

UFCW 832 Access Live
November 12, 2019

Bea Bruske: Good evening everyone. It's the fourth and last general membership meeting of the United Food and Commercial Workers Local 832. Welcome. You have Bea Bruske today and Marie Buchan. Bea is the secretary treasurer and Marie is the director of operations. Jeff Traeger, our local president, is indisposed this evening and will be listening but will not be joining us. The first thing that we have on the agenda for you today is to review the minutes of the last meeting that was held on September 15th, 2019. Those minutes have been posted on our website for some time, and the first order of the day today is to vote to accept those minutes. So moved.

Marie Buchan: Seconded.

Bea Bruske: Now that we have that moved and seconded, please press number one on your keyboard to vote yes and number two on your keyboard to vote no. If you have a question, please press star three and we will gladly take your question at some point during this general membership meeting.

Bea Bruske: The next item on our agenda is to review the secretary treasurer's report. It has been posted on the website as well for the past week. I'm going to give it a quick review and again, if you have questions please press star and three and we will take your questions. So this report is based on the local financial position to the end of September of 2019. Our budget is divided into a number of categories, which deal with every cost that the local has on a monthly basis. The specifics of each category are outlined in the January magazine each year, which is also posted on our website for your review.

Bea Bruske: The total 2019 budgeted remittances of union dues was \$12,981,000. Our dues received to the end of September is \$9,596,000. Our total 2019 budgeted expenses were budgeted at \$12,799,000. Our actual expenses to the end of September was \$9,352,000, which is under budget by \$244,000 to date. We continue to manage our budget responsibly and we're in the process of approving our 2020 budget. The executive board will be meeting on Thursday of this week to review our budget for 2020 and to determine our dues structure for the upcoming year. Some of the realities of a new 2020 budget include a significant decrease in income as a result of our recent healthcare members leaving our local in 2020. Healthcare members leaving represents approximately 2,000 members who will be moving onto QP and to MAHCP respectively based on their occupation. This is a significant number of members, which will impact our income and therefore our operations. To ensure that we are responsive to the staffing, our staffing levels have also been impacted and these changes will be finalized early in the new year.

Bea Bruske: We continue to make responsible decisions in terms of how our income is allocated and to meet your needs. This means continuing to budget our finances to ensure that the resources are there to pay for the services you need, when you need them. Our strike fund currently sits at \$1.2 million with another \$800,000 in GIC investments, and this is in addition to our regular business and

savings account. We are in good financial shape and I move that the secretary treasurer's reports be accepted.

Marie Buchan: Seconded.

Bea Bruske: Now that it's been moved and seconded, please press number one on your keypad to vote yes and number two on your keypad to vote no. Again, if you have questions about this report or anything else, please press star three and we will gladly take your call.

Marie Buchan: I see that the vote to approve the minutes of the previous GMM have also been passed. So now we'll move on to the president's report. Oh, before we move to the president's report, we'll take the question. We have a question from Patel from Brandon May Police.

Marie Buchan: Hello Patel.

Patel: Hello. Yeah?

Marie Buchan: Yes, you're on what can we do for you? Made them.

Patel: Yeah. [inaudible] we got [inaudible] starting from what he's done [inaudible] school starting at \$20 so wide that deep crook and gate get the other. That probably gives the same benefit, you know like simpler.

Marie Buchan: I'm sorry Mr. Patel, we're having a very hard time hearing you. There's a lot of static on the line. Could you try to repeat that or we will have to give you a call after the meeting.

Patel: Yeah okay.

Marie Buchan: I've got your phone number here. One of us will give you a call back after the meeting and hopefully we can get the information more clearly from you. Thank you for calling in. Yes.

Patel: Thank you.

Marie Buchan: We also have Festus from life's journey on the line from Brandon. Hello?

Festus: Hi, my name is Festus. Yeah, I just answered the call. I was not aware about the online meeting. The time of the meeting. I don't think it is well communicated like I, we need to know how often you're going to be having the meeting and at all times so that we get ourselves prepared for heat and the [inaudible] eh, items on the agenda that we will have reviewed before the meeting. Then it will be able to help us make decisions in allow voting yes or no and no concerning any issues that were raised.

Marie Buchan: Okay. Thank you for that feedback, Festus. We do make sure that posters go up in the workplaces about the general membership meetings and a phone call normally goes out the Friday before. The meetings are always on a Tuesday and we have them quarterly. We will review and possibly have a look at your particular workplace to see if there's additional notification that can be done by your union rep for life's journey and Brandon.

Festus: Okay. Okay.

Marie Buchan: Hello. And now we have Nicole Landrio [inaudible] from Sylvie's. Hello Nicole.

Speaker 6: Oh, Landrio huh? What is this for? A Safeway?

Marie Buchan: This is your general membership meetings for your union and you're calling in with a question it appears.

Festus: Okay, well I just answered the phone cause somebody pulled me but I guess she's no longer with the union she got let go a while ago.

Marie Buchan: Okay. So we will update our records. Thank you very much for calling in. All right, so seeing no questions in the queue, I will move to read the president's report. I'm reading this on behalf of Jeff Traeger as Bea had said previously, Jeff's unable to join us today. So the passing of Duggal Holleran president of UFCW local 401. On Thanksgiving day this year Duggal Holleran the president of UFCW local 401, passed away peacefully with his family at a hospital in Calgary. He lost a second battle with cancer in the last four years and he'll be remembered always and missed often.

Marie Buchan: Healthcare transition. We are still in the process of transitioning our members to QP and MHCP as the process seems to be dragging on. The commissioner's indicated that he will be issuing temporary certificates in mid-November or early December when that happens, the transition will become official.

Marie Buchan: Federal election. We were disappointed in the results of the federal election and are interested to see how the liberals will handle having a minority government that forces them to find allies in the house of commons. Our fear is that they will be unable to govern in conjunction with any other parties and that Canadians will have to go back to the polls sooner rather than later.

Marie Buchan: Maple Leaf brand and bargaining. Bargaining has reached the critical point where we only have monetary proposals left on the table. We bargain November 7th and eighth and we'll be bargaining again on November 18th and 19th. For the latest updates please go to our website@ufcw832.com Highlife NEPA while bargaining. Bargaining just started on October 25th and secretary treasurer Beatrice Bruske is heading up the local 832 committee. As with the maple leaf talks, go to our website for the latest update.

Marie Buchan: Stellas Osborne first contract. On September 20th we received the first contract at the Stellas location on Sherbrooke street after an extremely difficult process of negotiations, conciliation and finally a first contract application at the Manitoba labor board. Our relationship with the employer is highly confrontational, although it needs not be, and they seem to be willing to spend unlimited resources to try and give or to do as little as possible for our members working at both of their unionized locations. Despite the fact that the labor board ruled on the first contract at Sherbrooke, the company would not recognize the same terms and conditions at the Osborne location and on November 21st we'll have to go back to the board to do this all over again. If the company spent half the money they do on legal fees on our members, instead they would have a deal done by now and we could get on with business of making the working conditions better at the two Stellas locations. That's the end of the report.

Bea Bruske: Thank you for that Marie. It's been moved and seconded. Please press number one on your keypad to vote yes and number two on your keypad to vote no. Again, if you have a question about either reports or anything else, please press star three and we will gladly take your question. We have a few other updates and we can report that the secretary treasurer's report has now been accepted as it shows our screen and we are awaiting the votes on the president's report.

Bea Bruske: With regard to highlights, I can give a quick update that applies to both highlights and to Maple Leaf. Both parties have been in negotiations this past week and part of the issue that both parties had been dealing with was the issue of the pork exports being banned in terms of going to China and as of last week we received notification that pork exports are again free to move to China which is helpful for both plants in Western Manitoba and for the members that we represent in those workplaces. At Highlife we've had two days of negotiations. Both parties have very extensive proposal packages that we will be working our way through and we are back at the bargaining table with that employer on 10 on November the 20th and I see we have a question from Peter. Matt hook from Garda.

Bea Bruske: Good evening Peter. Hello Peter. Apparently Peter is not there.

Bea Bruske: Other reports Marie's going to give a quick update on Maple Leaf negotiations last week at the bargaining table.

Marie Buchan: Yeah, as we talked about in the president's report, bargaining is coming to a head and we have two more days scheduled next week. So again we are coming down to crunch time. We have only monetary proposals. We're hoping that the company is able to come to the table and we're going to start to get serious about the monetary package and hopefully get a deal.

Bea Bruske: Thank you for that. Marie. We have a call on the line now from the Thompson Homeless Shelter. [inaudible 00:11:18] Hi.

Speaker 7: Hi. Good evening. I'd be on the line, just kind like been wondering like we haven't got any feedback on the negotiation on the Thompson homeless shelter and secondly, why is it that it is only few staff that is being carried along or whatever is going on in the homeless shelter.

Bea Bruske: So the homeless shelter is in negotiations right now. What I will do is I will follow up with your negotiator to find out where those things are at and to ensure that you guys receive an update on any negotiations that may have taken place. Certainly Phil Creechuck is your full time negotiator and he I know has had a proposal meeting with that particular group and we'll follow up and make sure that you get a response from Phil tomorrow.

Speaker 7: Okay?

Bea Bruske: Okay. Thank you.

Bea Bruske: Again, if you have a question, please press star three and we will gladly take your questions. The other thing that we want to report on is, on December 6th the MSL will once again be holding a Memorial for violence against women and that of course includes their annual luncheon. All of the proceeds go to women's shelters across the province. If you have time on December 6th and you wish to attend, the MSL currently has pickets on sale at their office and you can certainly pick up those tickets and join us. We have another phone call from a gentleman Aiken from Garda. Good evening.

Speaker 8: Yeah. Good evening Kenny Hill from [inaudible 00:12:55] Manitoba. I have two questions. [crosstalk 00:12:58] One question is I want to know my benefits as a no full-time, I'm in part-time and last time I asked that I want know my benefits. And second question is you talk about the courses, classes, [inaudible 00:13:18] can be free. Is there a way that [inaudible 00:13:24]

Bea Bruske: So to answer your first question, I'm going to make sure that your union rep gives you a call back to speak about the specific benefits under your collective agreements. I don't have all of the collective agreements in front of me for all of the 150 workplaces that we represent, but I will make sure that you get a phone call back tomorrow from your rep to walk you through that. With regards to classes at The University of Manitoba, our training center at 880 Portage Avenue offers a variety of different courses and as well our web campus, which is online offers a wide variety of courses for our members to take free of charge. So I would refer you back to those two resources and I'll ask your rep to speak to you about that issue tomorrow as well. We've got John Blaber on the phone from Thompson general hospital. Good evening, John.

John: Yes, I can hear you.

Marie Buchan: How are you? You've done

John: just fine. Thank you. Yes, I'm here. Can you hear me okay?

Marie Buchan: Yes we can.

John: Okay. My question is, I just had a member call me here yesterday wondering about, they've got a grievance happening at the hospital here middle of this week. Anyway. For some reason she's not getting any response from her, our rep and anyway, you guys are going to be looking after these arbitrations are you not? Or not arbitration but grievances.

Marie Buchan: Yeah. We have grievances. We're currently looking after all the grievances, just like we're continuing to service and represent all of our members in health care. Once the certificates have been changed over which we're expecting to happen very shortly, the grievances will also move over to the new union so those will kind of, there are some grievances that are currently in the process and some are headed to arbitration, so depending on when the certificate is changed over, we may or may not be representing those members, but we as Bea had said earlier and also Jeff had put in his report. We are ensuring that we're working with both QP and MHCP to ensure that our members receive service right up until the certificate changes over and then we'll be handing all the information over. I will follow up with your union representative to give you a call John so you can give him more of the specifics and hopefully we can get this figured out.

Bea Bruske: Okay. Now we have Russell Shuma who are on the phone from Brandon. Good evening Russell.

Russel: Hello Bae. How are you doing tonight?

Bea Bruske: I'm good. How are you?

Russel: Good, thank you. You and I had been in an email communication before in the past and I just wanted to ask on behalf of all the Safeway members out there, what are their chances of possibly getting a direct deposit from our healthcare plan for reimbursement of our healthcare expenses?

Bea Bruske: So you're right, we've been in back and forth communication, Russell and I know that you are very engaged on this issue and I appreciate that. We actually have our trust fund meeting tomorrow. I think we've been back and forth on that issue as well. And I know you'd also ask me to bring up a few other things with pertaining to diabetes equipment and those kinds of things. So those are issues for discussion for tomorrow at the trust fund meeting.

Bea Bruske: But I have to be Frank with you that part of the issue that we have with these Safeway health and welfare trust fund is that as a result of the last round of negotiations, as you know, Safeway bargaining was very, very challenging in the last round and there was very little money for any type of improvements including no additional money going into health and welfare benefit plan. So

some of the things that the trustees have to take into consideration is making sure that the money that is in that plan is sufficient to meet the needs of the members that are in the plan currently before we have the ability to actually increase any kind of benefit level. And certainly a change to a drug card is an increase in terms of cost in terms of issuing those drug cards. And then there's usually also an uptake in utilization once drug cards have been issued to a bargaining unit. So those are things that we'll be discussing tomorrow and I hope that I'll be able to get back to you with an answer very shortly after that Russell.

Russel: Thank you very much. I just wanted to bring this issue up for everybody else that was out there on the phone. Thanks a lot.

Bea Bruske: No problem. Thank you.

Marie Buchan: So I see that the vote to approve the president's report has been passed and that we seem to have run out of all of the questions and there's nobody in the queue currently.

Bea Bruske: And so on that basis, we're going to end the meeting this evening and we thank you for your time and attention. And if you have any questions, please feel free to call the office and speak to your union rep and we'll be happy to help you. Thank you. Have a good night.