

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Glacier Effs-Samuel:

Hi, everyone. My name is Glacier Effs-Samuel. I am the recorder of your local union. I want to welcome you all to our final telephone town hall general membership meeting for 2020. Thank you for joining us tonight. Our telephone town hall, as always is about being together with each other and connecting thousands of us, members of 1006A from all sectors and cities across Ontario. We've got thousands of members across the province, so, like I said earlier it took a little bit of time to connect to everyone, so thank you for your patience.

Glacier Effs-Samuel:

We've got a great program to share with you tonight. 1006A President, Wayne Hanley, will share with you the continuing effects of the pandemic on our membership and the latest union news. Stay with us for the entire call, and you'll have a chance to win a tablet computer.

Glacier Effs-Samuel:

Tonight we will chat about how our members are dealing with the ongoing challenges of COVID-19 as cases rise during the second wave. We will talk with members about the growing Black Lives Matter movement for equality and justice and learn what impact they have had on our members.

Glacier Effs-Samuel:

Tonight we also hope to hear from you. Telephone operators are standing by to take your questions and forward them on to us. To ask a question, all you have to do is press star three on your phone keypad. Please make sure you give your full name, where you work, and your question to the operator. Again, if you have a question, press star three on your telephone keypad.

Glacier Effs-Samuel:

Questions about individual workplace issues will be forwarded to your union representative who will connect with you no later than tomorrow night. If it is an urgent matter, your union rep's contact information is on our website at ufcw1006a.ca. Click on the find your rep button to find your rep. If we don't get all your questions tonight, we'll be passing those questions on to your union rep who, again, will contact you with an answer no later than tomorrow night.

Glacier Effs-Samuel:

As we have done in our past meetings we will post an audio file, meeting transcript, and meeting minutes on our union website. During each telephone town hall general membership meeting members will vote to adopt the minutes of the previous meeting.

Glacier Effs-Samuel:

Before we move on we will be taking the votes for the adoption of the minutes of our telephone town hall general membership meeting which was posted on our local union's website held on August 18th, 2020. Use your telephone keypad again to participate in the vote. The question before us is, do you approve of the minutes of the telephone town hall general membership meeting held on August 18th, 2020? If you approve of the minutes, press one. If you do not approve of the minutes, press two. Once again, the question is, do you approve of the minutes of the telephone town hall general membership meeting held on August 18th, 2020? Press one if you approve, and press two if you don't approve.

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Glacier Effe-Samuel:

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

The results are coming and the minutes of our general town hall membership meeting held on August 18th, 2020 have been approved, 98 percent.

Glacier Effe-Samuel:

I'd like to remind members that telephone operators again, are standing by to take your questions. To ask a question, just press star three on your phone.

Glacier Effe-Samuel:

Now, it's my honour to introduce the president of our union, Wayne Hanley for the state of our union.

Wayne Hanley:

Well, thank you Glacier and good evening everyone. First of all, I want to thank all of you for being here with us tonight. I hope your family and you have been keeping well and keeping safe. I hope that all of you had an opportunity to find some joy during the long weekend that we just had.

Wayne Hanley:

2020 continues to be challenging for our members, and I think that's probably the understatement of the day, and maybe the month. Across the province we continue to deal with the unprecedented impact of COVID-19 on not only our work lives, but in our personal lives. Compared to last year, life is unimaginably different. From wearing masks, social distancing, the way we work, the way we shop, the way we interact with others, has all changed significantly over the past seven months. The pandemic has meant widespread and difficult changes for many of our members. The hospitality and service sectors were really hard hit, we saw thousands of jobs lost due to COVID-19. Since the reopening, some of those jobs have been returning back as some employers have slowly resumed their operations. But the hard numbers are that we had just over 5800 members laid off at the peak of phase one and we still have 3500 members that have not returned to their job. Many of the workers that have returned in the hospitality sector or restaurant are not getting the kind of hours that they were getting prior to.

Wayne Hanley:

Our staff, they're all doing they can to protect our members during this difficult time, with our union reps working on the front lines along with you, in addition to protecting worker's rights under their contract. We continue to press employers to follow the protocols and ensure that our members health and safety remain a priority.

Wayne Hanley:

Reality is we are now in the second wave, and we're learning that politicians and others may not have been up front with us. Doug Ford is all out there talking about the money that is being spent by the

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Ontario government, and I think it's a good example of the inaccuracy, the numbers are just not accurate. When he's doing his calculation and it includes money that has been earmarked from the federal government. He uses reserved spending, the school boards are having to draw from as money that he's put in. There's no doubt that he's put in some, but it certainly isn't to the magnitude that he's telling us.

Wayne Hanley:

Meanwhile, we've had healthcare workers who've waited for months to get the money that he promised. He's making it very clear that for him it's business before people and business before worker's health and safety.

Wayne Hanley:

As the cases rise across Ontario so do the cases in our workplace. We've now surpassed 125 workplace members that have contracted COVID-19. This is the time to be more aware than ever, and to take the precautions to protect yourself, co-workers, and your family. Wearing your mask properly, covering both your nose and your mouth, wash your hands carefully and often, and socially distance from those not in your bubble, enforce the safety protocols that you worked so hard to establish in your workplaces. Pass the message onto your friends and family and encourage them to be on the alert. Don't let your guard down. This is not the time.

Wayne Hanley:

The latest news shows a significant increase in the number of cases, so I encourage you to do what you can to keep yourself and your loved ones safe.

Wayne Hanley:

Our health and safety department has been working to protect you, empowering activists with the knowledge to keep our members safe at work as we deal with the escalating number of cases. In our last town hall we talked about the use of masks properly and protecting your mental health during COVID-19. Since then, we've offered three online health and safety seminars virtually, to provide our activists with the knowledge and skills that they need during this difficult time. I'm proud to report that these virtual seminars were successful and well-attended. I want to thank our health and safety department for a job well done, and to our activists who showed strong participation.

Wayne Hanley:

As we work to protect you, it's vital that we hear from you on the issues and concerns that you're facing at work. Pick up the phone, send us an email, please let us know.

Wayne Hanley:

I also want to share tonight the results of a membership survey we recently sent out regarding customer compliance with social distancing and the wearing of masks in the retail areas. More than 45% of our members who participated in the survey reported that they have been confronted by a member of the public who refuses to wear a mask. This is a hard situation for our members to fix. Remember, it's the employer's responsibility, not yours, to ensure that members of the public are wearing masks within the workplace. If you encounter a customer who refuses to wear a mask and tries to, or starts to become

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

aggressive with you, contact the manager immediately. Let them deal with the situation to de-escalate it.

Wayne Hanley:

40% of the participants also reported that your employers have not created a policy or procedure to deal with customers who refuse to wear a mask. That should not be happening, and I encourage you to get in touch with your union representative or health and safety department to have this corrected.

Wayne Hanley:

As many of you know masks are mandatory within public spaces in most parts of Ontario. We've been advocating for that since the beginning. It's too bad that a second wave of the pandemic had to happen before the government acted. When worn properly, covering your mouth and your nose, transmission of the virus can be controlled, protecting yourself and each other. But masks alone are not enough. In our survey, many of our members are reporting that their employers are reducing other safety controls and protocols like physical distancing, physical barriers, sanitation isn't what it was two months ago. They're removing the directional arrows on the floor to keep traffic moving with minimal contact. These are big, red flags. This shouldn't be happening, especially as the cases are on the rise again. We need you. We need all of you on this call to do your part and stay alert, and let your union representative know if this is happening at your workplace. I can't say that enough. And document. Document everything so that we can keep our workplaces safer.

Wayne Hanley:

Thank you to everyone who is on the phone who participated in the survey. It answered a lot of questions for us, and gave us the ammunition that we needed to further our discussions with employers. I'm also proud to report today on the excellent work by our WSIB department which ensures our members who are injured or made ill on the job, including from COVID-19, get the compensation that they're entitled to. One of those members is Emily, who became the first worker of our union to have her claim allowed by WSIB. Emily became ill with COVID-19 during the first wave of the pandemic. Emily has generously agreed to share her story with us tonight.

Wayne Hanley:

Let's take a listen.

Emily:

I'm Emily Derouin and I work in a grocery store in central Toronto. In mid-April I got COVID-19, and with the help of the union I was able to file for a WSIB claim. I didn't think I had COVID until I had the test back. My throat felt off and I just wasn't sleeping properly. I was like, okay, usually I go into work. I would. I would just go back into work, but I was like, it's a pandemic, I'm going to call in, because I don't want to hurt some of the regular customers that I see. I don't want to hurt anyone, especially my staff. I called in and then I went for the test. My doctor recommended I go for the test, and I heard back that it was positive. By that point, I was really starting to feel it, I was super-sick. It was the sickest I'd ever been. My brain didn't work. There was one whole day there, I could not walk. It was really weird because I was like, I should be able to, but I feel like I'm made of lead. I'm still getting symptoms called long-hauler or something. One day I'm okay, and the next time I'm not.

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Emily:

My first call right after I notified my store was to the union, because I was like, what do I do? What do I do? If I hadn't had the help of the union I don't think I would've been okay. I'm just really grateful for all the help you guys provided. Without the union I don't think my anxiety would be put at rest as much as it has been. A lot of the time I don't know what's going on. The union helps explain it.

Emily:

This is really scary. This is a very scary time for everyone, and I'm just glad that someone was on my side. Even if you're not sure, if something feels wrong, if you get COVID or if you're sick, just ask the union. It doesn't take that much. All you need to do is send an email, a phone call, just ask the union. It doesn't matter if at the end of the day, you're right, it was nothing. It's worth asking, because the union is there to help. That's the reason we have the union. It is for the workers.

Wayne Hanley:

Thank you Emily for sharing your unimaginable experience with all of us here tonight. On behalf of the local and all the people, I'll take the liberty, all the people on the call tonight, we wish you a speedy recovery and get this chapter in your life behind you.

Wayne Hanley:

I would like mention again how important it is, and how vital it is to document everything if you're facing a health and safety issue at work. Documentation is what helped out Emily with her WSIB claim along with her union representatives in the WSIB department. But equally important is to contact your employer, your union rep right away. Emily's story highlights the power we have through our union to help take care of each other during this challenging time.

Wayne Hanley:

Let's change tracks for a moment, for the next few minutes of the meeting. If dealing with COVID-19 wasn't enough, earlier this year the murder of George Floyd at the hands of police shocked many around the world. The video caused outrage and sparked tens of thousands to take part in Black Lives Matter protests here in Canada and the US, and throughout the world.

Wayne Hanley:

Far too long, our sisters and brothers and friends in the black community have suffered against systemic and entrenched discrimination and injustice. Hate, discrimination, and prejudice must come to an end. The time is now. UFCW Canada Local 1006A stands in support of the black community and their collective struggle for equality, justice, and fairness. With that said I'm going to pass the microphone over to Glacier here to have a conversation with a couple of special guests.

Glacier Effs-Samuel:

Thank you Wayne. I'd like to remind members that our telephone operators are standing by to take your questions and pass them on to us. Again, if you want to ask a question just press star three on your telephone.

Glacier Effs-Samuel:

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

As Wayne mentioned, your local union stands in solidarity with the black community in their struggle for equality, justice, and fairness. As an expression of solidarity, some of you may have noticed the Black Lives Matter banner on our website. We want the black and racialized community to know, your voice matters, your experiences matter, Black Lives Matter. To speak with us tonight on this issue I am proud to welcome 1006A union stewards Rechev Browne and Kallisha Hoyes to share their thoughts and experiences on the BLM movement for racial equality and justice. Rechev and Kallisha, thank you for joining us tonight.

Glacier Effs-Samuel:

I'm going to start with Kallisha by asking, what does Black Lives Matter mean to you Kallisha?

Kallisha Hoyes:

I just want to say hello and good night to everyone. To me Black Lives Matter is everything. It's spoken and yet unspoken. It's subconsciously overlooked and tolerated. Black Lives Matter is a movement that finally has everyone looking, listening, and understanding just the tip of our struggles. I say just the tip of our struggles because since Black Lives Matter has been creating more awareness, a lot of people are still silent, not realizing that they too are a part of the problem.

Kallisha Hoyes:

To me, pro Black Lives Matter doesn't mean that people of colour want to be the dominant race. We just want to be treated equally, fairly, and like human beings, not initially seen as threatening based on our skin tone. We are tired of senseless killings and unnecessary and uncalled for interactions or pre-judgements based on the color of our skin.

Glacier Effs-Samuel:

Thanks Kallisha. Rechev, what about you? Can you speak about what Black Lives Matter means to you?

Rechev Browne:

Yes, for sure. Again, first off I want to say good night and thank everybody for being on this call and engaging on such an important issue. Black Lives Matter means to me, Black folks having equal rights and opportunity, and how we're treated by the state in terms of Canada being a colonial society, which goes beyond how we are treated by just the police but also how we are treated by state institutions, how we interact with other Canadians, not racialized, how we are treated in the community and how we are treated at work.

Glacier Effs-Samuel:

It is unfortunate that it took the senseless killing of George Floyd for this attention to be brought to this issue, but it's something that we needed to talk about. I'm glad both of you shared those points. I've often heard people say that racism is an American problem, or that it's not so bad in Canada. We know this isn't the case. Can you both share what's been your experience growing up as a black person in Canada? Kallisha, I'll start with you.

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Kallisha Hoyes:

As a black woman growing up in Canada I was raised to love the skin I'm in by my parents and my grandparents. I was taught from a young age the importance of working hard and building a foundation for my family. I also learned from a young age that I was different, simply because of the shade of my skin. There are numerous times I can recall in school where I was treated harsher than other students, told not to use the brown crayon for colouring people because it should be coloured peach and that brown is too dark. The list goes on.

Kallisha Hoyes:

When entering the work force the tip I will never forget was to shorten my name, so it doesn't sound like I'm Black and thus possibly give an employer a reason to pass me over.

Kallisha Hoyes:

Becoming a young adult, people would always assume before they got to know me that I am unfriendly, have an attitude, or simply just intimidating. Then their simple comments like saying, Oh, you're very articulate, like it's a big surprise that a young Black woman could professionally communicate.

Glacier Effs-Samuel:

Rechev, same question to you. What's been your experience growing up as a Black man in Canada?

Rechev Browne:

For me, it's a bit different because I didn't grow up here. I moved here when I was 20. My mom has always been here so I used to be here every summer, basically three months a year. I guess I can still speak on that. The experience for me growing up in Canada has been a bit bittersweet, because there's always going to be those good Canadians who understand the history of Canada. By saying that it basically means that there's those Canadians who know that we're all immigrants, unless we're Indigenous. You meet those people give you the respect that you deserve, they give you the rights that you deserve. Then there are those Canadians who believe that being Canadian means being a white. That's not really good because, and this goes beyond the Black Lives Matter story, because there's also immigrants who move here from Eastern European and countries who are poor just like us and cannot deal with the same experience that we deal with.

Rechev Browne:

I see it beyond a race thing but it's more like a class struggle and we need to see if we can make that Canadian experience with the Black Lives Matter situation because we do need allies in this fight because you can't have really have racism without capitalism, but that's a whole other discussion. My experience has been bittersweet.

Glacier Effs-Samuel:

There's good and there's bad right? It's a work in progress. Absolutely I can relate to some of those experiences. There's also resistance to change. It's human nature. With progress however, there will usually be some counter-reaction. The facts are that Black people are dying at the hands of police at a disproportionate number. What does it mean to be black in Canada in 2020, and what do you feel has changed since the Black Lives Matter protest began? I'll let you respond first Rechev.

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Rechev Browne:

Being black in Canada in 2020 has definitely been stressful. I'm saying that because in terms of the conversations that individuals try to have with me. I'm sure people have seen the video where I spoke at a Black Lives Matter rally in front of Division 52 in Toronto because some of our comrades were arrested for protesting the Ryerson statue. After that video went out people were like, Oh, why would you do that? And stuff like that. I just felt that was my time to speak and because of that I've been having a lot of deep conversations with people. They're basically trying to justify, why are you guys protesting, why can't you guys just be grateful that you live in North America and not somewhere starving?

Rechev Browne:

The racial injustice has always existed. It's just this year it's resurfaced. I can go back four years ago that it's resurfaced since the election of Donald Trump. We've seen the rise of right-wing politics, and right-wing politics go hand-in-hand with racism as opposed to socialism where everybody's coming together. To me, nothing has really changed since the Black Lives Matter protest because since then we've seen unarmed black people still getting shot by the police, we're still being racially profiled, and we're still being called the "N word. It's a tricky position because the black lives movement has grown so much that it's actually caused the other side to rise. They don't want to see us rise, so we're going to see more racist people because people are becoming more race conscious.

Glacier Effs-Samuel:

That goes back to the counter-reaction? Change is difficult for a lot of people and sometimes rather than making the change they'd rather revert back. Kallisha, same question. What are your thoughts? Have you noticed any difference since the BLM protest?

Kallisha Hoyes:

For me in 2020 I still find, being a Black woman in Canada, is still how it's been when I was younger. I still here people referring to young Black men as gangsters, based on the clothes they wear. I still feel eyes on me more than others when I'm shopping retail. I still hear criticism about our hairstyles and words used to describe it, such as messy, puffy, unkept, the list goes on, as if our genetic hair texture is something other than beautiful. I still don't see much people in superior job titles that look like me. I feel as though, especially now, that Black Lives Matter has become such a known issue, companies are trying to project an image of equality, but unfortunately it's still not a completely genuine effort.

Glacier Effs-Samuel:

Recently the discussion around BLM has evolved from reaction to blatant and violent racism, as evidenced by Floyd's murder, to a conversation on how the system and structures within our society enable and perpetuate racism and inequality more generally. Why is it important that we examine how racism is embedded in our society? I'll start with you Kallisha.

Kallisha Hoyes:

Now that all these violent incidences are coming to light, it is so important to address the root of the issue. It is important to address these issues with our children so we grow the next generation to do better than we are now. Sheltering our children from real-life situations just continues the thought that complacency is okay. The thought that it's okay to not get involved or share our concerns because it

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

doesn't involve us directly. It's important to not be naïve in thinking that racism isn't taught to a certain degree. Whether it comes from parents, grandparents, friends, media, whatever it may be, more importantly we also need to focus on training individuals in power, better strategic methods, so that when dealing with our community as a whole we can hold them accountable for the misuse of their power.

Glacier Effs-Samuel:

Rechev, what about you? What are your thoughts?

Rechev Browne:

That's an interesting question. I could speak on this for an hour, but I don't have...

Glacier Effs-Samuel:

We don't have all that time Rechev.

Rechev Browne:

It's important that we examine racism in our society to show and to highlight that even though slavery was abolished the systems that were put in place after slavery still have an impact. It still keeps us oppressed. We can see this because it's evident in terms of when you look at stuff like carding, when you look at stuff as Black workers make a bit less than white counter-parts. That opens up a whole other question because I should've... For example racism is not individual, it's a system. It's a system that was put in place. It's an idea when you really think about it. For me, I'm a socialist, so I'm always going to see it also as a class issue. It's a working-class issue. We also need the white-working class. We also need the white people who feel like they're being oppressed to be our allies, because at the end of the day, like I stated before, we can't have racism without capitalism, and it's just the society that we live in because capitalism makes it so easy to exploit people, and with exploitation comes racism, with exploitation comes slavery. We're modern slaves right now because as working-class people we're making way less than we should actually be making.

Rechev Browne:

We definitely need to examine the system in terms of racism, but we also need to take a deep look at the capitalist system as well, and how that plays a part in terms of the bigger picture. Bringing everybody together, every working-class person, white, black, no matter what.

Glacier Effs-Samuel:

Good points Rechev. Those are excellent points. I know you both have been involved in the BLM activism online and in the streets. Would you tell us a bit about that and how members can be allies in the fight for racial justice? I have non-racialized friends and I think it is uncomfortable for non-racialized people, they want to support, they're just not sure how to do it. They don't want to offend. Can you share some pointers on how members can be allies for the fight for racial justice. Rechev, I'll start with you.

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Rechev Browne:

I can definitely speak on this. For the people on the call, I'm not sure... A lot of people don't know but Black Lives Matter Toronto, it started and is led by Black Trans folks. Black LGBTQ+ folks. These are the people who started Black Lives Matter Toronto. It's so easy to become an ally because we can get on their level and reason with these people and help these people on a level that goes beyond just race. We can start going over to gender identity and stuff like that. If anybody on the call wants to get involved with Black Lives Matter Toronto and want to be allies, these people are my friends, I know these people personally. Call out racism where you see it happening, whether at work, whether in public. If you see it happening, just tell it the way it is. Don't try to hide your face and pretend you're not seeing it. Don't be scared to step up because I'm sure there are people there that's going to side with you because at the end of the day, this is Canada and you should feel safe as a Canadian stepping up for a brother or a sister who feels like he's not being treated fairly or equally.

Rechev Browne:

Being an ally, it's so easy. That alone goes along way I think.

Glacier Effs-Samuel:

Kallisha, what about you?

Kallisha Hoyes:

I would say just simply doing things like educating themselves, by researching and seeing for themselves a lot of our struggles and even our over-looked triumphs. They can choose to speak up and defend us by not being bystanders. Oftentimes, we witness things, whether it be a conversation we may not agree with, but choose to not speak our true feelings on the matter and defend what is right, or be it a violent attack like on Floyd, where an innocent man was killed. This could have been easily avoided if the bystanders simply stood up for what was morally correct. Members can be better allies by not being silent and helping to create awareness.

Glacier Effs-Samuel:

Great. I want to thank you both for joining us and sharing your experiences tonight. Racism, racial injustice, systemic racism, these are difficult topics and uncomfortable things, discussions that people don't necessarily want to have, but these are conversations that need to be had if we're going to make change. Despite George Floyd being murdered as the trigger, it's unfortunate that's what caused the world to actually decide that this is enough. Something has to be done and that's what triggered it and I'm glad we're having the discussion, and I'm hoping this is the start of a change. Racism, like Rechev you mentioned, it's an idea, it's something that was created and it didn't start overnight and it's not going to end overnight, but at least we're taking a step towards some form of change and social justice. Again, thank you both for coming tonight. It was a great discussion.

Glacier Effs-Samuel:

Now, I want to turn things back over to President Hanley.

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Wayne Hanley:

Thanks Glacier and Kallisha and Rehev. I want to sincerely thank you so much for taking the time to discuss this very important issue with us. The powerful messages that you had in your closing remarks and the issue of what allies can do, be an ally, and not a bystander are something that we should all take away from this discussion.

Wayne Hanley:

I want the members from the racialized communities to know that we see you, we hear you, your voice matters, your life matters, and we stand with you in this movement for justice and equality, and non-racialized people need to hear your voice and your messages. Everyone on the line with us tonight, at the core, our union values are about standing for equality, inclusion, and we encourage all members to learn more about the issues affecting our sisters, our brothers, and our friends in the Black community. Commit, make a commitment to being an ally in the collective struggle for equality. Thanks again.

Wayne Hanley:

Quickly, because we're running the clock here. I'd like to provide you with some updates on what's been happening within the union since our last town hall. Our organizing department continues their strong track record of success in empowering workers to join our great union. I'm pleased to welcome 40 new members from Indigo bookstores at Square One. You may have seen that in the newspapers or stumbled across it in social media. These workers showed incredible solidarity, creativity, and passion in leading the movement for change in their workplace. Even getting social media support from established authors and political leaders to chime in on the benefits of being a union member.

Wayne Hanley:

We're also thrilled to welcome 21 workers from the Park Lawn Preschool Humber Bay Childcare Centre to our union. Workers include registered early childhood educators, early childhood assistants, and housekeeping who now have the opportunity to speak collectively in their workplace. Congratulations for your determination and unity in winning your union representation.

Wayne Hanley:

Finally, we're so excited to have 51 new members from Frulact down in Kingston. This company handles wholesale distribution of dairy products and they produce the fruits for dairy-based products, including things like yogurt, ice creams, and smoothies, and other baking products. This is an amazing achievement for this incredible group. Congratulations to all of you.

Wayne Hanley:

Throughout the pandemic 1006A has seen strong interest from workers looking to improve their working conditions. Our newest members have shown tremendous courage in standing up for fairness. Remember if you know of anyone who could benefit from union representation, our excellent organizing team will be happy to speak to them. Just reach out to gounion@ufcw1006a.ca or visit the local union's website.

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Wayne Hanley:

Our negotiating teams have also continued to do great work under different environments. A lot of virtual meetings, a lot of virtual contract presentations and different ways of ratifying their collective agreements while keeping the integrity of the secret ballot vote in the whole process. Our negotiators are helping members win rights and protections. Many agreements are in the process of being negotiated right now, and I want to thank our union negotiators and their bargaining committees for their continued efforts on behalf of members.

Wayne Hanley:

In this year we saw 370 members and or their dependents submit applications for the local union scholarship program for post-secondary education. To help with the escalating costs of post-secondary education, every year we award 42 scholarships worth \$1006 each. Thank you to everyone who's applied and we're going through the applications. They're currently being processed and we expect to announce our 2020 recipients very shortly.

Wayne Hanley:

Our education and training department is also working on alternative methods to connect to our stewards who have been without training since fall of 2019. It was suspended in the spring and deferred in the fall of 2020. We're currently working on adapting the introductory course into one-hour modules to offer the steward's level one to all new stewards.

Wayne Hanley:

We're also working with our national office at UFCW Canada to adapt other steward training courses into Zoom-style sessions. All this work is in progress and details will be released on our website as they become available. Make sure you check into the website from time-to-time to see what's going on in your local union.

Wayne Hanley:

A friendly reminder that October is women's history month. This is the time for all of us to reflect on the contributions that women have made to building our great union, our workplaces, and our communities. Women make up half of our membership, and we are so proud of the hard work and the contributions that you make. Through our women's issues network, our commitment remains to eliminate the gender-wage gap, advocate for equal opportunities, and end violence against women. I hope you can take time this month to reflect and learn more about these issues, again, by visiting our website.

Wayne Hanley:

Glacier, that's about it for my report.

Glacier Effs-Samuel:

Thank you sir. Thank you Wayne. I just want to remind everybody, if we didn't get to your questions tonight, we will be passing them on to your union reps who will contact you with an answer tomorrow. Wayne, I just wanted to know if you had any closing remarks before we wrap up the agenda for the evening?

UFCW Canada Local 1006A General Membership Meeting
October 13, 2020
Telephone Town Hall Event Transcript

Wayne Hanley:

Yes, thanks for that opportunity Glacier. There were a number of good questions here, and I think most of them stem around a personal conversation. Having the reps circle back is the appropriate way to deal with this and we can bring our meeting to a close here shortly.

Wayne Hanley:

I've got to thank Glacier for doing an outstanding job. And once again, I want to thank Kallisha and Rechev, and let's not forget Emily for her participation for sharing her thoughts and experiences with the group here tonight.

Wayne Hanley:

For those of you who are listening in tonight, I want to thank you for taking the time out of your busy schedule to join us. I hope you found the discussions and the information presented tonight beneficial. Once again, I strongly encourage you to stay in close contact with your union reps with everything that's going on right now. In essence, unions are about workers coming together to support and take care of one another. At no time in recent history has working together in solidarity been so important. Please note, as always, your union is here for you. Thank you for your hard work, take care, be well, be safe.

Glacier Effe-Samuel:

Thanks Wayne. Again, your rep will get back to you within 24 hours for any questions that weren't answered. You can visit our website on ufcw1006a.ca on the click your rep button if you don't know who your rep is. Once again, remember that we have an audio file and a transcript of tonight's meeting which will be posted on our website for your convenience, as well as the minutes of our meeting will also be posted for your review and to be approved during our next meeting which will be scheduled next year.

Glacier Effe-Samuel:

Before we wrap up, we'll go to the final poll and that would be for the computer tablet. Again, if you want to be eligible to win the computer tablet, press one on your telephone keypad now. Again, we're going to do our final poll for the night, and that will make you eligible to win the computer tablet. Press one in order to be involved in the contest. The winner will be announced on our website tomorrow at 3 p.m. And our website is ufcw1006a.ca. Once again, that's ufcw1006a.ca. For those that would like to leave a question or a comment, please stay on the line. And again, I want to thank you so much for joining us tonight. Stay safe and have a good evening. See you in 2021.