

UFCW Canada Local 1006A General Membership Meeting  
October 19, 2021  
Telephone Town Hall Event Transcript

Glacier Effs-Samuel:

Hi, everyone. My name is Glacier Effs-Samuel, recorder of your union. Welcome to our final Telephone Town Hall General Membership Meeting for 2021. Thank you for joining us this evening. Our Telephone Town Hall as always, is about connecting to our 1006A members from all sectors, from all cities across Ontario. Tonight, President Hanley will discuss preparations for No Frills negotiations in 2022, and the grievances your union has filed against employers for not honoring the National Day for Truth and Reconciliation, as a stat holiday. Stay with us for the entire call, and you can enter a Membership Contest where the lucky winner will win a computer tablet. Also, with us tonight is Rick Young, 1006A Health and Safety Representative. He will share with us the ongoing mental health crisis in Canada as the pandemic continues and strategies to cope with the stress and pressures as winter approaches.

Glacier Effs-Samuel:

If you got a question, you can pass them onto us. Again, to ask a question, just press \*3 three on your telephone keypad. Please, make sure to give your full question, your name and where you work to the operator who will then pass them onto us. Once again, press \*3 on your phone to ask a question. Questions about individual workplace issues will be forwarded to union representative who will contact you no later than tomorrow night. And, if your matter's urgent, your union reps, contact information, if you don't know it is on our website, which is [ufcw1006a.ca](http://ufcw1006a.ca). Just click on the find your rep button. If we don't get to all your questions tonight, there'll be forwarded to your union rep who will contact you with an answer. An audio file, meeting transcript and minutes of the meeting will be posted on our website. And again, that's at [ufcw1006a.ca](http://ufcw1006a.ca).

Glacier Effs-Samuel:

So, before we move on, we'll be taking a vote for the adoption of the minutes of the Telephone Town Hall General Membership Meeting held on August 17th, 2021, which was also posted on our union's website. So, use your telephone keypad to participate in this vote. So, I'll move to adopt the minutes of our meeting on August 17th. Press one, if you approve of the minutes of August 17th, 2021, or press two, if you do not approve of the minutes of the August 17th, 2021 meeting. Once again, press one, if you approve of the minutes, and press two, if you do not approve of the minutes.

Glacier Effs-Samuel:

So, as we wait for the results to come in, I'll mention again that for our member's convenience, we have an audio file, printed transcript and minutes from each meeting are posted at the Get Involved Membership Meeting section of our website shortly after each meeting. So, if you know anyone who couldn't participate on the call tonight, just let them know that they can listen to the call in its entirety online at once again, Get Involved Membership Meeting section on our website. So, the results are in and the minutes of the August 17th Telephone Town Hall General Membership Meeting have been approved, 93% in favour of approval of the minutes. I'll remind members to ask a question, press \*3 on your phone, and make sure to give your full question, your name and where you work to the operator who will then pass your question onto us. Now, it's my honour to introduce the president of our union, Wayne Hanley.

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Wayne Hanley:

Thank you, Glacier. UFCW 1006 family, welcome. Thank you for taking the time in your busy schedule to be with us here, tonight. And I hope you and your loved ones have been keeping safe and will continue to be safe during this pandemic that we're experiencing. We all know the importance of negotiating and union contracts. After all, your union contract is the agreement or the set of rules between you and your employer, and whether the bargaining unit in your workplace has 10 workers or 10,000 workers, preparing for your contract renewal is one of the most important tasks your union does for you. I'm pleased to announce the preparations for one of the local unions larger employers, No Frills, are well underway. 10,000 1006A members from No Frills will have their union contract renegotiated in this upcoming spring. Our union reps together with the 1006A No Frills stewards are encouraging members who work at No Frills to complete a proposal form and send it to the union office.

Wayne Hanley:

If you work at No Frills, please take the time to share your priorities for contract negotiations. Forms are available from your union reps and from the 1006A website. We've also have a survey link on our website for No Frill workers who can submit your ideas and proposals. So, fill it out as soon as you can. We're really wanting to hear from you. In all negotiations, whether it's with a small or a large bargaining unit, we need our members participation and support throughout the process to make bargaining a real success for you, our members. So, we have an online survey, and the survey is the first step in our process. If you work in No Frills, we'd like you to talk to your union rep, to learn more and fill out the survey. And we encourage all workers to do the same. Survey can be found on our website and No Frills workers, where you can submit again, the ideas and proposals. So, fill it out. We want to hear from you. We want to hear what's important to you in negotiations.

Wayne Hanley:

Most of you know that September 30th was designated the National Truth and Reconciliation Day, and a stat holiday by our federal government. It's an important time for all Canadians to remember and reflect on the shameful legacy of residential schools. Canada's residential school system devastated families and communities. Residential schools aim to erase Indigenous people in their culture, and residential schools unleashed a cycle of pain and destruction that continues to this day for survivors, their families in the Indigenous communities. The creation of this holiday fulfill the recommendation of the Truth and Reconciliation Commission of Canada. Unfortunately, here in Ontario, our government led by Doug Ford, did not follow the lead and the federal government and make this day a provincial statutory holiday, as some other province have, and other provinces are considering. Doug Ford has ignored it. For members who work at Loblaws Great Food and RCSS and Loblaws Distribution Centre Maple Grove, the language in your collective agreements, in my opinion, is clear in automatically recognizing the addition of new legal statutory holidays, including those declared at the federal level. Now, Loblaws wants you or its employees to believe that it's a federal holiday, in the statute, it doesn't apply to our members, to their employees. And if it wasn't for the collective agreement, they would be right.

Wayne Hanley:

But since the law was proclaimed in June, we have repeatedly called on Loblaws to do the right thing and live up to their commitments in the contract, not surprisingly Loblaws says refused. We can only assume it's because of the cost, it might put a small dent into the billion dollar profits they have on an

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annual basis. So, we're not surprised that Loblaws has refused to recognize the stat. We believe that Loblaws should be paying our members appropriate statutory holiday pay and overtime pay as a result of the National Day of Truth and Reconciliation. Your union is deeply disappointed by Loblaws' decision, but we're not surprised. And as a result, our legal department has filed grievances on behalf of our members of Loblaws Great Foods, RCSS, and the Maple Grove Distribution Centre. I can report to you that those grievances have move quickly through the grievance procedure, and past arbitration. And through the expedited grievance process, our first arbitration date for the Loblaws Maple Grove Distribution Centre grievance, was held yesterday and we concluded the hearing.

Wayne Hanley:

The decision is now in the hands of the arbitrator, who has told us that he will get his decision out in a timely manner, but really, there is no one time when it will come out. We're hoping that would come out sooner than later. We've asked the ministry of labor to appoint an arbitrator so that the arbitration dates can be arranged for the Loblaws Great Food in the RCSS grievances. As soon as we know those dates or have more information, we'll get that information up on our website. So, be sure to check the website, often. Many of other other union contracts include language to automatically recognize holidays when they're added by the federal or provincial government. And we've reviewed all of the contracts in the local to ensure that the language is being implemented properly. So, if you have any questions about your workplace and your union contract, reach out to your representative to have those questions answered.

Wayne Hanley:

In other news, I'm pleased to report the success of our member appreciation gift card program. I know many of you have received the ultimate dining gift card for \$20 and hope you can support our 1006A members at Swiss Chalet, when you find time to use them. We distributed over 7,500 gift cards to our membership. And the gift cards are really an appreciation and recognition of our members' hard work and their dedication to working families throughout this pandemic, provided to those that applied as a way of saying thank you from your local union. I want to thank all of you who did participate.

Wayne Hanley:

Our Share Your COVID Story contest is coming to a close on October the 28th. It's been my privilege to read many of your stories over the course of the last few months. And I'm going to stop talking for a minute here, and I'm going to ask Glacier, if she will take a moment to share just a few of the great stories that we've received. Glacier.

Glacier Effs-Samuel:

Thanks, Wayne. So, this is one of the winning entries from our Share Your Story contest. And it's from a member working at a Loblaws Great Food in Ottawa. They wrote, "I started a pandemic on March 9th, 2020, going back to work after fighting and winning my battle against cancer. I was so extremely happy to get back to work, which I was just happy to get back to normal. Well, it was not normal. When I got back to work on my first week, I saw that my co-workers and customers were so scared of the unknown. My cancer fright prepared myself for the pandemic. Unknowably, to say the least. At that point, I personally was waking up every morning, smiling, being happy that I was still alive. So, I decided to take that attitude to work and just try to spread some joy and a smile. Maybe, how about just asking a

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complete stranger, "How are you?" Asking again, "How really are you?" I tried always to be positive and to show others kindness and empathy throughout the whole big mess. Be safe."

Glacier Effs-Samuel:

Here's another entry received from a member who works at a No Frills. "What a rollercoaster ride it's been for my family throughout this pandemic. My wife and I are both frontline workers. My wife is an RPN at the local hospital, and myself being a meat designate at No Frills. At the beginning, with very little knowledge of the virus and its effects on people, I was sleeping on a mattress in our living room since we were both in contact with people so often. We would take our uniforms off in the garage and leave them in there, wearing a new one every shift. Once in the house, we disinfect our phone, wallet, and keys, then having to go into work and still perform your job to the best of your ability. Dealing with multiple product shortages, delivery delays by hours, sometimes days. And the general public in panic mode shopping. Thankfully, we weathered the storm and life is somewhat back to normal now, but I'll never forget the events over the last 18 months." Those are just two of many stories we received from members.

Wayne Hanley:

Thanks, Glacier. And thanks to all the members who made submissions and shared their journey through this pandemic. The dedication and sacrifices made by frontline workers, including 1006A members, throughout the province is certainly reflected in the stories of our members. I encourage you to visit our website and read more of them. The contest is coming to a close on October 28th, and there's still time to send in your story to be eligible, to win \$250. So, visit our website to submit your entry. But more importantly, while you're there take time to have a look at some of these stories.

Wayne Hanley:

On another note, our Bargaining Committees continue to work hard in the local union to improve and protect our members rights and livelihoods across Ontario. I'm pleased to report that we have ratified agreements at a variety of workplaces and are at the negotiating table on several others. You can read more about recent negotiated settlements on our website. I also want to congratulate our organizing team for their incredible success at helping workers win union representation during the pandemic. Our newest members at TruHarvest, a meat processing plant in Toronto, prevailed, despite the obstacles posed by their employer. Congratulations on your winning vote. Many of the workers of the TruHarvest were members of a Local 1006A while working at Ryding Regency that is now operating as TruHarvest under a different employer. Members of Ryding Regency, about a year and a half ago, lost their jobs because the Canadian Food Inspection Agency, governing body that regulates the meat packing process, pulled the license, because the owner management of the plant was not operating in accordance with the rules and regulations of CFIA and safe food handling.

Wayne Hanley:

Our members were doing what they were told, but this was a management issue. As a result of losing their license and not being able to get the license reinstated, they made a decision to try and find a buyer. They found a buyer that being TruHarvest. We filed charges at the Labour Board. As a result of those charges, Ryding Regency filed for bankruptcy, trying to avoid payment of severance pay, termination pay that our members were owed. And we filed more charges at the Labour Board. We

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tried filed charges at the Labor Board against TruHarvest, to have them recognized as a successor employer. And it looked like the hearings of Labour Board were going to be drawn out for a long time.

Wayne Hanley:

So, we made a decision to go in and simply organize the workers at TruHarvest, which we did and overwhelmingly won the vote. As many of our former members or previous members were hired back to work in the jobs that they had under Ryding Regency. As a result of our intervention in the bankruptcy actions of Ryding Regency, we were able to get the trustee overseeing the bankruptcy to issue termination notice to our members, which made our members eligible for claim under the WEP, which is a wage protection program that's been set up by previous governments to provide workers with some compensation when an employer goes bankrupt, and we're able to get the program to recognize, despite being outside of time limits, we were able to get the ministry to recognize these laid off workers, these terminated workers, and many of those workers will be receiving the maximum amount that the program provides, which is over \$7,500.

Wayne Hanley:

So a good victory, although it is significantly less than what many of those workers would have gotten under proper termination, which the bankruptcy put an end to, but we were able to get some money in the pocket. They will be able now to get some money, actually \$7,800 for most into the pockets of our members. So a good win for the former members of Ryding Regency and also for our new members at TruHarvest. Our union continues to make great strides at unionizing Indigo Chapters locations. We were able to secure a third location in Scarborough and Kennedy Commons Retail Plaza. Workers overwhelmingly voted to join 1006A.

Wayne Hanley:

I'm also pleased to report that our Health and Safety Department's latest online seminar was a great success. The session was intended to empower our stewards and activists empower them with the knowledge to make their workplaces safer. The topic was about running successful joint health and safety committees. And, thank you to all of you who are on the call here tonight, who who attended. Our members in your workplaces will be better served because of your participation. We are strongly encouraging all members to take an active role in keeping workplaces safe, especially in today's environment. If you have concerns, please connect with your union representative or your workers joint health and safety committee member in your workplace.

Wayne Hanley:

I want to take a moment and thank everyone who applied to our post-secondary school scholarship program. We received more than 800 applications during the past year. The union's program is aimed at helping members and their family cope with the escalating cost of post-secondary education in Ontario. Over the years, we've helped hundreds of families on their journey to achieve their dreams to a higher education. Currently, we're reviewing all the applications from this year and we'll be notifying winners shortly. And the coming week, a list of the winners names will be published on our website. Young workers continue to make their mark on UFCW 1006A. Nine of our members participate in the UFCW Canada Young Worker Internship Program, in August. The feedback that we got is very positive, and we're excited to have a new group of young grads who are eager to get more involved in the union.

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Wayne Hanley:

UFCW Canada's Web Campus continues to be popular with 1006A members. It's an amazing opportunity for members to gain new skills and knowledge for free and online. Hundreds of course, has been taken by members over the past few months. Huge increases during the pandemic. And there's no cost to our members or their family members. Some of the more popular courses are safe food handling course, the cannabis dispensary specialist course, and the mental health matters course. So, please visit [ufcw.ca](http://ufcw.ca) to register for online web campus courses provided for by your union.

Wayne Hanley:

And finally, we continue to encourage our members to get vaccinated. And the resolve of the provinces mandate, people will now need to meet double vaccination requirements before they can participate in many activities, like eating your restaurants, visiting a movie theater or gathering in large groups. Just to name a few. Getting vaccinated is about protecting yourself.

Wayne Hanley:

It's also about protecting your co-workers, your family members and your friends. 83% of eligible people in Ontario are fully vaccinated currently. And that number is growing every day. This is the positive thing. It's okay to join the vaccination movement now, if you're not vaccinated. The truth is, the vast majority, 95% of the people that are in intensive care units in our hospital are unvaccinated people. And if you haven't already got your shots, have questions, talk to your doctors. Don't rely on the social media, particularly Facebook, which is filled with lots of fake news and false information about vaccines.

Wayne Hanley:

Go to the source. Go to reliable sources like your doctor or long established newsprints that publish credible facts and information. As your union, we strongly encourage you to get vaccinated. With more and more employers making it mandatory in workplaces, not only the government, we have our own 1006A workplaces where the vaccine certificates are becoming mandated, with very few exceptions. We are encouraging all the members to take the risk of losing your job, get double vaccinated. It, won't not only protect you during the pandemic from the virus, but it will also help you stay employed. It is uncertain right now in terms of the law, arbitrations, et cetera, the impact and how arbitrators and judges will look at terminations as a result of an employee, union, or non-union, not wanting to get a vaccination. Yeah, there will be some exceptions and there'll probably be some wins, but the way that the legal community is talking about now is that, they don't feel strong that we're going to be successful to get people who are terminated because of not being vaccinated back to work. So minimize that risk of losing your job, get vaccinated. I'll now turn it back over to Glacier. Thank you for listening.

Glacier Effe-Samuel:

Thanks, Wayne. We'll be taking another poll for our next topic. So the question is, have you experienced mental health challenges like stress, anxiety, depression during this pandemic? Once again, the question is, have you experienced mental health challenges during this pandemic? Press one, for yes, I have experienced mental health challenges. Or, press two for, no, I have not experienced mental health challenges during the pandemic. If you have experienced mental health challenges, know that you're not alone. Many members are coping with multiple stressors at work at home, which is having an impact on

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their mental health. For information, our resources, visit the Canadian Mental Health Association at [cmha.ca](http://cmha.ca). Once again, that's CMHA, which is spelled C-M-H-A.ca.

Glacier Effs-Samuel:

So the results are coming in, and 65% of members on the line say, yes, they've experienced, or they are experiencing mental health challenges during the pandemic. 35% say no. In a recent poll taken by Ipsos Canada, nearly 70% of Canadians believe that there's a mental health pandemic in our country. It falls in line with our poll results right now. 75% of millennials and generation X believe that Canada is facing a mental health pandemic, versus 61% of gen Z, which is ages 18 to 23 and boomers, which is age 56 or over. Even during the height of the pandemic, mental health experts predict a wave of mental health crisis once the pandemic ended. But even then, no one could have predicted the pandemic would have lasted this long, worsening people's depressions and anxiety. Right now, we're pleased to welcome Rick Young, our health and safety representative to talk to us about mental health. Thank you, Rick, for joining us tonight.

Rick Young:

Thank you for the opportunity, Glacier.

Glacier Effs-Samuel:

So my first question for you tonight is, is there a mental health crisis in this country right now, Rick?

Rick Young:

So that's a really good question. So thank you for asking. Pre-pandemic, there had been a societal shift occurring over a number of years in the way that we viewed mental health, and that shift was a positive one. And that we began to kind of dismantle some of the stigma that's so new to the topic of mental health, but I think it's actually fair to say that Canada is in the midst of the mental health crisis, prior to COVID-19 with one in four people experiencing some form of mental health issue, at some point in their life. That being said, the pandemic has really pushed the topic of mental health to the forefront. And, I think the reasoning for this is because the pandemic has created or exacerbated a number of congruent crises, that we're all collectively experiencing simultaneously. Our members and the general population have just experienced and are still experiencing an unprecedented global health, social and economic crisis that has been prolonged.

Rick Young:

It's been relentless and saturate into every facet of our lives. Collectively, we've been struggling with fear and uncertainty about our health and the health of our loved ones. We've been concerned about employment, finances and the social isolation that comes from the necessary, but difficult public health measures, such as quarantining, lockdown, and physical distancing. With all that we've experienced over the last two years, it's safe to say that Canada is currently experiencing a mental health crisis, where a significant proportion of the population, including our members are feeling anxious, depressed, fearful, hopeless, and traumatized. This is an opinion that's supported by Public Health Organization and research being done by experts in this field of studies. And it's important to note that the end of the

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pandemic will not end this crisis as analysis of other events had shown that the mental health impact of disasters outlast the physical impact, and the response to the crisis must be long-term.

Glacier Effs-Samuel:

And what are the issues people are facing that is worsening their mental health now, Rick?

Rick Young:

So, recently the Canadian Mental Health Association the University of British Columbia and CAMH have all released statistics from data they've been collecting over the course of the pandemic, and the numbers are pretty concerning. A recent poll released by CAMH found that 50% of Canadians reported worsening mental health since the pandemic began, with 44% of the respondents feeling worried, and 41% feeling anxious. Similar polls directed specifically at workers showed that 81% reported that the pandemic is negatively impacting their mental health. A national survey released by the University of British Columbia and the Canadian Mental Health Association showed that 40% of Canadians, their mental health has deteriorated since March of 2019. And of course, in equity seeking groups who have been affected by the pandemic disproportionately and who were already experiencing stigma, exclusion, racism and discrimination, those numbers are concerningly higher. Individuals with pre-existing mental health issues, 61% reported a decline in their mental health, 54% of Indigenous people, 54% of those that identified as LGBTQ2+, 50% of those with disabilities and almost half of women reported a deterioration in their mental health.

Rick Young:

There's also been a significant increase in suicidal thoughts and suicidal ideation reported by the Canadian Mental Health Association. One in 10 Canadians, so that's 10%, reported experiencing recent thoughts or feelings of suicide during the second wave of the pandemic, which is up from 6% during the first wave. Again, we're seeing disproportionately higher numbers in subgroups with those who identify as LGBTQ2+ at 28%. Those with existing mental health illnesses or mental health issues at 27%, and those with disability at 24%. People in the Indigenous communities are reporting suicidal thoughts at approximately 20%. More than a third of Canadians are concerned with their finances. And almost one-third are concerned with being able to put food on the table. Approximately, 18% reported being concerned about being safe from physical or emotional domestic violence. And also, 21% of the respondents reported feeling hopeful. So, that suggests that 79% of the population are feeling hopeless.

Glacier Effs-Samuel:

Wow, those figures are alarming, Rick. Scary to say the least. Can you share with us, what are some of the signs that your mental health or someone's mental health may be suffering?

Rick Young:

Yeah, of course. And it's really important to remember that we're all different and we all have different windows of tolerance. So, it should be stressed that if your mental health is suffering, that that's actually a completely normal stress response to what is a significantly abnormal situation. That's not to say that that kind of normal is healthy. Only that being hard on ourselves or judgmental is not going to be helpful. So, one of the obvious signs of a deterioration in one's mental health is an increase in alcohol



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consumption or substance use. A recent poll found that 25% of Canadians aged 35 to 54 and 21% of those aged 18 to 34 have increased their alcohol consumption since social distancing and self isolation due to COVID began. 9% reported an increase in cannabis use, and 7% reported an increase in the use of prescription pharmaceuticals. Difficulty sleeping or conversely oversleeping are also signs that your mental health may be suffering. And similar to sleeping, overeating or a loss of appetite are something to be mindful of. Any new ongoing physical ailment or chronic conditions, especially in your stomach problems, they can also be signs of deteriorating mental health.

Rick Young:

During times of stress, our bodies produce large quantities of cortisol and adrenaline, which can affect organ, the stomach negatively, especially when our stress or anxiety is ongoing with little recovery time. Lack of interest in activities you previously enjoyed can be a sign of depression, and intrusive thoughts or feelings that are persistent frequently interfere with your day-to-day life, can be symptoms of anxiety or depression. Finally, any suicidal thoughts must be taken seriously. If you are experiencing suicidal thoughts or suicidal ideation, professional assistance should be sought out immediately. Of course, this is not an exhaustive list of signs that an individual may be in crisis. And for anyone that feels that they could use support for any mental health issues that they're experiencing, UFCW 1006A's website has a list of free mental health resources and services. To access that list, just go to the news section of the website and search protecting your mental health during COVID-19. The same section also has an extensive list of suggestions to help maintain your mental health during the pandemic and after. Great things to do, to help maintain good mental health during the pandemic, are of course, try to eat healthy, get regular exercise, reduce your amount of screen time. And most importantly, it's okay to talk openly with your friends and family about how you're feeling.

Glacier Effe-Samuel:

Thank you so much, Rick, for joining us tonight and giving us the insight on what's going on, on people's mental health. That information is very informative.

Rick Young:

Thank you.

Glacier Effe-Samuel:

So, we'll turn it over now to focus on some questions. I'll turn it over to you, Wayne.

Wayne Hanley:

Yeah, Glacier. We got just a few questions and many of them are workplace specific. And as you said, at the beginning of the meeting, we'll have a rep to reach out to those members tomorrow, within the next 24 hours and get those questions answered. But there is one question here, and it picks up on the closing remarks that I had in my earlier comments about the vaccine and getting vaccinated. And the question is, what is the union doing for those who don't want to have the vaccine? What is the union going to do to protect them? Look, these are going to be difficult cases to win. Recently, the Ontario Human Rights Commission put out some guidelines, and in summary, what the human rights is saying is the greater good of society will override or trump an individual's rights.

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Wayne Hanley:

So in other words, the overall safety of society is going to trump and individual's choice. And, there are some limited exceptions. The religious exceptions is not going to be successful at the Ontario Human Rights. The medical folks have got a really short list on what they can provide an exception to a person. And so, it's going to come down to employers coming up with reasonable policies that provide proper notice, encouragement, education, et cetera, to try and get all of their employees to become double vaxed. And in the event, they may look at accommodations, and if not suitable or if suitable accommodations can't be found. And I'm not sure what that test will be, because a lot of this hasn't been litigated yet.

Wayne Hanley:

And, I think that that's why we're seeing the government and employers making vaccine certificates, a requirement for employment. They're utilizing the pandemic to provide safe work environments, and the safest work environment, according to the sciences that everybody be double vaxed, and that will minimize people having serious illness from the pandemic, from the COVID-19. My advice is the same as it was a few minutes ago. My comment is don't risk losing your job, get vaxed, get information, talk to people who know the science, people who can talk about the pros and cons and the benefits and why the small risk of a side effect is greater than the risk of contacting COVID.

Wayne Hanley:

If you are terminated, I would tell you to contact your union rep immediately, and we'll do our best. We'll do our best in terms of getting you reinstated, not having you terminated, looking into the other alternatives that can be provided to one who's not vaccinated, but those are going to be uphill battles, just because of the environment that we're in and the way that the government, and I think the courts are going to look at this, is that they should for the greater good of society and the safety of society is going to override an individual's choice. And, my concern is that these terminations are going to be upheld by arbitrators or the courts. So, take the risk out of losing your job and get vaccinated.

Glacier Effs-Samuel:

Okay. All right. Thank you, Wayne. That was a very important question. I'm glad you answered that one. It's been on everybody's mind, lately. So, we're just about at the end of tonight's agenda. So, don't go anywhere yet. Remember, if you stay on for a couple more minutes, you'll have a chance to enter a Membership Contest where the winner will receive a computer tablet.

Wayne Hanley:

And as we wrap up the call here, Glacier, I'll take a minute just to thank our members for joining us here tonight. I want to say thank Rick for tackling probably is the biggest single issue that we're facing out there as it relates to the pandemic, and that's the onset and the continuation of mental health. Thank you all for being a member of our great union and for all that you do out there. I strongly encourage you to stay in close contact with your union reps. And if you have any questions or concerns at work, don't hesitate, reach out, have your rep, help you with whatever problem that you may have, large or small in your workplace. And you can find your union rep by visiting [ufcw1006a.ca](http://ufcw1006a.ca). I wish you and your families continued safety and good health.

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Glacier Effs-Samuel:

Thanks again, Wayne. For those with questions that we weren't able to get to tonight, there'll be forwarded on to your union rep who will get back to you within 24 hours. Please, remember then an audio file, a transcript for 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 approved during the next meeting, which is scheduled next year 2022. Now, we have one more piece of business and that's a Membership Contest.

Glacier Effs-Samuel:

So, to enter, simply press one on your phone now, the winner will be announced on our website tomorrow at 3:00 PM. So again, if you want to enter the Membership Contest, press one on your telephone keypad. The winner will be announced tomorrow at 3:00 PM on our website, which is, if you don't know it by now, [ufcw1006a.ca](http://ufcw1006a.ca). For those that would like to leave us a question or comment via voicemail, please stay on the line. And, thank you again, for joining us. Have a good evening, stay well and stay safe, everybody.