

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Glacier Effs-Samuel:

Hi everyone. My name is Glacier Effs-Samuel, Recorder of your union. I want to welcome you to our third telephone town hall general membership meeting for 2020. It's great to be with everyone tonight. Our telephone town hall, as always, is about connecting members of 1006A from all sectors and cities across Ontario.

Tonight, President Wayne Hanley will share with you the effect the pandemic has had on our members and our political advocacy to ensure our members' voices are heard at Queen's Park and Parliament Hill.

Members will also have the opportunity to vote on our most recent audited financials as presented by Secretary Treasurer, Kevin Benn. Stay with us for the entire call and you can enter a membership contest. The lucky winner will take home a computer tablet. With us tonight is 1006A Health & Safety Representative, Rick young. He will share with us the rights and responsibilities that workers and employers have when it comes to the enforcement of wearing a mask.

Glacier Effs-Samuel:

We will also speak with UFCW Canada's Director of Education, Mark Funk, who will share tips on how we can protect and strengthen our members' mental health during this stressful time. Telephone operators are standing by to take down your questions and pass them on to us. To ask a question, all you have to do is press 'star three' 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 onto us. Again, that's 'star three' to ask a question.

Questions about individual workplace issues will be forwarded to your union representative who will contact you no later than tomorrow night. If it is an urgent matter, your union rep's contact information is on our website - [www.ufcw1006a.ca](http://www.ufcw1006a.ca), click the 'find your rep button.' If we don't get to all your questions tonight, they will be forwarded on to your union rep, who will contact you with an answer. An audio file, meeting transcript and minutes of the meeting will also be posted on our website. Once again, that's [www.ufcw1006a.ca](http://www.ufcw1006a.ca).

Glacier Effs-Samuel:

So let's begin with our first poll for the night. We'll be taking a vote for the adoption of the minutes of the telephone town hall general membership meeting as posted on the local union's website held on April 16, 2020. Use your telephone key pad to participate in the vote. So I will move to adopt the minutes of our meeting on April 16. Press one if you're approve the minutes of April 16, 2020 or press two if you do not approve of the minutes of April 16th, 2020. Once again, press one if you approve of the minutes and press two if you do not approve of the minutes.

Glacier Effs-Samuel:

As we wait for the results to come in, I'll mention again for our members' convenience, an audio file, printed transcript and minutes of each meeting are posted on our 'get involved' membership meeting section of the website shortly after each meeting. So if you know a member who couldn't participate tonight, you can let them know to listen to the call in its entirety online. So the results are coming in and the minutes of the April 16 telephone town hall meeting have been approved by 91%. Now it's my pleasure to introduce Secretary Treasurer, Kevin Benn, who will present the local's 2019 audited financial report.

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Kevin Benn:

Thank you Glacier and good evening everyone. Thank you for joining in. Each year the local union's finances are audited by BDO, which is an independent auditing firm. Tonight as I did last year, I'll provide you with a summary of the 2019 audited financial statement, which has been reviewed and approved by your local union executive board at our meeting in June. The local union has operated on what is essentially a balanced budget. In 2019, we had a total revenue of \$20.8 million, which was primarily generated through membership dues, initiation fees, and investment income. As with any organization, there are necessary expenses incurred in order to effectively and certainly meaningfully operate and manage the organization.

To continue to provide the high level of service that our members not only expect but deserve, the local incurs expenses that include the costs of collective agreement negotiations, cost of meeting rooms to conduct those negotiations, travel and wage reimbursement costs for our members to attend and participate in those negotiations, building and property maintenance costs for the two offices that our local union operates, staff salaries and benefits, per capita payments to the Ontario Federation of Labour, per capita payments to the Canadian Labour Congress, to our own international union, to UFCW Canadian council and other labour councils. As well as legal fees, professional fees, stewards' training costs, costs relative to attending conferences and costs relating to member promotions to name but a few. Total expenses that we realized in 2019 were \$17.8 million.

Kevin Benn:

Apart from our operating revenue and expense summary, I'm pleased to report that the local union, as of December 31, 2019, held \$24.6 million in cash and investments which continued to be professionally managed by an external firm. And when we combine our fixed assets such as building and equipment to our cash and investments, the total local union holdings sees net assets of some \$29 million. We very carefully and very prudently manage our assets and manage our expenses to keep our local union in a position of solid financial stability.

Solid financial stability of course means that we have the resources to defend our members so having said this Glacier, you can see that being in good financial health provides 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. As the pandemic hit, thousands of 1006A members faced layoff and were no longer contributing dues, our strong financial position ensured that we were able to continue our important work of protecting our membership, allowing us to take on the fights and challenges that we needed to take on without compromise.

Glacier Effs-Samuel:

Thank you Kevin for your report. I will now move to adopt the Secretary Treasurer's 2019 audited financial report as presented. So second poll question is, are you in favor of accepting the Secretary Treasurer's report? Press one if you are in favour of accepting the Secretary Treasurer's report, or press two if you reject the Secretary Treasurer's report. Again, press one to vote to accept the Secretary Treasurer's report or press two if you do not accept the Secretary Treasurer's report as presented. Each year, we will be providing a summary of the previous year's audited financial report during one of our telephone town hall meetings. Remember, if you have any questions about the financial reports, you can always speak to your union representative.

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Glacier Effs-Samuel:

So the results are in from the secretary treasurer's report, and the report has been approved by 92%. I'd like to remind the members that are on the phone tonight— Our telephone operators are standing by to take your questions and pass them on to us. Again, to ask a question, please press 'star three.' Now it's my honor to introduce the president of our union Wayne Hanley for the state of the union. Seems we've lost Wayne. Okay, So we will touch back around with President Hanley, and in the interim, we have Health & Safety Representative, Rick Young on the line.

In many of the cities and regions across Ontario, masks are required in indoor spaces by health authorities and city councils. For many of our members who work grocery stores, there are often questions about who has the authority to enforce masks. To help us understand the rights and responsibilities of members and management, please welcome Rick Young.

Rick Young:

Thank you Glacier. It's a pleasure to be with our members this evening.

Glacier Effs-Samuel:

Thank you for being here, Rick. We likely have a lot of members who are wondering whose responsibility it is to enforce the wearing of masks and what you can say to help us all better understand this.

Rick Young:

Well, it's our union's position that enforcement of regional bylaws on masks is the responsibility of the employer and that they as per the Occupational Health and Safety Act should be taking every precaution reasonable to protect our members' health and safety. This includes protecting our members from bullying and harassment from customers who take exception to wearing masks.

Employers should take certain steps in order to minimize and eliminate potential conflict with the public, including signs about masks requirements at all entrances, explaining the policy and developing internal policies and procedures with your joint health and safety committee. If our members have any concerns about their health and safety in regards to COVID, they should contact your union right away so that we can assist you.

Glacier Effs-Samuel:

So Rick, now that the public is required to wear a mask, what steps should members take if customers refuse to wear a mask or become abusive?

Rick Young:

So it's not our members' role to police the general public's behavior or to enforce public bylaws. If a member is confronted by a hostile member of the public, a member of management or a supervisor should be contacted immediately. It's very important that our members review and familiarize themselves with our employer's policies and procedures so that we know what the expectations are.

Any incident should also be reported to a joint health and safety committee member, and to the union representative. We encourage all members who experienced an incident to keep detailed notes of that incident, including a description of the customer behavior, any witnesses, management responses, et

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

cetera. These notes can be very important and should the employer later take any kind of disciplinary action against the worker or in extreme cases where the police may need to be involved.

Glacier Effs-Samuel:

What have the members been telling the union about what is happening at their workplaces when it comes to mask enforcement?

Rick Young:

So what we're hearing from our members is that, the general public is largely complying with regional bylaws and are wearing masks in our location, which is great. However, we are also hearing from a number of members that a small section of the public are pushing back as they don't wish to wear the mask. And unfortunately, there's a lack of leadership from the employers in enforcing the new bylaws and in dealing with aggressive and abuse of customers. Of course, this is unacceptable.

Our members, the majority of which have been on the frontline of this pandemic have shown a great amount of courage and resiliency in order to serve their communities. And they do deserve respect and a safe working environment. Some members have also reported a relaxing of previous safety measures now that the mandatory mask bylaws are in effect. The mandatory mask bylaws are intended to augment the measures that have already been played to protect workers, not to replace those measures.

Employers still have an obligation to take every precaution reasonable to protect workers. Measures like ensuring social distancing, providing hand sanitizers and barriers and limiting customers are still affected and need to be taken to help prevent the spread of COVID-19 in our workplaces.

Glacier Effs-Samuel:

And Rick, across the United States and to a smaller degree in Canada, we have seen anti-mask protests. For those members who may not know, can you speak to the usefulness?

Rick Young:

Of course, that's a really good question, and thank you for asking it. When the pandemic started, we heard a lot of conflicting evidence from public health authorities and from our own government that there will be effectiveness of masks, there's also been a small, but vocal online community, which has attempted to turn masks into a political issue rather than a public safety concern. However, now the consensus is clear in the scientific and medical community: masks do work.

Widespread mask wearing is effective in preventing the transmission of COVID-19. We've all heard the saying that 'my mask protects you, your mask protects me.' The presumption should be that everyone is a potential carrier of the virus and masks are an effective tool that prevent us from unknowingly exposing others to the hazard of the virus. Our local's position from the start of the pandemic was that our members should be wearing masks to protect themselves and their coworkers. It's also important to remember that masks are only effective when worn properly, and that means that the mask should always be covering your nose and your mouth.

Glacier Effs-Samuel:

Those are some great points, Rick. What advice can you give to our members during this time of COVID?

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Rick Young:

So as frontline workers, our members often have a better understanding of the reality of what is happening on the shop floor. And their voice is essential in strengthening needed protection. Our members should never be afraid of bringing our concerns with a company's procedure or practice to a worker member of the joint health and safety committee. And if they don't know who that is, they should contact the union and we will assist them with that.

While most of our employers have been making an honest attempt to follow public health orders and general best practices, we do understand that not all of them do the best job of it. It's vital that any health and safety issues, COVID or otherwise, are brought to our attention and that it is not presumed that we know about them or that someone else may have brought them to our attention. So if anybody has any questions or concerns about health and safety issues at work, please contact us.

Glacier Effs-Samuel:

Thank you Rick, for that enlightening discussion. So now I will turn it back over to Wayne, President of our union, for the state of the union.

Wayne Hanley:

Thank you, Glacier and thanks for turning it over again. While there's no doubt that 2020 has been a difficult year for our members, and I can tell you that today, we had the 81st confirmed case of one of our members in one of our workplaces having contacted or tested positive in this case. The member is now in isolation at home. I'm really surprised at the percentage of our membership. The numbers for us is low, significantly lower than the provinces, and for that we're thankful. And I think that that is largely as a result of our members not only at home, but in the workplace doing some of the things that Rick talked about in order to ensure that their risk of contracting is minimal.

But while the economy continues to reopen, the impact of the pandemic will be felt for years by thousands of workers that we represent that at our hotels and restaurants in the food service business, the laundry and in the list could go on and on. We have approximately 8,500 members, and 3,500 members who were laid off at some point. Accordingly, these members' livelihoods have been devastated, and their workplace significantly decline, and businesses have laid off and reduced hours.

Wayne Hanley:

Our union reps are working hard to protect our members' rights covered under the union contract and these hard-hit sectors. Some employers have started to recall workers as the economy has reopened over the last few weeks, but until consumers fully return, until they feel safe to visit some of our units, it's going to be a very slow process. But despite these challenges that are posed by the pandemics, the union marches on and our political advocacy on behalf of our members continues from Queen's Park to Parliament Hill continues.

Most recently, the UFCW Ontario Provincial Council advocated on behalf of union members at the Ontario government standing committee on finance and economic affairs. We shared the struggles our members are facing directly with Members of Provincial Parliament. We urged the Ontario government to take concrete steps to protect the physical, the mental and economic security of our members and of all workers.

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Wayne Hanley:

We called for the re-openings to take into account the health and safety of workers, as well as the consumers. And we advocated for retraining programs and opportunities to be created for workers to transition into the post pandemic economy.

In Ottawa, we ensured our members voices were heard loud and clear about the ending of the pandemic pay by the corporate greedy giants. On behalf of UFCW and members across Canada, our national president, Paul Meinema spoke to members of parliament and the house committee about how disappointed we were about the cancellation of the COVID-19 pandemic pay.

And we called for permanent wage increases in the grocery sector and other frontline workplaces. Frankly, it makes no sense at all to cancel pandemic pay when we're still experiencing a pandemic. And as national president Paul Meinema said to the parliamentary committee, pandemic pay must stay, it must become permanent, and actually it must be increased.

Wayne Hanley:

And on our municipal levels, we've called on councillors and mayors in cities and regions across the province, in particular in York Region, where we campaign to protect our members who are transit drivers. We were successful in having the installation of shields on buses for enhanced safety during the pandemic. Through interviews with the national media outlets including the CBC and CTV and national magazines, we've shared our advocacy on behalf of our members with the public. And with the help of activists and rank and file members, we have illustrated the struggles of workers during the pandemic.

Wayne Hanley:

Internally, our health and safety department is utilizing online communication to strengthen the knowledge and skills of our activists. So they are better able to protect our members. We've offered two online seminars for activists, the first on the right to refuse unsafe work, particularly doing during the pandemic. And the second on the use of masks and respirators for worker protection and mandatory mask use in Ontario. Both were well attended and were well received.

Wayne Hanley:

And I want to thank Rick for highlighting the importance of masks in his presentation tonight. And also it confirms that Rick Young said 1006A was advocating from mask from day one of the pandemic, and it proves how important it is.

Over the last four months like many organizations, your local has adapted to how we communicate with our members and participate in various events that typically would have been done in face to face or in large gathering. Virtual online conferences and meetings have enabled us to connect with activists and members while protecting everyone's health and safety.

Wayne Hanley:

This year, we celebrated pride virtually with the two 2SLGBTQ+ members and allies from UFCW local unions across the country. The event featured the personal experiences of 1006A members and the work of the outreach committee for standing up for equality. We'll also be celebrating labor day this

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

year virtually. Please watch our website for more information as labor day gets closer. I can't believe it's just a few weeks away. So check the website to see how you can participate.

Wayne Hanley:

Due to continuing risk posed by the large gatherings, large crowds, we have postponed our equity conference, the annual stewards conference, and the fall stewards training until all participants can fully be guaranteed a safe environment.

During the pandemic, our hard work of advancing and protecting our member rights have continued through negotiations. Our negotiating committees have also had to adapt when it came to negotiations and conducting ratification votes.

Wayne Hanley:

I'm proud to report that we've negotiated contract for our members at Ryder Truck Rentals, their first collective agreement. At Tremblett's YIG, at Residence Inn by Marriott – Mississauga-Airport location, at Nexcycle, the TelePartners Call Centre and Jan's Valu-Mart. In each of these workplaces, we made significant advances, and I want to thank our negotiating committees for their hard work and dedication on behalf of their coworkers, you have helped make a difference in their lives.

Wayne Hanley:

Our union reps continue their visits to our workplaces throughout Ontario to ensure workers' rights and safety are protected during the pandemic and beyond. And I thank our union reps for their hard work, and I encourage all the members to contact them with any questions and concerns that you have. Should you need to, you can find their contact information online at [ufcw1006a.ca](http://ufcw1006a.ca) and just click on the 'find your rep' button.

Please keep in contact with the staff, because this is how we work to resolve the issues that arise and hold the employers accountable in keeping our members safe.

In other news, I'm proud to welcome our newest members from Nexcycle working in Guelph. The company provides glass recycling solutions. This was an inspiring victory to achieve fairness at their workplace, and it took the unity of these workers to make union representation possible.

And the first collective agreement for these workers has been negotiated and will be voted on by our members in the next few days. We're also thrilled to welcome our newest members just last week from Frulact Canada based in Kingston. This company handles the wholesale distribution of dairy products. They process fruits for dairy based products, including yogurt, ice cream, smoothies, and baking products. Again, the workers showed tremendous unity and determination in achieving unionization and are now anxious to negotiate their first union contract.

Wayne Hanley:

And finally, I'm proud of the excellent work of our WSIB department, who are ensuring the success of members who contracted COVID through workplace transmission, getting paid what they are due under the WSIB benefits. Our local had one of the first worker, a member, to be approved for WSIB for contacting COVID. It is vitally important to contact the union immediately if you believe you're working in unsafe conditions, or you believe that you contracted COVID-19 at work.

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Wayne Hanley:

Remember you're not alone. Your union is here to protect you with a team of experts ready to assist you through these situations. It is vital for members to contact us early in the process so that we can work together to help you resolve workplace issues or guide you through the WSIB process. Now Glacier, I know that we have one more guest speaker who brings an important message. So I'll turn it back over to you now.

Glacier Effs-Samuel:

Thank you, Wayne. So as President Hanley spoke about the physical and emotional toll COVID-19 has had on our members, tonight we are proud to welcome UFCW Canada's Director of Education, Mark Funk, to discuss tips and strategies to protect and strengthen our mental health during these trying times. Please welcome Marv.

Marv Funk:

Hey Glacier. Thank you so much for having me on tonight. It's really appreciated to have this opportunity to talk to the good members of 1006A.

Glacier Effs-Samuel:

Thanks Marv, it's our pleasure to have you. So Marv, it's so clear that people are suffering with psychological and mental challenges during this pandemic. What are you hearing specifically that members are facing at this time?

Marv Funk:

Well, prior to COVID the stats on mental health didn't paint a great picture. However, there are several areas that seem to be amplified by it. First is anxiety and there's lots of reasons for people to feel anxious. One of the most common is the unknown. Then is relationships. And relationships are a challenge throughout our life. However, when they're put under stress like this, it becomes really, really tough, and finally accessing the help and support you need, where to reach out things like that.

Glacier Effs-Samuel:

So let's see how our members on our call tonight feel. Our question to you guys, which is our poll three, what aspect of your mental health was challenged the most during COVID-19? Press one, if it was your work relationships. Press two if it was your home relationships. Press three, personal headspace. Press four for the spread of catching the virus or press five if it was none of the above.

Glacier Effs-Samuel:

And again, the question is what aspect of your mental health was challenged the most during COVID-19? One for work relationships, two for home relationships, three for personal headspace, four for the threat of catching the virus and five, it was none of the above.

As we wait for the results, I'll let you know about some stats, in any given year one in five people in Canada personally experienced mental health problems or illness, mental health affects people of all ages, cultures, income, and education levels. It does not discriminate.



UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Glacier Effs-Samuel:

So the results are coming in, and we see that a majority of you are saying the threat of catching the virus was the most troubling and affected you most mentally during the pandemic. Marv, so I bring it back to you. Does this result surprise you? As you work with local unions across Canada, what have you heard about people and how they're coping during the pandemic?

Marv Funk:

Well, no. This doesn't surprise me. The risk is very real. And the range of coping during this pandemic have shown us the best and the worst in humanity. There are workplaces where the workers are respected and they have thoughtful responses to COVID-19. Solidarity happens when workers are put in a tough position and end up having each other's back. We know the good news doesn't always get attention. However, I want to say right now 1006A and other locals across the country have done a great job supporting workers.

Marv Funk:

Again, your website, the member's resources on the 1006A website, is awesome. However, sadly, we got some employers that continue to see profit as more valuable than people. Reducing the risk and preventing harm should be the highest priorities these days. However, when employers ignore health and safety legislation, fail to consult with workers, disaster isn't far behind, we've seen horrible examples where employers have done this, having coworkers dying.

Glacier Effs-Samuel:

Absolutely. So you've done a lot of work with UFCW members around mental health. What are the top strategies and tips for strengthening our mental health during this time?

Marv Funk:

Everyone's effected by it. Just to say, someone who's not affected by it, they had their head in the sand. So anyway, as far as top strategies the first is to continue learning about yourself as this often leads to empathy for others. So in other words, when we're in this position, rather than pretending we know it all, learn about who we are and how we're reacting to this. And some of the best advice I got was in Air Canada. And what they say is, put your oxygen mask on first because if you need to, you have to have the resources to help others.

Marv Funk:

So in other words, taking care of yourself first, or you will have nothing to give others. Self-care is not the same as selfishness. So please take your needs seriously. You deserve respect by others and by yourself, as you recognize this, it's important that to see others deserve the same.

Glacier Effs-Samuel:

And UFCW Canada has a great free online education tool and web campus. Are there any resources available for UFCW Canada members that are tailored towards mental health, Marv?

Marv Funk:

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Absolutely. We partnered with the Canadian Mental Health Association to develop three courses: Understanding what mental health and illnesses are, how mental illnesses affect workers and what happens when you need to deal or support someone who's going through the illness. And something else that we found, we found that a lot of people may not have hours in a week or the month to put in the time to take the course so we've created a very quick resource on the goal modules are about 15 minutes long. And we have two specifically designed for mental health.

Marv Funk:

We have a module on mental health check-in. So if you're wondering how your mental health is, take 15 minutes to go online, see how you're doing. And again, this is all private. No one else knows about this. This is again, reflect for yourself. And the second is to know that you're not alone. When you start dealing with anxiety and stress and mental illness creeps in to you or someone you know, it's great to have some resources to go from there. And again, I just want to give kudos to 1006A. You've got a great member resource page, where what I've talked about tonight is on there.

Glacier Effs-Samuel:

Thank you so much Marv, for joining us tonight and providing us with this great insight. Before I turn it back over to President Hanley, I'd like to remind members on the phone that operators are standing by to take your questions. Please press 'star three,' for to pose a question. And also remember if you stay on the line for the entire call, you have an opportunity to enter a membership contest. And the lucky winner will receive a computer tablet

Wayne Hanley:

And Glacier. We have a couple of good questions before we get to the contest. We have a member of Milton who asked a question, that if a member has issues wearing mask, can he or she, or they continue working without a mask?

Rick Young:

So the short answer to that is, yes. In the Occupational Health and Safety Act. And in all workplaces, employers have something called the duty to accommodate. So there will be people that do have legitimate reasons why they cannot wear a mask. So, as in any injury or illness that a person might have an employer does have a duty to accommodate, and what that duty to accommodate would be the same for any other injury or illness. Now, that being said the employer must accommodate, provided that it is still protecting the health and safety of other workers so what I would suggest is we all have rights under the Human Rights Act.

Rick Young:

If an individual does have an issue with wearing a mask, they should ask for accommodations and the employers should still take into consideration the health and safety of all the other workers there, and find work so that that individual can work safely. And the protection of the other workers, health and safety is still maintained.

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Wayne Hanley:

Okay. And I think he answered this in your presentation, but I'm going to ask the question again, because it's important for a worker's safety over and above the virus. And the question it comes out of Kingston is, when a customer comes to the cash and not wearing a mask and refuses to do so, what are we supposed to do?

Rick Young:

Again, what I would suggest is that your employer should have very detailed policies and procedures in place to deal with those issues. And we should familiarize ourselves with those policies and procedures. And the issue itself should be brought up to your joint health and safety committee to have those, the workers' response being included in those policies and procedures. And at the end of the day, if it's management's responsibility and supervisors under the Occupational Health and Safety Act to competently do their job and to enforce these policies and procedures. However, at the end of the day, you always have the right to refuse unsafe work if you believe that you are at risk of a hazard.

Wayne Hanley:

And I got one more here that is equally as important as the first two. And it comes out of comes out of Perth, Ontario. And this question... People including members are leaving masks everywhere. Question is can we get a special disposal system in our workplace?

Rick Young:

So that's a really good question and I'm glad the member brought it to our attention. It is location specific. However, it is something that maybe it's a conversation we should be having with all our employers. The best practice is to have people educated on what they should be doing with those masks. Those masks too present a contamination and the cross contamination risks. And we should have covered bins in all of our locations where people are instructed to dispose of those masks in a bin that protects everybody's health and safety.

Rick Young:

And I would also suggest that the mask themselves... Because we should be not just be given one mask per day, we should be issued a number of masks, so that risk... I can see how that is happening. Again, I would recommend that a joint health and safety committee member speak directly to the committee and management and have a policy and a procedure in place for the disposal of those masks. Please do not touch other people's mask. If you see it, bring it to a supervisor attention and have them deal with it. And if the person from first would like to contact me or the rep, personally that would be great. And we can get working on that location specifically.

Wayne Hanley:

Good answer. Thank you, Rick. There are a number of other questions, Glacier, and as we scroll through them here, most of them are really worker specific and, or workplace specific. So we're going to have the reps follow up on those calls tomorrow. But just before you wrap up the call here Glacier and get into the contest, I want to take a moment just to thank all of you for taking time out of your schedule to join us this evening.

UFCW Canada Local 1006A General Membership Meeting  
August 18, 2020  
Telephone Town Hall Event Transcript

Wayne Hanley:

We're currently living in unprecedented times where much of our world and our lives are changing from day to day. And I want to ensure you that one thing that hasn't changed is our commitment, your union's commitment to serving and protecting our member, especially when the times get tough. This pandemic has further revealed the vital role that unions play in protecting the health and safety of workers, ensuring personal protection equipment is provided, and that workers need a fair union contract that allows them to have a say in their working conditions to keep them safe.

Wayne Hanley:

I hope you've found the discussions and the information that's been presented here tonight, beneficial and thank you for all your hard work. And please, once again, I strongly encourage you to stay in close contact with your union rep. I wish you and your family's continued safety and good health and now Glacier it's over to you.

Glacier Effs-Samuel:

Thank you, Wayne. And as we mentioned again, if we were unable to get to your questions tonight, there'll be forwarded to your union rep who will be getting back to you within 24 hours. Please also remember that an audio file, a 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 October 13th, same time, 7:00 PM so be sure to mark it on your calendar.

Glacier Effs-Samuel:

Now we have one more piece of business to take care of, and that is the contest. So our last poll for the night is for the computer tablet and to enter in the contest simply press one on your telephone key pad. The winner will be announced on our website tomorrow at 3:00 PM. Our website, again, if you don't is, [www.ufcw1006a.ca](http://www.ufcw1006a.ca), once again that's, [www.ufcw1006a.ca](http://www.ufcw1006a.ca). And for those that would like to leave a question or a comment via voicemail, please stay on the line. Thank you again for joining us. And I hope everybody has a wonderful evening, stay well and stay safe. Thank you and good night.