

UFCW Canada Local 1006A General Membership Meeting  
August 17, 2021  
Telephone Town Hall Event Transcript

Glacier Effe-Samuel:

Hi everyone. My name is Glacier Samuel, Recorder of your union. Welcome to our third telephone town hall, general membership meeting for 2021. Thank you all for joining us this evening. Our telephone town hall as always is about connecting members of 1006A from all sectors, all cities from across Ontario. We've got thousands of members across the province, so there are still people connecting. Tonight, President Wayne Hanley will discuss the latest union news, our two amazing new membership programs. One being, Share Your Pandemic Story contest and the other being our Member Appreciation Gift Program. And then, we have Mark Hennessy who is a Special Assistant to the UFCW Canada National President. He's joining us to discuss the upcoming federal election and what it means for workers and their families.

Glacier Effe-Samuel:

Members will also have an opportunity to vote on our most recent audited financials. They will be presented by Secretary-Treasurer, Kevin Benn. As usual, stay with us for the entire call and you'll have the opportunity to enter a membership contest. The lucky winner will receive a computer tablet. Telephone operators are standing by to take your questions and pass them on to us. To ask the question, all you have to do is press star, three on your phone keypad. Make sure you leave your full question, your name and where you work with the operator who will then pass it onto us. Again, press \* 3 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's an urgent matter, your union rep contact information is on our website, which is [ufcw1006a.ca](http://ufcw1006a.ca). All you have to do is click on the 'find your rep' button.

Glacier Effe-Samuel:

If we don't get to all your questions tonight, we will forward your question to your union rep, who will contact you with an answer. As usual, an audio file, meeting transcripts and minutes of the meeting will be posted on our website. Once again, that's [ufcw1006a.ca](http://ufcw1006a.ca). Before we move on, we'll be taking a vote for the adoption of the minutes of our telephone town hall, general membership meeting, which was held on April 20, 2021, and was posted on our local unions website. Use your telephone keypad to participate in this vote.

Glacier Effe-Samuel:

Okay. I'm going to move to adopt the minutes of the meeting of April 20, 2021. Once again, we're moving to adopt the minutes of the meeting on April 20, 2021. If you approve of the minutes, press one. If you do not approve of the minutes for the meeting on April 20, 2021, press two. Once again, press one if you approve of the minutes and press two, if you do not. As we wait for the results to come in, I'll mention once again for our members' convenience, an audio file, printed transcripts, minutes of each meeting are posted to our website under the 'get involved' section in your membership meeting section of our website, shortly after each meeting. If you know somebody who wasn't able to be on the call tonight or who couldn't participate, they can listen to the call in its entirety if they go on our website and click on that section.

Glacier Effe-Samuel:

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The results are in and the minutes of the April 20 telephone town hall meeting have been approved 95% yes, 5% no. Thank you all for participating. Before I pass the meeting on to our next speaker, I'll remind you to ask a question again, press \* 3 on your telephone keypad. Make sure to give your full question, your name and your workplace for the operator, and they'll pass your question on to us. Now it's my honor to introduce the President of our union, Wayne Hanley.

Wayne Hanley:

Well, thank you Glacier and welcome everybody. Thank you for being on the call here with us tonight. Hope you and your family are enjoying a good summer under the circumstances. Now after a year and a half of lockdowns, and currently in step three of Ontario's reopening plans today, and we are being told now you're in a fourth wave, with possible Ontario daily positives COVID cases expected to rise over a 1,000 by September. Not all that rosy. During previous calls through our local union publications as well and social media posts, we've suggested the importance of getting vaccinated. I know that many of our members, our stewards and staff are among the millions of Canadians who have been double vaccinated. This includes UFCW 1006A member, Christine from Loblaws, who was one of the winners of our Share Your Pandemic Story contest.

Wayne Hanley:

As part of her winning entry, Christine said, "Working beside the pharmacy, I see the stress around COVID starting to live. People are smiling, faces are relieved after they get their jab. I'm fully vaccinated and really grateful." Wouldn't that be wonderful if we got to a 100 per cent of our country's population to be fully vaccinated. The hope is on the horizon, but only if all Canadians can come together, do their part to make hope a reality. I got double vaccinated a few weeks back now to protect my 90-year-old parents, protect my children, my community and myself. I wanted to do my part protect children under the age of 12, who are not yet eligible to be vaccinated. I also wanted to protect those that can't be vaccinated due to medical reasons. Getting vaccinated is about protecting yourself, but equally and maybe even more important, is about protecting the most vulnerable of our society.

Wayne Hanley:

Let us not forget, the more people that are double vaccinated, it creates healthier and safer workplaces. Those who are not vaccinated, we all know remain at the highest level of risk from serious infection and hospitalizations. I believe the data that we see in the media is supporting all that. For those of you who have both doses, thank you. Thank you for doing your part for your family and your coworkers and your friends. Those who have got a single dose, I encourage you to follow up with your second dose as soon as you're eligible. Of course, everybody remember how important wearing masks are when we're indoors and be diligent in your social distancing. At our workplaces, I can share with you that COVID-19 remains a concern, not as much of a concern as it was in the last call, because the numbers have dropped down. But as of this morning we have had over 1,150 members who have been affected since the start of the pandemic, affected by COVID-19. We have lost two numbers to the pandemic as well.

Wayne Hanley:

With the step three opening, I'm pleased to report that the restaurants and the hotels and hospitality in the airport, food service sectors are starting to come back to life. Many of the jobs that were scaled down or lost due to the pandemic and lockdowns are returning. People are being recalled to work.

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That's great news. It's great news for our members, many who are being recalled. It's quite frankly been a long journey for those members. The journey will continue past this point as well. All of our members quite frankly have been impacted by the pandemic in one fashion or another. We wanted to hear the stories. We wanted to hear the stories, and that's why we started to 'Share Your Pandemic Story' contest, which members are participating in, where they have a chance to win \$250.

Wayne Hanley:

It's been incredible and inspiring to read the stories that members are sharing. The first five winners were announced last week, and you can read their stories on our website. Over the course of the contest, which ends October 28, we are giving out 20 prizes in total, each worth \$250. There's still time to enter. You enter on our website if you haven't done. For a chance to win members simply have to submit a short, up to 150 words, submission on the website, telling us what it was like to live, work, and experience this pandemic. Many of the stories that we've received have been incredibly moving. I think I'll turn things over to Glacier for a moment to share with you some snippets of the winning entries.

Glacier Effs-Samuel:

Thanks Wayne. This story is from Penny who works at a Loblaws store, number 1019. Penny wrote: "Crying in my car every morning before work. Wondering if this will be the day I'll take this home to my family. Customers thankful that we're present to serve them, they're treating us like lepers. Out of shape, with repetitive strain, we are in need of physical and mental break. Finally, the launch of the vaccination and a glimmer of hope for the future." Very touching.

Glacier Effs-Samuel:

Another story comes from Ruby who works at our Maple Leaf Poultry plant. Ruby wrote, "My experience during COVID was sad. Started with my dad, was admitted to the hospital. A few days later, the doctor told us that my dad is positive for COVID. Soon after, all of us. My mom, my husband, and my two kids tested positive. My dad was transferred to ICU and was in a coma. Then on February 24, 2021, my dad passed away. All my family was positive for COVID and my dad passed away. I was so sad during that time."

Wayne Hanley:

Wow. Pretty powerful stories. Both Penny and Ruby are just laying it out there. Those stories are the stories of so many, not only of our members, but so many people that have been touched by COVID. I want to thank those of you who have shared their stories. I can tell you that they're all being read. I read them all. I know Secretary-Treasurer Benn has been reading them all as well as some other staff that are doing the selection process. Some of them are tough to get through, but we must move on. I do want to digress just a minute and take a couple of questions here, answer a couple of questions or make comments on a couple of questions that have come in. The first question says, the union has expressed opposition to mandatory vaccination for COVID, given some union support for it, has the UFCW changed our opinions somewhat.

Wayne Hanley:

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From the onset of vaccines being available, Local 1006 has taken a position in support of vaccines. The finer question of mandatory vaccination is a little tougher one. I personally believe that vaccines should be mandatory especially in workplaces that people cannot social distance, in areas where people need, our members or workers need maximum protection, not only from the public, but from the members, the rest of the workers. So it's a fine line. I think that at some point in time, public safety will infringe upon personal choice. I think that is what is been happening in society right now. Another question is health care and education workers have to be vaccinated and get regular tests. This is just new as of the last day or two and in terms of being leaked out, but it was finally announced by the chief medical officer for the province. They've only really focused on a couple of industries, and that's education and the wide healthcare sector.

Wayne Hanley:

I think that what Doug Ford has been doing is going to push it on employers to make those calls. We've not been notified by any of our employers in terms of whether or not they're making it mandatory. I think that any plan right now an employer puts out there will have the respect of individual choice as it relates to medical conditions and where people are not being vaccinated or choose not to vaccinate, then we'll probably be faced with some type of an accommodation. But I think that you'll also see regular testing, because that seems to be the way that things are ruling out from the rest of the world, and we seem follow the globe and what's going on in other countries. That's just a few comments on vaccines, encouraging everybody to get them and the whole issue of mandatory and individual's choice.

Wayne Hanley:

But we do have another exciting program that is open to our members. I'm pleased to re-announce the members' appreciation gift card program. I can tell you that it's been a great success. The program is designed to recognize that our members have worked hard. They're dedicated not only to their jobs and to their families. In recognition of that, the union has been distributing \$20 ultimate dining gift cards to eligible members who register. I can tell you that more than 4,000 of those cards are mailed out to members. I believe we're approaching 8,000 of our members who have requested. We're working to verifying those. I would encourage all of you if you haven't already, to go online, register, and check out the details of the program and talk about it in your workplace. The program is about saying thank you and recognizing our members' tremendous contributions on the front lines, supporting workers and recognizing the darker days that many of our members had during the lockdown when they were not able to work because their workplaces were closed.

Wayne Hanley:

As always, our union reps are working hard to continue to protect and improve our members' rights covered under the union contract. I'd like to take this opportunity to thank the staff and the stewards of bargaining committees and the activists, for volunteering their time to help their co-workers and our members during these challenging times. I also have to take a moment and congratulate Union Representative Gary Brown on his retirement. I'm sure many of you in the Toronto area know Gary. Please join me in thanking him for the four decades of service to our members and for making this difference.

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I'm pleased to report that we continue to make gains at the negotiating table. Albeit most of the negotiations happened virtually, but we are starting to get into some in-person negotiations again. We've reached agreements since our last town hall. We've reached agreements with Cintas, Maple Leaf Canning, Asselin's YIG, Telepartners Call Centre, Feather Industries, Pliteq and Canadian Linen. Some of our newest members at Indigo bookstore at Square One and Chapters in Woodbridge, now have the protection and benefit of their first contract, their first union contract. Today, I'm pleased to tell you that workers that Indigo in Yorkdale voted overwhelmingly to join Local 1006A. We look forward to negotiating the first collective agreement for those workers as well.

Wayne Hanley:

While we continue our work at the local union level, workers are also being representative at the national level. The Canadian Labor Congress, the CLC, is the national body which represents workers across Canada, recently held a virtual convention. A former grocery worker and UFCW Manitoba Local 832 Secretary-Treasurer, Bea Bruske, was overwhelmingly elected president of the CLC. I know Bea personally, I've known her for a number of years, and I continue to look forward to working with her in her new role, and working with her team to strengthen the CLC, to push for important reforms like pharmacare, retirement, security, national daycare, and adjust recovery for all Canadians.

Wayne Hanley:

I'm going to take a brief break here. It's my pleasure to introduce Secretary-Treasurer Kevin Benn, who will present the local's 2020 audited financial statements, which have recently been reviewed and detailed and approved by the local unions executive board. Kevin?

Kevin Benn:

Thank you Wayne. It's a pleasure to be here with all of you tonight, and to provide you with a summary actually of the local union's 2020 audited financial statement. Each year, you will remember BDO, which is an independent auditing firm, audits the finances of the local union. As Wayne has just pointed out to you, your executive board have reviewed and approved the audited financial statements at our most recent executive board meeting held in June of this year. As we experienced 2020 and how the pandemic swept across the province, across the country and indeed across the world, and how month after month the lockdown continued, we knew that the local union as an organization would be financially affected. It became clear that 2020 would be a year like no other. We continued to manage our revenues, manage our expenses and to manage our assets in order to ensure that our union could weather the storm and continue to have the resources to defend and protect our members as they too managed and negotiated how the pandemic was affecting them and their families.

Kevin Benn:

Revenue, as you know, for the local is primarily generated through membership dues and initiation fees, as well as investment income that we receive off of our investment portfolio. Each year, we intend to and plan to operate on a balanced budget. With the pandemic leading to thousands of our members, especially in the hospitality, restaurant and service industry being laid off, and frankly not being able to contribute dues for several months, our total revenue in 2020 fell to \$20,641,337. With total revenue being down slightly from 2019, the reverse actually happened with the local unit expenses as a result of the pandemic. The local union would have to adapt and change how we would service and communicate

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with our membership in order to continue to provide the high level of service that you deserve, especially during such a difficult time when members face significant periods of layoff and other of our members continue working the front lines.

Kevin Benn:

We could no longer, during this period, come together in person for meetings, for negotiations, for our stewards training, or for our annual stewards conference for example. We saw cancellation of several conferences, such as the UFCW Canada Conference and the Canadian Labor Congress Convention, which was to be held in 2020 in person, which as Wayne has pointed out, subsequently in May of 2021 was held virtually. As a result, we experienced a decrease in our expenses that would normally be incurred for these types of gatherings, as it relates to meeting room costs, travel expenses, wage reimbursements, and other conference related expenses for example. With that in mind, the total expenses that we realized in 2020 were \$15,769,569, which is a significant decrease from 2019.

Kevin Benn:

Apart from our revenue and expense summaries, the markets were also affected by the uncertainty brought on by the pandemic. As a result, our investment income as of December 31, 2020 was \$1,715,060, down slightly from just over \$2 million in 2019.

Kevin Benn:

When we combine our fixed assets, such as our office building and equipment, to our cash and investments, the local union holds net assets of some \$34,790,000. I'd like to conclude my report by reiterating that despite this pandemic, as we are now nearly nine months into 2021, and as Wayne mentioned, on the leading edge of a fourth wave, we continue to be prudent in our financial planning while ensuring we maintain the high level of service to protect and advocate for our members during such uncertain times as we are experiencing now.

Glacier Effe-Samuel:

Thank you Kevin for your report. I'll now move to adopt the Secretary-Treasurer's 2020 audited financial report as just presented by Secretary-Treasurer Benn. On your telephone keypad we want you to vote. If you are in favor press one on your phone, if you're going to vote to accept the Secretary-Treasurer's report. Or press two to reject the Secretary-Treasurer's report as presented. Once again, press one to vote to accept the Secretary-Treasurer's report, or press two if you want to vote against accepting the Secretary-Treasurer's report. We'll give you guys a few minutes. Each year, we provide 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 report, you can always contact your rep.

Glacier Effe-Samuel:

The numbers are coming in and the report, the Secretary-Treasurer's report has been approved 93%. 93% in favor of accepting the report, 7% rejected the report. Thank you all for voting. Now I'm going to turn it back over to Wayne.

Wayne Hanley:

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Thank you Glacier, and Kevin, thank you for your summary of the financial situation and position of the local union. As always, a good job on solid ground. Thank you for that Kevin. Now I'm happy to share with you a little bit of our organizing success, great success, quite frankly, in the cannabis sector, retail cannabis sector with more and more workers wanting to join our union. Since our last meeting, workers at two more Tokyo Smoke locations voted to join the union. Currently we represent Tokyo Smoke workers in Toronto Scarborough and Stony Creek. We also have a retail location up in Ottawa by the name of Superette. In continuing our outreach to the cannabis workers, our union joined together in June with the United Weed Workers to host a virtual pride event. It was quite an enjoyable evening. The event featured cannabis workers, 1006A organizers and several performances from the community.

Wayne Hanley:

If you know someone who's working in a non-unionized workplace and they may be interested in speaking to a union organizer, let them know that they can send us an email, all confidentially, to [gounion@ufcw1006a.ca](mailto:gounion@ufcw1006a.ca). I spoke a few minutes ago about our new member programs. I'd now like to remind you of one of our most popular, longstanding programs for our members. And that's our educational scholarships, 42 scholarships that we give out each year to help our members and or their dependents deal with the escalating cost of post-secondary education. You may have seen the program advertised in the back cover the latest issue of the 1006 Alive magazine, which was mailed to members' home in July. The scholarship application, the application process is now open. They are worth \$1,006 each, and I would encourage you to apply or apply on behalf of yourself or your dependents. The deadline is September 30, and you can apply online very, very quickly. It's a very easy process right from the local union's website.

Wayne Hanley:

This year has not been an easy year for our members in the indigenous community. The remains of more children are being discovered in mass graves at former residential schools across Canada. We have joined, and our members have joined, the whole community in remembering and mourning these children. I encourage all of our members to stand in solidarity with our sisters and brothers and friends and indigenous communities and enjoin the call for justice for the victims. The residential school system devastated families and communities, aimed to erase indigenous people in their culture, and unleashed a cycle of pain and destruction that continues to this day.

Wayne Hanley:

Our union released a statement of solidarity and it's on our website. We continue to raise awareness about the issues through UFCW Canada's indigenous sub-committee and the UFCW National Indigenous Conference, which we participated in. There is much work to be done for reconciliations brothers and sisters and brands. UFCW Canada, and UFCW local channel six are committed to doing our parts. For anyone who is experiencing pain or distress as a result of the residential experience, residential school experience, you can contact the Indian Residential School crisis line at 1-866-925-4419. The Indian Residential School crisis line.

Wayne Hanley:



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Moving on, we learned on Sunday that we're going to have a federal election on September the 20. I'll lead the next part by just saying I encourage everybody to get out and vote. Glacier, I'll turn the floor over to you to introduce our special guest speaker and have you engage in some dialogues.

Glacier Effs-Samuel:

Thanks Wayne. Before we move to our next segment, I just want to remind everyone, if you stay on the line till the end of the call, you will have a chance to enter a contest to win a computer tablet. Press \* 3 if you want to submit any questions to us. Our local union continues to advocate for worker's rights at Queens Park and Parliament Hill. Our national office is at the forefront of these issues, talking to MPPs and MPs and ensuring their members' voices and concerns are heard. A federal election has been called for September 20, and much as its state for workers and their families. We're pleased to have with us today, a returning special guest, Mark Hennessy, who is a special assistant to the national president at UFCW Canada. Thank you Mark for joining us tonight.

Mark Hennessy:

Oh, thank you so much for inviting me. It's always a pleasure to speak with you and Local 1006A members.

Glacier Effs-Samuel:

Mark, the federal election will be taking place in September 20. What do you see as the top three issues our members should be aware of before heading to the polls?

Mark Hennessy:

Given that many Canadians are continuously navigating both the health and economic crisis, which has also led to heightened job insecurity. Workers will need to prioritize the concerns regarding the affordability and cost of living as well as healthcare. In many of these cases, the new Democrats continuously pushed for aid programs to be extended or expanded further, and additionally, the most recent UN climate report has amplified the ongoing concerns many Canadians have regarding the climate crisis, which is just another issue that workers need to be more aware of. Workers will need a government and political leaders with the political will to act on climate change. This will be an issue for Trudeau's government who still maintains the need for the Trans Mountain pipeline, which many continue to point out does not belong in a future that will require great amounts of clean energy. But simply put, if you were to just ask what's coming up in our polling? Number one is the economy and the jobs. Number two is healthcare. Number three is poverty and social inequality. And number four is the environment climate crisis.

Glacier Effs-Samuel:

Can you elaborate a little bit on where each party stands on these issues?

Mark Hennessy:

I can. It's a big list, but just to give everyone a bit of a sample, let's look at first economy and affordability. The NDP would like to introduce a targeted debt forgiveness program that will forgive up to \$20,000 in student debt. They hope to implement the guaranteed livable income for seniors and



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Canadians with disabilities. They will encourage the construction of affordable homes by waiving the federal portion of the GST/HST on construction, affordable rental units. And would like to create at least 500,000 units of affordable housing. One of my favorites, they will impose a 1% tax on households worth more than \$10 million, so the ultra rich, which I'm sure folks have heard that before, as well as increases for the highest tax bracket. I think it's just under 1% for those that make more than \$216,000 a year.

Mark Hennessy:

The Liberals hope to establish a \$15 an hour federal minimum wage that will rise with inflation and they hope to expand the EI sickness benefit from 15 to 26 weeks. Conservatives, they're a little more clear now that they've released their platform. But majority of their incentives are mainly geared to the employer side or large corporations. On the issue of healthcare, the NDP will introduce reforms to the long-term care system. They will implement enhanced mental health coverage, which really means providing access to uninsured Canadians. They will introduce national pharmacare, dental care programs running within the first term, which is very exciting. Liberals will invest \$3 billion over five years starting 2022, for long-term care homes, \$100 million over three years for the Public Health Agency of Canada, for mental health projects aimed at helping populations, the most impacted by COVID-19. That includes frontline workers and racialized Canadians. The Conservatives were weak on this point. I think they're a little bit better now, but they initially were just mainly leading with the creation of a nationwide three digit suicide prevention line.

Mark Hennessy:

In the issue of climate change, the NDP hope to create good jobs in all regions, done with green infrastructure investments. They'll support transit by permanently doubling the Canada Community-Building Fund, and will develop a public inter-city bus program, and then enshrining and lobbying for an environmental bill of rights, which will protect 30% of land, fresh water and oceans by 2030. The Liberals are leading with aid for clean energy technology projects or infrastructure. The Conservatives are implementing a national personal low carbon savings accounts, which means carbon pricing scheme that will see Canadians paying surcharge when they buy consumer fossil fuels. And then that money going into a savings account earmarked for green purchases in the future. There's a lot more, but I think I'll just leave it there for the moment.

Glacier Effs-Samuel:

Yeah, that was a lot. I mean, it's good because people need to know what they're voting for and what the topics are. But thank you for giving us just that snapshot of what each party stands for. Moving on, one of the key issues in this election is how the COVID-19 crisis was handled by the Liberal government. Their response has been criticized by the NDP and the Conservatives. What were the issues raised about the Liberal government's response?

Mark Hennessy:

The opposition parties have been critical of government's economic measures. With the Conservatives raising concerns about the deficit and the new Democrats continuing to push for the aid programs to be extended or expanded further. For working people, our main concern is that we're still in the middle of navigating this crisis. Despite the increase in double vaccinations, we still continue to see an increase in COVID-19 numbers as we head towards a fourth wave, or as was already mentioned, we're there. The

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Liberal government has spent hundreds of billions of dollars on providing support, which is good. However, much of that support was being put or is being put towards bailing out businesses and not enough to support workers.

Glacier Effs-Samuel:

Right. And so based on each party's policies, what do you think will have the most impact on working families in Ontario and Canada?

Mark Hennessy:

The platform proposed by the NDP will have the most positive impact on working families in Ontario and Canada. While some critics have pointed out that the platform has some similarities to the one that they introduced in 2019, it's important to point out that the priorities of Canadians have changed drastically because of the global pandemic. In other words, proposals such as universal pharmacare and the dental program, as well as mental health care programs and living income programs for those who need it most. Paid for by the ultra-rich, may sound familiar, but this COVID-19 health crisis has exposed and exacerbated the concerns and the needs of Canadians and their ability to access quality public services. As we move forward in this election, we need a government led by those who prioritize the needs of workers and everyday Canadians.

Glacier Effs-Samuel:

My last question for you tonight, Mark, what is UFCW Canada and the labor movements message to workers as we head out of this pandemic and into this election?

Mark Hennessy:

UFCW Canada, as many already know, represents several frontline workers across this country. It was our members who worked throughout this pandemic and contributed to the ongoing functioning of food, and retail, and manufacturing, meat processing, long-term care, and home care and security service industries. What has been clear throughout the global health crisis is that we don't only need appreciation and acknowledgement of the contribution of workers and our members, but also safe and healthy working conditions and to be well paid. For this election, we need a change in government. We need a government led by new Democrats, in my opinion, who are bold enough to set the example of what access to decent work and quality public services can look like across our provinces. Even if you disagree with my analysis, that's okay. But one thing remains clear. The most important thing our members can do in this election is to vote. Please make the time there will be a number of opportunities even prior to e-day, or you can always vote or request, sorry, request to vote by mail.

Glacier Effs-Samuel:

As a regular guest to these calls, it's always a pleasure to speak with you, Mark. I want to thank you for joining us tonight and your continued fight for working Canadians in the political arena.

Mark Hennessy:

Thank you.

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Glacier Effs-Samuel:

Just before we're about to wrap up the agenda. I don't want anybody to go anywhere. Once again, if you stay on for a couple more minutes, you'll have a chance to enter a membership contest and possibly win a computer tablet. Wayne, do you have any final comments for those on the call tonight?

Wayne Hanley:

Yeah. Thanks Glacier. I'd like to thank Mark for sharing his comments and for joining us here tonight, with his facts and figures and his insights. We really appreciate that. Thank you. Thank you Mark for doing that. Just before I wrap up, Glacier, turn it back to, there was just one question that I think I would address. There are a number of questions that the reps will follow up on with the individuals. It's a question about Real Canadian Superstore, it also affects Loblaws stores and it deals with something new that was bargained in the last collective agreement with respect to shift marketplace and posting shifts, available shifts on a phone app. There have been some problems with that. Union staff have been working with Loblaws representatives as we agreed to in the contract, to come up with a fair system that worked.

Wayne Hanley:

But the purpose behind this app was to allow members from other stores who may not be getting hours in their stores, to fill vacant positions in stores, pick up shifts in other stores, once those shifts had been covered off for all the members in the store to be given their opportunity for their shifts. And if there weren't enough people, then the shift would be put out there to other members from other stores. As Loblaws tends to do from time to time, it morphed into something different. We recently discovered that they had opened up the app or an app that would allow members to post shifts that they didn't want on this website, this webpage. We do have a grievance on it, policy grievance that will cover the whole province.

Wayne Hanley:

But we took exception to people who just didn't want to work a specific shift, whether that be something come up or they didn't like the time of the shift or whatever, to just unilaterally have that shift put out there for anybody to grab, violates the collective agreement. If members cannot work a shift under the contract, they are to notify management and management then has a protocol that they have to follow in terms of calling in senior people through a pecking order, within a department, and then within the store, from people that are qualified, et cetera. So we have a grievance in place. We are working with Loblaws to, if shifts are going to open up and be posted, it's not a free for all. It's not first come first serve. It allows for manipulation.

Wayne Hanley:

So there has to be a process that will ensure that senior people who want those shifts have an opportunity to bid on them before they're just grabbed up by two people who want to do a swap or something like that. I wanted just to address that because it was a question raised and it is concerning to the union and we are actively pursuing it. It does involve writing some computer script and some programming changes, et cetera. So it's not moving along fast as we like, but we are on top of it. I hope that gives Mark a bit of insight to the question that he asked and also give some information to others.

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Wayne Hanley:

Having said that Glacier, I think the rest of the questions, we'll just have the staff follow up in the normal course of they'll be in touch with people, sometime tomorrow within 24 hours of tonight. The last thing I want to say, is I want to just take a moment to thank all of our members for joining us here tonight. Thank you for being a member of our union and for everything you do. Hope you enjoy these townhall meetings, find it useful. Now, once again, if you haven't already registered for the \$20 membership appreciation gift program please do. Share your story, your pandemic story with us and make sure that if you have family members or you yourself, are going to a post-secondary education, that you apply for the scholarship. I encourage all of you to stay in close contact with your workplace stewards and union representatives. Last but not least, get vaccinated, sisters and brothers and friends. I wish you and your family continued safety and good health. Glacier?

Glacier Effs-Samuel:

Thanks Wayne. For those with questions that we were not able to get to, as Wayne mentioned, your rep will be in contact with you within 24 hours, I should say, to answer any of those questions. Please remember that an 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 or started to be approved during the next meeting, which is scheduled on October 19, same time, 7 PM. Make sure to mark your calendar. And so now one more piece of business, the membership contest. To enter into the contest, all you have to do is press one on your telephone keypad now. The winner will be announced on our website tomorrow by 3 PM. Again, our website is [ufcw1006a.ca](http://ufcw1006a.ca). Once again, our website is [ufcw1006a.ca](http://ufcw1006a.ca). For those that would like to leave us a question or comment via voicemail, please stay on the line. Again, thank you to everyone for joining us tonight. Stay safe, stay well, take care.