

Speaker: Good evening everyone. My name is Jeff Traeger and I'm the President of your union UFCW Local 832. With me today is your Secretary-Treasurer Beatrice Bruske and our Retail Coordinator Sonia Taylor. I want to welcome you all to the 2014 Fall Telephone Town Hall General Membership Meeting for members of UFCW Local 832 which I now call to order. Our first two Telephone Town Hall meetings were held in June and September of this year and by all account this new format is a resounding success. Our members have told us that this is the best way to keep them informed about what's going on in their union. The reason this format seems to be so popular is that it gives everyone an opportunity to hear from and ask questions of the leadership of the union directly without having to get out to a meeting away from home. Feedback that we got from many of you after the last two meetings also told us that the Town Hall was much more convenient for our members to attend especially for those that have commitments that don't allow you to get out to membership meetings or for those that live in remote communities. Normally, we conduct about 25 meetings across the province from Gillam to Virden and from Flin Flon to Steinbach and everywhere in between, four times each year. By going to the Telephone Town Hall format we have had more than 10 times the number of members province-wide than we are averaging when we were conducting the meetings around the province. As part of the General Membership Meeting process we will need all of you on the line to vote on three motions. One, to approve the minutes of the last meeting, one, to approve the Secretary-Treasurers financial report and one to approve my report. When the time comes, we will ask you to vote Yes by pressing the number 1 on your keypad or to vote No by pressing the number 2 on your keypad. We will also be giving all of you an opportunity to ask questions about each report and we'll have an open-question period to discuss anything you like after I give the President's report. To get in the line up to ask a question, simply press the star key followed by the number 3 key and you will be placed in the queue. One of the few complaints we had about this format so far was that we couldn't get to everyone's question as the meeting must be limited to one hour. If we don't get to your question because of time restraints tonight, we will have your full time union representative contact you over the next day or so to give you an answer to your question. The first order of business for the General Membership Meeting is to do a roll call of officers present. Since we can see all of the callers identified on the computer screen, we will note all of the members of the Executive Board that are on the line and include it in the minutes for this meeting. We can also... we also appoint a recorder for the meeting but I can see that our Executive Board... quarter is on the line so Debbie Jones will take minutes of the meeting. So let's get the meeting started by having Sonia Taylor read the minutes of the last meeting that was held Tuesday, September 2nd at 7:00 PM.

Speaker: Thank you Jeff. The General Membership Meeting on Tuesday, September 2nd at 7:00 PM, Telephone Town Hall. The General Membership Meeting was called to order at 7:00 PM by Jeff Traeger, President who chaired the meeting. Roll call of officers present: Jeff Traeger, President; Bea Bruske, Secretary-Treasurer; Debbie Jones, Recorder; Vice President Carino Bosica, Dianne Gibson-Pierce, Corey Kowalski, Frank Manaigre, Jeremy Miller, Ashley Morello, Dean Rodwell, Morag Stewart and John Sulyma. Moved, seconded and carried to accept the minutes of the previous meeting of June 10th 2014 at 7:00 PM as read. Financial report, the financial report for the six months ending June 30th of 2014

was reviewed by Secretary-Treasurer Bea Bruske, moved, seconded and carried to accept the financial report as read. President's reports, the President's report was read by UFCW Local 832 President Jeff Traeger. Labor Day, the length, the Annual Labor Day March was held in September 1st with rallies also taking place in Thompson and Brandon. Security guard minimum wage recently the government announced that major improvement to the minimum wage for security guard. Local 832 has been lobbying the government for these changes for 12 years and we are finally seeing legislation for wage improvements for the sector. There will be an additional 25 cents added to the minimum wage when it increases in October and then an additional 75 cents every October for the next three years. At the end of the three years span, the wage gap of \$2.25 over minimum wage will be maintained for security guard. Sobeys West Inc., Sobeys announced the closure of several stores. Safeway 622 in Steinbach, Safeway 628 in Brandon, Safeway 707 at Sturgeon in Ness and Safeway 712 in Garden City will all be closing before the end of the year. Lucerne Plants, it was announced over the summer that the cheese and ice cream plants represented by Unifor would be closed. It was also announced that Lucerne Milk Plant has been sold to Agropur. We were still waiting for the sale to be finalized through the Competition Bureau. There has been no announcement of the Lucerne Bread Plant where we are now 20 months without an agreements. Loblaw, we have recently launched the Respect and Dignity Campaign at Loblaw due to a high number of complains of disrespect treatment by member. Loblaw announced a new company President Galen Weston replacing former President Vicente Trius. Maple Leaf Brandon negotiations continue for Maple Leaf Brandon. We have had four days at the table and another eight days starting tomorrow. An additional 12 more dates are scheduled before the contract expires. The Brandon Plants announced that they would be holding one dark day per months starting in May due to a shortage of hog. Two dark days were held and the rest cancelled. Maple Leaf Brandon was denied a reason of request for workers with the Temporary Foreign Worker Program by the Federal Government. Staffing the plant will remain an issue as the changes to the program go ahead. We will continue to lobby the government on this issue. HyLife, negotiation preparations have begun for HyLife Plant. The Shop Steward training course was held in June 18th to 19th and proposal meetings are scheduled for September 16th at the Yellowhead Centre in Neepawa. Organizing, UFCW Local 832 welcomes two new workplaces, G4S Winnipeg Parking Authority and Instabox. Unfortunately since the last meeting, the members of Premier Horticulture voted to be represented by (Clark?). Staff changes, Rob Hilliard our WCB Advocate retired in April; Susan Hart-Kulbaba, Negotiator retired in September; Jan McKinnon and Shirley Lamboo from the Training Centre retired in June; Blair Hudson, Northern Representative retires in October and Marilyn Gregoire and Lorraine Thompson are Brandon support staff both retire at the end of the year. Phil Kraychuk will now oversee Health and Safety Initiatives for the local. Jason Hawkins has been hired as the full time union representative. Sharon Grehan is the locals dedicated relief rep. Joe Carreiro and Curt Martel are hired as full union representatives for one-year term. Michelle Masserey is on extended medical leave. Advance, United Way Plane Pull this year's Plane Pull scheduled for Friday, September 12th. The Canadian Museum for Human Rights, the museum will finally open on September 20th. Light the Night Walk, our second walk Light the Night Walk takes place on September 27th 2014 at The Forks. Retirees dinner, the retirees dinner will take place on September 30th. Brandon Activist Appreciation Night this will take place for offices in Brandon on October 4th. Municipal elections, the elections will be held on October 22nd. Please go out and exercise your right to vote. Moved, seconded and carried to accept the President's report. Open-questions, they

were 21 questions taken from the floor and all questions were answered. All questions asked and responses provided are recorded and kept on file. The meeting was adjourned with no unanswered questions in the queue. Moved, seconded and carried to adjourn meetings at 8:00 PM. Recorded by Debbie Jones, Recorder.

Speaker: Thank you very much Sonia. I will now ask for a motion to approve the minutes of that September 2nd meetings as read.

Speaker: So moved.

Speaker: Seconded.

Speaker: It has been moved and seconded here in the studio so please press the number 1 on your keypad to vote Yes to approve the minutes and the number 2 on your keypad to vote No. If you have question about the minutes of the previous meeting please press star 3 and we will gladly take your question. Now, while we're waiting for the results of that vote, I'm going to ask Secretary-Treasurer Bea Bruske to give us the financial report for the local for the third quarter of 2014, that's the nine months ending September 30th, Bea.

Speaker: Good evening everyone and as Jeff just indicated I'll be giving the report to the end of September of 2014. The local operates financially by dividing our operating expenses over a number of budget categories annually. I'm going to give a brief report on where our finances are (??) 'till the end of September of this year by taking you through the major budget expenditures. First category is arbitration. We have an annual budget of \$170,000 in arbitration to pay for arbitrator's fees and occasional legal fees. To date we have spent 137,000. Communications, our annual budget here is 300,000 to pay for the magazine, website mailings to members, printing of collective agreement etc. To date we have spent 160,000. Education of members, we have an annual budget of \$60,000 to pay for lost wages for members taking shops through a training whose employers do not participate in the Education and Training Assessment. To date we have spent \$20,000. Equipment rental, this category covers the cost of such things of photocopiers, postage machines and miscellaneous equipment for our three offices across the province. Our annual budget is 115,00 and so far to date we have spent 48,000. Income tax, income tax pays for a popular income tax preparation program in the spring for all of our members. We budget \$80,000 annually and we have spent 75,000 this year. Insurance, this includes all local insurance needs such as building and rental insurance on three properties across the province as well as liability insurances for various different events. We budget annually \$75,000 and so far we have

spent \$39,000. Negotiations, this year due to the Safeway Sobeys, Maple Leaf Brandon and HyLife Neepawa negotiations in addition to the many other collective agreements that are negotiated annually, we have budgeted \$350,000. So far we have spent \$375,000 and therefore significantly over-budget to date. Most of those cost due relate to the Sobeys-Safeway negotiation this past spring as well as the Brandon Maple Leaf negotiation. We will still have significant cost for Maple Leaf as they continue to their collective bargaining as well as for the upcoming HyLife negotiations which will start in December or January. Organizing, our organizing cost can vary depending on the amount of organizing drive with various workplaces that are going on throughout the year. We've budgeted \$100,000 and so far have spent \$54,000. This fall our Organizing Department has been very busy and we anticipate utilizing the full budget and amount in this category. Per capita, this is the payment that we make through a national and international union, the Canadian Labor Congress as well as the Manitoba Federation of Labor and the various labor council across the province. Our annual budget is just over 3 Million. To date we have spent 2.3 Million which is over-budget to date because we pay per capita per member. This amount varies depending on the amount of members that we have working in any given month. We're also aware that per capita payments to the various organizations are set to increase next year so we will need to allocate additional room in our budget in the 2015 year to account for that. Postage cost, the cost of mailings to our members, our annual budget is \$175,000 and so far we have spent \$128,000. Property tax, pay for our buildings in Winnipeg and Brandon we budget 55,000 and so far to date have spent 42,000. Branch and utilities, we have budget \$410,000 and so far we have spent \$348,000. Salaries and costs, we've budgeted just over 4 Million annually to pay for all staff including Support Staff and Relief Union Reps throughout the year across the province. So far we have spent just over 3.2 million. Servicing, that's represents all cost related to servicing, reps visiting the workplaces including booking meeting rooms, for member meetings, etc. We budget \$300,000 annually and have spent \$218,000 to date. Strike and lockout expense, we budget \$200,000 annually and to date have not had any expenses in this category. To date at the end of September, our strike account is growing at \$1.2 Million and we are in good financial shape with \$450,000 in the bank.

Speaker: Thank you very much Bea. I can see on the screen here that the first motion of the meeting which was to accept the minutes of the September 2nd meeting has been carried by a majority of those who voted. So I will now ask for a motion to approve the Secretary-Treasurer's report for the 9-month period ending September 30th 2014.

Speaker: So moved.

Speaker: Seconded.

Speaker: It has been moved and seconded so please press the number 1 in your keypad to vote Yes and then the number 2 on your keypad to vote No. If you have a question about the Secretary-Treasurer's report please press star 3 and we will gladly take your question. So while we're waiting for those results I will move on to the President's report. I gotta start off on I guess what had to be described just an extremely sad note he heard when Sonia reviewed the minutes of that meeting in September that Michelle Masserey was on an extended medical leave and I'm sure many of you are aware Michelle passed away shortly after that meeting. We did feature article in the October magazine and dedicated the cover to Michelle Masserey and the feature article was written by her good friend Beatrice Bruske, the Secretary-Treasurer and all I can say is that Michelle will be sadly missed and remembered always at Local 832. And Michelle's passing also leave us with some difficult challenges as Michelle is a full time negotiator and so as I move on through the President's report I'll discuss some of the changes that we've had to make as the result. So let's start with Maple Leaf Brandon since that's where I've been spending a lot of my time in the last little while. We've had 20 days at the bargaining table so far just around the thoughts. And bargaining will continue this week scheduled for November 12th, 13th and 14th. I would say we're down 'till the last say 10-15 monetary proposals and we're talking about the big issues now, issues such as wages, benefits and pension. We do have 13 December dates that are held but the way things are going I think it's likely that negotiations will come to a head one way or the other by the end of this week. As soon as that contract has finished in one of the things that is a change I will be moving in to take over HyLife negotiations. Up until this time Bea Bruske was going to be the Lead Negotiator on that file but it simply has been impossible to stretch all of our full time negotiators out over the territory that was covered by Michelle. So I'm taking over HyLife negotiations and Beatrice will be taking over healthcare bargaining and I'll get her to speak about that in just a minute. As per HyLife negotiations the proposal was held September the 16th at the Yellowhead Centre in Neepawa. The committee has now been selected and it's my hope that as soon as we finish bargaining the Maple Leaf agreement that I will have an opportunity to meet with the committee finalize proposals and jump right in on bargaining that agreement. That agreement expires January 31st but like many of our negotiated settlements this fall on early next year it's likely that due to the short staffing situation we have in Negotiations Department, that our members are going to have to be patient with us for a little while, while we get through the next several months. So I do not believe that we will be able to bargain the HyLife agreement to an expiry of January 31st given that we're not like going to be able to get it started until December. As for healthcare bargaining, Bea is now going to signed as I said to bargain the healthcare agreement at the Grace Hospital so Bea maybe you want to give us a quick update on how that's going.

Speaker: Sure. Michelle Masserey had then all of the proposal meetings in the late spring of this year and the prepared the proposals prior to negotiations. We started negotiations with our bargaining committees and the employers, the three employers: the DSM, the Pharmacy Program as well as the Grace Hospital Program on October the 3rd. We've had three days at the bargaining table in the month of October and got through a significant amount of the non-monetary items. We made again on December 2nd and have a number of dates scheduled for December and well into January.

Speaker: Okay, thanks Bea. Also you heard when Sonia read the report that just want to give you an update on the Sobeys store closures. So just a reminder that those announcements were made back in June and 622 Steinbach, 628 Brandon Shoppers Mall, 712 Garden City will all be closing on December the 6th. 707 at Sturgeon in Ness closes a little bit earlier on November the 15th and the Maples IGA has already closed that closed on October the 2nd. Companies told us that they're trying to time the closures with the buyouts and hope that most members will be able to be place at least in the Winnipeg area. Also an update on Lucerne that fail of that Lucerne Milk Plant, the Agropur was announced July the 8th. We are still waiting for our ruling from the Federal Competition Bureau. If you remember when the major sales were made that was Sobeys buying Safeway and Loblaw buying Shopper's Drug Mart, the rulings of the Competition Bureau took some time. So we're hoping to hear something on that one by Christmas time but it's not within our control. As for the Bread Plant, as the minutes said earlier 20 months without an agreement and bargaining is continuing on November the 12th so the day after tomorrow and will certainly have an update for you at our next meeting. Speaking of Loblaw and Shopper's Drug Mart some of you may be aware that we have a province-wide agreement with Loblaw and it's certainly our intention to take the position that when they purchase Shoppers that all of those employees working in Shoppers are now UFCW Local 832 members. We follow the grievance to that effect as you can imagine the companies does not see it the same way as we do. And we have now referred that grievance and are expecting significant legal delays is the things to be the company's goal to make this get the things stock in the courts for as long as they possibly can. The first hearing which just to talk about standing is already set and it is set for April the 15th of next year. A way of staff updates since our last meeting Blair Hudson has officially retired on October and he's replaced by J.P. Petit was working out of our Thompson office. Lorraine Thompson and Marilyn Gregoire are retiring in December. Those are our support staff at the Brandon Union Office and we have hired Zara Pople and Agnes Feng as new Brandon support staff so we now have the ability to meet our members at the door at our Brandon office in English, Spanish and in Chinese. Ray Berthelette one of our three full time reps working out at the Brandon office has announced his retirement in 2015 and we will be looking to fill that position early in the New Year. And it was announced the minute to the last meeting that Joe Carreiro and Curt Martel have been hired for one-year term servicing in healthcare and group homes and security respectively. I am pleased to announce that we have brought both on as full time union representatives effective September 2014. As usual you can always go to our website for a list of all of our staff members and their assignments. We had the Light the Night Walk September the 27th that was very well attended by UFCW we had a good strong team out there and as the result we are able to raise more than \$63,000 in support of that great cause. Another event that occurred since our last meeting happened on October the 4th, we had our Westman activist appreciation night. We recognized that evening not just our shops stewards and health and safety committee members but also our negotiating committee members and our retirees. Another special event that occurred on October the 2nd, we launched an initiative at our training centre called OPUS. This initiative is meant to help people who have particular challenges finding work in various workplace, some with disabilities and we partnered with three other groups to make... to launched this project. So the first group is Options for Success which is a group that does a lot of the training related to our training centre on Portage Avenue. The second is Premier Placement which is employment agency that actually places people in various workplaces that give them best chances of success. Obviously the U on OPUS stands for UFCW Local 832

as we are providing the space and the training as well as lobbying for funding for this event and the final group is SPHERE-Quebec which is a group that originally brought this proposal to us about a year ago. So many thanks to Heather Grant-Jury at our Training Centre for hard work on making this project to reality and we will report more as it progresses. We had the municipal election on October 22nd and Brian Bowman was elected the new mayor of the City of Winnipeg. We hear at 832 believe it's time for the province and the city to work together for common goals and hopefully we can see that up in over the coming months. A couple of events to report that are coming up in the near future, we have our policy conference which is at our Training Centre and scheduled for November the 20th. That's where our Executive and Advisory Board meets. The Advisory Board is made of a group of members from all over the province usually one from each community and one or two from every major industry that Local 832 represents workers. This year the theme is going to be the diversity of our union and we have three very diverse speakers. One, Leeno Karumanchery who is from Diversity Solutions Inc. and will be doing a presentation to the group. Shahina Siddiqui who will be talking to us about Islam and some of the misconceptions there and Diwa Marcelino from the Filipino Community that represents Migrants here in Manitoba. Also an important event at the policy conference will be that our advisory board will be giving Beatrice and myself recommendations for the 2015 Budget. Now that budget is finalized by the Executive Board and that Executive Board where will meet the following day on November the 21st to do the final budget approval on that will be our last meeting of the Executive Board for 2014. So I see by on the screen that the motion to approve the Secretary-Treasurer's report has been carried by the majority of those who voted. I will now ask for a motion to approve the President's report as read.

Speaker: So moved.

Speaker: I seconded.

Speaker: It has been moved and seconded so please press the number one on your keypad to vote Yes and the number 2 on your keypad to vote No. If you have a question about the President's report please press star 3 and we will gladly take your question. While we're waiting for the results of the last vote of the evening, I will now open the lines for any questions that any of you may have. So just a reminder here please press star 3 to get in the queue to ask your question. So the first... Henry from Loblaw in Dauphin. Go ahead Henry.

Speaker: Hello there Jeff.

Speaker: Hey, how you doing?

Speaker: I have a question if... it relates to our last, that contract that we signed. Under the contract it's stated that if by chance we become an overall store any of the top third of the employees will be still covered under the contract we signed but the bottom for 2/3 will be under different provision. But I have no idea how that will affect my wages or benefits if I'm in bottom 2/3 of that.

Speaker: Okay well. Absolutely there is a different provisions. I'm just going to make one comment first then I'm going to get Bea to just wash through exactly how that works. So the first comment is that Bea and I met with the Loblaw Senior Management and they have indicated to us that there are no plans to convert the store in Dauphin at this time. We went through all the Extra Food locations with them and I can tell you that at this time there are no plans. It doesn't mean it's never going to happen, we certainly can't get...

Speaker: Right.

Speaker: ...into that but you are absolutely right that the senior 1/3 would have a different arrangement in the bottom 2/3. So I'm just going to get Bea to summarize that difference.

Speaker: So initially the person coming in is the franchiser will make a determination as to how many full time and part time employees they're going to require in that particular facility and then they will have a couple of options. So employees will have the option to take on the role or the job as negotiate at that time between that franchise, the owner and the union. So this is going to be some negotiated terms of that collective agreement or alternately as there in the top third they will have some choices to make. They can maintain their seniority and your Extra Foods wage rates, benefits and those kinds of things can slot in into that new place of employment with those benefits with your wages and all of those sorts of things. Alternately you can take a buyout for full time employees that's four weeks of pay up to maximum of \$75,000. For part time employees if there's... if you're being laid off as a results of not efficient spot to be able to bump into, part timers would be eligible for four weeks' pay up to a maximum of \$15,000. And the rest of negotiated between the union and the employer in terms of what the economic conditions are going to be in terms of wages and benefits at that time that the franchise owner takes over that particular location.

Speaker: Okay, so thank you very much. Now we're going to go to Ruth. Ruth from Sobeys West in Brandon. Go ahead Ruth.

Speaker: Hi Jeff. I've just have some concerns. Since they've introduced their time clock and the new scheduling criteria. We found that for some of the full time staff they're trying to contravene our full time hours. We had some of our full time that have been scheduled for 6 1/2 hours shift instead of our 2/8 and 3/7 or 4/8 and 5 and I'm just wondering if it's happening anywhere else in the province. We've nip it in the bud here but I'm just... you know, if anybody else is aware that's happening in their area too. We've been told that's because of their new scheduling format.

Speaker: Okay.

Speaker: We've had to change.

Speaker: Ruth I'm not... yeah I'm not 100% sure. I know one of the things that we heard was that there was a lineup of a lot of the clocks in the customer service area and that's creating some aggravation for Sonia...

Speaker: Yes.

Speaker: ... and other retail reps. But...

Speaker: Yeah.

Speaker: ...I'm going to let Sonia answer your question on that one.

Speaker: I have not heard in the stories that I have gone to of any problem with the full timers. The part time hours are sort of an issue there but as far as full time now they're getting their 4/8 in a 5 or their 3/7...

Speaker: Okay.

Speaker: ...and 2/8.

Speaker: But we've have two weeks of our scheduling was 3/8 and 2/6 and 1/2 and I have to speak to Greg and get it amended.

Speaker: Okay.

Speaker: Hopefully that's done with here but I'm just you know, maybe just to keep an eye out for the scheduling in Winnipeg as well 'cause we were told that was something to do with their scheduling format.

Speaker: Okay, I will double check on that and if there's an issue...

Speaker: Okay.

Speaker: ... then I'll talk to Ray about it and we'll see what we can do and get a step...

Speaker: But we've resolved in here. I'm just concerned...

Speaker: What?

Speaker: ...about the rest of the province that they'll be doing the same thing.

Speaker: And I appreciate that.

Speaker: Okay.

Speaker: Okay, thank you.

Speaker: Thanks so much.

Speaker: All right. Thanks a lot...

Speaker: Okay.

Speaker: ...Ruth. We appreciate it. Now we have familiar name to me from back in the day Larry Nicker former employee from HyLife in Neepawa. Go ahead Larry.

Speaker: Hi Jeff.

Speaker: Hey Larry. How are you doing?

Speaker: Not too bad.

Speaker: Oh that's good.

Speaker: Yeah, I was... Just wondering what's the Local 832 doing to rectify the problem of the shortage of staff and negotiating these contracts on time?

Speaker: Okay. Yeah that's a good question Larry and I can tell you that we put an add on work OPUS and in the paper and we had a total of 17 applicants. Bea and I went through a lot of these applicants and has some discussions with the three or four of them. I think we've met with now two people and there was another one that we're going to meet with today. Problem that we have is that we want to make sure if we hire somebody into the critical role of being a negotiator for Local 832 that these are

people that can offer you at the very high level of factors see an efficiency. Our members have come to expect that until they should from our negotiators. In the interim we have managed to cover off a variety of the files that used to be in Michelle's territory. Bea has been a couple of files in Virden as well as the Burrows Stores here in Winnipeg and we'll be doing a Leaf Rapids Co-op store which our Michelle's Sobeys an experienced negotiator who actually Bea and I went to Negotiation's Department at the same time. I think I want to tell you how many years ago that was now: It was a lot. But at any rate I have taken on extra file by doing HyLife with these taken on several. And our two full time negotiators who are Martin Trudel and my Executive Assistant Marie Buchan have also stepped up to the plate and take an extra files even though they do already have a full negotiations territory. We've also have some of our staff who has some experienced with the bargaining all not as much as the group that I just mentioned to pick up a couple of files. So Sonia Taylor who's our retail coordinator will be picking up a couple of contracts that are expiring at the end of this year. We've had even our Communications Director who's running this Telephone Town Hall has a file and we did a training for several other people. Our Director Servicing Sandy Forcier is picking up the file are worker's compensation advocate and health and safety director is picking up the file that's Phil Kraychuk and Mike Howden has one and I think that's it. If I missed anybody out there I'm sorry but... so we've trying to get the immediate work done now and we're working towards finding the right person for the future. So just a reminder at this point if you have a question and you want to get into the queue please press star 3 and you'll be put up in the lineup. Now we have Randy from HyLife Foods in Neepawa. Randy go ahead.

Speaker: Yeah, just... I've got a work tomorrow Remembrance Day and I was wondering what great appeal we can expect?

Speaker: What you expect on working on the Remembrance Day is time and a half for all hours worked on the day itself plus eight hours of holiday pay under the Remembrance Day Act for the province of Manitoba.

Speaker: So backup...

Speaker: Totally Randy you get double time and a half.

Speaker: Yeah, okay we would...I heard from a supervisor today that we don't get regular time out of it so there's a lot of rumors going around.

Speaker: Well I can tell you this Randy when you get your pay stub if you don't get the double time and a half you talk to Wendy Lundy who will put an agreements where you're at right away.

Speaker: Okay.

Speaker: Okay, thank you very much for calling. Now we have Gladys from Winnipeg. Gladys go ahead.

Speaker: Yeah, hi. My question is in regard to the buyout. I understand only a hundred people would receive it and to date I haven't heard if any more people have received it other than one from my store which she got it in August and I was just wondering how was that still affecting people here?

Speaker: Okay, well you know one of the recent conversations with Secretary-Treasurer had with Loblaw was related to the buyouts specifically. So I'm going to let Bea take that question. Go ahead Bea.

Speaker: Okay, thank you.

Speaker: Hi Gladys. You and I had spoken and yes...

Speaker: Yeah.

Speaker: ...I'm aware that you've applied for the buyout. We recently had a discussion with the company and they've basically indicated to us that they will not be offering any buyouts this year any further buyouts or any additional buyouts that would be happening would be happening sometime next year at the earliest.

Speaker: Okay.

Speaker: They have the entirety of the length of the collective agreement to offer those buyouts and that goes until September of 2018. So it can be anywhere during that period of time that they actually get around to offering the buyouts in Manitoba.

Speaker: Okay. Thank you.

Speaker: Thank you.

Speaker: Yeah and I can tell you certainly that buyouts were offered across the West in Alberta seems to be the area that the company decided to focus on first but they do have to have this buyouts done by the end of the collective agreement. So reminder now if you have a question since I see we only have, I think one more on the line but if you have a question please press star 3. And you should also know that for people who are on this call, there is a chance for you to win Jets ticket just for being on this call. So I believe you need to do is stay on the phone after the call is over and we will talk to you about that opportunity then. So the next person we have is Justin from Vita. Justin go ahead.

Speaker: Okay, I'm from store 622.

Speaker: 622 in Steinbach.

Speaker: Yes.

Speaker: Okay.

Speaker: Just wondering if there's any options for buyouts or transfers 'cause I'm driving an hour and a half to Steinbach, I don't want to have an hour or more to Winnipeg. So I was wondering what...

Speaker: Yeah, I don't blame you for that. Okay well you know, I'm going to move that to rep for your store right here so I'm going to, I know Sonia is actually on her way out to the Steinbach store on Thursday. So Sonia what can Justin expect?

Speaker: Well if you're a full time and you don't want to transfer into Winnipeg then you can be given a buyout which is one week of pay for year of service. If you're part time then unfortunately there is no buyout and if you don't want to transfer into the city then you would just be given a layoff notice.

Speaker: Okay. How long to get the full time?

Speaker: It doesn't matter as long as you've got full time status.

Speaker: And how many hours for the full time?

Speaker: Well full time is 37 hours a week.

Speaker: Yeah I've been doing 40 for the last with 68.

Speaker: But if you haven't been officially classified as a full time employee then you're not full time.

Speaker: Oh okay.

Speaker: Okay.

Speaker: I'm not sure it was started on yet so actually I work in the Gas Bar.

Speaker: Oh your work in the Gas Bar?

Speaker: Yes.

Speaker: Okay yeah I know that's... I don't think the only full time person there is the team leader or the team coordinator.

Speaker: And I'm a team coordinator.

Speaker: Okay, so you would be able to be transferred into Winnipeg if that's what you have or you can get the buyouts if you're full time.

Speaker: Okay.

Speaker: Okay, we've got a couple of more caller trying to get through. So I'm just going to let you know I reported... hang on a second, we've got one on the line right now. So it's Donn from Winnipeg. How you're doing Donn?

Speaker: Not too bad Jeff. My question is like you were saying in the President's report that in effect taking this Shopper's Drug Mart employees to be members of the union as Loblaw have purchased those stores. In fact this is correct, right? So is the staff the same position should be taking with the Sobeys employees of Sobeys stores?

Speaker: Well Donn... okay go ahead finish your question.

Speaker: Because I'm thinking that like we brought when we purchased by Sobeys so it shouldn't be... it shouldn't be considered the employees that worked at Sobeys stores as being part of the collective bargaining agreement as well.

Speaker: Well I can tell you I certainly took that position and I took that position with the company in a hurry and when I found out by getting a very quick education in the way the act works with respect to successor rights is that the difference between the two is that Sobeys was the purchasing company and so that was viewed as being an expansion of our bargaining rights. Because our bargaining rights covered all of the Safeway stores in Manitoba and...

Speaker: Right.

Speaker: ...to make the argument that that now included Sobeys stores collective agreement never said all the Sobeys stores in Manitoba. So that would be an expansion of our bargaining rights...

Speaker: Right.

Speaker: ...and so we took a different position and try to bargain it with the company when we're at the table and as you can imagine they had little enough of that. The difference with Loblaw's purchasing Shoppers is that now those Shoppers are Loblaw's employees and our collective agreement, this is simply talks about all the Loblaw employees in the province. So just and I remember hearing from the Sobeys group at the table that had it been the other way around had Safeway bought Sobeys there would be no argument, they would assume that all of them were covered by our collective agreement and that's our position with Loblaw is that because...

Speaker: Okay.

Speaker: ...they were the purchaser and not the purchasee, that was the difference and we spend some time getting a variety of legal opinions on that before we actually, formally took that position.

Speaker: Okay.

Speaker: Okay.

Speaker: Another, can I go on little tension here?

Speaker: Sure. Go ahead.

Speaker: Okay. I noticed that the as I drive by the former Extra Food store there on Notre Dame and they painted the roof line and there was a truck there the semi-truck there the other day so am I correct and possibly seen that it could become a No Frills.

Speaker: I would think that that's quite possible. As a matter of fact there are couple of locations that we keep a close eye on. We've seen no activity at the Flin Flon Store where that store was closed was actually the first of the group of five that was closed and that was pretty new when they shut it down and it's actually been mothball ever since the act of closure itself.

Speaker: Right. They did paint...

Speaker: And...

Speaker: Did they paint the roof line black? Do you happen to know that color, 'cause I saw in an industry magazine that they have a yellow background on the stores.

Speaker: They do with a set of bananas, right.

Speaker: Right.

Speaker: Cause the banana that's the overall kind of logo so that's what I'm familiar with but who knows I mean you would... I gotta tell you with Loblaw you never know what they're going to come up with and maybe...

Speaker: Right.

Speaker: ...Maybe it's potentially going to be a YIG store which would be Your Independent Grocer right.

Speaker: Yeah, yeah.

Speaker: So there's a few possibilities there but the one thing that I will say is that the Notre Dame in the Main Street stores would probably be the most likely once for them to open to reopen partially because there was a bit of a fear going on throughout the city if you recall when they close those stores about people not having the opportunity to shop downtown or not having any shopping options in the core area. I remember I even got a call from the local MLA Mr. MacIntosh about that particular one. So I can tell you that we're keeping an eye on those two locations as well as the Flin Flon location, in Thompson the store that was closed was actually bought by Family Foods and refurbished and as now in operation in Thompson and in Steinbach the one that was closed, that is at the knot on the highway on the drive in that one that was downtown. We don't believe there really serious about the thing that one just because of the fact that they have a Superstore just down the road. So I see a couple things on the screen. I think the first thing I see is that the motion to approve the President's report has been carried by the majority of those who voted. So thank you for that and I also see that we've run out of any questions. We don't have anybody in the queue or anybody trying to get on. So I want to thank you all for joining us on our November Telephone Town Hall GMM. Since the feedback we are getting from this format is so positive we will conduct our next General Membership Meeting on Tuesday, March the 17th 2015 by Telephone Town Hall as well. Thank you all again for participating in your union and we are now adjourned."