



Local 114

General Meeting Minutes

Thursday, December 12th, 2024

Role Call

President	Gord McGrath	<u>Present</u>
1 st Vice President	Gurvinder Badesha	<u>Present</u>
2 nd Vice President	Steve Frank	<u>Present</u>
3 rd Vice President	Chris Cadarette	<u>Present</u>
Secretary Treasurer	Bill Gaucher	<u>Present</u>
Recording Secretary	Maurice Mills	<u>Present</u>
Sergeant-at-Arms	Norm Lehman	<u>Present</u>
Guide	Dean Williams	<u>Present</u>
Trustee	James Young	<u>Present</u>
Trustee	Michael Garland	<u>AWR</u>
Trustee	Bernie Katili	<u>Present</u>
Vancouver Island Member-at-Large	Jim Sadlemyer	<u>AWR</u>
Southern BC Member-at-Large	Vacant	Vacant
Northern BC Member-at-Large	Vacant	Vacant
Visible Minorities Member-at-Large	Vacant	Vacant
Women's Issues Member-at-Large	Cheryl Williams	<u>Present</u>
Local Union Representative	Cynthia Anderson	<u>Present</u>
Local Union Representative	Mark Misisic	<u>Present</u>
Local Union Representative	Nathan Shier	<u>Present</u>
Local Union Representative	Dave Boros	<u>AWR</u>
Local Union Representative	James Griffin	<u>Present</u>

Welcome Guests.

Moment of Silence to members and retirees who have passed away since our last meeting. Tyler Conklin a member from Kohler and Stanko Botic a member and Steward from Brinks Kelowna.

Move minutes from the last meeting be accepted.

Moved, Seconded, Carried

Applications for membership: (155) Moved, Seconded, Carried

Financial Report:

Brother Gaucher submitted the Financial Report for the periods covering September, October and November 2024, including the year-to-date total. **(pages 6-16)**

Moved, Seconded, Carried

Trustee's Report:

Trustees submitted the Audit report for the periods covering April to June 2024 and July to September 2024. **(pages 17-44)**

The following is the correspondence that has been received since the last meeting:

CORRESPONDENCE – EXECUTIVE RECOMONDATIONS

1. The Executive authorizes and recommends that the Local discuss and vote on the proposed by-law change under Article 6 Dues. Notice of Motion for Dues By-Law – Increase for the Owner Operators flat rate was served at our September General Meeting. The proposed changes in the form of dues as follows (Currently at \$50.00 per month): Effective January 1st 2025 \$55.00 per month; January 1st 2026 \$60.00 per month; January 1st 2027 \$65.00 per month. **Discussion ensued. The President called for the vote on the proposed by-law change under Article 6 Dues was Moved and Seconded. The vote did not pass (it needed a 2/3rds vote to be passed).**
2. The Executive authorized and recommends that the Local approve the new Support Staff contract. Details were reported and given at the General Meeting. **Moved, Seconded, Carried**
3. The Executive authorized and recommends that the Local keep Dean Williams off until the Local can conduct the posting and hiring of a Local Representative for Vancouver Island. **Moved, Seconded, Carried**
4. The Executive authorized and recommends that the Local make a \$1,000.00 donation to the Tears for Hope Relay that took place in New Westminster on October 5th this year. This event was being held across the Country by Unifor. This fundraising initiative supports Tears to Hope Society, an indigenous-led organization primarily focused on supporting the families and loved ones of MMIWG2S, raising awareness, and promoting prevention. **Moved, Seconded, Carried**
5. The Executive authorized and recommends that the Local reimburse a Kamloops member for a medical note (\$205.00) and make a financial assistance donation in the amount of \$200.00 to our member in need while being off to support his insurance claim. **Moved, Seconded, Carried**

6. The Executive authorized and recommends that the Local cover the unexpected PEL per diem costs for one of our members at Consolidated Fastfrate who had to go off site in between two courses he was taking. Also, a request for some funds for the unit union office at CFF for painting supplies and office supplies, we sent then 4 of our \$50.00 AMX gift cards. **Moved, Seconded, Carried**
7. The Executive authorized and recommends that the Local make a \$500.00 donation to the family of one of our members from Kohler who died in a car accident, leaving a wife and three children behind. As a follow up some of our staff in the Local made personal donations in the amount of \$2,500.00. I was also successful in getting the Unifor BCRC to make a \$500.00 donation and National gave a \$2,500.00 donation, Unifor Local 10B gave \$500.00 and a collection was taken up after the BCRC Council meeting and another \$815.00 cash was collected, so an overall total of \$7,315.00 was raised for the family from Unifor. The members at the plant held a barbecue and raised another \$5,700 through a by-donation barbeque. **Moved, Seconded, Carried**
8. The Executive authorizes and recommends that the Local present two of our sisters in Local 114 who are the recipients of Unifor Local 114 "Sister of the Year" with a Unifor watch and a Gift Card each and that they be presented these items at the Annual Executive and Staff Luncheon on Friday December 13th. Both sisters' names Areewan McLeod from Delta Cascades Casino and Gretchen Santonil from Loomis will have their names put on the plaque in the Local office. **Moved, Seconded, Carried**
9. The Executive authorizes and recommends that the Local renew our business card size advertisement in the annual Mothers Against Drunk Drivers (MADD) magazine at a cost of \$319.00 plus taxes. **Moved, Seconded, Carried**
10. The Executive authorizes and recommends that the Local renew our business card size advertisement in the National Wall of Remembrance Association magazine, which honors Canadian fallen Soldiers. **Moved, Seconded, Carried**
11. The Executive authorizes and recommends that the Local make a \$500.00 donation to Local 1541, who have been on strike since May 1, 2024. And \$500.00 donation to Local 171 who have been on strike since September 22, 2024. **Moved, Seconded, Carried**
12. The Executive authorized and recommends that the Local make the following Annual donations to the following organizations:
 - Unifor Open House December 13th \$2,000.00.
 - Annual Labour X-Mas Dinner (Vancouver for those in need) BCFED \$200.00.
 - Monarch Place (Women's Shelter) \$200.00.
 - Victoria Women's Shelter \$200.00.
 - Kamloops Women's Shelter \$200.00.
 - WAVAW Rape Crisis Centre Vancouver \$200.00.
 - The Mustard Seed Street Church (Food Bank) \$200.00.
 - Greater Vancouver Food Bank \$200.00.
 - Surrey Food Bank \$200.00.
 - Protein For People Project (Food Bank's) \$200.00.

- Queen Alexander Elementary School (Before and After School Program and Morning Food Program) \$200.00.
- Annual COSCO – Seniors (donation \$200.00 and membership \$25.00) \$225.00.
- Annual New Year's Day Poor Peoples Levee Tour Victoria (If going ahead in 2025) \$100.00.
- Strait Express Annual Members X-Mas Party Request \$200.00.
- The Realistic Success Recovery Society (EFAP). \$3,000.00. To Be Paid in January 2025.
- Secretary Treasurer be given the authority to deal with any financial requests from members that come in over the Christmas New Year period.
- Annual Canadian Association of Labour Media (CALM) \$325.00. To Be Paid in January 2025.
- SARA for Women – Abbotsford Women's Shelter \$200.00.

Moved, Seconded, Carried.

CORRESPONDENCE – NEW BUSINESS

1. A Member put a motion forward on the floor to the Election By-Law. The Member was asked to submit in writing a "Notice of Motion to change the Election By-Law". As of the date of the minutes, the written submission has not been made.

REPORTS

Committee:

Education	Brother Gord McGrath	Pages 45-46
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Moved, Seconded, Carried

Union Rep / Servicing:

Presidents Report	Brother Gord McGrath	Pages 47-50
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Moved, Seconded, Carried

Rep's Report	Sister Cynthia Anderson	Pages 51-52
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Moved, Seconded, Carried

Rep's Report	Brother Mark Mistic	Pages 53-54
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Moved, Seconded, Carried

Rep's Report	Brother Nathan Shier	Pages 55-56
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Moved, Seconded, Carried

Rep's Report	Brother Dave Boros	Pages 57-58
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Moved, Seconded, Carried

Interim Rep's Report	Brother Dean Williams	Pages 59-60
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Moved, Seconded, Carried

Other:

Stewards Report Brother Maurice Mills

Page 61

Moved, Seconded, Carried

Unit Chair Report Brother Steve Frank

Pages 62-63

Moved, Seconded, Carried

Advocate Report Sister Cheryl Williams

Pages 64-65

Moved, Seconded, Carried



FINANCIAL REPORT EXECUTIVE & GENERAL MEETING DECEMBER 12TH, 2024

Please find attached the Financial Report for the period covering September, October and November 2024

September 2024

Our total expenses for September 2024:	- \$300,926.53	Page 2
Our total deposits for September 2024:	<u>+\$260,351.12</u>	Page 2
A deficit in the month of September 2024	-\$ 40,575.41	Page 2

October 2024

Our total expenses for October 2024:	- \$325,389.63	Page 2
Our total deposits for October 2024:	<u>+\$270,839.19</u>	Page 2
A deficit in the month of October 2024	-\$ 54,550.44	Page 2

November 2024

Our total expenses for November 2024:	- \$311,147.84	Page 2
Our total deposits for November 2024:	<u>+\$365,711.13</u>	Page 2
A surplus in the month of November 2024	+\$ 54,563.29	Page 2

Year to Date: January – November 2024

Our total expenses for January – November 2024:	- \$3,537,729.85	Page 3-4
Our total deposits for January – November 2024:	<u>+\$3,561,324.94</u>	Page 3-4
A total year surplus at the end of November 2024	+\$ 23,595.09	Page 3-4

Balance Sheet

Closing Bank Balance <u>All Accounts</u> Ending November 2024	+\$ 473,699.22	Page 4
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Explanation to Expense Categories: January through November 2024

2024 Budget

2024 Budget vs Actual (January through November)

Units in Bargaining and Items to Mention 2024

MONTHLY TOTALS

Month	Income	Expense	Difference	Balance
January	328,353.68	- 290,928.01	+ 37,425.67	+ 37,425.67
February	338,324.38	- 387,209.72	- 48,885.34	- 11,459.67
March	334,443.45	- 322,816.60	+ 11,626.85	+ 167.18
April	296,484.61	- 356,278.84	- 59,794.23	- 59,627.05
May	332,625.24	- 320,992.23	+ 11,633.01	- 47,994.04
June	321,510.96	- 298,481.28	+ 23,029.68	- 24,964.36
July	359,951.04	- 282,224.95	+ 77,726.09	+ 52,761.73
August	352,730.14	- 341,334.22	+ 11,395.92	+ 64,157.65
September	260,351.12	- 300,926.53	- 40,575.41	+23,582.24
October	270,839.19	- 325,389.63	- 54,550.44	-30,968.20
November	365,711.13	- 311,147.84	+ 54,563.29	+ 23,595.09
Yearly Total	3,561,324.94	- 3,537,729.85	+ 23,595.09	+ 23,595.09

December 12th, 2024 Bill Gaucher Secretary Treasurer Unifor Local 114

September, October and November 2024 - Monthly Deposits vs Expenses

	Sep 24	Oct 24	Nov 24	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	208,441.77	212,586.15	230,453.32	651,481.24
D13 (INITIATION FEE)	50.00	400.00	130.00	580.00
D16 (POSTAGE)	0.00	2,829.26	842.73	3,671.99
D18 (SAFETY REMITTANCE)	0.00	1,148.63	58.90	1,207.53
D2 (VANCOUVER ISLAND SUB LOCAL)	48,123.70	50,772.62	42,054.36	140,950.68
D20 (LOCAL EDUCATION FUND)	1,617.44	311.18	9,857.75	11,786.37
D3 (Loomis Owner Operators Fund)	0.00	0.00	0.00	0.00
D4 (NATIONAL REBATE)	0.00	0.00	21,500.00	21,500.00
D5 (NATIONAL EXPENSE CLAIMS)	0.00	0.00	57,853.63	57,853.63
D7 (TERM DEPOSIT INTEREST)	0.00	1,198.88	0.00	1,198.88
D8 (OTHER)	1,074.47	636.57	2,155.77	3,866.81
D9 (INTEREST)	1,043.74	955.90	804.67	2,804.31
Total Income	260,351.12	270,839.19	365,711.13	896,901.44
Gross Profit	260,351.12	270,839.19	365,711.13	896,901.44
Expense				
1 (DUES & FEES TO NATIONAL)	133,306.49	155,604.77	149,771.42	438,682.68
11 (DUES REFUNDS)	0.00	265.62	0.00	265.62
12 (MEALS & COFFEE EXPENSES)	30.23	226.92	165.53	422.68
13 (PARKING & TAXI EXPENSES)	0.00	63.65	0.00	63.65
16 (POSTAGE & COURIER SERVICE)	1,021.99	1,913.40	367.52	3,302.91
17 (EQUIPMENT RENTALS/PAYMENT)	2,646.44	1,728.28	131.25	4,505.97
18 (CONTRIBUTIONS & GIFTS)	0.00	1,000.00	1,200.00	2,200.00
2 (OFFICE SUPPLIES)	1,373.35	685.81	823.05	2,882.21
21 (ARBITRATOR AND LAWYER FEES)	0.00	0.00	8,552.50	8,552.50
25 (LIFE INSURANCE & POLICIES)	6,817.93	6,817.93	5,280.38	18,916.24
27 (UNION JACKET/PENS/HATS)	1,360.80	0.00	9,789.57	11,150.37
28 (OTHER)	210.00	3,025.75	3,356.21	6,591.96
29 (VEHICLE ALLOWANCES)	6,900.00	6,900.00	6,900.00	20,700.00
30 (COUNCIL DUES)	2,468.65	2,881.56	2,773.56	8,123.77
32 (BARGAINING UNIT EXPENSES)	32,852.07	41,345.69	28,709.90	102,907.66
33 (WCB APPEAL EXPENSES)	0.00	1,215.00	205.00	1,420.00
4 (LABOUR COUNCIL'S)	0.00	814.10	0.00	814.10
45 (VANCOUVER ISLAND SUB LOCAL)	6,432.12	8,043.71	10,110.60	24,586.43
5 (EDUCATION COSTS)	8,806.95	6,510.75	5,323.39	20,641.09
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	851.05	1,009.75	990.48	2,851.28
79 (Adjustment Committee Fund)	83.22	83.22	83.22	249.66
8 (BANK CHARGES)	70.50	69.75	66.75	207.00
P_ADVANCES (ADVANCES GIVEN)	-105.00	-1,150.00	-285.00	-1,540.00
Payroll Expenses	91,437.60	81,971.83	72,470.37	245,879.80
Total Expense	300,926.53	325,389.63	311,147.84	937,464.00
Net Income	-40,575.41	-54,550.44	54,563.29	-40,562.56

January through November 2024 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,714,144.31
D13 (INITIATION FEE)	4,660.00
D16 (POSTAGE)	14,794.15
D18 (SAFETY REMITTANCE)	5,765.28
D2 (VANCOUVER ISLAND SUB LOCAL)	457,711.25
D20 (LOCAL EDUCATION FUND)	50,309.89
D3 (Loomis Owner Operators Fund)	0.00
D4 (NATIONAL REBATE)	86,000.00
D42 (Strike Fund Reimbursements)	17,530.49
D46 (Organizing)	89,730.93
D5 (NATIONAL EXPENSE CLAIMS)	76,922.87
D7 (TERM DEPOSIT INTEREST)	1,353.65
D8 (OTHER)	30,599.19
D9 (INTEREST)	11,802.93
Total Income	<u>3,561,324.94</u>
Gross Profit	3,561,324.94
Expense	
1 (DUES & FEES TO NATIONAL)	1,450,080.19
11 (DUES REFUNDS)	465.58
12 (MEALS & COFFEE EXPENSES)	2,214.86
13 (PARKING & TAXI EXPENSES)	250.90
16 (POSTAGE & COURIER SERVICE)	18,223.08
17 (EQUIPMENT RENTALS/PAYMENT)	85,034.29
18 (CONTRIBUTIONS & GIFTS)	16,766.04
2 (OFFICE SUPPLIES)	16,800.33
21 (ARBITRATOR AND LAWYER FEES)	40,128.01
25 (LIFE INSURANCE & POLICIES)	66,641.76
27 (UNION JACKET/PENS/HATS)	15,829.52
28 (OTHER)	21,035.14
29 (VEHICLE ALLOWANCES)	75,900.00
30 (COUNCIL DUES)	26,853.25
32 (BARGAINING UNIT EXPENSES)	353,934.53
33 (WCB APPEAL EXPENSES)	4,726.80
4 (LABOUR COUNCIL'S)	3,282.35
42 (STRIKE EXPENSES)	19,391.52
43 (PAID EDUCATION LEAVE PROGRAM)	46,321.38
44 (RETIREE'S)	2,500.00
45 (VANCOUVER ISLAND SUB LOCAL)	75,909.95
5 (EDUCATION COSTS)	33,272.18
6 (HALL RENTAL)	47,983.54
7 (TELEPHONE EXPENSES)	9,272.47
79 (Adjustment Committee Fund)	915.42
8 (BANK CHARGES)	825.00
9 (WORKERS COMPENSATION)	676.43

P_ADVANCES (ADVANCES GIVEN)	-1,540.00
Payroll Expenses	<u>1,104,035.33</u>
Total Expense	<u>3,537,729.85</u>
Net Income	<u><u>23,595.09</u></u>

Balance Sheet Ending November 30th, 2024

	<u>Nov 30, 24</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2024	384,832.13
114 RECREATION (CAW 114 Recreation Committee)	6,678.11
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	694.66
DHL Owner Operators (Owner Operators Special Fund)	14,809.20
Long BID Term 3 (Term Deposit Account (Former L432))	28,371.67
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,767.51
Loomis Owner Operators (Owner Operators Special Fund)	<u>32,545.94</u>
Total Chequing/Savings	<u>473,699.22</u>
Total Current Assets	<u>473,699.22</u>
TOTAL ASSETS	<u>473,699.22</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>-113.31</u>
Total Other Current Liabilities	<u>-113.31</u>
Total Current Liabilities	<u>-113.31</u>
Total Liabilities	-113.31
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	22,843.62
Net Income	<u>23,595.09</u>
Total Equity	<u>473,812.53</u>
TOTAL LIABILITIES & EQUITY	<u>473,699.22</u>

Explanation to Expense Categories: JANUARY THROUGH NOVEMBER 2024

DUES & FEES TO NATIONAL: (\$ 1,450,080.19)

This is the amount of dues turned over to National Office from all dues collected.

MEDICAL SERVICE PLAN B.C.: (\$ 0.00) No longer have to issue payment.

This is for the BC Medical Coverage for staff (8 Employees/2 Retirees).

DUES REFUNDS: (\$ 465.58)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 2,214.86) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions.

PARKING & TAXI EXPENSES: (\$ 250.90) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions etc.

AIR & TRAVEL EXPENSES: (\$ 0.00) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions etc.

HOTEL & MEETING ROOMS: (\$ 0.00) also included in Bargaining Unit Expenses

Covers any and all expenses within the Local, Special Conferences and Conventions etc.

POSTAGE & COURIER SERVICE: (\$ 18,223.08)

Covers all postage charges and any Courier Service (Includes any Election mail out and AIL mail outs).

We have taken over administration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals.

EQUIPMENT RENTALS/PAYMENT: (\$ 85,034.29)

Covers any and all lease/equipment payments and any Office Equipment purchases and services.

Includes all yearly software licenses for our computers and server. We have taken over admiration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals, Video Conferencing and Simply Voting. New Server dedicated to our Local only.

CONTRIBUTIONS & GIFTS: (\$ 16,766.04)

Covers any Financial Assistance and contributions, United Way Campaign Local Donations, Strike Assistance, Flowers, Fruit Baskets to injured/sick members and any Memorial Service requests, BC Fed Action. Includes our Annual Variety Children's Charity (as per By-Laws \$4,000.00) and Realistic Society House \$3,000.00.

OFFICE SUPPLIES: (\$ 16,800.33)

Covers any supplies for the office (New Printer, Adobe Software, Iron Mountain Paper shredding Service).

LAWYER FEES and ARBITRATOR FEES: (\$ 40,128.01)

Covers any Lawyer Fees and any Expenses related to Arbitration's and Arbitrator's Fees.

REVENUE CANADA ADJUSTMENTS: (\$ 0.00)

Covers any adjustments and credits for Revenue Canada, Canada Pension and E.I.

LIFE INSURANCE & POLICIES: (\$ 66,641.76)

This covers all Health and Welfare Premiums, Office Insurance coverage, Equipment Insurance, Insurance Rebates.

SOCIAL COMMITTEES: (\$ 0.00)

This covers any functions in the (Unit BBQ's included in Bargaining Unit expenses) Local for Recreation, BBQ's etc. Every Child Matters Pins

UNION JACKET/PENS/HATS (\$ 15,829.52)

This covers any purchase of Union paraphernalia.

OTHER: (\$ 21,035.14)

This covers all the expenses that don't fit properly in all the other categories.

Some of the examples are: Closing out of accounts transfers, All Grievance Settlements channeled through the Local, Membership Fees, Affiliation Fees, Leadership Training Fund, Assessments, Translation Fees, Vehicle Insurance Rebates, UBT Programs fees for ICS Group, Convention Costs, Summons for Labour Board Hearings, Convention registration fees, Computer service work, Strike Clean Up Charges, Garbage collection fees, Medical Letters, Office Leasehold Improvements, Child Care Expenses, Organizing Research Searches and Bank Equity Requirements.

VEHICLE ALLOWANCES: (\$ 75,900.00)

All Full Time Local Representatives, Full Time Executive Members and Staff Collective Agreement Vehicle Allowances, includes temporary staff working for the local also.

B.C. FEDERATION OF LABOUR: (\$ 0.00)

Per Capita Dues. Unifor has withdrawn from the BC Fed effective December 2016. Once our dispute is over we will start paying again. Started up again in September 1st, 2017 through December 2017. NO DUES GOING TO BC FED OR LABOUR COUNCILS. UNIFOR DISPUTE WITH CLC.

COUNCIL DUES: (\$ 26,853.25)

Unifor Council Fees.

INVOICE'S: (\$ 0.00) Included in Code 32 and 45

Owner Operator or Dependent Contractor Invoices for Lost Revenue not included in Bargaining Unit Expenses.

BARGAINING UNIT EXPENSES: (\$ 353,934.53)

This includes any and all expenses related to Bargaining Unit(s) within the Local. Meals and Coffee, Parking, Air and Travel, Hotel and Meeting Rooms, Strike Supplies, Owner Operator Invoices, Telephone Expense, Negotiations, Late Dues, Owner Operator Invoices, Conciliation and any other items not listed here.

WCB APPEAL EXPENSES: (\$ 4,726.80)

Total labour costs for doing WCB Appeal Cases for our Members. Costs are already included in the employer costs for our full-time staff. Basic appeals are started by our local representatives and then the appeals are handled by Lloyd Hynes our WCB/WCAT Consultant.

LABOUR COUNCIL'S: (\$ 3,282.35) ***

Per Capita Dues For: New Westminster & District Labour Council, Vancouver & District Labour Council, Victoria & District Labour Council, Port Alberni & District Labour Council, Nanaimo & District Labour Council, Campbell River, Courtney & District Labour Council, Kamloops & District Labour Council, North Central Labour Council, Unifor Hotel, Restaurant, Gaming and Catering (Hospitality Sector) Council, Unifor Road Transport Council, Unifor Aerospace Council, Fraser Valley Labour Council. *** **Many of these are paid quarterly throughout the year.** All of the Labour Councils have cancelled (as per Instructions from the CLC) our participation due to our withdrawal from the CLC, NO DUES GOING TO BC FED OR LABOUR COUNCILS. UNIFOR DISPUTE WITH CLC.

UNION LEAVE REIMBURSEMENT: (\$ 0.00) Included in Code 32 & 45 Any lost wages that were paid by an employer for a leave of absence that was requested by the Local. Also included in Code 32 (Bargaining Unit Expenses).

STRIKE EXPENSES: (\$ 19,391.52) PWT Courtney and Comox – Strike.

PAID EDUCATION LEAVE PROGRAM: (\$ 46,321.38)

PEL Funds sent directly to our Local from Bargaining Units and then forwarded to National.

RETIREE'S: (\$ 2,500.00)

Covers expenses that are paid on behalf of the Retiree's Committee. Includes, such events as the annual dinner/dance and annual conference in Port Elgin, Ontario.

VANCOUVER ISLAND SUB LOCAL EXPENSES: (\$ 75,909.95)

Covers any and all expenses to run the Island Office, including wages.

EDUCATION COSTS: (\$ 33,272.18)

Covers any and all expenses related to our Education Programs within the Local.
Includes all costs for our Local Committees. Local Rep's Training.

HALL RENTAL: (\$ 47,983.54)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 9,272.47)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 825.00)

Account charges and any NSF Cheques (\$ _____) returned that have not been reimbursed.

ADJUSTMENT FUND: (\$ 915.42)

Any charges related to the Loomis Adjustment Committee Fund; Loomis Cell phone for Chair.

WORKERS COMPENSATION EMPLOYER COSTS: (\$ 676.43)

WCB Coverage for staff and wage loss claims within the Local.

ADVANCES GIVEN/RETURNED: (- \$ 1,540.00)

Any returned advances that were given and reconciled on expense claim forms.

PAYROLL EXPENSES: (\$ 1,104,035.33)

Salary, Wages, Lost Time Vouchers. Includes all Employer costs, Revenue Canada, Canada Pension and Employment Insurance Premiums.

TOTAL JANUARY – NOVEMBER EXPENSE: 2024	- \$ 3,537,729.85
TOTAL JANUARY – NOVEMBER DEPOSITS: 2024	<u>+\$ 3,561,324.94</u>
DEFICIT/<u>SURPLUS</u> ENDING NOVEMBER: 2024	<u>+\$ 23,595.09</u>

Budget – 2024

This budget is based on last years figures and includes consideration for upgrading of our server (and Backup equipment), yearly subscription to software, replacement office computer equipment, and technical labour. There is a Canada Council year in Montreal, so there will be extra costs for this. Our unit(s) in Bargaining this year is going to be heavy as well. Organizing needs to be in consideration throughout 2024-2025. This budget reflects these issues and concerns.

	<u>Jan - Dec 24</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,950,787.12
D13 (INITIATION FEE)	2,910.00

D16 (POSTAGE)	17,659.59
D18 (SAFETY REMITTANCE)	277.66
D2 (VANCOUVER ISLAND SUB LOCAL)	390,211.93
D20 (LOCAL EDUCATION FUND)	35,611.31
D3 (Loomis Owner Operators Fund)	9,100.00
D3A (DHL Owner Operators Fund)	4,200.00
D4 (NATIONAL REBATE)	86,000.00
D42 (Strike Fund Reimbursements)	0.00
D46 (Organizing)	0.00
D5 (NATIONAL EXPENSE CLAIMS)	33,162.57
D7 (TERM DEPOSIT INTEREST)	1,132.14
D8 (OTHER)	36,560.79
D9 (INTEREST)	12,336.14
Total Income	3,579,949.25
Gross Profit	3,579,949.25
Expense	
1 (DUES & FEES TO NATIONAL)	1,450,837.71
11 (DUES REFUNDS)	4,432.71
12 (MEALS & COFFEE EXPENSES)	2,284.93
13 (PARKING & TAXI EXPENSES)	15.00
16 (POSTAGE & COURIER SERVICE)	26,357.32
17 (EQUIPMENT RENTALS/PAYMENT)	120,000.00
18 (CONTRIBUTIONS & GIFTS)	29,775.55
2 (OFFICE SUPPLIES)	11,307.15
21 (ARBITRATOR AND LAWYER FEES)	29,523.60
25 (LIFE INSURANCE & POLICIES)	75,139.18
27 (UNION JACKET/PENS/HATS)	3,345.01
28 (OTHER)	30,803.06
29 (VEHICLE ALLOWANCES)	73,800.00
30 (COUNCIL DUES)	26,867.35
32 (BARGAINING UNIT EXPENSES)	409,793.42
33 (WCB APPEAL EXPENSES)	5,464.30
4 (LABOUR COUNCIL'S)	2,918.00
42 (STRIKE EXPENSES)	6,129.48
43 (PAID EDUCATION LEAVE PROGRAM)	7,365.74
44 (RETIREE'S)	1,000.00
45 (VANCOUVER ISLAND SUB LOCAL)	73,189.05
5 (EDUCATION COSTS)	53,809.88
6 (HALL RENTAL)	52,345.68
7 (TELEPHONE EXPENSES)	11,494.01
79 (Adjustment Committee Fund)	1,209.75
8 (BANK CHARGES)	843.00
9 (WORKERS COMPENSATION)	621.12
P_ADVANCES (ADVANCES GIVEN)	-3,603.18
Payroll Expenses	1,072,880.43
Total Expense	3,579,949.25
Net Income	0.00

January – November 2024 Budget vs Actual

	Jan - Nov 24	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	2,714,144.31	2,721,614.38	-7,470.07	99.73%
D13 (INITIATION FEE)	4,660.00	2,710.00	1,950.00	171.96%
D16 (POSTAGE)	14,794.15	17,490.30	-2,696.15	84.59%
D18 (SAFETY REMITTANCE)	5,765.28	223.56	5,541.72	2,578.85%
D2 (VANCOUVER ISLAND SUB LOCAL)	457,711.25	361,527.70	96,183.55	126.61%
D20 (LOCAL EDUCATION FUND)	50,309.89	34,662.21	15,647.68	145.14%
D3 (Loomis Owner Operators Fund)	0.00	9,100.00	-9,100.00	0.0%
D3A (DHL Owner Operators Fund)	0.00	4,200.00	-4,200.00	0.0%
D4 (NATIONAL REBATE)	86,000.00	64,500.00	21,500.00	133.33%
D42 (Strike Fund Reimbursements)	17,530.49	0.00	17,530.49	100.0%
D46 (Organizing)	89,730.93	0.00	89,730.93	100.0%
D5 (NATIONAL EXPENSE CLAIMS)	76,922.87	33,162.57	43,760.30	231.96%
D7 (TERM DEPOSIT INTEREST)	1,353.65	1,132.14	221.51	119.57%
D8 (OTHER)	30,599.19	27,897.05	2,702.14	109.69%
D9 (INTEREST)	11,802.93	11,161.67	641.26	105.75%
Total Income	3,561,324.94	3,289,381.58	271,943.36	108.27%
Gross Profit	3,561,324.94	3,289,381.58	271,943.36	108.27%
Expense				
1 (DUES & FEES TO NATIONAL)	1,450,080.19	1,315,853.78	134,226.41	110.2%
11 (DUES REFUNDS)	465.58	4,357.03	-3,891.45	10.69%
12 (MEALS & COFFEE EXPENSES)	2,214.86	2,187.32	27.54	101.26%
13 (PARKING & TAXI EXPENSES)	250.90	0.00	250.90	100.0%
16 (POSTAGE & COURIER SERVICE)	18,223.08	24,993.10	-6,770.02	72.91%
17 (EQUIPMENT RENTALS/PAYMENT)	85,034.29	110,000.00	-24,965.71	77.3%
18 (CONTRIBUTIONS & GIFTS)	16,766.04	21,934.25	-5,168.21	76.44%
2 (OFFICE SUPPLIES)	16,800.33	10,672.63	6,127.70	157.42%
21 (ARBITRATOR AND LAWYER FEES)	40,128.01	27,230.12	12,897.89	147.37%
25 (LIFE INSURANCE & POLICIES)	66,641.76	68,078.42	-1,436.66	97.89%
27 (UNION JACKET/PENS/HATS)	15,829.52	3,345.01	12,484.51	473.23%
28 (OTHER)	21,035.14	27,686.47	-6,651.33	75.98%
29 (VEHICLE ALLOWANCES)	75,900.00	66,900.00	9,000.00	113.45%
30 (COUNCIL DUES)	26,853.25	24,367.61	2,485.64	110.2%
32 (BARGAINING UNIT EXPENSES)	353,934.53	379,063.34	-25,128.81	93.37%
33 (WCB APPEAL EXPENSES)	4,726.80	5,464.30	-737.50	86.5%
4 (LABOUR COUNCIL'S)	3,282.35	2,918.00	364.35	112.49%
42 (STRIKE EXPENSES)	19,391.52	6,129.48	13,262.04	316.37%
43 (PAID EDUCATION LEAVE PROGRAM)	46,321.38	7,365.74	38,955.64	628.88%
44 (RETIREE'S)	2,500.00	1,000.00	1,500.00	250.0%
45 (VANCOUVER ISLAND SUB LOCAL)	75,909.95	64,259.68	11,650.27	118.13%
5 (EDUCATION COSTS)	33,272.18	53,303.78	-20,031.60	62.42%
6 (HALL RENTAL)	47,983.54	47,983.54	0.00	100.0%

7 (TELEPHONE EXPENSES)	9,272.47	10,769.14	-1,496.67	86.1%
79 (Adjustment Committee Fund)	915.42	1,126.53	-211.11	81.26%
8 (BANK CHARGES)	825.00	759.75	65.25	108.59%
9 (WORKERS COMPENSATION)	676.43	621.12	55.31	108.91%
P_ADVANCES (ADVANCES GIVEN)	-1,540.00	-3,425.18	1,885.18	44.96%
Payroll Expenses	1,104,035.33	983,473.73	120,561.60	112.26%
Total Expense	3,537,729.85	3,268,418.69	269,311.16	108.24%
Net Income	23,595.09	20,962.89	2,632.20	112.56%

Bargaining in 2023-2024-2025 \$ 353,934.53: A lot of our Local unit Collective Agreements have expired and need to be scheduled for Bargaining this year and into 2025. DHL, Loomis, Applewood Nissan, Prepac, Westman Steel, Metalex, PPG, B & L Security, GEA (Aerofreeze), Transdev (DW), Vitrans, PWT, CVRT, Hotel Grand Pacific, Quesnell Transit, Vernon/Salmon Arm Transit, Kohler, Cam Clark Ford, Chilliwack Ford, Strait Express and Tentnology. 22 units representing about 1,600 members.

Educations costs include \$ 33,272.18: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership. Aerospace Conference; WCB Training; Unifor Area Schools; Organizing; and Women's' Conference.

Arbitrations and Lawyer's Fees \$ 40,128.01: We never know how many Arbitrations and or Legal Issues within the Local in any given year. Loomis; Clipper; Brinks (I was able to get National covered ½ of this one \$9,582.80); C; 1st Transit (Trans Dev); Salvation Army; Amazon; TForce; Cascade and Whistler Transit.

Charitable Contributions (Donations) and Gifts \$ 16,766.04: Annual Donation to Variety the Children's Charity \$4,200.00; United Way Annual Donation; The Realistic Success Recovery Society \$3,000.00; Threads for Life Walk \$ 300.00; Terry Fox Run \$500.00 and many others as well; WOR Veterans Memorial Donation; Cards and Flowers to members; Financial Assistance donations to members in need, Strike Support Donations.

Strikes and Lock outs \$ 19,391.52: PWT Courtney and Comox, BC; Most strike expenses are covered by the National Strike Department, however there are always some cost directly to the Local.

Office Equipment Rentals /Payments \$ 85,034.29: The local is moving to our own server and network equipment, which includes software and hardware and technical labour costs. Includes Teams View, M365 Business Premium, M365 Exchange, Sonicwall Protection Service, Microsoft Open Licenses, New Server, Western Digital SSD 4 Backup Drives and new upgraded office computers.

Other Items to mention:

***** Trailer for BBQ is still on the books and not yet purchased.***

***** Arbitrations on the books for 2023 and into 2024.***

***** We are not paying BC Federation of Labour or Labour Council per capita dues right now (about \$46,000.00 per year).***

*****The local will continue using the services of Lloyd Hynes for our WCB appeals in 2024 and we will be talking with the other Locals in the New West Hall to look at our WCB needs and how to move forward in 2025. Some of our members too a WCB course being put on by National.***

*****The local needs to build our relationship with the National Organizing department so that we can become active in organizing. We need to seriously look at organizing within our Local. The BC Government has brought into law as of June 2, 2022, unionization will be granted by the provincial labour board if at least 55% of workers at a job site have signed a union card.***

*****The Local has a Public Storage Locker for our old files annual fee \$4,531.80.***

***** The Local collects the fees from our ICS Owner Operators for their Commercial Liability Insurance and then forwards those fees to the Broker.***

*****We authorized the updating of software and some new replacement computers and a new Server and backup equipment in the office from 2023 into 2024.***

*****We had to budget for new equipment in 2023/2024 (7 of our laptops and computers are at their 6-7 year dates and some older than that; and will need to be replaced in 2023 - 2024) and upgrading our Server and software is a must in 2023/2024.***

***** *Reminder that we hold 2 months of union dues on hand before sending to National, this gives us our operating expenses. This practice has been going on since our CAW Merger when we started the collection of union dues at the local level as opposed to National collecting them in our CBRT & GW days.***

***** Our Local has reached out to a Vancouver Hotel to talk about them merging into our local. New unit of Transit drivers in Quesnell, collective agreement has been reached. The Labour Board has sealed the votes at Amazon facility in Delta for Local 114. There is also a Walmart Drivers unit in the Lower Mainland that will be in our Local 114.***

**Financial Report given at the December 12th, 2024 Exec Meeting at New West Hall
Financial Report given at the December 12th, 2024 General Meeting at New West Hall**



Next General Meeting Saturday March 15th, 2025 @9:30 am



TRUSTEE'S QUARTERLY ANNUAL AUDIT REPORT

APRIL, MAY, AND JUNE 2024

**Local 114 Trustee's
James Young, Viking Air
Michael Garland, PWT
Bernie Katili, DHL**

**Bill Gaucher
Secretary Treasurer**

Main Office Location
First Floor, 326 - 12th Street
New Westminster, BC V3M 4H6
Tel: 604.524.9457
Toll-free: 1.800.841.5911
Fax: 604.524.0419
Fax: 1.877.624.9906



Island Office Location
220 - 4252 Commerce Circle
Victoria, BC V8Z 4M2
Tel: 778.265.9855
Toll-free: 1.855.554.6649
Fax: 778.265.9815

GORDON McGRATH
President

BILL GAUCHER
Secretary Treasurer

Nov 22 2024

To Whom It May Concern:

We, James Young, Michael Garland and Bernie Katili have completed the audit for the months of April, May, and June 2024. We have found no errors or omissions in the books.

Signed:



James Young



Michael Garland



Bernie Katili

QUARTERLY REPORT OF TRUSTEES / RAPPORT TRIMESTRIEL DES SYNDICS

Local No. **114**
Section locale

DATE: **Nov 22** 2024

Quarter Ended **June** 20**24**
trimestre se terminant le
(Mar., June, Sept. or Dec.) / (mars, juin, sept. ou déc.)

	1st Month 1er mois	2nd Month 2ième mois	3rd Month 3ième mois
	Apr	May	Jun
A RECEIPTS ARGENT REÇUS			
08 Dues (From employer of National Union Cotisations (provenant de l'employeur ou du Syndicat national))*	see	attached	sheet
09 Interest Income Revenus d'intérêts			
10 Reimbursement Remboursement			
11 Other Autres			
12 Total of all Receipts in Month Total des argents reçus durant le mois (Carry to Line 24) / (Reporter à la ligne 24)	296,484.61	332,625.24	321,510.96
B DISBURSEMENTS DÉBOURSÉS			
13 Per Capita (Paid to National Union if applicable Per capita (versée au Syndicat national si applicable))*	see	attached	sheet
14 Affiliation Fees Frais d'affiliation			
15 Lost Time Temps perdu			
16 Reimbursed Expenses Remboursement de dépenses			
17 Office Administration Frais de bureau & administration			
18 Bonds / etc. Obligations / etc.			
19 Interest Expense Dépenses d'intérêts			
20 Bank Loan Prêt bancaire			
21 Other Autres			
22 Total of all Disbursements in Month Total des déboursés du mois (Carry to Line 25) / (Reporter à la ligne 25)	356,278.84	320,992.23	298,481.28

* If your Local receives dues from your employer please complete lines #8 and #13. If your Local receives dues from the National Union please complete line #8 only.

Si votre section locale reçoit des cotisations de l'employeur, veuillez compléter les lignes 8 et 13. Si votre section locale reçoit des cotisations du syndicat national, veuillez compléter la ligne 8 seulement.

	1st Month 1er mois	2nd Month 2ième mois	3rd Month 3ième mois
	Apr	May	Jun
C CASH ANALYSIS ARGENTS EN CAISSE			
23 Balance at End of Previous Month Solde à la fin du mois précédent	450,271.31	390,477.08	402,110.09
24 Add: Total Receipts (From Line 12) Ajouter: argents reçus (Montant à la ligne 12)	+ 296,484.61	+ 332,625.24	+ 321,510.96
25 Less: Total Disbursements (From Line 22) Moins: déboursés totaux (Ligne 22)	- 356,278.84	- 320,992.23	- 298,481.28
26 Balance at End of Current Month Solde à la fin du mois courant	390,477.08	402,110.09	425,139.77

D PROOF OF CASH ARGENTS EN POSSESSION			
27 Balance from Bank Statement at end of Month Solde en banque à la fin du mois	see	attached	reconciliation
28 Add: Outstanding Deposits Ajouter: argents non encore déposés	+	+	+
29 Less: Outstanding Cheques Moins: chèques en circulation	-	-	-
30 Total (This Total must Equal Total on Line 26) Total (Qui doit être égal au total à la ligne 26)			

LIQUID ASSETS (QUICKLY CONVERTIBLE TO CASH) ACTIF LIQUIDE (CONVERTIBLE RAPIDEMENT EN ARGENT)			
31 Chequing Account Bank Balance (From Line 26)* Solde en banque - Compte courant (Ligne 26)*			
32 Savings Account Bank Balance* Solde en banque - Compte d'épargne*			
33 Property Immeuble			
34 Furniture & Equipment** Mobilier et équipement**			
35 Other Assets** Autres avoirs**			
36 Bonds Obligations			
37 Shares Actions			
38 Sub-total Sous total			
39 Mortgage Hypothèque			
40 Bank loan Prêt bancaire			
41 Total Total	390,477.08	402,110.09	425,139.77

PLEASE ATTACH COPY OF BANK STATEMENTS / S.V.P. JOINDRE LA COPIE DES ÉTATS BANCAIRES

**** PLEASE USE PAGE 3 OF THIS REPORT / S.V.P. UTILISER LA PAGE 3 DE CE RAPPORT**

We, the undersigned trustees (Auditing Committee) submit this report exactly as taken from the books and records of this Local Union.
Nous les soussignés (les syndics), soumettons ce rapport tel que relevé des livres et dossiers de la section locale.

by/Par _____
Trustee/Syndic

_____ Trustee/Syndic

_____ Trustee/Syndic

Date Signed _____
Date de signature

President/Président(e) _____

Unifor Local 114
Deposit vs Expense
April through June 2024

Accrual Basis

	Apr 24	May 24	Jun 24	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	243,038.24	265,671.03	223,518.26	732,227.53
D13 (INITIATION FEE)	800.00	1,030.00	550.00	2,380.00
D16 (POSTAGE)	1,458.19	242.60	0.00	1,700.79
D18 (SAFETY REMITTANCE)	585.23	647.45	1,465.10	2,697.78
D2 (VANCOUVER ISLAND SUB LOCAL)	47,309.52	39,165.02	41,520.51	127,995.05
D20 (LOCAL EDUCATION FUND)	1,389.07	1,903.80	2,184.89	5,477.76
D4 (NATIONAL REBATE)	0.00	21,500.00	0.00	21,500.00
D46 (Organizing)	0.00	0.00	46,252.21	46,252.21
D5 (NATIONAL EXPENSE CLAIMS)	0.00	0.00	1,730.70	1,730.70
D7 (TERM DEPOSIT INTEREST)	0.00	0.00	154.77	154.77
D8 (OTHER)	800.00	1,324.52	3,177.44	5,301.96
D9 (INTEREST)	1,104.36	1,140.82	957.08	3,202.26
Total Income	296,484.61	332,625.24	321,510.96	950,620.81
Gross Profit	296,484.61	332,625.24	321,510.96	950,620.81
Expense				
1 (DUES & FEES TO NATIONAL)	137,514.06	139,388.74	117,952.95	394,855.75
12 (MEALS & COFFEE EXPENSES)	329.86	308.71	116.28	754.85
13 (PARKING & TAXI EXPENSES)	64.85	0.00	0.00	64.85
16 (POSTAGE & COURIER SERVICE)	742.37	141.55	1,177.98	2,061.90
17 (EQUIPMENT RENTALS/PAYMENT)	37,970.88	6,916.85	3,125.51	48,013.24
18 (CONTRIBUTIONS & GIFTS)	1,600.00	300.00	1,451.08	3,351.08
2 (OFFICE SUPPLIES)	1,571.58	2,119.86	1,992.80	5,684.24
21 (ARBITRATOR AND LAWYER FEES)	1,605.50	300.00	5,319.75	7,225.25
25 (LIFE INSURANCE & POLICIES)	6,817.91	6,817.93	6,817.93	20,453.77
27 (UNION JACKET/PENS/HATS)	693.00	0.00	442.40	1,135.40
28 (OTHER)	3,039.75	55.88	3,797.11	6,892.74
29 (VEHICLE ALLOWANCES)	6,900.00	6,900.00	6,900.00	20,700.00
30 (COUNCIL DUES)	2,546.55	2,581.29	2,184.28	7,312.12
32 (BARGAINING UNIT EXPENSES)	28,871.09	42,854.18	33,119.25	104,844.52
33 (WCB APPEAL EXPENSES)	1,206.80	0.00	0.00	1,206.80
4 (LABOUR COUNCIL'S)	815.75	0.00	0.00	815.75
44 (RETIREE'S)	0.00	0.00	2,500.00	2,500.00
45 (VANCOUVER ISLAND SUB LOCAL)	8,164.31	5,129.22	7,934.20	21,227.73
5 (EDUCATION COSTS)	4,822.58	1,004.76	2,388.46	8,215.80
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	23.64	1,423.80	1,231.88	2,679.32
79 (Adjustment Committee Fund)	0.00	166.44	83.22	249.66
8 (BANK CHARGES)	95.25	69.00	78.75	243.00
9 (WORKERS COMPENSATION)	0.00	676.43	0.00	676.43
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	0.00	0.00
Payroll Expenses	106,520.97	99,475.45	95,505.31	301,501.73
Total Expense	356,278.84	320,992.23	298,481.28	975,752.35
Net Income	-59,794.23	11,633.01	23,029.68	-25,131.54

**Unifor Local 114
Balance Sheet
As of June 30, 2024**

Accrual Basis

	<u>Jun 30, 24</u>
ASSETS	
Current Assets	
Chequing/Savings	334,799.46
@Unifor2024	6,678.11
114 RECREATION (CAW 114 Recreation Committee)	1,110.76
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	17,065.20
DHL Owner Operators (Owner Operators Special Fund)	27,172.79
Long BID Term 3 (Term Deposit Account (Former L432))	5,767.51
Long Bid Term Piper (Gordon Piper Scholarship Funds)	32,545.94
Loomis Owner Operators (Owner Operators Special Fund)	<u>425,139.77</u>
Total Chequing/Savings	<u>425,139.77</u>
Total Current Assets	<u>425,139.77</u>
TOTAL ASSETS	<u>425,139.77</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	-113.31
Payroll Liabilities	<u>-113.31</u>
Total Other Current Liabilities	<u>-113.31</u>
Total Current Liabilities	<u>-113.31</u>
Total Liabilities	<u>-113.31</u>
Equity	427,373.82
Opening Bal Equity	22,843.62
Retained Earnings	-24,964.36
Net Income	<u>425,253.08</u>
Total Equity	<u>425,139.77</u>
TOTAL LIABILITIES & EQUITY	<u>425,139.77</u>

BANK RECONCILIATION

DATE: APR - MAY- JUN 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 410,807.67	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<17,065.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,526.86>	6
7			Loomis O/Ops Account - Internal	<40,022.67>	6B
8			Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 450,271.31	
10			Total Deposits For The 3 MonthS	\$ 950,620.81	7
11				\$ -	*****
12			Total	\$ 1,400,892.12	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The 3 MonthS	-\$ 975,752.35	8
15					
16				\$ 425,139.77	→
17	Balance As Per Cash Book At The End Of The Month : June 30, 2024				
18			Reconciliation		
19					
20					
21	Closing Balance As Per Bank Statements: Community Savings # 755843			\$ 355,216.53	1A
22	\$ 405,992.81 Closing Amount On Bank Stat.		Long BID Term 4 Acct# 75843	\$ -	2A
23	-\$ 17,065.20 Less DHL Internal Acct.		DHL - Internal Acct.	\$ 17,065.20	3A
24	-\$ 32,545.94 Less Loomis O/Op's Acct		Long BID Term 3	\$ 27,172.79	4A
25	-\$ 1,110.76 Less DHL/Loomis Adjustment		Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	-\$ 54.38 Outstanding from 2023		DHL/Loomis Adjustment - Internal Acct.	\$ 1,110.76	6A
27	\$ - Less Internal Transfer		Loomis O/Ops Account	\$ 32,545.94	6B
28	\$ - Less Outstanding from Previous Year 2022		Piper Educational Term Deposit	\$ 5,767.51	14A
29			Total	\$ 445,556.84	
30	\$ 355,216.53 Deposits Made But Not Shown On Bank Statement				
31	Other: Chq #		Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36	Total Cheques Outstanding		Outstanding from Gen Acct.	-\$ 20,417.07	11
37					
38	Bank Balance As Per Cash Book At End Of Period: June 30, 2024			\$ 425,139.77	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 444,868.07	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 32,599.94	1
42	less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2023	-\$ 1,460.46	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 410,807.67	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report				
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

BANK RECONCILIATION

DATE: APR - MAY- JUN 2024

	A	B	C	D	E
54					
55	Uncleared Transactions General Account 2023				
56	Cheques and Payments - 2 Items				
57	09/14/2023	33958	James Ternes		-6.00
58	09/27/2023	34024	Dean Sheikh		-48.38
59	Total Uncleared Transactions				
60					-54.38
61	Uncleared Transactions General Account 2024				
62	Cheques and Payments - 14 Items				
63	04/10/2024	34611	Terry Radtke		-62.56
64	05/21/2024	34744	Michael Butler		-219.80
65	06/18/2024	34802	Unifor SOCIAL JUSTICE FUND		-1,578.50
66	06/18/2024	22204	Left Coast Labour Chorus		-500.00
67	06/18/2024	34799	Gurvinder Badesha		-350.00
68	06/18/2024	22203	Child Find BC		-250.00
69	06/20/2024	34734	Nathan Shier		-2,411.51
70	06/20/2024	34731	James Griffin		-2,276.85
71	06/20/2024	34884	Jesse M. Nyman Arbitrator		-1,356.00
72	06/21/2024	34891	James Young		-1,327.45
73	06/24/2024	34895	MANULIFE FINANCIAL		-9,235.94
74	06/24/2024	34893	MoveUp		-477.82
75	06/24/2024	34898	Ironworkers Local 97		-332.00
76	06/24/2024	34896	LOOMIS EXPRESS()		-38.64
77	Total Cheques and Payments				
78	Total Uncleared Transactions				
					-20,417.07

BANK RECONCILIATION

DATE: APRIL 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Community Savings Acct# 755843	\$ 410,807.67	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<17,065.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,526.86>	6
7			Loomis O/Ops Account - Internal	<40,022.67>	6B
8			Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 450,271.31	
10			Total Deposits For The Month	296 484.61	7
11				\$ -	*****
12			Total	746 755.92	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The Month	356 278.84	8
15					
16				\$ 390 477.08	→
17	Balance As Per Cash Book At The End Of The Month : April 30, 2024				
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements:	Community Savings # 755843		\$ 441,417.79	1A
22	\$ 501,326.54	Closing Amount On Bank Stat.	Long BID Term 4 Acct# 75843	\$ -	2A
23	-\$ 17,065.20	Less DHL Internal Acct.	DHL - Internal Acct.	\$ 17,065.20	3A
24	-\$ 40,022.67	Less Loomis O/O's Acct	Long BID Term 3	27,172.79	4A
25	-\$ 1,360.42	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	-\$ 1,460.46	Outstanding from 2023	DHL/Loomis Adjustment - Internal Acct.	\$ 1,360.42	6A
27	\$ -	Less Internal Transfer	Loomis O/Ops Account	\$ 40,022.67	6B
28	\$ -	Less Outstanding from Previous Year 2022	Piper Educational Term Deposit	\$ 5,612.74	14A
29			Total	\$ 539,329.72	
30	\$ 441,417.79	Deposits Made But Not Shown On Bank Statement			
31		Other: Chq #	Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36		Total Cheques Outstanding	Outstanding from Gen Acct.	-\$ 148,852.64	11
37					
38	Bank Balance As Per Cash Book At End Of Period: April 30, 2024			\$ 390,477.08	→
39		** These lines must equal to balance properly			
40	Where to find figures on the Bank Reconciliation	Opening Amount On Bank Statement		\$ 444,868.07	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.	Outstanding Chq's From Last Month		-\$ 32,599.94	1
42	less any outstanding cheq's issued from last month	Adjustments from 2022		\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances	Outstanding Chq's from 2023		-\$ 1,460.46	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S	Outstanding Chq's from Loomis Acct		\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S	DHL/ Loomis Chq's outstanding		\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement	This amount goes on top line "D1"		\$ 410,807.67	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report	Trustees Signature:			
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

BANK RECONCILIATION

DATE: APRIL 2024

	A	B	C	D	E
54					
55	Uncleared Transactions General Account 2023				
56	Cheques and Payments - 8 items				
57	01/01/2023	33342	Unifor Aerospace Council		-229.50
58	04/04/2023	21842	Brink's Canada Limited		-281.58
59	07/11/2023	33805	Terry Radtke {}		-365.00
60	09/14/2023	33958	James Ternes		-6.00
61	09/27/2023	34024	Dean Sheikh		-48.38
62	10/03/2023	22017	Steve Frank		-330.00
63	12/04/2023	21742	The Union Protein Project		-200.00
64	Total Uncleared Transactions				-1,460.46
65					
66	Uncleared Transactions General Account 2024				
67		Cheques and Payments - 12 items			
68	02/23/2024	34438	Stan Evoy		-98.30
69	04/01/2024	34569	Unifor Hospitality & Gaming Council		-111.00
70	04/10/2024	34611	Terry Radtke		-62.56
71	04/11/2024	34619	Council of Canadians (Kamloops Chapter)		-300.00
72	04/22/2024	34626	Unifor (DUES)		-140,060.61
73	04/23/2024	34630	James Griffin		-1,798.36
74	04/23/2024	34633	Michael Butler		-596.31
75	04/23/2024	34636	Robert Godfrey		-443.07
76	04/23/2024	34639	ROYAL CITY TAXI LTD.		-64.85
77	04/25/2024	34546	Nathan Shier		-2,411.32
78	04/25/2024	34540	Brooke D McGrath		-1,205.18
79	04/26/2024	34602	Gretchen Santonil		-1,701.08
80					-148,852.64
81	Total Uncleared Transactions				-148,852.64

BANK RECONCILIATION

DATE: MAY 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 351,013.44	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<17,065.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,526.86>	6
7			Loomis O/Ops Account - Internal	<40,022.67>	6B
8			Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 390,477.08	
10			Total Deposits For The Month	332,625.24	7
11			Total	723,102.32	*****
12					
13			Total Expenses For The Month	320,992.23	8
14	Adjusted Payroll Liabilities Period:				
15					
16				\$ 402,110.09	→
17	Balance As Per Cash Book At The End Of The Month : May 31, 2024				
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements: Community Savings # 755843			\$ 318,193.90	1A
22	\$ 377,936.21 Closing Amount On Bank Stat.		Long BID Term 4 Acct# 75843	\$ -	2A
23	-\$ 17,065.20 Less DHL Internal Acct.		DHL - Internal Acct.	\$ 17,065.20	3A
24	-\$ 40,022.67 Less Loomis O/Ops Acct		Long BID Term 3	\$ 27,172.79	4A
25	-\$ 1,193.98 Less DHL/Loomis Adjustment		Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	-\$ 1,460.46 Outstanding from 2023		DHL/Loomis Adjustment - Internal Acct.	\$ 1,193.98	6A
27	\$ - Less Internal Transfer		Loomis O/Ops Account	\$ 40,022.67	6B
28	\$ - Less Outstanding from Previous Year 2022		Piper Educational Term Deposit	\$ 5,612.74	14A
29			Total	\$ 415,939.39	
30	\$ 318,193.90 Deposits Made But Not Shown On Bank Statement				
31	Other: Chq #		Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36	Total Cheques Outstanding		Outstanding from Gen Acct.	-\$ 13,829.30	11
37					
38	Bank Balance As Per Cash Book At End Of Period: May 31, 2024			\$ 402,110.09	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation	Opening Amount On Bank Statement		\$ 501,326.54	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.	Outstanding Chq's From Last Month		-\$ 148,852.64	1
42	less any outstanding cheq's issued from last month	Adjustments from 2022		\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances	Outstanding Chq's from 2023		-\$ 1,460.46	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S	Outstanding Chq's from Loomis Acct		\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S	DHL/ Loomis Chq's outstanding		\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement	This amount goes on top line "D1"		\$ 351,013.44	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report	Trustee Signature:			
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adj. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

BANK RECONCILIATION

DATE: MAY 2024

	A	B	C	D	E
54					
55	Uncleared Transactions General Account 2023				
56	Cheques and Payments - 8 items				
57	01/01/2023	33342	Unifor Aerospace Council		-229.50
58	04/04/2023	21842	Brink's Canada Limited		-281.58
59	07/11/2023	33805	Terry Radtke {}		-365.00
60	09/14/2023	33958	James Ternes		-6.00
61	09/27/2023	34024	Dean Sheikh		-48.38
62	10/03/2023	22017	Steve Frank		-330.00
63	12/04/2023	21742	The Union Protein Project		-200.00
64	Total Uncleared Transactions				-1,460.46
65					
66	Uncleared Transactions General Account 2024				
67		Cheques and Payments - 12 items			
68	04/01/2024	34569	Unifor Hospitality & Gaming Council		-111.00
69	04/10/2024	34611	Terry Radtke		-62.56
70	05/01/2024	34667	Nathan Shier		-2,411.32
71	05/21/2024	34753	Iron Mountain Canada Ops ULC		-1,434.61
72	05/21/2024	34744	Michael Butler		-219.80
73	05/22/2024	34756	MoveUp		-477.82
74	05/22/2024	34755	Katy Rannou		-166.03
75	05/23/2024	34679	Nathan Shier		-2,411.32
76	05/23/2024	34676	James Griffin		-2,276.70
77	05/24/2024	34759	Mark Misic		-424.85
78	05/31/2024	34705	Harjit Singh Marar		-2,152.21
79	05/31/2024	34702	Gretchen Santonil		-1,681.08
80					-13,829.30
81	Total Uncleared Transactions				-13,829.30

BANK RECONCILIATION

DATE: JUNE 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 362,646.45	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<17,065.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,193.98>	6
7			Loomis O/Ops Account - Internal	<40,022.67>	6B
8			Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 402,110.09	
10			Total Deposits For The Month	371,510.96	7
11				\$ -	*****
12			Total	723,621.05	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The Month	279,481.28	8
15					
16				\$ 445,139.77	→
17	Balance As Per Cash Book At The End Of The Month : June 30, 2024				
18			Reconciliation		
19					
20					
21	Closing Balance As Per Bank Statements:	Community Savings # 755843		\$ 355,216.53	1A
22	\$ 405,992.81	Closing Amount On Bank Stat.	Long BID Term 4 Acct# 75843	\$ -	2A
23	\$ 17,065.20	Less DHL Internal Acct.	DHL - Internal Acct.	\$ 17,065.20	3A
24	\$ 32,545.94	Less Loomis O/Op's Acct	Long BID Term 3	\$ 27,172.79	4A
25	\$ 1,110.76	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ 54.38	Outstanding from 2023	DHL/Loomis Adjustment - Internal Acct.	\$ 1,110.76	6A
27	\$ -	Less Internal Transfer	Loomis O/Ops Account	\$ 32,545.94	6B
28	\$ -	Less Outstanding from Previous Year 2022	Piper Educational Term Deposit	\$ 5,767.51	14A
29			Total	\$ 445,556.84	
30	\$ 355,216.53	Deposits Made But Not Shown On Bank Statement			
31		Other: Chq #	Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36		Total Cheques Outstanding	Outstanding from Gen Acct.	-\$ 20,417.07	11
37					
38	Bank Balance As Per Cash Book At End Of Period: June 30, 2024			\$ 425,139.77	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 377,936.21	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 13,829.30	1
42	less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2023	-\$ 1,460.46	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 362,646.45	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report		Trustee Signature: <i>Michael Gailon</i>		
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

BANK RECONCILIATION

DATE: JUNE 2024

	A	B	C	D	E
54					
55	Uncleared Transactions General Account 2023				
56	Cheques and Payments - 2 Items				
57	09/14/2023	33958	James Ternes		-6.00
58	09/27/2023	34024	Dean Sheikh		-48.38
59	Total Uncleared Transactions				
60					-54.38
61	Uncleared Transactions General Account 2024				
62	Cheques and Payments - 14 Items				
63	04/10/2024	34611	Terry Radtke		-62.56
64	05/21/2024	34744	Michael Butler		-219.80
65	06/18/2024	34802	Unifor SOCIAL JUSTICE FUND		-1,578.50
66	06/18/2024	22204	Left Coast Labour Chorus		-500.00
67	06/18/2024	34799	Gurvinder Badesha		-350.00
68	06/18/2024	22203	Child Find BC		-250.00
69	06/20/2024	34734	Nathan Shier		-2,411.51
70	06/20/2024	34731	James Griffin		-2,276.85
71	06/20/2024	34884	Jesse M. Nyman Arbitrator		-1,356.00
72	06/21/2024	34891	James Young		-1,327.45
73	06/24/2024	34895	MANULIFE FINANCIAL		-9,235.94
74	06/24/2024	34893	MoveUp		-477.82
75	06/24/2024	34898	Ironworkers Local 97		-332.00
76	06/24/2024	34896	LOOMIS EXPRESS()		-38.64
77	Total Cheques and Payments				
78	Total Uncleared Transactions				



**TRUSTEE'S QUARTERLY ANNUAL
AUDIT REPORT**

JULY, AUGUST AND SEPTEMBER 2024

**Local 114 Trustee's
James Young, Viking Air
Michael Garland, PWT
Bernie Katili, DHL**

**Bill Gaucher
Secretary Treasurer**

Main Office Location
First Floor, 326 - 12th Street
New Westminster, BC V3M 4H6
Tel: 604.524.9457
Toll-free: 1.800.841.5911
Fax: 604.524.0419
Fax: 1.877.624.9906



Island Office Location
220 - 4252 Commerce Circle
Victoria, BC V8Z 4M2
Tel: 778.265.9855
Toll-free: 1.855.554.6649
Fax: 778.265.9815

GORDON McGRATH
President

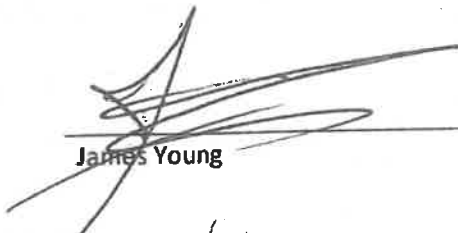
BILL GAUCHER
Secretary Treasurer

November 22 2024

To Whom It May Concern:

We, James Young, Michael Garland and Bernie Katili have completed the audit for the months of July, August, and September 2024. We have found no errors or omissions in the books.

Signed:



James Young



Michael Garland



Bernie Katili



QUARTERLY REPORT OF TRUSTEES / RAPPORT TRIMESTRIEL DES SYNDICS

Local No. **114**
Section locale

DATE: **Nov 22 2024**

Quarter Ended **September 24**
trimestre se terminant le **20**
(Mar., June, Sept. or Dec.) / (mars, juin, sept. ou déc.)

1st Month
1er mois

2nd Month
2ième mois

3rd Month
3ième mois

Jul

Aug

Sep

A RECEIPTS ARGENT REÇUS

08 Dues (From employer of National Union
Cotisations (provenant de l'employeur ou du Syndicat national))*

see

attached

sheet

09 Interest Income
Revenus d'intérêts

10 Reimbursement
Remboursement

11 Other
Autres

359,951.04

352,730.14

260,351.12

12 Total of all Receipts in Month
Total des argents reçus durant le mois
(Carry to Line 24) / (Reporter à la ligne 24)

B DISBURSEMENTS DÉBOURSÉS

13 Per Capita (Paid to National Union if applicable
Per capita (versée au Syndicat national si applicable))*

see

attached

sheet

14 Affiliation Fees
Frais d'affiliation

15 Lost Time
Temps perdu

16 Reimbursed Expenses
Remboursement de dépenses

17 Office Administration
Frais de bureau & administration

18 Bonds / etc.
Obligations / etc.

19 Interest Expense
Dépenses d'intérêts

20 Bank Loan
Prêt bancaire

21 Other
Autres

282,224.95

341,334.22

300,926.53

22 Total of all Disbursements in Month
Total des déboursés du mois
(Carry to Line 25) / (Reporter à la ligne 25)

* If your Local receives dues from your employer please complete lines #8 and #13. If your Local receives dues from the National Union please complete line #8 only.

Si votre section locale reçoit des cotisations de l'employeur, veuillez compléter les lignes 8 et 13. Si votre section locale reçoit des cotisations du syndicat national, veuillez compléter la ligne 8 seulement.

	1st Month 1er mois	2nd Month 2ième mois	3rd Month 3ième mois
	Jul	Aug	Sep
C CASH ANALYSIS			
ARGENTS EN CAISSE			
23 Balance at End of Previous Month Solde à la fin du mois précédent	425,139.77	502,865.86	514,261.78
24 Add: Total Receipts (From Line 12) Ajouter: argents reçus (Montant à la ligne 12)	+ 359,951.04	+ 352,730.14	+ 260,351.12
25 Less: Total Disbursements (From Line 22) Moins: déboursés totaux (Ligne 22)	- 282,224.95	- 341,334.22	- 300,926.53
26 Balance at End of Current Month Solde à la fin du mois courant	<u>502,865.86</u>	<u>{514,261.78}</u>	<u>473,686.37</u>

D PROOF OF CASH			
ARGENTS EN POSSESSION			
27 Balance from Bank Statement at end of Month Solde en banque à la fin du mois	see	attached	reconciliation
28 Add: Outstanding Deposits Ajouter: argents non encore déposés	+ _____	+ 1,041.40	+ _____
29 Less: Outstanding Cheques Moins: chèques en circulation	- _____	- _____	- _____
30 Total (This Total must Equal Total on Line 26) Total (Qui doit être égal au total à la ligne 26)	<u>_____</u>	<u>515,303.18</u>	<u>_____</u>

**LIQUID ASSETS (QUICKLY CONVERTIBLE TO CASH)
ACTIF LIQUIDE (CONVERTIBLE RAPIDEMENT EN ARGENT)**

31 Chequing Account Bank Balance (From Line 26)* Solde en banque - Compte courant (Ligne 26)*	_____	_____	_____
32 Savings Account Bank Balance* Solde en banque - Compte d'épargne*	_____	_____	_____
33 Property Immeuble	_____	_____	_____
34 Furniture & Equipment** Mobiliier et équipement**	_____	_____	_____
35 Other Assets** Liabilities Adjustment Autres avoirs**	_____	* 1,041.40	_____
36 Bonds Obligations	_____	_____	_____
37 Shares Actions	_____	_____	_____
38 Sub-total Sous total	_____	_____	_____
39 Mortgage Hypothèque	_____	_____	_____
40 Bank loan Prêt bancaire	_____	_____	_____
41 Total Total	<u>502,865.86</u>	<u>{514,261.78}</u>	<u>473,686.37</u>

*** PLEASE ATTACH COPY OF BANK STATEMENTS / S.V.P. JOINDRE LA COPIE DES ÉTATS BANCAIRES**

**** PLEASE USE PAGE 3 OF THIS REPORT / S.V.P. UTILISER LA PAGE 3 DE CE RAPPORT**

We, the undersigned trustees (Auditing Committee) submit this report exactly as taken from the books and records of this Local Union.
Nous les soussignés (les syndics), soumettons ce rapport tel que relevé des livres et dossiers de la section locale.

by/Par _____ Trustee/Syndic

Date Signed
Date de signature

November 22, 2024

President/Président(e)

Trustee/Syndic

Trustee/Syndic



UNIFOR

theUnion | lesyndicat

Original (white copy) to be sent to Unifor Ottawa office
L'original (blanc) doit être transmis au bureau d'Ottawa d'Unifor
Duplicate (pink) copy to be retained in Local's files
Le double (rose) doit être conservé dans les dossiers de la Section locale



2

Unifor Local 114
Deposit vs Expense
July through September 2024

Accrual Basis

	Jul 24	Aug 24	Sep 24	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	302,784.45	275,729.93	208,441.77	786,956.15
D13 (INITIATION FEE)	430.00	50.00	50.00	530.00
D16 (POSTAGE)	2,141.15	483.22	0.00	2,624.37
D18 (SAFETY REMITTANCE)	47.67	48.41	0.00	96.08
D2 (VANCOUVER ISLAND SUB LOCAL)	37,666.05	43,373.92	48,123.70	129,163.67
D20 (LOCAL EDUCATION FUND)	10,683.49	6,556.78	1,617.44	18,857.71
D4 (NATIONAL REBATE)	0.00	21,500.00	0.00	21,500.00
D5 (NATIONAL EXPENSE CLAIMS)	4,076.64	3,679.10	0.00	7,755.74
D8 (OTHER)	979.07	173.52	1,074.47	2,227.06
D9 (INTEREST)	1,142.52	1,135.26	1,043.74	3,321.52
Total Income	359,951.04	352,730.14	260,351.12	973,032.30
Gross Profit	359,951.04	352,730.14	260,351.12	973,032.30
Expense				
1 (DUES & FEES TO NATIONAL)	121,275.79	127,668.80	133,306.49	382,251.08
11 (DUES REFUNDS)	62.36	0.00	0.00	62.36
12 (MEALS & COFFEE EXPENSES)	73.71	143.21	30.23	247.15
13 (PARKING & TAXI EXPENSES)	57.45	0.00	0.00	57.45
16 (POSTAGE & COURIER SERVICE)	1,363.16	630.43	1,021.99	3,015.58
17 (EQUIPMENT RENTALS/PAYMENT)	1,213.26	21,658.15	2,646.44	25,517.85
2 (OFFICE SUPPLIES)	577.90	0.00	1,373.35	1,951.25
25 (LIFE INSURANCE & POLICIES)	0.00	6,817.93	6,817.93	13,635.86
27 (UNION JACKET/PENS/HATS)	0.00	0.00	1,360.80	1,360.80
28 (OTHER)	3,025.85	0.00	210.00	3,235.85
29 (VEHICLE ALLOWANCES)	6,900.00	6,900.00	6,900.00	20,700.00
30 (COUNCIL DUES)	2,245.81	2,364.23	2,468.65	7,078.69
32 (BARGAINING UNIT EXPENSES)	25,257.63	35,224.45	32,852.07	93,334.15
33 (WCB APPEAL EXPENSES)	1,050.00	0.00	0.00	1,050.00
4 (LABOUR COUNCIL'S)	812.00	0.00	0.00	812.00
43 (PAID EDUCATION LEAVE PROGRAM)	20,283.12	0.00	0.00	20,283.12
45 (VANCOUVER ISLAND SUB LOCAL)	3,475.74	3,945.50	6,432.12	13,853.36
5 (EDUCATION COSTS)	8.40	2,610.71	8,806.95	11,426.06
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	936.91	690.74	851.05	2,478.70
79 (Adjustment Committee Fund)	83.22	83.22	83.22	249.66
8 (BANK CHARGES)	61.50	68.25	70.50	200.25
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	-105.00	-105.00
Payroll Expenses	89,099.00	128,166.46	91,437.60	308,703.06
Total Expense	282,224.95	341,334.22	300,926.53	924,485.70
Net Income	77,726.09	11,395.92	-40,575.41	48,546.60

12:20 PM
10/17/24
Accrual Basis

Unifor Local 114
Balance Sheet
As of September 30, 2024

	Sep 30, 24
ASSETS	
Current Assets	
Chequing/Savings	385,851.72
@Unifor2024	6,678.11
114 RECREATION (CAW 114 Recreation Committee)	861.10
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	14,809.20
DHL Owner Operators (Owner Operators Special Fund)	27,172.79
Long BID Term 3 (Term Deposit Account (Former L432))	5,767.51
Long Bid Term Piper (Gordon Piper Scholarship Funds)	32,545.94
Loomis Owner Operators (Owner Operators Special Fund)	473,686.37
Total Chequing/Savings	473,686.37
Total Current Assets	473,686.37
TOTAL ASSETS	473,686.37
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	-113.31
Payroll Liabilities	-113.31
Total Other Current Liabilities	-113.31
Total Current Liabilities	-113.31
Total Liabilities	-113.31
Equity	427,373.82
Opening Bal Equity	22,843.62
Retained Earnings	23,582.24
Net Income	473,799.68
Total Equity	473,686.37
TOTAL LIABILITIES & EQUITY	473,686.37

BANK RECONCILIATION

DATE: JULY-AUG-SEP 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 385,521.36	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct. (Included in Above)	<17,065.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,110.76>	6
7			Loomis O/Ops Account - Internal	<32,545.94>	6B
8			Piper Educational Term Deposit	\$ 5,767.51	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 425,139.77	
10			Total Deposits For The 3 Months	\$ 973,032.30	7
11			Liabilities Adjustment (Balance Sheet)	\$ -	*****
12			Total	\$ 1,398,172.07	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The 3 Months	-\$ 924,485.70	8
15					
16					
17	Balance As Per Cash Book At The End Of The Month : September 30, 2024			\$ 473,686.37	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements:	Community Savings # 755843		\$ 399,101.23	1A
22	\$ 447,317.47	Closing Amount On Bank Stat.	Long BID Term 4 Acct# 75843	\$ -	2A
23	-\$ 14,809.20	Less DHL Internal Acct.	DHL - Internal Acct.	\$ 14,809.20	3A
24	-\$ 32,545.94	Less Loomis O/Op's Acct	Long BID Term 3	\$ 27,172.79	4A
25	-\$ 861.10	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ -	Outstanding from 2023	DHL/Loomis Adjustment - Internal Acct.	\$ 861.10	6A
27	\$ -	Less Internal Transfer	Loomis O/Ops Account	\$ 32,545.94	6B
28	\$ -	Less Outstanding from Previous Year 2022	Piper Educational Term Deposit	\$ 5,767.51	14A
29			Total	\$ 486,935.88	
30	\$ 399,101.23	Deposits Made But Not Shown On Bank Statement			
31		Other: Chq #	Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36		Total Cheques Outstanding	Outstanding from Gen Acct.	-\$ 13,249.51	11
37					
38	Bank Balance As Per Cash Book At End Of Period: September 30, 2024			\$ 473,686.37	→
39		** These lines must equal to balance properly			
40	Where to find figures on the Bank Reconciliation	Opening Amount On Bank Statement		\$ 405,992.81	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.	Outstanding Chq's From Last Month		-\$ 20,417.07	1
42	less any outstanding cheq's issued from last month	Adjustments from 2022		\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances	Outstanding Chq's from 2023		-\$ 54.38	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S	Outstanding Chq's from Loomis Acct		\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S	DHL/ Loomis Chq's outstanding		\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement	This amount goes on top line "D1"		\$ 385,521.36	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report				
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

BANK RECONCILIATION

DATE: JULY-AUG-SEP 2024

	A	B	C	D	E
54					
55	Uncleared Transactions General Account 2023				
56	Cheques and Payments - 0 Items				
57					
58					
59					
60					
61	Uncleared Transactions General Account 2024				
62		Cheques and Payments - 9 items			
63	04/10/2024	34611	Terry Radtke		-62.56
64	09/03/2024	22243	Mark Misic		-600.00
65	09/17/2024	35094	Steve Frank		-239.37
66	09/26/2024	35013	Mark Misic		-2,827.89
67	09/26/2024	35014	Nathan Shier		-2,763.18
68	09/26/2024	35010	Gordon McGrath		-2,739.36
69	09/26/2024	35012	Lynsi J. Gaucher		-1,668.61
70	09/30/2024	35018	Harjit Singh Marar		-1,316.74
71	09/30/2024	35017	Gretchen Santoni		-1,031.80
72		Total Cheques and Payments			-13,249.51
73	Total Uncleared Transactions				-13,249.51

BANK RECONCILIATION

DATE: JULY 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Community Savings Acct# 755843	\$ 385,521.36	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<17,065.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,110.76>	6
7			Loomis O/Ops Account - Internal	<32,545.94>	6B
8			Piper Educational Term Deposit	\$ 5,767.51	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 425,139.77	
10			Total Deposits For The Month	39,951.01	7
11			Total	785,090.81	*****
12					
13			Total Expenses For The Month	282,224.95	8
14	Adjusted Payroll Liabilities Period:				
15					
16					
17	Balance As Per Cash Book At The End Of The Month : July 31, 2024			\$ 502,865.86	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements: Community Savings # 755843			\$ 552,237.13	1A
22	\$ 601,880.19 Closing Amount On Bank Stat.		Long BID Term 4 Acct# 75843	\$ -	2A
23	-\$ 16,015.20 Less DHL Internal Acct.		DHL - Internal Acct.	\$ 16,015.20	3A
24	-\$ 32,545.94 Less Loomis O/Ops Acct		Long BID Term 3	27,172.79	4A
25	-\$ 1,027.54 Less DHL/Loomis Adjustment		Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	-\$ 54.38 Outstanding from 2023		DHL/Loomis Adjustment - Internal Acct.	\$ 1,027.54	6A
27	\$ - Less Internal Transfer		Loomis O/Ops Account	\$ 32,545.94	6B
28	\$ - Less Outstanding from Previous Year 2022		Piper Educational Term Deposit	\$ 5,767.51	14A
29			Total	\$ 641,444.22	
30	\$ 552,237.13 Deposits Made But Not Shown On Bank Statement				
31	Other: Chq #		Outstanding From DHL/Loomis Adj	-\$ 1,206.00	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36	Total Cheques Outstanding		Outstanding from Gen Acct.	-\$ 137,372.36	1
37					
38	Bank Balance As Per Cash Book At End Of Period: July 31, 2024			\$ 502,865.86	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 405,992.81	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 20,417.07	1
42	less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2023	-\$ 54.38	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 385,521.36	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report		Trustee Signature:		
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					


BANK RECONCILIATION

DATE: JULY 2024

	A	B	C	D	E
54					
55	Uncleared Transactions General Account 2023				
56	Cheques and Payments - 2 Items				
57	09/14/2023	33958	James Ternes		-6.00
58	09/27/2023	34024	Dean Sheikh		-48.38
59	Total Uncleared Transactions				-54.38
60					
61	Uncleared Transactions General Account 2024				
62	Cheques and Payments - 11 Items				
63	04/10/2024	34611	Terry Radtke		-62.56
64	05/21/2024	34744	Michael Butler		-219.80
65	07/01/2024	34807	Unifor Hospitality & Gaming Council		-105.00
66	07/23/2024	34927	Unifor (DUES)		-123,521.60
67	07/25/2024	34934	Maddhel Valencia		-62.36
68	07/25/2024	34936	Cynthia Anderson		-26.88
69	07/26/2024	34955	MANULIFE FINANCIAL		-9,235.94
70	07/26/2024	34956	Gretchen Santonil		-1,672.06
71	07/26/2024	34951	James Griffin		-1,300.80
72	07/26/2024	34950	Bernice Dukart		-687.54
73	07/26/2024	34953	MoveUp		-477.82
74	Total Cheques and Payments				-137,372.36
75	Total Uncleared Transactions				-137,372.36

BANK RECONCILIATION

DATE: AUGUST 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 463,247.45	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<16,015.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,027.54>	6
7			Loomis O/Op's Account - Internal	<32,545.94>	6B
8			Piper Educational Term Deposit	\$ 5,767.51	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 502,865.86	
10					
11			Total Deposits For The Month	352 730.14	7
12	2 cheques cashed in Aug that were dated in Sep		Liabilities Adjustment (Balance Sheet)	\$ 1,041.40	*****
13			Total	856637.40	
14		Adjusted Payroll Liabilities Period:		\$ -	
15			Total Expenses For The Month	341334.22	8
16					
17	Balance As Per Cash Book At The End Of The Month : August 31, 2024			\$ 515303.18	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements:	Community Savings # 755843		\$ 449,120.14	1A
22	\$ 497,473.98	Closing Amount On Bank Stat.	Long BID Term 4 Acct# 75843	\$ -	2A
23	\$ 14,809.20	Less DHL Internal Acct.	DHL - Internal Acct.	\$ 14,809.20	3A
24	\$ 32,545.94	Less Loomis O/Op's Acct	Long BID Term 3	27,172.79	4A
25	\$ 944.32	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ 54.38	Outstanding from 2023	DHL/Loomis Adjustment - Internal Acct.	\$ 944.32	6A
27	\$ -	Less Internal Transfer	Loomis O/Op's Account	\$ 32,545.94	6B
28	\$ -	Less Outstanding from Previous Year 2022	Piper Educational Term Deposit	\$ 5,767.51	14A
29			Total	\$ 537,038.01	
30	\$ 449,120.14	Deposits Made But Not Shown On Bank Statement			
31		Other: Chq #	Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Op's	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36		Total Cheques Outstanding	Outstanding from Gen Acct.	-\$ 21,734.83	11
37					
38	Bank Balance As Per Cash Book At End Of Period: August 31, 2024			\$ 515,303.18	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 601,880.19	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 137,372.36	1
42	less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2023	-\$ 54.38	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	-\$ 1,206.00	
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 463,247.45	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report		Trustee Signature: 		
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

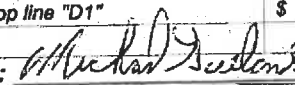
BANK RECONCILIATION

DATE: AUGUST 2024

	A	B	C	D	E
54					
55	Uncleared Transactions General Account 2023				
56	Cheques and Payments - 2 items				
57	09/14/2023	33958	James Ternes		-6.00
58	09/27/2023	34024	Dean Sheikh	Replac chq # 34751	-48.38
59	Total Uncleared Transactions				-54.38
60					
61	Uncleared Transactions General Account 2024				
62	Cheques and Payments - 8 items				
63	04/10/2024	34611	Terry Radtke		-62.56
64	05/21/2024	34744	Michael Butler		-219.80
65	08/23/2024	34981	MANULIFE FINANCIAL		-14,538.95
66	08/26/2024	22256	Cheryl Williams ()		-130.01
67	08/26/2024	22258	LOOMIS EXPRESS()		-26.31
68	08/29/2024	34878	Nathan Shier		-2,592.75
69	08/29/2024	34875	James Griffin		-2,495.84
70	08/29/2024	34876	Lynsi J. Gaucher		-1,668.61
71		Total Cheques and Payments			-21,734.83
72	Total Uncleared Transactions				-21,734.83
73					

BANK RECONCILIATION

DATE: SEPTEMBER 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Community Savings Acct# 755843	\$ 475,684.77	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct. (Included in Above)	<14,809.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	< 944.32>	6
7			Loomis O/Ops Account - Internal	<32,545.94>	6B
8			Piper Educational Term Deposit	\$ 5,767.51	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 515,303.18	
10			Total Deposits For The Month	260,351.12	7
11			Liabilities Adjustment (Balance Sheet)	-\$ 1,041.40	*****
12	2 cheques cashed in Aug that were dated in Sep		Total	774,612.90	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The Month	300,916.53	8
15					
16					
17	Balance As Per Cash Book At The End Of The Month : September 30, 2024			\$ 473,686.37	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements: Community Savings # 755843			\$ 399,101.23	1A
22	\$ 447,317.47 Closing Amount On Bank Stat.		Long BID Term 4 Acct# 75843	\$ -	2A
23	-\$ 14,809.20 Less DHL Internal Acct.		DHL - Internal Acct.	\$ 14,809.20	3A
24	-\$ 32,545.94 Less Loomis O/Ops Acct		Long BID Term 3	\$ 27,172.79	4A
25	-\$ 861.10 Less DHL/Loomis Adjustment		Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ - Outstanding from 2023		DHL/Loomis Adjustment - Internal Acct.	\$ 861.10	6A
27	\$ - Less Internal Transfer		Loomis O/Ops Account	\$ 32,545.94	6B
28	\$ - Less Outstanding from Previous Year 2022		Piper Educational Term Deposit	\$ 5,767.51	14A
29			Total	\$ 486,935.88	
30	\$ 399,101.23 Deposits Made But Not Shown On Bank Statement				
31	Other: Chq #		Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36	Total Cheques Outstanding		Outstanding from Gen Acct.	-\$ 13,249.51	11
37					
38	Bank Balance As Per Cash Book At End Of Period: September 30, 2024			\$ 473,686.37	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 497,473.98	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 21,734.83	1
42	less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2023	-\$ 54.38	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 475,684.77	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report		Trustee Signature: 		
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adj. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

BANK RECONCILIATION

DATE: SEPTEMBER 2024

	A	B	C	D	E
54					
55	Uncleared Transactions General Account 2023				
56	Cheques and Payments - 0 Items				
57					
58					
59					
60					
61	Uncleared Transactions General Account 2024				
62		Cheques and Payments - 9 Items			
63	04/10/2024	34611	Terry Radtke		-62.56
64	09/03/2024	22243	Mark Misic		-600.00
65	09/17/2024	35094	Steve Frank		-239.37
66	09/26/2024	35013	Mark Misic		-2,827.89
67	09/26/2024	35014	Nathan Shier		-2,763.18
68	09/26/2024	35010	Gordon McGrath		-2,739.36
69	09/26/2024	35012	Lynsi J. Gaucher		-1,668.61
70	09/30/2024	35018	Harjit Singh Marar		-1,316.74
71	09/30/2024	35017	Gretchen Santonil		-1,031.80
72		Total Cheques and Payments			-13,249.51
73	Total Uncleared Transactions				-13,249.51

Education Committee Report
Brother Gord McGrath
December 2024

PEL Fall/Winter Schedule

The PEL education Center has now concluded receiving applications for 2024 courses with a few courses left to conclude and rap up the year. I would like to thank all those who participated throughout 2024 and I hope the training you received has added to your workplace toolkit to be shared in assisting our membership on the job. Once the 2025 PEL schedule arrives it will be passed along to the local servicing Reps and Unit Chairpersons. This information can be found on the Unifor national education site as indicated below.

Area Schools in BC

Much like the PEL training schedule, area schools have concluded for the 2024 year that will end with a zoom conference call for local executive and education chairpersons to review and develop training for 2025. New training dates will be available early January/February along with location and times. Thanks to all who participated in the Area Schools around BC including the online 3-day and voluntary intro segments thought the National's website.

Online Training

The local has now had several members sign up for the online training in 2024 with the feedback being very positive, especially from those who would have to travel from the North and Interior into New Westminster. This is a welcome 1st choice or 2nd if an area training event was cancelled due to the lack of membership sign up not exceeding the minimal numbers needed to run the training.

Three-day training and some others are live events, this gives the attendees a more classroom feel and engagement. Participants will be able to keep the material used in the class and have for reference whenever needed down the road or share/print electronically with others within the bargaining unit.

This makes online training is a great alternative to attending a training course in person which can be done at one's home providing the necessary equipment like a computer/tablet with sound and microphone, an internet connection with a capacity to keep up with live streaming is compulsory.

Courses can be from a full 1-day to a 3-day paid training course as well as an introductory 1-to-3-hour segment which is voluntary and done on a member's own time and speed. There are no lost wages provided for these voluntary 1-to-3-hour educational segments which can be paused and returned to where needed.

Any 1 to 3 day online paid training must first have the approval of the Local President, Secretary Treasurer or Education dept of the local before registering.

All information regarding Unifor education programs, sign up and contact info can be found at **unifor.org/education**

If you have any questions regarding educational training and bursaries, please call your local Rep/ Unit Chairperson or me at 604-524-9457, toll free at 1-800-841-5911. Email: mcgrath@unifor114.org

I move my report as circulated.

In Solidarity,

Gord McGrath, Unifor Local 114 President / Education Chair

President's Servicing Report
Brother Gord McGrath
December 2024

DHL: A world-wide courier trucking company

Provincial bargaining has commenced across the country with a continuation now reaching into 2025. Those dates have yet to be finalized for the National Committee to meet with the company and I am told that the Ontario committee will be sitting down next week in Toronto and working through their provincial proposals but at this point all indicators currently are pointing to a tough round of negotiations as we see little or no movement on the non-monetary items. Our members are not happy with the cuts to runs, basically robbing Peter to pay Paul, the disrespect in not working to settle straight forward grievances which has put the membership in ready mode to do what needs to be done to get a fair deal. Kristain Neilson unit chair has been continually trying to get responses from the company on several issues including grievances in the system. The membership can see this, so where does this take us in bargaining. We will have to see...

Loomis Express: A world-wise courier trucking company

Finally collective agreement language, Provincial and Federal has been sorted out and the document has gone to print after several meetings of trying to get clarification around bargaining language with the help of an arbitration outcome extending over a year and a half.

In-vehicle cameras seem to be the push across the country in hourly vehicles with a testing of the waters for Owner Operator in linehaul. First discussions didn't go very far as it is viewed to open the door for daily monitoring, and you guessed it... discipline. It will boil down to who owns the video footage while in a personal vehicle and what kind of incident will trigger a request/demand to view that footage. Smart AI units can capture most operating systems via a vehicle's CPU and other electronic monitoring hardware.

At the Surrey depot we are still facing the mixing of workers and freight between Loomis and Can- Par as many discussions and a few grievances have going in over this issue. We believe it all stems from one management team to the other from both companies with junior to middle supervisors making directional calls without following protocol which is to keep the workforce separate. There has been a turn a round in the amount this situation happens due to the pressure from the union but working under the same roof has its challenges and everyone has to be mindful of that.

Thanks to Terry Radtke Unit Chair and the many stewards and OH&S Reps that keep an eye on operations and assist the membership on a daily basis.

Brinks Armoured Car – BC A transportation carrier for valuable liabilities.

Dealing with ongoing discipline around vehicle monitoring with an arbitration over a termination using the camera footage coming up in March of 2025.

We have heard this before with promises to not monitor daily video and only review camera footage when a significant incident is flagged. It didn't take long for probing eyes to start randomly reviewing camera footage like just to pass the time then create a big issue over a minor incident that was found or flagged.

Ongoing problems with not enough staffing in several company locations, some due to part time employees not providing their availability, other reasonings are due to vacations being utilized including workers who are on medical leave etc. The disappointing fact coming from this is that management is covering bargaining unit work with little or no new hires online with their training yet, so the hands are tied at this point.

The overtime issue remains a concern with driver runs that continue to receive additional stop/pick ups being added with some routes not stopping for their full entitlement of rest periods in that day. This is not one-off emergency type situations but planed by management to run into excessive hours on a daily basis,

the direction is to do the overtime, call for permission to leave some stops off and we know the answer to that will be.

Supervisors seem to think that the company owns you and crews will have to stay until the work is done, the CBA tells us different which respects individual's personal commitments after hours and to be accommodating/flexible. Rather than use the CBA to enhance runs by adding additional vehicles and hire more staff, their go to is and has been give them more. This is without consideration for break times and rest periods, traffic congestions and location parking availability.

Heavy loaded crews who desire not to continue with this madness have been making this known to supervisors in hopes to offset the continuation and stress levels that happen daily on these runs. A meeting with upper management is being planned so a reasonable resolution can come out to give relief to the workers affected.

Thanks to Rob, unit chairperson and the other stewards and OH&S Reps for their continued efforts in supporting membership issues and safety.

BCRC Workers with DisABILITYs Report – BC REGIONAL COUNCIL – Whistler BC

The Unifor Inclusive Practices Toolkit has been a work in progress with the finalization of the document to be completed in 2025. As it stands currently it is a wealth of knowledge for those who are looking to hold events, conferences and councils within Unifor to provide accommodation and accessibility to persons with a disability, visible or not.

A key point here is to imagine yourself in a same situation to fully understand the many challenges workers with a disability confront daily, and how the inclusive practices toolkit makes you think of those challenges and provides sound direction promoting inclusion and awareness. This toolkit of course can be utilized in several environments outside of just gatherings, workstations, in the shops and offices, including visual and hearing support to promote a healthy workplace environment.

Much like anything there is always room for improvement, and I believe this toolkit will continue to be a work in progress as new technologies develop in our working lives, and to be remindful of the roadblocks that others face. Don't view a worker who has a disability but a worker that has many abilities to offer. Together we all can create an environment that promotes participation and inclusion.

WWD committees from across the country are seeking Allies to promote and participate with their workplace knowledge by providing ideas, stories, best practices that they have put to action using the information from the toolkit.

Steps for Life 2024

VANCOUVER BC - May 4, 2024

Unifor members from the lower mainland from Locals 111, 114 and 2000 participated in this year's Steps for Life - Walking for Families of Workplace Tragedy on Saturday, May 4, 2024 in Vancouver, BC. The walk is hosted by the Association for Workplace Tragedy Family Support, known as *Threads of Life*, is a Canadian registered charity dedicated to supporting families after a workplace fatality, life-altering injury or occupational disease. Our network of family members and corporate partners believes traumatic workplace injuries, occupational diseases and deaths are preventable.

Gord McGrath, President of Unifor Local 114 and Chair of the Workers with Disabilities Committee for the BC Regional Council (BCRC) set up a Unifor team to raise funds for this event. "The BC Workers with Disabilities Committee felt this was a good cause to continue our support and bring awareness about workers being injured or killed on the job and praised the members, Locals, BCRC and other supporters making this a best ever turnout so far.

Brian Gibson, President of Unifor Local 2000 and also a member of the BC Workers with Disabilities Committee said, " it was a great event, we had some speakers sharing their stories of loved ones that had passed or were injured at work, a powerful reminder as to why we are participating in this event". After

the speakers, walkers walked five kilometres on sea wall along False Creek. Participants were treated to hot dogs, chips and drinks after the event.

We are very thankful to the National union for their support, the BCRC Executive who covered the Sponsorship Level entrance fee for the Unifor Vancouver Team, and of course all the supporting locals and individuals who placed donations including joining in on the walk itself.

Every year in Canada, close to 1000 workers are killed on the job, or die as a result of a work-related injury or illness. Every one of those families has a story about their loved one. Add to that the thousands who are injured on the job each year, whose stories have just taken a sudden plot twist.

Steps for Life offers a chance to tell those stories and reveal the faces and lives behind the statistics. Let's step forward together!

Next year's official kick off for Steps for Life 2025 is May 3, 2025. Local dates are yet to be confirmed but check the [Threads for Life website](#) for information closer to the kick off date.

BC Regional Council - Workers with DisABILITYs Committee

Gord McGrath – Chairperson

Brian Gibson – Committee Member

Greg Duff - Committee Member

BC Regional Council – Whistler BC

From November 27th to Dec 1st, 2024, I and other local Members attended the BC Regional Council meetings in Whistler BC. The Council officially ran from November 29th to December 1st which followed the schedule of events listed in the agenda package.

A call to order started at 09:00 with the Territorial Acknowledgment and a performance by the local Indigenous Peoples. After the opening welcome and committee draws, the Western Regional Director Gavin McGarrigle gave his report followed by the BCRC Chairperson Leanne Marsh who presented her report and then on to a tribute video for John Horgan who was a good friend to Unifor here in BC.

Premier David Eby stopped in with his update in the political realm then held a brief question period for the delegates to engage in. After a few Regional Director Recommendations were delt with, a "Tears to Hope" video was viewed highlighting the Red Dress Pin to recognize and promote the lost and murdered women in our country.

The BC Minister of Labour, the Honorable Jennifer Whiteside talked about the labour climate and the challenges that we are facing and gave thanks to Unifor for all their hard work representing members at the provincial and federal levels. Our National President Lanna Payne then gave an outstanding overview on matters from coast to coast and how the Unifor members are having gains at the bargaining tables along with the struggles in some areas currently. We wait in anticipation over the election down south and the possible impact that could have on Canadian workers over the proposed tariffs on exports going to the US.

There is no win win for anyone worker wise; consumers and manufacturers will be hit hard as well as other industries under this 25% slap in the face. Let's all hope the powers that be rethink this strategy or it will cause serious relation issues between the countries involved.

Before midafternoon coffee break, the Mayor of Whistler, Jack Crompton outlined some of the current plans for the Whistler community and thanked all Unifor members and family for coming into town with a welcome to enjoy all that the village has to offer.

Brother Gaucher gave his final BCRC Secretary-Treasurer's report before stepping away after a 10-year stent in that position from the conception of the BCRC. A video presentation showcasing Brother Gaucher's History within the union starting from the CBRT & GW, CAW to Unifor with speakers giving personal messages of well wishes and past events during Bill's time over the many decades of service to his local and membership. Bill has not gone far as he remains an Executive member as the Secretary-Treasurer for local 114.

The National Secretary-Treasurer, Len Poirier called for nominations for the now the vacant position of the BCRC Secretary-Treasurer's position, only one name was nominated. Gord McGrath has been acclaimed into that position for the remainder of the term of approximately one year.

Resolutions were debated and voted on for the remainder of the day. Day two brought more recommendations up for debate along with Standing Committee reports to the delegates. National Organizing Director, Justin Gniposky gave us a segment on inspiring wins and strategic success in BC.

Librarian & Archivist, Carolyn Soltau of local 2000 presented photos that were rescued from being destroyed and thrown out of the Vancouver Sun and Province photo archives. What a great save and hard work from the local to achieve keeping this valuable photo history of Vancouver and its events and tragedies ranging over 100+ years.

After lunch the delegation participated in a Rally in and around Whistler village highlighting a "Living Wage for Hotel Workers in Whistler". Frequent stops at various hotels were made while chants were yelled out by the participants throughout the course of the event. A main square soap box speech had Unifor leadership on the megaphone calling for fair wages and living conditions among hotel workers.

National Representative Randy Kitt gave an awesome insight presentation over AI Technology and a labour perspective which was then followed up by resolution #3, Regulating Artificial Intelligence that passed by unanimous support. On Sunday, the final day had council and committee reports presented, a clearing off of resolutions with presentations on declaring intimate partner violence an epidemic led by Tracey Ramsey, Director of the Women's Department.

Reports included the Road Transportation Council, LGBTQ and Women's committee and Patricia Hargreaves, President ACFW local 202 with the final presentation by Mike Byrne, National Representative on Equity and Mental Health. All in all a fantastic council with full participation by the delegation, thank you to all from local 114 for making this a great event.

Message to all... as we close out 2024, I would like to take the opportunity to thank all union activists who support their workplace membership, communities and beyond. It may seem a daunting task and uphill battle dealing with members issues, bad management and workplace changes. It is a job that does not come with many thank you's and when a member gives you a high five, handshake or a general thank you take a moment to reflect that you may have changed a mind of how a person feels towards unions. Without strong union leadership at the workplaces where needed, opinions tend to wander, stand up and support each other as we are all the union. Wishing all a safe and joyous holiday season and good will and health for 2025.

I move my report be accepted as circulated.

In solidarity,

Gord McGrath
Unifor Local 114 President / Education Committee Chairperson
BCRC Executive Secretary Treasure

**Local Union Representative's Report
Sister Cynthia Anderson
DECEMBER 2024**

Accurpress: Press Brake/Shear Mfg.

- Issue regarding a pay raise has been resolved.

Applewood Nissan: Auto Dealership

- Issues regarding management performing bargaining unit work was not resolved at the Settlement Officer stage of a Section 104 but was resolved by way of further negotiation at the monthly Joint Labour Management meetings. We have informed the Arbitrator that the grievance has been resolved. We will continue to monitor the situation closely.
- A violence in the workplace Investigation took place with the outcome being Harassment Prevention/Respectful Workplace training for all Service staff. This has not been done yet and may go to grievance to ensure the training gets done.
- An issue was brought forward regarding benefit premium payments while on short term disability.

Bimbo Canada: Bakery Distribution

- The new gantry and related distribution process is ongoing but improved throughout the year as of the last report at the Joint Labour Management Meeting.
- Issues regarding maximization of hours and health and safety as it pertains to air quality. The company has been very proactive on the health and safety issues.
- A grievance was filed and resolved regarding a termination for abandonment (of position).

Halkin Tool: Press Brake/Shear Mfg.

- Issue regarding an interpersonal argument on the premises has been resolved.

Lamar Advertising: Advertising Installation on Bus and SkyTrain

- No current issues.

Magnacharge Battery: Battery Distributors

- An issue came up regarding the need to pay a cola clause negotiated in the last round of bargaining. This has been resolved.

MetalexIndustries – Smelter

A potential one year rollover has been tabled as there are many challenges facing this industry.

We are exploring all possible options to avoid this.

Prepac Manufacturers: Furniture Manufacturing

- We have elected our bargaining committee, gathered the survey information and have met with the employer to bargain a renewal agreement.
- The company did collapse the graveyard shift into the day and afternoon shifts. Everyone has been moved according to their seniority and in renewal negotiations, the company agreed to honor all Chargehand designations provided the employees assist in the quality initiatives set out by the Company.
- A tentative agreement was reached and the members turned it down. The ball is in the employer's court and we are waiting for their response.
- Long term Engineer/Manager Lars Paegel has left the company and a new VP has been hired.
- There will be more layoffs as reported by the company.
- Thirteen more people have been laid off.
- A tentative agreement has been reached and will be voted on in short order.

PPG: Professional Quality Paint / Products

- A three year renewal agreement has been ratified where members will see an increase of 7.5% over the next three years.

Signify – Ledalite: Commercial/ Institutional Lighting Mfg.

- There was a one day plant shutdown November 01st marking the only shutdown in seven months.

Unitran Manufacturing: Steel Fabrication

- No current issues.

Westman Steel: Steel Fabrication/ Culvert Manufacturing

- A renewal agreement has been ratified.

I move that my report be accepted as circulated.

In Solidarity,

A handwritten signature in black ink, appearing to read "C. Anderson", written in a cursive style.

Cynthia Anderson
Unifor Local 114 Union Representative

Local Union Representative's December 2024 Report
Brother Mark Misic

B & L Security (Cranbrook/Nelson/Kamloops/Kelowna/Vernon): Armoured Car Service

- No outstanding grievances.
- Pay Equity Committee meetings ongoing.
- Collective agreement booklets have been distributed to the membership.
- Elections for Chief Steward, Steward and H&S Committee complete. Congrats to Ron, Austin and Mackenzie being elected/acclaimed.
- H&S training per new legislation starting November 1st ongoing. Union dealing with cost/lost time not covered by the Company.

Consolidated Fastfrate (Port Coquitlam): Freight Distribution/Transportation

- No outstanding grievances.
- Meeting scheduled for October 16th rescheduled for November 13th. No date/time scheduled for the month of December. Topic of discussions around Logistics work/customers impacting CFF LTL work/customers.
- Owner Operators monthly Union dues notice posted for December 12th General membership meeting.

Garda (Nanaimo/Comox): Armoured Car service

- No outstanding grievances.
- Complaint to BC Human Rights tribunal was reopened by the BC tribunal. National Legal involved.
- James Griffin has been temporarily appointed to Garda.
- Pay equity Committee ongoing as extension granted to complete.
- Branch bargaining committee elections completed. Congrats James and Ed. Bargaining surveys circulated.
- Pre-bargaining took place on November 25th and 26th.
- Bargaining set for December 2nd to 6th was postponed by the Company due to family emergency. Proposed dates in late January or early February are tentative.

Garda (Prince George/Terrace/Yukon): Armoured Car service

- No outstanding grievances.
- James Griffin has been temporarily appointed to Garda.
- Pay equity Committee ongoing as extension granted to complete.
- Branch bargaining committee elections completed. Congrats Terry. Bargaining surveys circulated.
- Pre-bargaining took place on November 25th and 26th.
- Bargaining set for December 2nd to 6th was postponed by the Company due to family emergency. Proposed dates in late January or early February are tentative.

Garda (Vancouver/Vernon): Armoured Car service

- Some ongoing grievances have been dealt with at my level. Waiting for pay confirmation to close.
- Intra Vancouver/Garda Vancouver cash cage transition discussions on seniority lists complete.
- James Griffin has been temporarily appointed to Garda.
- Pay equity Committee ongoing as extension granted to complete.
- Branch bargaining committee elections completed. Congrats Pardeep, Don, Norm and Matt. Bargaining surveys circulated.
- Cash Cage bargaining committee elected. Congrats Susan. Bargaining surveys circulated.
- Pre-bargaining took place on November 25th and 26th.
- Bargaining set for December 2nd to 6th was postponed by the Company due to family emergency. Proposed dates in late January or early February are tentative.

Garda (Victoria): Armoured Car service

- One grievance held in abeyance for bargaining. Item. Currently a proposal for bargaining.
- Intra Victoria/Garda Victoria cash cage transition discussions on seniority lists completed.
- James Griffin has been temporarily appointed to Garda.
- Pay equity Committee ongoing as extension granted to complete.
- Branch bargaining committee elections completed. Congrats Kevin and Quintin. Rocky is the Alternate. Bargaining surveys circulated.
- Cash Cage bargaining committee elected. Congrats Susan. Bargaining surveys circulated.
- Pre-bargaining took place on November 25th and 26th.
- Bargaining set for December 2nd to 6th was postponed by the Company due to family emergency. Proposed dates in late January or early February are tentative.

GEA (Richmond): Manufacturer of Commercial Freezers, sold internationally

- No outstanding grievances.
- One member allegedly resigned prior to completing the time frame for training costs. Union has requested doctor's note to support absence. Member is required to file for STD. Ongoing.
- Union notified of workplace closure on November 18th. Majority of members last day will be the end of January. Company commercial refrigeration division sold to a Company in Denmark.
- Union in discussions with Company on 60-day notice period and severance.

Landmark Trucking (Lower Mainland): A "For Hire" trucking operation

- No outstanding grievances.

Salvation Army (Langley): Distribution Center for BC and Alberta

- Pay issues continue to be an issue. Members need to check every pay day for errors. Ongoing.
- 5 issues dealt with at LRB hearing on October 25th (Xmas bonus (not part of cba), management doing bargaining unit work grievance, coffee and supplies removed from lunchroom, sewing machine, loss of 2023 vacation pay for member). All items now closed.

Transdev (Langley): Community Shuttle Bus

- No outstanding grievances.
- PEL monies outstanding. Gavin Davies looking after this issue.
- Collective agreement booklets have been distributed to the membership.
- New LOUs require meetings to finalize.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- TFI closed one of their companies (Kindersley), work shifted to Vitran.
-

Wilsons (Vancouver): Charter Bus

- No outstanding grievances.
- Working with Dean on this unit while James is on temporary leave of absence.

In Solidarity,



Mark Misic
Unifor Local 114 Representative
604 - 516 - 8042
misic@unifor114.org

Local Union Representative's Report December 2024

Nate Shier

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton addressing day to day issues.
- Dealing with shift changes as dealership expands to Saturdays
- Issue with dissolution of position in Parts department resulting in termination

Cascade Aerospace: *An aircraft overhaul facility in Abbotsford*

- Steve Frank taking care of day to day. Election for internal leadership on going. Steve Frank re-elected as Plant Chair. Congrats.
- Stewards Committee and Bargaining Committee elections completed
- Pre-Bargaining and proposal package almost complete pending ratification/approval of proposals by the membership. Anticipating a difficult round of negotiations in the new year.
- Company delays in multiple Arbs. Suspect foot dragging to deal with outstanding grievances in Bargaining. Resolution through bargaining not to the advantage of the grievances.

Dolphin Delivery: *A trucking, warehouse operation & distribution of Pacific Press newspapers*

- No active steward in Abbotsford depot (still) looking for another. Currently any issues directed through Local Rep.
- Current Section 37 still making its way through the system. Grievor not satisfied with Union position without financial compensation. Grievor has used, CRT, Local Appeal, National Appeal, CIRB and suspect the PRB will be next. CIRB to make decision.

First Canada - Kamloops: *Conventional and Custom transit service*

- Stan Evoy Lead Steward taking care of day to day with a difficult and uneasy membership.
- Still ongoing Collective Agreement interpretation issues. Job vacancy seniority issue leading to multiple complains and grievances.
- General Unit Meeting held September 15.
- Elections for Bargaining Committee completed, and bargaining surveys being gathered. High expectations from members as current Agreement negotiated late 2020 before hyperinflation.
- Double pay cheque has created much stress and controversy. Multiple pay roll errors with new accounting and pay roll departments and programs and apps

First Canada Transit in Vernon and Salmon Arm: *Conventional & Custom transit service.*

- Kelly King who is taking care of day to day. Still Dealing with a pension initialization issue but progress is being made.
- Several grievances filed for multiple payroll issues and RRSP contributions close to completion
- Termination being dealt with. Difficult case that may end in arbitration
- Unfortunate passing of long time member Rick Forbes

Horizon Air: *A regional Carrier for Alaska Airlines*

- Dave Levitt and Paul Grewal taking care of the day-to-day issues from Vancouver base.
- Sorting out some winter scheduling issues

HYTEC (Kohler) Kohler (HYTEC): *A full-line manufacturer of gelcoat and acrylic bathtubs, showers, bath/showers, modular bathing systems and shower receptors*

- Sass Sartipi dealing with day to day.
- Training schedules sent to Lead Steward to help get more assistance to members
- Tragic death of long term member in an MVA. Tyler Conklin. Fund raiser through the Company and through the Union raised close to \$15,000 for the family left behind.

Quesnel Transit: *Conventional & Custom transit service. - NEW UNIT*

- Greg Mason trying to take care of day to day. Just got approval for training for him to have additional knowledge behind the natural skills and instincts he already has.
- Lots of time and effort by Greg and I has and will continue to be on the agenda for several months.

Already dealing with first level grievances or issues including termination, overtime and shift assignments. Management doing what is now "our work" is being sorted out through the grace period.

Trimac Transportation services: A bulk carrier of cement

- Harpreet, Sukh and Simarjeet, taking care of day to day
- On going Dispatch issues being addressed, multiple grievances
- Out of seniority dispatch primary issue
- Recent MVA for O/O is revealing Company provided insurance need to be reviewed for proper coverage

Whistler Transit: A conventional and custom transit service

- Gord is assisting me to help get this group focused.
- Two grievances went to Arbitration. Insubordination going to grievance denied at arb and Company prevailed. Termination settled through assistance of Arbitrator.
- Scheduling and run cuts a source of conflict.
- Will be starting Bargaining prep very soon. Bargaining Committee Elections, surveys, proposals, notice to bargain etc. Expectation is another tense round of Bargaining coming.
- Some unknowns to deal with as PWT just merged with new company **"Motorcoach and Transit Divisions of PWT officially Keolis Canada"**

Vacation was far too short and for some reason the last week has constantly had the feeling of the ground moving. Maybe riding around on the worlds largest sailing ship for a week has something to do with it.



I thank my wife Darla for forcing me to travel and try new things to restore my sanity. It was an amazing and unforgettable trip around the Caribbean.

Now that I'm back for a few days its like I never left. The New Year will be busy with Bargaining and I suspect lots of miles on the road with Whistler/Squamish, Cascade and Kamloops all in Bargaining at the same time.

Once again I appreciate the efforts of all and especially the ones who make me look like I know what I'm doing. The list is long.

Merry Ho Ho and all the best for the season.

In Solidarity,


Nathan (Nate) Shier
Unifor Local 114 Union Representative

Local Union Representative's Report
Brother Dave Boros
Dec/24

Chilliwack Ford (Chilliwack): *Car Dealer/ Mechanics, Parts and Service*

- No grievances in the system
- Lots of inventory and running out of room to put the new inventory.
- Everything is moving along well heading into the new year.

ICS Courier: *Same Day and Next Day Delivery*

- A few grievances in the system.
- Have just started the first rounds of negotiations, we are still far apart and have more dates set for end of Jan 2025
- Mario Santos has passed the torch onto Jean Van Vliet as the new National Representative for this group.

International Tentnology: *Custom Tent Building*

- No grievances in the system.
- Tentnology has now moved locations and are now based out of Langley.
- With the current weather this group has been busy.

Strait Express: *Owner Operators*

- We have just concluded bargaining for this group, and they have ratified a 3-year contract which is good till Aug 23, 2024.
- There is potentially 1 grievance in the system that I am trying to get resolved before it gets to a grievance stage.
- Like all other couriers that are owner operator based there is plenty of work to go around this time of year.

Ryder Truck (Delta): *Heavy Duty Mechanics, Service and Rentals*

- No grievances in the system nothing outstanding.
- Now very bust heading into the new year.
- This is one of my groups that we have very knowledgeable hard-working stewards that head off any issues before they get to the grievance stage.

TForce Final Mile : *Same Day Delivery and Bank /Dedicated Accounts*

- This is one of my busier groups.
- Many grievances in the system the stewards are working hard to resolve most before the get to stag 3 and Arbitration.
- There have been a few grievances resolved at bargaining which the owner operators were awarded 1000's of dollars for lost revenue.
- We also just completed a grievance for the warehouse folks, why were also awarder monies for lost hours.
- Unfortunately, we have many more grievances in the system.
- We are currently waiting for their Holiday rush to take place. A little later than last year.
- Brij, Sooch and Reynaldo are working very hard to the issues resolved here but like they say 1

step forward 2 steps back most of the time.

- One of the major players from the management side who is anti union has been replaced so I am hoping for some better Union/Management relations.

Pembina (Oil and Gas): (LNG Oil and Gas Terminal)

- No grievances in the system and nothing outstanding
- We are currently heading into bargaining which is taking place at the same time as this executive in Prince Rupert. So, I regretfully have to say that I will not be at this meeting.
- Everything is all set proposals were just finalized by the National Rep (James Griffin) and the bargaining committee, and we are ready to go.

Scarlet West Coast Security

- Many grievances in the system.
- There is also a harassment complain coming from this group that is in the early stages of being investigated.
- I would like to welcome a few much-needed new shop stewards Donald grant and Dharampreet thank you for stepping up.

I would like to move my report as excepted as accepted as circulated.

In Solidarity,



Dave Boros

**Union Local #114 Representative
Unifor**

**Interim Local Union Representative's Report
Brother Dean Williams
December 2024**

Anchor Inn: *A waterfront hotel in Campbell River*

- 2 new Shop Stewards have been elected (Kelly & Laura) and Kelly has been selected as the Lead Steward. Thank you, and congratulations to both of you!
- We have issues around gratuity distribution. A Grats Committee has been created.
- It came to my attention that the Employer is in arrears in their PEL funds. We are working with them to resolve this.
- I visited the hotel on November 25th and met with the Hotel manager Bev and F&B Manager Tammy.

Cascades Casino Delta: *Casino Near George Massey Tunnel in Delta*

- A member was terminated within their probationary period, and we were able to bring them back to continue their probationary period.
- The Employer increased hours at the casino for the holiday season.

Clipper Navigation: *A ferry service running between Seattle and Victoria*

- A member was suspended for 3 days and we were able to reduce it to a 1-day suspension
- Thank you to Anne for dealing with the day-to-day issues in the workplace.

Cowichan Valley Regional Transit (Transdev): *Transit service in Duncan and Ladysmith & commuter to Victoria*

- CBA expired March 31, 2024. We met with the Employer on October 9-11, 28-30 and November 18-19 to resume bargaining a new contract.
- The members took a strike vote on November 19/20 where 87% of our members voted and of those who voted, 100% were in favour of taking strike action.
- National Rep Gavin Davies has filed with the LRB and both sides are willing to participate in mediation.

Diversified Gitga: *Transit service for LNG Canada in Kitimat*

- There are 4 grievances that have been sent to arbitration and Mario Santos is in discussions with the Employer over possible settlements.
- CBA expired August 31, 2024. The Bargaining Committee met on October 28th to work on the proposals. On November 5th we exchanged proposals with the Employer. November 13th we were in bargaining as well. We are looking at future dates for bargaining in the new year.

Heidelberg Materials: *A concrete manufacturing and delivery company Victoria*

- Currently have 1 grievance that has been sent to arbitration surrounding a denial of overtime.

Hotel Grand Pacific: *A luxury hotel in Victoria*

- We completed an election for Stewards in the workplace. Katy and Mike T have both been elected as Stewards and Katy has been selected as the Lead Steward. Congrats to both of you! We are excited to get them some training through our PEL program in the new year.
- We have a harassment complaint that is currently under investigation.
- Collective Agreements are in the process of being signed.

PWTransit: *Transit and Handy DART operating out of Campbell River, Courtenay, and Comox*

- One grievance in the system has been sent to arbitration regarding the practice of fueling.
- It came to my attention that a few member's dues have not been submitted. We are working on a resolution to this.
- The newly printed CBAs have been printed and distributed to the members.

Stockers Moving and Storage and Premier Van Lines: *A moving company based in Victoria*

- Currently no grievances in the system.

Viking Air: *Aircraft manufacturing parts & repairs & overhaul facility located in Sidney*

- Currently no grievances in the system.
- We have an election scheduled for December 6th for the position of Women's Advocate.
- The Employer has begun installing surveillance cameras, raising privacy concerns among our members. I've shared these concerns with local HR and the Chief People Officer, who have paused this for further discussion.
- Thank you to Unit Chair Tim and Co-Chair Keith for keeping me updated on the issues in the workplace.
- Next General Membership Meeting set for December 4, 2024.

Wilson's: *School, charter, airporter and cruise ship Bus Company in Victoria, Vancouver, Campbell River*

- No grievances in the system.
- We had a member who was disciplined for using their phone while stopped at a light.

Maurice Mills Shop Steward Report December 2024

The National Health and Safety Policy Committee met virtually October 8, 2024.

The worker side was concerned about the new smaller vans. Most branches have started to receive them, but they are not ready for service. Questions about scale requirements, HOV lane use and winter tires.

One branch in New Brunswick and one in Kingston had used the new vans and were not happy about it. A long list of deficiencies.

The Workplace Violence and Harassment Policy requires the branches to be assessed for violence and harassment hazards. Some branches are not yet done. There is a push to complete by the end of December.

There is a new standard for body armour. The NIJ standard is to be replaced with the HG standard. Our existing vests are NIJ level IIIA. The new vests will be HG2 which is slightly improved. The company committed to purchasing the new vests once the manufacturers are certified under the new standard.

The company is implementing a new Fit for Duty policy. We will have to see how it plays out in real life. There may be grievances.

The ESDC Safety Officer finally contacted the company regarding my complaint that Site Risk Assessments were not being done. The fall bid included a position that does SRA's one day per week. At that rate, it will take about four years to do all of our existing sites. I took that bid to make sure the SRA's start to happen.

The company started to requalify forklift drivers. It had been four years since I last requalified.

I missed the last meeting because I was on vacation in Newfoundland. It was amazing. Lots of stories to tell.

I also went to Montreal on vacation. Thank you to the executive for the per diem. While there, I took the train to Quebec City and met with the Unit Chair. I also met with the Unit Chair in Montreal. We all work together on issues.

I attended BC Regional Council. The speakers were inspiring, and the food was good. Almost all the National Executive Board and the senior leadership were there. It was an excellent opportunity to discuss issues with the senior leadership of the Union.

I move my report be accepted as circulated and read.

Maurice Mills

2024 Unifor Local 114



**CASCADE
AEROSPACE**



UNIFOR
Local 114 | Canada

2024 Unifor Local 114 December Report: Cascade Aerospace

Company Profile

Company Name:	Cascade Aerospace (IMP Aerospace and Defense)
Place:	Abbotsford, British Columbia
Primary Business:	<p>A specialty aerospace and defense contractor, focused on providing long-term integrated aircraft support programs for Original Equipment Manufacturers (OEMs), military, government, and commercial customers. Cascade is certified by Transport Canada and offers its services to the clients of civil and military aviation as well as some other aircraft, such as:</p> <ul style="list-style-type: none">• Lockheed Martin C-130• Boeing 737, 757, & 767• Airbus A300• Bombardier CL-215• Bombardier CL-415• Bombardier Q-400
Employment:	More than 483 employees. Currently 283 unionized (AME (M)(E)(S), AIT, NDT, Painters, Planning Clerks, Purchasing/Stores, Facilities Maintenance, Material Coordinators)
Collective Agreement:	March 31, 2021 at March 30, 2025

Employment

This year there have been issues relating to staffing levels at Cascade. We continue to have job postings as well there have been many resignations due to members going to other employers that are offering higher wages. Our Collective agreement is up in March 2025 at which time we can correct these issues through Bargaining.

We have completed our Plant Chair, Shop steward, and Bargaining committee elections. Our Safety Committee elections will start in January. We have also received a great response from our membership from the Bargaining surveys that were sent out a few weeks ago. The Bargaining Committee has already met once and have gone through the Survey's to determine the members priorities. I have started the Bargaining proposal document, making language changes and improvements to the CA. There is a General / Ratification meeting set for the 17 Dec, 2024 so that we can start Bargaining with the Company in January.

The Cascade Librarian and planners have signed cards and have officially joined the Union. We have met with the company and have bargained most of their working conditions but are at an impasse with their wage rates and Job description. We have filed for Arbitration as per our CA to have an arbitrator make a determination based on what the industry wage rates are.

I was able to meet with the Company a few weeks ago and create an acceptable pay scale for the Librarian. I was able to have the Company increase the top rate an additional \$2.47 from their last proposal. I created the MOA for the Librarian thus not requiring an Arbitrator for this job family. I was also able to get 3 members \$5.00 an hour wage increases due to some old language in the agreement which had a Grandfathered wage scale from 2006.

Grievances

The year has been much higher than normal for grievances. We currently have 8 grievances filed 2 more filed since September. We are still trying to select an Arbitrator for the Librarian and Planner additions to the Bargaining unit. This has been ongoing for over a year trying to get industry wage rates for our new members. There was a Judicial review hearing this month in Halifax for the addition of the Induction planners to the

bargaining unit which was won by Unifor. The Judge also awarded compensation to Unifor from Cascade Aerospace.

The 2 recent grievances are regarding the IMP Academy. The first is that the Student apprentices should be their own Job Family and not an additional Classification in the Mechanic Job Family, as the Company is pushing. Student apprentices do not have the common qualifications as all members in the Mechanic Job Family have. The Student apprentices cannot perform all the work that members in the Mechanic job family can. The second grievance is the Job posting that the Company posted does not follow the Collective Agreement as well the reporting structure on the posting does not align with their own policies in efforts to support their case that the Student apprentice can be another classification in the mechanic job family.

Health and Safety

Health and safety focus continues to be on injury trending to see if there are some areas that we can change to help protect the welfare of our members better. Our biggest safety concern in the facility currently is the Confined space and Fuel tank entry. The implementation of the Rescue Team into this procedure has not been carried out very well. Procedural changes for the entry permits were carried out and published without any notification or update training, to point out these changes to the members. The Company has also put in place a mandatory Safety footwear policy for all employee's conducting maintenance related activities. This increased the members safety allowance from \$150 per year to \$250 per year.

Future

Cascade Business Development is pursuing several opportunities both domestically and internationally from simple maintenance checks to complex modifications to various aircraft types. We have just sent 3 Structures and 1 Mechanic technician to the Philippines to carry out outer wing joint rainbow fitting replacements. They will be down there until Mid-December. With the excellent work of our members, we will continue to make the next decade a prosperous one through our strength and solidarity.

In solidarity,

Steve Frank

Plant Chairperson, Cascade Aerospace.

Cheryl Williams, Cascade Aerospace & BCRC Women's Committee

There have been many exciting things happening within the Women of Unifor. I attended the Women's conference in Port Elgin which had the biggest turn-out of women, over 300 sisters attended.

The focus was on rising women up, and the Unifor women are still doing powerful things.

I have worked with SARA for Women in Mission again this year. SARA is a non-profit society providing safe refuge and community-based resources for women in the Fraser Valley. SARA promotes and supports women's efforts to achieve domestic, political, and social equity.

I worked on Pam Alexis's campaign in the NDP Mission/Abbotsford election, it was very disappointing that she never regained her seat as the MLA in my area, but we were very fortunate to have elected an NDP government again.

Unifor has joined YMCA Metro Vancouver, in collaboration of over 60 anti-violence organizations, academic experts, business leaders, community advocates and educators, is launching an initiative to declare Gender based violence an epidemic in BC.

I am honored to be a part of this coalition; we have signed a letter to Premier Eby to declare GBV an epidemic and now we are asking all of our BC members to sign it in support.

The coalition is asking the BC NDP government to:

Declare gender-based violence an epidemic.

Instruct the BC Coroner to conduct a review of deaths by gender-based violence.

Follow a whole government approach to address gender-based violence, focusing on prevention and support for survivors.

Scale up investments in housing to support women, children and gender-diverse people who are escaping intimate partner violence.

The BCRC Women's Committee dedicated our presentation to this important issue at the BCRC Council Convention.

BC Regional Council submitted a resolution to declare gender-based violence and intimate partner violence an epidemic and lobby the government to introduce and implement legislation.

The resolution was well received with many members speaking in favor at the microphone.

The BCRC Women's Committee welcomes Amy Watt as the newest member of the committee.

Ashley Oakes from Pearl Space gave a presentation of the work they do in the Squamish / Whistler area. They are the only service provider in the Sea to Sky corridor to provide inclusive support services for individuals and communities impacted by gender-based violence.

Community out-reach projects that will keep me busy for the rest of the year include the London Drugs Christmas wish tree, where seniors from the Mission care homes put their wish tags on the tree.

Also, I have partnered with one of the Mission churches to help with making Christmas hampers for those in need within the Community.

Every year I have put together winter essential bags to hand out to the homeless of Mission providing them with toques, gloves, hand-warmers, ponchos, toiletries and many other items. This year's goal is to hand out 50 bags.

February 22, 2025, is the coldest night of the year in Mission. It is a winter family friendly fundraising walk in support of local charities.

This will raise awareness for people experiencing hurt, hunger and homelessness.... because it's cold out there.

I wish everyone a Merry Christmas and a Happy New Year.

Enjoy your family and friends this season

In Solidarity

Cheryl Williams

I move my report as read and circulated.