there to assist. We are pleased to report our efforts made a difference, and our members made gains from the previous employer offer. There's an immediate six percent 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.

Wayne Hanley: Can you tell us a little bit about the emotions the members had throughout the strike?

Roland Lapins: Of course. It was incredible to see how the members pulled together and supported each other. Our members were out in -20 weather, through ice storms, snow storms, you name it. Solidarity of the membership was crucial in forcing the employer back to the bargaining table. Appearances on the picket line by members of UFCW and other union organizations was a big morale

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booster. The community was very supportive as well and especially the support we received from our friends at the local Subway restaurant who opened their doors to our picketers so that they could warm themselves up and use their facilities. Community and customers supported the picketers with words of encouragement as well as fresh coffee, soup and pizza, and cash donations. In addition, the local press continued to talk about the strike in a fair and balanced manner. This was a big morale booster for our members. Finally, I can say with pride that many of our picketers told me personally that they appreciated Local 1006A's support throughout the strike.

[Wayne Hanley:](#)

Thanks, Roland. Our members of Baxtrom's YIG are incredibly inspiring, and I have to commend them on their courage and their strength through those three long winter months standing up for what they believed in and fighting back. Moving on, I want to provide you with an update on some recent sets of negotiations. I can share with you that the local union has made shorter-term contracts, shorter progressions in wage scales, and fair wages, all priorities, when negotiating contract renewals. I'm pleased to report to you that we've negotiated six contract renewals covering close to 700 members in the last four months. We not only met our priority objectives, but other gains, ranging in increased sick days and scheduling improvements and benefit enhancements, were included in some of those agreements. You should know that our local union negotiates in all sectors and industries of our economy with a variety of employers and members who work in hotels, in laundry facilities, in restaurants, in food processing, distribution centers, call centers, retail food stores, to name just a few.

[Wayne Hanley:](#)

One of the biggest factors in achieving a fair deal is member engagement and participation. Time and time again, when members are united with each other and their union and are willing to stand up for what they believe in, it makes a difference at the bargaining table every time. Our union contracts are built on the tenacity and solidarity of our members fighting for fairness together.

[Glacier Effs-Samuel:](#)

Thanks, Wayne. Now it's time for our first question. Remember, telephone operators are standing by to take down your question and pass them on to us. In the interest of time and to get through as many questions as we can, the operator will be passing the questions on to us, and remember, to ask a question, press Star Three.

[Wayne Hanley:](#)

So, we have a question from Fran in Kingston, and it deals with saving jobs at the front end of Loblaws stores as customers go through self-checkouts and the company's move to increase this. This has been an ongoing problem for a number of years, Fran, and it's been identified as taking away jobs, and I'm sure you've probably experienced that, and many of the members on the phone have actually experienced it as well. It's a real issue that labor unions and our union

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are dealing with as technology and artificial intelligence are coming into the work force and taking away jobs.

Wayne Hanley:

We've had several discussions with the employer on use of technology, and we'll be doing everything we can to ensure that language in your contract is upheld in that we do have job guarantees for workers, and we will be fighting to ensure that those jobs are saved. One thing that we can't do is prevent some of the technological changes that are happening as businesses in all of our sectors change, but we need to be there to make sure that the workers are represented fairly.

Glacier Effs-Samuel:

We have a second question this evening coming from Paul Albert out of Real Canadian Superstore in London. So, the question is, "Are we going to accept drastic changes in the Loblaws' operation?"

Wayne Hanley:

Well, I think, if I can take the liberty of trying to change that question around, I don't think that we can change the direction that Loblaws is going in their business. Those are decisions that they have to make. What we can do is to ensure that the language in the collective agreement is followed and that they do it in a systematic way and that our members aren't disadvantaged as a result of it.

Glacier Effs-Samuel:

Thank you, Wayne. Remember, if you stay with us for the entire call, you will have a chance to win a pair of Toronto Maple Leaf tickets or a tablet. So, moving on, let's go to our second poll question. The poll two question is, "What sector do you work in?" For grocery retail, press one. For food processing, warehouse, and manufacturing, press two. For transit and airport, press three. For hotel and restaurants, press four. And for all others, press five. Once again, what sector do you work in? For grocery retail, press one; food processing, warehouse, and manufacturing, press two; transit, airport, press three; hotel and restaurants, press four; and for all others, press five.

Glacier Effs-Samuel:

1006A is one of the most sectorial diverse unions in Canada. We're proud to represent workers in a wide range of sectors. You can find 1006A members working to serve travelers at Pearson Airport, cooking at Swiss Chalet, driving Tok Transit transit buses, or advocating for fair society at the Broadbent Institute. So, the results are in, and the results show that, 80% of you on the call work in grocery retail. Nine percent on the call are from food processing. Two percent are from transit, one percent from hotel and restaurants, and eight percent from others. That's amazing to have you all with us tonight and welcome.

Wayne Hanley:

And thank you for sharing with us what sectors you work in. It's important information for us to know. It's not quite reflective of the distribution of our members. It's close, but we know where we have to try and engage our

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members more, so it's important information, and I thank you for it. Part of the work that we do is to help our members in the various sectors achieve union representation. Currently, the union density in Canada is just under 29%, and we're doing our part to try and improve that. A person who knows a lot about union growth is Local 1006A Organizing Coordinator Lesley Prince, and I'm pleased to welcome her at our meeting here tonight to talk about how we are helping workers gain rights and achieving fairness for their workplace. Welcome, Lesley, and can you provide us with an update on organizing?

[Lesley Prince:](#)

Good evening, and thank you for having me here. Last year was a very successful year for the organizing department. We helped close to 500 workers at seven workplaces win union representation. This included 100 workers at the Plaza Premium Lounge at Toronto's Pearson Airport as well as 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. Organizing is a key part of the work unions do to build fair communities. We help workers gain a voice at work and bring them together so they can achieve job security, rights at work, and protection from unfair treatment. Most companies are looking to maximize their profits, and the way they do that is by cutting back on the wages and benefits they offer to workers. Joining a union provides a way for workers to unite and combine their strength together and stand up for a fair share of the profits the company is making.

[Wayne Hanley:](#)

So, Lesley, what is the message that you have for our members on the line here tonight?

[Lesley Prince:](#)

I think my message would be that the presence of unions at our workplaces and in the economy lift the standards up for everyone. The more unionized workers there are, the better the working conditions will be for those not unionized. It's not about cutting wages and benefits to the lowest levels and seeing what you can get away with; it should be about having a level playing field with more unionized workers where we can build up the standards for everyone in terms of wages, benefits, and working conditions. More often than not, workers are calling us because they're simply seeking fairness and job security. Nonunion workers regularly face retaliation, retaliation of hours being cut, of being reprimanded, or, worse, termination. They simply just do not have just cause protection or even access to a grievance procedure, something union members do have. So, if you are talking to your family and friends, and they're talking about the problems they're having at work, let them know there is hope that they can create positive change in the workplace through unionization.

[Wayne Hanley:](#)

I'm sure that many of our members know someone who is working in a nonunion environment. If they want help from the union rep or assistance, what should they do? Who should they contact?

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[Lesley Prince:](#)

That's easy. Every worker deserves fairness. I encourage any worker who needs union representation to contact our organizing department at 647-518-3973 or by email at gounion@ufcw1006a.ca. But lastly, I'd just like to make a little mention for our current campaign to help workers at Mama Earth Organics who recently voted to join our union. Their employer is using anti-union tactics and arguments at the labor board to try to prevent them from getting the union they want. Please visit www.ufcw.ca to send a quick letter to the company to tell them to respect these workers' decision to join our union. Once again, the website is www.ufcw.ca and click on the Action Center.

[Wayne Hanley:](#)

Thank you, Lesley, for sharing with us that important message. Unions are simply workers coming together to achieve fairness in the workplace. When unions are stronger and bigger, workplaces in society are fair.

[Glacier Effs-Samuel:](#)

Now, it's time for another set of questions. Remember, to ask a question, just press Star Three on your phone. Right now, we have a question from Cathy who works in Loblaws in London, and Cathy's question is, "I know the company is allowed to videotape us at work. Does that include audio as well? Sometimes, I think the things I say are repeated back to me by the supervisor."

[Wayne Hanley:](#)

Cathy, I'm glad you brought this to our attention. Unfortunately, in many cases, videotaping while at work is allowed. That has been tested through the arbitration process, and we've been unsuccessful. There are some conditions that are attached to that. Workers need to know that there are video cameras in place. The question is about having audio. I'm not aware of that happening in the Loblaws stores, and I thank you for bringing it to your attention, because I'd take great exception to that as well. They should not be recording conversations, and we'll have someone follow up with you, Cathy, tomorrow to get more information, and, again, thank you for bringing that to our attention.

[Wayne Hanley:](#)

Okay, moving on, I also want to share some important information about an arbitration which affects thousands of our members who work part time at Loblaws. We fight hard to protect our members rights under the collective agreement, and part of that involves filing grievances when we believe that the employer undermines or violates our members' rights. Sometimes we cannot reach an agreement through the grievance procedure, so we end up going to arbitration. That's what we do. That's what's currently happening right now at Loblaws. As some of you know, we have a long outstanding arbitration affecting our members at Loblaws Great Food Stores that began in January of 2018, and unfortunately arbitration is a very slow process. Many of you know that when the minimum wage went up to \$14, Loblaws implemented a top rate for many of our part timers of \$15 an hour. We believe the Loblaws' end-rate calculations for members working part time is wrong and is in violation of the union contract, and Loblaws has failed to implement the required increases as it

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relates to the collective agreement. They are paying right now part-time clerks \$15 an hour, who are at the top rate, and we believe that rate should be \$16.24.

Wayne Hanley:

Your union is doing everything we can to address this problem as quickly as possible to ensure that our members' rights are protected. We've had two dates of arbitration, and we have three more scheduled in April and May of this year. Another arbitration involves overtime being paid for truck drivers who work out of the Loblaws' distribution center. We won the arbitration, but rather than pay the tens of thousands of dollars we believe are owed to our members, Loblaws has failed to implement the terms and the orders of the arbitrator, so we've had to return to the arbitrator for enforcement of the terms and to work out how far back the compensation should go and to work out how the overtime should be calculated. And while we're doing all that, the employer, Loblaws, has decided to appeal the arbitrator's decision to the courts to try to have the decision overturned. This process has evolved into a lengthy battle, and we're working diligently with our members and our stewards committee to ensure that they get paid what they're owed. We estimate the cost of this grievance to the employers and money into our members' pocket could be millions of dollars.

Glacier Effe-Samuel:

Thank you, Wayne, for the updates. Now, it's time for questions from our listeners once again.

Wayne Hanley:

We have a question here from Carlene who's joined the call a little bit late and wanted to get some updated information on the strike, the results of the strike at Baxtrom's YIG. And, Carlene, I can tell you that after 12 weeks in that strike, members voted to accept a contract. The contract was an improvement from the offer that was rejected by the members, and members there have a contract that will run for 18 months from the time the contract was ratified. They got a six-and-a-half percent increase up front for top-rated part time, and they're quite happy to be back to work.

Glacier Effe-Samuel:

We have another question from Ron from Whitby Superstore in Oshawa, and the question is, "Do you have an active campaign at Walmart? Third-party workers were allowed to work part time."

Wayne Hanley:

Local 1006 does not have an active campaign ongoing at any Walmart locations. We do receive calls from Walmart workers and other nonunion workers continually inquiring about what it takes to get a union into their workplace. Not all of these contacts work out to be organizing drives. Sometimes, we answer their questions, and we never hear them again, but to the best of my knowledge, we do not have any organizing drives in Walmarts at this time, Ron.

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[Wayne Hanley:](#)

Moving on, I'd like to report on the success of our education and training initiatives. We continue to train upwards of 400 stewards a year, providing them with the knowledge and skills to help our members in the workplace, and our scholarship program also continues to be a strong draw for our members. Every year we offer 42 scholarships worth \$1006 to members and their dependents. So, if you're a post-secondary education student or have a child or a dependent in college or university, please make sure to apply to our incredible scholarship program simply by going to our website, ufcw1006a.ca, to apply. It's a real easy process.

[Glacier Effs-Samuel:](#)

Thank you, Wayne. Now, it's my pleasure to welcome Secretary/Treasurer, Kevin Benn, to the Town Hall for the financial report.

[Kevin Benn:](#)

Thank you, Glacier, and good evening everyone. As the local union secretary/treasurer, I'm here to provide a snapshot of the local union's finances, which I'm pleased to report are in good shape. In 2018 as well as the two previous years, the local union operated balanced budgets which had been approved by the 1006A Executive Board. Essentially, this means that the expenses were managed so as not to exceed the revenue. The 2017 audited financial statement confirmed an excess of revenue over expense of roughly \$700,000. 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. As we are undergoing the audit process, the information I will provide you with this evening is an overview of our 2018 financial performance.

[Kevin Benn:](#)

In 2018, our local union saw revenues of slightly over 21-1/2 million dollars, which was primarily generated through membership dues, initiation fees, and investment income. Expenses for the same period topped out at just over 19.7 million dollars. Expenses, of course, are the costs associated with operating the local union and continuing to provide the high level of service our members expect and deserve. They include the cost of negotiations, meeting rooms, travel and wage reimbursements, building and property maintenance, staff salaries and benefits, per capita payments to the Ontario Federation of Labor as well as the Canadian Labor Congress, our own International Union, our own Canadian Council, and labor councils, lawyers and professional fees, stewards training, conferences, and member promotions, to name but a few.

[Kevin Benn:](#)

Having said this and apart from our operating revenue and expense that I just spoke of, I'm pleased to report that the local union holds about 22 million dollars in cash and investments which are professionally managed by an external firm. Add to that our fixed assets, such as our building and equipment. In total, the local union holds net assets of some 26 million dollars. We very carefully manage our assets and expenses in order to keep our local union in a position of financial stability. Financial stability means we have the resources to

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defend our members. It allows us to take on the fights and the challenges we need to without compromise. Being in good financial health means when our members' rights or livelihoods are being threatened in the workplace or during negotiations, they have a union strong enough to stand up to their employer, as recently evidenced at the Baxtrom's YIG contract fight in Cornwall. I look forward to bringing you an update of our 2018 audited financials at an upcoming meeting.

Glacier Effs-Samuel: Thank you for that report, Kevin. Now, it's my pleasure to welcome Executive Assistant to the President, Dan Gilbert, to the Town Hall regarding the bylaw amendment. Welcome, Dan.

Dan Gilbert: Thank you, Glacier. Hello to everyone on the call tonight. Next on our agenda, we're going to discuss and vote on an amendment to your local union bylaws. The local union bylaws along with UFCW's constitution are the rules by which your local union is governed. Currently, Article 19 of the bylaws relating to divisional structure reads, "The Executive Board shall, by policy, establish a divisional structure and shall convene an advisory conference of the divisions at least once every four years." As a result of the merger in 2016 of Locals 206 and 1000A, 1006A now represents a more diverse membership with members working in a wide range of sectors. To ensure the local continues to be inclusive and encourage member engagement, the divisional structure from the former Local 1000A needed to be reviewed. 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.

Dan Gilbert: The intent of this new structure is to have one representative from each workplace assigned as a regional representative for that workplace. 1006A workplaces were aligned into one of 13 regions, and the assigned regional representatives within each workplace will meet four times a year at their regional meeting. Since its implementation, the regional structure has strengthened the local's steward base and ultimately the membership through improved communication, education, and engagement. As a result of this new structure, your local union Executive Board at their meeting in December 2018 unanimously passed a motion to delete Article 19 from the local union bylaws, which speak about the divisional structure, because we no longer have divisions. So, the motion before us tonight is just that. As recommended by your local union Executive Board, delete Article 19 from the local union bylaws which speaks about the divisional structure, because we no longer have divisions. I so move. Can I have a seconder?

Roland Lapins: I second the motion.

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Glacier Effs-Samuel: Thank you, Roland, for seconding the motion. Before we put the amendment to a vote, we'll take a moment to allow for any questions to come in from those on the call. I'll pass it back to Wayne for a moment to share some news about our servicing program.

Wayne Hanley: Thank you, Glacier. While we're waiting to see if we have any questions come in on the bylaw amendment, I want to let you know what's happening with our servicing program. Since the merger in 2016, we've been making changes to our union representative servicing routes to help better serve our members. This year, we're making our most significant improvements. Our servicing staff will have routes that enable them to service more effectively and efficiently. Serving a diversity of sectors will also strengthen and build on the knowledge and experience of our staff so that we can better meet the needs of our membership and have well-rounded union representatives. Many of you will have an opportunity to meet a new union rep in the next few weeks, and others will see no change and will continue with their current rep. I also want to recognize two retirements that we've had in the local union. Executive Vice President Pearl Sawyer has retired, as has long-time Union Representative Carmine Fiore. We wish both of them the best in their retirement years. All right. I'll pass it back to you, Glacier.

Glacier Effs-Samuel: So, we have no calls regarding the bylaw amendment. I will recap the motion before us. As recommended by your local union Executive Board, delete Article 19 from the local union bylaw, which speaks about divisional structures because we no longer have divisions. As the motion has been moved and seconded, we will now turn it over to those on the line with us. This will be our poll number three, which will be your bylaw vote. So, please press one on your telephone keypad to vote yes on the motion to remove Article 19 from the union bylaws, as recommended by the Executive Board, or press two on your telephone keypad to vote no on the motion to remove Article 19 from your local union bylaws. Again, that's one for yes, two for no.

Glacier Effs-Samuel: While we wait a moment for you to vote, I'll take this time to plug UFCW WebCampus. WebCampus offers online courses to Local 1006A members and their families. Recently, it has been revamped to work on all devices, laptops, tablets, cell phones, et cetera. We are partnered with Brock University, Conestoga College, and Athabasca University. A variety of courses are available to take whenever and wherever you are. Check out our website for more details at ufcw1006a.ca. I encourage all members and their families to take advantage of this popular program.

Glacier Effs-Samuel: So, the results are in, and I'm pleased to report that the amendment has passed. I want to thank you for your support and participation.

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Wayne Hanley:

And I'd like to thank Roland, Lesley, Kevin, Glacier, and Dan and thank all of you for joining us for our discussions tonight. Remember that your participation, unity and support is vital to achieving strong union contracts, and we encourage you to talk to your union representatives and stewards on how they can get involved. Strong union begins with each and every one of you. If your workplace does not have a union representative attending the regional meeting, let us know, and we will assist in having one set up. Remember, your union rep is there for you, and should you have any questions or concerns at your workplaces, please contact your union rep. Again, thank you for your participation tonight, and I'll just remind you and thank all those people that have called in and left phone messages, that we will have those followed up no later than tomorrow night. Glacier.

Glacier Effs-Samuel:

We'll be uploading an audio file of the Town Hall and meeting minutes for your convenience. Thank you to everyone for staying on the line for this Town Hall, but now's the moment you've been waiting for. It's time to enter the contest to win a pair of Maple Leaf Toronto tickets or a tablet. So, this will be our fourth poll for the night. Press one on your keypad to enter the draw. That's one on your keypad to enter the draw. The winner will be announced on our website tomorrow at noon. Our website is, again, ufcw1006a.ca. Once again, that's ufcw1006a.ca. Thank you to everyone who joined us tonight for the Telephone Town Hall. If you have any questions or comments on the Town Hall, feel free to email us at ufcw1006a.ca. Also, if you have given your question to the operator and we didn't get a chance to address it during the Hall, they will pass it on to your union representative. IF you didn't get your message answered, leave a message at the end of this call as well. Thank you again for joining us and have a good night.