



General Meeting
Saturday, June 19th, 2021
Held via WebEx

Role Call – Meeting called to order 09:35am

President	Gord McGrath	Present
1 st Vice President	Dave Boros	Present
2 nd Vice President	Steve Frank	Present
3 rd Vice President	Kristian Nielsen	Present
Secretary Treasurer	Bill Gaucher	Present
Recording Secretary	Barbie Zipp	AWR
Sergeant-at-Arms	Norm Lehman	Present
Guide	Dean Williams	Present
Trustee	Ed Lafleur	Present
Trustee	Vacant	_____
Trustee	Cheryl Williams	AWR
Vancouver Island Member-at-Large	Jim Sadlemyer	AWR
Southern BC Member-at-Large	Anne Cody	AWR
Northern BC Member-at-Large	Vacant	_____
Visible Minorities Member-at-Large	Morteza Maleki	Present
Women's Issues Member-at-Large	Brenda Gerling	Present
Membership Mobilization Committee Chairperson	Gerry Shook	Present
Local Union Representative	Cynthia Anderson	Present
Local Union Representative	Linda Jensen	AWR
Local Union Representative	Mark Misic	Present
Local Union Representative	Nathan Shier	Present

MOMENT OF SILENCE: Brother Gord McGrath asked the Meeting to observe a Moment of Silence for the loss **Brother Bob Drobot**, as well as for our members and their families who have suffered a loss since we last met.

GUESTS:

Michael	Garland	PWTransit
Earl	Flegg	PWTransit
Maurice	Mills	Brinks
Eric	Phillips	Retiree

STATE OF THE UNION ADDRESS:

Brother Gord McGrath welcomed our guest, **Brother Gavin McGarrigle, Western Regional Director.**

Canada Council will be moved to December in Toronto.

Talked about Unifor lost members and the Residential schools. Thanked Sister Anne, Brother Nate and Brother Chris Cadarette for their work. Tried to order Orange shirts for everyone, but due to the increased demand, were hard to find. All Transit drivers can wear their orange shirt for the month of June, including ribbons. Thanked Local 114 for the \$5,000 donation to Tk'emlúps te Secwépemc. There was \$22,000 donated across all the Locals.

Busy lobbying for sick paid days in BC. January 1, 2022, law passed for permanent sick days, minimum of 3 dyas. Unifor is pushing for more. Met with Premiere John Horgan.

Lobbying for certification and training of skilled trades, moving forward 10 trades require certification, Unifor involved in consultation meetings.

Congratulations to Linda Jensen and Jim Sadlemyer on the Ocean Concrete lockout.

BC Regional meeting has been postponed to spring.

Brother Gord and Brother Bill thanked Gavin for attending and all of his work.

MINUTES:

Brother Gord McGrath presented the Minutes from the Saturday, March 20th, 2021 General Meeting. A motion to accept the minutes be accepted as circulated, it was **moved, seconded, and carried.**

APPLICATIONS FOR NEW MEMBERSHIP:

Brother Bill Gaucher presented a total of 41 members for the period between January to March 2021, it was **moved, seconded, and carried.**

FINANCIAL REPORT:

Brother Bill Gaucher presented the Financial Report for the period covering March, April and May 2021, including the year-to-date total, it was **moved, seconded, and carried** as reported and circulated (**pages 6-15**).

CORRESPONDENCE:

A motion to receive the following is the correspondence that has been received since the last meeting, it was **moved, second and carried:**

CORRESPONDENCE - THANK YOUs

1. Thank you letter from Kamloops Community YMCA-YWCA for the Locals \$200 donation.
2. Letter from Victoria Women's Transition House thanking the Local for our support.
3. Thank you from The Realistic Success Recovery Society for the Local's continued support.
4. Thank you from Vancouver Co-op Radio for the Local's support, including the Spring/Summer Listener's Guide.
5. Thank you card from FarWest member, for the Locals \$200 donation and staff donations of \$300.
6. Thank you email from Loomis member, for the card the local sent when his mother passed away.

EXECUTIVE RECOMMENDATIONS:

Brother Bill Gaucher presented the following:

1. Executive authorization for \$200.00 financial assistance to a FarWest Kamloops member who is off work due to illness.
2. Executive authorization for additional weeks of Jim Sadlemyer stay in Victoria for Ocean Concrete lockout.
3. Executive authorization to replace Ocean Concrete canopy (\$250) which was lifted in a windstorm.
4. Executive authorization for a retirement gift for Todd Romanow.
5. Executive authorization for leafletting for Ocean Concrete lockout.
6. Executive authorization for \$5,000 donation to Tk'emlúps te Secwépemc and purchasing Orange t-shirts.

NEW BUSINESS:

1. Unifor Local 114 By-Laws approval from National.
2. Move September and December meeting dates.
3. Message from Lana Payne in regards to the 2021 Canadian Council Ottawa cancelled.
4. National response regarding using electronic voting.
5. Introduction to Unifor Racial Justice Liaisons letter from Gavin McGarrigle.
6. Ocean Concrete locked out on April 30, unit entering 6th week of lockout June 7-11.
7. Union Dues memorandum sent to Stewards on May 11.
8. 50 Year Pins.
9. The Local Executive have appointed Dave Boros as our new Rep for Vancouver Island effective July 5, 2021.
10. We have been notified to move out of our ChekTV office and have found a new location.
11. Our Local 114 Support Staff CBA expires on June 30, 2021 and we have agreed to meet in September to discuss new CBA.

REPORTS

Union Rep / Servicing:

President's Report - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 16-17)**

Rep's Report - Sister Cynthia Anderson - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 18-19)**

Rep's Report - Sister Linda Jensen - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 20-21)**

Rep's Report - Brother Mark Mistic - presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 22-24)**

Rep's Report - Brother Nate Shier presented a verbal report, it was **moved, seconded, and carried** as circulated. **(pages 25-26)**

Committee:

Education - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 27-28)**

Environment - Brother Maurice Mills presented an article for written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 29-34)**

Brother Dave Boros submitted a written **Worker with Disabilities Committee** report; it was **moved, seconded and carried** as circulated. **(pages 35-36)**

Brother Dave Boros submitted a written **Human Rights Committee** report; it was **moved, seconded and carried** as circulated. **(page 37)**

Member-at-Large

Southern BC - Sister Anne Cody - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 38-40)**

Visible Minorities - Brother Morteza Maleki - presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 41-43)**

Women's Issues - Sister Brenda Gerling presented a written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 44-45)**

Other:

Loomis Unit Chair and National Chair Report - Brother Dave Boros - presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 46-47)**

Brink's Unit Chair Report - Sister Sandra Kucheran - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(page 48)**

Cascade Aerospace Unit Chair – Brother Steve Frank Nielsen presented a written report; it was **moved, seconded, and carried** as presented. **(pages 49-50)**

Unit Chair DHL Report - Brother Kristian Nielsen – presented a verbal report, it was **moved, seconded, and carried** as presented and circulated.

Brink's Steward Report - Brother Maurice Mills – presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(page 51)**

Cascade/Aerospace Sister Cheryl Williams - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 52-55)**

Questions & Comments

Brother Bill Gaucher reminded everyone to check our local website:

<http://www.unifor114.com/> for updates and huge thank you to Brother Jim Sadlemyer for maintaining the site and social media.

Also, visit the National Unifor site for resources: <https://www.unifor.org/>

Draw for \$100 Gift Card – Brother Maurice Mills was the winner!

Meeting adjourned 11:47am

Next meeting, Saturday, September 18th, 2021 @ 9:30AM



FINANCIAL REPORT GENERAL MEETING June 19th, 2021

Please find attached the Financial Report for the period covering March, April and May 2021

MARCH 2021

Our total expenses for March 2021:	- \$256,945.33	Page 2
Our total deposits for March 2021:	<u>+\$272,886.25</u>	Page 2
A surplus in the month of March	+\$ 15,940.92	Page 2

APRIL 2021

Our total expenses for April 2021:	- \$284,194.78	Page 2
Our total deposits for April 2021:	<u>+\$265,745.98</u>	Page 2
A deficit in the month of February	-\$ 18,448.80	Page 2

MAY 2021

Our total expenses for May 2021:	- \$215,743.61	Page 2
Our total deposits for May 2021:	<u>+\$232,698.87</u>	Page 2
A surplus in the month of May	+\$ 16,955.26	Page 2

Year to Date: January – May 2021

Our total expenses for January – May 2021:	- \$1,222,355.14	Page 3
Our total deposits for January – May 2021:	<u>+\$1,285,395.06</u>	Page 3
A total year surplus at the end of May	+\$ 63,039.92	Page 3

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending May 2021	+\$458,720.60	Page 4
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Explanation to Expense Categories: January through May 2021

<u>2021 Budget</u>	Page 4-7
<u>2021 Budget vs Actual (January through May)</u>	Page 7-8
<u>Units in Bargaining and Items to Mention 2021</u>	Page 9-10
	Page 10

REVISED AND RECONCILED MONTHLY TOTALS

<u>Month</u>	<u>Income</u>	<u>Expense</u>	<u>Difference</u>	<u>Balance</u>
January	263,509.81	- 222,548.28	+ 40,961.53	+ 40,961.53
February	250,554.15	- 242,923.14	+ 7,631.01	+ 48,592.54
March	272,886.25	- 256,945.33	+ 15,940.92	+ 64,533.46
April	265,745.98	- 284,194.78	- 18,448.80	+ 46,084.66
May	232,698.87	- 215,743.61	+ 16,955.26	+ 63,039.92
<u>Yearly Total</u>	1,285,395.06	- 1,222,355.14	+ 63,039.92	+ 63,039.92

June 19th, 2021 Bill Gaucher Secretary Treasurer Unifor Local 114

****Video Conference call held on - Friday June 11th – Executive & Staff ****

Video Conference call held on - Saturday June 19th – General Meeting

March, April and May 2021 - Monthly Deposits vs Expenses

	Mar 21	Apr 21	May 21	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	238,119.06	249,832.29	177,022.54	664,973.89
D13 (INITIATION FEE)	440.00	70.00	180.00	690.00
D16 (POSTAGE)	4,688.79	1,975.34	408.62	7,072.75
D18 (SAFETY REMITTANCE)	643.74	636.16	649.26	1,929.16
D2 (VANCOUVER ISLAND SUB LOCAL)	25,959.85	12,727.21	31,637.31	70,324.37
D20 (LOCAL EDUCATION FUND)	654.36	278.64	874.94	1,807.94
D4 (NATIONAL REBATE)	0.00	0.00	21,500.00	21,500.00
D8 (OTHER)	2,380.45	226.34	426.20	3,032.99
Total Income	272,886.25	265,745.98	232,698.87	771,331.10
Gross Profit	272,886.25	265,745.98	232,698.87	771,331.10
Expense				
1 (DUES & FEES TO NATIONAL)	113,169.46	119,120.17	103,285.94	335,575.57
12 (MEALS & COFFEE EXPENSES)	13.44	13.44	13.44	40.32
16 (POSTAGE & COURIER SERVICE)	4,691.76	2,201.13	146.53	7,039.42
17 (EQUIPMENT RENTALS/PAYMENT)	2,024.10	1,892.71	96.63	4,013.44
18 (CONTRIBUTIONS & GIFTS)	891.65	1,105.24	158.94	2,155.83
2 (OFFICE SUPPLIES)	383.29	513.10	787.23	1,683.62
21 (ARBITRATOR AND LAWYER FEES)	3,150.00	8,190.00	987.50	12,327.50
25 (LIFE INSURANCE & POLICIES)	6,914.68	6,914.68	4,939.70	18,769.06
27 (UNION JACKET/PENS/HATS)	1,656.22	0.00	0.00	1,656.22
28 (OTHER)	1,483.00	4,187.14	65.00	5,735.14
29 (VEHICLE ALLOWANCES)	5,725.00	5,950.00	6,225.00	17,900.00
30 (CAW-COUNCIL DUES)	2,095.75	2,205.97	1,912.72	6,214.44
32 (BARGAINING UNIT EXPENSES)	13,622.38	26,431.70	14,782.11	54,836.19
33 (WCB APPEAL EXPENSES)	0.00	1,050.00	0.00	1,050.00
4 (LABOUR COUNCIL'S)	0.00	725.00	0.00	725.00
42 (STRIKE EXPENSES)	0.00	0.00	3,840.90	3,840.90
43 (PAID EDUCATION LEAVE PROGRAM)	18,651.53	1,404.00	0.00	20,055.53
45 (VANCOUVER ISLAND SUB LOCAL)	6,256.87	2,347.46	1,903.86	10,508.19
5 (EDUCATION COSTS)	974.80	986.98	0.00	1,961.78
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	653.24	652.74	694.72	2,000.70
79 (Adjustment Committee Fund)	84.00	84.00	413.81	581.81
8 (BANK CHARGES)	72.50	65.75	57.00	195.25
P_ADVANCES (ADVANCES GIVEN)	-300.00	-72.42	-500.00	-872.42
Payroll Expenses	70,369.52	93,863.85	71,570.44	235,803.81
Total Expense	256,945.33	284,194.78	215,743.61	756,883.72
Net Income	15,940.92	-18,448.80	16,955.26	14,447.38

January through May 2021 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
Income	
D1 (NATIONAL OFFICE DUES)	1,069,142.81
D13 (INITIATION FEE)	2,246.00
D16 (POSTAGE)	9,429.75
D18 (SAFETY REMITTANCE)	3,282.18
D2 (VANCOUVER ISLAND SUB LOCAL)	138,040.34
D20 (LOCAL EDUCATION FUND)	13,214.21
D4 (NATIONAL REBATE)	43,000.00
D8 (OTHER)	<u>7,039.77</u>
Total Income	<u>1,285,395.06</u>
Gross Profit	1,285,395.06
Expense	
1 (DUES & FEES TO NATIONAL)	546,558.52
11 (DUES REFUNDS)	50.00
12 (MEALS & COFFEE EXPENSES)	154.68
16 (POSTAGE & COURIER SERVICE)	12,515.54
17 (EQUIPMENT RENTALS/PAYMENT)	10,094.49
18 (CONTRIBUTIONS & GIFTS)	10,164.65
2 (OFFICE SUPPLIES)	3,935.07
21 (ARBITRATOR AND LAWYER FEES)	16,758.75
25 (LIFE INSURANCE & POLICIES)	34,511.73
27 (UNION JACKET/PENS/HATS)	6,146.02
28 (OTHER)	16,412.52
29 (VEHICLE ALLOWANCES)	29,350.00
30 (CAW-COUNCIL DUES)	10,121.56
32 (BARGAINING UNIT EXPENSES)	76,222.70
33 (WCB APPEAL EXPENSES)	2,679.78
4 (LABOUR COUNCIL'S)	1,450.00
42 (STRIKE EXPENSES)	3,840.90
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53
45 (VANCOUVER ISLAND SUB LOCAL)	16,913.25
5 (EDUCATION COSTS)	3,056.43
6 (HALL RENTAL)	21,810.70
7 (TELEPHONE EXPENSES)	3,365.26
79 (Adjustment Committee Fund)	749.81
8 (BANK CHARGES)	325.75
P_ADVANCES (ADVANCES GIVEN)	-872.42
Payroll Expenses	<u>375,983.92</u>
Total Expense	<u>1,222,355.14</u>
Net Income	<u><u>63,039.92</u></u>

Balance Sheet – Ending May 2021

	<u>31 May 21</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2021	389,960.18
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	4,365.88
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	3,121.69
Long BID Term 3 (Term Deposit Account (Former L432))	25,522.21
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,450.11
Loomis Owner Operators (Owner Operators Special Fund)	<u>23,622.42</u>
Total Chequing/Savings	<u>458,720.60</u>
Total Current Assets	<u>458,720.60</u>
TOTAL ASSETS	<u><u>458,720.60</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>111.69</u>
Total Other Current Liabilities	<u>111.69</u>
Total Current Liabilities	<u>111.69</u>
Total Liabilities	111.69
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	-31,804.83
Net Income	<u>63,039.92</u>
Total Equity	<u>458,608.91</u>
TOTAL LIABILITIES & EQUITY	<u><u>458,720.60</u></u>

Explanation to Expense Categories: JANUARY THROUGH MAY 2021

DUES & FEES TO NATIONAL: (\$ 546,558.52)

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: (\$ 50.00)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 154.68) also included in Bargaining Unit Expenses

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

PARKING & TAXI EXPENSES: (\$ 0.00) 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: (\$ 12,515.54)

Covers all postage charges and any Courier Service (Includes By-Election mail out).

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: (\$ 10,094.49)

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.

CONTRIBUTIONS & GIFTS: (\$ 10,164.65)

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 \$4,300.00) and Realistic Society House \$3,000.00.

OFFICE SUPPLIES: (\$ 3,935.07)

Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 16,758.75)

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: (\$ 34,511.73)

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.

UNION JACKET/PENS/HATS (\$ 6,146.02)

This covers any purchase of Union paraphernalia.

OTHER: (\$ 16,412.52)

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, CHIPS 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: (\$ 29,350.00)

All Full Time Local Representatives, Full Time Executive Members and Staff Collective Agreement Vehicle Allowances.

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: (\$ 10,121.56)

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: (\$ 76,222.70)

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: (\$ 2,679.78)

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: (\$ 1,450.00) ***

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

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

STRIKE EXPENSES: (\$ 3,840.90) Ocean Concrete Locked Out April 30th, 2021 @ 6:00 pm

This would include and expenses in preparation of a strike or actual expenses dealing with a strike.

PAID EDUCATION LEAVE PROGRAM: (\$ 20,055.53)

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

\$5,104.58 from Trimac/Westland; \$2,500.00 ICS Courier; \$989.66 Salvation Army; \$746.55 Landmark).

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: (\$ 16,913.25)

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

EDUCATION COSTS: (\$ 3,056.43)

Covers any and all expenses related to our Education Programs within the Local.

Includes all costs for our Local Committees. We sent members to the CO-OP Strike. Election Work.

HALL RENTAL: (\$ 21,810.70)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 3,365.26)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 325.75)

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

ADJUSTMENT FUND: (\$ 749.81)

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

WORKERS COMPENSATION EMPLOYER COSTS: (\$ 1,560.78)

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

ADVANCES GIVEN/RETURNED: (\$ - 872.42)

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

PAYROLL EXPENSES: (\$ 375,983.92)

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

TOTAL JANUARY – MAY EXPENSE: 2021	- \$ 1,222,355.14
TOTAL JANUARY – MAY DEPOSITS: 2021	<u>+\$ 1,285,395.06</u>
DEFICIT/<u>SURPLUS</u> ENDING MAY: 2021	<u>+\$ 63,039.92</u>

Budget – 2021

	<u>Jan - Dec 21</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,476,380.00
D13 (INITIATION FEE)	4,800.00
D16 (POSTAGE)	22,800.00
D18 (SAFETY REMITTANCE)	7,200.00
	309,000.00

D2 (VANCOUVER ISLAND SUB LOCAL)	
D20 (LOCAL EDUCATION FUND)	17,400.00
D3 (Loomis Owner Operators Fund)	9,300.00
D33 (WCB DEPARTMENT)	0.00
D4 (NATIONAL REBATE)	86,000.00
D44 (RETIREE'S)	1,200.00
D5 (NATIONAL EXPENSE CLAIMS)	48,000.00
D7 (TERM DEPOSIT INTEREST)	600.00
D8 (OTHER)	18,000.00
D80 (DHL Adjustment Funds)	1,800.00
D9 (INTEREST)	0.00
Total Income	<u>3,002,480.00</u>
Gross Profit	3,002,480.00
Expense	
1 (DUES & FEES TO NATIONAL)	1,272,000.00
11 (DUES REFUNDS)	1,200.00
12 (MEALS & COFFEE EXPENSES)	1,200.00
13 (PARKING & TAXI EXPENSES)	600.00
14 (AIR & TRAVEL EXPENSES)	6,000.00
15 (HOTEL & MEETING ROOMS)	3,000.00
16 (POSTAGE & COURIER SERVICE)	36,000.00
17 (EQUIPMENT RENTALS/PAYMENT)	48,000.00
18 (CONTRIBUTIONS & GIFTS)	24,000.00
2 (OFFICE SUPPLIES)	15,000.00
21 (ARBITRATOR AND LAWYER FEES)	24,000.00
25 (LIFE INSURANCE & POLICIES)	82,800.00
26 (SOCIAL COMMITTEES)	1,200.00
27 (UNION JACKET/PENS/HATS)	6,000.00
28 (OTHER)	36,000.00
29 (VEHICLE ALLOWANCES)	72,000.00
30 (CAW-COUNCIL DUES)	24,000.00
32 (BARGAINING UNIT EXPENSES)	241,200.00
33 (WCB APPEAL EXPENSES)	7,560.00
4 (LABOUR COUNCIL'S)	2,992.00
43 (PAID EDUCATION LEAVE PROGRAM)	9,600.00
44 (RETIREE'S)	2,400.00
45 (VANCOUVER ISLAND SUB LOCAL)	61,800.00
5 (EDUCATION COSTS)	54,600.00
6 (HALL RENTAL)	52,800.00
7 (TELEPHONE EXPENSES)	12,000.00
79 (Adjustment Committee Fund)	1,008.00
8 (BANK CHARGES)	720.00
9 (WORKERS COMPENSATION)	2,800.00
P_ADVANCES (ADVANCES GIVEN)	0.00
Payroll Expenses	<u>900,000.00</u>
Total Expense	<u>3,002,480.00</u>
Net Income	<u><u>0.00</u></u>

January – May 2021 Budget vs Actual

	Jan - May 21	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	1,069,142.81	1,031,825.00	37,317.81	103.62%
D13 (INITIATION FEE)	2,246.00	2,000.00	246.00	112.3%
D16 (POSTAGE)	9,429.75	9,500.00	-70.25	99.26%
D18 (SAFETY REMITTANCE)	3,282.18	3,000.00	282.18	109.41%
D2 (VANCOUVER ISLAND SUB LOCAL)	138,040.34	128,750.00	9,290.34	107.22%
D20 (LOCAL EDUCATION FUND)	13,214.21	7,250.00	5,964.21	182.27%
D3 (Loomis Owner Operators Fund)	0.00	0.00	0.00	0.0%
D33 (WCB DEPARTMENT)	0.00	0.00	0.00	0.0%
D4 (NATIONAL REBATE)	43,000.00	21,500.00	21,500.00	200.0%
D44 (RETIREE'S)	0.00	500.00	-500.00	0.0%
D5 (NATIONAL EXPENSE CLAIMS)	0.00	20,000.00	-20,000.00	0.0%
D7 (TERM DEPOSIT INTEREST)	0.00	250.00	-250.00	0.0%
D8 (OTHER)	7,039.77	7,500.00	-460.23	93.86%
D80 (DHL Adjustment Funds)	0.00	750.00	-750.00	0.0%
D9 (INTEREST)	0.00	0.00	0.00	0.0%
Total Income	1,285,395.06	1,232,825.00	52,570.06	104.26%
Gross Profit	1,285,395.06	1,232,825.00	52,570.06	104.26%
Expense				
1 (DUES & FEES TO NATIONAL)	546,558.52	530,000.00	16,558.52	103.12%
11 (DUES REFUNDS)	50.00	500.00	-450.00	10.0%
12 (MEALS & COFFEE EXPENSES)	154.68	500.00	-345.32	30.94%
13 (PARKING & TAXI EXPENSES)	0.00	250.00	-250.00	0.0%
14 (AIR & TRAVEL EXPENSES)	0.00	2,500.00	-2,500.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	1,250.00	-1,250.00	0.0%
16 (POSTAGE & COURIER SERVICE)	12,515.54	15,000.00	-2,484.46	83.44%
17 (EQUIPMENT RENTALS/PAYMENT)	10,094.49	20,000.00	-9,905.51	50.47%
18 (CONTRIBUTIONS & GIFTS)	10,164.65	10,000.00	164.65	101.65%
2 (OFFICE SUPPLIES)	3,935.07	6,250.00	-2,314.93	62.96%
21 (ARBITRATOR AND LAWYER FEES)	16,758.75	10,000.00	6,758.75	167.59%
25 (LIFE INSURANCE & POLICIES)	34,511.73	34,500.00	11.73	100.03%
26 (SOCIAL COMMITTEES)	0.00	500.00	-500.00	0.0%
27 (UNION JACKET/PENS/HATS)	6,146.02	2,500.00	3,646.02	245.84%
28 (OTHER)	16,412.52	15,000.00	1,412.52	109.42%
29 (VEHICLE ALLOWANCES)	29,350.00	30,000.00	-650.00	97.83%
30 (CAW-COUNCIL DUES)	10,121.56	10,000.00	121.56	101.22%
32 (BARGAINING UNIT EXPENSES)	76,222.70	100,500.00	-24,277.30	75.84%
33 (WCB APPEAL EXPENSES)	2,679.78	3,500.00	-820.22	76.57%
4 (LABOUR COUNCIL'S)	1,450.00	1,496.00	-46.00	96.93%
42 (STRIKE EXPENSES)	3,840.90			
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53	4,000.00	16,055.53	501.39%
44 (RETIREE'S)	0.00	1,000.00	-1,000.00	0.0%
45 (VANCOUVER ISLAND SUB LOCAL)	16,913.25	25,750.00	-8,836.75	65.68%

5 (EDUCATION COSTS)	3,056.43	22,750.00	-19,693.57	13.44%
6 (HALL RENTAL)	21,810.70	22,000.00	-189.30	99.14%
7 (TELEPHONE EXPENSES)	3,365.26	5,000.00	-1,634.74	67.31%
79 (Adjustment Committee Fund)	749.81	420.00	329.81	178.53%
8 (BANK CHARGES)	325.75	300.00	25.75	108.58%
9 (WORKERS COMPENSATION)	0.00	1,400.00	-1,400.00	0.0%
P_ADVANCES (ADVANCES GIVEN)	-872.42	0.00	-872.42	100.0%
Payroll Expenses	375,983.92	375,000.00	983.92	100.26%
Total Expense	1,222,355.14	1,251,866.00	-29,510.86	97.64%
Net Income	63,039.92	-19,041.00	82,080.92	-331.08%

Bargaining in 2020/2021: A lot of our Local unit Collective Agreements have expired and need to be scheduled for Bargaining. Bargaining outside of the Province will also be dealt with case by case. Video conferences and Simply Voting will be utilized for Bargaining until Health restrictions are removed or at least relaxed.

Educations costs include \$3,056.43: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership.

Arbitrations and Lawyer's Fees \$ 16,758.75: We have many Arbitrations and Legal Issues within the Local this year and still lots of possible Arbitrations and Legal issues to be dealt with on the books for 2020 into 2021. Dealing with an issue at Hospitality Inn, which requires our Lawyers assistance to get an award through the courts if needed. Loomis, Cam Clark Ford, Viking Air, Ocean Lehigh Hanson, Kohler and TForce labour Board Filings and Arbitrations.

Charitable Contributions (Donations) and Gifts \$10,164.65: Annual Donation to Variety the Children's Charity \$4,000.00; The Realistic Success Recovery Society \$3,000.00; WOR Veterans Memorial Donation; Cards and Flowers to members; Financial Assistance donations to members in need.

Other Items to mention:

****June 3rd, 2021 marks the 50 Year Anniversary of our Local (1971 – 2021), the Local has purchased a 50 Year Pin for all active members, these will be mailed out.**

**** Trailer for BBQ is still on the books and not yet purchased; ** Arbitrations on the books for 2020 and into 2021.**

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

**** The Local is in the process of hiring a Local Representative for the Island. –**

****Our Local has withdrawing from the VIDC (at the end of December 2020) and will continue using our CHEK-TV office space and then once the Province opens up fully from COVID restrictions on the Island we will look for a new location if needed.**

****The local will be meeting with the other Locals in the New West Hall to look at our WCB needs and how to move forward in 2021-2022.**

****The local needs to build our relationship with the National Organizing department so that we can become active in organizing.**

****The Local has a Public Storage Locker for our old files annual fee \$4,057.20.**

**** The Local collects the fees from our ICS Owner Operators for their Commercial Liability Insurance and then forwards those fees to the Broker \$2,775.00 (15 OOP's).**

****We authorized the updating of software and some new replacement computers in the office from 2020 into 2021.**

**** 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.**

Financial Report given at the June 11th, 2021 Conference call for Staff and Executive Members.

Financial Report given at the June 19th, 2021 Conference call for General Meeting.

President's Servicing Report
Brother Gord McGrath
June 2021

DHL: A world-wide courier trucking company

There are some continuing grievances in the system with others that have been resolved before looking at an arbitration. Great work from Unit Chair, Kristian Nielsen who continues to push the company for resolves.

I have completed another Harassment investigation and it is unfortunate these pop up from time to time and I am sure the stresses that COVID brings plays a part to some extent.

Business continues to be at a full pace which is indicated by the hiring of new workers over the past year and a bit. As COVID devastated other industry sectors, the courier and delivery companies have received a continuing flow of shipments, which compliments the same as a Christmas rush. At the Richmond location this added volume has now caused some of the Owner operators to load their vehicles outside in the parking lot where normally this would be done under cover.

It took years to get the company to expand the YVR depot and get the drivers out of the elements of bad weather and now it looks like it is trending back slowly. If the volumes continue to rise this retrofit will max out making the company to look at other locations in addition to the Richmond facility. I guess it is a good problem to have, that is to much work but no room to facilitate is the downside.

No other major items currently.

Loomis Express: A world-wide courier trucking company

A quick update, the MOA document for the 1-year rollover and wage increase will be the focus on a Zoom call taking place June 12th at two separate time slots. A vote will follow to all who have provided the requested contact information to receive a personal link to place their vote.

Other issues grievance related are being worked on along with the possibility of a partial relocation of some employees from the Burnaby depot to the Surrey depot. No details are available at this time, but meetings will be arranged between the union and company before any changes take place.

Some minor grievances in the system currently waiting for a resolution with a few others at the National Level and Unit Chair Dave Boros.

Brinks Armoured Car – BC A transportation carrier for valuable liabilities

Bargaining time with the company is coming soon and preparation for elections across BC is underway with the start of getting the bargaining committee put in place before a National call for a pre bargaining meeting outside of BC. We are looking to have the elections for the bargaining committee completed before June 11th with ballot boxes in the GVA area and the use of Simply Voting platform for the out lying areas. With the lower mainland, which has most of the membership, the ballot box system seems to be the way to go at this point, given we can cover both Vancouver and Langley in one day, that's the hope.

Other areas will receive notices both via email to leadership and via fax to the depots for posting requesting the members to register by simply sending their full name, badge number, email address, along with their division (ATM or Armoured) and depot location. The contact information I used for the Pension MOA vote has now been dated and we do not want to send out ballot invitations to workers who are no longer employed with the company.

All addresses received will be kept for the elections covering all other positions coming up in a few weeks' time as the voting processes will be the same once again.

This contract before us will be one of the most important sessions of bargaining we have seen in several years, the decline in customer base and adverse effects around COVID with the handling of physical currency has devastated operations. The questions are what's the future look like and how are we going to save and create jobs for those employees, some of the big issues to deal with while at the bargaining table for all committees across the country.

There are grievances in the system being worked on with some heading to the bargaining table as a side bar for resolve. Arbitration timelines for a hearing are exceeding over a year so best to try now and conclude rather than wait into the following year for a hearing. Timelines have been secured with the company for most of the step two grievances where there is an impasse with local management and union.

"Steps for Life"

It is with great thanks I send to those who participated in the Steps for Life Burnaby Walk, Saturday May 1st. There was not a large turn out due to COVID restrictions and the loom of a monster black cloud threatening a down pore which never happened....thankfully.

Team Unifor of BC was able to capture donations far exceeding the \$300 dollar goal set for this event and a special thanks to Local 433, Unifor BCRC, Brother Gaucher and wife Michele along with Bryan Van Lissum Local 433. The team captured \$1,181.50, not including the BCRC Executive who covered the "Supporter" level sponsorship. Brother Dave Boros, 1st V.P., also gave up his time to join us under looming skies, thanks Dave!

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 2021**

Applewood Nissan: Auto Dealership

- Bargaining committee has been elected and the proposals finalized. We have dates set to commence bargaining.
- Issues regarding management performing bargaining unit work continues to be monitored.
- The employer consistently confirms they are on top of all COVID measures.

TForce Final Mile: Same Day Delivery and Bank/Dedicated accounts

- An LOU has been signed off to resolve issues around BUMPING.
- An LOU is in the process of being signed off to resolve issues around E-commerce.
- Grievance filed regarding tech change is being forwarded to Arbitration.
- Grievance regarding unfair and unreasonable discipline for three terminations has been resolved.
- Grievance regarding contracting out and the use of not bargaining unit employees tentatively resolved. We continue to monitor this closely.
- The employer consistently confirms they are on top of all COVID measures.

Inland Kenworth: Heavy Duty Truck Repair

- Our past shop steward Trevor McBride has stepped down. I would like to thank him for his years of service representing the bargaining unit.
- Justin Daley has been elected as the new shop steward.
- The employer consistently confirms they are on top of all COVID measures.

ICS Courier: Same Day and Next Day Delivery

- A four year renewal agreement has been negotiated and ratified. The deal includes 8.75 percent wage increase over 4 years and a new payment methodology for brokers that pays \$2 per stop and 0.50 cents per km. Personal days, weekend premium pay and a stat not pd under federal certification has been added.
- The employer consistently confirms they are on top of all COVID measures.

Lamar Advertising: Advertising Installation on Bus and SkyTrain

- No layoffs currently.
- A one year renewal with a 2% increase has been negotiated and ratified.
- A harassment investigation has taken place and a termination will be heading to a Local appeal.
- The employer consistently confirms they are on top of all COVID measures.

Magnacharge Battery: Battery Distributors

- We ratified a two year renewal with a 2% increase in each year and are waiting for the signed copies to be returned.
- The employer consistently confirms they are on top of all COVID measures.

Metalex Products: Lead Smelter

- Some issues around positive COVID results in the workplace have been addressed.
- The employer consistently confirms they are on top of all COVID measures.

Prepac Manufacturers: Furniture Manufacturing

- A one year rollover with a 2% increase was rejected by the membership. We are in the process of electing a bargaining committee and finalizing proposals to secure a longer renewal agreement.
- The employer consistently confirms they are on top of all COVID measures and they have six full time employees working to ensure they remain as COVID free as possible.

Strait Express: Owner Operators

- A three year renewal has been negotiated with increases to certain zone rates, fees, times and shipment types.
- We are in the process of setting up an online ratification vote.
- The Steward consistently confirms the company is on top of all COVID measures.

Weatherhaven: Commercial/Military Shelter Systems

- A very comprehensive Closure Agreement has been negotiated that has severance pay up to 26 weeks and extended health and dental benefits up to six months.
- The employer consistently confirms they are on top of all COVID measures.

Westman Steel: Culvert Manufacturing

- This workplace has been considered an Essential Service.
- Issues regarding attendance and work performance ongoing.
- The employer consistently confirms they are on top of all COVID measures.

Hotel Grand Pacific: Hotel in Victoria

- We have elected a bargaining committee, finalized proposals and dates have been set to commence collective bargaining.
- A medical accommodation has been negotiated and signed off.
- Issue regarding work assignments based on seniority being looked into.
- The employer consistently confirms they are on top of all COVID measures.

I move that my report be accepted as circulated.

In Solidarity,



Cynthia Anderson
Unifor Local 114 Union Representative

**Local Union Representative's Report
Sister Linda Jensen
June 2021**

Accurpress (Surrey): Manufacturer of custom steel presses

- No current issues.

PPG Architectural Coatings Canada Inc. (Delta) Manufacturer and distributor of paint

- Had a couple guys off with Covid, so plant was shut down for a couple weeks. Everything is okay now. Whole group vaccinated by end of May.
- Raw material shortages due to Texas storms.
- Bargaining coming up in fall, so will be getting our bargaining committee together.

Bimbo (Langley): Distribution center

- One grievance regarding shift changes could be heading to a settlement officer if we cannot get an agreement on the process from Company.
- JLM in April.
- Whole group vaccinated. No Covid issues.

Chilliwack Ford (Chilliwack): Car dealer/ mechanics, parts and service

- No current issues. No issues with Covid.

Halkin Tool (Surrey): Manufacture of custom steel presses

- No current issues. No Covid issues to report.

International Tentnology (Surrey): Manufacturer of events tents

- Ben Williams and myself had a discussion with Management in regard to expired agreement. Company has been busy with tents due to Covid, but the industrial side is still very slow. Mostly due to border closures etc. Industrial end of business is more of a guarantee than the events side of the business.
- Company to get back to us about general wage increase.
- No Covid issues.

Ocean Concrete:

Royal Pipe (Langley): Manufacturer of custom PVC pipes and fittings

- Nominations sent out for bargaining committee. Will be setting up dates for meeting with committee and for bargaining.
- No Covid issues.

Ryder Truck (Delta): Heavy duty mechanics, service and rentals

- Dealing with some issue regarding the front desk and coverage.
- No issues with Covid.

Shellburn (Burnaby): Oil Refinery

- No current issues.
- No Covid issues.

Signify/ Ledalite (Langley): Manufacturer of custom lighting

- We have a new collective agreement ratified.
- Will be setting up nominations for Stewards and H&S Committee soon. To discuss how voting will be done due to pandemic
- 4 people isolation and one out due to Covid or exposure to Covid.

Unitran Manufacturing:

- No current issues.
- No issues with Covid.

Island:

Ocean Concrete: Jim Sadlemyer will speak about Ocean.

All quarterlies and JLM's confirmed for 2021, however will depend on current conditions on Covid as to whether meetings will take place. Most JLMs okay due to ability to social distance.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Linda Jensen', with a long horizontal line extending to the right.

Linda Jensen
Unifor Local 114 Union Representative

**Local Union Representative's Report
Brother Mark Misic
June 2021**

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

- No outstanding grievances.
- Bargaining has been tentatively rescheduled to start the week of July 5th. Meetings in person subject to travel restrictions from Provincial Health orders but we hope to meet in person after July 1st phase 3 implementation of BC's restart plan.
- Members continue EI WorkShare program while orders have been stagnant in early 2021.

Anchor Inn (Campbell River): Hotel

- No outstanding grievances.
- MOA ratified by both Hotels on April 22nd by way of Simply Voting. Special thanks to Unifor National Representative Jim Dixon and Bargaining Committee member Mike Beck for all their hard work on behalf of the membership.

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

- No outstanding grievances.
- Major accident with wildlife caused serious injury for our driver. Member is back to work now.
- Bargaining Committee WebEx meeting on May 3rd. Committee review surveys and developed proposals.
- National Representative Mark Cameron contacted Company for dates after the May long weekend based on the Provincial Health order travel/meeting restrictions. No bargaining dates set.

Consolidated Fastrate (Port Coquitlam): Freight Distribution/ Transportation

- Two grievances for contracting out and hired cartage filed after Company used both to deal with the backlog ongoing. Union has advanced to National Representative Ben Williams.
- Casual use grievance ongoing and looks to be proceeding to arbitration.
- In-person meetings delayed to due PHO restrictions.
- Grievance meeting conference call rescheduled for June 1st.
- Long time Steward Grant Drysdale has stepped down as Chief Steward and is now off on a medical leave. On behalf of the membership and the Local, thank you for dedication to your Union activism all these years....you are going to be missed!

First Transit (Langley): Shuttle Bus

- Two outstanding grievances on paid bargaining time. Deal with at bargaining. Ongoing.
- Bargaining was postponed March 29 to April 1st. Company Head Office did not have pension documentation ready for bargaining. Monetary outstanding.
- Member accepted separation agreement.

Garda (Nanaimo-Comox): Armoured Car service

- No outstanding grievances.
- Bargaining Committee set and pre-meeting took place with BC bargaining committee via WebEx on April 22nd. Prep meeting upcoming in June.
- Two members issued one day suspensions for improper conduct towards each other during a shift.

Garda (Prince George/Terrace): Armoured Car service

- No outstanding grievances.
- Bargaining Committee set and pre-meeting took place with BC bargaining committee via WebEx on April 22nd. Prep meeting upcoming in June.
- Long time member and former Executive member Dale Quinn is nearing retirement. Dale, on behalf of the membership and the Local, we wish you a healthy and long retirement.

Garda (Vancouver): Armoured Car service

- Some grievances/issues remain outstanding from our February 24th meeting.
- National Rep Mark Cameron has confirmed dates for 2 grievances heading to mediation and/or arbitration. There are several other grievances advanced to National level.
- Bargaining Committee set and pre-meeting took place with BC bargaining committee via WebEx on April 22nd. Prep meeting upcoming in June.

Garda (Victoria): Armoured Car service

- Some grievances/issues remain outstanding. National Rep Mark Cameron involved with outstanding issues.
- Recent termination is being reviewed after filing a grievance.
- Bargaining Committee set and pre-meeting took place with BC bargaining committee via WebEx on April 22nd. Prep meeting upcoming in June.

Hospitality Inn (Port Alberni): Hotel

- Settlement has not been paid out as per understanding from late 2019. Local has authorized legal to move forward to arbitrator Dorsey. No update on this. Email sent to Jim Dixon for review. No update for this report.
- MOA ratified by both Hotels on April 22nd by way of Simply Voting. Special thanks to Unifor National Representative Jim Dixon and Bargaining Committee member Mike Beck for all their hard work on behalf of the membership.
- Union dues continue to be late.

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

- Outstanding grievances are on going (free coffee and owed stat pay). Brought up during bargaining.
- Pay issues ongoing and discussed at bargaining. Change to payroll company took place last month. Ongoing email exchange for updates and requirement for meeting.
- Human Rights complaint ongoing. Member not satisfied with resolution. Ongoing. Member has resigned from employment.
- Bargaining continues after Zoom bargaining meeting May 27th. Bargaining set to resume on June 30th with the hope the Committee can meet in person.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- Collective agreements are now signed but Hall closure has delayed formatting and printing of booklets. Hall now open 2 days per week and I will now drop off signed copies to National Support staff.

PWT (Watson and Ash) (up-Island): Bus

- A few grievances are ongoing but are held in abeyance until resolution on overtime language/bridge construction schedule. Several online meetings did not resolve overtime pay/schedule issues. Union has forwarded all outstanding grievances to National Representative Jim Dixon to arbitrate.
- One grievance filed and waiting for Company response.
- Recent Steward's meeting raised Company's drug and alcohol policy and testing process. Ed will address in his report.

Wilsons (Vancouver/Victoria): Charter Bus

- Company will keep Union updated if recall happens but everything is day to day. Ongoing.
- PHO travel restrictions have stopped cross water work. Hopefully that changes June 15th.
- Travel restrictions and border closure continue work is limited (border closed at least until June 21st).

- Tofino Bus, which also operates the Vancouver Island Connector, will not be resuming service on February 12th as previously scheduled. Wilson's asked for a one-year emergency COVID recovery contract from the Ministry of Transportation to cover operating costs for Tofino Bus and allow it to resume this essential service but has not been successful to date. Ongoing.
- Provincial government announced specific financial help to charter bus companies.
- Up island mine might be heading to dispute. Wilson's has the contract to transport mine worker to and from the mine.

In Solidarity,



Mark Misic
Unifor Local 114 Representative
604 - 516 - 8042
misic@uniforbclocals.ca

Local Union Representative's Report June 2021

Brother Nate Shier

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

- Bargaining Committee selected, Dave McMillian, Tom Ryan
- Proposals being compiled.
- Bargaining dates of June 28, 29, July 6, 7, 8.

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton and Rick Blair addressing day to day issues.
- Arbitration for Guaranteed hours lost.
- Bargaining Committee selected (Doug Horton, Rian Murry) Proposals being compiled.
- Bargaining dates being selected shortly.

Cascade Aerospace: *An aircraft overhaul facility in Abbotsford*

- Steve Frank taking care of day to day.
- In Bargaining – Several dates already used. In conciliation. July 5, 6, 7 scheduled.

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

- Chris Cadarette taking care of day to day.
- In Bargaining. No new dates currently selected due to Company delayed response to pension.

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

- Gerry Shook had been taking care of day to day as the Chief Steward.
- In Bargaining. No new dates currently selected due to Company delayed response to pension.

Horizon Air: *A regional Carrier for Alaska Airlines*

- No outstanding grievances.
- Due to the nature of the work and the closing of the border there is a drastic drop off of work. and several layoffs have happened.
- Full shut down of Victoria operations and very limited work in YVR.
- No "known" date of return to full work. Pending on opening of US/Canada border.

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

- Chief Steward, Charles Holman, is doing well and trying to keep up with the many issues.
- Bargaining done- ratified by 51.6%.
- Several termination grievances at Step 2 and 3. In or waiting for Arbitration.

Landmark Trucking: *A "For Hire" trucking operation operating in the Lower Mainland and the Interstate 5 corridor*

- Repayment for temporary 10% reduction in pay in progress.
- Interim/Carry over Agreement soon to expire. Bargaining will be starting again soon.
- Requests to overhaul benefits plan.

Trimac Transportation services: *A bulk carrier of cement*

- Bargaining Completed.
- No additional grievances.

Whistler Transit: *A conventional and custom transit service*

- Bargaining sessions started.
- Additional days booked (July 12, 13, 14).

Additional Servicing

Viking Air: Aircraft Manufacturing Parts and Repair and Overhaul facility

- James Young Chief Steward taking care of day to day issues.
- Some Lay-offs early on due to slow work. As a result of the Covid crisis. No further layoffs have been reported
- Elections Committee and other Committees to be selected/elected

First Bus Canada – Cowichan Valley Regional Transit: Conventional and Custom transit service

- Mike Younger is taking care of the day to day issues
- Still in Bargaining. No new dates currently selected due to Company delayed response to pension.
- A revamped Terms of Reference was mutually developed and accepted for the JOH&SC to assist in keeping the Committee on course.

As I reported last time, Bargaining is going to be the challenge and the theme of most of my units over the next year being in or about to be bargaining.

Stay safe and stay healthy and follow safe practices.

In Solidarity,



Nathan (Nate) Shier
Unifor Local 114 Union Representative

Education Committee Report
Brother Gord McGrath
June 2021

Due to the COVID-19 Pandemic education offerings have taken a twist and using online services to help keeping the membership informed. You will find a number of educational opportunities on the National website link indicated below as well as information that gets circulated out to the Executive members and local Reps.

Below is a message from the Unifor education Department:

Unifor's Education Department is hosting a series of webinars related to COVID-19 and the pandemic. Issues related to Health and Safety, Employment Insurance and the Canada Emergency Response Benefit, Mental Health and other timely and relevant issues.

<https://onlineeducation.unifor.org/>

Education Webinar Sign-Up

Unifor's Education Department will host a series of informative Webinars throughout the COVID-19 pandemic.

Webinars related to mental health, human rights, activism, women's leadership, health & safety, workers' rights, public pension programs and politics ensure that issues important to our members remain in the forefront.

By participating in these free webinars, members can engage with experts and get answers to urgent questions quickly and effectively.

Unifor remains committed to providing members with timely assistance and support during this very challenging and difficult time, below are some of the offerings coming up.

Note: that most of these Unifor seminars are only a few hours at most and no lost time will be paid, registration is free unless otherwise indicated on the Unifor Education's National site.

Upcoming webinar info can be found at...

<https://onlineeducation.unifor.org/webinar>

To apply for training, you must first create a profile which can be done in five minutes or less. Follow the link above then select the enroll tab to start the profile registration process. Once complete keep your log information and password save for future training. Note members can apply only for the training within their own province and all applications must be approved by the local first if lost wages are being applied for. An email response of acceptance or denial based on class sizes or requirements will follow.

BCFed Health & Safety:

The feds OH&S department also has a number of training events webinars for members to sign up for. All training included information can be found at:

<https://www.healthandsafetybc.ca/>

Be sure to read and understand which courses are free to participate and what has a cost to register. The local will only cover pre-approved applications for training beforehand as most 8 hour training is covered by the training clause mandated by WorkSafe BC for OH&S committee members. Again, all information needed can be found on their site.

Registrations for some Unifor events that have a cost for registration and or lost wages will need pre-approval from the local President or designate.

If you have any questions regarding educational training and bursaries please call your local Rep or myself at 604-524-9457, toll free at 1-800-841-5911.

I move my report as circulated.

Gord McGrath, Unifor Local 114 President / Education Chair

NEWS

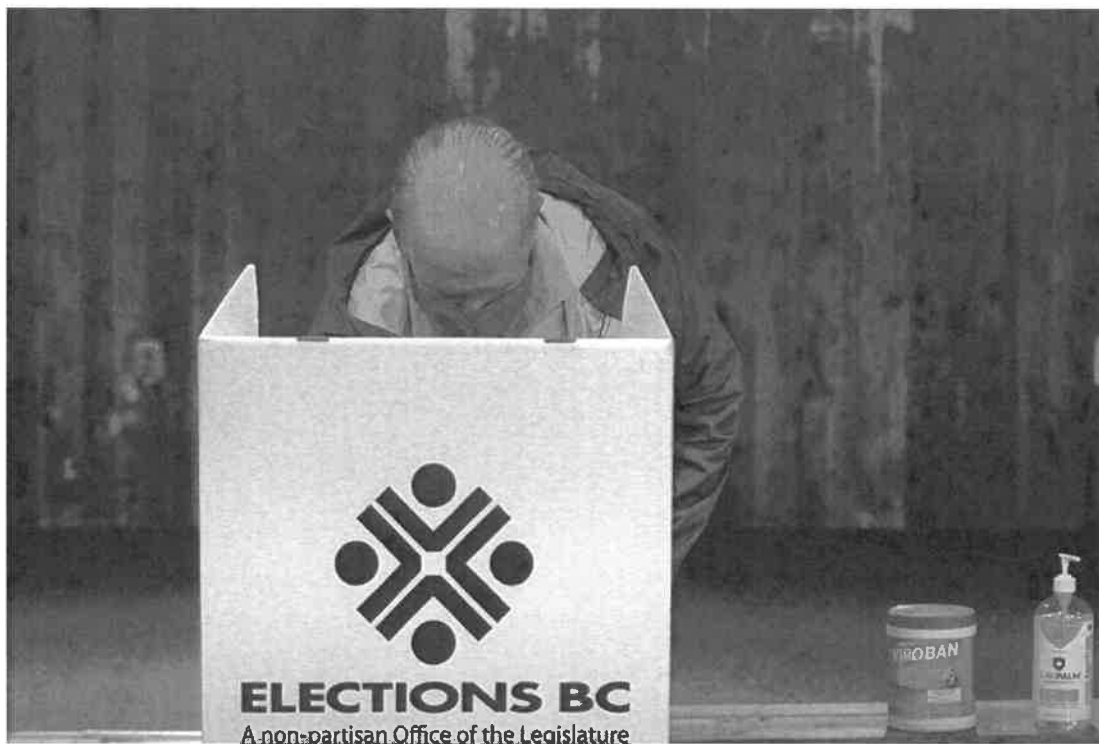
BC Is Changing Electoral Boundaries Again. Who Will Benefit?

The NDP is about to reverse protections for rural ridings put in place by the BC Liberals.



Amanda Follett Hosgood

27 May 2021 | TheTyee.ca



Premier John Horgan votes in 2020. A new NDP bill proposes ending protections for 17 of BC's electoral ridings, three quarters of them currently held by the BC Liberals. Photo by Chad Hipolito, the Canadian Press.

B.C. is poised to pass legislation that the NDP government says will put more power in the hands of an independent commission tasked with re-examining electoral boundaries.

But critics say the changes will undermine representation from rural areas and concentrate political power in urban B.C.

In the legislature last week, Attorney General David Eby said Bill 7 is a necessary step toward creating electoral districts with relatively equal populations, something he described as “a constitutional imperative.”

Eby said that since the last review by the Electoral Boundaries Commission — an independent panel tasked with examining B.C.’s electoral districts every second election cycle — the province has grown by half a million people.

Most of those new residents are in Vancouver, Abbotsford-Mission, Victoria and Kelowna, he said, with 78 per cent of British Columbians living in those areas at the last census.

But based on population, that would mean more seats in the legislature for urban areas and fewer for voters across the Interior and North.

Currently, ridings with as few as 22,000 residents in the North and as many as 80,000 in the Lower Mainland are able to elect one MLA.

Those in favour of the proposed changes argue they would provide more adequate representation to more populous ridings, with some noting that having several times the number of constituents adds to MLA workloads.

Conversely, those against the bill point to the fact that MLAs in larger, more remote ridings need to travel long distances to meet with the people they represent and work with multiple municipalities, First Nations and school districts that can fall within a single rural riding.

More diverse geographical areas also contain communities with differing interests, noted Nechako Lakes MLA John Rustad.

The North, though sparsely populated, also contains the resources that drive B.C.’s economic engine and is home to hot-button issues like Site C, gas development and old-growth logging.

The debate on second reading continues when the legislature resumes Monday.

Under the current Electoral Boundaries Commission Act, the commission is tasked with keeping riding populations within 25 per cent of the provincial average, which is about 57,000 people per riding.

However, exceptions can be made.

The act, as it currently exists, allows the commission to exceed the 25-per-cent deviation where “very special circumstances exist.” In addition, it defines three rural areas — the Cariboo-Thompson, Columbia-Kootenay and North regions — which can exceed the 25-per-cent rule and where the commission cannot reduce the number of ridings below the existing 17 districts.

Bill 7 would repeal those three rural regions, replacing them with new wording that states “the commission may exceed the 25-per-cent deviation principle if it considers it necessary to provide for effective representation.”

In addition, the commission may take into account special geographic and demographic considerations, including “communities of interest,” the proposed bill says.

The bill would allow the number of electoral districts in B.C. to increase from 87 to 93. Increasing the number of ridings would be up to the commission, but any new ridings would likely be allocated in growing urban areas.

In the weeks following last fall’s snap election, Premier John Horgan, whose NDP government won a majority of 57 seats, lamented more than once the party’s failure to elect MLAs in rural B.C.

“I’ll continue to work hard to build better relationships and understandings of the challenges in rural British Columbia,” he told the Canadian Press.

The NDP bill proposes ending protection for the 17 ridings in the current legislation. Three quarters of them are now held by the BC Liberals.

Liberal MLA Tom Shypitka, whose riding of Kootenay East lies within the Columbia-Kootenay Region, says he hopes the move is not a power grab by the NDP.

“But politics is politics,” he adds. “We’ll see at the end of the day how this rolls out.”

The previous BC Liberal government amended the Electoral Boundaries Commission Act in 2014 to prevent the three rural regions from losing ridings. Shypitka estimates they make up three-quarters of the province’s total land base.

Shypitka said the Columbia-Kootenay Region is currently represented by four MLAs. But that could be reduced to two or three ridings if Bill 7 goes ahead, he said, potentially adding hundreds of kilometres to his riding.

“It would probably be a good seven hours from one side to the next, so that’s challenging,” Shypitka says. “I just hope that when we go through the process of the Electoral Boundaries Commission, that they recommend that some of these areas remain intact. What Bill 7 does is it removes that protection, so who knows what will happen.”

The commission tasked with re-examining B.C.’s electoral boundaries is independent, but its members are appointed by government and it functions within the parameters of the Electoral Boundaries Commission Act.

It is made up of three members: B.C.’s chief electoral officer, a current or retired judge, and a third person, nominated by the Speaker of the legislative assembly in consultation with the premier and the Opposition leader.

Nathan Cullen is the NDP representative for Stikine — the province's largest and, at about 22,000 people, least-populated riding with a population 60 per cent lower than the provincial average. He says he believes in the integrity of the independent commission and feels confident that the process will not negatively affect rural representation.

But Cullen adds he will push the government to appoint a commissioner with a strong rural background.

"We have a very specific provision in the bill to take into account realities of places like Stikine," he says. "You give them the broad set of principles, which we've done in the legislation, and then you let them see the evidence and make the decision."

The 2015 final report that followed the last Electoral Boundaries Commission noted that the regions protected in the former legislation "comprise much of the remote and rural areas of British Columbia, characterized by relatively large geographical areas and relatively small populations."

It added that population growth has been lower in these regions than in the province as a whole.

While the commission strives for ridings with populations within 25 per cent of the provincial average, it noted in the last review that ridings in the North failed to meet that standard, where the deviation rate was an average 37 per cent.

Sean Markey is a professor with the School of Resource and Environmental Management at Simon Fraser University whose research looks at rural and small-town development. He says the bigger issue behind the NDP government's Bill 7 is whether urban-based governments understand the issues facing rural citizens — and how that sits with voters.

"You have that contradiction where rural places tend to be less represented in terms of seat count... but over-represented on a comparative per capita basis, in terms of how much their vote counts," he says. "Urban people tend not to really understand the distance barriers, particularly when you tack on a northern winter."

While the pandemic has increased the popularity of remote living, he says urban areas are still outpacing rural ones when it comes to growth.

And for those more remote areas, feeling under-represented can lead to a mistrust of government, he says.

BC Green Party Leader Sonia Furstenau also worries that a perceived tug-of-war over rural areas — both when the Liberals made the amendment in 2014 to protect their representation and the current push to remove it — contributes to growing cynicism around B.C.'s political landscape.

“The challenge is that, of course, when a government brings forward a bill like this, it can appear to be politically motivated,” she says. “I think we should be concerned about that.”

Add to that B.C.’s failure to move ahead with electoral reform in 2018 and MLAs increasingly voting along party lines, and it brings into question the bigger issue of whether B.C. has a functioning parliamentary system, she says.

“The reality is, we don’t have 87 representatives. We have voting blocks,” Furstenau says.

“What the debate highlights is that we don’t have a system that really effectively responds to the disparity between the very densely populated urban areas, and the much more sparsely populated, but enormous, rural areas.”

She adds that issues currently plaguing the province — things like toxic drug supply and the housing crisis — require a collective, non-partisan response, something that has “appeared to have just evaporated with the election in the fall,” she says.

In addition, environmental issues facing the province, such as old-growth logging, fracking and pipelines, are happening in areas that now face reduced representation.

The province’s two Green Party MLAs will be weighing the debate before making a decision on how to vote on Bill 7, Furstenau says. “We’re going to be paying close attention to committee stage on this one.”

But given the NDP majority, Bill 7 is likely to pass third reading in the near future.

Prince George-based interim Liberal Leader Shirley Bond says that will leave rural voters to address their concerns to the Electoral Boundaries Commission, once it’s formed later this year. It remains to be seen whether the commission will hear from communities virtually or in-person.

“We’ve been through this before, and what’s going to be important is that people have an opportunity to participate in this process,” Bond says.



Prince George-based interim BC Liberal Leader Shirley Bond says she believes Bill 7 will elicit a 'passionate and emotional response' once more voters become aware of it.

During the 2014 commission, she says residents packed meeting halls to have their voices heard.

"I remember the passionate debates, the lineups at microphones, where people in rural British Columbia stepped up and said, 'It is essential that we protect a degree of representation,'" Bond says. "There's a sense that if you live north of Hope, that it's really hard to get the attention that you deserve."

But, speaking on the day B.C. announced a phased reopening, Bond says she fears pandemic uncertainty could limit the ability for consultation, particularly in areas without adequate internet access.

She added that while Bill 7 may pass with little fanfare, she believes that will change once the commission gets under way.

"This may not be front and centre at the moment, but as constituents and residents of B.C. gain more awareness of the process, I do think you're going to see a passionate and emotional response," Bond says.

The province has until Oct. 24 to confirm the members of the next Electoral Boundaries Commission and the commission must present an initial report to the legislature within 12 months of being appointed.

It will then have six months to hear from the public and consider any further input before a final report is presented to the legislature, the province says. 🐦

Local Union Worker with Disabilities Report

Brother Dave Boros

New supports for students with disabilities make education more accessible

Students with disabilities enrolled at public post-secondary institutions are receiving more supports to help them succeed in their studies and train for a range of in-demand careers.

"Every British Columbian deserves the opportunity to achieve their career dreams and goals," said Anne Kang, Minister of Advanced Education and Skills Training. "We're empowering students with accessibility challenges to pursue post-secondary training and education to reach their goals, get good-paying jobs and fully participate in B.C.'s strong, resilient economy."

The Province is providing additional support to three programs that facilitate accessible education across public post-secondary institutions. The Academic Communication Equity (ACE), Centre for Accessible Post-Secondary Education Resources (CAPER) and Program for Institutional Loan of Adaptive Technology (PILAT) help students with accessibility challenges train for in-demand jobs, including those in the technology and trades sectors.

"Almost 25% of adults in B.C. identify as living with a disability. That means a potentially large number of people struggle with unnecessary barriers to training and education," said Dan Coulter, Parliamentary Secretary for Accessibility. "We remain committed to building a more accessible and inclusive B.C., and these three new programs are a great step towards that goal."

The ACE program supports accessible post-secondary education for students who are deaf, hard of hearing or deaf-blind and attending, or planning to attend, college or university in B.C.

The CAPER program provides alternative-learning-format resource materials, such as digital audio books, large print texts, electronic texts and other suitable formats to students and instructors.

The PILAT program supports post-secondary students that require specialized adaptive technology and/or software, such as Type Well Transcriber and XamBox computer technology.

The \$250,000 in additional funding towards these three programs will support approximately 3,000 students with disabilities at public post-secondary institutions. This additional support addresses an increase in demand and will help these students succeed throughout the COVID-19 pandemic recovery.

Prior to the pandemic, B.C.'s Labour Market Outlook estimated 861,000 jobs will need to be filled over the next 10 years. These ranged from trades, technology and tourism, to health care, management and business. Some level of post-secondary education or training will be required for about 80% of those job openings.

Approximately 71,000 students received federal/provincial student financial assistance through Student Aid BC in 2019-20, totaling \$768 million. This included 4,800 students with disabilities.

The Province has proclaimed May 30 to June 5, 2021, as B.C.'s fourth Accessibility Week, to promote inclusion and accessibility, while also celebrating the people in the disability community who are working to identify, remove and prevent barriers to accessibility. Accessibility Week is also nationally recognized.

I move my report to be accepted as circulated.

In solidarity,

Dave Boros

Loomis BC/ National Unit Chair / Unifor Local 114 Executive Member

Local Union Human Rights Report

Brother Dave Boros

B.C. Human Rights Tribunal rules in favour of transgender politician

Morgane Oger was the first person who identified as transgender to run for election in B.C.'s legislature.

The B.C. Human Rights Tribunal has ruled that trans activist and politician Morgane Oger was discriminated against during her run in the 2017 provincial election.

According to a complaint filed to the Human Rights Tribunal, Bill Whatcott published pamphlets and made online comments attacking Oger's gender identity while she was running for MLA in the Vancouver-False Creek riding.

According to the complaint, Whatcott called her an "impossibility" and linked transgender people to diseases.

Human Rights Tribunal hears case of alleged transgender hate speech.

Human Rights Tribunal hears case of alleged transgender hate speech – Dec 11, 2018.

On Wednesday, the B.C. Human Rights Tribunal ruled that Whatcott violated Oger's human rights and engaged in hate speech.

Oger called the ruling historic.

"This win is a win for everybody who is in a community who faces state propaganda in Canada," Oger said.

"For the first time ever, gender identity or gender expression has been protected in a B.C. court against hate propaganda."

Oger was the first person who identified as transgender to run for election in B.C.'s legislature.

The B.C. Human Rights Tribunal is an independent, quasi-judicial body tasked with screening, mediating and adjudicating human rights complaints.

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I move my report to be accepted as circulated.

In solidarity,

Dave Boros

Dave Boros

Loomis BC Unit Chair / Unifor Local 114 Executive Member

Report of Anne Cody
Southern Member at Large
June 11, 2021

B&L Securities:- Nature of Business:- Courier Services:-

-Doing pretty good. Their Union contract expired at the beginning of April. They are just waiting till GARDA/ Vancouver to finish bargaining. Fingers crossed that the Covid rules will change, so they might be able to have in person meetings with their union rep and bargaining committee.

-The employee that had the terrible car accident is back to work a couple days a week. He is improving everyday.

First Transit Vernon/Salmon Arm:- Nature of Business:- Transit:-

- Vernon is a little crazy these days, they lost their AGM just after the new GM arrived so operations have been running with just the new GM. The new AGM was announced and thankfully started this past week. It's been a crazy transition with a new GM and no AGM, a former Kamloops GM floating in and out to help, and now a new AGM assigned out of the payroll department out of Kelowna.
- As things find a new balance the Union has been included in a manner that has not been seen there, for a very long time. They're having multiple meetings a week, knowledge in advance of implementation, participation in all aspects of ongoing concerns and/or changes. It's been very refreshing for them. They are waiting to see what happens when the new Management team finds their feet and starts running under normal conditions. Hoping this friendly demeanor and the cooperation will continue.
- On top of all this they are currently in negotiations with the Company for their new collective agreement. Vernon/Salmon Arm and Kamloops fully understand the challenges of bargaining with a Company that is now discussing their final stages of selling their North American assets. The positive in this process is the significant push by Unifor across the province for the introduction of a proper pension, the Union's stance and direction has been impactful, even though the sale gets finalized, so does the advancement of a pension.
- They have been extremely lucky as COVID has not seriously touched their locations outside of the expected side effects of operations during a pandemic. Overall they have been lucky, they are all healthy and full of promise as they look to the new Collective and what potential lies ahead with a new Management team that seems to be willing to work with them.

First Transit Kamloops:- Nature of Business:- Transit:-

- In Kamloops, the membership has asked for more communication from union leadership. They were able to have an online unit meeting which allowed for members to ask questions. Chris has had positive feedback with members asking for virtual meetings more regularly, moving forward.
- They are looking forward to Covid travel restrictions easing up so they can get the bargaining committee back to the table and continue negotiations.
- A HandyDart driver that was off on medical leave and having financial difficulty because delays in his doctor filling out Manual Life's paper work. The members rallied together, did a bottle collection, two raffles and collected food for him and his family. It was a huge success! Cheri Franklin and Merle Stuart managed to raise just over \$2000.00. Now that's teamwork! Great Job everyone!



Kamloops

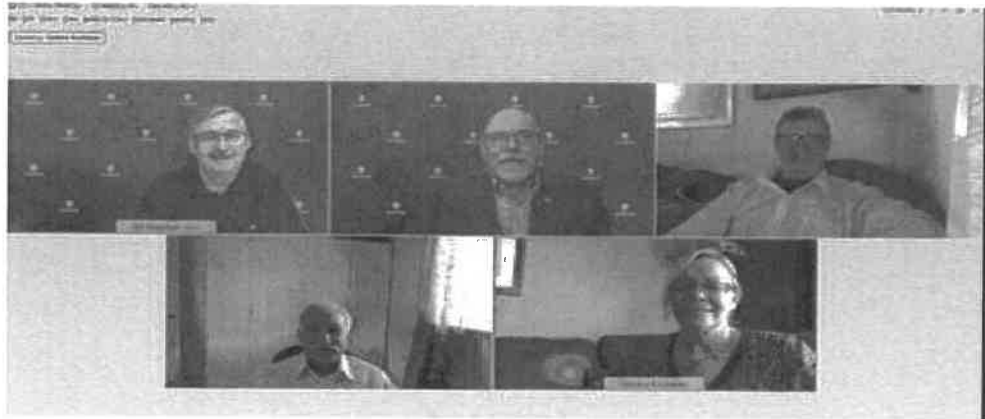
- It is with a heavy heart that Tk'emlups the Secwepemc Kukpi7 Chief confirms an unthinkable loss that was spoken about, but never documented by the Kamloops Indian Residential School. May 27 the confirmation of the remains of 215 children were discovered by a ground penetrating radar specialist. These missing children are undocumented deaths. Some were as young as three years old. The Catholic Church and Canadian Federal government ran the Kamloops residential school, which opened 1890 until 1978. Given the size of the school, with up to 500 students registered and attending at any one time.
- This confirmed loss affects First Nations communities across British Columbia. The dark history of residential schools can never be forgotten.
- The Tk'emlups the Secwepemc First Nation will see 10 units of affordable housing built on its lands as part of a \$10.8 million federal government housing initiative. The housing is for elders with low incomes. It is priority of the band council and community to ensure that the most vulnerable members have a safe and affordable place to call home. The housing units are expected to be ready for residents by the end of 2021.
- The City is currently considering adopting organic waste collection, along with its recycling and garbage pickup.

Anne

[http://www.trc.ca/assets/pdf/2039 T&R map nov2011 final.pdf?fbclid=IwAR0dfGxxcLP2IZ2iUJDOBv6gA1L-Nu1vYwSGONGfu79ZgzcA7vhfQ4IDqEo](http://www.trc.ca/assets/pdf/2039_T&R_map_nov2011_final.pdf?fbclid=IwAR0dfGxxcLP2IZ2iUJDOBv6gA1L-Nu1vYwSGONGfu79ZgzcA7vhfQ4IDqEo)

Unifor Local 114 members, President Gord McGrath, Jim Sadlemeyer, Sandra Juchran, Bill Gaucher and Morteza Maleki met with NDP MLA's and Ministers from March 22, 2021 to March 26, 2021.

We focused on Paid Sick Leave, Card-based Certification, Paid Sick Leave, Employment Standard (Precarious Workers) and Public Health Policy.



On March 22nd our team met with MLA Alexis, MLA D, Eith, Minister Farnworth and MLA Glumac.

It was a productive meeting. The MLAs recognized our recommendation on Paid Sick Leave and Card-based Certification.

MLA D'Eith was humbled and grateful for our hard work during election. He mentioned that it was hard to put any issues forward and getting result during minority Government. He is hopeful with NDP having the majority; they can get result for the important issues in BC.

The MLA's will try to address the issues which working class are facing including Paid sick leave, Card-based certification and compulsory trades certificate.



On March 26th we met with MLA Susie Chant. We discussed regarding our main issues: Paid Sick Leave, Card-based Certification, Employment Standard and Public Health Policy.

Morteza spoke about the hardship that Union activists' workers face at workplace. The activists are targeted by the employers. MLA Chant acknowledge the problem and commented that the union activists should not be under pressure due to their union activities at the workplace. She will take this issue to the legislation.

MLA Chant stated that all the agency/part time workers should be treated equally as the full time workers and should have access to extended health and benefit.



We met with MLA Jinny Sims. We discussed in detail the social-economic hardship at the present time on the working class.

MLA Sims thanked us for our hard work during election. Morteza suggested that both provincial and Federal Government should extend health benefit for the retired workers. She found Morteza's comment very important and she will be bringing this issue to the table with the provincial Government.

She acknowledged having paid sick leave for the working class is critical. She also mentioned that the Government need to work on providing extended health benefit to the retired workers as a healthy society would help to have a healthy economy.



AWOC Brainstorm Committee Meeting

The meeting was held on March 27, 2021 for the UNIFOR members who applied for the Regional Racial Justice Liaison Position.

We focussed on racism and discrimination against Aboriginal and workers of colour and discuss a strategy to increase participation by the A&WofC in our union activities and leadership.



In Solidarity,

Morteza Maleki

Members-At-Large for Visible Minorities &
Aboriginal & Racialized Workers Committee Chair

Women's Issues Member-at-Large Report Sister Brenda Gerling

Sisters and Brothers,

I hope everyone is doing well. It looks like we will be rounding the corner on COVID restrictions soon. The vaccine roll out is moving along. It shouldn't be too long until we can all be in same room again.

This is a map showing the locations of all 140 residential schools in Canada. After the discovery in Kamloops, every single one should be searched.



Mission was the site of one of the residential schools. The foundation is still visible at Heritage Park. This is one of the buildings that still is in use. Has been moved to a new site.



We all need to come together to make sure these atrocities are not forgotten and never happen again.

Brenda Gerling
Member-at-Large for Women's Issues

**Loomis Unit Chair Report
Brother Dave Boros
June 2021**

Executive Update

- With the situation regarding Covid, it has made it almost impossible to bargain a contract that we can be proud to bring back to our membership.
- We have completed Provincial Bargaining and were set up to start National bargaining, with saying that the Company has made it difficult to Bargain off Zoom we need to meet in person!
- The committees across Canada have hammered out a 1-year contract with raises and all the agreed to new language that we bargained at the Provincial level for each Province.
- This is the only way to get the membership something into their pockets till we can meet face to face later this year. We, as in the bargaining committees across Canada fully recommends this 1-year deal.
- It will all be done via Simply Voting, June 12 for ratification.
- With Todd Romanow leaving Unifor at the end of this month, we will have to find another National Rep to lead bargaining.

Lower Mainland

- There are a few step 3 grievances in the system that hopefully will get ironed out after the ratification date.
- The Company is looking at moving some of our Unifor membership into the CanPar facility in Surrey. The Company will be putting up postings for warehouse and hourly drivers. The Loomis building in Burnaby is just too small to accommodate all the e-commerce volumes. During the busy season there we at times 50 or more trailers waiting to get unloaded in the yard. And there was no room in the warehouse for all that volume even if it could be unloaded.

Vancouver Island (Nanaimo, Courtney and Victoria)

- We are still running to some contracting out of freight due to more routes needed and no applicants for those routes.
- Like everywhere in BC, hiring has been a huge problem.
- There are 2 step 3 grievances on the Island, both are very difficult ones to get a resolution on. But I am positive a resolution could be hammered out.
- There has been a lock out at Ocean Lehigh for over 1 month now. All week May 31-June 4 Local #114 will be leafletting Ocean Concrete, Ocean Lehigh and all other sister companies in the lower mainland. There has been positive feedback at all the locations on day 1.

Southern Interior (Kelowna and Kamloops)

- Both these areas are extremely busy.
- There are a few grievances in the system at these locations also.
- With the added ecommerce volume, this depot is way too small.

Prince George, Williams Lake Terrace, Castlegar and Cranbrook Locations

- In PG there are a few open grievances that we are trying to get resolved due to a re-route in bad faith.

I move my report to be accepted as circulated.

In solidarity,

Dave Boros

Dave Boros

Loomis BC Unit Chair / Unifor Local 114 Executive Member

Brinks Unit Chair Report Sister Sandra Kucheran

Hello,

A lot is going on in my workplace as of late. Due to loss of some big clients, we are again doing the Bid process to realign our workloads.

I have made the decision to step away from Brinks Canada and ask for a lay off, so a junior employee can continue working.

I need to take the time to heal and figure out my future goals. My lay off will take place after June 13, 2021. I have asked Rob G to continue my duties as Unit chair for Brinks GVA.

With bargaining currently being set up in the next few weeks, it instrumental that we get the right people in the right places.

I am seeing a lot of new members step up and seeking interest, which is great to see, but with the state of our business and the direction it's headed, we need the experienced and knowledgeable members input more than ever.

I want to thank Unifor, for the knowledge and leadership it's provided for me and my members. It had been a pleasure to work alongside all of you and will not be forgotten. I will be attending the very last Executive meeting on June 11th.

With great sadness I have to do what's right for me. I want to thank each and everyone of you for putting up with me and actually being family.

That's what a Union is all about.

Farewell comrades!

Sandra Kucheran

Unit chairperson

OH&S Rep

Brinks GVA

Unifor 114

778-779-2179

2021 Unifor Aerospace Report



2021 Aerospace Report: Cascade Aerospace

Company Profile

Company Name: Cascade Aerospace (IMP Aerospace and Defense)

Place: Abbotsford, British Columbia

Primary Business: A specialty aerospace and defence 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:

- Lockheed Martin C-130
- Boeing 737, 757 & 767
- Bombardier CL-215
- Bombardier CL-415
- Bombardier Q-400
- Airbus A300

Employment: More than 597 employees. Currently 396 unionized (AME (M)(E)(S), AIT, NDT, Painters, Planning Clerks, Purchasing/Stores, Facilities Maintenance)

Collective Agreement: March 31, 2018 at March 30, 2021

2020-2021 Cascade Aerospace Headlines

February 2020

CASCADE AEROSPACE SIGNED CONTRACT WITH THAI AVIATION INDUSTRIES TO SUPPORT THAI AIR FORCE C-130H ENHANCEMENT PROGRAM

Cascade has partnered with Thai Aviation Industries to conduct and manage a Rainbow Fitting Replacement program on the Royal Thai Air Force Lockheed Martin C-130H Hercules aircraft. As part of the RTAF C-130H Enhancement program, Cascade will complete the rainbow fitting replacement and will use this as an opportunity for knowledge transfer to TAI to support their MRO capabilities.

July 2020

CASCADE AEROSPACE SIGNED CONTRACT WITH THE GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH, MINISTER OF DEFENCE

The contract calls for Cascade to perform structural and special inspection (6 yearly) and other maintenance work for one of the Bangladesh Air Force C-130B aircraft. Beginning in the fall of 2020, Cascade will perform the structural inspection, and special inspection, overhaul components and provide additional maintenance work in accordance with the BAF's Maintenance Program.

August 2020

CASCADE AEROSPACE AWARDED CONTRACT TO MODERNIZE A MAJOR U.S. BASED FREIGHT CARRIERS BOEING B767 FLEET

Cascade is installing, Boeing 787-style cockpit avionics displays to the fleet of 62 legacy B767's. Large-screen displays will replace 26 current line replaceable units, mostly display and flight instruments with large 15.1-inch flat-panel display screens. The key driving force behind the upgrade was the existing avionics displays were becoming obsolete. The new displays are also 80 lbs lighter than the current CRT's. By eliminating 80 lbs per aircraft, the air cargo operator expects to reduce its fuel burn by 55,000 gallons of fuel per year, while reducing emissions by 523 metric tons. Based on similar weight reductions that the operator has introduced, when replacing the paper-based aircraft manuals with electronic, a 70 lbs savings

January 2021

CASCADE AEROSPACE TAKES DELIVERY OF FIRST USMC C-130J AIRCRAFT AS PART OF \$374 MILLION CONTRACT

Cascade Aerospace has accepted delivery into maintenance the first US Marine Corps KC-130J aircraft as part of the unique contract to support the United States Navy global C-130 operational footprint for up to 10 years. This contract, in support of Naval Air Systems Command's Tactical Airlift Program Office, is a multi-award contract to provide Maintenance, Repair & overhaul services to the USMC's KC-130J fleet.

April 2021

CASCADE AEROSPACE AWARDED CONTRACT TO MODERNIZE A MAJOR U.S. BASED FREIGHT CARRIERS AIRBUS A300 FLEET

Cascade is installing, The enhancements transform the A300-600 cockpit to confer the maximum operational flexibility and capabilities – bringing it close to current generation of aircraft. Key to achieving this is the advanced new integrated avionics system supplied by Honeywell, which is based on its Primus Epic suite. The four large 10x8 inch LCD main displays and the new colour multi-function control & display unit (MCDU), which replace several analogue instruments, are the most immediately visible changes to grace the A300-600's upgraded instrument panel. Other new 'under the hood' items include: a new flight management system (FMS); support for a worldwide navigation database; a new multi-mode receiver (MMR) incorporating the latest GPS-based satellite navigation systems; a digital datalink for communications with air traffic control (ATC); a central maintenance computer; and a digital weather radar system with turbulence detection and windshear prediction – among numerous other capabilities.

Employment

This year has seen some increases relating to staffing levels at Cascade as well there has been workplace challenges with the COVID pandemic. Cascade has created an Emergency Response group from different departments to deal with issues and concerns that arise regarding safety. The Director of HR and the Union have been working together to keep labor relations moving in a positive direction. I hope that the positive working relationship that has developed between the Company and the Union over the past year and a half will continue.

Employment levels have been on the rise overall starting from January 2019 where our Membership numbers were at 295. The company has hired over 100 new members to date, in various trades due to increased workloads and continues to have active postings to further recruit more employees. The Hangar is filled to capacity with Aircraft and we are having to move some work to Halifax as there is no room to perform that work in the Abbotsford facility

We are currently in Bargaining with Cascade and set to meet for a second time on the week of the 31 May/21. Our contract expired on the 30 Mar/21 and the Bargaining committee with the help from our National Rep Mario Santos, and Local Rep Nate Shier, are all working hard to get a new agreement in place.

Grievances

The year has had no grievances generated at this time. There is only 1 grievance outstanding which was filed in March 2020 and should be resolved out of Bargaining this year. There have been several issues resolved through discussion between myself and the Cascade HR Director. That we only had 1 grievance in 2020 and no grievances in 2019, continues to show a significant shift in labour relations demonstrating a more positive Union Management relationship.

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.

Maurice Mills Shop Steward Report June 2021

The National Health and Safety Policy Committee met March 8, 2021, and April 20 – 21, 2021. We further reviewed the low roof vehicle for the Confederation Bridge in PEI. We made detailed changes to the prototype for both safety and security. We also had an update on the prototype Ford Transits presently being tested.

We reviewed a new bank out procedure for over the road crews, and a new procedure for airport crews. The company wanted to introduce a one-person shuttle model. We were not in favour. We felt this was the thin edge of the wedge to move toward one-person crews. I am sure this will come up in bargaining.

We did a review of injury and MVI statistics. Many of the more serious injuries are related to MVI's. Primary causes of rollovers are too fast for conditions. Also MVI's while backing up with or without a guide continues to be an issue.

We reviewed a new supplier for vests, also a uniform update. We will receive more information at the next meeting.

We also did a review of COVID-19 measures and made some improvements. Mask use continues to be mandatory everywhere. We looked at quick test kits for COVID. As vaccination rates improve, test kits may not be necessary.

We also received an update on electronic logs. Management will be trained first in the next quarter, then crew members. They will also include pre and post trip inspections, and eventually replace paper.

We reviewed the policy regarding problems with vagrants in the vestibules. They are becoming more aggressive, often suffering from addiction and mental health issues, which makes them unpredictable.

The company continues to use the blended run language to replace Armoured Drivers with ATM Drivers. Some runs have as few as six ATM calls per month. Grievances have been filed.

At this writing, nominations have been held for Bargaining Committee, with elections TBA.

I move my report be accepted as written and read.

Maurice Mills

Abbotsford/ Mission BC NDP

Women's and Gender Rights Committee Report

The Abbotsford/ Mission BC NDP Annual General Meeting was held on Sunday, March 21, 2021.

Pam Alexis welcomed the attending guest and speakers and gave the Territorial Acknowledgement.

The guest speaker was Hon. Adrian Dix, who addressed the members in attendance and had a question-and-answer period.

Elections were called for the Electoral District Association, where I am pleased to say I was elected as the Women's and Gender Rights Committee Representative.

Our first meeting was held on Saturday, April 10th and there was an adoption of Committees and Committee Co-chairs.

There will be upcoming training sessions which will be reported on soon.

Community Outreach will be one of the main focuses.

As a new committee representative, I will be reaching out to other NDP members of parliament to ensure they support Women's and Gender Rights issues.

In Solidarity

Cheryl Williams

Cascade Health & Safety

This year has been a busy year with dealing with the Covid pandemic and keeping employees safe and updated.

We held our NAOSH week this year on May 3-7th and were blessed with a special visit from our Local President, Gord McGrath on Tuesday.

This year was a theme-based presentation with daily prizes and a focus on daily topics.

Monday was sprains/strains, where we focused on types, home remedies, information, prevention and treatment options.

Tuesday's focus was on Domestic Violence and the Bill C-65 Federal Legislation. Handouts of the Unifor Policy/Program, the Highway of Tears document and an excellent read of the Victim of Long-Term Bullying was available.

The Moosehide Campaign was showcased, which is a grassroots movement of Indigenous and non-Indigenous men and boys who are standing up against violence towards women and children.

Wednesday was our Mental Health focus day, with hand-outs on stress and anxiety symptoms, issues and help to manage them.

Thursday was the focus on Wellness, this was a day packed full of ways to relax.

There was jigsaw puzzle give-a-ways, adult coloring books, word hunts, sudoku and a book library, free for the taking.

Also showcased was information on Aromatherapy and a stress busting checklist.

Friday ended the week with Human Factors and the grand prize draws of a Snap-on gift box, Unifor jackets, Evoke Wellness pack, metal signs, a Neon Harley Davidson sign and a coffee gift pack.

The week had great feedback and participation. The Safety Department with the Safety Committee had a sign up for Cascade high visibility vests which were compliments of the Safety Department and Safety Committee to bring awareness to safety on the tarmac.



Thank you to all those who supported our NAOSH week.

Unifor 114

Cascade Aerospace

Lockheed Martin

Evoke Wellness

Badass Garage

DND Flight Safety

Back in Motion

Eagle West Cranes

Sunbelt Rentals

Lakeside Roasters

In Solidarity

Cheryl Williams

Cascade / Unifor Advocate Report

Cascade Women

In the past little while Cascade has hired over 10 women, doubling our number of women on the production floor.

I have partnered up with the Operations Development Specialist, HR & Training to see how we can better support and connect the women workers of Cascade.

Our goal is to be looking at encouraging and connecting with mentorship programs.

The BC Aviation Council has a great mentorship program that connects younger professionals with more mature aviation professionals to help build support networks.

Cascade is participating in youth camps this summer and is also connected with the high schools and is looking to build this relationship.

Once Girls fly too comes back, we could have a bigger role in that as well.

Bill C-5

An act to amend the Bills of Exchange Act, the Interpretation Act and the Canada Labour Code. (National Day for Truth and Reconciliation)

This enactment amends certain Acts to add a new holiday namely, National Day for Truth and Reconciliation, which is observed on September 30, known as Orange Shirt Day.

November 2, 2020 legislation passed the second reading.

MPs passed the bill creating National Day for Truth and Reconciliation on May 28, 2021.

This move comes a day after a First Nation in BC confirmed the discovery of the remains of 215 children buried in unmarked graves on the site of a former residential school in Kamloops.

The statutory holiday which would apply to Federally regulated workers, is set for September 30.

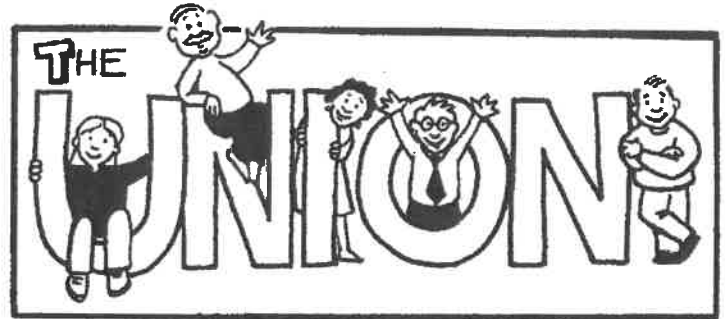
Christian churches and the federal government launched the boarding schools in the 1880's and kept them going for more than a century seeking to convert and assimilate Indigenous children, who suffered widespread physical and sexual abuse at the institutions.

Thousands died in them. The last one closed in Punnichy, Sask., in 1996.

Bill C-5 will help bring awareness to "the horrors of the past".

In Solidarity

Cheryl Williams



General Union Meeting

DATE: Saturday, **September 18th**, 2021

TIME: **9:30 AM**

PLACE: Unifor Union Hall
326 12th Street

*may change to Webex, due to COVID-19 restrictions

Reach Your Local Representative

Cynthia Anderson 604.835.1225
Linda Jensen 604.841.7243
Mark Mistic 604.841.0940
Nate Shier 604.835.1237
Dave Boros 250.883.6899

Local President

Gordon McGrath 604.835.1195

Local Secretary Treasurer

Bill Gaucher 604.835.1197

Or Call The Local office:

604.524.9457

Please donate non-perishable items to your local Food Bank



Items most needed include:

Canned Fish / Meat
Meals in a Tin (e.g. Beans with Pork)
Canned Fruit & Vegetables
Canned & Dry Soups
Whole Wheat Pasta / Sauce
Peanut butter • Healthy Cereal
Brown Rice
Babies: Formula, Cereal, Food, Diapers