

UFCW Canada Local 1006A General Membership Meeting
February 19, 2026
Telephone Town Hall Event Transcript

Glacier Effs-Samuel:

Hi, everyone. My name is Glacier Effs-Samuel, recorder of your union, and I'll be your moderator for tonight's call. It's great to see so many members joining us this evening for our first town hall general membership meeting for 2026. Welcome, everyone. We have lots of updates to share with you tonight. Find out about our scholarship programs, learn about our free online courses. Plus, stay with us for the entirety of the call, and you'll have an opportunity to enter membership meeting contest for a chance to win a Samsung tablet. I'll provide you with the details later on in the call. So, we've dialed thousands of members from different workplaces, sectors, and cities across Ontario, so I want to thank you for your patience as we were connecting to everyone.

Tonight, we'll hear from executive assistant to the president, Dan Gilbert, about the latest union news and member opportunities. We'll also hear from our special guest, Marcia Barry, general counsel of our union. We'll hear from Marcia on how 1006A's legal department works to protect members' rights through the grievance and arbitration process. Tonight, we also hope to hear from you. Telephone operators are standing by to take down your questions and pass them on to us. To ask us a question, all you have to do is press star three on your phone keypad. Make sure you give your full question, your name, where you work, to the operator, and they'll pass it on to us. Again, to ask a question, just press star three on your telephone keypad.

Questions about individual workplace issues will be forwarded to your union representative who will contact you no later than tomorrow night with an answer. We post the meeting recording transcript and meeting minutes to our union website after each meeting. During each telephone town hall general membership meeting, members vote to adopt the minutes of the previous meeting. So, let's get started with the vote. So, we'll be taking the vote for the adoption of the minutes of the telephone town hall general membership meeting as posted on the local union's website and which was held on November 19th, of 2025, last year. So, use your telephone keypad to participate in the vote. So, get ready.

The question before you is, do you approve of the minutes of the telephone town hall general membership meeting held November 19th, of 2025? Press one if you approve of the minutes of the November 19th, 2025 meeting or press two if you do not approve of the minutes from the November 19th, 2025 meeting. Once again, press one if you approve of the minutes from our November 19th, 2025 meeting or press two if you do not approve of the minutes from our November 19th, 2025 meeting. As we wait for the results, I'd like to remind you that nominations for our member achievement awards are now open. So, every year, UFCW Canada, Local 1006A recognizes the incredible commitment, dedication, and activism within our membership through our awards program.

These awards are worth \$500 each and are given in the following categories. So, leadership and advancement of UFCW is one of the categories. Fundraising, Contribution to the Community, Promoting Health & Safety in the Workplace, and Human Rights. The recipients are announced at our annual stewards conference in September. So, if you know a member who might be making an impact at your work or in their community, please take a moment to nominate them today. The quick online application is available on our website at ufcw1006a.ca. So, the results are in from our November 19th, 2025 telephone town hall meeting and the minutes have been approved, 89% approval.

Once again, I'd like to remind you, if you have any questions our operators are standing by to take them down for you, press star three on your telephone keypad to ask any questions. Also, a quick reminder of our membership contest. Members who stay on the call for the entirety will have a chance to enter our draw to win a Samsung tablet. I want to congratulate Catherine from No Frills in Hagersville who won the tablet at our November 19th, 2025 meeting. So, again, stick around for your chance to enter and possibly win. Now, it's my honour to introduce Dan Gilbert, the Executive Assistant to the President who will report to you guys on the state of our union.

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Dan Gilbert:

Thank you, Glacier. Welcome, everyone, and thank you for joining us for our first telephone town hall of the year. I'd like to first pass on greetings from President Wayne Hanley, who sends his best wishes to our members and activists on the call today. I hope everyone on the call today have recovered from that crushing gold medal game in the women's hockey today, and hopefully, the men can continue their run for a gold medal in the next few days. So, on to the agenda at hand. January and February have been busy months at our local union with negotiating committees continuing to achieve fair contracts for members across Ontario.

Since our last meeting in November, I'm pleased to report we have achieved fair contracts for members at the Darling Rendering facility for the plant and fleet groups in Dundas, Ontario, SilverCity Theatre in Brampton, Home2 by Hilton, and Hilton Garden Inn in Brampton. Telepartners Call Center in Toronto, the Best Western Plus Mariposa and Conference Center in Orillia, Kintetsu World Express in Brampton, Tokyo Smoke in Ottawa, Logixx Security Guards, Red Lobster Burlington, TOK Performance, working as York Region bus drivers, and Paragon Protection security guards working throughout the province representing 4,000 members. So, it shows we've been quite busy.

I want to thank our members in these units for their support and participation throughout the negotiations process and congratulate them on the strong gains they've made in their new contracts. I also want to recognize the efforts of our negotiating committee members who step up and work together with our experienced union negotiators to ensure the voices and issues of our membership are heard throughout the process. This year, our union will be preparing for negotiations for our members working at No Frills locations across Ontario. The contract, covering more than 13,000 members, expires in May 2027. As with any set of negotiations, the support and participation of our membership will be crucial to achieving strong gains and a fair contract.

For our members working at No Frills on the call tonight, watch for our bargaining communications in the next few months, and please participate in the contract proposal process to share your priorities for that set of negotiations. I'm also thrilled to report that we are continuing to grow as more workers are voting to join our union. Since the last town hall, we've welcomed members from Diamond Property Services. These members work in janitorial services in a condo residence in Toronto. I'm also excited to report that security guards from Logixx Security Group in Toronto voted to join our union. I want to share the comments of one of the guards who spoke about unionization.

This new member said, "We joined the union out of pride in our work, in the belief that protection and respect should go both ways. Our victory shows that when workers speak up together, the industry has no choice but to listen." It's always great to hear these types of comments from workers who have gone through the difficult process of unionization. 1006A is the union for thousands of security professionals working throughout the province. Congratulations to these workers on achieving unionization and welcome to our union. I'm pleased to announce that applications for our 2026 union Scholarship Program are now open. Every year, 1006A awards 42 scholarships, worth \$1,006 each, to members and their dependents.

If you or a dependent are enrolled in post-secondary education, I encourage you to apply. The impact of this program has been immense and transformative. For more than two decades, the local union has helped hundreds of members and their family members achieve their dream of post-secondary education. In addition, I also want to congratulate the winners of the UFCW Canada BDM Scholarship Program, Dan from a Loblaws Great Food Store and John from a No Frills location. Every year, our National Office awards 18 scholarships, worth \$1,000 each, to members and their dependents across Canada. To learn more about the many union educational scholarship opportunities, visit our website at ufcw1006a.ca.

Our education and training programs continue to generate strong interest and participation. 275 stewards have registered for our spring stewards training courses. Being a steward is a difficult but rewarding job that takes passion, commitment, and sacrifice. That's why our union operates one of the most comprehensive

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labor training and education programs in Ontario. Through this program, stewards can take part in a variety of courses which empower them with the knowledge and skills they need to help their co-workers. Thank you to everyone who has registered and thank you to all of our stewards for the important work you do every day.

This year, the local will also be conducting facilitator training to continue to ensure that we are able to deliver the best possible training to our stewards. 1006A stewards and activists continue to demonstrate their strong commitment to changing workplaces and communities for the better. Last year, from November 25th to December 10th, 1006A participated in the 16 Days of Activism Against Gender-Based Violence. Members of the local union's Women's Issues Network and allies raised awareness at their workplaces and through 1006A's social media, to end gender-based violence. Women and children deserve to be safe everywhere with no exception.

It's up to us to educate, inform, and mobilize our friends and family to respect women and build healthy and safe workplaces, homes, and communities. Thank you to everyone who shared their photos with the local union communications department and participated in this important action for change. The spirit of helping change lives and communities run deep at 1006A. This fall, the local union will be looking to participate in Light the Night events in Toronto, London, and Ottawa, to raise funds to support the fight against blood cancers for the Leukemia & Lymphoma Society of Canada. Since 1985, UFCW Canada has helped raise more than \$54 million in support. In the last 20 years, the five-year survival rates have increased by 19% for leukemia, non-Hodgkin lymphoma, and multiple myeloma.

We will share more details on the Light the Night events as they become available. I hope you can join us this fall in making a difference in finding a cure. Political advocacy is also crucial to building fairer workplaces in communities. Since the last telephone town hall, UFCW 1006A met with members of parliament in Ottawa as part of the Canadian Labour Congress's Lobby Day, to discuss issues of importance to our members and their families. Participants ensured workers issues and voices were heard in more than 100 meetings with various MPs, senators, and government officials. Key issues discussed included making life more affordable, trade policies that protect workers, and creating resilient, future-ready infrastructure.

It's so important that decision-makers hear workers' voices and their perspectives, not just those of high-paid corporate lobbyists. In every February, Local 1006A observes Black History Month to affirm our commitment to raising awareness about the Black Canadian communities' struggle for equality and justice. We will also celebrate the contributions Black Canadians have made to our labour movement and country. So, on that note, I have very exciting news to share. I'm very pleased to announce that your 1006A Recorder, Glacier Effs-Samuel, has been selected as one of Canada's 100 Accomplished Black Canadian Women for 2026. Each year, this organization celebrates and documents the accomplishments of Black Canadian women.

They are celebrating Glacier's impact as a labour leader and difference maker, someone who has dedicated herself to transforming the lives of workers and their families across Ontario and Canada. For nearly two decades, through Glacier's work as a negotiator, educator, union representative, women's rights leader, and workers' rights advocate, she has created positive change in workplaces and communities. Her contributions have touched the lives of many Local 1006A members. Glacier, congratulations on this well-deserved honour. Would you mind taking a moment tonight to share with us what this achievement means to you?

Glacier Effs-Samuel:

Sure, Dan, thank you. For me, this award and this achievement, it's an honour and I was grateful. And it was gratifying, just to know that the work that you're doing on a day-to-day gets recognized because it helps to energize you to continue the hard work that we do for workers. I want to thank the leadership of our union for having the faith and trust in me, for having the willingness to give me the opportunity to do this work. I'm so proud to be part of 1006A because we really are a union that champions for workers' rights. UFCW has

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been the driving force in support in my personal growth and journey as an activist, giving me support, as you mentioned, through education, encouragement, and allowing me to be on platforms to help workers fight for social justice and implement change.

For a woman of colour in this world, unfortunately, we don't normally get recognized and are not seen for the contributions made in whatever we do. And so, getting an award like this, it warms my heart because it shows visibility. And for me, representation matters because we want to do what we can do to better the lives of working-class people, equity-seeking groups, and just our fellow human beings, in general. So, I was heart-warmed, grateful, thankful, thrilled. So many words to express how grateful I am about receiving this award. Thank you.

Dan Gilbert:

Thanks, Glacier, and congratulations again. And I will say on behalf of President Hanley and Secretary-Treasurer Kevin Benn, and really, the entire executive board for the local union, thank you for all the work that you do for the members of not only 1006A, but the UFCW members across Canada. Finally, I'd like to remind members of our Share Your Story contest. Every month in 2026, we will be awarding a \$100 grocery gift card for a member's winning entry. The 12 monthly winners will then be entered into a grand prize draw for \$300 in grocery gift cards at the end of the year. We are excited to announce the January winner of our Share Your Story contest. Yogesh Kumar, a security guard from Star Security. So, I'll ask Glacier if she could take a moment to read Yogesh's story.

Glacier Effe-Samuel:

Absolutely, Dan. This is Yogesh's submission from the Share Your Story contest. So, he writes, "When our..." or he said, "When our company became unionized, I didn't just see a change in policy. I felt a change in dignity, stability, and respect. Before the union, many of us worked hard but felt uncertain. Schedules could change with little notice. Concerns were often handled individually. It sometimes felt like our voices were easy to overlook. We showed up every day, did our best, and hoped things would improve. After unionization, everything changed. For the first time, I felt protected, clear rules replaced uncertainty. Fair processes replaced guesswork. Knowing that there is a collective agreement gave me peace of mind and confidence in my future.

I no longer worried about speaking up because I knew my rights are recognized and backed by a collective voice. Unionization brought respect into the workplace. Decisions became more transparent. I felt like a valued, a professional whose time, safety, and well-being mattered. Most importantly, the union gave me a voice."

Dan Gilbert:

Thanks, Glacier. And congratulations to Yogesh, and thank you to everyone who has submitted an entry so far. This contest runs throughout the year, so please keep your stories coming. Visit our website ufcw1006a.ca to share your story for a chance to win. And on that note, I'll turn it back over to Glacier for an important and informative discussion with our special guest, Marcia Barry.

Glacier Effe-Samuel:

Thanks, Dan. I'd like to remind everyone, telephone operators are standing by to take your questions. So, again, if you want to ask a question, just press star three on your telephone keypad. So, now, I'm excited to welcome Marcia Barry, our in-house general counsel to our first telephone town hall of the year. Marcia has extensive experience representing unions and union members at labour arbitration, the Ontario Labour Relations Board, the Ontario Human Rights Tribunal, and other labour-related boards and tribunals. She has

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worked as a counsel for labour unions for her entire career, both in the private and public sector. So, thank you, Marcia, for joining us today.

Marcia Barry:

Thank you, Glacier, and thank you everybody for inviting me.

Glacier Effe-Samuel:

So, Marcia, let's begin. I wanted to start with asking you what inspired and motivated you to be a labor lawyer for most of your career representing the interests of workers?

Marcia Barry:

Yeah, thanks, Glacier. So, I'm going to date myself a little bit with this answer, but I was a university student in the '90s. And if some of the members might remember those early, very bad Mike Harris years in Ontario, things were pretty rough to be a student back then. It was a rough time for unions and a rough time for, really, social programs in Ontario and working people in Ontario as a whole. So, I was a student at the University of Guelph, and one of the things that happened in the City of Guelph was there was an organization called the Coalition Against the Cuts, which was an organization of students, local unions, community groups. So, all kind of banded together to organize protests and activities about the cutbacks and the policies of the Harris government.

That included going to the Labour Days of Action. And for me, that was really my, I guess, opener to the union movement. And so, a few years later when I went to law school, I was really interested in unions and in labour law, and never looked back from there.

Glacier Effe-Samuel:

I mean, listen, I'm dating myself too, but anybody who grew up in the '90s would not forget those Harris days. My God.

Marcia Barry:

Absolutely.

Glacier Effe-Samuel:

Yeah, left an impact. So, thank you, Marcia. Let's get a bit of more background. Tonight, we want to talk about grievances. The grievance procedure is one of the most important ways that we ensure our members' rights are protected under their union contract. Each year, the local union files hundreds of grievances on behalf of members. So, can you tell us a bit about the local union's grievance process?

Marcia Barry:

Yeah, absolutely. So, as I'm sure a lot of members know, hopefully, you've looked at your collective agreement and you've probably seen outlined in the collective agreement, there's something called the grievance process. So, what that typically is, is a number of grievance steps, and those are opportunities for the union and the employer to meet and discuss the grievance and hopefully, come to a resolution of the grievance. So, really, the grievance procedure is meant to be an opportunity for both sides to talk about the facts of what happened, what the union's position is, how it may or may not be a violation of the collective agreement, and to try and find a resolution to the issue.

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So, most grievance procedures start with the member actually directly raising the issue with their supervisor or manager. And sometimes, disputes can actually be resolved at that very early stage. For those of you on the call who are stewards, you are very important asset to our members at this stage because you can help members understand their rights under the collective bargaining agreement, and you can assist them in raising their concerns with their supervisor or manager. When things are not resolved at that initial stage, the process becomes more formal. It's at this stage that the union will file a written grievance.

So, when we talk about grievances, this is really what we're talking about is that written document which outlines what happened, how the union is claiming that it's a violation of the collective agreement, and what remedy the union is asking for. So, that step is usually done by the union representative and that written document is presented to the employer. And from that stage, usually, there's a meeting, sometimes, multiple meetings between the union rep and the employer. The grievor will attend, and that's, again, an opportunity to discuss the facts and to try and come to a remedy. So, members who have filed a grievance, you can assist your union rep in preparing for those meetings by making sure you're compiling everything that's needed that's relevant in terms of the facts.

So, you might want to make some notes about what happened. There may be some documents like emails or text messages, copies of schedules, anything like that that's relevant to your grievance. If you can put that together, that's going to assist your union rep union stewards, you can also assist with that fact gathering. And we thought ... Glacier, you've mentioned hundreds of grievances are filed. Fortunately, many of those hundreds, possibly the thousands of grievances, are actually resolved during that grievance process. And a lot of our ability to resolve things depends on that early fact-gathering.

Glacier Effe-Samuel:

Thank you. That was a great explanation. Within the limited time we have of how the grievance process works. You mentioned that union reps and stewards do a lot of work to find a resolution before and after filing a grievance, so... Which I know they do. So, what happens if a resolve cannot be reached?

Marcia Barry:

Yeah, so, unfortunately, although we try our best, we don't always get a resolution during grievance procedure. So, at the end of the grievance procedure, again, members will notice that the collective agreement sets out a process for referring a grievance to arbitration. So, what will happen is your union rep will schedule a time to meet with their director, and the rep and the director will sit down together and they'll review the facts of the grievance, they'll discuss the merits of the grievance, and the director's going to make a decision as to whether or not they feel the grievance has merit, and there's a reasonable prospect of success, if the grievance were to be referred to arbitration. If that's the case, then we'll proceed at that point.

The file generally comes to me and I do a referral to arbitration. So, what arbitration means is the process has now become much more formal. We're putting the grievance to an arbitrator who is a neutral third party, very much like a judge, and an arbitration is a legal proceeding. So, we're now getting into having a legal hearing. Witnesses for both the employer and the union are going to have to testify. There's going to be legal submissions made, and ultimately, we're leaving the outcome of the grievance in the hands of the arbitrator, who is someone very experienced in labour law. Neutral, meaning that they're not from... They're not associated with the union or with the employer, but ultimately, it's going to be their decision to either allow the grievance or deny the grievance.

There's no middle ground. It's win or lose. And the outcome is going to depend on how the arbitrator interprets the evidence that they hear and the law pertaining to whatever legal issues raised by the grievance. So, that process has obviously some risk to it, and it can also take a lot of time. When I say a lot of time, I'm talking many months, sometimes years, to get to the end of an arbitration. So, often, it's still better

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to try and settle cases rather than leave it to the arbitrator's decision. And we'll continue to try and do that throughout the entire process. Now, on the other hand, if the director feels that the grievances do not have a reasonable prospect of success at arbitration, what will happen is the member with the grievance will be notified.

We have a process where the members can appeal the union's decision not to proceed and at that appeal. The member has the opportunity to present any additional relevant facts or information about the grievance that they may feel is relevant to the decision-making. And then, I guess, there's a third option. Sometimes, the director and the union Representatives are uncertain about whether to refer the grievance to arbitration or not, and in which case, they'll come to me and they'll ask you to provide a legal opinion about the merits of the grievance.

Glacier Effe-Samuel:

Wow. I mean, listen, we're glad you're here. Some of these grievances are tricky. And being a union rep myself, I file a lot of grievances and have filed a lot throughout the years, and the toughest ones are always termination disciplines because being terminated from your job, I mean, for many, it turns their world upside down. So, can you elaborate a bit more on what members can expect in these types of circumstances?

Marcia Barry:

Yeah, I mean, you're right, Glacier. Termination is devastating for our members. And obviously, we heard some of the stories there earlier from members about how important joining the union is. It's an unfortunate reality in Ontario that unionized jobs are just not as common as they used to be. So, not just losing your job, but losing a unionized job is really tough for members. So, when we have termination grievances, we do our best to try and ensure that those grievances are moved through the process as quickly as we can. As I mentioned, it can be a lengthy process, but we do try and because the member is without income, try and prioritize those and make them move as quickly as we can.

One thing members who joined on the call is ever facing this, but one thing members who have had their employment terminated need to understand is something called the duty to mitigate. And what that is, that's a legal term, which means that an employee who's been terminated from their employment has the obligation to make reasonable efforts to look for alternative employment. And one of the things we do to make sure members know about that is any member who does have their employment terminated will be sent a letter, so that they've got it in writing from us outlining the duty.

So, the reason it's important that members do that step of trying to find another job and mitigate their losses is if we do proceed to arbitration, argue the case out, get a decision from the arbitrator, and we're successful, one of the remedies we're going to ask for is back pay from the time of the wrongful termination up until we get the arbitrator's decision. However, the amount of back pay the member may receive from the arbitrator could be limited if the arbitrator finds that the member hasn't made adequate efforts to mitigate their losses. So, one of the things we tell members, and this is again, laid out in the letter that we sent to members, is that you should be keeping track of all the jobs that you apply for and the efforts that you've made to try and find another job.

Like in all cases, often in the termination, a settlement is the preferred outcome. There's a lot of reasons why a settlement makes a lot of sense for members. And so, throughout the process, we'll keep working with the member and bringing proposals to the employer and seeing if we can reach a satisfactory settlement of the grievance.

Glacier Effe-Samuel:

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Thanks, Marcia. That was such good information because I don't think a lot of people really understand the process, especially when it comes to terminations and what the expectations are. My final question for you tonight would be, do you have a story or a case that you can share with us where the local union helped somebody or that you're very proud of as our legal counsel?

Marcia Barry:

Yeah, sure. I guess one kind of situation I'd mentioned is actually a settlement rather than a case. And it's actually come up a couple times, but we've had some cases where we've had members who were disciplined. In one case, that was actually a termination. And through investigating and talking to the member, it came to light that the member was actually suffering from a mental health disability, which explained the conduct in the workplace that had led to the discipline. A mental health disability is something that's recognized by the Human Rights Code. And so, we were able to raise human rights arguments with the employer, and ultimately, in the case of the termination, the member had been terminated.

We were able to convince the employer that the member was seeking adequate treatment, they changed their medication, the condition was managed. There was reason to believe that the conduct that had led to the discipline wouldn't happen again, and we were actually able to successfully negotiate a reinstatement for the member. So, it was a really good outcome.

Glacier Effe-Samuel:

Wow, that's really good. I love those kind of stories and it shows all-

Marcia Barry:

I do too.

Glacier Effe-Samuel:

Yeah. And again, that shows how important it is to have a union contract and the support that members and working class-people get from being unionized. I want to thank you for joining us tonight, Marcia. This was such a great conversation and I think it was very insightful information for our members to hear. So, thank you again for joining us and hope to talk again at another town hall.

Marcia Barry:

Absolutely.

Glacier Effe-Samuel:

So, Dan, before we wrap up the agenda tonight, I wanted to turn it back over to you for the evening for any final remarks.

Dan Gilbert:

Thank you, Glacier. Like I said, or like it was mentioned at the beginning of the call, most of the questions that have been coming through the call tonight are specific to the workplace or specific to a grievance. So, those questions will be forwarded to the union rep and will be responded to no later than tomorrow evening. So, on that note, I'd just like to wrap up by saying, thank you again, Glacier, and thank you to Marcia for joining us tonight and for highlighting the important work that the local does to hold employers accountable to ensure members' rights are, under the union contract, are respected.

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As I said earlier, member engagement and participation are so important and we encourage you to get as involved as you can this year, whether it's participating in a Light the Night event, entering the Share Your Story contest, or applying for a union scholarship. There are so many ways to get involved and help to make a difference. There are so many ways we can all work together to create fair workplaces, communities, and build a better world. Finally, thank you all for joining us on the call tonight. Be well and be safe.

Glacier Effs-Samuel:

Thank you, Dan. So, for those with questions that, as Dan mentioned, were not answered, your union rep will be getting back to you within 24 hours. You can find out who your rep is by visiting our website at www.ufcw1006a.ca. Just click on the Find Your Union Rep button. And also, 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 approved during the next meeting, which will be scheduled on April 15th. So, mark your calendars. Now, we have one more piece of business to take care of, and that's the membership contest.

So, if you're still here, the last question to enter... This is the last question to enter the draw for the Samsung tablet. Simply press one on your telephone keypad now if you want to enter to the draw to win a Samsung tablet. The winner will be announced on our website tomorrow at 3:00 PM. So, again, press one now on your telephone keypad if you want to enter the contest. And again, our website is www.ufcw1006a.ca. Once again, I'll say it in a different way, www.ufcw1006a.ca. For those that would like to leave us a question or comment, please stay on the line. And I want to thank everyone for joining us for our first telephone town hall meeting for 2026, and I hope everyone has a good evening. The meeting is adjourned.