



UNIFOR

Local 114

General Meeting

Saturday, June 15th, 2024

Role Call

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

Welcome Guests.

Moment of Silence to members and retirees who have passed away since our last meeting. Robert Aitken a member from T-Force and Ed Petersen a former trustee.

Move minutes from the last meeting be accepted.

Moved, Seconded, Carried

Applications for membership: (234) Moved, Seconded, Carried

Financial Report:

Brother Gaucher submitted the Financial Report for the periods covering March, April and May 2024, including the year-to-date total. **(pages 5-15)**

Moved, Seconded, Carried

Trustee's Report:

Trustees submitted the Audit report for the periods covering January 2024 to March 2024. **(pages 16-31)**

Moved, Seconded, Carried

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

CORRESPONDENCE – THANK YOU'S

1. From Council of Canadians for financial contribution to the 2024 Peace Rally.

Moved, Seconded, Carried

CORRESPONDENCE – EXECUTIVE RECOMONDATIONS

1. The Executive authorized and recommends that the Local donate \$500.00 to the Moose Hide Campaign in Comox Valley. Moose Hide Campaign Day (May 16th) is a day of ceremony where all Canadians are called to join together to take a stand against violence towards women and children and to take practical steps for our collective journey of reconciliation. Together, we are making a change. **Moved, Seconded, Carried**
2. The Executive authorized and recommends that the Local donate \$750.00 towards the March 21st Annual Vaisakhi Celebration that was held at the New West Hall. **Moved, Seconded, Carried**
3. The Executive authorized and recommends that the Local donate \$500.00 towards the Annual May 4th Steps for Life Walk, Gord McGrath and others are fundraising to help individuals and families who have suffered as a result of a workplace tragedy; raising awareness in our community about the devastating ripple effects of each workplace tragedy; and promoting a cultural shift to improve health and safety in the workplace so that others will not experience a workplace fatality, traumatic life-altering injury, or occupational disease. **Moved, Seconded, Carried**
4. The Executive authorized and recommends that the Local donate \$300.00 towards the 48th Annual Peace Rally in Kamloops on April 20th. The Kamloops Chapter of the Council of Canadians together with a group of Thompson Rivers University professors and staff, and students are once again organizing this event. **Moved, Seconded, Carried**
5. The Executive authorized and recommends that the Local help a member who has gone through some personal tragedy in the amount of \$200.00. One of our members at Signify experienced a house fire and lost everything. As you can imagine this is tragic and

overwhelming to say the least. The workplace has setup an e-mail transfer for anyone who would like to donate. **Moved, Seconded, Carried**

6. The Executive authorized and recommends that the Local participate in the Annual Miners memorial. The 2024 Miners Memorial will be held on June 14 - 16, 2024. At its core, Miners Memorial is a celebration of labour history in western Canada, honouring the diverse struggles and triumphs of those who have paved the way for better working conditions, safety standards, and rights for workers and their families. The miners of Cumberland exemplified the power of collective action, standing shoulder to shoulder for the common good. Their legacy continues to inspire us as we navigate the challenges of our time. The Local has purchased a bouquet, which will be laid at the graveside vigil—a timeless tradition symbolizing our enduring commitment to honour those who have gone before us. \$100.00. **Moved, Seconded, Carried**
7. The Executive authorizes and recommends that the Local extend Dean Williams to work through September 30th on the Amazon Campaign, and any other organizing at the Locals expense and any other duties assigned to him by the Local. The Executive has the authority to do this under our By-Laws. **Moved, Seconded, Carried**
8. The Executive authorized and recommends that the Local donate up to \$500.00 towards the 60th Anniversary Celebration for CAIMAW, being held at the New West Hall on Saturday September 21st. **Moved, Seconded, Carried**
9. The Executive authorized and recommends that the Local donate \$500.00 towards the Left Coast Labour Chorus. They are putting on another concert in November this year. This group was our Local's first Community Chapter and we have supported them in the past. **Moved, Seconded, Carried**
10. The Executive authorized and recommends that the Local donate \$250.00 towards the Child Find BC – Michael Dunahee Slow-Pitch Tournament of Hope dedicated to missing children and their families. The Tournament is set for August 11-13th at MacDonald Park in James Bay. **Moved, Seconded, Carried**
11. The Executive authorized and recommends that the Local donate \$2,500.00 towards the 2024 Retired Workers Council being held September 1-6, 2024 in Port Elgin, ON. The Local will make an annual donation to the New West Retirees Council so that they can participate in this event. As a note long time past Chair of the New West Retirees Council Edward Pederson has passed away. **Moved, Seconded, Carried**
12. The Executive authorized and recommends that the Local participate in the upcoming Canada Council being held September 26-29th in Montreal. The recommendation is that the following nine (9) will be delegates to the convention. President Gord McGrath – BCRC Standing Committee; Secretary Treasurer Bill Gaucher – BCRC Executive Member; Women's Committee Cheryl Williams – BCRC Standing Committee; 1 Aerospace delegates (Our Local 114 Aerospace Executive member Steve Frank will be attending an Aerospace Council meeting prior to this); 1 Hospitality Sector delegate (to be decided); 1 Local Rep delegate (to be decided by the Local Reps); 2 Executive member delegates (to be decided by the Local executive); and 1 General Membership delegate to be elected. As a note the 3 delegates from the BCRC will be paid for by the BCRC to attend. **Moved, Seconded, Carried**

REPORTS

Committee:

Education Brother Gord McGrath **Pages 32-33**
Moved, Seconded, Carried

Union Rep / Servicing:

Presidents Report Brother Gord McGrath **Pages 34-35**
Moved, Seconded, Carried

Rep's Report Sister Cynthia Anderson **Pages 36-37**
Moved, Seconded, Carried

Rep's Report Brother Mark Misis **Pages 38-39**
Moved, Seconded, Carried

Rep's Report Brother Nathan Shier **Pages 40-41**
Moved, Seconded, Carried

Rep's Report Brother James Griffin **Pages 42-43**
Moved, Seconded, Carried

Interim Rep's Report Brother Dean Williams **Pages 44-45**
Moved, Seconded, Carried

Other:

Stewards Report Brother Maurice Mills **Page 46**
Moved, Seconded, Carried

Unit Chair Report Brother Steve Frank **Pages 47-48**
Moved, Seconded, Carried

General Members Sub-Committee Report **Page 49**
Moved, Seconded, Carried

Advocate Report Sister Cheryl Williams **Pages 50-51**
Moved, Seconded, Carried

Unit Chair Report Terry Radke **Verbal update on Loomis**

Two members attended a general meeting for their first time.



FINANCIAL REPORT EXECUTIVE MARCH 15TH & GENERAL MEETING JUNE 15TH, 2024

Please find attached the Financial Report for the period covering March, April and May 2024

March 2024

| | | |
|--------------------------------------|----------------------|--------|
| Our total expenses for March 2024: | - \$322,816.60 | Page 2 |
| Our total deposits for March 2024: | <u>+\$334,443.45</u> | Page 2 |
| A surplus in the month of March 2024 | +\$ 11,626.85 | Page 2 |

April 2024

| | | |
|--------------------------------------|----------------------|--------|
| Our total expenses for April 2024: | - \$356,278.84 | Page 2 |
| Our total deposits for April 2024: | <u>+\$296,484.71</u> | Page 2 |
| A deficit in the month of April 2024 | -\$ 59,794.13 | Page 2 |

May 2024

| | | |
|------------------------------------|----------------------|--------|
| Our total expenses for May 2024: | - \$320,992.23 | Page 2 |
| Our total deposits for May 2024: | <u>+\$332,625.24</u> | Page 2 |
| A surplus in the month of May 2024 | +\$ 11,633.01 | Page 2 |

Year to Date: January – May 2024

| | | |
|---|------------------------|--------|
| Our total expenses for January – May 2024: | - \$1,678,225.40 | Page 3 |
| Our total deposits for January – May 2024: | <u>+\$1,630,231.46</u> | Page 3 |
| A total year deficit at the end of May 2024 | -\$ 47,993.94 | Page 3 |

Balance Sheet

| | | |
|--|----------------|--------|
| Closing Bank Balance <u>All Accounts</u> Ending May 2024 | +\$ 402,110.19 | Page 4 |
|--|----------------|--------|

Explanation to Expense Categories: January through May 2024

Page 4-7

2024 Budget

Page 7-9

2024 Budget vs Actual (January through May)

Page 9-10

Units in Bargaining and Items to Mention 2024

Page 10-11

MONTHLY TOTALS

| <u>Month</u> | <u>Income</u> | <u>Expense</u> | <u>Difference</u> | <u>Balance</u> |
|--------------|---------------|----------------|-------------------|----------------|
| January | 328,353.68 | - 290,928.01 | + 37,425.67 | + 37,425.67 |
| February | 338,324.38 | - 387,209.72 | - 48,885.34 | - 11,459.67 |
| March | 334,443.45 | - 322,816.60 | + 11,626.85 | + 167.18 |
| April | 296,484.71 | - 356,278.84 | - 59,794.13 | - 59,626.95 |
| May | 332,625.24 | - 320,992.23 | + 11,633.01 | - 47,993.94 |
| Yearly Total | 1,630,231.46 | - 1,678,225.40 | - 47,993.94 | - 47,993.94 |

June 15th, 2024 Bill Gaucher Secretary Treasurer Unifor Local 114

March, April, and May 2023 - Monthly Deposits vs Expenses

| | Mar 24 | Apr 24 | May 24 | TOTAL |
|---------------------------------|-------------------|-------------------|-------------------|---------------------|
| Income | | | | |
| D1 (NATIONAL OFFICE DUES) | 195,330.19 | 243,038.24 | 266,490.20 | 704,858.63 |
| D13 (INITIATION FEE) | 290.00 | 800.00 | 890.00 | 1,980.00 |
| D16 (POSTAGE) | 5,040.46 | 1,458.19 | 242.60 | 6,741.25 |
| D18 (SAFETY REMITTANCE) | 612.87 | 585.23 | 49.08 | 1,247.18 |
| D2 (VANCOUVER ISLAND SUB LOCAL) | 57,968.42 | 47,309.62 | 39,205.02 | 144,483.06 |
| D20 (LOCAL EDUCATION FUND) | 1,559.20 | 1,389.07 | 1,783.00 | 4,731.27 |
| D4 (NATIONAL REBATE) | 21,500.00 | 0.00 | 21,500.00 | 43,000.00 |
| D46 (Organizing) | 43,478.72 | 0.00 | 0.00 | 43,478.72 |
| D8 (OTHER) | 7,451.25 | 800.00 | 1,324.52 | 9,575.77 |
| D9 (INTEREST) | 1,212.34 | 1,104.36 | 1,140.82 | 3,457.52 |
| Total Income | 334,443.45 | 296,484.71 | 332,625.24 | 963,553.40 |
| Gross Profit | 334,443.45 | 296,484.71 | 332,625.24 | 963,553.40 |
| Expense | | | | |
| 1 (DUES & FEES TO NATIONAL) | 125,821.43 | 137,514.06 | 139,388.74 | 402,724.23 |
| 12 (MEALS & COFFEE EXPENSES) | 791.87 | 329.86 | 308.71 | 1,430.44 |
| 13 (PARKING & TAXI EXPENSES) | 0.00 | 64.85 | 0.00 | 64.85 |
| 16 (POSTAGE & COURIER SERVICE) | 3,756.70 | 742.37 | 141.55 | 4,640.62 |
| 17 (EQUIPMENT RENTALS/PAYMENT) | 2,823.08 | 37,970.88 | 6,916.85 | 47,710.81 |
| 18 (CONTRIBUTIONS & GIFTS) | 1,025.46 | 1,600.00 | 300.00 | 2,925.46 |
| 2 (OFFICE SUPPLIES) | 4,278.01 | 1,571.58 | 2,119.86 | 7,969.45 |
| 21 (ARBITRATOR AND LAWYER FEES) | 968.03 | 1,605.50 | 300.00 | 2,873.53 |
| 25 (LIFE INSURANCE & POLICIES) | 6,817.94 | 6,817.91 | 6,817.93 | 20,453.78 |
| 27 (UNION JACKET/PENS/HATS) | 1,832.25 | 693.00 | 0.00 | 2,525.25 |
| 28 (OTHER) | 670.04 | 3,039.75 | 55.88 | 3,765.67 |
| 29 (VEHICLE ALLOWANCES) | 6,900.00 | 6,900.00 | 6,900.00 | 20,700.00 |
| 30 (COUNCIL DUES) | 2,330.01 | 2,546.55 | 2,581.29 | 7,457.85 |
| 32 (BARGAINING UNIT EXPENSES) | 29,869.57 | 28,871.09 | 42,854.18 | 101,594.84 |
| 33 (WCB APPEAL EXPENSES) | 0.00 | 1,206.80 | 0.00 | 1,206.80 |
| 4 (LABOUR COUNCIL'S) | 0.00 | 815.75 | 0.00 | 815.75 |
| 42 (STRIKE EXPENSES) | 12,332.70 | 0.00 | 0.00 | 12,332.70 |
| 45 (VANCOUVER ISLAND SUB LOCAL) | 9,047.99 | 8,164.31 | 5,129.22 | 22,341.52 |
| 5 (EDUCATION COSTS) | 387.36 | 4,822.58 | 1,004.76 | 6,214.70 |
| 6 (HALL RENTAL) | 4,362.14 | 4,362.14 | 4,362.14 | 13,086.42 |
| 7 (TELEPHONE EXPENSES) | 1,415.09 | 23.64 | 1,423.80 | 2,862.53 |
| 79 (Adjustment Committee Fund) | 166.44 | 0.00 | 166.44 | 332.88 |
| 8 (BANK CHARGES) | 105.00 | 95.25 | 69.00 | 269.25 |
| 9 (WORKERS COMPENSATION) | 0.00 | 0.00 | 676.43 | 676.43 |
| P_ADVANCES (ADVANCES GIVEN) | 0.00 | 0.00 | 0.00 | 0.00 |
| Payroll Expenses | 107,115.49 | 106,520.97 | 99,475.45 | 313,111.91 |
| Total Expense | 322,816.60 | 356,278.84 | 320,992.23 | 1,000,087.67 |
| Net Income | 11,626.85 | -59,794.13 | 11,633.01 | -36,534.27 |

January through May 2024 - Yearly Deposits vs Expenses

| Income | | Jan - May 24 |
|---------|-----------------------------------|---------------------|
| | D1 (NATIONAL OFFICE DUES) | 1,261,649.20 |
| | D13 (INITIATION FEE) | 2,820.00 |
| | D16 (POSTAGE) | 8,497.79 |
| | D18 (SAFETY REMITTANCE) | 2,398.20 |
| | D2 (VANCOUVER ISLAND SUB LOCAL) | 194,240.19 |
| | D20 (LOCAL EDUCATION FUND) | 18,867.96 |
| | D4 (NATIONAL REBATE) | 43,000.00 |
| | D42 (Strike Fund Reimbursements) | 17,530.49 |
| | D46 (Organizing) | 43,478.72 |
| | D5 (NATIONAL EXPENSE CLAIMS) | 9,582.80 |
| | D8 (OTHER) | 22,402.35 |
| | D9 (INTEREST) | 5,763.76 |
| | Total Income | 1,630,231.46 |
| | Gross Profit | 1,630,231.46 |
| Expense | 1 (DUES & FEES TO NATIONAL) | 644,499.97 |
| | 11 (DUES REFUNDS) | 137.60 |
| | 12 (MEALS & COFFEE EXPENSES) | 1,458.98 |
| | 13 (PARKING & TAXI EXPENSES) | 129.80 |
| | 16 (POSTAGE & COURIER SERVICE) | 11,748.60 |
| | 17 (EQUIPMENT RENTALS/PAYMENT) | 54,531.40 |
| | 18 (CONTRIBUTIONS & GIFTS) | 13,114.96 |
| | 2 (OFFICE SUPPLIES) | 11,347.42 |
| | 21 (ARBITRATOR AND LAWYER FEES) | 26,255.76 |
| | 25 (LIFE INSURANCE & POLICIES) | 34,089.66 |
| | 27 (UNION JACKET/PENS/HATS) | 4,236.75 |
| | 28 (OTHER) | 7,620.22 |
| | 29 (VEHICLE ALLOWANCES) | 34,500.00 |
| | 30 (COUNCIL DUES) | 11,935.16 |
| | 32 (BARGAINING UNIT EXPENSES) | 157,425.54 |
| | 33 (WCB APPEAL EXPENSES) | 2,256.80 |
| | 4 (LABOUR COUNCIL'S) | 1,656.25 |
| | 42 (STRIKE EXPENSES) | 19,391.52 |
| | 43 (PAID EDUCATION LEAVE PROGRAM) | 26,038.26 |
| | 45 (VANCOUVER ISLAND SUB LOCAL) | 35,968.08 |
| | 5 (EDUCATION COSTS) | 7,623.52 |
| | 6 (HALL RENTAL) | 21,810.70 |
| | 7 (TELEPHONE EXPENSES) | 3,561.66 |
| | 79 (Adjustment Committee Fund) | 416.10 |
| | 8 (BANK CHARGES) | 409.50 |
| | 9 (WORKERS COMPENSATION) | 676.43 |
| | Payroll Expenses | 545,384.76 |
| | Total Expense | 1,678,225.40 |
| | Net Income | -47,993.94 |

Balance Sheet Ending May 31st, 2024

| | <u>31 May 24</u> |
|---|--------------------------|
| ASSETS | |
| Current Assets | |
| Chequing/Savings | |
| @Unifor2024 | 304,364.70 |
| 114 RECREATION (CAW 114 Recreation Committee) | 6,678.11 |
| Adjustment Account (DHL/Loomis) (Adjustment Account Fund) | 1,193.98 |
| DHL Owner Operators (Owner Operators Special Fund) | 17,065.20 |
| Long BID Term 3 (Term Deposit Account (Former L432)) | 27,172.79 |
| Long Bid Term Piper (Gordon Piper Scholarship Funds) | 5,612.74 |
| Loomis Owner Operators (Owner Operators Special Fund) | <u>40,022.67</u> |
| Total Chequing/Savings | <u>402,110.19</u> |
| Total Current Assets | <u>402,110.19</u> |
| TOTAL ASSETS | <u>402,110.19</u> |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Other Current Liabilities | |
| Payroll Liabilities | <u>-113.31</u> |
| Total Other Current Liabilities | <u>-113.31</u> |
| Total Current Liabilities | <u>-113.31</u> |
| Total Liabilities | -113.31 |
| Equity | |
| Opening Bal Equity | 427,373.82 |
| Retained Earnings | 22,843.62 |
| Net Income | <u>-47,993.94</u> |
| Total Equity | <u>402,223.50</u> |
| TOTAL LIABILITIES & EQUITY | <u>402,110.19</u> |

Explanation to Expense Categories: JANUARY THROUGH MAY 2024

DUES & FEES TO NATIONAL: (\$ 644,499.97)

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: (\$ 137.60)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 1,458.98) also included in Bargaining Unit Expenses

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

PARKING & TAXI EXPENSES: (\$ 129.80) 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: (\$ 11,748.60)
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: (\$ 54,531.40)
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: (\$ 13,114.96)
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: (\$ 11,347.42)
Covers any supplies for the office (New Printer, Adobe Software, Iron Mountain Paper shredding Service).

LAWYER FEES and ARBITRATOR FEES: (\$ 26,255.76)
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: (\$ 34,089.66)
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 (\$ 4,236.75)
This covers any purchase of Union paraphernalia.

OTHER: (\$ 7,620.22)
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: (\$ 34,500.00)

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: (\$ 11,935.16)

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: (\$ 157,425.54)

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: (\$ 2,256.80)

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: (\$ 1,656.25) ***

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: (\$ 26,038.26)

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: (\$ 35,968.08)

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

EDUCATION COSTS: (\$ 7,623.52)

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: (\$ 21,810.70)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 3,561.66)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 409.50)

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

ADJUSTMENT FUND: (\$ 416.10)

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: (- \$ 0.00)

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

PAYROLL EXPENSES: (\$ 545,384.76)

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

| | |
|--|--------------------------------|
| TOTAL JANUARY – MAY EXPENSE: 2024 | - \$ 1,678,225.40 |
| TOTAL JANUARY – MAY DEPOSITS: 2024 | <u>+\$ 1,630,231.46</u> |
| <u>DEFICIT/SURPLUS ENDING MAY: 2024</u> | - \$ 47,993.94 |

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 |
| | 1,209.75 |

| | |
|--------------------------------|--------------|
| 79 (Adjustment Committee Fund) | |
| 8 (BANK CHARGES) | 843.00 |
| 9 (WORKERS COMPENSATION) | 621.12 |
| P_ADVANCES (ADVANCES GIVEN) | -3,603.18 |
| Payroll Expenses | 1,072,880.43 |
| Total Expense | 3,579,949.25 |
| Net Income | 0.00 |

January – May 2024 Budget vs Actual

| | Jan - May 24 | Budget | \$ Over Budget |
|----------------------------------|---------------------|---------------------|-------------------|
| Income | | | |
| D1 (NATIONAL OFFICE DUES) | 1,261,649.20 | 1,223,389.43 | 38,259.77 |
| D13 (INITIATION FEE) | 2,820.00 | 970.00 | 1,850.00 |
| D16 (POSTAGE) | 8,497.79 | 7,739.17 | 758.62 |
| D18 (SAFETY REMITTANCE) | 2,398.20 | 80.87 | 2,317.33 |
| D2 (VANCOUVER ISLAND SUB LOCAL) | 194,240.19 | 155,657.38 | 38,582.81 |
| D20 (LOCAL EDUCATION FUND) | 18,867.96 | 13,799.25 | 5,068.71 |
| D3 (Loomis Owner Operators Fund) | 0.00 | 0.00 | 0.00 |
| D3A (DHL Owner Operators Fund) | 0.00 | 0.00 | 0.00 |
| D4 (NATIONAL REBATE) | 43,000.00 | 43,000.00 | 0.00 |
| D42 (Strike Fund Reimbursements) | 17,530.49 | 0.00 | 17,530.49 |
| D46 (Organizing) | 43,478.72 | 0.00 | 43,478.72 |
| D5 (NATIONAL EXPENSE CLAIMS) | 9,582.80 | 4,257.90 | 5,324.90 |
| D7 (TERM DEPOSIT INTEREST) | 0.00 | 27.57 | -27.57 |
| D8 (OTHER) | 22,402.35 | 12,952.45 | 9,449.90 |
| D9 (INTEREST) | 5,763.76 | 5,043.04 | 720.72 |
| Total Income | 1,630,231.46 | 1,466,917.06 | 163,314.40 |
| Gross Profit | 1,630,231.46 | 1,466,917.06 | 163,314.40 |
| Expense | | | |
| 1 (DUES & FEES TO NATIONAL) | 644,499.97 | 579,146.57 | 65,353.40 |
| 11 (DUES REFUNDS) | 137.60 | 3,430.27 | -3,292.67 |
| 12 (MEALS & COFFEE EXPENSES) | 1,458.98 | 1,413.90 | 45.08 |
| 13 (PARKING & TAXI EXPENSES) | 129.80 | 0.00 | 129.80 |
| 16 (POSTAGE & COURIER SERVICE) | 11,748.60 | 10,901.53 | 847.07 |
| 17 (EQUIPMENT RENTALS/PAYMENT) | 54,531.40 | 50,000.00 | 4,531.40 |
| 18 (CONTRIBUTIONS & GIFTS) | 13,114.96 | 14,623.98 | -1,509.02 |
| 2 (OFFICE SUPPLIES) | 11,347.42 | 6,646.74 | 4,700.68 |
| 21 (ARBITRATOR AND LAWYER FEES) | 26,255.76 | 18,716.23 | 7,539.53 |
| 25 (LIFE INSURANCE & POLICIES) | 34,089.66 | 26,786.63 | 7,303.03 |
| 27 (UNION JACKET/PENS/HATS) | 4,236.75 | 0.00 | 4,236.75 |
| 28 (OTHER) | 7,620.22 | 18,819.28 | -11,199.06 |
| 29 (VEHICLE ALLOWANCES) | 34,500.00 | 29,500.00 | 5,000.00 |
| 30 (COUNCIL DUES) | 11,935.16 | 10,724.92 | 1,210.24 |
| | 157,425.54 | 166,584.78 | -9,159.24 |

| | | | |
|-----------------------------------|--------------|--------------|------------|
| 32 (BARGAINING UNIT EXPENSES) | | | |
| 33 (WCB APPEAL EXPENSES) | 2,256.80 | 3,364.30 | -1,107.50 |
| 4 (LABOUR COUNCIL'S) | 1,656.25 | 1,459.00 | 197.25 |
| 42 (STRIKE EXPENSES) | 19,391.52 | 0.00 | 19,391.52 |
| 43 (PAID EDUCATION LEAVE PROGRAM) | 26,038.26 | 7,365.74 | 18,672.52 |
| 44 (RETIREE'S) | 0.00 | 0.00 | 0.00 |
| 45 (VANCOUVER ISLAND SUB LOCAL) | 35,968.08 | 27,641.21 | 8,326.87 |
| 5 (EDUCATION COSTS) | 7,623.52 | 17,413.91 | -9,790.39 |
| 6 (HALL RENTAL) | 21,810.70 | 21,810.70 | 0.00 |
| 7 (TELEPHONE EXPENSES) | 3,561.66 | 4,117.23 | -555.57 |
| 79 (Adjustment Committee Fund) | 416.10 | 563.71 | -147.61 |
| 8 (BANK CHARGES) | 409.50 | 315.00 | 94.50 |
| 9 (WORKERS COMPENSATION) | 676.43 | 0.00 | 676.43 |
| P_ADVANCES (ADVANCES GIVEN) | 0.00 | -670.00 | 670.00 |
| Payroll Expenses | 545,384.76 | 447,033.53 | 98,351.23 |
| Total Expense | 1,678,225.40 | 1,467,709.16 | 210,516.24 |
| Net Income | -47,993.94 | -792.10 | -47,201.84 |

Bargaining in 2023-2024-2025 \$157,425.54: 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 \$7,623.52: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership.

Arbitrations and Lawyer's Fees \$ 26,255.76: We never know how many Arbitrations and or Legal Issues within the Local in any given year. Loomis \$227.74; Clipper \$3,988.88; Brinks \$19,165.61 (I was able to get National covered ½ of this one \$9,582.80).

Charitable Contributions (Donations) and Gifts \$3,114.96: 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.

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 \$50,989.17: The local is moving to our own server and network equipment, which includes software and hardware and technical labour costs. Includes Teams View, M365 Business Premium, M365 Exchange, Sonicwall Protection Service, Microsoft Open Licenses, New Server, Western Digital SSD 4 Backup Drives and new upgraded office computers.

Other Items to mention:

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

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

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

****The local will continue using the services of Lloyd Hynes for our WCB appeals in 2024 and we will be talking with the other Locals in the New West Hall to look at our WCB needs and how to move forward in 2024-2025.**

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

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

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

****We authorized the updating of software and some new replacement computers and a new Server and backup equipment in the office from 2023 into 2043.**

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

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

**** Our Local has reached out to a Vancouver Hotel to talk about them merging into our local. New unit of Transit drivers in Quesnell, will be bargaining for a 1st agreement. There is now a certification vote going on at Amazon facility in Delta for Local 114.**

**Financial Report given at the June 14th, 2024 Executive Meeting at New West Hall
Financial Report given at the June 15th, 2024 General Meeting at New West Hall**



TRUSTEE'S QUARTERLY ANNUAL AUDIT REPORT

JANUARY, FEBRUARY, MARCH 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 June 2024

To Whom It May Concern:

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

Signed:



James Young



Michael Garland



Bernie Katili

www.unifor114.com



QUARTERLY REPORT OF TRUSTEES / RAPPORT TRIMESTRIEL DES SYNDICS

Local No. **114**
Section locale

DATE: **13 June 2024**

Quarter Ended **March 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 |
|--|-----------------------|-------------------------|-------------------------|
| | Jan | Feb | Mar |
| A RECEIPTS ARGENT REÇUS | | | |
| 08 Dues (From employer of National Union Cotisations (provenant de l'employeur ou du Syndicat national))* | see | attached | sheet |
| 09 Interest Income Revenus d'intérêts | | | |
| 10 Reimbursement Remboursement | | | |
| 11 Other Autres | | | |
| 12 Total of all Receipts in Month Total des argents reçus durant le mois (Carry to Line 24) / (Reporter à la ligne 24) | 328,353.68 | 338,324.38 | 334,443.45 |
| B DISBURSEMENTS DÉBOURSÉS | | | |
| 13 Per Capita (Paid to National Union if applicable Per capita (versée au Syndicat national si applicable))* | see | attached | sheet |
| 14 Affiliation Fees Frais d'affiliation | | | |
| 15 Lost Time Temps perdu | | | |
| 16 Reimbursed Expenses Remboursement de dépenses | | | |
| 17 Office Administration Frais de bureau & administration | | | |
| 18 Bonds / etc. Obligations / etc. | | | |
| 19 Interest Expense Dépenses d'intérêts | | | |
| 20 Bank Loan Prêt bancaire | | | |
| 21 Other Autres | | | |
| 22 Total of all Disbursements in Month Total des déboursés du mois (Carry to Line 25) / (Reporter à la ligne 25) | 290,928.01 | 387,209.72 | 322,816.60 |

* 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.



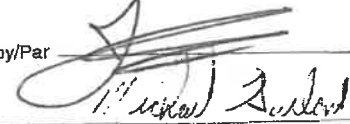
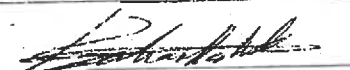

1

| | 1st Month 1er mois | 2nd Month 2ième mois | 3rd Month 3ième mois |
|---|-----------------------|-------------------------|-------------------------|
| | Jan | Feb | Mar |
| C CASH ANALYSIS ARGENTS EN CAISSE | | | |
| 23 Balance at End of Previous Month Solde à la fin du mois précédent | 450,104.13 | 487,529.80 | 438,644.46 |
| 24 Add: Total Receipts (From Line 12) Ajouter: argents reçus (Montant à la ligne 12) | + 328,353.68 | + 338,324.38 | + 334,443.45 |
| 25 Less: Total Disbursements (From Line 22) Moins: déboursés totaux (Ligne 22) | - 290,928.01 | - 387,209.72 | - 322,816.60 |
| 26 Balance at End of Current Month Solde à la fin du mois courant | 487,529.80 | 438,644.46 | 450,271.31 |
| D PROOF OF CASH ARGENTS EN POSSESSION | | | |
| 27 Balance from Bank Statement at end of Month Solde en banque à la fin du mois | see | attached | reconciliation |
| 28 Add: Outstanding Deposits Ajouter: argents non encore déposés | + | + | + |
| 29 Less: Outstanding Cheques Moins: chèques en circulation | - | - | - |
| 30 Total (This Total must Equal Total on Line 26) Total (Qui doit être égal au total à la ligne 26) | | | |
| LIQUID ASSETS (QUICKLY CONVERTIBLE TO CASH) ACTIF LIQUIDE (CONVERTIBLE RAPIDEMENT EN ARGENT) | | | |
| 31 Chequing Account Bank Balance (From Line 26)* Solde en banque – Compte courant (Ligne 26) | | | |
| 32 Savings Account Bank Balance* Solde en banque – Compte d'épargne* | | | |
| 33 Property Immeuble | | | |
| 34 Furniture & Equipment** Mobilier et équipement** | | | |
| 35 Other Assets** Autres avoirs** | | | |
| 36 Bonds Obligations | | | |
| 37 Shares Actions | | | |
| 38 Sub-total Sous total | | | |
| 39 Mortgage Hypothèque | | | |
| 40 Bank loan Prêt bancaire | | | |
| 41 Total Total | 487,529.80 | 438,644.46 | 450,271.31 |

*** 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**

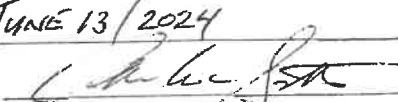
We, the undersigned trustees (Auditing Committee) submit this report exactly as taken from the books and records of this Local Union.
Nous les soussignés (les syndics), soumettons ce rapport tel que relevé des livres et dossiers de la section locale.

by/Par  Trustee/Syndic
 Trustee/Syndic
 Trustee/Syndic

Date Signed
Date de signature

JUNE 13 / 2024

President/Président(e)





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



2

LIST OF EQUIPMENT AND OTHER ASSETS
LISTE D'ÉQUIPEMENT ET D'AUTRES ACTIFS

DESCRIPTION

Look at.

~~December~~

~~2023 for~~

2024

AMOUNT (\$)
MONTANT (\$)

Look at December 2023
for 2024



Original (white copy) to be sent to Unifor Ottawa office
L'original (blanc) doit être transmis au bureau d'Ottawa d'Unifor

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Le double (rose) doit être conservé dans les dossiers de la Section locale



3

Unifor Local 114
Deposit vs Expense
January through March 2024

Accrual Basis

| | Jan 24 | Feb 24 | Mar 24 | TOTAL |
|-----------------------------------|-------------------|-------------------|-------------------|---------------------|
| Income | | | | |
| D1 (NATIONAL OFFICE DUES) | 290,482.11 | 266,308.46 | 195,330.19 | 752,120.76 |
| D13 (INITIATION FEE) | 630.00 | 210.00 | 290.00 | 1,130.00 |
| D16 (POSTAGE) | 1,584.92 | 171.62 | 5,040.46 | 6,797.00 |
| D18 (SAFETY REMITTANCE) | 592.15 | 558.87 | 612.87 | 1,763.89 |
| D2 (VANCOUVER ISLAND SUB LOCAL) | 11,970.62 | 37,786.51 | 57,968.42 | 107,725.55 |
| D20 (LOCAL EDUCATION FUND) | 11,706.50 | 2,430.19 | 1,559.20 | 15,695.89 |
| D4 (NATIONAL REBATE) | 0.00 | 0.00 | 21,500.00 | 21,500.00 |
| D42 (Strike Fund Reimbursements) | 4,909.02 | 12,621.47 | 0.00 | 17,530.49 |
| D46 (Organizing) | 0.00 | 0.00 | 43,478.72 | 43,478.72 |
| D5 (NATIONAL EXPENSE CLAIMS) | 0.00 | 9,582.80 | 0.00 | 9,582.80 |
| D8 (OTHER) | 5,331.78 | 7,494.80 | 7,451.25 | 20,277.83 |
| D9 (INTEREST) | 1,146.58 | 1,159.66 | 1,212.34 | 3,518.58 |
| Total Income | 328,353.68 | 338,324.38 | 334,443.45 | 1,001,121.51 |
| Gross Profit | 328,353.68 | 338,324.38 | 334,443.45 | 1,001,121.51 |
| Expense | | | | |
| 1 (DUES & FEES TO NATIONAL) | 117,510.83 | 124,264.91 | 125,821.43 | 367,597.17 |
| 11 (DUES REFUNDS) | 70.40 | 67.20 | 0.00 | 137.60 |
| 12 (MEALS & COFFEE EXPENSES) | 0.00 | 28.54 | 791.87 | 820.41 |
| 13 (PARKING & TAXI EXPENSES) | 2.00 | 62.95 | 0.00 | 64.95 |
| 16 (POSTAGE & COURIER SERVICE) | 1,760.53 | 5,347.45 | 3,756.70 | 10,864.68 |
| 17 (EQUIPMENT RENTALS/PAYMENT) | 1,479.43 | 5,341.16 | 2,823.08 | 9,643.67 |
| 18 (CONTRIBUTIONS & GIFTS) | 5,384.50 | 4,805.00 | 1,025.46 | 11,214.96 |
| 2 (OFFICE SUPPLIES) | 1,569.95 | 1,808.02 | 4,278.01 | 7,655.98 |
| 21 (ARBITRATOR AND LAWYER FEES) | 227.74 | 23,154.49 | 968.03 | 24,350.26 |
| 25 (LIFE INSURANCE & POLICIES) | 6,817.94 | 6,817.94 | 6,817.94 | 20,453.82 |
| 27 (UNION JACKET/PENS/HATS) | 0.00 | 1,711.50 | 1,832.25 | 3,543.75 |
| 28 (OTHER) | 3,047.73 | 806.82 | 670.04 | 4,524.59 |
| 29 (VEHICLE ALLOWANCES) | 6,900.00 | 6,900.00 | 6,900.00 | 20,700.00 |
| 30 (COUNCIL DUES) | 2,176.10 | 2,301.21 | 2,330.01 | 6,807.32 |
| 32 (BARGAINING UNIT EXPENSES) | 29,679.22 | 26,151.48 | 29,869.57 | 85,700.27 |
| 33 (WCB APPEAL EXPENSES) | 1,050.00 | 0.00 | 0.00 | 1,050.00 |
| 4 (LABOUR COUNCIL'S) | 840.50 | 0.00 | 0.00 | 840.50 |
| 42 (STRIKE EXPENSES) | 3,402.64 | 3,656.18 | 12,332.70 | 19,391.52 |
| 43 (PAID EDUCATION LEAVE PROGRAM) | 0.00 | 26,038.26 | 0.00 | 26,038.26 |
| 45 (VANCOUVER ISLAND SUB LOCAL) | 6,337.08 | 7,289.48 | 9,047.99 | 22,674.55 |
| 5 (EDUCATION COSTS) | 743.67 | 665.15 | 387.36 | 1,796.18 |
| 6 (HALL RENTAL) | 4,362.14 | 4,362.14 | 4,362.14 | 13,086.42 |
| 7 (TELEPHONE EXPENSES) | 699.13 | 0.00 | 1,415.09 | 2,114.22 |
| 79 (Adjustment Committee Fund) | 83.22 | 0.00 | 166.44 | 249.66 |
| 8 (BANK CHARGES) | 73.50 | 66.75 | 105.00 | 245.25 |
| P_ADVANCES (ADVANCES GIVEN) | 0.00 | 0.00 | 0.00 | 0.00 |
| Payroll Expenses | 96,709.76 | 135,563.09 | 107,115.49 | 339,388.34 |
| Total Expense | 290,928.01 | 387,209.72 | 322,816.60 | 1,000,954.33 |
| Net Income | 37,425.67 | -48,885.34 | 11,626.85 | 167.18 |

8:45 AM
04/06/24
Accrual Basis

Unifor Local 114
Balance Sheet
As of 31 March 2024

| | <u>31 Mar 24</u> |
|---|--------------------------|
| ASSETS | |
| Current Assets | |
| Chequing/Savings | |
| @Unifor2024 | 352,359.38 |
| 114 RECREATION (CAW 114 Recreation Committee) | 6,678.11 |
| Adjustment Account (DHL/Loomis) (Adjustment Account Fund) | 1,360.42 |
| DHL Owner Operators (Owner Operators Special Fund) | 17,065.20 |
| Long BID Term 3 (Term Deposit Account (Former L432)) | 27,172.79 |
| Long Bid Term Piper (Gordon Piper Scholarship Funds) | 5,612.74 |
| Loomis Owner Operators (Owner Operators Special Fund) | 40,022.67 |
| Total Chequing/Savings | <u>450,271.31</u> |
| Total Current Assets | <u>450,271.31</u> |
| TOTAL ASSETS | <u>450,271.31</u> |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Other Current Liabilities | |
| Payroll Liabilities | -113.31 |
| Total Other Current Liabilities | <u>-113.31</u> |
| Total Current Liabilities | <u>-113.31</u> |
| Total Liabilities | <u>-113.31</u> |
| Equity | |
| Opening Bal Equity | 427,373.82 |
| Retained Earnings | 22,843.62 |
| Net Income | 167.18 |
| Total Equity | <u>450,384.62</u> |
| TOTAL LIABILITIES & EQUITY | <u>450,271.31</u> |

DHL Account

| DHL | Type | Date | Num | Name | Clr | Amount | Balance |
|--|------|------|-----|------|-----|--------|------------------|
| Beginning Balance | | | | | | | 17,065.20 |
| Cleared Balance | | | | | | | 17,065.20 |
| Register Balance as of 31/03/2024 | | | | | | | 17,065.20 |
| Ending Balance | | | | | | | 17,065.20 |

LOOMIS Account




| | Type | Date | Num | Name | Clr | Amount | Balance |
|--|------|------|-----|------|-----|--------|------------------|
| Beginning Balance | | | | | | | 40,022.67 |
| Cleared Balance | | | | | | | 40,022.67 |
| Register Balance as of 31/03/2024 | | | | | | | 40,022.67 |
| Ending Balance | | | | | | | 40,022.67 |

ADJUSTMENT Account

| | Type | Date | Num | Name | Clr | Amount | Balance |
|---------------------------------------|--------|------------|-------|--------------|-----|--------|-----------------|
| | | | | | | | 1,526.86 |
| Cleared Transactions | | | | | | | |
| Cheques and Payments - 2 items | | | | | | | |
| | Cheque | 01/03/2024 | 34486 | Unifor (CAW) | √ | -83.22 | -83.22 |
| | Cheque | 12/03/2024 | 34503 | Unifor (CAW) | √ | -83.22 | -166.44 |
| Total Cheques and Payments | | | | | | | -166.44 |
| Total Cleared Transactions | | | | | | | -166.44 |
| | | | | | | | 1,360.42 |
| | | | | | | | 1,360.42 |
| | | | | | | | 1,360.42 |

BANK RECONCILIATION

DATE: JAN FEB MAR 2024

| | A | B | C | D | E |
|----|--|---|---|------------------|-------|
| 1 | Opening Balance As Per Cash Book: | | Communtiy Savings Acct# 755843 | \$ 410,640.49 | 1 |
| 2 | | | Long BID Term 4 Acct# 775843 | \$ - | 2 |
| 3 | | | DHL - Internal Acct.(Included in Above) | <12,865.20> | 3 |
| 4 | | | Long BID Term 3 | \$ 27,172.79 | 4 |
| 5 | | | Recreation Committee Acct# 815217 | \$ 6,678.11 | 5 |
| 6 | | | DHL/Loomis Adjustment Internal Acct. | <1,610.08> | 6 |
| 7 | | | Loomis O/O's Account - Internal | <30,922.67> | 6B |
| 8 | | | Piper Educational Term Deposit | \$ 5,612.74 | 14 |
| 9 | Total Opening Balance(s) As Per Cash Book At Beginning Of Period | | | \$ 450,104.13 | |
| 10 | | | | | |
| 11 | | | Total Deposits For The 3 Month's | \$ 1,001,121.51 | 7 |
| 12 | | | | \$ - | ***** |
| 13 | | | Total | \$ 1,451,225.64 | |
| 14 | Adjusted Payroll Liabilities Period: | | | \$ - | |
| 15 | | | Total Expenses For The 3 Month's | -\$ 1,000,954.33 | 8 |
| 16 | | | | | |
| 17 | Balance As Per Cash Book At The End Of The Month : March 31, 2024 | | | \$ 450,271.31 | → |
| 18 | | | | | |
| 19 | | | Reconciliation | | |
| 20 | | | | | |
| 21 | Closing Balance As Per Bank Statements: Community Savings # 755843 | | | \$ 384,959.32 | 1A |
| 22 | \$ 444,868.07 Closing Amount On Bank Stat. | | Long BID Term 4 Acct# 75843 | \$ - | 2A |
| 23 | -\$ 17,065.20 Less DHL Internal Acct. | | DHL - Internal Acct. | \$ 17,065.20 | 3A |
| 24 | -\$ 40,022.67 Less Loomis O/Op's Acct | | Long BID Term 3 | \$ 27,172.79 | 4A |
| 25 | -\$ 1,360.42 Less DHL/Loomis Adjustment | | Recreation Committee Acct# 815217 | \$ 6,678.11 | 5A |
| 26 | -\$ 1,460.46 Outstanding from 2023 | | DHL/Loomis Adjustment - Internal Acct. | \$ 1,360.42 | 6A |
| 27 | \$ - Less Internal Transfer | | Loomis O/O's Account | \$ 40,022.67 | 6B |
| 28 | \$ - Less Outstanding from Previous Year 2022 | | Piper Educational Term Deposit | \$ 5,612.74 | 14A |
| 29 | | | Total | \$ 482,871.25 | |
| 30 | \$ 384,959.32 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/O's | \$ - | 15 |
| 35 | | | Outstanding From LOOMIS Acct. | \$ - | 10 |
| 36 | Total Cheques Outstanding | | Outstanding from Gen Acct. | -\$ 32,599.94 | 11 |
| 37 | | | | | |
| 38 | Bank Balance As Per Cash Book At End Of Period: March 31, 2024 | | | \$ 450,271.31 | → |
| 39 | ** These lines must equal to balance properly | | | | |
| 40 | Where to find figures on the Bank Reconciliation | | Opening Amount On Bank Statement | \$ 450,978.85 | 1 |
| 41 | (1/1A) Look on the Opening/Closing Balance on Bank State. | | Outstanding Chq's From Last Month | -\$ 38,358.36 | 1 |
| 42 | less any outstanding cheq's issued from last month | | Adjustments from 2022 | \$ - | 1 |
| 43 | (2/2A) Look on the Term 4 Opening/Closing Balances | | Outstanding Chq's from 2023 | -\$ 1,980.00 | 1 |
| 44 | (3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S | | Outstanding Chq's from Loomis Acct | \$ - | 1 |
| 45 | (4/4A) Look at the Term 3 Opening/Closing B/S | | DHL/ Loomis Chq's outstanding | \$ - | |
| 46 | (5/5A) Look at the REC Opening/Closing Bank Statement | | This amount goes on top line "D1" | \$ 410,640.49 | |
| 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 | | Trustee Signature:  | | |
| 50 | | | Trustee Signature:  | | |
| 51 | (9) Look for any outstanding cheques from previous months for DHL Adju. Acct | | | | |
| 52 | (10) Look for any outstanding cheques from previous months for REC Acct. | | | | |
| 53 | (11) Look for any outstanding cheques from previous months from the General Account. | | | | |

BANK RECONCILIATION

DATE: JAN FEB MAR 2024

| | A | B | C | D | E |
|-----|--|-------|--------------------------------------|---|-------------------|
| 54 | | | | | |
| 55 | | | | | |
| 56 | Uncleared Transactions General Account 2023 | | | | |
| 57 | Cheques and Payments - 8 Items | | | | |
| 58 | 01/01/2023 | 33342 | Unifor Aerospace Council | | -229.51 |
| 59 | 04/04/2023 | 21842 | Brink's Canada Limited | | -281.51 |
| 60 | 11/07/2023 | 33805 | Terry Radtke {} | | -365.01 |
| 61 | 14/09/2023 | 33958 | James Ternes | | -6.01 |
| 62 | 27/09/2023 | 34024 | Dean Sheikh | | -48.31 |
| 63 | 03/10/2023 | 22017 | Steve Frank | | -330.01 |
| 64 | 04/12/2023 | 21742 | The Union Protein Project | | -200.01 |
| 65 | Total Uncleared Transactions | | | | -1,460.41 |
| 66 | | | | | |
| 67 | Uncleared Transactions General Account 2024 | | | | |
| 68 | Cheques and Payments - 23 Items | | | | |
| 69 | 23/02/2024 | 34438 | Stan Evoy | | -98.31 |
| 70 | 11/03/2024 | 34494 | Shaun Bhoondpaul | | -953.61 |
| 71 | 15/03/2024 | 34512 | Unifor Local 333BC | | -1,680.31 |
| 72 | 19/03/2024 | 22161 | WOR Association | | -334.91 |
| 73 | 19/03/2024 | 22122 | RHONICA OSMOND | | -300.01 |
| 74 | 19/03/2024 | 22143 | Anthony Grieve | | -300.01 |
| 75 | 19/03/2024 | 22126 | Gloria Choquette | | -300.01 |
| 76 | 19/03/2024 | 22119 | Andrea MacBride | | -222.51 |
| 77 | 19/03/2024 | 22162 | Mark Misic | | -31.31 |
| 78 | 19/03/2024 | 22163 | WOR Association | | -21.11 |
| 79 | 20/03/2024 | 22166 | CANADIAN ASSOCIATION OF LABOUR MEDIA | | -325.01 |
| 80 | 20/03/2024 | 22168 | KONICA MINOLTA | | -316.81 |
| 81 | 20/03/2024 | 22167 | Mark Misic | | -66.41 |
| 82 | 22/03/2024 | 34520 | James Young | | -1,360.81 |
| 83 | 22/03/2024 | 34550 | Bruce Anderson | | -217.61 |
| 84 | 22/03/2024 | 34551 | Daniel White | | -209.11 |
| 85 | 26/03/2024 | 34556 | MANULIFE FINANCIAL | | -10,400.51 |
| 86 | 26/03/2024 | 34554 | MoveUp | | -594.21 |
| 87 | 26/03/2024 | 34561 | Norm Lehman | | -545.71 |
| 88 | 26/03/2024 | 34562 | Maurice Mills | | -315.01 |
| 89 | 26/03/2024 | 34563 | James Griffin | | -165.01 |
| 90 | 26/03/2024 | 34564 | James Young | | -165.01 |
| 91 | 26/03/2024 | 34557 | Mark Misic | | -127.91 |
| 92 | 26/03/2024 | 34558 | Canada Revenue Agency {} | | -13.31 |
| 93 | 28/03/2024 | 34467 | Mark Misic | | -2,474.81 |
| 94 | 28/03/2024 | 34468 | Nathan Shier | | -2,411.31 |
| 95 | 28/03/2024 | 34465 | James Griffin | | -2,276.71 |
| 96 | 29/03/2024 | 34470 | Dean Williams | | -2,538.81 |
| 97 | 29/03/2024 | 34472 | Harjit Singh Marar | | -2,152.21 |
| 98 | 29/03/2024 | 34471 | Gretchen Santonil | | -1,681.01 |
| 99 | Total Cheques and Payments | | | | -32,599.91 |
| 100 | Total Uncleared Transactions | | | | -32,599.91 |

BANK RECONCILIATION

DATE: JANUARY 2024

| | A | B | C | D | E |
|----|--|---|-----|--------------|-------|
| 1 | Opening Balance As Per Cash Book: | Communtiy Savings Acct# 755843 | \$ | 410,640.49 | 1 |
| 2 | | Long BID Term 4 Acct# 775843 | \$ | - | 2 |
| 3 | | DHL - Internal Acct.(Included in Above) | | <12,865.20> | 3 |
| 4 | | Long BID Term 3 | \$ | 27,172.79 | 4 |
| 5 | | Recreation Committee Acct# 815217 | \$ | 6,678.11 | 5 |
| 6 | | DHL/Loomis Adjustment Internal Acct. | | <1,610.08> | 6 |
| 7 | | Loomis O/Ops Account - Internal | | <30,922.67> | 6B |
| 8 | | Piper Educational Term Deposit | \$ | 5,612.74 | 14 |
| 9 | Total Opening Balance(s) As Per Cash Book At Beginning Of Period | | \$ | 450,104.13 | |
| 10 | | Total Deposits For The Month | \$ | 328,353.68 | 7 |
| 11 | | | \$ | - | ***** |
| 12 | | Total | \$ | 778,457.81 | |
| 13 | | | \$ | - | |
| 14 | Adjusted Payroll Liabilities Period: | Total Expenses For The Month | -\$ | 290,928.01 | 8 |
| 15 | | | | | |
| 16 | | | | | |
| 17 | Balance As Per Cash Book At The End Of The Month : Janaury 31, 2024 | | \$ | 487,529.80 | → |
| 18 | | | | | |
| 19 | | | | | |
| 20 | | | | | |
| 21 | Closing Balance As Per Bank Statements: Community Savings # 755843 | | \$ | 419,984.39 | 1A |
| 22 | \$ 469,045.52 Closing Amount On Bank Stat. | Long BID Term 4 Acct# 75843 | \$ | - | 2A |
| 23 | -\$ 12,865.20 Less DHL Internal Acct. | DHL - Internal Acct. | \$ | 12,865.20 | 3A |
| 24 | -\$ 30,922.67 Less Loomis O/Op's Acct | Long BID Term 3 | | 27,172.79 | 4A |
| 25 | -\$ 1,610.08 Less DHL/Loomis Adjustment | Recreation Committee Acct# 815217 | \$ | 6,678.11 | 5A |
| 26 | -\$ 1,683.18 Outstanding from 2023 | DHL/Loomis Adjustment - Internal Acct. | \$ | 1,610.08 | 6A |
| 27 | \$ - Less Internal Transfer | Loomis O/Ops Account | \$ | 30,922.67 | 6B |
| 28 | -\$ 1,980.00 Less Outstanding from Previous Year 2022 | Piper Educational Term Deposit | \$ | 5,612.74 | 14A |
| 29 | | Total | \$ | 504,845.98 | |
| 30 | \$ 419,984.39 Deposits Made But Not Shown On Bank Statement | | | | |
| 31 | Other: Chq # | Outstanding From DHL/Loomis Adj | -\$ | 83.22 | 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. | -\$ | 17,232.96 | 11 |
| 37 | | | | | |
| 38 | Bank Balance As Per Cash Book At End Of Period: January 31, 2024 | | \$ | 487,529.80 | → |
| 39 | ** These lines must equal to balance properly | | | | |
| 40 | Where to find figures on the Bank Reconciliation | Opening Amount On Bank Statement | \$ | 450,978.85 | 1 |
| 41 | (1/1A) Look on the Opening/Closing Balance on Bank State. | Outstanding Chq's From Last Month | -\$ | 38,358.36 | 1 |
| 42 | less any outstanding cheq's issued from last month | Adjustments from 2022 | \$ | - | 1 |
| 43 | (2/2A) Look on the Term 4 Opening/Closing Balances | Outstanding Chq's from 2022 | -\$ | 1,980.00 | 1 |
| 44 | (3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S | Outstanding Chq's from Loomis Acct | \$ | - | 1 |
| 45 | (4/4A) Look at the Term 3 Opening/Closing B/S | DHL/ Loomis Chq's outstanding | \$ | - | |
| 46 | (5/5A) Look at the REC Opening/Closing Bank Statement | This amount goes on top line "D1" | \$ | 410,640.49 | |
| 47 | (6/6A) Look on the Internal DHL Adj Opening/Closing B/S | | | | |
| 48 | (7) Look on the "Monthly Deposit" Report | Trustee Signature: | | | |
| 49 | (8) Look on the "Monthly Expense" Report | | | | |
| 50 | (9) Look for any outstanding cheques from previous months for DHL Adj. Acct | | | | |
| 51 | (10) Look for any outstanding cheques from previous months for REC Acct. | | | | |
| 52 | (11) Look for any outstanding cheques from previous months from the General Account. | | | | |
| 53 | | | | | |

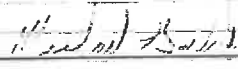
BANK RECONCILIATION

DATE: JANUARY 2024

| | A | B | C | D | E |
|----|--|-------|-------------------------------------|---|-------------------|
| 54 | Uncleared Transactions from 2022 | | | | |
| 55 | Cheques and Payments - 6 items | | | | |
| 56 | 08/04/2022 | 21480 | Geoff Gerhart | | -400.01 |
| 57 | 08/04/2022 | 21519 | Pawel Swolkien | | -400.01 |
| 58 | 11/07/2022 | 32968 | Unifor Aerospace Council | | -250.01 |
| 59 | 01/10/2022 | 33174 | Unifor (CAW) ROAD TRANSPORT COUNCIL | | -500.01 |
| 60 | 06/10/2022 | 21657 | Garry Martin | | -215.01 |
| 61 | 06/10/2022 | 21658 | Doug Mills {} | | -215.01 |
| 62 | Total Uncleared Transactions | | | | -1,980.01 |
| 63 | | | | | |
| 64 | Uncleared Transactions General Account 2023 | | | | |
| 65 | Cheques and Payments - 8 items | | | | |
| 66 | 01/01/2023 | 33342 | Unifor Aerospace Council | | -229.51 |
| 67 | 04/04/2023 | 21842 | Brink's Canada Limited | | -281.51 |
| 68 | 11/07/2023 | 33805 | Terry Radtke {} | | -365.01 |
| 69 | 14/09/2023 | 33958 | James Ternes | | -6.01 |
| 70 | 27/09/2023 | 34024 | Dean Sheikh | | -48.31 |
| 71 | 03/10/2023 | 22017 | Steve Frank | | -330.01 |
| 72 | 04/12/2023 | 21742 | The Union Protein Project | | -200.01 |
| 73 | 31/12/2023 | 34434 | Canada Customs And Revenue Agency | | -222.71 |
| 74 | Total Uncleared Transactions | | | | -1,683.11 |
| 75 | | | | | |
| 76 | Uncleared Transactions General Account 2024 | | | | |
| 77 | Cheques and Payments - 12 items | | | | |
| 78 | 01/01/2024 | 34307 | Unifor (CAW) ROAD TRANSPORT COUNCIL | | -500.01 |
| 79 | 15/01/2024 | 22089 | Unifor (CAW) 114 | | -589.01 |
| 80 | 15/01/2024 | 34324 | Unifor Hospitality & Gaming Council | | -111.01 |
| 81 | 18/01/2024 | 34297 | Nathan Shier | | -2,397.31 |
| 82 | 22/01/2024 | 34384 | Unifor (New Westminster) | | -750.01 |
| 83 | 22/01/2024 | 34380 | Norman Overbury | | -156.61 |
| 84 | 22/01/2024 | 34379 | Greg Mason {} | | -156.61 |
| 85 | 24/01/2024 | 34387 | Brooke D McGrath | | -500.01 |
| 86 | 24/01/2024 | 34386 | Dean Williams | | -166.21 |
| 87 | 25/01/2024 | 34389 | MANULIFE FINANCIAL | | -10,400.51 |
| 88 | 25/01/2024 | 34391 | Unifor (CAW) 114 | | -911.31 |
| 89 | 25/01/2024 | 34390 | MoveUp | | -594.21 |
| 90 | Total Uncleared Transactions | | | | -17,232.91 |
| 91 | | | | | |
| 92 | Uncleared Transactions - DHL LOOMIS ADJUSTMENT ACCOUNT JAN 2024 | | | | |
| 93 | Cheques and Payments - 1 item | | | | |
| 94 | 15/01/2024 | 22093 | Unifor (CAW) 114 {} | | -83.21 |
| 95 | Total Cheques and Payments | | | | -83.21 |
| 96 | Total Uncleared Transactions | | | | -83.21 |

BANK RECONCILIATION

DATE: FEBRUARY 2024

| | A | B | C | D | E |
|----|--|---|---|----------------|-------|
| 1 | Opening Balance As Per Cash Book: | | Communtiy Savings Acct# 755843 | \$ 448,066.16 | 1 |
| 2 | | | Long BID Term 4 Acct# 775843 | \$ - | 2 |
| 3 | | | DHL - Internal Acct.(Included in Above) | <12,865.20> | 3 |
| 4 | | | Long BID Term 3 | \$ 27,172.79 | 4 |
| 5 | | | Recreation Committee Acct# 815217 | \$ 6,678.11 | 5 |
| 6 | | | DHL/Loomis Adjustment Internal Acct. | <1,610.08> | 6 |
| 7 | | | Loomis O/Ops Account - Internal | <30,922.67> | 6B |
| 8 | | | Piper Educational Term Deposit | \$ 5,612.74 | 14 |
| 9 | Total Opening Balance(s) As Per Cash Book At Beginning Of Period | | | \$ 487,529.80 | |
| 10 | | | | | |
| 11 | | | Total Deposits For The Month | \$ 338,324.38 | 7 |
| 12 | | | | \$ - | ***** |
| 13 | | | Total | \$ 825,854.18 | |
| 14 | Adjusted Payroll Liabilities Period: | | | \$ - | |
| 15 | | | Total Expenses For The Month | -\$ 387,209.72 | 8 |
| 16 | | | | | |
| 17 | Balance As Per Cash Book At The End Of The Month : February 29, 2024 | | | \$ 438,644.46 | → |
| 18 | | | | | |
| 19 | | | Reconciliation | | |
| 20 | | | | | |
| 21 | Closing Balance As Per Bank Statements: | Community Savings # 755843 | | \$ 511,928.69 | 1A |
| 22 | \$ 572,226.60 | Closing Amount On Bank Stat. | Long BID Term 4 Acct# 75843 | \$ - | 2A |
| 23 | \$ 17,065.20 | Less DHL Internal Acct. | DHL - Internal Acct. | \$ 17,065.20 | 3A |
| 24 | \$ 40,022.67 | Less Loomis O/Op's Acct | Long BID Term 3 | \$ 27,172.79 | 4A |
| 25 | \$ 1,526.86 | Less DHL/Loomis Adjustment | Recreation Committee Acct# 815217 | \$ 6,678.11 | 5A |
| 26 | \$ 1,683.18 | Outstanding from 2023 | DHL/Loomis Adjustment - Internal Acct. | \$ 1,526.86 | 6A |
| 27 | \$ - | Less Internal Transfer | Loomis O/Ops Account | \$ 40,022.67 | 6B |
| 28 | \$ - | Less Outstanding from Previous Year 2022 | Piper Educational Term Deposit | \$ 5,612.74 | 14A |
| 29 | | | Total | \$ 610,007.06 | |
| 30 | \$ 511,928.69 | 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. | -\$ 171,362.60 | 11 |
| 37 | | | | | |
| 38 | Bank Balance As Per Cash Book At End Of Period: February 29, 2024 | | | \$ 438,644.46 | → |
| 39 | ** These lines must equal to balance properly | | | | |
| 40 | Where to find figures on the Bank Reconciliation | | | | |
| 41 | (1/1A) Look on the Opening/Closing Balance on Bank State. | Opening Amount On Bank Statement | | \$ 469,045.52 | 1 |
| 42 | less any outstanding cheq's issued from last month | Outstanding Chq's From Last Month | | -\$ 17,232.96 | 1 |
| 43 | (2/2A) Look on the Term 4 Opening/Closing Balances | Adjustments from 2022 | | -\$ 1,980.00 | 1 |
| 44 | (3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S | Outstanding Chq's from 2023 | | -\$ 1,683.18 | 1 |
| 45 | (4/4A) Look at the Term 3 Opening/Closing B/S | Outstanding Chq's from Loomis Acct | | \$ - | 1 |
| 46 | (5/5A) Look at the REC Opening/Closing Bank Statement | DHL/ Loomis Chq's outstanding | | -\$ 83.22 | |
| 47 | (6/6A) Look on the Internal DHL Adj Opening/Closing B/S | This amount goes on top line "D1" | | \$ 448,066.16 | |
| 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 | | | | | |

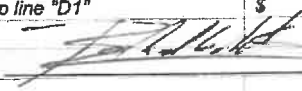
BANK RECONCILIATION

DATE: FEBRUARY 2024

| | A | B | C | D | E |
|-----|--|---|-------------------------------------|------------------|-------------|
| 54 | Uncleared Transactions from 2022 | | | | |
| 55 | Cheques and Payments - 6 items | | | | |
| 56 | 08/04/2022 21480 | | Geoff Gerhart | Cancelled Cheque | -400.00 |
| 57 | 08/04/2022 21519 | | Pawel Swolkien | Cancelled Cheque | -400.00 |
| 58 | 11/07/2022 32968 | | Unifor Aerospace Council | Cancelled Cheque | -250.00 |
| 59 | 01/10/2022 33174 | | Unifor (CAW) ROAD TRANSPORT COUNCIL | Cancelled Cheque | -500.00 |
| 60 | 06/10/2022 21657 | | Garry Martin | Cancelled Cheque | -215.00 |
| 61 | 06/10/2022 21658 | | Doug Mills {} | Cancelled Cheque | -215.00 |
| 62 | Total Uncleared Transactions | | | | 0.00 |
| 63 | | | | | |
| 64 | Uncleared Transactions General Account 2023 | | | | |
| 65 | Cheques and Payments - 8 items | | | | |
| 66 | 01/01/2023 33342 | | Unifor Aerospace Council | | -229.50 |
| 67 | 04/04/2023 21842 | | Brink's Canada Limited | | -281.50 |
| 68 | 11/07/2023 33805 | | Terry Radtke {} | | -365.00 |
| 69 | 14/09/2023 33958 | | James Ternes | | -6.00 |
| 70 | 27/09/2023 34024 | | Dean Sheikh | | -48.30 |
| 71 | 03/10/2023 22017 | | Steve Frank | | -330.00 |
| 72 | 04/12/2023 21742 | | The Union Protein Project | | -200.00 |
| 73 | 31/12/2023 34434 | | Canada Customs And Revenue Agency | | -222.70 |
| 74 | Total Uncleared Transactions | | | | -1,683.10 |
| 75 | | | | | |
| 76 | Uncleared Transactions General Account 2024 | | | | |
| 77 | Cheques and Payments - 23 Items | | | | |
| 78 | 01/01/2024 34307 | | Unifor (CAW) ROAD TRANSPORT COUNCIL | | -500.00 |
| 79 | 15/01/2024 34324 | | Unifor Hospitality & Gaming Council | | -111.00 |
| 80 | 09/02/2024 34419 | | Earl Flegg | | -1,754.70 |
| 81 | 09/02/2024 34420 | | Andrea MacBride | | -171.50 |
| 82 | 15/02/2024 34359 | | Nathan Shier | | -2,411.30 |
| 83 | 16/02/2024 34428 | | Shaun Bhoondpaul | | -1,371.20 |
| 84 | 16/02/2024 22107 | | Unifor Local 114 | | -285.00 |
| 85 | 16/02/2024 34431 | | Mark Mistic | | -21.10 |
| 86 | 22/02/2024 34435 | | Unifor (DUES) | | -126,566.10 |
| 87 | 23/02/2024 34439 | | Skyler Kelly | | -305.00 |
| 88 | 23/02/2024 34438 | | Stan Evoy | | -98.30 |
| 89 | 27/02/2024 34479 | | MANULIFE FINANCIAL | | -15,600.70 |
| 90 | 27/02/2024 34477 | | Unifor (CAW) 114 | | -1,367.00 |
| 91 | 27/02/2024 34476 | | MoveUp | | -891.40 |
| 92 | 29/02/2024 34365 | | Cynthia Anderson | | -2,532.10 |
| 93 | 29/02/2024 34370 | | Mark Mistic | | -2,474.80 |
| 94 | 29/02/2024 34367 | | Gordon McGrath | | -2,453.90 |
| 95 | 29/02/2024 34372 | | William Gaucher | | -2,453.90 |
| 96 | 29/02/2024 34366 | | Dave Boros | | -2,431.50 |
| 97 | 29/02/2024 34371 | | Nathan Shier | | -2,411.30 |
| 98 | 29/02/2024 34368 | | James Griffin | | -2,276.70 |
| 99 | 29/02/2024 34369 | | Lynsi J. Gaucher | | -1,668.40 |
| 100 | 29/02/2024 34364 | | Brooke D McGrath | | -1,205.10 |
| 101 | Total Uncleared Transactions | | | | -171,362.60 |
| 102 | | | | | -171,362.60 |

BANK RECONCILIATION

DATE: MARCH 2024

| | A | B | C | D | E |
|----|--|---|-----|--------------|-------|
| 1 | Opening Balance As Per Cash Book: | Communtiy Savings Acct# 755843 | \$ | 399,180.82 | 1 |
| 2 | | Long BID Term 4 Acct# 775843 | \$ | - | 2 |
| 3 | | DHL - Internal Acct. (Included in Above) | | <17,065.20> | 3 |
| 4 | | Long BID Term 3 | \$ | 27,172.79 | 4 |
| 5 | | Recreation Committee Acct# 815217 | \$ | 6,678.11 | 5 |
| 6 | | DHL/Loomis Adjustment Internal Acct. | | <1,526.86> | 6 |
| 7 | | Loomis O/Ops Account - Internal | | <40,022.67> | 6B |
| 8 | | Piper Educational Term Deposit | \$ | 5,612.74 | 14 |
| 9 | Total Opening Balance(s) As Per Cash Book At Beginning Of Period | | \$ | 438,644.46 | |
| 10 | | | | | |
| 11 | | Total Deposits For The Month | \$ | 334,443.45 | 7 |
| 12 | | | \$ | - | ***** |
| 13 | | Total | \$ | 773,087.91 | |
| 14 | Adjusted Payroll Liabilities Period: | | \$ | - | |
| 15 | | Total Expenses For The Month | -\$ | 322,816.60 | 8 |
| 16 | | | | | |
| 17 | Balance As Per Cash Book At The End Of The Month : March 31, 2024 | | \$ | 450,271.31 | → |
| 18 | | | | | |
| 19 | | Reconciliation | | | |
| 20 | | | | | |
| 21 | Closing Balance As Per Bank Statements: Community Savings # 755843 | | \$ | 384,959.32 | 1A |
| 22 | \$ 444,868.07 Closing Amount On Bank Stat. | Long BID Term 4 Acct# 75843 | \$ | - | 2A |
| 23 | -\$ 17,065.20 Less DHL Internal Acct. | DHL - Internal Acct. | \$ | 17,065.20 | 3A |
| 24 | -\$ 40,022.67 Less Loomis O/Op's Acct | Long BID Term 3 | | 27,172.79 | 4A |
| 25 | -\$ 1,360.42 Less DHL/Loomis Adjustment | Recreation Committee Acct# 815217 | \$ | 6,678.11 | 5A |
| 26 | -\$ 1,460.46 Outstanding from 2023 | DHL/Loomis Adjustment - Internal Acct. | \$ | 1,360.42 | 6A |
| 27 | \$ - Less Internal Transfer | Loomis O/Ops Account | \$ | 40,022.67 | 6B |
| 28 | \$ - Less Outstanding from Previous Year 2022 | Piper Educational Term Deposit | \$ | 5,612.74 | 14A |
| 29 | | Total | \$ | 482,871.25 | |
| 30 | \$ 384,959.32 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. | -\$ | 32,599.94 | 11 |
| 37 | | | | | |
| 38 | Bank Balance As Per Cash Book At End Of Period: March 31, 2024 | | \$ | 450,271.31 | → |
| 39 | ** These lines must equal to balance properly | | | | |
| 40 | Where to find figures on the Bank Reconciliation | Opening Amount On Bank Statement | \$ | 572,226.60 | 1 |
| 41 | (1/1A) Look on the Opening/Closing Balance on Bank State. | Outstanding Chq's From Last Month | -\$ | 171,362.60 | 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 | -\$ | 1,683.18 | 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" | \$ | 399,180.82 | |
| 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: MARCH 2024

| | A | B | C | D | E |
|----|--|-------|--------------------------------------|---|-------------------|
| 54 | | | | | |
| 55 | Uncleared Transactions General Account 2023 | | | | |
| 56 | Cheques and Payments - 8 items | | | | |
| 57 | 01/01/2023 | 33342 | Unifor Aerospace Council | | -229.50 |
| 58 | 04/04/2023 | 21842 | Brink's Canada Limited | | -281.50 |
| 59 | 11/07/2023 | 33805 | Terry Radtke {} | | -365.00 |
| 60 | 14/09/2023 | 33958 | James Ternes | | -6.00 |
| 61 | 27/09/2023 | 34024 | Dean Sheikh | | -48.30 |
| 62 | 03/10/2023 | 22017 | Steve Frank | | -330.00 |
| 63 | 04/12/2023 | 21742 | The Union Protein Project | | -200.00 |
| 64 | Total Uncleared Transactions | | | | -1,460.40 |
| 65 | | | | | |
| 66 | Uncleared Transactions General Account 2024 | | | | |
| 67 | Cheques and Payments - 23 items | | | | |
| 68 | 23/02/2024 | 34438 | Stan Evoy | | -98.30 |
| 69 | 11/03/2024 | 34494 | Shaun Bhoondpaul | | -953.60 |
| 70 | 15/03/2024 | 34512 | Unifor Local 333BC | | -1,680.30 |
| 71 | 19/03/2024 | 22161 | WOR Association | | -334.90 |
| 72 | 19/03/2024 | 22122 | RHONICA OSMOND | | -300.00 |
| 73 | 19/03/2024 | 22143 | Anthony Grieve | | -300.00 |
| 74 | 19/03/2024 | 22126 | Gloria Choquette | | -300.00 |
| 75 | 19/03/2024 | 22119 | Andrea MacBride | | -222.50 |
| 76 | 19/03/2024 | 22162 | Mark Misic | | -31.30 |
| 77 | 19/03/2024 | 22163 | WOR Association | | -21.10 |
| 78 | 20/03/2024 | 22166 | CANADIAN ASSOCIATION OF LABOUR MEDIA | | -325.00 |
| 79 | 20/03/2024 | 22168 | KONICA MINOLTA | | -316.80 |
| 80 | 20/03/2024 | 22167 | Mark Misic | | -66.40 |
| 81 | 22/03/2024 | 34520 | James Young | | -1,360.80 |
| 82 | 22/03/2024 | 34550 | Bruce Anderson | | -217.60 |
| 83 | 22/03/2024 | 34551 | Daniel White | | -209.10 |
| 84 | 26/03/2024 | 34556 | MANULIFE FINANCIAL | | -10,400.50 |
| 85 | 26/03/2024 | 34554 | MoveUp | | -594.20 |
| 86 | 26/03/2024 | 34561 | Norm Lehman | | -545.70 |
| 87 | 26/03/2024 | 34562 | Maurice Mills | | -315.00 |
| 88 | 26/03/2024 | 34563 | James Griffin | | -165.00 |
| 89 | 26/03/2024 | 34564 | James Young | | -165.00 |
| 90 | 26/03/2024 | 34557 | Mark Misic | | -127.90 |
| 91 | 26/03/2024 | 34558 | Canada Revenue Agency {} | | -13.30 |
| 92 | 28/03/2024 | 34467 | Mark Misic | | -2,474.80 |
| 93 | 28/03/2024 | 34468 | Nathan Shier | | -2,411.30 |
| 94 | 28/03/2024 | 34465 | James Griffin | | -2,276.70 |
| 95 | 29/03/2024 | 34470 | Dean Williams | | -2,538.80 |
| 96 | 29/03/2024 | 34472 | Harjit Singh Marar | | -2,152.20 |
| 97 | 29/03/2024 | 34471 | Gretchen Santonil | | -1,681.00 |
| 98 | Total Cheques and Payments | | | | -32,599.90 |
| 99 | Total Uncleared Transactions | | | | -32,599.90 |

Education Committee Report
Brother Gord McGrath
June 2024

PEL Spring Schedule

The PEL education schedule has arrived with information and dates for training at the Family Education Center in Port Elgin Ont. Contact your Local service Rep for details or call/email me directly at the numbers below. Paid education leave must have been bargained into your collective agreement and have the necessary funds covering the costs associated to participate.

Area Schools in BC

Three-day training is available in certain areas around BC from Kamloops, New Westminster, Prince George, Victoria, and Williams Lake. From health and safety to grievance handling, collective bargaining, getting to know your union and bullying in the workplace.

These courses run from February till June in specific cities and dates, this information can be found on the Unifor website under education listed below.

Online Training

The local has now had a number of members sign up for the online courses in the past few months and the feed back is 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 a 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
June 2024

DHL: A world-wide courier trucking company

The local continues to face challenges with the company, Kristain Nielsen Unit Chairperson has supplied several step three grievances with the company only answering with a negative response if at all. Seems the union only receives some sort of engagement is when these step three grievances have been setup for arbitration dates, clearly just a stall tactic and with negotiations coming later in the year it will be a hard start to that process for sure.

At some point there will be elections for the stewards and health & safety Reps by the summer time more so looking like mid to end of June. Notices will be posted and emailed out well in advance and this time the support for online voting has increased dramatically coming from the bargaining committee elections by the membership.

In July we have tentative dates for a bargaining conference, location yet to be determined as Unifor locals with DHL membership will all meet and review National proposals presented from the provinces by their elected bargaining committee members. My understanding there will be a short questionnaire that members can fill out before hand indicating the top issues that are of concern for this round of bargaining, much the same process as done in previous years.

Thanks to the stewards and OH&S Reps for their continued support to the membership, Brother Kristain Nielsen keeps up the heat with the company to push for reasonable discussions and resolve.

Loomis Express: A world-wise courier trucking company

Chief Stewards/Unit Chair will be attending a two-day quarterly meeting, one amongst themselves and the other with the local area management team here at the New Westminster Hall on June 13th & 14th. This is to deal with the number of outstanding grievances, owner operator pay issues along with outside areas providing their updates on current matters.

Unit Chairperson Terry Radike has called this meeting as the unit has not participated in a quarterly meeting for a few years due to Covid implications primarily. I will also be attending on the 13th and only partially the following day due to my commitment at the Local Executive meeting. Brother Radike will be sending out the agenda to the attendees with items for review and discussion, note this is not a bargaining conference or strategy meeting as that will be dealt with in a separate meeting at a later time.

Meetings continue to take place with myself and Terry periodically at the Surrey location with Sarb Gill and Carlo. Those meetings have been for the most part productive in resolving the day-to-day grievances, complaints over operations and personal items with accommodations.

Thanks go out to the stewards, health & safety Reps for their continued efforts in assisting the membership and I am happy to report we have a new Sister appointed as a steward Rep at the Surrey location... welcome Yuly Mendez as we wish her success in her new position.

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

The local is trying to mitigate two terminations with the National Rep reaching out to the Ontario HR management where the response has been short in limited replies with both cases. The focus now will be on forwarding one of these terminations off to arbitration with the other pending some legal advice on not providing availability as per the collective agreement. Both Rob Giesbrecht and I were successful in our challenge to the company on obtaining the vacation step up levels starting from the workers seniority date and not being held until the follow year to implement.

The company sided with the union but indicated this would be a topic and the next round of negotiations, note this same comment was brought forward at the last set of bargaining but did not hit the bargaining table for discussions. Thanks to Rob, unit chairperson and the other stewards and OH&S Reps for their continued efforts in supporting membership issues and safety.

B.C. Regional Standing Committee – Workers with Disabilities

Steps for Life update, the totals received from all the events and donations in Canada has topped \$988,470 for this year's event. Our Vancouver walk has raised \$64,000 which has overshot the goal of \$55,000 for 2024. I like to thank my local 114, the Unifor BCRC and the other Unifor locals and supporters for the donations this year including those who came out and participated for the walk on May 4th.

This was a great event and I hope we can reach out to others and make next years event the same or better and continue to help the needs of families by supporting the great work Steps for Life does across the country.

I move my report be accepted as circulated.

In solidarity,

Gord McGrath

Unifor Local 114 President / Education Committee Chairperson

Unifor B.C. Regional Standing Committee – Workers with Disabilities

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

Accurpress: Press Brake/Shear Mfg.

- No current issues.

Applewood Nissan: Auto Dealership

- Issues regarding management performing bargaining unit work was not resolved at the Settlement Officer stage of a Section 104 but was resolved by way of further negotiation at the monthly Joint Labour Management meetings. We have informed the Arbitrator that the grievance has been resolved. We will continue to monitor the situation closely.
- A joint Harassment Investigation has taking place with the outcome being Harassment Prevention/Respectful Workplace training for all Management and Sales Staff.
- An issue regarding stat pay for a probationary employee has been resolved with the employee receiving the same stat pay as all other employees.

Bimbo Canada: Bakery Distribution

- The new gantry and related distribution process is ongoing but improved as of the last report at the Joint Labour Management Meeting.
- LOU signed off for two vacation relief positions has resulted in a grievance re the application of this LOU. We met late last year in hopes of resolving this grievance. This grievance was placed in Abeyance to monitor the company's cross training program which will ultimately resolve the grievance at hand. The follow-up meeting was promising as the cross-training program is being tracked closely and is approximately 80% complete. This grievance is still in Abeyance and will be discussed again at the next joint labour management meeting.
- An issue came up at the last JLM regarding the inconsistent practice of limiting the number of associates away on vacation during the peak period. We asked the company to do an audit and it came back that the inconsistency we reported was accurate. We will further discussions with the company regarding loosening up the number of associates that can be away during this time.
- We are looking to elect new members to the joint Health and Safety Committee.

Halkin Tool: Press Brake/Shear Mfg.

- No current issues.

Lamar Advertising: Advertising Installation on Bus and SkyTrain

- The company just hired a new employee.
- I met with the entire group in May to touch base and see if there were any issues that needed our attention.

Magnacharge Battery: Battery Distributors

- No current issues.

Metalex Products: Lead Smelter

- While in the process of prepping for renewal negotiations, the Company approached the Union regarding some challenges they are having and they are looking to forego an increase in the first year of the renewal. The Union is exploring a number of options before going any further with the Company's request.

Prepac Manufacturers: Furniture Manufacturing

- We have elected our bargaining committee, gathered the survey information and have met with

- the employer to bargain a renewal agreement.
- The company did collapse the graveyard shift into the day and afternoon shifts. Everyone has been moved according to their seniority and in renewal negotiations, the company agreed to honor all Chargehand designations provided the employees assist in the quality initiatives set out by the Company.
- A tentative agreement was not reached within the dates scheduled so we are looking to secure more dates to continue bargaining.
- Long term Engineer/Manager Lars Paegel has given notice and will be leaving Prepac in the next couple of months. This is a big loss for the employees and the Union. We wish him all the best in his future endeavours.

PPG: Professional Quality Paint / Products

- An LOU has been signed off to allow higher pay for mechanics as the company was having trouble finding labour for the current rate.
- Starting to prep for negotiations later this year and we have approached the company early to get dates booked in advance.

Signify – Ledalite: Commercial/ Institutional Lighting Mfg.

- After what could only be considered a fantastic January, the company is did use a shutdown day in March due to a lack of work.
- Congratulations to Dean Williams who has successfully completed the Course Instructor training back east and will now be delivering union courses to our members.
- Further to that, Dean has also been filling in while Dave is on Leave and he has done an excellent job.
- There were six new job postings in April.

Unitran Manufacturing: Steel Fabrication

- No current issues.

Westman Steel: Steel Fabrication/ Culvert Manufacturing

- We are in the process of negotiating a renewal agreement.
- Three days of back to back bargaining did not result in a tentative agreement so more dates will need to be scheduled.

Tforce Logistics: I took over this group since Dave went on Leave and there was a substantial number of issues and grievances that needed to be addressed. I have slowly transitioned this group over to Dean Williams who can report on the current status of all outstanding issues/grievances.

Chilliwack Ford: I took over this group since Dave went on Leave and there was a termination without cause that occurred during this time. We have applied for an Expedited Arbitration which first utilizes an assigned settlement officer. I will report back on the outcome of these proceedings. For those who don't know, if we don't get a settlement at this stage, the grievance goes to a full-blown Arbitration.

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 June 2024 Report
Brother Mark Misisic

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

- No outstanding grievances.
- Discussions for Pay Equity Committee took place during bargaining in April. Company knows their obligation and we have a female Committee member selected.
- April bargaining date ended with no agreement. Membership meetings took place on April 20th and 27th.
- The Union applied for conciliation through the Federal Labour Board
- Conciliation was held on June 3rd and we were able to reach a tentative MOA. Ratification meeting tentatively set but waiting for hotel meeting room confirmation.

Consolidated Fastrate (Port Coquitlam): Freight Distribution/Transportation

- No outstanding grievances.
- Pension meeting with Manulife held March 23rd.
- Grievance meeting held April 4th resolved all outstanding grievances.
- Member terminated due to excessive absenteeism. Company followed progressive discipline within the Attendance Management Program.

Garda (Nanaimo/Comox): Armoured Car service

- No outstanding grievances.
- Complaint to BC Human Rights tribunal. Member filed in wrong jurisdiction. Federal jurisdiction contacted Local about individual grievance filed. Union did not object to mask mandate policy issued to all BC branches and across Canada. Grievance was not filed within the time limits under the collective agreement. Remains outstanding.
- National Rep Vince Lukacs is back. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence.
- Pay equity Committee ongoing.

Garda (Prince George/Terrace): Armoured Car service

- No outstanding grievances.
- National Rep Vince Lukacs is back. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence.
- Garda has expanded into the Yukon. Legal document received from last report and federal certification now needs to be updated.

Garda (Vancouver/Vernon): Armoured Car service

- No outstanding grievances.
- National Rep Vince Lukacs is back. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence.
- Pay equity Committee ongoing. Thanks to Ramandeep for stepping up on short notice.
- Intra Vancouver transition taking place in early June after many months of delay. Union and Company in discussions over last items in the transition agreement (Intra/Cash Cage operations). Next meeting set for June 5th.

Garda (Victoria): Armoured Car service

- No outstanding grievances.
- National Rep Vince Lukacs is back. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence.
- Thanks to Kevin Vasquez for stepping up to become the back up Steward when Quintin is away.
- Union and Company in discussions over last items in the transition agreement (Intra/Cash Cage operations). Next meeting scheduled for June 5th.

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

- No outstanding grievances.
- Bargaining took place on March 18th and 19th. Ratification vote held at the workplace on March 20th.
- Collective agreements for signatures returned and now Local staff formatting for printing.
- Thanks again to Charles, Justin and Andrea for all their hard work in bargaining/ratification to secure a new 3-year contract.

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.
- Signed collective agreements returned. Collective agreement booklets have been distributed.
- Thanks again to Andrew, Vijay and Andrea for all their hard work in bargaining/ratification to secure a new 3-year contract.
- Xmas bonus (not part of cba) and management doing bargaining unit work grievance at HR level for discussions.

Transdev (Langley): Community Shuttle Bus

- No outstanding grievances.
- Bargaining dates set for June 3rd, 4th, 5th and 6th.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- Bargaining took place on April 9th and 10th. Ratification meeting held on April 13th.
- Thanks again to Bruce, Alvaro, Dan and Jean for all their hard work in bargaining/ratification to secure a new 3-year contract.
- Collective agreements for signatures returned and now Local staff formatting for printing.

Wilsons (Vancouver): Charter Bus

- No outstanding grievances.
- Collective agreement booklets have been distributed.
- Monthly meetings ongoing with management and members involved in workplace incidents.

In Solidarity,

/s/ "Mark Mistic"

Mark Mistic
Unifor Local 114 Representative
604 - 516 - 8042
mistic@unifor114.org

Local Union Representative's Report June 2024

Nate Shier

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton addressing day to day issues.
- Bargaining to be started end of June (Selection of Committee, Proposals TBD)
- Settlement for termination completed

Cascade Aerospace: *An aircraft overhaul facility in Abbotsford*

- Steve Frank taking care of day to day.
- Several Grievances being filed for 2024 and most requiring third-party intervention. Selection of Arbitrators proving "difficult". Grievance issues around bargaining of new classifications into the current CA, Benefits/prescription coverage, payroll issues,

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

- No active steward in Abbotsford depot (still) looking for another. Currently any issues directed through Local Rep.
- Settlement for Grievance for Pay not given after employee quit completed

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

- Stan Evoy Lead Steward taking Care of day to day
- Almost full new Stewards Committee. Training and education started for some of the stewards
- Abnormal amount of Grievances for OT, Pay "top-up", work assignments out of seniority etc due to employer not following or misinterpreting the CA
- Arrangement and bidding of work (Run cuts) ongoing and still controversial.
- Multiple Respectful workplace investigations ongoing. Third party brought in to investigate. Slow to correct due complexity of the cases.
- Recent labour "tensions" internally and externally proving difficult. Stewards meeting held May 16 and some but limited improvements. Drastic Management changes are encouraging but time will tell

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

- Gerry Shook taking care of day to day.
- Dealing with a pension initialization issue.
- Several grievances filed for multiple payroll issues and RRSP contributions
- Bargaining in full swing. First "in person" round went well. Second round, no so. Next round scheduled for Mid July. Will be looking at either strike or ratification votes

Horizon Air: *A regional Carrier for Alaska Airlines*

- Dave Levitt and Paul Grewal taking care of the day-to-day issues from Vancouver base.
- Seniority issue resolved. No outstanding grievances.

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.
- Bargaining started and completed. Rejected MOA in first vote 70% no. Second meeting and revote on same exact MOA (no changes) - 70% yes
- No current outstanding grievances. One grievance denied and possibly moving to appeal.

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

- New Bargaining Committee Greg Mason and Jack Overbury
- Several issues to sort out for a new first Agreement. Rounds one and two went surprisingly well. Very insightful on how many issues there are and why they joined our/a Union
- Next round 2nd week of July - will either be voting for strike or ratification after

Trimac Transportation services: A bulk carrier of cement

- Harpreet, Sukh and Simarjeet, taking care of day to day
- Dispatch issues being addressed ongoing, multiple grievances
- Grievances for excessive discipline and "misuse" progressive discipline filed. Interpretation over language regarding being the "area" to deliver and actually "delivering" in dispute.

Whistler Transit: A conventional and custom transit service

- Gord is assisting me to help get this group focused.
- Multiple grievances for excessive discipline. Two terminations, one insubordination. Insubordination going to Arb. Terminations in discussion for lesser punishment on terminations to possibly avoid the costs of arbs.
- Scheduling and run cuts a source of conflict.

Normally I have a quote or some little anecdote about the past few months or some sort of "something". I can say that I am at a bit of a loss of words for this one and really can't find much to say. Anything I would say would likely be some sort of negativity comment, not because I want to be negative but because that is usually the things that sticks in our mind. I have half a page to that I could fill in with tales of the road...We have not had the good warm sunny days of summer...yet and life for the most part is just moving along for most of us. I will simply say, enjoy the summer, dream of winning the lotto and try to make the world a bit better of a place to be along the way. Life is like a box of chocolates, you just don't want to get the coconut one.

In Solidarity,

/s/ "Nathan Shier"

Nathan (Nate) Shier
Unifor Local 114 Union Representative

Local Union Island Representative's Report
Brother James Griffin
June 2024

Anchor Inn: A waterfront hotel in Campbell River

- Currently no grievances in the system.
- New CBA's have been printed and ready to be distributed.
- Current Shop Steward has been away on medical leave will be looking at electing another one.

Cascades Casino Delta: Near George Massey Tunnel in Delta Vancouver

- Still concerns around the distribution of gratuities. Notice to go to Banquet Members to create a Gratuity Committee and elect a Chairperson. My advice will be to create a set of by-laws governing the distribution of all gratuities based on events.
- Last time we met the Slots team they were receiving Early Outs daily. The Members have since done a rebid and are no longer being sent home early.
- We had several complaints of harassment and bullying in the workplace and many investigations. The Employer and I conducted training for both FOH and BOH. Unfortunately, in my opinion the people who had complaints against them did not attend. I will follow up with the Employer as it is a legal responsibility to provide a safe and respectful workplace.
- New CBA's have been printed and are available in Human Resources (Neva's office)

Clipper Navigation: A ferry service running between Seattle and Victoria that also transports freight.

- Currently no grievances in the system.
- New CBA's have printed and are in the process of being distributed.
- Thanks to Anne Tomy (Chairperson) who deals with any day-to-day issues.

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

- Currently one grievance in the system. Both the Employer and the Union have agreed to go to mediation.
- Met back at the bargaining table April 29 – May 3, 2024. Signed off on LOU to finally get the Members enrolled by July 1, 2024. Waiting to confirm dates for September to hopefully reach a tentative .

Diversified Gitga: Transit service for LNG Canada in Kitamat

- There are several grievances in the system. This group has at least one discipline a week for things like being late, distracted driving, traffic violations, and accidents while driving the bus. There has been a termination every second week since I have been assisting with this group.
- We have been doing bi-weekly General Membership meetings (Saturday Mornings @ 9:30am via Teams) This has helped build a better trust amongst the Members and our Union/Local.
- The last week of April the Members elected a Chairperson, 4 Shop Stewards, a Woman's Advocate, a Racial Justice Advocate and 2 Bargaining Committee Members. Training for the Shop Stewards will be in July. We have also provided the link for on-line training for anyone wishing to do on their own time.

- CBA expires August 31, 2024, will discuss with Mario Santo's (National Representative) as to when we will set dates with the Employer.

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

- We have been waiting since December for the Employer to payout settlements to two of our Members. Unfortunately, it looks like we will no be pushing this case and one other to Arbitration as the Employer chooses to ignore its own resolution that the Union agreed to.
- CBAs were printed and have been distributed to our Members.

Hotel Grand Pacific: A major luxury hotel in Victoria

- Currently no grievances in the system
- Occupancy is at 90% for the month of June and set to have a busy summer.
- Bargaining began May 22, 23, and 24, 2024, as their agreement expires August 31, 2024. The Employer came with only one proposal where the Union had many. The Members feel that their last wages increases were not adequate and are looking for a big bump.

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

- Currently no grievances in the system

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

- Currently no grievances in the system however, awaiting to see if a denied grievance by myself will be appealed.
- General Membership Meeting for June 5, 2024, was cancelled. Next one is scheduled for September 4, 2024.
- Joint Labour meeting set for June 11, 2024, update to be added at the time of reading this report

(PWT): Transit and Handy DART operating out of Campbell River, Courtenay, and Comox

- Two grievances in the system, one is at mediation/arbitration stage and the other is for a termination.
- Both groups have put together their runs/sheets committee's.
- Waiting for Employer to sign off/agree to edits of the new CBA.

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

- No Grievances in the system.
- Tourism is here and that means our Members are getting lots of hours.

I move that my report be accepted as circulated.

In Solidarity,

/s/ "James Griffin"

James Griffin
Unifor Local 114 Union Representative

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

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

- We were able to secure a settlement through arbitration for a wrongful termination on June 6th.
- A discipline turned into long-term layoff after grievance filed. The member does not want to return and will exercise their right to access severance after 90 days.

ICS Courier: *Same Day and Next Day Delivery*

- We have a grievance in the system regarding calculation of paid personal leave. Jean is dealing with it.
- We're investigating members completing training modules and not being paid properly.
- We've spoken to the Employer regarding disciplining members without Union representation.

International Tentnology: *Custom Tent Building*

- No issues currently.

Pembina: *LNG Oil and Gas Terminal*

- Colin Hendricks has stepped down as Unit Chairperson. Thank you for your service, Colin!
- Congrats to Jon Slawson who's been acclaimed as the new Unit Chairperson! We have arranged to get him GHWL training in July. Thank you Gord for arranging that.
- No issues currently.

Scarlet West Coast Security: *Security for LNG Pipeline Project*

- Our previous Shop Stewards have moved on, and we have brought Michel Schade and Brent Germain on. Thank you for stepping up Michel and Brent!
- A harassment allegation was brought up and is the currently being dealt with.
- A member was ordered offsite by parent company for harassment and was subsequently terminated.
- We were able to resolve a denial of overtime after advancing our grievance to Stage 2.

Shellburn Terminal: *Oil Refinery*

- We were notified that 2 members have not paid dues since being hired. Forwarded to National Rep. Andrea MacBride.
- After a vote, our members decided to join Unifor Local 601 to align with an energy specific Local.

Strait Express: *Owner Operators*

- I have a meeting scheduled with Lally to finalize the details of bargaining.

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

- No issues currently.

TForce Logistics : *Same Day Delivery and Bank/Dedicated Accounts*

- Attended JLM April 26th & May 24th, met with Sandra, Bill & Hugh
- We were able to secure a settlement on our tariff grievance through mediation on June 5th.
- We have multiple grievances in the works regarding discipline, bargaining unit work, cargo charges and route splitting.

I move that my report be accepted as circulated.

In Solidarity,

Dean Williams

Interim Local 114 Union Representative

Maurice Mills Shop Steward Report June 2024

The National Health and Safety Policy Committee met April 9 – 11, 2024, in person in Toronto. This was a milestone as it was the first in person meeting in more than four years. It was good to see all the worker members. Tom Tobin from Newfoundland and Labrador and I are the only original members left. There were several members that I had never met in person. Hopefully, we are now on track for one in person meeting per year.

We had an update on the handheld scanners, progress is slow. Right now, we continue to use the same ten-year-old model with the same problems and new batteries.

The new Transit vans will be smaller, with an F-250 chassis. They will be all wheel drive with an electric parking brake. We noted concerns with the strength of the wheel rims, the windshields and glass.

We wanted to narrow the temperature range for auto idle shutdown. Too cold in winter, too hot in summer. We had several suggestions for the new phones to make them easier to operate, and more user friendly. We pushed for Workplace Violence and Harassment Facility Assessments. We are supposed to get numbers for the total number of sites to measure the number of SRA's outstanding.

We spent a considerable amount of time on Job Hazard Analysis for Driver/Guard, Messenger/Crew Chief, and Vault Clerk/ Cashier. That process will continue at the June meeting which is scheduled for one day virtual.

Gord and I had a follow up conversation with Patrick Rettig regarding retirement benefits. Long story short, the Union will not develop its own plan, but will push hard at bargaining for employer paid retirement benefits.

I am presently forced to work Friday to Monday four by ten, as we are short of D/A drivers again. This is the second time in five years that the company has failed to train enough drivers, and a senior employee is forced to work an airport run.

I have filed a Step Two Group / Policy grievance on the Attendance Management Program. The key issues are the company will not pay personal days except by using one of the ten medical days in CLC 239. CLC 206.6 provides five personal days, three paid, two unpaid. The company is also demanding "support documentation" for medical absences of one day. The CLC allows employers to get a Doctor's certificate for medical absences of five consecutive days or more.

At this writing, I have been without a computer for several days. Next week I will file a complaint with ESDC that management are not doing SRA's and have no plan in the future to complete any SRA's. I attempted to start the Internal Complaint Resolution Process in April, and nothing has happened.

I move my report be accepted as circulated and read.

Maurice Mills

2024 Unifor Local 114



2024 June, Local 114 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 630 employees. Currently 321 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

2023-2024 Cascade Aerospace Headlines

November 2023

CASCADE AEROSPACE TO START INTAKE FOR IMP ACADEMY

IMP Aerospace & Defence is thrilled to announce that the IMP Academy will be starting in February 2024 in both Abbotsford, British Columbia, and Halifax, Nova Scotia. This paid apprenticeship program is targeted at those aspiring to have a well paid and stable start to their career as Aircraft Maintenance Technicians. The Transport Canada accepted curriculum is provided by the Canadian Council of Aviation and Aerospace (CCAA)

Employment

This year has had issues relating to staffing levels at Cascade. Cascade continues to have job postings as well there has been over 70 resignations due to employees going to other employers that are offering higher wages. We have posting for licensed AME Mechanic's and learners. The Company is unable to attract new employees as our wages have fallen behind over the past couple of years. This has been brought to the Company's attention over the past year at every monthly Union Management meeting. The company has acknowledged it is the wages but is not willing to make any adjustments outside of bargaining.

A couple of examples of wages, Cascade and Competitors;

Harbour Air- AME range \$41.93 - 61.17 per hour

Porter Air- AME range \$34.43 - 56.06 per hour

West Jet- AME range \$34.43 – 53.28 per hour (*Just heading into negotiations, looking to get same as pilots 24% over 4 year*)

Cascade- AME range \$33.15 – 50.32 3.00 dollars an hour below the lowest

The Cascade planners signed cards and have officially joined the Union. We have bargained most of the working conditions. The wages and Job Description are outstanding. We are moving forward with Interest Arbitration for the Arbitrator to make a decision for those outstanding items.

Grievances

The year has been very high for the grievances. We currently have 6 grievances filed. The Grievances range from T4 slip errors, failing to pay our members on pay day, paystub errors, refusing to provide benefit plan

information, justifying customary costs for prescriptions, failing to give the General increase to a certain classification work group, failing to provide Fire door safety regulation documents as requested. Some have been political and others have been the Company being resistant to cooperate with the Union.

Health and Safety

Health and safety focus continues to be on injury trending to see if there are some areas that we can change to help protect the welfare of our members better. Our biggest safety concern in the facility is still the Company conducting paint activities while employees are in the building. We have had several reports conducted from Air quality monitoring companies. A company that specialized in paint booths was to do an assessment of our hangar to see if there it meets the requirement to paint with employees in the hangar. The Company has moved to mandatory safety foot ware on the Hangar floor. This increased our yearly safety allowance from 150.00 to 250.00.

Future

Cascade Business Development is pursuing several opportunities both domestically and internationally from simple maintenance checks to complex modifications to various aircraft types. 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.



General Membership Committee Report:

Members of Committee: Gurvinder Badesha, James Griffin and James Young

This committee was created to have open/creative discussions as to how our Local can improve the attendance of our General Membership meetings.

On May 29, 2024, Gurvinder, James and I met to discuss ways of improving the attendance at our Local General Membership meetings.

During these conversations we were discussing ways that would be cost efficient for the future of our Local.

Discussions/Ideas

Video format in house like a teams/zoom style where we video share on a big screen and have Members attend from home.

Why? We felt that our out-of-town Members are not able to attend due to travel costs. We also believe that many of our Members in town don't want to travel to come to a meeting. (Speculations of course)

Updating dating our Local web page and creating a Facebook page. Our website would need someone who is interested in adding weekly or monthly updates. Such as attended rally's, charity walks, strike/picket lines (with photos)

Why? Social media has become the way of society. We believe that our Members are using Facebook, Instagram, WhatsApp, Twitter and others formats.

One thing we thought was utilizing our Staff Reps, Support Reps and Shop Stewards.

How? Update all our contact lists and sending out General Membership meeting posters. (Time, Date and Agenda). We could send to all our Members or we could have our Stewards post on their workplace union boards.

The biggest question we asked ourselves is what happens if we change the meeting to a different day of the week.

Why? Is it possible that our Members want their Saturday to spend with their families and not be discussing work.

Cheryl Williams.... Cascade Aerospace

75 for 75 National Equity Training Summit

April 16-19 Unifor's regional equity committees gathered in Toronto for a National Equity Training Summit to build solidarity and advance our important work to enhance equity in our Union and beyond.

The week consisted of workshops and finding ways to be better allies to the other equity groups we don't identify with. It was soon realized many of our goals were the same and we gained tools and knowledge how to be a better ally.

We planned, we laughed, we cried, we agreed to disagree at times, but at the end of it all we learned and gained more allies and support for our Equity needs.

Unifor National President Lana Payne, Secretary Treasurer Len Poirier and Quebec Director Daniel Cloutier recognized members for the crucial work they're doing to build our Union.

Regional Directors, Gavin McGarrigle, Samia Hashi and Jennifer Murray updated participants on the important initiatives happening in their regions and joined sessions to strategize our work moving forward.

May 5th was Red Dress Day.

This is a day of awareness for the missing and murdered Indigenous women, girls and two-spirited individuals (MMIWG2S) and a time to express our deep solidarity with their families.

May 6-10th was Cascade Aerospace's Joint Health and Safety Committee annual NAOSH Week.

The Safety Committee held a weeklong awareness on Safety with this year's focus on reducing sprains, strains and lacerations. There were awareness posters and facts on feet, eyes, back, head, ears and shoulders.

A what's wrong with this photo helped to engage conversations and spotting unsafe practices with a new photo each day. Every day concluded with raffle prizes donated from our many sponsors. A special thank you goes out to the Unifor Women's Department, BCRC and Local 114 who helped make this a success.

Employees also took a Safety Survey and were asked to name the 3 rights to be entered to win one of the grand prizes. The week was a huge success with everyone learning and having fun.

The Moosehide Campaign was recognized on May 16th.

Wearing the moose hide pin signifies a commitment to honor, respect and protect the women and children in your life and speak out against gender-based and domestic violence. The pin is a symbol of connection, concern and solidarity.

Did you know that Indigenous Women are killed at 6 times the rate of non-Indigenous Women?

Right now, in Canada, the unacceptable is still happening. Violence affects too many of our mothers, sisters, wives, daughters and friends.

This is something completely preventable. The Moosehide Campaign recognizes that all forms of violence are unacceptable regardless of gender.

Women's Strike Canada

On June 24th, many Women will be making a stand and going on strike to support our sisters in the US.

Two years since Roe vs Wade was overturned and Women's rights have been rolled back and stripped in so many states.

Here at home, we have Conservative MP's voting anti-choice statements in the House of Commons, attending anti-choice rallies and Pierre Poilievre threatening to use the notwithstanding clause.

For more information, please go to the BC Regional Women's Facebook page.

I move my report as read and circulated. In Solidarity, Cheryl Williams