



Local 114

General Meeting

Saturday, March 15th, 2024

Role Call

President	Gord McGrath	<u>AWR</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>AWR</u>
Secretary Treasurer	Bill Gaucher	<u>Present</u>
Recording Secretary	Maurice Mills	<u>Present</u>
Sergeant-at-Arms	Norm Lehman	<u>AWR</u>
Guide	Dean Williams	<u>AWR</u>
Trustee	James Young	<u>Present</u>
Trustee	Michael Garland	<u>Present</u>
Trustee	Bernie Katili	<u>Present</u>
Vancouver Island Member-at-Large	Vacant	Vacant
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>AWR</u>
Local Union Representative	Cynthia Anderson	<u>Present</u>
Local Union Representative	Mark Misic	<u>AWR</u>
Local Union Representative	Nathan Shier	<u>AWR</u>
Local Union Representative	Dave Boros	<u>Present</u>

Welcome Guests.

Moment of Silence to members and retirees who have passed away since our last meeting. Troy Tilton a member from Stockers and Mike Briere a member from CFF.

Move minutes from the last meeting be accepted.

Moved, Seconded, Carried.

Nominations for Elections Committee Closed

Two members acclaimed 1) Ed Lafleur 2) Nabil Chebib

Financial Report:

Brother Gaucher submitted the Financial Report for the periods covering December 2024, January and February 2025, including the year-to-date total. **(pages 5-24)**

Moved, Seconded, Carried

Trustee's Report:

Trustees submitted the Audit report for the periods covering October to December 2024. **(pages 25-34)**

Moved, Seconded, Carried

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

CORRESPONDENCE – THANK YOU'S

1. From Salal Sexual Violence Support Centre **(page 35)**

Moved, Seconded, Carried

CORRESPONDENCE – NEW BUSINESS

1. Jim Sadlemyer resignation **(page 36)**
2. Nominations for 2025 Election Committee are open and will close at the General Meeting on March 15, 2025. **(pages 37-38)**
3. Copy of 2025 Election Timeline. **(pages 39-47)**
4. Price breakdown for Simply Voting managed Election. **(pages 48-53)**
5. Motion to form a Local 114 Emergency Strike Fund. **(pages 54)**

Moved, Seconded, Carried

CORRESPONDENCE – EXECUTIVE RECOMONDATIONS

1. The Executive authorized and recommends that the Local make \$300.00 donation towards the Unifor Local 333 Bus rental and trip to Washington State for the service of a murdered Transit Driver. **Moved, Seconded, Carried.**
2. The Executive authorized and recommends that the Local cover the costs of a luncheon

for our members at GEA Aerofreeze who will be losing their jobs as the plant is closing. The cost is \$530.72. **Moved, Seconded, Carried.**

3. The Executive authorized and recommends that the Local donate \$750.00 towards the Black History Month Event being planned at the New Westminster Hall by the BCRC BIWOC Committee. **Moved, Seconded, Carried.**
4. The Executive authorized and recommends that the Local purchase 50 toques for our members on strike at CVRT Duncan, BC at a cost of \$9.00 each + taxes and shipping. **Moved, Seconded, Carried.**
5. The Executive authorized and recommends that the Local approve the Election Timeline for the 2025 Local 114 General Elections. **Moved, Seconded, Carried.**
6. The Executive authorized and recommends that the Local setup a "Local 114 Emergency Strike Fund" within the Local, to deal with special and hardship situations for our members who are on strike. **Moved, Seconded, Carried.**
7. The Executive authorized and recommends that the Local continue our Local's participation in organizing within our Local and with the National Organizing Department. This could involve taking members off the job for periods of time to work on campaigns and to also work on getting all our certifications in the Local updated. **Moved, Seconded, Carried.**
8. The Executive authorized and recommends that the Local have the Secretary Treasurer put together some Local union paraphernalia for the upcoming Cascade Aerospace NAOSH week, being held on the first week of May. **Moved, Seconded, Carried.**
9. The Executive authorized and recommends that the Local purchase 200 of the Unifor Convention bags at a cost of \$40.00 each (includes shipping), these will be used for our Bargaining Committees and Stewards. **Moved, Seconded, Carried.**

REPORTS

Committee:

Education	Brother Gord McGrath	Pages 55-56
Moved, Seconded, Carried		

Union Rep / Servicing:

Presidents Report	Brother Gord McGrath	Page 57
Moved, Seconded, Carried		

Rep's Report	Sister Cynthia Anderson	Pages 58-59
Moved, Seconded, Carried		

Rep's Report	Brother Mark Mistic	Pages 60-61
Moved, Seconded, Carried		

Rep's Report	Brother Nathan Shier	Pages 62-63
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Moved, Seconded, Carried

Rep's Report Brother Dave Boros

Pages 64-65

Moved, Seconded, Carried

Interim Rep's Report Brother Dean Williams

Pages 66-67

Moved, Seconded, Carried

Other:

Stewards Report Brother Maurice Mills

Page 68

Moved, Seconded, Carried

Unit Chair Report Brother Steve Frank

Pages 69-70

Moved, Seconded, Carried

James Griffin addressed the meeting

Eric Phillips addressed the meeting

Kristian Nielsen addressed the meeting



FINANCIAL REPORT EXECUTIVE & GENERAL MEETING MARCH 15TH, 2025

Please find attached the Financial Report for the period covering December 2024

December 2024

Our total expenses for December 2024:	- \$319,187.52	Page 2
Our total deposits for December 2024:	<u>+\$299,636.71</u>	Page 2
A deficit in the month of December 2024	-\$ 19,550.81	Page 2

Year to Date: January – December 2024

Our total expenses for January – December 2024:	- \$3,856,918.14	Page 2-3
Our total deposits for January – December 2024:	<u>+\$3,860,961.73</u>	Page 2-3
A total year surplus at the end of December 2024	+\$ 4,043.59	Page 2-3

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending December 2024	+\$ 454,147.81	Page 4
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Explanation to Expense Categories: January through November 2024

Page 4-7

2024 Budget

Page 7-8

2024 Budget vs Actual (January through December)

Page 9-10

Units in Bargaining and Items to Mention 2024

Page 10-11

MONTHLY TOTALS

Month	Income	Expense	Difference	Balance
January	328,353.68	- 290,928.30	+ 37,425.38	+ 37,425.38
February	338,324.38	- 387,209.72	- 48,885.34	- 11,459.96
March	334,443.45	- 322,816.60	+ 11,626.85	+ 166.89
April	296,484.61	- 356,278.84	- 59,794.23	- 59,627.34
May	332,625.24	- 320,992.23	+ 11,633.01	- 47,994.33
June	321,510.96	- 298,481.28	+ 23,029.68	- 24,964.65
July	359,951.72	- 282,224.95	+ 77,726.77	+ 52,762.12
August	352,730.14	- 341,334.22	+ 11,395.92	+ 64,158.04
September	260,351.12	- 300,926.53	- 40,575.41	+23,582.63
October	270,839.19	- 325,390.11	- 54,550.92	-30,968.29
November	365,710.53	- 311,147.84	+ 54,562.69	+ 23,594.40
December	299,636.71	- 319,187.52	- 19,550.81	+ 4,043.59
Yearly Total	3,860,961.73	- 3,856,918.14	+ 4,043.59	+ 4,043.59

March 15th, 2025 Bill Gaucher Secretary Treasurer Unifor Local 114

December 2024 - Monthly Deposits vs Expenses

	<u>Dec 24</u>
Income	
D1 (NATIONAL OFFICE DUES)	254,291.19
D13 (INITIATION FEE)	360.00
D16 (POSTAGE)	278.64
D18 (SAFETY REMITTANCE)	661.29
D2 (VANCOUVER ISLAND SUB LOCAL)	8,139.48
D20 (LOCAL EDUCATION FUND)	1,952.75
D3A (DHL Owner Operators Fund)	4,450.00
D4 (NATIONAL REBATE)	21,500.00
D8 (OTHER)	7,148.85
D9 (INTEREST)	854.51
Total Income	<u>299,636.71</u>
Gross Profit	299,636.71
Expense	
1 (DUES & FEES TO NATIONAL)	119,974.48
11 (DUES REFUNDS)	204.38
16 (POSTAGE & COURIER SERVICE)	592.34
17 (EQUIPMENT RENTALS/PAYMENT)	551.25
18 (CONTRIBUTIONS & GIFTS)	13,762.93
21 (ARBITRATOR AND LAWYER FEES)	150.00
25 (LIFE INSURANCE & POLICIES)	6,049.16
28 (OTHER)	341.25
29 (VEHICLE ALLOWANCES)	6,900.00
30 (COUNCIL DUES)	2,221.75
32 (BARGAINING UNIT EXPENSES)	37,767.81
45 (VANCOUVER ISLAND SUB LOCAL)	9,685.75
5 (EDUCATION COSTS)	213.59
6 (HALL RENTAL)	4,362.14
8 (BANK CHARGES)	15.00
P_ADVANCES (ADVANCES GIVEN)	-500.00
Payroll Expenses	<u>116,895.69</u>
Total Expense	<u>319,187.52</u>
Net Income	<u><u>-19,550.81</u></u>

January through December 2024 - Yearly Deposits vs Expenses

	<u>Jan - Dec 24</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,959,099.55
D13 (INITIATION FEE)	5,740.00

D16 (POSTAGE)	15,072.79
D18 (SAFETY REMITTANCE)	8,456.40
D2 (VANCOUVER ISLAND SUB LOCAL)	465,690.73
D20 (LOCAL EDUCATION FUND)	52,262.64
D3 (Loomis Owner Operators Fund)	8,100.00
D3A (DHL Owner Operators Fund)	4,450.00
D4 (NATIONAL REBATE)	107,500.00
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)	36,394.24
D9 (INTEREST)	<u>12,657.44</u>
Total Income	<u>3,860,961.73</u>
Gross Profit	3,860,961.73
Expense	
1 (DUES & FEES TO NATIONAL)	1,570,054.67
11 (DUES REFUNDS)	669.96
12 (MEALS & COFFEE EXPENSES)	2,214.86
13 (PARKING & TAXI EXPENSES)	250.90
16 (POSTAGE & COURIER SERVICE)	18,815.42
17 (EQUIPMENT RENTALS/PAYMENT)	85,585.54
18 (CONTRIBUTIONS & GIFTS)	30,528.97
2 (OFFICE SUPPLIES)	16,800.33
21 (ARBITRATOR AND LAWYER FEES)	40,278.01
25 (LIFE INSURANCE & POLICIES)	72,690.92
27 (UNION JACKET/PENS/HATS)	15,829.52
28 (OTHER)	21,376.39
29 (VEHICLE ALLOWANCES)	82,800.00
30 (COUNCIL DUES)	29,075.00
32 (BARGAINING UNIT EXPENSES)	391,702.34
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)	85,595.70
5 (EDUCATION COSTS)	33,485.77
6 (HALL RENTAL)	52,345.68
7 (TELEPHONE EXPENSES)	9,272.47
79 (Adjustment Committee Fund)	915.42
8 (BANK CHARGES)	840.48
9 (WORKERS COMPENSATION)	676.43
P_ADVANCES (ADVANCES GIVEN)	-2,040.00
Payroll Expenses	<u>1,220,931.31</u>
Total Expense	<u>3,856,918.14</u>
Net Income	<u><u>4,043.59</u></u>

Balance Sheet Ending December 31st, 2024

	<u>Dec 31, 24</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2025	365,280.72
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>454,147.81</u>
Total Current Assets	<u>454,147.81</u>
TOTAL ASSETS	<u>454,147.81</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>-113.22</u>
Total Other Current Liabilities	<u>-113.22</u>
Total Current Liabilities	<u>-113.22</u>
Total Liabilities	-113.22
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	22,843.62
Net Income	<u>4,043.59</u>
Total Equity	<u>454,261.03</u>
TOTAL LIABILITIES & EQUITY	<u>454,147.81</u>

Explanation to Expense Categories: JANUARY THROUGH DECEMBER 2024

DUES & FEES TO NATIONAL: (\$ 1,570,054.67)

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: (\$ 669.96)

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: (\$ 18,815.42)

Covers all postage charges and any Courier Service (Includes any Election mail out and ALL 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: (\$ 85,585.54)

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 administration 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: (\$ 30,528.97)

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: (\$ 40,278.01)

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: (\$ 72,690.92)

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: (\$ 28,376.39)

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: (\$ 82,800.00)

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: (\$ 29,075.00)

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: (\$ 391,702.34)

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: (\$ 85,595.70)

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

EDUCATION COSTS: (\$ 33,485.77)

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: (\$ 52,345.68)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 9,272.47)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 840.48)

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: (- \$ 2,040.00)

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

PAYROLL EXPENSES: (\$ 1,220,931.31)

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

TOTAL JANUARY – DECEMBER EXPENSE: 2024

- \$ 3,856,918.14

TOTAL JANUARY – DECEMBER DEPOSITS: 2024

+\$ 3,860,961.73

DEFICIT/SURPLUS ENDING DECEMBER: 2024

+\$ 4,043.59

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	<u>3,579,949.25</u>
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	<u>1,072,880.43</u>
Total Expense	<u>3,579,949.25</u>
Net Income	<u>0.00</u>

January – December 2024 Budget vs Actual

	Jan - Dec 24	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	2,959,099.55	2,950,787.12	8,312.43	100.28%
D13 (INITIATION FEE)	5,740.00	2,910.00	2,830.00	197.25%
D16 (POSTAGE)	15,072.79	17,659.59	-2,586.80	85.35%
D18 (SAFETY REMITTANCE)	8,456.40	277.66	8,178.74	3,045.6%
D2 (VANCOUVER ISLAND SUB LOCAL)	465,690.73	390,211.93	75,478.80	119.34%
D20 (LOCAL EDUCATION FUND)	52,262.64	35,611.31	16,651.33	146.76%
D3 (Loomis Owner Operators Fund)	8,100.00	9,100.00	-1,000.00	89.01%
D3A (DHL Owner Operators Fund)	4,450.00	4,200.00	250.00	105.95%
D4 (NATIONAL REBATE)	107,500.00	86,000.00	21,500.00	125.0%
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)	36,394.24	36,560.79	-166.55	99.54%
D9 (INTEREST)	12,657.44	12,336.14	321.30	102.61%
Total Income	3,860,961.73	3,579,949.25	281,012.48	107.85%
Gross Profit	3,860,961.73	3,579,949.25	281,012.48	107.85%
Expense				
1 (DUES & FEES TO NATIONAL)	1,570,054.67	1,450,837.71	119,216.96	108.22%
11 (DUES REFUNDS)	669.96	4,432.71	-3,762.75	15.11%
12 (MEALS & COFFEE EXPENSES)	2,214.86	2,284.93	-70.07	96.93%
13 (PARKING & TAXI EXPENSES)	250.90	15.00	235.90	1,672.67%
16 (POSTAGE & COURIER SERVICE)	18,815.42	26,357.32	-7,541.90	71.39%
17 (EQUIPMENT RENTALS/PAYMENT)	85,585.54	120,000.00	-34,414.46	71.32%
18 (CONTRIBUTIONS & GIFTS)	30,528.97	29,775.55	753.42	102.53%
2 (OFFICE SUPPLIES)	16,800.33	11,307.15	5,493.18	148.58%
21 (ARBITRATOR AND LAWYER FEES)	40,278.01	29,523.60	10,754.41	136.43%
25 (LIFE INSURANCE & POLICIES)	72,690.92	75,139.18	-2,448.26	96.74%
27 (UNION JACKET/PENS/HATS)	15,829.52	3,345.01	12,484.51	473.23%
28 (OTHER)	21,376.39	30,803.06	-9,426.67	69.4%
29 (VEHICLE ALLOWANCES)	82,800.00	73,800.00	9,000.00	112.2%
30 (COUNCIL DUES)	29,075.00	26,867.35	2,207.65	108.22%
32 (BARGAINING UNIT EXPENSES)	391,702.34	409,793.42	-18,091.08	95.59%
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)	85,595.70	73,189.05	12,406.65	116.95%
5 (EDUCATION COSTS)	33,485.77	53,809.88	-20,324.11	62.23%
6 (HALL RENTAL)	52,345.68	52,345.68	0.00	100.0%
	9,272.47	11,494.01	-2,221.54	80.67%

7 (TELEPHONE EXPENSES)				
79 (Adjustment Committee Fund)	915.42	1,209.75	-294.33	75.67%
8 (BANK CHARGES)	840.48	843.00	-2.52	99.7%
9 (WORKERS COMPENSATION)	676.43	621.12	55.31	108.91%
P_ADVANCES (ADVANCES GIVEN)	-2,040.00	-3,603.18	1,563.18	56.62%
Payroll Expenses	<u>1,220,931.31</u>	<u>1,072,880.43</u>	<u>148,050.88</u>	<u>113.8%</u>
Total Expense	<u>3,856,918.14</u>	<u>3,579,949.25</u>	<u>276,968.89</u>	<u>107.74%</u>
Net Income	<u>4,043.59</u>	<u>0.00</u>	<u>4,043.59</u>	<u>100.0%</u>

Bargaining in 2023-2024-2025 \$ 391,702.34: 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 \$ 33,485.77: 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 \$ 40,278.01: 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 \$ 30,528.97: 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 \$ 85,585.54: 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 2024 and into 2025.***

***** 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 2024/2025 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 2025/2026. Some of our members took 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 2024 into 2025.***

*****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 2024/2025.***

***** *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.***

All Local 114 Elected Executive positions, Member-at-Large, and Standing committees are open for election this June 2025, watch for notices on your union bulletin boards.

**Financial Report given at the March 14th, 2025 Exec Meeting at New West Hall
Financial Report given at the March 15th, 2025 General Meeting at New West Hall**

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



FINANCIAL REPORT EXECUTIVE MARCH 14TH & GENERAL MEETING MARCH 15TH, 2025

Please find attached the Financial Report for the period covering January and February 2025.

January 2025

Our total expenses for January 2025:	- \$337,934.92	Page 2
Our total deposits for January 2025:	<u>+\$412,511.88</u>	Page 2
A surplus in the month of January 2025:	<u>+\$ 74,576.96</u>	Page 2

February 2025

Our total expenses for February 2025:	- \$336,612.86	Page 2
Our total deposits for February 2025:	<u>+\$312,066.90</u>	Page 2
A deficit in the month of February 2025:	<u>-\$ 24,545.96</u>	Page 2

Year to Date: January – February 2025

Our total expenses for January – February 2025 :	- \$ 674,547.78	Page 3
Our total deposits for January – February 2025:	<u>+\$ 724,578.78</u>	Page 3
A total year surplus at the end of February 2025:	<u>+\$ 50,031.00</u>	Page 3

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending February 2025	<u>+\$ 504,178.81</u>	Page 4
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Explanation to Expense Categories: January through February 2025

Page 4-7

2025 Budget Will be presented at our next meeting

Page 7

2025 Budget vs Actual (January through February) Will be presented at our next meeting

Page 7

Units in Bargaining and Items to Mention 2025

Page 8-9

MONTHLY TOTALS

<u>Month</u>	<u>Income</u>	<u>Expense</u>	<u>Difference</u>	<u>Balance</u>
January	412,511.88	- 337,934.92	+ 74,576.96	+ 74,576.96
February	312,066.90	- 336,612.86	- 24,545.96	+ 50,031.00
Yearly Total	724,578.78	- 674,547.78	+ 50,031.00	+ 50,031.00

March 15th, 2025 Bill Gaucher Secretary Treasurer Unifor Local 114

January and February 2025 - Monthly Deposits vs Expenses

	Jan 25	Feb 25	TOTAL
Income			
D1 (NATIONAL OFFICE DUES)	314,704.40	255,960.89	570,665.29
D13 (INITIATION FEE)	730.00	150.00	880.00
D16 (POSTAGE)	0.00	3,649.20	3,649.20
D18 (SAFETY REMITTANCE)	652.24	1,472.32	2,124.56
D2 (VANCOUVER ISLAND SUB LOCAL)	81,205.50	23,332.31	104,537.81
D20 (LOCAL EDUCATION FUND)	11,274.03	3,059.08	14,333.11
D4 (NATIONAL REBATE)	0.00	21,500.00	21,500.00
D5 (NATIONAL EXPENSE CLAIMS)	2,810.14	0.00	2,810.14
D8 (OTHER)	271.40	2,240.71	2,512.11
D9 (INTEREST)	864.17	702.39	1,566.56
Total Income	412,511.88	312,066.90	724,578.78
Gross Profit	412,511.88	312,066.90	724,578.78
Expense			
1 (DUES & FEES TO NATIONAL)	120,559.69	121,028.55	241,588.24
12 (MEALS & COFFEE EXPENSES)	366.48	126.98	493.46
13 (PARKING & TAXI EXPENSES)	7.50	67.85	75.35
16 (POSTAGE & COURIER SERVICE)	2,636.21	1,752.15	4,388.36
17 (EQUIPMENT RENTALS/PAYMENT)	3,031.30	5,845.22	8,876.52
18 (CONTRIBUTIONS & GIFTS)	4,419.90	4,750.00	9,169.90
2 (OFFICE SUPPLIES)	1,019.06	1,021.38	2,040.44
21 (ARBITRATOR AND LAWYER FEES)	0.00	200.00	200.00
25 (LIFE INSURANCE & POLICIES)	6,049.16	6,386.92	12,436.08
28 (OTHER)	3,811.63	891.88	4,703.51
29 (VEHICLE ALLOWANCES)	6,900.00	6,900.00	13,800.00
30 (COUNCIL DUES)	2,232.61	2,241.27	4,473.88
32 (BARGAINING UNIT EXPENSES)	50,766.58	48,818.63	99,585.21
33 (WCB APPEAL EXPENSES)	1,050.00	0.00	1,050.00
4 (LABOUR COUNCIL'S)	821.30	0.00	821.30
42 (STRIKE EXPENSES)	0.00	3,555.95	3,555.95
43 (PAID EDUCATION LEAVE PROGRAM)	0.00	39,839.56	39,839.56
45 (VANCOUVER ISLAND SUB LOCAL)	5,152.36	5,991.25	11,143.61
5 (EDUCATION COSTS)	1,529.30	81.78	1,611.08
6 (HALL RENTAL)	4,362.14	4,362.14	8,724.28
7 (TELEPHONE EXPENSES)	1,724.07	849.37	2,573.44
79 (Adjustment Committee Fund)	166.42	83.21	249.63
8 (BANK CHARGES)	452.14	15.00	467.14
9 (WORKERS COMPENSATION)	0.00	728.93	728.93
P_ADVANCES (ADVANCES GIVEN)	-6.35	0.00	-6.35
Payroll Expenses	120,883.42	81,074.84	201,958.26
Total Expense	337,934.92	336,612.86	674,547.78
Net Income	74,576.96	-24,545.96	50,031.00

January through February 2025 - Yearly Deposits vs Expenses

	Jan 25	Feb 25	TOTAL
Income			
D1 (NATIONAL OFFICE DUES)	#		570,665.29
D13 (INITIATION FEE)	#		880.00
D16 (POSTAGE)	#		3,649.20
D18 (SAFETY REMITTANCE)	#		2,124.56
D2 (VANCOUVER ISLAND SUB LOCAL)	#		104,537.81
D20 (LOCAL EDUCATION FUND)	#		14,333.11
D4 (NATIONAL REBATE)	#		21,500.00
D5 (NATIONAL EXPENSE CLAIMS)	#		2,810.14
D8 (OTHER)	#		2,512.11
D9 (INTEREST)	#		1,566.56
Total Income	#		724,578.78
Gross Profit	#		724,578.78
Expense			
1 (DUES & FEES TO NATIONAL)	#		241,588.24
12 (MEALS & COFFEE EXPENSES)	#		493.46
13 (PARKING & TAXI EXPENSES)	#		75.35
16 (POSTAGE & COURIER SERVICE)	#		4,388.36
17 (EQUIPMENT RENTALS/PAYMENT)	#		8,876.52
18 (CONTRIBUTIONS & GIFTS)	#		9,169.90
2 (OFFICE SUPPLIES)	#		2,040.44
21 (ARBITRATOR AND LAWYER FEES)	#		200.00
25 (LIFE INSURANCE & POLICIES)	#		12,436.08
28 (OTHER)	#		4,703.51
29 (VEHICLE ALLOWANCES)	#		13,800.00
30 (COUNCIL DUES)	#		4,473.88
32 (BARGAINING UNIT EXPENSES)	#		99,585.21
33 (WCB APPEAL EXPENSES)	#		1,050.00
4 (LABOUR COUNCIL'S)	#		821.30
42 (STRIKE EXPENSES)	#		3,555.95
43 (PAID EDUCATION LEAVE PROGRAM)	#		39,839.56
45 (VANCOUVER ISLAND SUB LOCAL)	#		11,143.61
5 (EDUCATION COSTS)	#		1,611.08
6 (HALL RENTAL)	#		8,724.28
7 (TELEPHONE EXPENSES)	#		2,573.44
79 (Adjustment Committee Fund)	#		249.63
8 (BANK CHARGES)	#		467.14
9 (WORKERS COMPENSATION)	#		728.93
P_ADVANCES (ADVANCES GIVEN)	#		-6.35
Payroll Expenses	#		201,958.26
Total Expense	#		674,547.78
Net Income	#		50,031.00

Balance Sheet Ending February 28th, 2025

	<u>Feb 28, 25</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2025	415,561.35
114 RECREATION (CAW 114 Recreation Committee)	6,678.11
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	445.03
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>504,178.81</u>
Total Current Assets	<u>504,178.81</u>
TOTAL ASSETS	<u><u>504,178.81</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>-113.22</u>
Total Other Current Liabilities	<u>-113.22</u>
Total Current Liabilities	<u>-113.22</u>
Total Liabilities	<u>-113.22</u>
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	26,887.21
Net Income	<u>50,031.00</u>
Total Equity	<u>504,292.03</u>
TOTAL LIABILITIES & EQUITY	<u><u>504,178.81</u></u>

Explanation to Expense Categories: JANUARY THROUGH FEBRUARY 2025

DUES & FEES TO NATIONAL: (\$ 241,588.24)

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: (\$ 0.00)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 493.46) also included in Bargaining Unit Expenses

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

PARKING & TAXI EXPENSES: (\$ 75.35) 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: (\$ 4,388.36)
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: (\$ 8,876.52)
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 administration 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: (\$ 9,169.90)
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: (\$ 2,040.44)
Covers any supplies for the office (New Printer, Adobe Software, Iron Mountain Paper shredding Service).

LAWYER FEES and ARBITRATOR FEES: (\$ 200.00)
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: (\$ 12,436.0)
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 (\$ 0.00)
This covers any purchase of Union paraphernalia.

OTHER: (\$ 4,703.51)
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: (\$ 13,800.00)

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: (\$ 4,473.88)

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: (\$ 99,585.21)

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: (\$ 1,050.00)

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: (\$ 821.30) ***

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: (\$ 3,555.95) Cowichan Valley Regional Transit (CVRT) – Strike.

PAID EDUCATION LEAVE PROGRAM: (\$ 39,839.56)
PEL Funds sent directly to our Local from Bargaining Units and then forwarded to National.

RETIREE’S: (\$ 0.00)
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: (\$ 11,143.61)
Covers any and all expenses to run the Island Office, including wages.

EDUCATION COSTS: (\$ 1,611.08)
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: (\$ 8,724.28)
Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 2,573.44)
Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 467.14)
Account charges and any NSF Cheques (\$ _____) returned that have not been reimbursed.

ADJUSTMENT FUND: (\$ 249.63)
Any charges related to the Loomis Adjustment Committee Fund; Loomis Cell phone for Chair.

WORKERS COMPENSATION EMPLOYER COSTS: (\$ 728.93)
WCB Coverage for staff and wage loss claims within the Local.

ADVANCES GIVEN/RETURNED: (- \$ 6.35)
Any returned advances that were given and reconciled on expense claim forms.

PAYROLL EXPENSES: (\$ 201,958.26)
Salary, Wages, Lost Time Vouchers. Includes all Employer costs, Revenue Canada, Canada Pension and Employment Insurance Premiums.

TOTAL JANUARY – FEBRUARY EXPENSE: 2025	- \$ 674,547.78
TOTAL JANUARY – FEBRUARY DEPOSITS: 2025	<u>+\$ 724,578.78</u>
DEFICIT/<u>SURPLUS</u> ENDING FEBRUARY: 2025	<u>+\$ 50,031.00</u>

Budget – 2025

To be brought forward at our next meeting

January – February 2025 Budget vs Actual

To be brought forward at our next meeting

Bargaining 2024-2025 \$ 99,585.21: A lot of our Local unit Collective Agreements have expired and need to be scheduled for Bargaining this year and into 2026.

Educations costs include \$ 1,611.08: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership. Unifor Conference; WCB Training; Unifor Area Schools; Organizing; and Women's' Conference.

Arbitrations and Lawyer's Fees \$ 200.00: We never know how many Arbitrations and or Legal Issues within the Local in any given year. Last year was a heavy year and we spent over \$40,000.00.

Charitable Contributions (Donations) and Gifts \$ 9,169.90: 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.

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*****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 2024 into 2025.***

*****We had to budget for new equipment in 2024/2025 (7 of our laptops and computers were at their 6-7 year dates and some older than that; and were replaced in 2024 - 2025) and upgrading our Server and software was a must in 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.***

All Local 114 Elected Executive positions, Member-at-Large, and Standing committees are open for election this June 2025, watch for notices on your union bulletin boards.

**Financial Report given at the March 14th, 2025 Exec Meeting at New West Hall
Financial Report given at the March 15th, 2025 General Meeting at New West Hall**

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



TRUSTEE'S QUARTERLY ANNUAL AUDIT REPORT

OCTOBER, NOVEMBER, DECEMBER 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

13 March 2025

To Whom It May Concern:

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

Signed:

A handwritten signature in black ink, appearing to be 'James Young', written over a horizontal line.

James Young

A handwritten signature in black ink, appearing to be 'Michael Garland', written over a horizontal line.

Michael Garland

A handwritten signature in black ink, appearing to be 'Bernie Katili', written over a horizontal line.

Bernie Katili

**unifor**

theUnion | lesyndicat

QUARTERLY REPORT OF TRUSTEES / RAPPORT TRIMESTRIEL DES SYNDICSLocal No. **114**
Section locale _____DATE: **March 13, 2025**Quarter Ended **December 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
Oct	Nov	Dec
see	attached	sheet
270,839.19	365,710.53	299,636.71

**A RECEIPTS
ARGENT REÇUS**

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

**B DISBURSEMENTS
DÉBOURSÉS**

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

see	attached	sheet
325,390.11	311,147.84	319,187.52

* 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.



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	1st Month 1er mois	2nd Month 2ième mois	3rd Month 3ième mois
	Oct	Nov	Dec
C CASH ANALYSIS ARGENTS EN CAISSE			
23 Balance at End of Previous Month Solde à la fin du mois précédent	473,686.37	419,135.93 *	473,698.62
24 Add: Total Receipts (From Line 12) Ajouter: argents reçus (Montant à la ligne 12)	+ 270,839.19	+ 365,710.53	+ 299,636.71
25 Less: Total Disbursements (From Line 22) Moins: déboursés totaux (Ligne 22)	- 325,390.11	- 311,147.84	- 319,187.52
26 Balance at End of Current Month Solde à la fin du mois courant	{419,135.93} *	473,698.62	454,147.81

D PROOF OF CASH ARGENTS EN POSSESSION	see	attached	reconciliation
27 Balance from Bank Statement at end of Month Solde en banque à la fin du mois			
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** Mobiliier et équipement**			
35 Other Assets** Liabilities Adjustment-From Sep Autres avoirs**	* 0.48		
36 Bonds Obligations			
37 Shares Actions			
38 Sub-total Sous total			
39 Mortgage Hypothèque			
40 Bank loan Prêt bancaire			
41 Total Total	419,135.93 *	473,698.62	454,147.81

* 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 March 13, 2025

President/Président(e) _____

7:29 AM

02/27/25

Accrual Basis

Unifor Local 114
Profit & Loss
October through December 2024

	Oct 24	Nov 24	Dec 24	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	212,556.15	222,454.51	254,291.19	689,301.85
D13 (INITIATION FEE)	430.00	550.00	360.00	1,340.00
D16 (POSTAGE)	2,829.26	842.73	278.64	3,950.63
D18 (SAFETY REMITTANCE)	1,148.63	990.91	661.29	2,800.83
D2 (VANCOUVER ISLAND SUB LOCAL)	50,772.62	41,954.36	8,139.48	100,866.46
D20 (LOCAL EDUCATION FUND)	311.18	9,857.75	1,952.75	12,121.68
D3 (Loomis Owner Operators Fund)	0.00	8,100.00	0.00	8,100.00
D3A (DHL Owner Operators Fund)	0.00	0.00	4,450.00	4,450.00
D4 (NATIONAL REBATE)	0.00	21,500.00	21,500.00	43,000.00
D5 (NATIONAL EXPENSE CLAIMS)	0.00	57,853.63	0.00	57,853.63
D7 (TERM DEPOSIT INTEREST)	1,198.88	0.00	0.00	1,198.88
D8 (OTHER)	636.57	801.97	7,148.85	8,587.39
D9 (INTEREST)	955.90	804.67	854.51	2,615.08
Total Income	270,839.19	365,710.53	299,636.71	936,186.43
Gross Profit	270,839.19	365,710.53	299,636.71	936,186.43
Expense				
1 (DUES & FEES TO NATIONAL)	155,604.77	149,771.42	119,974.48	425,350.67
11 (DUES REFUNDS)	265.62	0.00	204.38	470.00
12 (MEALS & COFFEE EXPENSES)	226.92	165.53	0.00	392.45
13 (PARKING & TAXI EXPENSES)	63.65	0.00	0.00	63.65
16 (POSTAGE & COURIER SERVICE)	1,913.40	367.52	592.34	2,873.26
17 (EQUIPMENT RENTALS/PAYMENT)	1,728.28	131.25	551.25	2,410.78
18 (CONTRIBUTIONS & GIFTS)	1,000.00	1,200.00	13,762.93	15,962.93
2 (OFFICE SUPPLIES)	685.81	823.05	0.00	1,508.86
21 (ARBITRATOR AND LAWYER FEES)	0.00	8,552.50	150.00	8,702.50
25 (LIFE INSURANCE & POLICIES)	6,817.93	5,280.38	6,049.16	18,147.47
27 (UNION JACKET/PENS/HATS)	0.00	9,789.57	0.00	9,789.57
28 (OTHER)	3,025.75	3,356.21	341.25	6,723.21
29 (VEHICLE ALLOWANCES)	6,900.00	6,900.00	6,900.00	20,700.00
30 (COUNCIL DUES)	2,881.56	2,773.56	2,221.75	7,876.87
32 (BARGAINING UNIT EXPENSES)	41,345.69	28,709.90	37,767.81	107,823.40
33 (WCB APPEAL EXPENSES)	1,215.00	205.00	0.00	1,420.00
4 (LABOUR COUNCIL'S)	814.10	0.00	0.00	814.10
45 (VANCOUVER ISLAND SUB LOCAL)	8,043.71	10,110.60	9,685.75	27,840.06
5 (EDUCATION COSTS)	6,510.75	5,323.39	213.59	12,047.73
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	1,009.75	990.48	0.00	2,000.23
79 (Adjustment Committee Fund)	83.22	83.22	0.00	166.44
8 (BANK CHARGES)	70.23	66.75	15.00	151.98
P_ADVANCES (ADVANCES GIVEN)	-1,150.00	-285.00	-500.00	-1,935.00
Payroll Expenses	81,971.83	72,470.37	116,895.69	271,337.89
Total Expense	325,390.11	311,147.84	319,187.52	955,725.47
Net Income	-54,550.92	54,562.69	-19,550.81	-19,539.04

Unifor Local 114 Balance Sheet

As of December 31, 2024

Dec 31, 24

ASSETS**Current Assets****Chequing/Savings**

@Unifor2025

114 RECREATION (CAW 114 Recreation Committee)

Adjustment Account (DHL/Loomis) (Adjustment Account Fund)

DHL Owner Operators (Owner Operators Special Fund)

Long BID Term 3 (Term Deposit Account (Former L432))

Long Bid Term Piper (Gordon Piper Scholarship Funds)

Loomis Owner Operators (Owner Operators Special Fund)

Total Chequing/Savings**Total Current Assets****TOTAL ASSETS****LIABILITIES & EQUITY****Liabilities****Current Liabilities**

Other Current Liabilities

Payroll Liabilities

Total Other Current Liabilities

Total Current Liabilities**Total Liabilities****Equity**

Opening Bal Equity

Retained Earnings

Net Income

Total Equity**TOTAL LIABILITIES & EQUITY**

365,280.72

6,678.11

694.66

14,809.20

28,371.67

5,767.51

32,545.94

454,147.81

454,147.81

454,147.81

-113.22

-113.22

-113.22

-113.22

427,373.82

22,843.62

4,043.59

454,261.03

454,147.81


BANK RECONCILIATION

DATE: OCT-NOV-DEC 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 434,067.96	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.	< 861.10>	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 :			\$ 473,686.37	
10			Total Deposits For The 3 Months	\$ 936,186.43	7
11	Adjustment from Sep 2024		Liabilities Adjustment (Balance Sheet)	\$ 0.48	*****
12			Total	\$ 1,409,873.28	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The 3 Months	-\$ 955,725.47	8
15					
16					
17	Balance As Per Cash Book At The End Of The Month : December 31, 2024			\$ 454,147.81	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements:	Community Savings # 755843		\$ 507,193.90	1A
22	\$ 555,243.70	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	\$ 28,371.67	4A
25	-\$ 694.66	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ -	Outstanding from 2023	DHL/Loomis Adjustment - Internal Acct.	\$ 694.66	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	\$ 596,060.99	
30	\$ 507,193.90	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.	-\$ 141,913.18	11
37					
38	Bank Balance As Per Cash Book At End Of Period: December 31, 2024			\$ 454,147.81	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation	Opening Amount On Bank Statement		\$ 447,317.47	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.	Outstanding Chq's From Last Month		-\$ 13,249.51	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
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"		\$ 434,067.96	
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	General Meeting - MAR. 2025				31

BANK RECONCILIATION

DATE: OCTOBER 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 434,067.96	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.	< 861.10>	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			\$ 473,686.37	
10					
11			Total Deposits For The Month	270 839.19	7
12	Adjustment from Sep 2024		Liabilities Adjustment (Balance Sheet)	\$ 0.48	*****
13			Total		
14	Adjusted Payroll Liabilities Period:			\$ 74456.04	
15			Total Expenses For The Month	325 390.11	8
16					
17	Balance As Per Cash Book At The End Of The Month : October 31, 2024			\$ 419 135.93	→
18					
19			<u>Reconciliation</u>		
20					
21	Closing Balance As Per Bank Statements:	Community Savings # 755843		\$ 348,685.43	1A
22	\$ 396,818.45	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	28,371.67	4A
25	-\$ 777.88	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ -	Outstanding from 2023	DHL/Loomis Adjustment - Internal Acct.	\$ 777.88	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	\$ 437,635.74	
30	\$ 348,685.43	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 2023	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.	-\$ 18,499.81	11
37					
38	Bank Balance As Per Cash Book At End Of Period: October 31, 2024			\$ 419,135.93	→
39		** These lines must equal to balance properly			
40	Where to find figures on the Bank Reconciliation	Opening Amount On Bank Statement		\$ 447,317.47	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.	Outstanding Chq's From Last Month		-\$ 13,249.51	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
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"		\$ 434,067.96	
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: NOVEMBER 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 378,318.64	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	\$ 28,371.67	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	< 777.88>	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			\$ 419,135.93	
10			Total Deposits For The Month	365,710.53	7
11			Liabilities Adjustment (Balance Sheet)	\$ -	*****
12			Total	784,846.46	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The Month	311,147.84	8
15					
16					
17	Balance As Per Cash Book At The End Of The Month : November 30, 2024			\$ 473,699.62	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements:	Community Savings # 755843		\$ 411,999.81	1A
22	\$ 460,049.61	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/O's Acct	Long BID Term 3	28,371.67	4A
25	-\$ 694.66	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ -	Outstanding from 2023	DHL/Loomis Adjustment - Internal Acct.	\$ 694.66	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	\$ 500,866.90	
30	\$ 411,999.81	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 2023	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.	-\$ 27,168.28	11
37					
38	Bank Balance As Per Cash Book At End Of Period: November 30, 2024			\$ 473,698.62	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 396,818.45	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 18,499.81	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
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"	\$ 378,318.64	
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 G. Holland</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	General Meeting - MAR. 2025				33

BANK RECONCILIATION

DATE: DECEMBER 2024

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 432,881.33	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	\$ 28,371.67	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	< 694.66>	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			\$ 473,698.62	
10			Total Deposits For The Month	299,636.71	7
11			Liabilities Adjustment (Balance Sheet)	\$	*****
12			Total	773,335.33	
13				\$	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The Month	39,187.52	8
15					
16					
17	Balance As Per Cash Book At The End Of The Month : December 31, 2024			\$ 454,147.81	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements:	Community Savings # 755843		\$ 507,193.90	1A
22	\$ 555,243.70	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	28,371.67	4A
25	-\$ 694.66	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ -	Outstanding from 2023	DHL/Loomis Adjustment - Internal Acct.	\$ 694.66	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	\$ 596,060.99	
30	\$ 507,193.90	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 2023	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	16
36		Total Cheques Outstanding	Outstanding from Gen Acct.	-\$ 141,913.18	11
37					
38	Bank Balance As Per Cash Book At End Of Period: December 31, 2024			\$ 454,147.81	→
39		** These lines must equal to balance properly			
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 460,049.61	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 27,168.28	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
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"	\$ 432,881.33	
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					



2405 Pine Street, P.O. Box 46851
 Vancouver, BC
 V6J 5M4
www.salalsvsc.ca/donate

Dear Executive Board of Unifor Local 114,

We are thrilled you are part of the Salal community. Because of your donation of \$200 survivors of sexualized violence can access the **survivor-centered care** they deserve—where **their** rights, needs, and wishes guide every decision. You also help advance training, workshops, and outreach to community members, creating vital shifts in how the world understands sexual assault and cares for survivors.

It is our donors like your organization, Unifor Local 114, who advance our work and in the past year alone, we answered 5,289 crisis line calls and provided 1,855 one-to-one counselling sessions. These numbers are not just statistics; they represent countless stories of courage and healing. **Your generosity directly impacts the lives of over 6,000 survivors each year.**

And it is our donors—whose belief in us, investment in our work, and commitment to survivors—who have helped us grow from a two-person team in 1983 to BC's largest sexual violence center today. And since 1983, we helped create and shape:

- the sexual assault service at BC Women's Hospital
- the Sex Crimes Unit at the Vancouver Police Department
- the UBC Sexual Assault Support Centre
- and the Third Party Reporting in BC

And we are just getting started.

We are excited to share a groundbreaking development at Salal. This year marks a revolutionary step forward as we open Vancouver's first post Sexual Assault Clinic. Designed with survivors in mind, our new clinic will provide compassionate, survivor-centered health care and forensic evidence collection with trained, empathetic staff in a setting that offers a vital alternative to conventional hospital settings – which can be further traumatizing and inaccessible for some survivors.

Every step we take forward is made possible by the generosity of donors like you. Your support not only changes lives today but also lays the foundation for a future where all survivors can access the comprehensive, survivor-centered care they deserve. **Thank you for standing with survivors, taking action, and believing in our mission.**

I have included your tax receipt as well as a physical copy of our newsletter. If you'd like to receive monthly updates, including exciting details about upcoming events, I invite you to join our electronic newsletter by signing up at www.salalsvsc.ca/newsletter/ and on our Instagram and Facebook @SalalSVSC.

With heartfelt gratitude and warm regards,

A handwritten signature in black ink, appearing to read 'Izabela Krekora'.

Izabela Krekora

Manager of Fund Development & Communications
 Salal Sexual Violence Support Centre
 604-255-6228 ext. 240; email: izabela@salalsvsc.ca
 24-hour Crisis Line: 604-255-6344

From: Jim Sadlemyer
To: Bill Gaucher
Subject: Re: Goodbye
Sent: 2025-01-12 9:55:22 AM

[EXTERNAL EMAIL]

Thanks Bill.

On Sun, Jan 12, 2025 at 9:51 AM Bill Gaucher <gaucher@unifor114.org> wrote:

Hi Jim

I can remember the first time Jayne Pedersen mentioned to me that she had this young guy in her depot that would be a great asset and activist for our local. Well that was certainly an understatement as you came into our executive and were a breath of fresh air and full of enthusiasm and ideas to better the working life's of our members and those in our communities. You helped to organized the unorganized and even those within our local who needed to be reminded what being part of a union was all about. You jumped in with both feet for any political work that needed to be done over and over again. For me you were always someone that I could count on without ever asking. You always had my back and that of our locals. You were never in it for yourself, always for those who needed help and to forward the union, Locally and Nationally.

Jim thank you for being an honest and honourable member and for your ever incredible dedication to advance our union and local. For me you are a friend and someone that I have had the honour to work with and see you grow as an activist and become a great labour leader in the trenches of our local.

You will be called upon to help out and thank you for leaving the door open to do so. Thanks Jim for everything you stand for and for your unselfish dedication and participation in our local.

Bill GAUCHER Secretary Treasurer Unifor Local Unifor 114

On Jan 11, 2025, at 15:34, Jim Sadlemyer <jsadlemyer@gmail.com> wrote:

[EXTERNAL EMAIL]

I want to thank you both, the entire 114 Executive and the National Union for allowing me to be part of the fight.

I will never be able to express the pride and appreciation I have for you all. The education, the opportunities and experiences I was able to be a part of will live with me for the rest of my life.

Although I am stepping back from the executive I will continue to promote the Local and the Union at every opportunity.
Call me if you need me, but need me if you call ;)

To make it formal I am resigning as Vancouver Island Member at Large effective immediately.

In Solidarity,
Jim Sadlemyer

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

GORDONMcGRATH
President

BILL GAUCHER
Secretary Treasurer

Elections Committee 2025 - Unifor Local 114 Positions Open & Nomination Form

Elections Committee – 3 positions

For posting on the Union Bulletin Board

ARTICLE # 10 ELECTIONS

(a) Election Committee

1. An Election Committee of three (3) members shall be nominated and elected by secret ballot at a regular General Meeting prior to the election of a new Executive and every three (3) years thereafter.
2. The Election Committee and the Membership shall be governed by the National Constitution and the Guide for Local Union Elections issued by the National Union.
3. The Election Committees shall be charged with the responsibility of conducting all elections and referendums as per the Unifor National Constitution and Guide for Local Union Elections.
4. The Election Committee will be elected in December, leading into an election year.

****If you run for one of these positions you can not run in the Local 114 General Elections being held in 2025****

You must be a Local 114 member in good standing to run

Only **one** (1) nomination per sheet
Please make copies for additional nominations

I understand the person I am nominating must contact the Unifor Local 114 office to confirm acceptance of this nomination and that this member must be in good standing to be eligible to run.

I further understand that if I will not be in attendance at the General Meeting on Saturday, March 15th, 2025, that the deadline to accept nominations in writing is 12:00 noon on Friday, March 14th, 2025.

Please turn over →



**** Even if you nominate yourself, you still have to reply in writing to accept your own nomination if you will not be in attendance at the March 15th, 2025 General Meeting. ****

I hereby nominate: _____
Please Print Name

Street Address City Postal Code

Home Phone # Cell Phone # E-mail

Bargaining Unit: _____

Signed this _____ of _____, 2021.
Day Month

Signature: _____ Printed Name: _____
Nominator (can be yourself)

List the Position(s) being nominated for:

Elections Committee

Please make sure this form is returned to the Unifor Local 114 Office **before noon on Friday, March 14th, 2025**. No nominations will be accepted after the General Meeting on **Saturday, March 15th, 2025**.

Please return this form via e-mail/regular mail or fax to:

Unifor Local 114
326 12th Street
New Westminster, BC V3M 4H6

e-mail:

Fax: 1 - 604 - 524 - 0419 or Toll Free: 1 - 877 - 624 - 9906
If you have any questions, call the Local Office at
604 - 524 - 9457 or Toll Free 1 - 800 - 841 - 5911

If more than three (3) people are nominated, an election will take place at the General Meeting on Saturday, March 15th, 2025.



UNIFOR LOCAL 114 - ELECTION 2025 - TIME LINE:

Notice that nominations open for Election Committee:

March 3rd, 2025

Notice sent out via mail to Stewards and via fax to units

- Nominations Open - Anyone who runs for these positions cannot run for any positions in the General Elections in 2025.

Nominations for Election Committee open & close:

Friday, March 14th, 2025 at noon

Nominations open & close at the General Meeting

Election Committee elections results:

Saturday, March 15th, 2025

Elected to the Election Committee:

- 1)
- 2)
- 3)

Material for nominations and election time lines:

Monday, May 12th, 2025

Information and Nomination Forms will be mailed out to stewards and branch units for posting. Election Time Line will be available.

Nominations open:

Monday, May 19th, 2025

Nominations Open - Must be at least 7 calendar days before nominations close

Nominations close:

Friday, June 13th, 2025 - @ noon

Nominations close for nominations that are faxed or e-mailed to the New Westminster Office.

Saturday, June 14th, 2025

Nominations close at the start of the General Membership Meeting in New Westminster.

Deadline for acceptance of nominated position(s):

Tuesday, June 24th, 2025 - 12:00 noon – acceptance must be in writing.

Election Committee will be in contact with the Local Office to validate candidates' eligibility to run for election: Support Staff will check membership records and advise the Election Committee of the status of those nominated to run.

Tuesday, June 24th, 2025 – after the close of 12:00 noon

Support Staff will send e-mail to nominees requesting their BIO's

Tuesday, June 24th, 2025 – after the close of 12:00 noon

Mail out posting RE Election times and to let the Local know if you want a mail ballot sent to you instead of electronic voting.

Accepted nominations will go out in this mail out as well

Wednesday, June 25th, 2025

Fax and mail information to all units in regards to the process, as well as a list of all the candidates running and a list of those who were elected by acclamation

Deadline to place a biography for candidates running for election:

Monday, July 7th, 2025 - 12:00 noon

Must be on an 8 ½ x 11 sheet of paper

Deadline to request mail ballot:

Friday, July 11th, 2025 - 12:00 noon

Election voting opens -Electronic Voting – Simply Voting:

Monday, July 14th, 2025

Election voting closes -Electronic Voting – Simply Voting:

Friday, July 25th, 2025 @ noon

Election Committee in to count mail in ballots and to sign results from mail in and the count from the electronic voting; then let the nominees know the results:

Friday, July 25th, 2025

Mail/Fax results for posting to stewards and company locations:

Monday, July 28th, 2025

All elected/acclimation positions take office and sworn in at the General Meeting on Saturday September 13th, 2025

All voting will be done by “electronic voting” except for those who requested a "Mail In" ballot.

Names of nominees will be listed in alphabetical order on the ballot.

A winner will be declared if he/she receives fifty percent (50%) plus one (1) of the votes.

If no winner is declared, a run-off election will be held. The run-off will be held by the two (2) top candidates who receive the most votes. If a tie vote, the President of the Local will cast the deciding vote to break the tie.

The three (3) Trustee positions will be filled by those who receive the three (3) highest votes. If a tie vote for the 3rd position, the President of the Local will cast the deciding vote to break the tie.

**ARTICLE # 11 VOTING PROCEDURES – As per Article 15, Section b, Paragraph 5
under the Unifor Constitution and the Unifor Policy Regarding Local Union Elections.**

Section 1

(a) 1) Local Union officers must be elected by a majority vote (50% + 1), unless only one person is nominated for office, and accepts the nomination, in which case that person shall stand elected by acclamation.

2) If an election is to take place for Members at Large the person receiving the largest number of votes in any election shall stand elected, unless only one person is nominated for office, and accepts the nomination, in which case that person shall stand elected by acclamation.

(b) Except in the case of elections or secret ballot votes, the President shall not have a right to vote except in the case of a tie vote, when the President shall cast the deciding vote.

(c) To ensure the fullest possible participation of the membership in any election or referendums, the Local Union Executive shall be responsible for giving adequate notice and outlining date(s), time(s), and place(s) for any elections or referendums.

All Election results to be posted at all units

Run-Offs:

August 2025

If no winner is declared, a run-off election will be held.

The run-off will be held between the two (2) top candidates who receive the most votes.

Only those members who requested ballots for the General Elections and those who voted electronically will be able to vote in any run-off ballot.

New Executive & Committee Chairs take office:

Saturday, September 15th, 2025

New Executive and Committee Chairs take office

See Attached Local 114 By-Law Articles

ARTICLE # 8 LOCAL UNION OFFICERS

- (a) Executive
 - President *
 - Secretary Treasurer *
 - 1st Vice President *
 - 2nd Vice President *
 - 3rd Vice President *
 - Recording Secretary *
 - Sergeant-at-Arms *
 - Guide *
 - Trustee *
 - Trustee *
 - Trustee *
 - Northern BC/ AB Member-At-Large *
 - Southern BC/ AB Member-At-Large *
 - Vancouver Island Member-At-Large *

***Election to these positions above also include election as a BC Regional Council Delegate**

ARTICLE # 9 ELIGIBILITY OF MEMBERS TO HOLD OFFICE

- 1) No member shall be eligible for election as an Executive Officer until he/ she has been a member in continuous good standing in the Local Union for one (1) year immediately prior to the nomination (the exception is a newly organized or merged group).
- 2) Eligibility for all other offices in the Local Union is the requirement to be a member in good standing for one (1) year as well.
- 3) Delegates to the Unifor Regional/Canadian Councils and Constitutional Conventions are to be elected in accordance with the provisions of Article 9 and 10 of the national Constitution.

ARTICLE # 10 ELECTIONS

- (a) Election Committee
 - 1. An Election Committee of three (3) members shall be nominated and elected by secret ballot at a regular General Meeting prior to the election of a new Executive and every three (3) years thereafter.
 - 2. The Election Committee and the Membership shall be governed by the National Constitution and the Guide for Local Union Elections issued by the National Union.
 - 3. The Election Committees shall be charged with the responsibility of conducting all elections and referendums as per the Unifor National Constitution and Guide for Local Union Elections.
 - 4. The Election Committee will be elected in December, leading into an election year.
- (b) Local Elections
 - 1. Nomination and election of Labour Council delegates will be carried out in March,

and every two (2) years thereafter and held at a General Meeting.

2. Nominations and election of Delegates to the BC Federation of Labour Convention will be elected in September of each year and held at a General Meeting.
3. Nominations and election of Canadian Labour Congress delegates will be elected to the CLC Convention at the time the Convention call is initiate and held at a General Meeting.
4. Nominations and election of Unifor National Constitutional Convention delegates shall be held every three (3) years and held at a General Meeting.

Items 1 through 4 above will be governed by the Unifor National Constitution and Guide for Local Union Elections.

5. Nomination and election of Unit Chairpersons, Stewards, and Health and Safety Committee members will be dealt with internally through the Local. The process will be dealt with through each Bargaining Unit of the Local.
6. Nominations for Executive Officers, Committee Chairpersons, Unifor BC Regional Council Delegates (the following 14 elected Local Officers and Member-At-Large positions shall hold a BC Regional Council delegate position by virtue of their elected position in the Local. They are the President; Secretary Treasurer; 1st Vice; 2nd Vice; 3rd Vice; Recording Secretary; Sergeant-At-Arms; Guide; Trustee #1; Trustee #2; Trustee #3; Northern Member-At-Large; Southern Member-At-Large; Vancouver Island Member-At-Large; any other spots available for the BC Regional Council delegates will be filled at a local General membership meeting as describe here) will be held at the June General Membership Meeting of the Local, at the Local Union office in New Westminster, BC, and every three (3) years thereafter.

A member may only accept nomination for one of the positions noted in Article #8 -- Local Union Officers.

7. The membership will be given at least seven (7) calendar days advance notice of the fact that nominations are to be made at the General Meeting. Anyone wishing to have their name put forward who cannot attend the General Meeting may write to the Recording Secretary of the Local prior to the Nomination Meeting to have their name put forward for the position they seek.

At the nominating meeting, any member in good standing may nominate himself/herself or any other member for office. It shall not be required that a member be present at the General Membership Meeting in order to accept nomination.

Once nominations close, it shall be the responsibility of the nominator to inform the person whom they have nominated to officially write to the Local Recording

Secretary within seven (7) calendar days after the Nomination Meeting to accept their nomination or it will be assumed that the nomination is not wanted and their name will be dropped from the ballot. If a member is nominated and the nominator fails to notify the nominee, such failure will not invalidate or excuse the member's responsibility to accept such office or position to which he/she was nominated within the established deadline period.

After the deadline for acceptance of nominations, the Election Committee must check the membership records of all nominees in order to determine whether or not the nominee was in continuous good standing for one (1) year immediately preceding the nomination.

Accepted nominations will be posted in all the shop(s)/depot(s).

8. The elections process will start taking place in the month of June, and will take place every three (3) years thereafter. Election information will be posted at least fifteen (15) calendar days prior to the voting deadline date(s). The dates and times for mail-out/mail-in ballots shall be posted and will be decided by the Executive Board of the Local prior to the notice(s) going out.
All voting shall be done by mail-out/mail-in ballots, except where the Local Executive deems it necessary to hold Polling Stations (the Lower Mainland would be an area to hold a polling station).
9. Names of nominees will be listed in alphabetical order on the ballots.
10. All elected positions in the Local Union shall be decided by secret ballot.
11. A winner will be declared if he/she receives fifty percent (50%) plus one (1) of the votes. If no winner is declared, a run off election will be held. The run off will be held by the two (2) top candidates who receive the most votes.
12. Any Executive Position that becomes vacant will be filled by a By-Election; times and dates to be set by the Executive Committee, with membership approval. If a vacancy occurs in the final year of a three year term the election will hold off until the full election process, except for the following: Vacancies in the office of President are to be filled by the 1st Vice-President for the remainder of the unexpired term. The 2nd Vice-President shall then move up to the position of 1st Vice-President and the 3rd Vice-President shall move up to the roll of 2nd Vice-President. This will leave the 3rd Vice-President position open to fill as per this article.
13. If any officer holding an Executive position wishes to run for any office that becomes vacant, he/she must declare his/her intentions at the time the By-Election is called so that nominations and elections may be held for his/her position at the same time as the initial vacancy.

**ARTICLE # 11 VOTING PROCEDURES – As per Article 15, Section b, Paragraph 5
under the Unifor Constitution and the Unifor Policy Regarding Local Union Elections.**

Section 1

- (a) 1) Local Union officers must be elected by a majority vote (50% + 1), unless only one person is nominated for office, and accepts the nomination, in which case that person shall stand elected by acclamation.
- 2) If an election is to take place for Members at Large the person receiving the largest number of votes in any election shall stand elected, unless only one person is nominated for office, and accepts the nomination, in which case that person shall stand elected by acclamation.
- (b) Except in the case of elections or secret ballot votes, the President shall not have a right to vote except in the case of a tie vote, when the President shall cast the deciding vote.
- (c) To ensure the fullest possible participation of the membership in any election or referendums, the Local Union Executive shall be responsible for giving adequate notice and outlining date(s), time(s), and place(s) for any elections or referendums.

Section 2

Voting procedures for Bargaining unit(s) conducting a ratification of a new or revised collective agreements shall be:

- (a) Notices of a ratification meeting shall be posted at all work sites where the members can easily see the dates and times of the meetings. If it is not possible to post the notices of the ratification meeting at the workplace then a mail-out will be done with the current membership addresses available at the Local Office. Other methods can be explored and used to get the meeting information out to the membership.
- (b) At the meeting the proposed settlement offer will be presented and discussed and then voted on by secret ballot.
- (c) There will be an official sign-in sheet for any votes conducted; the member will sign the sign-in sheet before being given the ballot.
- (d) There will be no absentee or proxy balloting.
- (e) If a member is restricted from attending the ratification meeting by being on union or personal leave outside of a 100 mile radius of where the ratification meeting is going to be held, hospitalized or working a scheduled shift at the bargaining unit during the time of the meeting(s), then they will be allowed to vote at an alternate polling time.

If a members(s) meets the test of the above criteria, he/she must personally notify the Local Office as soon as possible prior to the ratification date in which case they Local will attempt to facilitate the request.

- (f) The Local Executive may authorize a mail-out/mail-in style balloting system for remote areas of the Province(s). In the application of this process, all related information on the proposed package must accompany the ballot.

ARTICLE # 12 PLEDGE OF OFFICE

All incoming Local Union Officers, Shop Stewards, the Local Union Representative, Health and Safety Committee members and all other Committee members shall be required to take and sign the Pledge of Office.

The Pledge shall be the same as outlined in Article 24 of the Unifor Constitution as follows:

The Installing Officer says:

"Give attention while I read to you the obligation:

"Do you pledge on your honour to perform the duties of your respective offices as required by the Constitution of the Union and to bear true and faithful allegiance to Unifor.

Do you pledge to promote a harassment and discrimination-free environment and work to ensure the human rights of all members are respected?

Do you pledge to support, advance and carry out all official policies of the Union and to work tirelessly to advance and build the membership of our Union?

Do you pledge to deliver all books, papers, and other property of the Union that may be in your possession at the end of your term to your successor in office, and at all times conduct yourself as becomes a member of this Union?"

Officers respond, "I do."

The Installing Officer then says:

"Your responsibilities are defined in the By-Laws, Constitution and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire to advance the best interest of the Union. I trust you will all faithfully perform your duties so that you may gain the esteem of your brothers and sisters and the approval of your conscience.

"You will now assume your respective offices."

Any Executive Officer failing to take this Pledge shall be disqualified as an Officer of this Local and shall have his or her office declared vacant.

ARTICLE # 13 ATTENDANCE RULES

1. All members of this Local Union holding an elected or appointed position are required to attend: Two (2) out of three (3) consecutive membership meetings unless officially excused for cause by the Local Union. Two (2) out of three (3) consecutive meetings

expected of their respective office or position unless otherwise excused for cause by the Local Union.

2. Failure to comply with the above regulations without valid and legitimate excuse will result in the following action: For the first offence of two out of three consecutive meetings missed, a letter will be sent out notifying of the meetings missed. For the second offence of two out of three consecutive meetings missed, automatic removal of that member from his/her Local Union position.
3. Removal from office under these regulations shall render the offender ineligible to run for any elective position for the remainder of the term of office from which s/he was so removed, with the exception of delegates to the National Convention.
4. Candidates for elected office will be notified of the obligation to attend meetings under the Articles. Such notice will appear on the notice of nomination.
5. The enforcement of attendance rules will apply for all elections held after the adoption and approval by the National Executive Board of these Articles.

DRAFT TIMELINE

2025 Executive Election timeline

- May 12, 2025 – nomination forms mailed out to stewards and branch units for posting
- June 14th, 2025 Nominations close at beginning of GM
- Tuesday, June 24th at noon - Deadline for acceptance for nominations.
- June 24 – send email to nominees requesting BIO's
- June 25 mail out posting RE election times and to let local know if you want a mail ballot sent
- July 7 – deadline to have bios in
- July 11th deadline to request mail ballot
- July 14 election opens
- July 25 election closes @ noon
- July 25 – election committee in to count mail in ballots and to sign results/let nominated know results
- July 28 – mail results for posting to stewards and company locations.

Updated Pricing for Unifor Local 114

To the attention of Lynsi Gaucher

January 13, 2025

Rania Awad, PMP
Project Manager
Simply Voting Inc.
rawad@simplyvoting.com
1 (800) 585-9694 ext. 808



Introduction

I am pleased to present the following proposal for the Simply Voting service.

Simply Voting would provide our organisation with a secure, cost effective, and environmentally friendly solution for voting events. We've already helped many organizations and institutions successfully conduct certified elections, by-law ratifications, and other voting events online. By running elections on our platform, your voters will feel confident that their votes are processed by a neutral 3rd party and in a transparent manner. You can also count on our support team as a virtual part of its elections staff; we are always on the spot and at your side.

Simply Voting Qualifications and Experience

Simply Voting Inc. is headquartered in Montreal, Canada and serves more than 5,000 customers in 74 countries.

We are a full-service provider of the most secure and cost-effective, hosted online elections. Our voting system was launched in 2003 and our first customer was the Student's Society of McGill University. They continue to be one of our many happy, repeat customers. Many organizations such as municipalities, universities, unions and many not-for-profit organizations rely on Simply Voting for safely executing their elections.

We are an agile company and our voting system is constantly evolving with technology and security innovations. Many reputable third parties have audited our product, technical infrastructure, and corporate infrastructure. These audits confirm that Simply Voting possesses the integrity and security which we promise.

Our Mission: To achieve excellence in providing secure, trustworthy, and efficient e-democracy solutions for the organizations we serve.

Our Vision: To Support the advancement of democracy and foster e-democracy initiatives that positively impact global society, with a special focus on local communities.

Our People: Dedicated staff who understands that transparency and perfection are a must in this industry.

Our Strengths: Timely customer service, simplicity of design, high security, and the ability to deliver custom solutions.

Premium Services & Features

Simply Voting also offers a range of Premium Services such as fully-managed elections, managed mailings, customizations to the voting technology, and Premium Features like voter segmentation or weighted voting.

❖ Managed Voter Information Mailing - Optional

Simply Voting will print a standard, single-sided black & white letter containing the voter's name, address and personalized voting instructions. The letter is folded and inserted inside a #10 high-security, double-window envelope. Your return address, logo and "Important Voting Information", printed on the letter, show through the top envelope window for easy identification. The voter's name and address show through the bottom window. The mailing is then sent via Canada Post as Lettermail.

Standard printing delays can take up to 5 business days. Normal Canada Post delivery times apply for actual voter reception. See the *Pricing* section for more details.

❖ Managed Voter Information Mailing with Returnable Paper Ballot- Optional


To the standard Voter information Mailing, we add a paper ballot and a return envelope. Each paper ballot features a unique and encrypted QR code that allows our system to verify that the voter has not already voted. Forged QR codes or ballots with no QR code would not be recognized and the ballot would be set aside. Ballot copies of a single QR code would also be set aside after the first ballot has been processed.

❖ Fully Managed Election

If you desire to be more hands off from the election setup and management process, Simply Voting offers a fully managed election premium service. You can expect the following with a fully managed election:

Your staff will...

- Fill out "Fully Managed Checklist," if provided to you by Simply Voting.
- Provide ballot content (such as what is being voted upon, candidate materials such as statements or photos, explanatory ballot descriptions, email blast wording, etc) in an editable format, once you have internally finalized the content.
- Provide the elector list in a spreadsheet format, based on the guidance provided to you by Simply Voting in regards to what information is required for your event.

- 
- Continue to have access to the Election Manager tool unless otherwise requested.
 - Remain the point of contact for any voter inquiries that come in, though case by case inquiries can be escalated to Simply Voting.

Simply Voting staff will fully...

- Manage the setup of the election event to your previously defined specifications.
- Coordinate with your election organizers to provide previews and samples.
- Coordinate additionally purchased premium services.
- Manage the distribution of email blasts.
- Report on mid-election turnout and report on post-election results.
- Monitor the election as it proceeds to ensure that everything is working as intended.

The Fully Managed Election fee is based Simply Voting's understanding of your requirements and your timeline. Should your requirements change or your timeline be compressed, prices may be adjusted accordingly.

Pricing

Simply Voting's election fees are based on the number of eligible voters (electors). This quote is an example based on the assumption that you would run an election of **3,775** eligible voters. The cost will be adjusted to reflect the actual number of eligible voters.

System Fees	Cost	Electors +/-
System Fees: Single Election	\$1,166.25	~\$0.15 / elector
Telephone Voting Fees - Optional	\$685.00	

Premium Items	Cost
Fully Managed Election	\$1,000.00 / election

Optional Managed Postal Mailing:

Voter Information Letter with Returnable Paper Ballot

\$550.00 flat fee

OR

Managed Voter Information Letter

\$500.00 flat fee

Returned Paper Ballot Processing

\$100 flat fee

Notes

- ❖ All prices are in CAD and subject to tax (not included).
- ❖ This pricing is valid for 90 days and is based on the assumptions detailed throughout this document. If requirements change, pricing may be re-evaluated.
- ❖ Premium Items are charged in addition to system fees.
- ❖ Simply Voting Project Managers are available during regular business hours (M-F, 9-5 Eastern Time).
- ❖ All ballot contents must be provided a minimum of 5 full business days prior to the start of voting, otherwise RUSH fees may apply.
- ❖ The Managed Mailing recipients list and related input must be provided 10 days prior to the start of voting.
- ❖ The Managed Mailing pricing is an estimate based on 20 units and the specifications described in the Managed Voter Information Mailing section. Should the mailing specifications or volume change, costs will fluctuate accordingly.
- ❖ If your organization requires Simply Voting to participate in security audits, complete any security or technical questionnaires, or review detailed security or technical requirements, an hourly rate of \$300.00 will apply, with a minimum 1-hour charge.



Getting in Touch

Rania Awad, PMP
Project Manager
Simply Voting Inc.
rawad@simplyvoting.com
1 (800) 585-9694 ext. 808

March 14, 2025

Approved by the Local 114 Executive

Revised - Special "Local 114 Emergency Strike Fund"

Motion:

Unifor Local 114 to establish a "Local 114 Emergency Strike Fund" to be used for those members on strike who find themselves in a hardship position and may require and need special assistance.

The Secretary Treasurer and the Trustees of the Local will administer and make recommendations on any requests for assistance from this fund and any disbursements must be sent to the Local 114 executive for final approval.

Any disbursements from this fund to individuals will not exceed \$200.00 and only on a one-time basis per person per strike request will be looked at.

The funds will be established with a onetime setup deposit from the Local of \$10,000.00.

Then all bank interest earned from our General Account and Term deposits each year will be placed into this fund. Last year we generated over \$14,000.00 in interest from our general account and through our Term Deposit interest. The special fund will not accumulate larger than \$35,000.00 at any time.

If it is decided to end this "Local 114 Emergency Strike Fund" the Executive Board of the Local will make that determination, and any remaining funds will be placed back in the general account.

I will be bringing this forward at our Executive meeting for discussion and then hopefully with executive approval will bring up at our General Meeting on Saturday March 15th, 2025, for approval.



Bill Gaucher
Secretary Treasurer
Unifor Local 114

Education Committee Report
Brother Gord McGrath
March 2025

PEL Spring/Summer Schedule

The PEL education Center Spring/Winter schedule has been out since January and forwarded to the local Servicing Reps and Unit Chairpersons from our units to encourage participation. There is a good start for this year as ten of our local membership have registered with most already completing their training with positive feedback regarding the training.

Area Schools in BC

As the Winter/Spring 3-day training events and E-training are winding down before the new summer schedule comes out, it's unfortunate there were a few cancellations due to low numbers in registrations. As the PEL program gains in popularity we have seen more bargaining units bring this training into their collective agreements. This of course is a good thing but has some affect to the local area training events as far as numbers go.

The Summer schedule will be out shortly, and the hopes are to populate the courses to the point that we see no cancellations. Once the information is received it will be sent to the local Reps to review and follow up with their unit assignments.

Online Training

The local has now had several members sign up for the online training program through the local 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
March 2025

DHL: A world-wide courier trucking company

New bargaining dates with the company are March 17 – 21, 2025 in Toronto with the Provincial bargaining committees. We maintain our position on proposals drafted on behalf of the membership from Unifor locals coast to coast and we are somewhat hopeful to get the ball rolling on the lighter issues. No dates have been discussed after the March meeting yet, and it all depends on how the meetings go in March. Updates will be provided for after those talks conclude in notices to be shared for all areas.

Here in BC with the constant foot dragging over several step three grievances, the majority have now been sent to the arbitration stage with arbitrator selections to be confirmed. Thanks to Kristian, Unit Chair for keeping up the pressure to HR demanding meaningful responses on open grievances. On a positive note, the resolve over a termination has finally concluded but took many months to finally settle over an agreement of terms that was in a co-agreement at the very beginning stage of the grievance filed.

Loomis Express: A world-wise courier trucking company

On going issues at the floor level that keeps everyone busy especially Unit Chair Terry Radike. Almost by-weekly meetings need to take place with management to review the many complaints extending from our local drivers, warehousepersons and a few linehaul items to boot. There is a good success rate of achieving positive results in most cases with some step 3 grievances still in the mix for resolutions.

Thanks to Terry 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.

Elections for the BC bargaining committee has been finalized and preparations to send out electronic proposal forms for any member who wishes to rank what they would like to bring forward with issues of concern, may it be existing bargaining language, wages, benefits, working/depot conditions. The committee will reconvene in early April and do a review of all the proposals handed or sent in then draft the BC proposal package including possible BC and National language changes including housekeeping updates to the collective agreement.

The Provincial Bargaining committees will first meet in Toronto at the Unifor National Office April 28th & 29th with each other to build on a solid proposal package on National and Provincial language. No dates have been discussed between the union and company at the time of this report to start the bargaining process. Now that the company is aware the union is in forward motion, I anticipate they will reach out for possible dates in the following months.

The arbitration around a member termination is set for April 26th to 28th involving the use of vehicle camera footage with monitoring used to determine the high level of discipline which the union is in total disagreement for the one instance. Attempts to moderate a settlement was not agreeable to the griever as the individual wishes to return to the workplace.

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

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
MARCH 2025

Accurpress: *Press Brake/Shear Mfg.*

- This is a bargaining year for Accurpress and I have already started the internal election/nomination process.

Applewood Nissan: *Auto Dealership*

- Issues regarding management performing bargaining unit work was adjudicated at the CAAB and 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. The company has now balked at this decision so we have notified them that all liability rests squarely with Applewood if any future violent outbursts occur.
- 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.
- Our chief steward has sadly lost his father and the Local and I have made a donation to the kidney foundation in his honor.
- We have an upcoming Joint Labour Management meeting.

Halkin Tool: *Press Brake/Shear Mfg.*

- Issue regarding an interpersonal matter is being looked into.
- We have completed the survey/nomination process and have dates set later this month to start collective bargaining.

Lamar Advertising: *Advertising Installation on Bus and SkyTrain*

- We are awaiting word on the bid for continued work with BC Transit which should come down at the beginning of next month.
- UNIFOR is prepped and ready to assert its successorship status if need be.
- The agreement expires at the end of this year and we will wait until next month to start our internal survey/nomination process.

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 yet the actual payout was not done in a timely manner as per the cba.
- This is a bargaining year and I have started our internal nomination/survey process.

MetalexIndustries – Smelter

A one year rollover has been ratified as there are many challenges facing this industry. The agreement expires later this year and we will revisit where the company is at.

Prepac Manufacturers: Furniture Manufacturing

- The Company has announced a full closure of its Canadian facility on the heels of a two year deal that was ratified last December.
- As per section 54 of the Labour Code, we are setting up dates to look at potential options and to negotiate a closure deal for our members.

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.
- We are working on an accommodation issue. Details will remain confidential.

Signify – Ledalite: Commercial/ Institutional Lighting Mfg.

- There is an issue regarding the overpayment to 39 employees that we will ensure a reasonable repayment schedule is adhered to.

Unitran Manufacturing: Steel Fabrication

- This is a bargaining year and I have begun our internal survey/nomination process.

Westman Steel: Steel Fabrication/Culvert Manufacturing

- We attended a section 104 settlement hearing regarding the improper layoff of one of our more senior members. The matter was resolved to the members satisfaction but details will remain confidential.

I move that my report be accepted as circulated.

In Solidarity,

/s/ "Cynthia Anderson"

Cynthia Anderson
Unifor Local 114 Union Representative

**Local Union Representative's March 2025 Report
Brother Mark Misic**

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

- No outstanding grievances.
- Pay Equity Committee meetings ongoing.
- H&S training and Garda mandatory training modules ongoing. Costs and wages for training have been, for the most part, resolved.
- Thanks to Ron for the day-to-day help.

Consolidated Fastfrate (Port Coquitlam): Freight Distribution/Transportation

- No outstanding grievances.
- Topic of discussions around Logistics work/customers impacting CFF LTL work/customers ongoing.
- Owner Operators from the Local turned down the increase to their monthly dues structure authorized by the Local Executive.
- Attendance Management Program reactivated for calendar year 2025 due to high absenteeism in 2024.
- Thanks to Tim for the day-to-day help.

Garda (Nanaimo/Comox): Armoured Car service

- No outstanding grievances.
- Complaint to BC Human Rights tribunal was reopened by the BC tribunal. National Legal involved. Ongoing.
- James Griffin has been appointed to Garda for upcoming bargaining.
- Pay equity Committee ongoing as extension granted to complete.
- Bargaining set for December 2nd to 6th was postponed by the Company due to family emergency and now rescheduled for March 10th to 14th.
- Thanks to Ed and Stuart for the day-to-day help.

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

- No outstanding grievances.
- James Griffin has been appointed to Garda for upcoming bargaining.
- Pay equity Committee ongoing as extension granted to complete.
- Bargaining set for December 2nd to 6th was postponed by the Company due to family emergency and now rescheduled for March 10th to 14th.
- Thanks to Terry for the day-to-day help.

Garda (Vancouver/Vernon): Armoured Car service

- Some ongoing grievances have been dealt with before my level.
- James Griffin has been appointed to Garda for upcoming bargaining.
- Pay equity Committee ongoing as extension granted to complete.
- Bargaining set for December 2nd to 6th was postponed by the Company due to family emergency and now rescheduled for March 10th to 14th.
- Branch 'sick bank' review ongoing.
- Thanks to Pardeep for the day-to-day help.

Garda (Victoria): Armoured Car service

- One grievance held in abeyance for bargaining. Item. Currently a proposal for bargaining.
- James Griffin has been appointed to Garda for upcoming bargaining.
- Pay equity Committee ongoing as extension granted to complete.
- Bargaining set for December 2nd to 6th was postponed by the Company due to family emergency and now rescheduled for March 10th to 14th.

- On behalf of the membership and Local, our condolences for Quintin and his family on their loss.
- Thanks to Quintin and Kevin for the day-to-day help.

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

- No outstanding grievances.
- Union lunch held January 29th (Chinese New Year). Thanks to the Local for authorizing the lunch expense.
- Last day of work for 35 members was January 31st. 8 members continue to work with 4 having their last day in July. The 4 remain will be there until November.
- Jeff Ling has stepped up to be the Steward as all elected Stewards have lost their positions.

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.
- Thanks to Andrew for the day-to-day help.

Transdev (Langley): Community Shuttle Bus

- No outstanding grievances.
- PEL monies outstanding payment has been settled. Lump sum to each unit along with yearly contributions. Thanks to Gavin Davies looking after this issue.
- Workplace elections completed. Congrats to Mark and Neil elected as Steward, Deklan and Paul for H&S, Mark and Deklan for Sheet Committee, Gordon and Deklan for Sign-Up Reps.
- New LOUs require meetings to finalize are ongoing.
- A former Steward, Rod Hargrove, has stepped down after being elected. Rod is on an approved leave of absence at this time.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- 2024 PEL funds have been paid after PEL audit. 2025 invoice sent for March 1st payment.
- Thanks to Bruce for the day-to-day help.

Wilson's (Vancouver): Charter Bus

- No outstanding grievances.
- Working with Dean on this unit while the FT Island Rep posting procedure is being completed.

In Solidarity,

/s/ "Mark Misic"

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

Local Union Representative's Report March 2025

Nate Shier

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton addressing day to day issues.
- Finalising the proof read of CA for printing.

Cascade Aerospace: *An aircraft overhaul facility in Abbotsford*

- Steve Frank taking care of day to day.
- Pre-Bargaining and proposal package completed and Bargaining sessions started. More dates booked for April (and May if necessary).

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

- Still 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 had made decision and did not accept claim.
- Issue with work assignment and possible accommodation being investigated

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

- Stan Evoy Lead Steward taking care of day to day with a difficult and uneasy membership.
- Bargaining started with additional dates for week of Mar 10 -15 scheduled. High expectations from members as current Agreement negotiated late 2020 before hyperinflation. Also a focus on seniority clarifications and "unclear" or room for interpretation language.
- Multiple pay roll errors with new accounting and pay roll departments and programs and apps still ongoing. Some of the issues getting narrowed down to the possible cause but still have inconsistencies in errors.
- Increasing concerns about increased violence in the city. Some drivers scared about escalations including a recent "projectile" that went through the window of a bus near the driver.

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.
- Termination issue ended in settlement
- Reduction in Custom hours creating some difficulties to avoid a reduction in full time drivers

Horizon Air: *A regional Carrier for Alaska Airlines*

- Dave Levitt and Paul Grewal taking care of the day-to-day issues from Vancouver base.
- Arrangements getting started to begin bargaining.

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.
- General membership meeting being arranged for second week of April
- Grievance for suspension filed and settled.

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

- Greg Mason trying to take care of day to day.
- Formal Grievance filed for posting of work.

Trimac Transportation services: *A bulk carrier of cement*

- Harpreet, Sukh and Simarjeet, taking care of day to day
- Strike at Delta Heidelberg plant creating work flow and employment issues. Pivot to using other plant in Bellingham.
- Accident at Bellingham plant has resulted in a termination. Grievance filed being moved to Arbitration.

Selection of Arbitrator proving difficult due to excessive delay from employer.

Whistler Transit: A conventional and custom transit service

- Gord is assisting me to help get this group focused.
- Bargaining prep started. Bargaining Committee Elections complete. Harjit Randhawa, Gurinder Hothi and Jeremy Davis on Bargaining Committee to represent drivers, maintenance and each depot
- Some unknowns to deal with as PWT just merged with new company **"Motorcoach and Transit Divisions of PWT officially Keolis Canada"**

With several rounds of bargaining on going and general life issues I don't know if I'm coming or going but I guess that is just life now. With the whole world seemingly in turmoil and uncertain I keep reminding myself that it will pass, and some balance will eventually come. I can only think of one quote that helps, or at least it helps me. Bugs Bunny, Van Wilder, a Minion and Elbert Hubbard (??) said, "don't take life too seriously...you'll never get out f it alive." Wise words.

In Solidarity,



Nathan (Nate) Shier
Unifor Local 114 Union Representative

Local Union Representative's Report
Brother Dave Boros
March 2025

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

- No grievances in the system
- With the summer car buying season coming I'm sure business will pick up after the winter break.
- I am very interested how the tariffs will affect the Canadian car buying system.

ICS Courier: *Same Day and Next Day Delivery*

- A few grievances in the system.
- Last round of bargaining came to a screeching halt back in Jan 2025. We now have dates booked with a mediator end of this month.
- We are still miles apart, lets see if the Mediator can bridge this gap.
- Just had a union management meeting where we did resolve 2 out of the 3 outstanding grievances. outstanding

International Tentnology: *Custom Tent Building*

- No grievances in the system.
- We are in bargaining March 6-7; this is before our next general meeting. So, I will be able to give more of an update at the next General Meeting.
- This is another one of my shops that might be impacted by the Tariffs that are coming.

Strait Express: *Owner Operators*

- No grievances in the system, trying to resolve an issue that came to light just before the Holiday season.
- We are looking at possibly appealing a decision from Work Safe.
- Business is starting to pick up again after the slow months of Jan and Feb.

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

- No grievances in the system nothing outstanding.
- The Steward group is amazing at this location.

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.
- Just had a Union /Management meeting, trying to lay groundwork to get some of these grievances resolved.
- With this group, the more we are looking into how they get paid (brokers) the more we seem to find some issues. We are sure that these errors have not been done in malice.
- There are going to be some layoffs in the Bank division. These have been on the horizon for a long time, seems less important documents are going by courier, most are scanned now adays.
- Amazing stewards at this location also, just like all my shops. These folks are all hands-on boots on the floor.

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

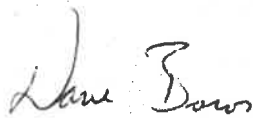
- No grievances in the system.
- We are in the middle of bargaining with more dates booked for March 17-21, everything is going smoothly now, but like we always say in bargaining this can change fast.
- The bargaining committee is staying on task and keeping their eye on the ball.

Scarlet West Coast Security

- Many grievances in the system.
- With the construction phase done and the maintenance phase coming, this LNG plant will be downsizing its security.
- The Company has stated they will follow the agreed to CBA language and the Labor Code for the severance provisions.
- Like all Companies the proof is in the pudding time will tell.

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
March 2025**

Anchor Inn: *A waterfront hotel in Campbell River*

- We have an arbitration date scheduled for May 6th for the PEL Fund delinquency case.
- Renovations are being completed in the restaurant which has brought layoffs for eight of our members.

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

- A member was shorted hours due to discipline and we were able to make them whole.
- We are currently looking into shift bids for many of our departments.

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

- We had a JLM on February 28th to discuss ongoing issues as well as topics for bargaining later in the year.
- We have filed a grievance regarding the coverage of a member on extended leave.
- The terminal will be moving locations sometime in March.
- 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*

- We met with the Employer on January 8, 9, & 16 to continue bargaining a new CBA with little movement.
- The Employer reached out for a last meeting on February 7th but unfortunately provided nothing to take back to our members.
- We commenced strike action February 8th.
- We met with the Employer on February 27th but received nothing meaningful to bring to our members.
- National Rep Gavin Davies filed for mediation with the Labour Board on March 3rd.

De Havilland (Viking Air): *Aircraft manufacturing parts & repairs & overhaul facility located in Sidney*

- The Labour Relations Board has dismissed an application for a partial decertification.
- The Employer has agreed to remove the surveillance cameras installed in the lunchroom.
- We had a JLM on February 11th which National Rep Ben Williams attended. We heard the Company's future plans and discussed some of our members concerns.
- Thank you to Unit Chair Tim and Co-Chair Keith for taking care of the day-to-day issues in the workplace.
- Our next General Membership Meeting is set for March 5, 2025.

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

- Three of our arbitration cases have been given settlement offers, we have denied another one and we are working with National Rep Mario Santos for a resolution on the other.
- We had a general meeting via Zoom on February 22nd to discuss upcoming bargaining talks as well as other concerns that have come up.

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

- We currently have 1 grievance that has been sent to arbitration surrounding a denial of overtime.
- A member has been terminated due to excessive absenteeism. We have filed a grievance in response.

Hotel Grand Pacific: *A luxury hotel in Victoria*

- Our Collective Agreements have been printed and distributed.
- We have arranged GHWL training for our stewards in Port Elgin in March.
- Katy and Mike are doing a great job supporting our members and resolving workplace issues.

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.
- A member was investigated for failing to remove the gas pump prior to driving away.
- A member has been terminated due to an incident involving a passenger. We have filed a grievance in response.

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

- We had a member from this group pass away unexpectedly on January 20th. My condolences to Troy Tilton's family.

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

- No grievances in the system.

I move that my report be accepted as circulated.

In Solidarity,

Dean Williams
Interim Local 114 Union Representative

Maurice Mills Shop Steward Report March 2025

The National Health and Safety Policy Committee met virtually January 7, 2025.

The anti-idle feature on the trucks will be defeated when the local weather has a "feels like" temperature of -8C or colder. The vans have a temperature sensor instead of using the local weather, so we will see as more vans come into service if that works properly. There was a lengthy question and answer session with the National Fleet Manager with some takeaways where he was supposed to get back to us. He has since left the company.

We discussed new training modules. All training is moving to the on-line format available in French and English.

We reviewed four Motor Vehicle Incidents. At the time of the meeting, the investigations were still in progress.

We had a discussion around SRA's that evolved into the need for more training for Health and Safety committees.

There was a debate about the merits of having an in-person meeting. Management clearly wants to save the cost. They seem to want to do everything virtual, but something is lost without the interpersonal contact of being in the same room.

I have done two more investigations so far this year. They seem to be increasing.

I found out when I read the posted notice that I was not elected to the Bargaining Committee. There is some negative feedback about the GVA having only one representative. I sent my notes to the elected Bargaining Committee members. I had been working for several weeks on creating a document showing changes to our present Collective Agreement that incorporated all the proposals and ideas I had received from members.

I received an email from Francois Collin, the Unit Chair in Quebec, that he and Jean Robert (JR) Gauthier, the Unit Chair in Montreal, would be attending the Bargaining Conference in April. The goal is to have all the Brinks members represented by Unifor to pattern bargain together.

I move my report be accepted as circulated and read.

Maurice Mills

2025 Unifor Local 114



**CASCADE
AEROSPACE**



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2025 Unifor Local 114 March 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

The start of the year continues to have issues relating to staffing levels at Cascade. We have been able to hire some apprentices but no licensed AME's. There continues to be resignations due to members going to other employers that are offering higher wages. Just last week we had 4 Avionics tech's resign. Our neighbour in Abbotsford, Conair Aviation just increased their AME rates making their top Engineer hourly rate \$10.00 more than the top AME rate at Cascade Aerospace. The disparity with Conair and many other Aircraft maintenance facilities in the industry is the reasoning behind our inability to attract any licensed AME's. Our Collective agreement is up in March 30, 2025 at which time we will have the opportunity to correct these issues through the Bargaining process.

We have started Bargaining with the Company in January. There were 3 days scheduled but the Company's committee were all sick and there were no in person meetings. On the last scheduled day, we agreed to exchange proposals electronically to at least get the process started. The Unions document was 38 pages while the Company's was 114 pages, with many concessionary items. We met again on the 18-19 Feb/25 and had some good discussions regarding both party's proposals. By the last day we were able to agree on some items including some language changes for housekeeping, creating approximately 12 pages of sign offs. Our next dates are set for 6-7 Mar/25 when we will be getting a response from the employer to our last proposal and will include their monetary package.

The Induction planner certification is finally complete, as the company did not appeal the Judicial review back in November 2024. The next steps are now to see if the Company is willing to add the new group (3 members) into the current Collective Agreement or if they will want to bargain a whole new Collective agreement.

Grievances

The year has started with no new grievances to date. We had filed 8 grievances during 2024. There are 2 grievances that are still not resolved. One is the T4 slip issues, of which the company has cooperated with members reimbursing any fees or costs incurred by them as a result of the incorrect information the company filed on their T4 slips. The second is for the IMP Academy and an Arbitrator with dates have just been set for the 25-27 Nov, 2025. There was an Arbitration set for the 9-10 April, 2025 for the Production Planner additions to the Bargaining unit and that has just been cancelled. This has been ongoing for almost 2 years trying to get industry wage rates for our new members. I was able to negotiate increases from the companies last proposal, which was ratified by the new members and have a signed MOA as of the 26 Feb, 2025. All members will see increases to their current wage rates, in the range of 7.3% - 15%. I was also able to negotiate back pay for them from the time they became certified, which was June 27, 2023.

Health and Safety

Health and safety committee continues to monitor injury trending to see if there are any improvements that can be made to help protect the welfare of our members better. Some changes at Cascade this year have been the implementation of a mandatory Safety footwear on the hangar floor. This increased our safety allowance from \$150 to \$250 per year due to previously bargained language to provide the increase in the event the company mandated safety footwear. The Safety committee has also changed some of the company supplied gloves to provide better cold weather protection for our members that are working more outside.

Future

Cascade Business Development is pursuing several opportunities both domestically and internationally from simple maintenance checks to complex modifications to various aircraft types. Cascade was awarded a NATO contract and could be sending an MRP to the Philippines to do a C130 A/C hard landing gear inspection that will include a main landing gear beam replacement. 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.