

UFCW Canada Local 1006A
General Membership Meeting – September 24, 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 third telephone town hall general membership meeting. We've dialed thousands of members across the province, so it will take a little bit of time to connect to everyone. For those of you already on the line, I thank you for your patience.
- Glacier Effs-Samuel: We have an amazing program planned for you tonight, so stick around. Stay with us for the entire call and you'll have a chance to win either a pair of Raptors tickets or a tablet. We'll have more details on that coming up later.
- Glacier Effs-Samuel: With us on the line today, we have 1006A Secretary Treasurer Kevin Benn, 1006A Executive Assistants to the President Dan Gilbert and Paul Docherty, and Mark Hennessy, who is the UFCW Canada Special Assistant to the National President. Rick Young, who is our Health & Safety Advocate for 1006A. Muhannad Malas is a Toxic Program Manager with Environmental Defense. And Diana O'Brien, our Leukemia Fundraising Coordinator.
- Glacier Effs-Samuel: Soon we'll share the latest union news. Muhannad and Rick will talk about the hidden toxic dangers of sales receipts. Mark will discuss the upcoming federal election and what's at stake for workers. And Kevin will share a summary of 1006A's audited financial statements. Diana will provide us with information on participating in the upcoming Light the Night Walk for Leukemia Research.
- Glacier Effs-Samuel: Telephone operators are standing by to take your questions and pass them on to us. To ask a question, just press *3 on your phone keypad. Make sure you give us the full question, your name, and where you work. Once again, press *3 on your phone if you want to ask a question.
- Glacier Effs-Samuel: Remember, questions about individual workplace issues will be forwarded to your union representative who will contact you no later than tomorrow night. If the matter is urgent, your union rep's contact information is on our website at ufcw1006A.ca. Click the Find Your Rep button for their information.
- Glacier Effs-Samuel: If we don't get to all the questions tonight, we'll be passing those questions on to your union rep, who again will contact you with an answer.
- Glacier Effs-Samuel: As we have done in our past general membership meetings in February and May of this year, we will post an audio file, a transcript, and minutes up on our website. During each telephone town hall general membership meeting, we will vote to adopt the minutes of the previous meeting.

Glacier Effs-Samuel: So before we move on, we will be taking a vote for the adoption of the minutes of the telephone town hall general membership meeting as posted on our local union's website which was held on May 21, 2019.

Glacier Effs-Samuel: Use your telephone keypads to participate in the vote. So the question before us again is: Do you approve of the minutes of the previous town hall general membership meeting? Press 1 if you approve of the minutes of the May 21 meeting, press 2 if you do not approve of the minutes from the May 21 meeting.

Glacier Effs-Samuel: Once again, press 1 if you approve of the minutes, and press 2 if you do not approve of the minutes.

Glacier Effs-Samuel: We'll give it a little time for the results to come in.

Glacier Effs-Samuel: I'll mention again to our members for their convenience, an audio file, a printed transcript, and minutes from each meeting are posted to the 'Get Involved Membership Meeting' section on our website shortly after every meeting. If you know a member who couldn't make it on the call tonight, you can let them know that they can listen to the call in its entirety online.

Glacier Effs-Samuel: The results are in, and the minutes from our May 21st telephone town hall meeting have been approved. 89% have approved the minutes, 11% did not approve the minutes.

Glacier Effs-Samuel: Now it's my pleasure to introduce the Executive Assistant to the President, Dan Gilbert.

Dan Gilbert: Thank you Glacier. Hello everyone. Thank you for joining us tonight for our third telephone town hall general membership meeting. President Hanley sends his regrets. He was hoping to be on the call tonight, and is disappointed that he couldn't join us.

Dan Gilbert: So first on our agenda is an update on negotiations. Since our last meeting, we negotiated 10 contract covering more than 3,000 members in a variety of industries. This included one of our largest bargaining units, Swiss Chalet, where we achieved significant gains within a drastically changing industry.

Dan Gilbert: We are proud of the hard work and dedication of our negotiating committees and the members that sat on those committees and their vital role in improving our members' rights and livelihoods.

Dan Gilbert: We are also proud to welcome 300 new members to our union. We are now home to workers from Miller Transit who work as drivers, mechanics, and cleaners. Miller provides transit services for Markham and drive York Region buses. They join our Tok and Viva members, meaning we now represent nearly

all of the transit workers in York region. If and when you are on a bus in York Region, make sure you say hello to a fellow member.

Dan Gilbert: Our Health & Safety Department is also hard at work raising awareness about the hidden dangers of sales receipts. It's my pleasure at this time to invite Rick Young from our Health and Safety Department to discuss the toxic effects of these thermal receipt papers. Rick, welcome to our town hall.

Rick Young: Thank you Dan. Thermal receipt papers is an issue that affects everyone. These receipt papers can make you sick due to the presence of BPA or BPS, also known as Bisphenol A and Bisphenol S. They are found in many of our bargaining units as thermal paper is used in retail and grocery stores for receipts, restaurant order slips, movie theater tickets, and public transportation tickets and transfers.

Rick Young: I'm proud to introduce Muhannad Malas, who is the Toxic Program Manager with Environmental Defense, and is a leading expert on this matter. Muhannad was among the first of those who participated in an experiment examining the toxic nature of these everyday receipts.

Rick Young: So Muhannad, first and foremost, thank you for taking your time to join us. Could you please tell us what is BPA and what are its risks?

Muhannad Malas: Well thank you for having me, and I'm very glad to be with you all tonight. So BPA is basically a chemical that's added to plastics to make them harder and clearer in color, and also to make them shatter proof. They're usually found in polycarbonate plastics, and it's also a hormone disruptor.

Muhannad Malas: And what that means is that it mimics hormones in our bodies, hormones like estrogen that are very important in guiding the way the body develops. And it's also linked to hormonal cancers like breast and prostate cancer, and it's toxic to reproduction. So it's a really well-studied chemical that we know has some serious adverse health impact.

Muhannad Malas: And then there's also BPS. I want to mention BPS because not many people know about it. BPS is basically a very similar chemical to BPA, it's the BPA sibling, and what we have seen over time is that BPS has been introduced to replace BPA in so many products that are now being promoted as BPA free.

Rick Young: So thanks for explaining that difference. You mentioned hard plastics. Where else can BPAs and BPSs be found?

Muhannad Malas: Yeah, so examples of the hard plastics include food containers, reusable water bottles. Baby bottles was a place that we had BPA in, and Canada was the first country to ban BPA from baby bottles 10 years ago. But it's also in other things

aside from plastics, including food cans, so BPA can line the food can on the inside to protect the food from the metal.

Muhannad Malas: And it's also on receipts, so thermal paper that's used in receipts is coated with BPA or BPS. And the chemical on the receipt basically helps with the printing process, because the printing of receipts don't use ink. It uses a thermal or heat-based process.

Muhannad Malas: So the receipt issue is an issue that has been a blind spot for the Canadian government, and it's the reason why we are concerned about this particular product, and specifically exposure among workers.

Rick Young: Thank you. Could you describe the BPA/BPS experiment you participated in, and what were your conclusions and findings?

Muhannad Malas: Sure. So we wanted to better understand how retail workers, and particularly cashiers because of the frequency of handling receipts involved in their job, wanted to understand what happens in their body when they handle a bunch of receipts for an hour continuously or several hours or even eight hours in a full-time shift.

Muhannad Malas: There's not a lot of research from Canada on this. As I said, the government really hasn't looked at it. So we decided the best way to do this is to actually do an experiment, and we decided to ... Well myself and my colleague and two folks who've written books on toxic chemicals sort of sat together and we said, "Let's do this. Let's sit down and handle some receipts and measure our body levels of BPA and BPS before and after, specifically measure our urine levels because that's where BPA would be detected."

Muhannad Malas: And that's what we did. We sat down and handled a bunch of receipts for about 15 minutes or so, and that's basically our estimate of continuously how long a cashier is handling a receipt over an eight hour shift.

Muhannad Malas: And the results were really striking. In fact, they were kind of frightening to look at the graphs afterwards. Because before we touched the receipts, my body levels of BPA and BPS were almost zero. The lab couldn't detect much BPA, and BPS was also very minimal. But after I handled the receipts, my BPS levels were over 100 times greater.

Muhannad Malas: And that's a significant jump. We're talking about a chemical that doesn't need to be in our body in very high quantities to make a big impact. And we're seeing a huge jump in the levels in our body after just handling receipts for a few minutes.

Muhannad Malas: So we were very concerned about that, so we published a report about it and we got a lot of media attention and attention from both government and the retail sector about this issue.

Rick Young: Wow, those results are frightening. Thank you for doing those experiments. Who would you say is most at risk?

Muhannad Malas: So because BPA and BPS are hormone disruptors, the most vulnerable people to the impact of those chemicals are people whose bodies are continuously and rapidly developing. So pregnant women and teenagers, because of the importance and significance of hormones like estrogen in guiding the development of the body, are really the most vulnerable and susceptible to the impact.

Muhannad Malas: And also women of a child bearing age because often on the job you may not know that you're pregnant, and you've been handling certain receipts. And we know that hormone disruptors can make an impact at various points during pregnancy.

Muhannad Malas: So those are the populations that are at risk that we are concerned about. We made that very clear to companies and to government because action needs to be taken to protect those people, especially given that our regulations don't go far enough. Regulations have only banned BPA from baby bottles, but have not banned BPS and have not addressed products like food cans, receipts, and so many other consumer goods on the market.

Muhannad Malas: So that's really the focus of our work.

Rick Young: What are some of the things that we can be doing as workers and consumers to protect ourselves from exposure?

Muhannad Malas: So there are a number of things that one can do. As a worker in the retail sector, or a cashier specifically, I would say the number one tip that I would provide is to try to handle the paper from the back side, so the non-printed side, because usually the BPA or BPS coats only the front surface. So if you can touch the receipt from the back side and hand it to the consumer or customer to avoid exposure, that would be an important way to reduce your exposure.

Muhannad Malas: Wearing gloves with silicone finger tips can also be another way of reducing exposure, but I know that's not really comfortable or convenient sometimes.

Muhannad Malas: So ultimately what we would like to see is the government and companies taking action, and this is where I think people who work in the retail sector and in so many other sectors that involve handling receipts and other papers that are coated with these toxic chemicals is to talk to their employers and to say that it's unacceptable to be exposed to a toxic chemical or a hazard in the

workplace, and that the employer needs to take the steps necessary to remove that product or that paper in this case.

Muhannad Malas: And we know there are safer alternatives. A number of retailers over the past year have stepped up in the U.S. and in Canada to say you know what? We're moving away from BPA and BPS receipts to safer alternatives. So I think your voice really matters in making sure that employers hear that their employees and workers would like to see them taking action.

Muhannad Malas: And we will also continue to voice our concerns and continue the public campaign to get retailers to switch to safer alternatives.

Dan Gilbert: Okay great. Thank you so much Rick and Muhannad for joining us today. We are proud of the work our union and our community allies are doing to raise awareness about these toxic thermal papers.

Dan Gilbert: If members have any questions about the use of thermal receipt paper at work, please contact Rick at ryoung@ufcw1006A@ca.

Dan Gilbert: I would like to remind all of you on the line tonight, to ask a question just press *3 on your phone keypad. Please make sure to give your full question, name, and where you work to the operator, who will then pass it on to us. Again, that's *3 to ask a question.

Dan Gilbert: And another reminder, questions about individual workplace issues will be forwarded to your union representative. They will contact you no later than tomorrow night with an answer. If it's an urgent matter, your union rep's contact information is on our website at ufcw1006A@ca. Just click on the 'Find Your Rep button.'

Dan Gilbert: Now I'm going to turn it over to Executive Assistant to the President, Paul Docherty to give us a report on some of the great work that is being done to protect and defend our members' rights as it relates to the Loblaw Workday Payroll system, or as we like to call it the Loblaw Work For Less Payroll system. Paul.

Paul Docherty: Thank you Dan. Yeah, that is an appropriate name, the Loblaw Work For Less Day Payroll System as many of our members in Loblaw's Great Food and RCSS will have known by now through the exposure they recently had in regards to their own pay. Unfortunately, the company's new system did not take into account the increases of our Loblaw's Great Food and RCSS members that were supposed to go in on June 30th of this year.

Paul Docherty: Now as that increase of 35 cents was supposed to go in, many of our members were diligent enough to reach out to our reps and myself to let us know of the constant problems that were going on.

Paul Docherty: We then reached out to the company to naturally tell them of the problems going on. And unbeknownst to them they had no idea that was going on, and when we went and dug in further, we found that the problem was bigger than what the company had originally thought.

Paul Docherty: Not only were collective bargaining increases for Loblaw's Great Food members not implemented, they also had progression problems. They also had problems with their systems that didn't recognize members that are on our refurb crew, didn't recognize our receivers.

Paul Docherty: Through the reps and I, we've worked diligently to continuously make these changes and put in front of the company what members have gone through in order to alleviate the pain that they've been suffering with their increases.

Paul Docherty: I just want to let you know now that as of today, we have approximately 88 affected members within RCSS that still have not received their increase, and approximately about 400 Loblaw's Great Food members.

Paul Docherty: It's brought to our attention that Loblaw indicates that by the end of the September 30, all members should have their increases provided to them on their end rates of pay. But I would ask all members that if you have not received your increases by the 30, please reach out to your reps and let us know.

Paul Docherty: This not only affects the end rate increases, but also the lump sums that you're entitled to going back to June 30th, and also any increases that were not triggered through the progression.

Paul Docherty: We also came across problems with the increases with the percentage to vacation pay. We naturally thought that this was just with our full-time members that maintained their conventional economics, but we found that also this was a system-wide problem where 323 members were affected in both banners, that were not just members who had maintained their economics.

Paul Docherty: What we have done now is to work with the company to provide us an audit of each and every member to make sure that their pay is correct, that their increases are to what they should be getting, and also they will be made whole by September 30th.

Paul Docherty: I again ask you to reach out to your reps if that does not happen, and let us know that if your increase or your vacation pay has not gone in, please tell us. And that way we will record that and work to get that fixed. Because as we've indicated, this Work for Less Day Payroll system has continued to provide glitches in the system which has provided the unfortunate situation where our members have gone without their increases for now three months.

Paul Docherty: Also too, I want to let you know that we have members within our Loblaw Great Food and RCSS that might be on still with our credit union. These members, I've learned that some members have been kicked out and are having difficulty trying to join back into our credit unions where some of their savings or a lot of their savings get put into on a week to week basis with their pay.

Paul Docherty: So if you have any credit union issues, please also reach out to myself or to your union rep.

Paul Docherty: Lastly, I just want to let you know that with these issues, we have told the company multiple times. I have told the company multiple times that they have an opportunity to resolve not only these issues by the 30, but make sure that they provide additional compensation for our members for the massive inconvenience that it's had on them.

Paul Docherty: We continue to pressure them to show us that they have an opportunity to not only fix the problem, but show the member that they actually do care and that this was actually an inconvenience that needs to be compensated in one way or another. So we continue to pressure them to show that as you provided your loyalty, they'll provide the loyalty back to you.

Paul Docherty: I just also want to mention that the long-standing minimum wage arbitration affecting workers at Loblaw's Great Food and RCSS Superstores is ongoing. We met on May 28th and June 5th for another two days of arbitration. At this point, all the arbitration dates are concluded and we are waiting a decision from the arbitrator.

Paul Docherty: Thanks Dan.

Dan Gilbert: Thank you Paul for that update. I'm going to take the opportunity now to answer some of your questions. I'll bring back Rick Young to answer a few questions from Christian out of Loblaw, Lori out of No Frills, and Natasha out of No Frills as well.

Dan Gilbert: Rick, sorry to put you on the spot here, but we're going to do a three part question for you. The first question being the BPAs mentioned, is that in all thermal printers?

Rick Young: So there are safe alternatives. We're working from the idea that right now, if you are handling any receipts from a thermal machine, that you should presume that there are either BPA or BPS in those receipts. We have come across some small businesses using safer alternatives, but it is clearly stated on the receipt that it is BPA and BPS free.

Rick Young: So we have to work from the idea that every thermal receipt paper that we are currently seeing in our units has BPA or BPS.

Dan Gilbert: And Lori asks the gloves for protection, which type of glove do you recommend?

Rick Young: We're asking that all of our members demand to wear gloves if they are handling these receipts, and that those gloves should be brand named either Nitrile or Neoprene. Those are the gloves that we understand at the moment prevent this substance from contacting the skin.

Dan Gilbert: And finally, Natasha asks has the receipt issue been addressed with Loblaw, and how do they intend to make workers safe?

Rick Young: So in the past at our provincial Joint Health and Safety Committee meetings with Loblaw, we have been bringing this issue up. They did claim that they've switched to a BPA free paper in the past, however we do understand that that paper does currently have BPS which is just as if not more toxic than BPA.

Rick Young: We've recently met with Loblaw again, they've said they are working on the issue and that they are trying to source BPA, BPS free papers but they have yet to do so. So we have to presume that the papers that you are handling in Loblaw are unsafe.

Dan Gilbert: Okay, thank you Rick. And again, if anyone else has questions regarding Rick's presentation, feel free to email him at ryoung@ufcw1006A.ca.

Dan Gilbert: Moving on, our work with the overtime grievance at Maple Grove Transport continues. We have a meeting scheduled with the company to discuss settlement in early October. The company has told us that they are putting the money owed for the overtime into a trust pending the final outcome of their court challenges of the arbitrator's award. We have February 5, 10, and 11 booked with the arbitrator to deal with a remedy.

Dan Gilbert: We are also pleased to report that our Stewards' Conference this past weekend was a great success. Nearly 230 stewards from across the province came together to gain knowledge and build strength to better serve our members. Thank you to everyone who attended.

Dan Gilbert: To date, we have received a record number of applications to our scholarship program. Remember, we award 42 scholarships worth \$1,006 every year. The deadline is September 30, which means you have six days left to submit an application. Our union encourages all eligible members and/or their dependents to apply for this amazing opportunity. The program is intended to help families with the escalating costs of post-secondary education and the cuts to education by Conservative leader Doug Ford.

Dan Gilbert: Also, we are working to improve the union's connection with our membership through our Membership Survey. By participating and providing your feedback, you will also have the opportunity to win \$1,000 in President's Choice gift cards.

We've seen an amazing response so far, but we want to hear from as many members as possible.

Dan Gilbert: You can enter the draw by completing the survey on our website, ufcw1006a.ca. We encourage you to spend a few moments and let us know how we're doing.

Dan Gilbert: As many of you know, the federal election has been scheduled for October 21. We strongly encourage all our members to make your voices heard by voting. A lot is at stake for workers and their families.

Dan Gilbert: Today, we are pleased to welcome one of the foremost experts on the subject back to our town hall, Mark Hennessy. Mark is the Special Assistant to the Preside at UFCW Canada. Welcome Mark.

Mark Hennessy: It's great to be here.

Dan Gilbert: Mark, with the federal election looming, what does UFCW Canada consider to be the three key issues for workers and their families?

Mark Hennessy: Well the number one issue is affordability for the cost of living. This is according to the polling that we've been running. Everyone is concerned with the rising costs within their lives and the lives of their families. This issue also ties in jobs, since this is how we normally address affordability. Yet for a lot of people, this is leading to having two to three jobs to address the cost of living. So the concern now is making ends meet versus just finding a job.

Mark Hennessy: Number two is the environment and combating climate change. People are much more aware and concerned when they see corporations and farmers burning down the Amazon forest to make room for more ranch land considering that this same forest is responsible for a majority of the earth's oxygen.

Mark Hennessy: There's also been many advancements on green technology, and so most people recognize it as a better alternative of energy and home power, heat, and mobility in the case of electric vehicles.

Mark Hennessy: Finally the third issue is healthcare. This is always a top priority for Canadians, but this time it breaks down between investing more in the existing system to make it better, and to expand it to include pharma care. I think some Canadians are becoming concerned as they watch some of the conservative provincial governments move towards more privatization as it has happened in Manitoba, Alberta, and here in Ontario.

Mark Hennessy: Voters need to pay some careful attention to what candidates are saying, directly ask them what they intend to do in these areas.

Dan Gilbert: Those are certainly three very important issues Mark, and we see a lot of news coverage about all three of them. Protests and rallies, mostly on social media, which leads me to my next question.

Dan Gilbert: Social media is becoming an increasing force in shaping people's opinions and votes, oftentimes with false or misleading information. What should people be aware of when they come across political information on social media?

Mark Hennessy: Well, I think at first they need to be aware of just how many sponsored ads they receive directly or that are in the peripheral of their social media accounts. I think being able to recognize them is one way to train your brain to take them with a grain of salt.

Mark Hennessy: Next, take a look at where it's from, meaning is it from a political party, is it from the media, or a trustworthy group that you know? There's an overwhelming amount of social media ads sent or fed to us each moment of the day, and in the case of the election it's continuously trying to politicize us. Most often it's trying to make us take more right wing positions.

Mark Hennessy: And I also want to point out that it's not just social media, but now with new smart TVs you can also develop your own channels like on Roku and others. So what's concerning is that some of this content looks like actual news programs, when in fact it's not.

Dan Gilbert: It's a troublesome concern. I watched a documentary titled The Great Hack last night, which dealt with how companies can shape an election through social media. It's an eye-opening piece, and I urge everyone to take some time and watch that if they have an opportunity.

Dan Gilbert: So where would you suggest that our members get accurate and reliable information about the parties and what is at stake?

Mark Hennessy: I think starting with the proper media, which means that when you see something, please check to see if it's from an actual newspaper like the Globe and Mail, Toronto Star. The same goes for TV, like CBC, CTV, and so on. Also check political party platforms. They all have positions on nearly every issue facing the country. So ask for and research their platforms. They say they don't have a position on an issue or unwilling to share their platform, consider it a red flag.

Mark Hennessy: Outside of these, consider sources you know and trust, like your union or the Canadian Center for Policy Alternatives, and so on. At the end of the day, myself, I like to soak it all up. This means I listen to three different radio stations, I read two different newspapers, and I do my own research by asking candidates directly or reading party platforms.

Mark Hennessy: The problem is you have to work at doing this because it is always easier to repeat the headline or slogan or share a meme on social media.

Dan Gilbert: Yeah, work at doing it, that's so true Mark. With the influx of social media, it's like a full-time job just trying to sort all of it out.

Dan Gilbert: On our last town hall, you spoke about the province of Ontario and Premier Doug Ford's cuts affecting the healthcare and education people depend on. What do you think Ford's federal counterpart Andrew Scheer will do if he gets into power?

Mark Hennessy: I believe he's going to do the same. As I mentioned a moment ago, many of the provinces with conservatives in charge are moving toward cuts and more privatization. These same provinces coordinated with Scheer around this election, both Alberta and Ontario closed their legislatures to be able to help Scheer and Premier Pallister called the Manitoba election a year early just to get re-elected before the federal election.

Mark Hennessy: They want to maintain the seven conservative provinces currently in Canada in hopes that Scheer gets a majority federally. The reason for this is that together they meet all the requirements necessary to change the constitution, the Health Accord, the Canada Pension Plan, and so on.

Mark Hennessy: Initially I was most concerned with anyone looking to change the constitution, but the more I look at what conservatives are doing provincially, I think that they would likely make cuts to healthcare first. As you can imagine, this would have a direct impact on everyone when it comes to healthcare, and workers in particular if the changes are drastic enough to require more benefits or insurance to cover those changes.

Mark Hennessy: Scheer is also running a similar campaign to Doug Ford's, which is to not say so much publicly. This way if he wins he can just implement the changes he and the conservatives want. This is not new by the way. In my career it began with Brad Wall, former Premier of Saskatchewan, who had no platform, barely said a word throughout the campaign including in the debates. He went on to win, and since then I've noticed similar tactics by all conservative parties across the country.

Dan Gilbert: This whole idea of constitutional change maybe new to a lot of people I think, with very, very serious consequences. And I think we should all be concerned about it.

Dan Gilbert: Andrew Scheer's message is, "It's time for you to get ahead." What do you make of this campaign message or tagline? And can workers honestly get ahead under an Andrew Scheer government?

Mark Hennessy: It's not my favorite slogan, but it does work. Who doesn't want to get ahead? Even if we don't know what ahead means, it all still sounds like we're moving and potentially going to get something in return. Also, who is the you they are referring to when they say it's time for you to get ahead?

Mark Hennessy: I don't believe workers will get ahead under a Scheer government. Instead, the rich and well-off will get further ahead at the expense of workers, the middle class and the working class. One of the first policies he highlighted was a reduction in taxes. Once examined, this reduction represented a \$400 return per individual, and less for Canadians, but results in a \$6 billion reduction in government funding.

Mark Hennessy: Any balancing of the budget will come on the backs of workers through cuts to health and education. He still maintains that he will still be able to do all of this and reduce the deficit without raising corporate taxes.

Mark Hennessy: Ontario is already experiencing cuts from a conservative government to healthcare and education. Voters in Ontario have to ask themselves do they want double cuts from both levels of government? Can Ontarian workers and their families survive with double the cuts while the rich and well-off get further and further ahead? So that's why I don't believe working families like yours and mine will get ahead under Scheer.

Dan Gilbert: Mark, it's well known that labor for the most part supports the NDP. For as long as I've been able to vote, I've certainly voted NDP. With that in mind, before our members go to the polls and vote on Election Day, if you could give them three messages to keep in mind, what would they be?

Mark Hennessy: I would say first engage. Listen to the news on TV and radio. Find out what each of the party leaders are saying on issues that affect your day to day life. Pay attention to their tone and demeanor when they respond to questions.

Mark Hennessy: Two, research. Again, find the time to look at each of their policies. If you're not able to do so, call their offices, ask the candidates on your doorstep. Be clear and direct, like saying, "Are you going to further cut healthcare funding in Canada? What is your plan to address childcare?"

Mark Hennessy: We are running an election page on our website called UFCW Votes. Take a look at those issues there and ask candidates what they plan to do on those same issues.

Mark Hennessy: And finally the most important, go vote. Our research says that a majority of Canadians are progressive, but it also shows that many of them don't vote. If we are to continue building a better world, we need our members to vote and hold these politicians to task.

Dan Gilbert: Thank you Mark for your insight and for joining us again tonight.

Mark Hennessy: Thank you.

Dan Gilbert: To the members on the line with us, remember the best thing you can do for yourself is study the party platforms, determine who has your best interests at heart, and get out there and vote.

Glacier Effs-Samuel: Thanks Dan. And remember if you stay with us for the entire call, you will have a chance to enter our membership contest. The winner has a choice of either two Raptors tickets or a tablet.

Glacier Effs-Samuel: Now I'd like to invite our Secretary Treasurer Kevin Benn to the meeting for the update on our financial statement.

Kevin Benn: Thank you Glacier. Hello and good evening everyone. As your local union's Secretary Treasurer, I'm here to provide you with a snapshot of the local union's finances, which I am pleased to report remain very strong.

Kevin Benn: The local union is audited annually. I had previously shared with you that the audit is conducted by BDO, which is an independent auditing firm. As I had earlier committed to do, tonight I'll provide you with a summary of the 2018 audited financial statement, which has been reviewed and approved by your local union executive board at our last meeting in June.

Kevin Benn: We discussed in our February town hall meeting that 2018 saw the local union operate on an essentially balanced budget. We had total revenue of \$18,825,204, which was primarily generated through membership dues, initiation fees, and investment income.

Kevin Benn: With any organization, there are necessary expenses incurred in order to effectively and meaningfully run and manage the organization. Expenses are what it costs in our case to operate the local and continue to provide the high level of service that our members not only expect but deserve.

Kevin Benn: They include the costs of collective agreement negotiations, meeting rooms, travel and wage reimbursements for our members, building and property maintenance for example on the two offices that the local union holds, staff salary and benefits, per capita payments to the Ontario Federation of Labour, the Canadian Labor Congress, our own international union, the UFCW Canadian Council and other labor councils, as well as lawyers, professional fees, stewards training, costs relative to conferences, as well as costs relating to member promotions to name just a few.

Kevin Benn: Total expenses that we realized in 2018 were \$18,840,000. Quite apart from our operating revenue and expense summary, I'm pleased to report that the local

union as of December 31, 2018, held \$21,834,536 in cash and investments, which continue to be professionally managed by an external firm.

Kevin Benn: And when we combine our fixed assets such as the building and equipment to our cash and investments, the total local union holdings has net assets of some \$26 million.

Kevin Benn: We very carefully and prudently manage our assets and expenses to keep our local union in a position of solid financial stability. Financial stability of course means that we have the resources to defend our members. It allows us to take on the fights and challenges we need to without compromise.

Kevin Benn: And being in good financial health means that 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 and take on that fight.

Glacier Effs-Samuel: Thank you Kevin for your report. I will now make a motion to approve the Secretary Treasurer's report for 2018.

Rick Young: Seconded.

Glacier Effs-Samuel: It has been moved and seconded, so please press 1 to vote yes to approve the Secretary Treasurer's report, or press 2 to vote no. Again, press 1 to vote yes to accept the Secretary Treasurer's report, or press 2 to vote no.

Glacier Effs-Samuel: We're just waiting for the results.

Glacier Effs-Samuel: We'll be providing a summary of the audited financial report annually on our telephone town hall meetings. Remember, if you have any questions about the financial report, you can talk to your union rep.

Glacier Effs-Samuel: And the results are in from the Secretary Treasurer's report, and it has been approved 97% yes and 3% no.

Glacier Effs-Samuel: As you know, our members come together every year to raise money for Leukemia and Lymphoma Society of Canada. Since 1985, UFCW has raised more than \$43.7 million for leukemia research.

Glacier Effs-Samuel: I'm please to now invite 1006A's Leukemia Fundraising Coordinator, Diana O'Brien to the town hall to discuss our annual Light the Night Walk, which remains one of the main ways we raise money for lifesaving research.

Diana O'Brien: It's great to be here.

Glacier Effs-Samuel: For our members who have participated before Diana, can you share what the Light the Night Walks are all about?

Diana O'Brien: The Light the Night Walks are about showing your support, support to those who are currently diagnosed with leukemia and lymphoma, support to the families who have lost loved ones, and raising funds to find a cure and assist people fighting this battle.

Glacier Effs-Samuel: So for every year you see a strong turnout, why do you think members participate, and why is it important for members to participate?

Diana O'Brien: I believe we get a strong turnout because many of our members have been affected firsthand, or know someone who has been affected. One in 53 men and one in 72 women will develop leukemia in their lifetime. Among children from birth to 14 years of age, the most common cancer is leukemia.

Diana O'Brien: It's important for more of our members to participate to help and raise awareness and even more funds so a cure can be found.

Glacier Effs-Samuel: So tell us, how can our members participate in this year's walk?

Diana O'Brien: Well to participate, join one of our three UFCW local 1006A teams and walk with us. Or if you aren't able to do so, donate to a member who's on one of our teams and help them raise funds. Our local will be providing a prize to our members who raise the most money for each of these locations. For the purpose of these prizes, the deadline of raised funds will be October 28th at 11:00 p.m.

Glacier Effs-Samuel: And when and where will the Light the Night Walks take place Diana?

Diana O'Brien: The local has teams in Toronto, London, and Ottawa walks. The Toronto walk is scheduled for Thursday, October 17, and begins at Nathan Phillips Square. The London walk is on Saturday, October 19, at Victoria Park. And the Ottawa walk happens Saturday, October 28, at the Carlton University.

Glacier Effs-Samuel: And what difference does the leukemia fundraising make?

Diana O'Brien: Well, our leukemia fundraising provides financial support for the work of the Leukemia Lymphoma Society of Canada, to help find a cure, provide better therapies, and patient support. Today, many with leukemia are living longer or are in remission due to these new therapies.

Diana O'Brien: Children with acute lymphoblastic leukemia now have 90% survival rate, where 50 years ago, that was 3%. In 2018, CAR-T cell therapy was developed, a treatment in which the patient's own T-cells are removed, changed in labs so

that they attack cancer cells, then put back into the patients. This has been very successful.

Glacier Effs-Samuel: And where can members go to register?

Diana O'Brien: To find out more information and to register as a participant on one of the UFCW 1006A teams, go to the website www.lightthenight.ca.

Glacier Effs-Samuel: Thank you Diana. I hope we will see an increase in participation this year. I can say from somebody who has participated in the walk, it's a wonderful night, and it's very heartwarming to see some of the children and the turnout that we get and other organizations get. And it's a great night and fundraiser that we do.

Glacier Effs-Samuel: So we've had a number of questions about specific workplace issues, but for the interest of time for the night, we will be forwarding these questions onto your reps.

Glacier Effs-Samuel: Before we do our last poll question where you have the opportunity to enter the contest to win a tablet or a pair of Raptors tickets, I'll turn it over to Executive Assistant to the President Dan Gilbert again.

Dan Gilbert: Thank you Glacier. I'd like to thank our guests this evening. Muhannad, Mark, Paul, Kevin, Diana, and Rick, as well as our moderator Glacier. And most importantly, thank you to all who are on the line this evening for taking the time out of your busy schedule to participate.

Dan Gilbert: We hope you found the discussions and the information presented tonight beneficial.

Glacier Effs-Samuel: For the questions that we were unable to get to, the union reps will be getting back to you within 24 hours. You can also leave a message at the end of the call.

Glacier Effs-Samuel: Please remember that the audio file and transcript of tonight's meeting will be posted on our website for your convenience. As well, the minutes of tonight's meeting will also be posted for your review and to be adopted during the next meeting, which is scheduled on November 19 at 7:00 p.m. Please mark your calendars. Once again, our next meeting is on November 19 at 7:00 p.m.

Glacier Effs-Samuel: I want to thank everyone for staying on the line for the entire meeting. And again, you can leave a message at the end of the call.

Glacier Effs-Samuel: So now it's time to enter the contest to win either the two Raptors tickets or the tablet. To enter the draw, simply press 1 on your telephone keypad. The winner will be announced on our website tomorrow by 3:00 p.m., and our website is ufcw1006A.ca. Once again, the website is ufcw1006.ca.

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