

UFCW Canada Local 1006A

General Membership Meeting Minutes

April 16, 2020 - 7 p.m.

Telephone Town Hall

President Wayne Hanley chaired the general meeting. Recorder Glacier Effs-Samuel hosted and began the meeting by welcoming participants.

1. Members voted to approve the minutes of the last telephone town hall general meeting, held on January 21, 2020.
2. Members were informed that the minutes of this meeting will be posted for review on the local union's website and voted on for adoption at the next telephone town hall general meeting.
3. President Wayne Hanley updated members on the impact of COVID-19 on the 1006A membership and the latest union news.
 - a. COVID-19 is having a devastating impact on Canadians, and on 1006A members and their families.
 - b. Workers are in the midst of uncertain and challenging times, which include concerns about finances, reduced hours, worries about health and safety and separation from loved ones. More than 5,800 members have been laid off.
 - c. President Hanley said 1006A members, on the frontlines, are heroes who are vital in Canada's efforts to fight the pandemic.
 - d. Union reps have been taking higher volume of calls from concerned members. President Hanley advises members to call, text and email union reps to handle issues with the stores as they arise.
 - e. 1006A has relentlessly advocated for and achieved premium pay during the pandemic for workers at Maple Leaf Foods, Sofina Foods, Weston Bakeries, Swiss Chalet-Corporate restaurants, HBC warehouse, No Frills, YIG, Loblaws Great

Food and Superstore, Valu-Mart, Loblaw Warehouse and Distribution Centre and Aspect Distribution Centre.

- f. 1006A continues to advocate for enhanced Health and Safety measures and lobby the Ontario government and employers for proper personal protective equipment for front-line workers. We also continue to lobby for a day-off for front-line retail food workers. We worked hard behind the scenes to ensure retail food workers had Good Friday and Easter Sunday off.
- g. Through our advocacy and work with employers, we have achieved enhanced safety measures including plexiglass for cashiers, store limits, social distancing within the stores and increased use of masks and gloves.
- h. On behalf of 1006A, President Hanley remembered former member Keith Saunders, who died recently from COVID-19. Approximately 12 different members at different locations across the province have been diagnosed with COVID-19.
- i. Workers who contract COVID at work, or have been diagnosed or are symptomatic may be eligible for WSIB.
- j. President Hanley encouraged workers to keep all documentation related to COVID-19 symptoms and illness. This includes work schedules, all medical consultation, diagnosis, communication with employers, detailed symptom onset, and exposure times. More detailed information on WSIB and COVID-19 is available on ufcw1006a.ca
- k. The Trudeau government has introduced Canada Emergency Response Benefit to help Canadians affected by COVID-19. The criteria for qualification is wide, and includes those who have contracted COVID-19, have been laid-off, or have reduced hours at work. The program provides \$2000 a month up to 16 weeks to eligible applicants. Visit ufcw1006a.ca to read more about this program.

- l. Union business continues on as usual to advance and protect our members' rights and livelihoods. New contracts were negotiated at SSP, Pliteq, KFT, and Rowland's YIG.
 - m. Thanks to our Organizing team's work, we are proud to welcome new members from Panera Bread and Mama Earth Organics to the union family.
 - n. President Hanley provided an update on union events, which have been cancelled or postponed due to COVID-19 advisories and guidelines from Health Canada and Ontario Public Health. This includes 1006A's Golf Tournament for Leukemia Research (cancelled), Pride Toronto (cancelled by City of Toronto), and Stewards' Spring Training (Postponed currently). 1006A conferences may happen later this year or next, depending on advisories from Health Canada and Ontario Public Health.
4. Recorder Glacier Effs-Samuel and President Hanley also addressed frequently asked questions from the membership.
- a. Job protection exists under law for all workers who are symptomatic or have COVID-19. You have the right to protect your health and quarantine if you get symptomatic. Your job is protected if you are not able to go to work because you have symptoms of COVID-19. Please inform your employer right away when you notice symptoms.
 - b. You have the right to step away from customers, who are not observing social distancing measures. Social distancing measures should be in place at stores. Other measures that should be in place include handwashing stations and customer limits at stores. If these measures are not in place at your store, please contact your union representative.
 - c. You do not need to bag groceries for customers who are bringing in their reusable bags. For this period, it is safest for everyone to use single-use plastic bags to reduce risk of transmission.

- d. The union is advocating for members to be able to wear masks, particularly for those who work in public spaces and in the transit sector. In most cases, employers have indicated they are willing to supply masks. Masks are flowing into Loblaw corporate and franchise stores. If you can't have a mask supplied or your employer won't supply one and you have one, wear it. Contact your union if you have any difficulties.
5. Recorder Glacier Effs-Samuel also provided tips for workers to keep safe on transit, and at home:
 - a. Wash hands often, and immediately when entering your home.
 - b. Do not touch your face.
 - c. Wear a mask when outside the house
 - d. Adhere to social distancing rules
 - e. Stay home as much as possible after work ends
 - f. Get one person in your house to grocery shop, go with a list, and get in and out
 - g. Clean commonly used surfaces and items.
6. Membership Contest - members were given the opportunity to enter a draw for a tablet computer. The winner was chosen and the notice was posted on ufcw1006a.ca (Kevin Araujo from Maplegrove Warehouse in Cambridge).
7. Questions - Throughout the meeting, three frequently asked questions were answered. All other questions and comments were all forwarded to the appropriate union representative for follow up.

7:38 PM - Meeting Adjourned

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