



**UNIFOR**

Local 114

**General Meeting**  
**Saturday, March 16<sup>th</sup>, 2024**

**Role Call**

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

**Welcome Guests.**

**Moment of Silence to members and retirees who have passed away since our last meeting.** Wes Warkentin a retiree from Garda Vancouver who was a member for 32 years.

**Move minutes from the last meeting be accepted.**

**Moved, seconded, carried**

**Applications for membership: (127)** Moved, seconded, carried

**Financial Report:**

**Brother Gaucher** submitted the Financial Report for the periods covering December 2023, January and February 2024, including the year-to-date total. **(pages 5-27)**

**Moved, seconded, carried**

**Trustee's Report:**

**Trustees** submitted the Audit report for the periods covering July 2023 to December 2023. **(pages 28-48)**

**Moved, seconded, carried**

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

**CORRESPONDENCE – THANK YOU'S**

1. From National Wall of Remembrance Association for continued Local support.
2. From SARA for Women for the Local's yearly donation.
3. From Salal Sexual Violence and Support Centre for the Local's yearly donation.
4. From The Realistic Success Recovery Society for the Local's yearly donation.
5. From Queen Alexandra Elementary for the Local's yearly donation.
6. From Surrey Food Bank for the Local's yearly donation.

**Moved, seconded, carried**

**CORRESPONDENCE – EXECUTIVE RECOMONDATIONS**

1. The Executive authorized and recommends that the Local purchase 500 Shop Steward Pins at a cost of \$3.25 + Taxes/Die Charge & shipping. **Moved, Seconded, Carried**
2. The Executive authorized and recommends that the Local donate \$750.00 towards the January 17<sup>th</sup> Lunar New Year Celebration being held at the New West Hall. **Moved, Seconded, Carried**
3. The Executive authorized and recommends that the Local help a member who has gone through some personal tragedy in the amount of \$500.00. The local staff have donated \$300.00 and The Loomis Membership have donated \$1,640.00 **Moved, Seconded, Carried**
4. The Executive authorized and recommends that the Local purchase 30 – End Stigma T-shirts at a cost of \$20.00 each + shipping. **Moved, Seconded, Carried**
5. The Executive authorized and recommends that the Local participate in the April 12-15 BCRC Leadership and Lobby work in Victoria, BC. 3 Executive members and 1 Local Rep to attend. Gord McGrath, Cheryl Williams, and Bill Gaucher will also be attending and paid for by the BCRC. **Moved, Seconded, Carried**

6. The Executive authorized and recommends that the Local purchase 1,000 Local 114 Transit window stickers at a cost of \$1,711.50 **Moved, Seconded, Carried**
7. The Executive authorizes and recommends that the Local extend Dean Williams to work through June 30<sup>th</sup> on the Amazon Campaign at the Locals expense and any other duties assigned to him by the Local. The Executive has the authority to do this under our By-Laws. **Moved, Seconded, Carried**
8. The Executive authorizes and recommends that the Local place an advertisement in the National Wall of Remembrance Project, we have participated and donated to this project over 2015-2019 & in 2021. \$319.00 + taxes. **Moved, Seconded, Carried**
9. The Executive authorizes and recommends that the Local purchase a \$50.00 Tim Hortons gift Card and give it as a door prize for the CFF Pension Seminar being held on March 23<sup>rd</sup>. **Moved, Seconded, Carried**
10. The Executive authorizes and recommends that the Local President decide on who to send to the Biennial Employee & Family Assistance Conference being held in Port Elgin May 10-12. (James Young is interested and we will check to see if Ed Lafleur would be interested as our EFAP Liaison for the Local). **Moved, Seconded, Carried**
11. The Executive authorized and recommends that the Local President decide if the Local will send someone to the Skilled Trades Council being held in Surrey on June 7-9, 2024. **Moved, Seconded, Carried**

## **REPORTS**

### **Committee:**

<b>Education</b>	<b>Brother Gord McGrath</b>	<b>Page 49</b>
<b>Moved, seconded, carried</b>		

### **Union Rep / Servicing:**

<b>Presidents Report</b>	<b>Brother Gord McGrath</b>	<b>Pages 50-51</b>
<b>Moved, seconded, carried</b>		

<b>Rep's Report</b>	<b>Sister Cynthia Anderson</b>	<b>Pages 52-53</b>
<b>Moved, seconded, carried</b>		

<b>Rep's Report</b>	<b>Brother Mark Mistic</b>	<b>Pages 54-55</b>
<b>Moved, seconded, carried</b>		

<b>Rep's Report</b>	<b>Brother Nathan Shier</b>	<b>Pages 56-57</b>
<b>Moved, seconded, carried</b>		

<b>Rep's Report</b>	<b>Brother James Griffin</b>	<b>Pages 58-59</b>
<b>Moved, seconded, carried</b>		

**Other:**

**Stewards Report            Brother Maurice Mills**

**Page 60**

**Moved, seconded, carried**

**Lead Stewards report    Brother Dean Williams**

**Pages 61-62**

**Moved, seconded, carried**

# FINANCIAL REPORT EXECUTIVE MARCH 15<sup>TH</sup> & GENERAL MEETING MARCH 16<sup>TH</sup>, 2024

Please find attached the Financial Report for the period covering December 2023

## December 2023

Our total expenses for December 2023:	- \$355,612.67	Page 2
Our total deposits for December 2023:	<u>+\$356,005.57</u>	Page 2
A surplus in the month of December 2023:	+\$ 392.90	Page 2

## Year to Date: January – December 2023

Our total expenses for January – December 2023:	- \$3,513,268.90	Page 3-4
Our total deposits for January – December 2023:	<u>+\$3,578,741.07</u>	Page 3-4
A total year surplus at the end of December 2023:	+\$ 65,472.17	Page 3-4

## Balance Sheet

Closing Bank Balance <u>All Accounts</u> Ending December 2023	+\$ 450,104.13	Page 4
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## Explanation to Expense Categories: January through December 2023

## 2023 Budget

## 2023 Budget vs Actual (January through December)

## Units in Bargaining and Items to Mention 2023

## MONTHLY TOTALS

<u>Month</u>	<u>Income</u>	<u>Expense</u>	<u>Difference</u>	<u>Balance</u>
January	297,027.75	- 269,151.16	+ 27,876.59	+ 27,876.59
February	262,524.87	- 253,196.78	+ 9,328.09	+ 37,204.68
March	282,640.79	- 319,431.52	- 36,790.73	+ 413.95
April	271,094.34	- 295,411.86	- 24,317.52	- 23,903.57
May	254,629.31	- 272,127.23	- 17,497.92	- 41,401.49
June	274,902.10	- 301,355.72	- 26,453.62	- 67,855.11
July	302,390.22	- 282,321.91	+ 20,068.31	- 47,786.80
August	305,935.51	- 290,378.37	+ 15,557.14	- 32,229.66
September	321,909.79	- 276,883.67	+ 45,026.12	+ 12,796.46
October	323,967.66	- 304,330.33	+ 19,637.33	+ 32,433.79
November	325,713.16	- 293,067.68	+ 32,645.48	+ 65,079.27
December	356,005.57	- 355,612.67	+ 392.90	+ 65,472.17
Yearly Total	3,578,741.07	-3,513,268.90	+ 65,472.17	+ 65,472.17

March 16<sup>th</sup>, 2024

Bill Gaucher Secretary Treasurer Unifor Local 114

## December 2023 - Monthly Deposits vs Expenses

	<u>TOTAL</u>
<b>Income</b>	
D1 (NATIONAL OFFICE DUES)	236,364.61
D13 (INITIATION FEE)	200.00
D16 (POSTAGE)	169.29
D18 (SAFETY REMITTANCE)	54.10
D2 (VANCOUVER ISLAND SUB LOCAL)	28,684.23
D20 (LOCAL EDUCATION FUND)	949.10
D4 (NATIONAL REBATE)	43,000.00
D46 (Organizing)	36,746.03
D8 (OTHER)	8,663.74
D9 (INTEREST)	<u>1,174.47</u>
<b>Total Income</b>	<u>356,005.57</u>
<b>Gross Profit</b>	356,005.57
<b>Expense</b>	
1 (DUES & FEES TO NATIONAL)	134,983.93
11 (DUES REFUNDS)	75.68
12 (MEALS & COFFEE EXPENSES)	97.61
13 (PARKING & TAXI EXPENSES)	15.00
16 (POSTAGE & COURIER SERVICE)	1,364.22
17 (EQUIPMENT RENTALS/PAYMENT)	9,549.75
18 (CONTRIBUTIONS & GIFTS)	7,841.30
2 (OFFICE SUPPLIES)	634.52
21 (ARBITRATOR AND LAWYER FEES)	2,293.48
25 (LIFE INSURANCE & POLICIES)	7,060.76
28 (OTHER)	3,116.59
29 (VEHICLE ALLOWANCES)	6,900.00
30 (COUNCIL DUES)	2,499.74
32 (BARGAINING UNIT EXPENSES)	42,028.66
45 (VANCOUVER ISLAND SUB LOCAL)	8,929.37
5 (EDUCATION COSTS)	506.10
6 (HALL RENTAL)	4,362.14
7 (TELEPHONE EXPENSES)	724.87
79 (Adjustment Committee Fund)	83.22
8 (BANK CHARGES)	83.25
P_ADVANCES (ADVANCES GIVEN)	-178.00
<b>Payroll Expenses</b>	<u>122,640.48</u>
<b>Total Expense</b>	<u>355,612.67</u>
<b>Net Income</b>	<u><u>392.90</u></u>

# January through December 2023 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
<b>Income</b>	
D1 (NATIONAL OFFICE DUES)	2,854,253.89
D13 (INITIATION FEE)	2,910.00
D16 (POSTAGE)	17,659.59
D18 (SAFETY REMITTANCE)	277.66
D2 (VANCOUVER ISLAND SUB LOCAL)	390,211.93
D20 (LOCAL EDUCATION FUND)	35,611.31
D3 (Loomis Owner Operators Fund)	9,100.00
D3A (DHL Owner Operators Fund)	4,200.00
D4 (NATIONAL REBATE)	107,500.00
D42 (Strike Fund Reimbursements)	6,590.11
D46 (Organizing)	67,234.94
D5 (NATIONAL EXPENSE CLAIMS)	33,162.57
D7 (TERM DEPOSIT INTEREST)	1,132.14
D8 (OTHER)	36,560.79
D9 (INTEREST)	12,336.14
<b>Total Income</b>	<u>3,578,741.07</u>
<b>Gross Profit</b>	3,578,741.07
<b>Expense</b>	
1 (DUES & FEES TO NATIONAL)	1,450,837.71
11 (DUES REFUNDS)	4,432.71
12 (MEALS & COFFEE EXPENSES)	2,284.93
13 (PARKING & TAXI EXPENSES)	15.00
16 (POSTAGE & COURIER SERVICE)	26,357.32
17 (EQUIPMENT RENTALS/PAYMENT)	77,194.25
18 (CONTRIBUTIONS & GIFTS)	29,775.55
2 (OFFICE SUPPLIES)	11,307.15
21 (ARBITRATOR AND LAWYER FEES)	29,523.60
25 (LIFE INSURANCE & POLICIES)	75,139.18
27 (UNION JACKET/PENS/HATS)	3,345.01
28 (OTHER)	30,803.06
29 (VEHICLE ALLOWANCES)	73,800.00
30 (COUNCIL DUES)	26,867.35
32 (BARGAINING UNIT EXPENSES)	400,551.25
33 (WCB APPEAL EXPENSES)	5,464.30
4 (LABOUR COUNCIL'S)	2,918.00
42 (STRIKE EXPENSES)	6,129.48
43 (PAID EDUCATION LEAVE PROGRAM)	7,365.74
44 (RETIREE'S)	1,000.00
45 (VANCOUVER ISLAND SUB LOCAL)	73,189.05
5 (EDUCATION COSTS)	53,809.88
6 (HALL RENTAL)	52,345.68
7 (TELEPHONE EXPENSES)	11,494.01
79 (Adjustment Committee Fund)	1,209.75

8 (BANK CHARGES)	843.00
9 (WORKERS COMPENSATION)	621.12
P_ADVANCES (ADVANCES GIVEN)	-3,603.18
Payroll Expenses	<u>1,058,248.00</u>
Total Expense	<u>3,513,268.90</u>
Net Income	<u><u>65,472.17</u></u>

## Balance Sheet Ending December 31<sup>st</sup>, 2023.

	<u>31 Dec 23</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
Chequing/Savings	
@Unifor2024	365,242.54
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	1,610.08
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	12,865.20
Long BID Term 3 (Term Deposit Account (Former L432))	27,172.79
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,612.74
Loomis Owner Operators (Owner Operators Special Fund)	<u>30,922.67</u>
Total Chequing/Savings	<u>450,104.13</u>
Total Current Assets	<u>450,104.13</u>
<b>TOTAL ASSETS</b>	<u><u>450,104.13</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Other Current Liabilities	
Payroll Liabilities	<u>-113.31</u>
Total Other Current Liabilities	<u>-113.31</u>
Total Current Liabilities	<u>-113.31</u>
Total Liabilities	-113.31
<b>Equity</b>	
Opening Bal Equity	427,373.82
Retained Earnings	-42,628.55
Net Income	<u>65,472.17</u>
Total Equity	<u>450,217.44</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>450,104.13</u></u>



## Explanation to Expense Categories: JANUARY THROUGH DECEMBER 2023

### **DUES & FEES TO NATIONAL: (\$ 1,450,837.71)**

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: (\$ 4,432.71)**

This is where any Dues Refunds or adjustments are listed.

### **MEALS & COFFEE EXPENSES: (\$ 2,284.93) also included in Bargaining Unit Expenses**

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

### **PARKING & TAXI EXPENSES: (\$ 15.00) 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: (\$ 26,357.32)**

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

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

### **EQUIPMENT RENTALS/PAYMENT: (\$ 77,194.25)**

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: (\$ 29,775.55)**

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

### **OFFICE SUPPLIES: (\$ 11,307.15)**

Covers any supplies for the office.

### **LAWYER FEES and ARBITRATOR FEES: (\$ 29,523.60)**

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: (\$ 75,139.18)**

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

Insurance, Insurance Rebates.

**SOCIAL COMMITTEES: (\$ 0.00)**

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

**UNION JACKET/PENS/HATS (\$ 3,345.01)**

This covers any purchase of Union paraphernalia.

**OTHER: (\$ 30,803.06)**

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

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

**VEHICLE ALLOWANCES: (\$ 73,800.00)**

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 1<sup>st</sup>, 2017 through December 2017. NO DUES GOING TO BC FED OR LABOUR COUNCILS. UNIFOR DISPUTE WITH CLC.

**COUNCIL DUES: (\$ 26,867.35)**

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: (\$ 400,551.25)**

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: (\$ 5,464.30)**

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: (\$ 2,918.00) \*\*\***

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: (\$ 6,129.48)** Pre-Strike – Signify (Did not happen agreement reached); Salvation Army went on strike August 16<sup>th</sup> and had a tentative agreement reached on September 29<sup>th</sup>. PWT – Strike.

**PAID EDUCATION LEAVE PROGRAM: (\$ 7,365.74)**

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

**RETIREE’S: (\$ 1,000.00)**

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: (\$ 73,189.05)**

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

**EDUCATION COSTS: (\$ 53,809.88)**

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

**HALL RENTAL: (\$ 52,345.68)**

Office rental space at New Westminster, BC.

**TELEPHONE EXPENSES: (\$ 11,494.01)**

Covers all Telephone, Fax and Cell phone usage.

**BANK CHARGES: (\$ 843.00)**

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

**ADJUSTMENT FUND: (\$ 1,209.75)**

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

**WORKERS COMPENSATION EMPLOYER COSTS: (\$ 621.12)**

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

**ADVANCES GIVEN/RETURNED: (- \$ 3,603.18)**

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

**PAYROLL EXPENSES: (\$ 1,058,248.00)**

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

<b>TOTAL JANUARY – DECEMBER EXPENSE: 2023</b>	<b>- \$ 3,513,268.90</b>
<b>TOTAL JANUARY – DECEMBER DEPOSITS: 2023</b>	<b><u>+\$ 3,578,741.07</u></b>
<b>DEFICIT/SURPLUS ENDING DECEMBER: 2023</b>	<b><u>+\$ 65,472.17</u></b>

## Budget – 2023

	<u>Jan - Dec 23</u>
<b>Income</b>	
D1 (NATIONAL OFFICE DUES)	2,869,383.00
D13 (INITIATION FEE)	6,000.00
D16 (POSTAGE)	24,000.00
D18 (SAFETY REMITTANCE)	6,600.00
D2 (VANCOUVER ISLAND SUB LOCAL)	351,600.00
D20 (LOCAL EDUCATION FUND)	17,400.00
D3 (Loomis Owner Operators Fund)	17,300.00
D3A (DHL Owner Operators Fund)	4,750.00
D4 (NATIONAL REBATE)	86,000.00
D42 (Strike Fund Reimbursements)	0.00
D5 (NATIONAL EXPENSE CLAIMS)	12,000.00
D7 (TERM DEPOSIT INTEREST)	290.00
D8 (OTHER)	60,000.00
D9 (INTEREST)	9,600.00
<b>Total Income</b>	<u>3,464,923.00</u>
<b>Gross Profit</b>	3,464,923.00
<b>Expense</b>	
1 (DUES & FEES TO NATIONAL)	1,260,000.00
11 (DUES REFUNDS)	6,000.00
12 (MEALS & COFFEE EXPENSES)	12,000.00
13 (PARKING & TAXI EXPENSES)	2,400.00
14 (AIR & TRAVEL EXPENSES)	27,600.00
15 (HOTEL & MEETING ROOMS)	37,200.00
16 (POSTAGE & COURIER SERVICE)	36,000.00
17 (EQUIPMENT RENTALS/PAYMENT)	85,200.00
18 (CONTRIBUTIONS & GIFTS)	36,000.00
2 (OFFICE SUPPLIES)	12,000.00
21 (ARBITRATOR AND LAWYER FEES)	24,000.00
25 (LIFE INSURANCE & POLICIES)	90,000.00
27 (UNION JACKET/PENS/HATS)	12,000.00
28 (OTHER)	35,755.00
29 (VEHICLE ALLOWANCES)	82,800.00
30 (CAW-COUNCIL DUES)	30,000.00
32 (BARGAINING UNIT EXPENSES)	375,600.00
33 (WCB APPEAL EXPENSES)	8,400.00
4 (LABOUR COUNCIL'S)	3,008.00
41 (UNION LEAVE REIMBURSEMENTS)	14,400.00
42 (STRIKE EXPENSES)	0.00
43 (PAID EDUCATION LEAVE PROGRAM)	22,000.00
44 (RETIREE'S)	600.00

45 (VANCOUVER ISLAND SUB LOCAL)	76,200.00
5 (EDUCATION COSTS)	39,600.00
6 (HALL RENTAL)	54,000.00
7 (TELEPHONE EXPENSES)	9,600.00
79 (Adjustment Committee Fund)	1,200.00
8 (BANK CHARGES)	960.00
P_ADVANCES (ADVANCES GIVEN)	-9,600.00
Payroll Expenses	<u>1,080,000.00</u>
Total Expense	<u>3,464,923.00</u>
Net Income	<u>0.00</u>

## January – December 2023 Budget vs Actual

	Jan - Dec 23	Budget	\$ Over Budget
<b>Income</b>			
D1 (NATIONAL OFFICE DUES)	2,854,253.89	2,869,383.00	-15,129.11
D13 (INITIATION FEE)	2,910.00	6,000.00	-3,090.00
D16 (POSTAGE)	17,659.59	24,000.00	-6,340.41
D18 (SAFETY REMITTANCE)	277.66	6,600.00	-6,322.34
D2 (VANCOUVER ISLAND SUB LOCAL)	390,211.93	351,600.00	38,611.93
D20 (LOCAL EDUCATION FUND)	35,611.31	17,400.00	18,211.31
D3 (Loomis Owner Operators Fund)	9,100.00	17,300.00	-8,200.00
D3A (DHL Owner Operators Fund)	4,200.00	4,750.00	-550.00
D4 (NATIONAL REBATE)	107,500.00	86,000.00	21,500.00
D42 (Strike Fund Reimbursements)	6,590.11	0.00	6,590.11
D46 (Organizing)	67,234.94		
D5 (NATIONAL EXPENSE CLAIMS)	33,162.57	12,000.00	21,162.57
D7 (TERM DEPOSIT INTEREST)	1,132.14	290.00	842.14
D8 (OTHER)	36,560.79	60,000.00	-23,439.21
D9 (INTEREST)	12,336.14	9,600.00	2,736.14
Total Income	<u>3,578,741.07</u>	<u>3,464,923.00</u>	<u>113,818.07</u>
Gross Profit	3,578,741.07	3,464,923.00	113,818.07
<b>Expense</b>			
1 (DUES & FEES TO NATIONAL)	1,450,837.71	1,260,000.00	190,837.71
11 (DUES REFUNDS)	4,432.71	6,000.00	-1,567.29
12 (MEALS & COFFEE EXPENSES)	2,284.93	12,000.00	-9,715.07
13 (PARKING & TAXI EXPENSES)	15.00	2,400.00	-2,385.00
14 (AIR & TRAVEL EXPENSES)	0.00	27,600.00	-27,600.00
15 (HOTEL & MEETING ROOMS)	0.00	37,200.00	-37,200.00
16 (POSTAGE & COURIER SERVICE)	26,357.32	36,000.00	-9,642.68
17 (EQUIPMENT RENTALS/PAYMENT)	77,194.25	85,200.00	-8,005.75
18 (CONTRIBUTIONS & GIFTS)	29,775.55	36,000.00	-6,224.45
2 (OFFICE SUPPLIES)	11,307.15	12,000.00	-692.85
21 (ARBITRATOR AND LAWYER FEES)	29,523.60	24,000.00	5,523.60
25 (LIFE INSURANCE & POLICIES)	75,139.18	90,000.00	-14,860.82
27 (UNION JACKET/PENS/HATS)	3,345.01	12,000.00	-8,654.99
28 (OTHER)	30,803.06	35,755.00	-4,951.94

29 (VEHICLE ALLOWANCES)	73,800.00	82,800.00	-9,000.00
30 (COUNCIL DUES)	26,867.35	30,000.00	-3,132.65
32 (BARGAINING UNIT EXPENSES)	400,551.25	375,600.00	24,951.25
33 (WCB APPEAL EXPENSES)	5,464.30	8,400.00	-2,935.70
4 (LABOUR COUNCIL'S)	2,918.00	3,008.00	-90.00
41 (UNION LEAVE REIMBURSEMENTS)	0.00	14,400.00	-14,400.00
42 (STRIKE EXPENSES)	6,129.48	0.00	6,129.48
43 (PAID EDUCATION LEAVE PROGRAM)	7,365.74	22,000.00	-14,634.26
44 (RETIREE'S)	1,000.00	600.00	400.00
45 (VANCOUVER ISLAND SUB LOCAL)	73,189.05	76,200.00	-3,010.95
5 (EDUCATION COSTS)	53,809.88	39,600.00	14,209.88
6 (HALL RENTAL)	52,345.68	54,000.00	-1,654.32
7 (TELEPHONE EXPENSES)	11,494.01	9,600.00	1,894.01
79 (Adjustment Committee Fund)	1,209.75	1,200.00	9.75
8 (BANK CHARGES)	843.00	960.00	-117.00
9 (WORKERS COMPENSATION)	621.12		
P_ADVANCES (ADVANCES GIVEN)	-3,603.18	-9,600.00	5,996.82
Payroll Expenses	1,058,248.00	1,080,000.00	-21,752.00
Total Expense	3,513,268.90	3,464,923.00	48,345.90
Net Income	65,472.17	0.00	65,472.17

**\*\* We have over \$24,000.00 in reimbursement to claim from Unifor National, Unifor BCRC, Unifor Educational Costs, Unifor 1<sup>st</sup> Collective Agreement costs, and Invoices to Employers. We also have about \$26,000.00 in PEL Payments to turn over to National.**

**Bargaining in 2022-2023 \$400,551.25:** A lot of our Local unit Collective Agreements have expired and need to be scheduled for Bargaining this year.

**Educations costs include \$53,809.88:** Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership. Two of our Local Reps attended a seminar on changes to the Labour Code in February. The Local has been sending Stewards to Area Schools.

**Arbitrations and Lawyer's Fees \$ 29,523.60:** We never know how many Arbitrations and or Legal Issues within the Local in any given year.

**Charitable Contributions (Donations) and Gifts \$29,775.55:** Annual Donation to Variety the Children's Charity \$4,000.00; United Way Annual Donation \$ 3,230.97; The Realistic Success Recovery Society \$3,000.00; Vancouver Co-Op Radio \$1,000.00; Threads for Life Walk \$ 300.00; Terry Fox Run \$500.00 and many others as well; WOR Veterans Memorial Donation; Cards and Flowers to members; Financial Assistance donations to members in need.

**Strikes and Lock outs:** Pre-Signify Strike Deadline June 5<sup>th</sup>, 2023, agreement was reached and ratified. Salvation Army went on strike on August 16<sup>th</sup> and reached a tentative agreement on September 29<sup>th</sup>. We currently have a few other units in the final stages of a potential strike situation (PWT Courtney Comox).

**Other Items to mention:** **\*\* Trailer for BBQ is still on the books and not yet purchased.**

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

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

**\*\*The local will continue using the services of Lloyd Hynes for our WCB appeals in 2023/2024 and we will be talking with the other Locals in the New West Hall to look at our WCB needs and how to move forward in 2024. As a note our WCB Appeals have dropped significantly in the last two years. In fact, in 2014, the number was 42. From 2016 to 2017 appeals dropped to an average of 27 per year. 2018 the number dropped to 14. 2019 - 8, 2020 - 2, 2021 - 2, 2022 - 6 and so far, this year - 1.**

**\*\*The local needs to continue building our relationship with the National Organizing department so that we can become active in organizing. We need to seriously look at organizing within our Local and that includes enacting our Community Based Organizer within our Local By-Laws. The BC Government has brought into law as of June 2, 2022, unionization will be granted by the provincial labour board if at least 55% of workers at a job site have signed a union card. We have had some of our Local 114 members assisting with the National Amazon Campaign (Dean Williams, Maurice Mills, Gretchen Santonil, Harjit Singh Marar and Brett Pike).**

**\*\*The Local has a Public Storage Locker for our old files annual fee \$4,500.00.**

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

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

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

**\*\*Our Local wants to welcome our new units from Delta, Kitimat, Prince Rupert, Quesnel into our Local – Delta Cascade Casino, Diversified Transit, Pembina Pipeline, West Coast Security, and a recent new unit of members driving busses at Passenger Contracted Transportation Services Ltd. Our Local has also reached out to a Vancouver Hotel to talk about them merging into our local (Ongoing discussions).**

**New Units this year into Local 114**

**Delta Cascades Casino - Delta, BC**

**Diversified Transport – Kitimat, BC**

**Pembina Pipeline – Prince Rupert, BC**

**Westcoast Security – Kitimat, BC**

**Passenger Contracted Transportation Services Ltd. - Quesnel, BC**

**Expanding our current certifications at:**

**Cascade Aerospace – Abbotsford, BC**

**Transdev – Kamloops, BC**

**Transdev – Vernon/Salmon Arm, BC**

**GardaWorld - BC**

**Financial Report given at the March 15<sup>th</sup>, 2024, Executive Meeting at New West Hall**

**Financial Report given at the March 16<sup>th</sup>, 2024, General Meeting at New West Hall**

**Our next General Meeting will be held  
on Saturday June 15<sup>th</sup> @ 9:30 am at the  
New Westminster Hall.**





# FINANCIAL REPORT EXECUTIVE MARCH 15<sup>TH</sup> & GENERAL MEETING MARCH 16<sup>TH</sup>, 2024

Please find attached the Financial Report for the period covering January and February 2024

## January 2024

Our total expenses for January 2024:	- \$290,928.01	Page 2
Our total deposits for January 2024:	<u>+\$328,353.68</u>	Page 2
A surplus in the month of January 2024	+\$ 37,425.67	Page 2

## February 2024

Our total expenses for February 2024:	- \$387,209.72	Page 2
Our total deposits for February 2024:	<u>+\$336,362.38</u>	Page 2
A deficit in the month of February 2024	-\$ 50,847.34	Page 2

## Year to Date: January – February 2024

Our total expenses for January – February 2024:	- \$ 678,137.73	Page 3
Our total deposits for January – February 2024:	<u>+\$ 664,716.06</u>	Page 3
A total year deficit at the end of February	-\$ 13,421.67	Page 3

## Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending February 2024	+\$ 436,682.46	Page 4
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## Explanation to Expense Categories: January through February 2024

Page 4-7

## 2024 Proposed Budget

Page 7-9

## 2024 Budget vs Actual (January through February)

Page 9-10

## Units in Bargaining and Items to Mention 2024

Page 10-11

## MONTHLY TOTALS

Month	Income	Expense	Difference	Balance
January	328,353.68	- 290,928.01	+ 37,425.67	+ 37,425.67
February	336,362.38	- 387,209.72	- 50,847.34	- 13,421.67
Yearly Total	664,716.06	- 678,137.73	- 13,421.67	- 13,421.67

March 16<sup>th</sup>, 2024 Bill Gaucher Secretary Treasurer Unifor Local 114

## January and February 2023 - Monthly Deposits vs Expenses

	Jan 24	Feb 24
<b>Income</b>		
D1 (NATIONAL OFFICE DUES)	291,604.04	269,012.33
D13 (INITIATION FEE)	130.00	70.00
D16 (POSTAGE)	1,584.92	171.62
D18 (SAFETY REMITTANCE)	43.71	44.04
D2 (VANCOUVER ISLAND SUB LOCAL)	11,970.62	36,820.91
D20 (LOCAL EDUCATION FUND)	11,633.01	1,364.75
D42 (Strike Fund Reimbursements)	4,909.02	12,621.47
D5 (NATIONAL EXPENSE CLAIMS)	0.00	9,582.80
D8 (OTHER)	5,331.78	5,514.80
D9 (INTEREST)	1,146.58	1,159.66
<b>Total Income</b>	<b>328,353.68</b>	<b>336,362.38</b>
<b>Gross Profit</b>	<b>328,353.68</b>	<b>336,362.38</b>
<b>Expense</b>		
1 (DUES & FEES TO NATIONAL)	117,510.83	124,264.91
11 (DUES REFUNDS)	70.40	67.20
12 (MEALS & COFFEE EXPENSES)	0.00	28.54
13 (PARKING & TAXI EXPENSES)	2.00	62.95
16 (POSTAGE & COURIER SERVICE)	1,760.53	5,347.45
17 (EQUIPMENT RENTALS/PAYMENT)	1,479.43	5,341.16
18 (CONTRIBUTIONS & GIFTS)	5,384.50	4,805.00
2 (OFFICE SUPPLIES)	1,569.95	1,808.02
21 (ARBITRATOR AND LAWYER FEES)	227.74	23,154.49
25 (LIFE INSURANCE & POLICIES)	6,817.94	6,817.94
27 (UNION JACKET/PENS/HATS)	0.00	1,711.50
28 (OTHER)	3,047.73	806.82
29 (VEHICLE ALLOWANCES)	6,900.00	6,900.00
30 (COUNCIL DUES)	2,176.10	2,301.21
32 (BARGAINING UNIT EXPENSES)	29,679.22	26,151.48
33 (WCB APPEAL EXPENSES)	1,050.00	0.00
4 (LABOUR COUNCIL'S)	840.50	0.00
42 (STRIKE EXPENSES)	3,402.64	3,656.18
43 (PAID EDUCATION LEAVE PROGRAM)	0.00	26,038.26
45 (VANCOUVER ISLAND SUB LOCAL)	6,337.08	7,289.48
5 (EDUCATION COSTS)	743.67	665.15
6 (HALL RENTAL)	4,362.14	4,362.14
7 (TELEPHONE EXPENSES)	699.13	0.00
79 (Adjustment Committee Fund)	83.22	0.00
8 (BANK CHARGES)	73.50	66.75
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00
<b>Payroll Expenses</b>	<b>96,709.76</b>	<b>135,563.09</b>
<b>Total Expense</b>	<b>290,928.01</b>	<b>387,209.72</b>
<b>Net Income</b>	<b>37,425.67</b>	<b>-50,847.34</b>

# January through February 2024 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
<b>Income</b>	
D1 (NATIONAL OFFICE DUES)	560,616.37
D13 (INITIATION FEE)	200.00
D16 (POSTAGE)	1,756.54
D18 (SAFETY REMITTANCE)	87.75
D2 (VANCOUVER ISLAND SUB LOCAL)	48,791.53
D20 (LOCAL EDUCATION FUND)	12,997.76
D42 (Strike Fund Reimbursements)	17,530.49
D5 (NATIONAL EXPENSE CLAIMS)	9,582.80
D8 (OTHER)	10,846.58
D9 (INTEREST)	<u>2,306.24</u>
<b>Total Income</b>	<u>664,716.06</u>
<b>Gross Profit</b>	664,716.06
<b>Expense</b>	
1 (DUES & FEES TO NATIONAL)	241,775.74
11 (DUES REFUNDS)	137.60
12 (MEALS & COFFEE EXPENSES)	28.54
13 (PARKING & TAXI EXPENSES)	64.95
16 (POSTAGE & COURIER SERVICE)	7,107.98
17 (EQUIPMENT RENTALS/PAYMENT)	6,820.59
18 (CONTRIBUTIONS & GIFTS)	10,189.50
2 (OFFICE SUPPLIES)	3,377.97
21 (ARBITRATOR AND LAWYER FEES)	23,382.23
25 (LIFE INSURANCE & POLICIES)	13,635.88
27 (UNION JACKET/PENS/HATS)	1,711.50
28 (OTHER)	3,854.55
29 (VEHICLE ALLOWANCES)	13,800.00
30 (COUNCIL DUES)	4,477.31
32 (BARGAINING UNIT EXPENSES)	55,830.70
33 (WCB APPEAL EXPENSES)	1,050.00
4 (LABOUR COUNCIL'S)	840.50
42 (STRIKE EXPENSES)	7,058.82
43 (PAID EDUCATION LEAVE PROGRAM)	26,038.26
45 (VANCOUVER ISLAND SUB LOCAL)	13,626.56
5 (EDUCATION COSTS)	1,408.82
6 (HALL RENTAL)	8,724.28
7 (TELEPHONE EXPENSES)	699.13
79 (Adjustment Committee Fund)	83.22
8 (BANK CHARGES)	140.25
P_ADVANCES (ADVANCES GIVEN)	0.00
<b>Payroll Expenses</b>	<u>232,272.85</u>
<b>Total Expense</b>	<u>678,137.73</u>
<b>Net Income</b>	<u><u>-13,421.67</u></u>

## Balance Sheet Ending February 29<sup>th</sup>, 2024

	<u>29 Feb 24</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Chequing/Savings</b>	
@Unifor2024	351,904.09
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	1,526.86
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	12,865.20
Long BID Term 3 (Term Deposit Account (Former L432))	27,172.79
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,612.74
Loomis Owner Operators (Owner Operators Special Fund)	<u>30,922.67</u>
<b>Total Chequing/Savings</b>	<u>436,682.46</u>
<b>Total Current Assets</b>	<u>436,682.46</u>
<b>TOTAL ASSETS</b>	<u><u>436,682.46</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Other Current Liabilities	
Payroll Liabilities	<u>-113.31</u>
<b>Total Other Current Liabilities</b>	<u>-113.31</u>
<b>Total Current Liabilities</b>	<u>-113.31</u>
<b>Total Liabilities</b>	-113.31
<b>Equity</b>	
Opening Bal Equity	427,373.82
Retained Earnings	22,843.62
Net Income	<u>-13,421.67</u>
<b>Total Equity</b>	<u>436,795.77</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>436,682.46</u></u>

## Explanation to Expense Categories: JANUARY THROUGH FEBRUARY 2024

### **DUES & FEES TO NATIONAL: (\$ 241,775.74)**

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

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

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

### **DUES REFUNDS: (\$ 137.60)**

This is where any Dues Refunds or adjustments are listed.

### **MEALS & COFFEE EXPENSES: (\$ 28.54) also included in Bargaining Unit Expenses**

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

**PARKING & TAXI EXPENSES: (\$ 64.95) 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: (\$ 7,107.98)**  
Covers all postage charges and any Courier Service (Includes any Election mail out and AIL mail outs).  
We have taken over administration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals.

**EQUIPMENT RENTALS/PAYMENT: (\$ 6,820.59)**  
Covers any and all lease/equipment payments and any Office Equipment purchases and services.  
Includes all yearly software licenses for our computers and server. We have taken over admiration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals, Video Conferencing and Simply Voting.

**CONTRIBUTIONS & GIFTS: (\$ 10,189.50)**  
Covers any Financial Assistance and contributions, United Way Campaign Local Donations, Strike Assistance, Flowers, Fruit Baskets to injured/sick members and any Memorial Service requests, BC Fed Action. Includes our Annual Variety Children's Charity (as per By-Laws \$4,000.00) and Realistic Society House \$3,000.00.

**OFFICE SUPPLIES: (\$ 3,377.97)**  
Covers any supplies for the office.

**LAWYER FEES and ARBITRATOR FEES: (\$ 23,382.23)**  
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: (\$ 13,635.88)**  
This covers all Health and Welfare Premiums, Office Insurance coverage, Equipment Insurance, Insurance Rebates.

**SOCIAL COMMITTEES: (\$ 0.00)**  
This covers any functions in the (Unit BBQ's included in Bargaining Unit expenses) Local for Recreation, BBQ's etc. Every Child Matters Pins

**UNION JACKET/PENS/HATS (\$ 1,711.50)**  
This covers any purchase of Union paraphernalia.

**OTHER: (\$ 3,854.55)**  
This covers all the expenses that don't fit properly in all the other categories.  
Some of the examples are: Closing out of accounts transfers, All Grievance Settlements channeled through the Local, Membership Fees, Affiliation Fees, Leadership Training Fund, Assessments, Translation Fees, Vehicle Insurance Rebates, UBT Programs fees for ICS Group, Convention Costs, Summons for Labour Board Hearings, Convention

registration fees, Computer service work, Strike Clean Up Charges, Garbage collection fees, Medical Letters, Office Leasehold Improvements, Child Care Expenses, Organizing Research Searches and Bank Equity Requirements.

**VEHICLE ALLOWANCES: (\$ 13,800.00)**

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

**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 1<sup>st</sup>, 2017 through December 2017. NO DUES GOING TO BC FED OR LABOUR COUNCILS. UNIFOR DISPUTE WITH CLC.

**COUNCIL DUES: (\$ 4,477.31)**

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: (\$ 55,830.70)**

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: (\$ 1,050.00)**

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

**LABOUR COUNCIL'S: (\$ 840.50) \*\*\***

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: (\$ 7,058.82) PWT Courtney and Comox – Strike.**

**PAID EDUCATION LEAVE PROGRAM: (\$ 26,038.26)**

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

**RETIREE'S: (\$ 0.00)**

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

**VANCOUVER ISLAND SUB LOCAL EXPENSES: (\$ 13,626.56)**

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

**EDUCATION COSTS: (\$ 1,408.82)**

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

**HALL RENTAL: (\$ 8,724.28)**

Office rental space at New Westminster, BC.

**TELEPHONE EXPENSES: (\$ 699.13)**

Covers all Telephone, Fax and Cell phone usage.

**BANK CHARGES: (\$ 140.25)**

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

**ADJUSTMENT FUND: (\$ 83.22)**

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

**WORKERS COMPENSATION EMPLOYER COSTS: (\$ 0.00)**

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

**ADVANCES GIVEN/RETURNED: (- \$ 0.00)**

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

**PAYROLL EXPENSES: (\$ 232,272.85)**

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

**TOTAL JANUARY – FEBRUARY EXPENSE: 2024**

**- \$ 678,137.73**

**TOTAL JANUARY – FEBRUARY DEPOSITS: 2024**

**+ \$ 664,716.06**

**DEFICIT/SURPLUS ENDING FEBRUARY: 2024**

**- \$ 13,421.67**

**PROPOSED Budget – 2024**

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

	<u>Jan - Dec 24</u>
<b>Income</b>	
D1 (NATIONAL OFFICE DUES)	2,950,787.12
D13 (INITIATION FEE)	2,910.00
D16 (POSTAGE)	17,659.59
D18 (SAFETY REMITTANCE)	277.66
D2 (VANCOUVER ISLAND SUB LOCAL)	390,211.93
D20 (LOCAL EDUCATION FUND)	35,611.31
D3 (Loomis Owner Operators Fund)	9,100.00
D3A (DHL Owner Operators Fund)	4,200.00
D4 (NATIONAL REBATE)	86,000.00
D42 (Strike Fund Reimbursements)	0.00
D46 (Organizing)	0.00
D5 (NATIONAL EXPENSE CLAIMS)	33,162.57
D7 (TERM DEPOSIT INTEREST)	1,132.14
D8 (OTHER)	36,560.79
D9 (INTEREST)	12,336.14
<b>Total Income</b>	<u>3,579,949.25</u>
<b>Gross Profit</b>	3,579,949.25
<b>Expense</b>	
1 (DUES & FEES TO NATIONAL)	1,450,837.71
11 (DUES REFUNDS)	4,432.71
12 (MEALS & COFFEE EXPENSES)	2,284.93
13 (PARKING & TAXI EXPENSES)	15.00
16 (POSTAGE & COURIER SERVICE)	26,357.32
17 (EQUIPMENT RENTALS/PAYMENT)	120,000.00
18 (CONTRIBUTIONS & GIFTS)	29,775.55
2 (OFFICE SUPPLIES)	11,307.15
21 (ARBITRATOR AND LAWYER FEES)	29,523.60
25 (LIFE INSURANCE & POLICIES)	75,139.18
27 (UNION JACKET/PENS/HATS)	3,345.01
28 (OTHER)	30,803.06
29 (VEHICLE ALLOWANCES)	73,800.00
30 (COUNCIL DUES)	26,867.35
32 (BARGAINING UNIT EXPENSES)	409,793.42
33 (WCB APPEAL EXPENSES)	5,464.30
4 (LABOUR COUNCIL'S)	2,918.00
42 (STRIKE EXPENSES)	6,129.48
43 (PAID EDUCATION LEAVE PROGRAM)	7,365.74
44 (RETIREE'S)	1,000.00
45 (VANCOUVER ISLAND SUB LOCAL)	73,189.05
5 (EDUCATION COSTS)	53,809.88
6 (HALL RENTAL)	52,345.68
7 (TELEPHONE EXPENSES)	11,494.01



79 (Adjustment Committee Fund)	1,209.75
8 (BANK CHARGES)	843.00
9 (WORKERS COMPENSATION)	621.12
P_ADVANCES (ADVANCES GIVEN)	-3,603.18
Payroll Expenses	<u>1,072,880.43</u>
Total Expense	<u>3,579,949.25</u>
Net Income	<u><u>0.00</u></u>

## January – February 2024 Budget vs Actual

	Jan - Feb 24	Budget	\$ Over Budget
<b>Income</b>			
D1 (NATIONAL OFFICE DUES)	560,616.37	496,040.66	64,575.71
D13 (INITIATION FEE)	200.00	230.00	-30.00
D16 (POSTAGE)	1,756.54	3,499.39	-1,742.85
D18 (SAFETY REMITTANCE)	87.75	0.00	87.75
D2 (VANCOUVER ISLAND SUB LOCAL)	48,791.53	59,817.17	-11,025.64
D20 (LOCAL EDUCATION FUND)	12,997.76	7,186.81	5,810.95
D3 (Loomis Owner Operators Fund)	0.00	0.00	0.00
D3A (DHL Owner Operators Fund)	0.00	0.00	0.00
D4 (NATIONAL REBATE)	0.00	21,500.00	-21,500.00
D42 (Strike Fund Reimbursements)	17,530.49	0.00	17,530.49
D46 (Organizing)	0.00	0.00	0.00
D5 (NATIONAL EXPENSE CLAIMS)	9,582.80	0.00	9,582.80
D7 (TERM DEPOSIT INTEREST)	0.00	27.57	-27.57
D8 (OTHER)	10,846.58	8,702.73	2,143.85
D9 (INTEREST)	2,306.24	2,148.29	157.95
Total Income	<u>664,716.06</u>	<u>599,152.62</u>	<u>65,563.44</u>
Gross Profit	664,716.06	599,152.62	65,563.44
<b>Expense</b>			
1 (DUES & FEES TO NATIONAL)	241,775.74	231,546.05	10,229.69
11 (DUES REFUNDS)	137.60	408.70	-271.10
12 (MEALS & COFFEE EXPENSES)	28.54	878.44	-849.90
13 (PARKING & TAXI EXPENSES)	64.95	0.00	64.95
16 (POSTAGE & COURIER SERVICE)	7,107.98	6,361.02	746.96
17 (EQUIPMENT RENTALS/PAYMENT)	6,820.59	20,000.00	-13,179.41
18 (CONTRIBUTIONS & GIFTS)	10,189.50	12,496.19	-2,306.69
2 (OFFICE SUPPLIES)	3,377.97	4,544.44	-1,166.47
21 (ARBITRATOR AND LAWYER FEES)	23,382.23	825.00	22,557.23
25 (LIFE INSURANCE & POLICIES)	13,635.88	13,189.93	445.95
27 (UNION JACKET/PENS/HATS)	1,711.50	0.00	1,711.50
28 (OTHER)	3,854.55	5,287.19	-1,432.64
29 (VEHICLE ALLOWANCES)	13,800.00	11,800.00	2,000.00

30 (COUNCIL DUES)	4,477.31	4,287.90	189.41
32 (BARGAINING UNIT EXPENSES)	55,830.70	55,549.72	280.98
33 (WCB APPEAL EXPENSES)	1,050.00	1,871.61	-821.61
4 (LABOUR COUNCIL'S)	840.50	729.50	111.00
42 (STRIKE EXPENSES)	7,058.82	0.00	7,058.82
43 (PAID EDUCATION LEAVE PROGRAM)	26,038.26	0.00	26,038.26
44 (RETIREE'S)	0.00	0.00	0.00
45 (VANCOUVER ISLAND SUB LOCAL)	13,626.56	10,886.39	2,740.17
5 (EDUCATION COSTS)	1,408.82	9,416.00	-8,007.18
6 (HALL RENTAL)	8,724.28	8,724.28	0.00
7 (TELEPHONE EXPENSES)	699.13	2,037.68	-1,338.55
79 (Adjustment Committee Fund)	83.22	266.91	-183.69
8 (BANK CHARGES)	140.25	110.25	30.00
9 (WORKERS COMPENSATION)	0.00	0.00	0.00
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	0.00
Payroll Expenses	232,272.85	178,813.42	53,459.43
Total Expense	678,137.73	580,030.62	98,107.11
Net Income	-13,421.67	19,122.00	-32,543.67

**Bargaining in 2023-2024-2025 \$55,830.70:** A lot of our Local unit Collective Agreements have expired and need to be scheduled for Bargaining this year and into 2025. DHL, Loomis, Applewood Nissan, Prepac, Westman Steel, Metalex, PPG, B & L Security, GEA (Aerofreeze), Transdev (DW), Vitrans, PWT, CVRT, Hotel Grand Pacific, Quesnell Transit, Vernon/Salmon Arm Transit, Kohler, Cam Clark Ford, Chilliwack Ford, Strait Express and Tentnology. 22 units representing about 1,600 members.

**Educations costs include \$1,408.82:** Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership.

**Arbitrations and Lawyer's Fees \$ 23,382.23:** We never know how many Arbitrations and or Legal Issues within the Local in any given year. Loomis \$227.74; Clipper \$3,988.88; Brinks \$19,165.61 (I was able to get National covered ½ of this one \$9,582.80).

**Charitable Contributions (Donations) and Gifts \$10,189.50:** Annual Donation to Variety the Children's Charity \$4,200.00; United Way Annual Donation; The Realistic Success Recovery Society \$3,000.00; Threads for Life Walk \$ 300.00; Terry Fox Run \$500.00 and many others as well; WOR Veterans Memorial Donation; Cards and Flowers to members; Financial Assistance donations to members in need.

**Strikes and Lock outs \$ 7,058.82:** PWT Courtney and Comox, BC; Most strike expenses are covered by the National Strike Department, however there are always some cost directly to the Local.

### **Other Items to mention:**

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

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

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

***\*\*The local will continue using the services of Lloyd Hynes for our WCB appeals in 2023 and we will be talking with the other Locals in the New West Hall to look at our WCB needs and how to move forward in 2023-2024.***

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

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

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

***\*\*We authorized the updating of software and some new replacement computers in the office from 2023 into 2043.***

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

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

***\*\* Our Local has reached out to a Vancouver Hotel to talk about them merging into our local. New unit of Transit drivers in Quesnell, will be bargaining for a 1<sup>st</sup> agreement.***

**Financial Report given at the March 15<sup>th</sup>, 2024 Executive Meeting at New West Hall  
Financial Report given at the March 16<sup>th</sup>, 2024 General Meeting at New West Hall**

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



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

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GORDON McGRATH  
*President*

BILL GAUCHER  
*Secretary Treasurer*

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**March 14<sup>th</sup>, 2024**

## **Report from the Trustees of Local 114**

The Trustee's met on March 14<sup>th</sup>, 2024 to go over the Quarterly Audit periods.

Please find attached the condensed Quarterly Audit Reports covering the following periods.

July, August, September 2023  
October, November, December 2023

**Pages**  
1 - 10  
11 - 20

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

First Floor, 326 - 12<sup>th</sup> Street  
New Westminster, BC V3M 4H6  
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GORDON McGRATH  
*President*

BILL GAUCHER  
*Secretary Treasurer*

VIA COURIER & E-Mail

14 March 2024

Len Poirier  
Secretary Treasurer  
Unifor  
205 Placer Court,  
Toronto, ON  
M2H 3H9

[trustee.syndic@unifor.org](mailto:trustee.syndic@unifor.org)

**RE: UNIFOR TRUSTEES' QUARTERLY AUDIT REPORT  
JULY, AUGUST, SEPTEMBER 2023**

Dear Brother Poirier:

Please find enclosed the original copy of our Unifor "Local Trustees" Quarterly Audit Report" for our Local.

This Audit covers the period of July through September 2023.

Yours truly,

A handwritten signature in black ink, appearing to read 'Bill Gaucher', written over a horizontal line.

Bill Gaucher  
Secretary Treasurer  
Unifor Local 114  
WFG/bg-unifor114  
This Audit covers  
Enclosure

Cc: Gordon McGrath President Unifor Local 114  
Trustees Unifor Local 114

**Main Office Location**

First Floor, 326 - 12<sup>th</sup> Street  
New Westminster, BC V3M 4H6  
Tel: 604.524.9457  
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GORDON McGRATH  
*President*

BILL GAUCHER  
*Secretary Treasurer*

14 March 2024

To Whom It May Concern:

We, James Young, Michael Garland and Bernie Katili have completed the audit for the months of July, August, and September 2023. We have found no errors or omissions in the books.

To Whom

Signed:

James Young

Michael Garland

Bernie Katili



**TRUSTEE'S QUARTERLY ANNUAL  
AUDIT REPORT**

**JULY THROUGH SEPTEMBER 2023**

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

**Bill Gaucher  
Secretary Treasurer**

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**UNIFOR**  
the Union | le syndicat

# QUARTERLY REPORT OF TRUSTEES / RAPPORT TRIMESTRIEL DES SYNDICS

Local No. **114**  
Section locale

DATE: **14 March 2024**

Quarter Ended **September 23**  
trimestre se terminant le **20**  
(Mar., June, Sept. or Dec.) / (mars, juin, sept. ou déc.)

1st Month 2nd Month 3rd Month  
1er mois 2ième mois 3ième mois

**Jul Aug Sep**

## **A RECEIPTS** **ARGENT REÇUS**

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

**see attached sheet**

**09 Interest Income**  
Revenus d'intérêts

**10 Reimbursement**  
Remboursement

**11 Other**  
Autres

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

**302,390.22 305,935.51 321,909.79**

## **B DISBURSEMENTS** **DÉBOURSÉS**

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

**see attached sheet**

**14 Affiliation Fees**  
Frais d'affiliation

**15 Lost Time**  
Temps perdu

**16 Reimbursed Expenses**  
Remboursement de dépenses

**17 Office Administration**  
Frais de bureau & administration

**18 Bonds / etc.**  
Obligations / etc.

**19 Interest Expense**  
Dépenses d'intérêts

**20 Bank Loan**  
Prêt bancaire

**21 Other**  
Autres

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

**282,321.91 290,378.37 276,883.67**

\* If your Local receives dues from your employer please complete lines #8 and #13. If your Local receives dues from the National Union please complete line #8 only.  
Si votre section locale reçoit des cotisations de l'employeur, veuillez compléter les lignes 8 et 13. Si votre section locale reçoit des cotisations du syndicat national, veuillez compléter la ligne 8 seulement.



**1**

**4**



	1st Month 1er mois	2nd Month 2ième mois	3rd Month 3ième mois
	Jul	Aug	Sep
<b>C CASH ANALYSIS</b> <b>ARGENTS EN CAISSE</b>			
23 Balance at End of Previous Month Solde à la fin du mois précédent	316,776.85	336,845.16	352,402.30
24 Add: Total Receipts (From Line 12) Ajouter: argents reçus (Montant à la ligne 12)	+ 302,390.22	+ 305,935.51	+ 321,909.79
25 Less: Total Disbursements (From Line 22) Moins: déboursés totaux (Ligne 22)	- 282,321.91	- 290,378.37	- 276,883.67
26 Balance at End of Current Month Solde à la fin du mois courant	336,845.16	352,402.30	397,428.42

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

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

31 Chequing Account Bank Balance (From Line 28)* Solde en banque - Compte courant (Ligne 28)*			
32 Savings Account Bank Balance* Solde en banque - Compte d'épargne*			
33 Property Immeuble			
34 Furniture & Equipment** Moblier et équipement**			
35 Other Assets** Autres avoirs**			
36 Bonds Obligations			
37 Shares Actions			
38 Sub-total Sous total			
39 Mortgage Hypothèque			
40 Bank loan Prêt bancaire			
41 Total Total	336,845.16	352,402.30	397,428.42

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

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

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

by/Par: James Young Trustee/Syndic  
Bernice Katili Trustee/Syndic  
Michael Deller Trustee/Syndic

Date Signed MARCH 14/24  
Date de signature  
President/Président(e) [Signature]



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



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**Unifor Local 114**  
**Deposit vs Expenses**  
**July through September 2023**

Accrual Basis

	Jul 23	Aug 23	Sep 23	TOTAL
<b>Income</b>				
D1 (NATIONAL OFFICE DUES)	240,112.80	266,215.99	272,396.71	778,725.50
D13 (INITIATION FEE)	490.00	210.00	230.00	930.00
D16 (POSTAGE)	1,493.03	128.16	830.04	2,451.23
D18 (SAFETY REMITTANCE)	51.79	45.63	0.00	97.42
D2 (VANCOUVER ISLAND SUB LOCAL)	48,640.19	31,367.32	20,803.14	100,810.65
D20 (LOCAL EDUCATION FUND)	9,095.30	1,794.51	2,555.60	13,445.41
D3 (Loomis Owner Operators Fund)	0.00	0.00	1,200.00	1,200.00
D4 (NATIONAL REBATE)	0.00	0.00	21,500.00	21,500.00
D42 (Strike Fund Reimbursements)	0.00	0.00	800.00	800.00
D8 (OTHER)	1,652.50	5,174.07	470.19	7,296.76
D9 (INTEREST)	854.61	999.83	1,124.11	2,978.55
<b>Total Income</b>	<b>302,390.22</b>	<b>305,935.51</b>	<b>321,909.79</b>	<b>930,235.52</b>
<b>Gross Profit</b>	<b>302,390.22</b>	<b>305,935.51</b>	<b>321,909.79</b>	<b>930,235.52</b>
<b>Expense</b>				
1 (DUES & FEES TO NATIONAL)	118,836.13	105,331.75	120,827.82	344,995.70
11 (DUES REFUNDS)	69.03	0.00	0.00	69.03
16 (POSTAGE & COURIER SERVICE)	638.02	73.25	4,109.24	4,820.51
17 (EQUIPMENT RENTALS/PAYMENT)	1,967.07	1,023.97	3,144.40	6,135.44
18 (CONTRIBUTIONS & GIFTS)	171.59	72.80	2,500.00	2,744.39
2 (OFFICE SUPPLIES)	913.53	602.43	0.00	1,515.96
21 (ARBITRATOR AND LAWYER FEES)	7,845.32	0.00	468.57	8,313.89
25 (LIFE INSURANCE & POLICIES)	6,974.75	7,164.70	7,224.70	21,364.15
28 (OTHER)	3,521.67	264.37	22.82	3,808.86
29 (VEHICLE ALLOWANCES)	5,900.00	5,900.00	5,900.00	17,700.00
30 (COUNCIL DUES)	2,200.63	1,950.56	2,237.56	6,388.75
32 (BARGAINING UNIT EXPENSES)	37,611.90	38,264.30	37,151.29	113,027.49
33 (WCB APPEAL EXPENSES)	1,050.00	0.00	0.00	1,050.00
4 (LABOUR COUNCIL'S)	729.50	0.00	0.00	729.50
42 (STRIKE EXPENSES)	0.00	683.93	3,229.09	3,913.02
45 (VANCOUVER ISLAND SUB LOCAL)	4,484.91	8,700.37	6,684.74	19,870.02
5 (EDUCATION COSTS)	7,368.57	4,417.27	3,268.08	15,053.92
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	1,232.89	2,548.89	771.68	4,553.46
79 (Adjustment Committee Fund)	141.46	83.22	83.22	307.90
8 (BANK CHARGES)	63.75	52.50	76.50	192.75
9 (WORKERS COMPENSATION)	0.00	621.12	0.00	621.12
P_ADVANCES (ADVANCES GIVEN)	0.00	-250.00	0.00	-250.00
Payroll Expenses	76,239.05	108,510.80	74,821.82	259,571.67
<b>Total Expense</b>	<b>282,321.91</b>	<b>290,378.37</b>	<b>276,883.67</b>	<b>849,583.95</b>
<b>Net Income</b>	<b>20,068.31</b>	<b>15,557.14</b>	<b>45,026.12</b>	<b>80,651.57</b>

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Accrual Basis

**Unifor Local 114  
Balance Sheet  
As of 30 September 2023**

	<u>30 Sep 23</u>
<b>ASSETS</b>	
Current Assets	
Chequing/Savings	
@Unifor2023	310,415.31
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	1,859.74
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	12,865.20
Long BID Term 3 (Term Deposit Account (Former L432))	26,140.25
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,612.74
Loomis Owner Operators (Owner Operators Special Fund)	33,857.07
Total Chequing/Savings	<u>397,428.42</u>
Total Current Assets	<u>397,428.42</u>
<b>TOTAL ASSETS</b>	<u><u>397,428.42</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	-113.31
Total Other Current Liabilities	<u>-113.31</u>
Total Current Liabilities	<u>-113.31</u>
Total Liabilities	<u>-113.31</u>
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	-42,628.55
Net Income	12,796.46
Total Equity	<u>397,541.73</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>397,428.42</u></u>

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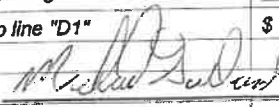
# BANK RECONCILIATION

DATE: JULY 2023

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 278,345.75	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<12,865.20>	3
4			Long BID Term 3	\$ 26,140.25	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<2,026.18>	6
7			Loomis O/Ops Account - Internal	<33,857.07>	6B
8			Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 316,776.85	
10			Total Deposits For The Month	302,390.22	7
11			Total	\$ 69,167.07	*****
12				\$ -	
13			Total Expenses For The Month	282,321.91	8
14	Adjusted Payroll Liabilities Period:			336,845.16	→
15					
16					
17	Balance As Per Cash Book At The End Of The Month : July 31, 2023				
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements:	Community Savings # 755843		\$ 262,518.48	1A
22	\$ 313,461.93	Closing Amount On Bank Stat.	Long BID Term 4 Acct# 75843	\$ -	2A
23	\$ 12,865.20	Less DHL Internal Acct.	DHL - Internal Acct.	\$ 12,865.20	3A
24	\$ 33,857.07	Less Loomis O/Op's Acct	Long BID Term 3	\$ 26,140.25	4A
25	\$ 2,026.18	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ -	Adjustment from 2022	DHL/Loomis Adjustment - Internal Acct.	\$ 2,026.18	6A
27	\$ -	Less Internal Transfer	Loomis O/Ops Account	\$ 33,857.07	6B
28	\$ 2,195.00	Less Outstanding from Previous Year 2022	Piper Educational Term Deposit	\$ 5,612.74	14A
29	Balance #		Total	\$ 349,698.03	
30	\$ 262,518.48	Deposits Made But Not Shown On Bank Statement			
31		Other: Chq #	Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36		Total Cheques Outstanding	Outstanding from Gen Acct.	\$ 12,852.87	11
37					
38	Bank Balance As Per Cash Book At End Of Period: July 31, 2023			\$ 336,845.16	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 302,015.38	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	\$ 21,474.83	1A
42	less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2022	\$ 2,195.00	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 278,345.75	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report		Trustee Signature:		
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

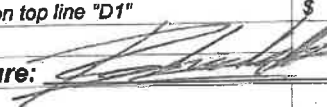
## BANK RECONCILIATION

DATE: AUGUST 2023

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 298,414.06	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<12,865.20>	3
4			Long BID Term 3	\$ 26,140.25	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<2,026.18>	6
7			Loomis O/Ops Account - Internal	<33,857.07>	6B
8			Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 336,845.16	
10			Total Deposits For The Month	305,935.51	7
11				\$ -	*****
12			Total	642,780.67	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The Month	290,378.37	8
15					
16					
17	Balance As Per Cash Book At The End Of The Month : August 31, 2023			\$ 352,402.30	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements: Community Savings # 755843			\$ 421,123.34	1A
22	\$ 472,066.79 Closing Amount On Bank Stat.		Long BID Term 4 Acct# 75843	\$ -	2A
23	-\$ 12,865.20 Less DHL Internal Acct.		DHL - Internal Acct.	\$ 12,865.20	3A
24	-\$ 33,857.07 Less Loomis O/O's Acct		Long BID Term 3	\$ 26,140.25	4A
25	-\$ 2,026.18 Less DHL/Loomis Adjustment		Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ - Adjustment from 2022		DHL/Loomis Adjustment - Internal Acct.	\$ 2,026.18	6A
27	\$ - Less Internal Transfer		Loomis O/Ops Account	\$ 33,857.07	6B
28	-\$ 2,195.00 Less Outstanding from Previous Year 2022		Piper Educational Term Deposit	\$ 5,612.74	14A
29			Total	\$ 508,302.89	
30	\$ 421,123.34 Deposits Made But Not Shown On Bank Statement				
31	Other: Chq #		Outstanding From DHL/Loomis Adj	-\$ 83.22	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36	Total Cheques Outstanding		Outstanding from Gen Acct.	-\$ 155,817.37	11
37					
38	Bank Balance As Per Cash Book At End Of Period: August 31, 2023			\$ 352,402.30	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 313,461.93	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 12,852.87	1
42	less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2022	-\$ 2,195.00	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	\$ -	13
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 298,414.06	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report		Trustee Signature: 		
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

## BANK RECONCILIATION

DATE: SEPTEMBER 2023

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Community Savings Acct# 755843	\$ 313,971.20	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<12,865.20>	3
4			Long BID Term 3	\$ 26,140.25	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,859.74>	6
7			Loomis O/Ops Account - Internal	<33,857.07>	6B
8			Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 352,402.30	
10			Total Deposits For The Month	321909.79	7
11				\$ -	*****
12			Total	674312.09	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The Month	276883.67	8
15					
16					
17	Balance As Per Cash Book At The End Of The Month : September 30, 2023			\$ 397428.42	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements: Community Savings # 755843			\$ 462,332.46	1A
22	\$ 512,894.47 Closing Amount On Bank Stat.		Long BID Term 4 Acct# 75843	\$ -	2A
23	\$ 12,865.20 Less DHL Internal Acct.		DHL - Internal Acct.	\$ 12,865.20	3A
24	\$ 33,857.07 Less Loomis O/O's Acct		Long BID Term 3	\$ 26,140.25	4A
25	\$ 1,859.74 Less DHL/Loomis Adjustment		Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ - Adjustment from 2022		DHL/Loomis Adjustment - Internal Acct.	\$ 1,859.74	6A
27	\$ - Less Internal Transfer		Loomis O/Ops Account	\$ 33,857.07	6B
28	\$ 1,980.00 Less Outstanding from Previous Year 2022		Piper Educational Term Deposit	\$ 5,612.74	14A
29			Total	\$ 549,345.57	
30	\$ 462,332.46 Deposits Made But Not Shown On Bank Statement				
31	Other: Chq #		Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36	Total Cheques Outstanding		Outstanding from Gen Acct.	-\$ 151,917.15	11
37					
38	Bank Balance As Per Cash Book At End Of Period: September 30, 2023			\$ 397,428.42	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 472,066.79	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 155,817.37	1
42	Less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2022	-\$ 2,195.00	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	-\$ 83.22	
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 313,971.20	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report		Trustee Signature: 		
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					

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



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

GORDON McGRATH  
*President*

BILL GAUCHER  
*Secretary Treasurer*

**VIA COURIER & E-Mail**

14 March 2024

[trustee.syndic@unifor.org](mailto:trustee.syndic@unifor.org)

Len Poirier  
Secretary Treasurer  
Unifor  
205 Placer Court,  
Toronto, ON  
M2H 3H9

**RE: UNIFOR TRUSTEES' QUARTERLY AUDIT REPORT  
OCTOBER, NOVEMBER, AND DECEMBER 2023**

Dear Brother Poirier:

Please find enclosed the original copy of our Unifor "Local Trustees" Quarterly Audit Report" for our Local.

This Audit covers the period of October, November and December 2023.

Yours truly,

A handwritten signature in black ink, appearing to read 'Bill Gaucher', written over a horizontal line.

Bill Gaucher  
Secretary Treasurer  
Unifor Local 114  
WFG/bg-unifor114

Enclosure

Cc: Gordon McGrath President Unifor Local 114  
Trustees Unifor Local 114



**TRUSTEE'S QUARTERLY ANNUAL  
AUDIT REPORT**

**OCTOBER THROUGH DECEMBER 2023**

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

**Bill Gaucher  
Secretary Treasurer**



**Main Office Location**  
First Floor, 326 - 12<sup>th</sup> Street  
New Westminster, BC V3M 4H6  
Tel: 604.524.9457  
Toll-free: 1.800.841.5911  
Fax: 604.524.0419  
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220 - 4252 Commerce Circle  
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Tel: 778.265.9855  
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GORDONMcGRATH  
*President*

BILL GAUCHER  
*Secretary Treasurer*

---

14 March 2024

Toll-free: 1.800.841  
Fax: 604.524.0419

Tel: 778.265.9855  
Fax: 778.265.9815

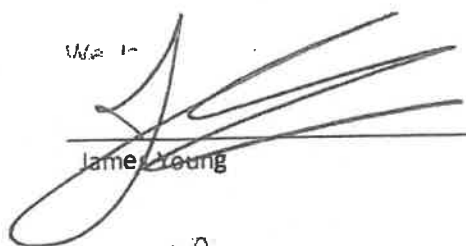
To Whom It May Concern:


We, James Young, Michael Garland and Bernie Katili have completed the audit for the months of October, November, and December 2023. We have found no errors or omissions in the books.

Tel: 604.524.9457  
Fax: 604.524.0419

Tel: 778.265.9855  
Fax: 778.265.9815

Signed:

  
James Young

  
Michael Garland

  
Bernie Katili



## QUARTERLY REPORT OF TRUSTEES / RAPPORT TRIMESTRIEL DES SYNDICS

Local No. **114**  
Section locale

DATE: 14 March 2024

Quarter Ended **December 23**  
trimestre se terminant le 20  
(Mar., June, Sept. or Dec.) / (mars, juin, sept. ou déc.)

	1st Month 1er mois	2nd Month 2ième mois	3rd Month 3ième mois
	Oct	Nov	Dec
<b>A RECEIPTS</b> <b>ARGENT REÇUS</b>			
08 Dues (From employer of National Union Cotisations (provenant de l'employeur ou du Syndicat national))*	see	attached	sheet
09 Interest Income Revenus d'intérêts			
10 Reimbursement Remboursement			
11 Other Autres			
12 Total of all Receipts in Month Total des argents reçus durant le mois (Carry to Line 24) / (Reporter à la ligne 24)	323,967.66	325,713.16	356,005.57
<b>B DISBURSEMENTS</b> <b>DÉBOURSÉS</b>			
13 Per Capita (Paid to National Union if applicable Per capita versée au Syndicat national si applicable)*	see	attached	sheet
14 Affiliation Fees Frais d'affiliation			
15 Lost Time Temps perdu			
16 Reimbursed Expenses Remboursement de dépenses			705.57
17 Office Administration Frais de bureau & administration			
18 Bonds / etc. Obligations / etc.			
19 Interest Expense Dépenses d'intérêts			
20 Bank Loan Prêt bancaire			
21 Other Autres			
22 Total of all Disbursements in Month Total des déboursés du mois (Carry to Line 25) / (Reporter à la ligne 25)	304,330.33	293,067.68	355,612.67

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

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



1

14

	1st Month 1er mois	2nd Month 2ième mois	3rd Month 3ième mois
	Oct	Nov	Dec
<b>C CASH ANALYSIS</b> <b>ARGENTS EN CAISSE</b>			
23 Balance at End of Previous Month Solde à la fin du mois précédent	397,428.42	417,065.75	449,711.23
24 Add: Total Receipts (From Line 12) Ajouter: argents reçus (Montant à la ligne 12)	+ 323,967.66	+ 325,713.16	+ 356,005.57
25 Less: Total Disbursements (From Line 22) Moins: déboursés totaux (Ligne 22)	- 304,330.33	- 293,067.68	- 355,612.67
26 Balance at End of Current Month Solde à la fin du mois courant	417,065.75	449,711.23	450,104.13

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

312.67

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

31 Chequing Account Bank Balance (From Line 26)* Solde en banque - Compte courant (Ligne 26)*			
32 Savings Account Bank Balance* Solde en banque - Compte d'épargne*			
33 Property Immeuble			
34 Furniture & Equipment** Mobiliier et équipement**			
35 Other Assets** Autres avoirs**			
36 Bonds Obligations			
37 Shares Actions			
38 Sub-total Sous total			
39 Mortgage Hypothèque			
40 Bank loan Prêt bancaire			
41 Total Total	417,065.75	449,711.23	450,104.13

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

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

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

by/Par James J. J. Trustee/Syndic  
Michael Garland Trustee/Syndic  
BERNIE KATULI Trustee/Syndic

Date Signed MARCH 14/24  
Date de signature  
President/Président(e) [Signature]



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



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**Unifor Local 114**  
**Deposit vs Expenses**  
**October through December 2023**

Accrual Basis

	Oct 23	Nov 23	Dec 23	TOTAL
<b>Income</b>				
D1 (NATIONAL OFFICE DUES)	219,264.49	259,328.05	236,364.61	714,957.15
D13 (INITIATION FEE)	190.00	230.00	200.00	620.00
D16 (POSTAGE)	1,543.13	5,014.94	169.29	6,727.36
D18 (SAFETY REMITTANCE)	45.27	0.00	54.10	99.37
D2 (VANCOUVER ISLAND SUB LOCAL)	39,563.46	33,719.68	28,684.23	101,967.37
D20 (LOCAL EDUCATION FUND)	655.93	4,418.81	949.10	6,023.84
D3 (Loomis Owner Operators Fund)	0.00	7,900.00	0.00	7,900.00
D3A (DHL Owner Operators Fund)	0.00	4,200.00	0.00	4,200.00
D4 (NATIONAL REBATE)	0.00	0.00	43,000.00	43,000.00
D42 (Strike Fund Reimbursements)	5,790.11	0.00	0.00	5,790.11
D46 (Organizing)	30,488.91	0.00	36,746.03	67,234.94
D5 (NATIONAL EXPENSE CLAIMS)	21,115.00	7,789.67	0.00	28,904.67
D7 (TERM DEPOSIT INTEREST)	1,032.54	0.00	0.00	1,032.54
D8 (OTHER)	3,207.44	1,922.02	8,663.74	13,793.20
D9 (INTEREST)	1,071.38	1,189.99	1,174.47	3,435.84
<b>Total Income</b>	<b>323,967.66</b>	<b>325,713.16</b>	<b>356,005.57</b>	<b>1,005,686.39</b>
<b>Gross Profit</b>	<b>323,967.66</b>	<b>325,713.16</b>	<b>356,005.57</b>	<b>1,005,686.39</b>
<b>Expense</b>				
1 (DUES & FEES TO NATIONAL)	130,917.01	132,377.58	134,983.93	398,278.52
11 (DUES REFUNDS)	342.41	515.32	75.68	933.41
12 (MEALS & COFFEE EXPENSES)	665.24	41.28	97.61	804.13
13 (PARKING & TAXI EXPENSES)	0.00	0.00	15.00	15.00
16 (POSTAGE & COURIER SERVICE)	2,289.03	3,548.43	1,364.22	7,201.68
17 (EQUIPMENT RENTALS/PAYMENT)	97.05	4,925.12	9,549.75	14,571.92
18 (CONTRIBUTIONS & GIFTS)	776.16	1,000.00	7,841.30	9,617.46
2 (OFFICE SUPPLIES)	1,254.77	1,092.14	634.52	2,981.43
21 (ARBITRATOR AND LAWYER FEES)	0.00	0.00	2,293.48	2,293.48
25 (LIFE INSURANCE & POLICIES)	6,023.68	7,060.76	7,060.76	20,145.20
27 (UNION JACKET/PENS/HATS)	2,835.75	0.00	0.00	2,835.75
28 (OTHER)	3,689.16	993.94	3,116.59	7,799.69
29 (VEHICLE ALLOWANCES)	6,900.00	6,900.00	6,900.00	20,700.00
30 (COUNCIL DUES)	2,424.39	2,451.46	2,499.74	7,375.59
32 (BARGAINING UNIT EXPENSES)	34,529.26	26,109.17	42,028.66	102,667.09
33 (WCB APPEAL EXPENSES)	1,050.00	0.00	0.00	1,050.00
4 (LABOUR COUNCIL'S)	729.50	0.00	0.00	729.50
42 (STRIKE EXPENSES)	2,185.12	0.00	0.00	2,185.12
45 (VANCOUVER ISLAND SUB LOCAL)	7,502.56	4,228.70	8,929.37	20,660.63
5 (EDUCATION COSTS)	5,054.06	2,164.52	506.10	7,724.68
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	0.00	1,395.57	724.87	2,120.44
79 (Adjustment Committee Fund)	0.00	166.44	83.22	249.66
8 (BANK CHARGES)	84.00	73.50	83.25	240.75
P_ADVANCES (ADVANCES GIVEN)	-1,885.00	-579.70	-178.00	-2,642.70
Payroll Expenses	92,504.04	94,241.31	122,640.48	309,385.83
<b>Total Expense</b>	<b>304,330.33</b>	<b>293,067.68</b>	<b>355,612.67</b>	<b>953,010.68</b>
<b>Net Income</b>	<b>19,637.33</b>	<b>32,645.48</b>	<b>392.90</b>	<b>52,675.71</b>

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Accrual Basis

# Unifor Local 114 Balance Sheet As of 31 December 2023

	31 Dec 23
<b>ASSETS</b>	
Current Assets	
Chequing/Savings	
@Unifor2024	365,242.54
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	1,610.08
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	12,865.20
Long BID Term 3 (Term Deposit Account (Former L432))	27,172.79
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,612.74
Loomis Owner Operators (Owner Operators Special Fund)	30,922.67
<b>Total Chequing/Savings</b>	<b>450,104.13</b>
<b>Total Current Assets</b>	<b>450,104.13</b>
<b>TOTAL ASSETS</b>	<b>450,104.13</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	-113.31
<b>Total Other Current Liabilities</b>	<b>-113.31</b>
<b>Total Current Liabilities</b>	<b>-113.31</b>
<b>Total Liabilities</b>	<b>-113.31</b>
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	-42,628.55
Net Income	65,472.17
<b>Total Equity</b>	<b>450,217.44</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>450,104.13</b>

## BANK RECONCILIATION

DATE: OCTOBER 2023

A	B	C	D	E
1	Opening Balance As Per Cash Book:	Community Savings Acct# 755843	\$ 358,997.32	1
2		Long BID Term 4 Acct# 775843	\$ -	2
3		DHL - Internal Acct. (Included in Above)	<12,865.20>	3
4		Long BID Term 3	\$ 26,140.25	4
5		Recreation Committee Acct# 815217	\$ 6,678.11	5
6		DHL/Loomis Adjustment Internal Acct.	<1,859.74>	6
7		Loomis O/Ops Account - Internal	<33,857.07>	6B
8		Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period		\$ 397,428.42	
10				
11		Total Deposits For The Month	323,967.66	7
12			\$ 721,356.05	*****
13		Total	\$ -	
14	Adjusted Payroll Liabilities Period:			
15		Total Expenses For The Month	304,330.33	8
16				
17	Balance As Per Cash Book At The End Of The Month : October 31, 2023		\$ 417,065.75	→
18			762	5
19		Reconciliation		
20				
21	Closing Balance As Per Bank Statements: Community Savings # 755843		\$ 353,000.56	1A
22	\$ 403,562.57 Closing Amount On Bank Stat.	Long BID Term 4 Acct# 75843	\$ -	2A
23	\$ 12,865.20 Less DHL Internal Acct.	DHL - Internal Acct.	\$ 12,865.20	3A
24	\$ 33,857.07 Less Loomis O/Ops Acct	Long BID Term 3	\$ 27,172.79	4A
25	\$ 1,859.74 Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ - Adjustment from 2022	DHL/Loomis Adjustment - Internal Acct.	\$ 1,859.74	6A
27	\$ - Less Internal Transfer	Loomis O/Ops Account	\$ 33,857.07	6B
28	\$ 1,980.00 Less Outstanding from Previous Year 2022	Piper Educational Term Deposit	\$ 5,612.74	14A
29		Total	\$ 441,046.21	
30	\$ 353,000.56 Deposits Made But Not Shown On Bank Statement			
31	Other: Chq #	Outstanding From DHL/Loomis Adj	\$ -	9
32		Outstanding From DHL	\$ -	10
33		Outstanding cheques from 2022	See line A28	13
34		Outstanding from Loomis O/Ops	\$ -	15
35		Outstanding From LOOMIS Acct.	\$ -	10
36	Total Cheques Outstanding	Outstanding from Gen Acct.	-\$ 23,980.46	11
37				
38	Bank Balance As Per Cash Book At End Of Period: October 31, 2023		\$ 417,065.75	→
39	** These lines must equal to balance properly			
40	Where to find figures on the Bank Reconciliation	Opening Amount On Bank Statement	\$ 512,894.47	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.	Outstanding Chq's From Last Month	-\$ 151,917.15	1
42	less any outstanding cheq's issued from last month	Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances	Outstanding Chq's from 2022	-\$ 1,980.00	11
44	(3/3A) Look on the DHL O/O's Opening/Closing Balance B/S	Outstanding Chq's from Loomis Acct	\$ -	11
45	(4/4A) Look at the Term 3 Opening/Closing B/S	DHL/ Loomis Chq's outstanding	\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement	This amount goes on top line "D1"	\$ 358,997.32	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S			
48	(7) Look on the "Monthly Deposit" Report	Trustee Signature: <i>Michael Dobson</i>		
49	(8) Look on the "Monthly Expense" Report			
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct			
51	(10) Look for any outstanding cheques from previous months for REC Acct.			
52	(11) Look for any outstanding cheques from previous months from the General Account.			
53				

## BANK RECONCILIATION


DATE: NOVEMBER 2023

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 377,602.11	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct.(Included in Above)	<12,865.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,859.74>	6
7			Loomis O/Ops Account - Internal	<33,857.07>	6B
8			Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 417,065.75	
10			Total Deposits For The Month	325713.16	7
11				\$ *****	
12			Total	742778.91	
13				\$	
14	Adjusted Payroll Liabilities Period:				
15			Total Expenses For The Month	293067.68	8
16					
17	Balance As Per Cash Book At The End Of The Month : November 30, 2023			\$ 449711.23	→
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements: Community Savings # 755843			\$ 381,122.77	1A
22	\$ 431,518.34	Closing Amount On Bank Stat.	Long BID Term 4 Acct# 75843	\$ -	2A
23	\$ 12,865.20	Less DHL Internal Acct.	DHL - Internal Acct.	\$ 12,865.20	3A
24	\$ 33,857.07	Less Loomis O/Op's Acct	Long BID Term 3	\$ 27,172.79	4A
25	\$ 1,693.30	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ -	Adjustment from 2022	DHL/Loomis Adjustment - Internal Acct.	\$ 1,693.30	6A
27	\$ -	Less Internal Transfer	Loomis O/Ops Account	\$ 33,857.07	6B
28	\$ 1,980.00	Less Outstanding from Previous Year 2022	Piper Educational Term Deposit	\$ 5,612.74	14A
29			Total	\$ 469,001.98	
30	\$ 381,122.77	Deposits Made But Not Shown On Bank Statement			
31		Other: Chq #	Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	16
35			Outstanding From LOOMIS Acct.	\$ -	17
36		Total Cheques Outstanding	Outstanding from Gen Acct.	-\$ 19,290.75	11
37					
38	Bank Balance As Per Cash Book At End Of Period: November 30, 2023			\$ 449,711.23	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 403,562.57	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	-\$ 23,980.46	1
42	less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2022	-\$ 1,980.00	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 377,602.11	1A
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report		Trustee Signature:		
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					



## BANK RECONCILIATION

DATE: DECEMBER 2023

	A	B	C	D	E
1	Opening Balance As Per Cash Book:		Communtiy Savings Acct# 755843	\$ 410,247.59	1
2			Long BID Term 4 Acct# 775843	\$ -	2
3			DHL - Internal Acct. (Included in Above)	<12,865.20>	3
4			Long BID Term 3	\$ 27,172.79	4
5			Recreation Committee Acct# 815217	\$ 6,678.11	5
6			DHL/Loomis Adjustment Internal Acct.	<1,693.30>	6
7			Loomis O/Ops Account - Internal	<33,857.07>	6B
8			Piper Educational Term Deposit	\$ 5,612.74	14
9	Total Opening Balance(s) As Per Cash Book At Beginning Of Period			\$ 449,711.23	
10			Total Deposits For The Month	356005.57	7
11				\$ -	*****
12			Total	805716.80	
13				\$ -	
14	Adjusted Payroll Liabilities Period:		Total Expenses For The Month	355612.67	8
15				20>	3
16				\$ 450104.13	→
17	Balance As Per Cash Book At The End Of The Month : December 31, 2023				
18					
19			Reconciliation		
20					
21	Closing Balance As Per Bank Statements: Community Savings # 755843			\$ 403,600.90	1A
22	\$ 450,978.85	Closing Amount On Bank Stat.	Long BID Term 4 Acct# 75843	\$ -	2A
23	\$ 12,865.20	Less DHL Internal Acct.	DHL - Internal Acct.	\$ 12,865.20	3A
24	\$ 30,922.67	Less Loomis O/Ops Acct	Long BID Term 3	27,172.79	4A
25	\$ 1,610.08	Less DHL/Loomis Adjustment	Recreation Committee Acct# 815217	\$ 6,678.11	5A
26	\$ -	Adjustment from 2022	DHL/Loomis Adjustment - Internal Acct.	\$ 1,610.08	6A
27	\$ -	Less Internal Transfer	Loomis O/Ops Account	\$ 30,922.67	6B
28	\$ 1,980.00	Less Outstanding from Previous Year 2022	Piper Educational Term Deposit	\$ 5,612.74	14A
29			Total	\$ 488,462.49	→
30	\$ 403,600.90	Deposits Made But Not Shown On Bank Statement			
31		Other: Chq #	Outstanding From DHL/Loomis Adj	\$ -	9
32			Outstanding From DHL	\$ -	
33			Outstanding cheques from 2022	See line A28	13
34			Outstanding from Loomis O/Ops	\$ -	15
35			Outstanding From LOOMIS Acct.	\$ -	10
36		Total Cheques Outstanding	Outstanding from Gen Acct.	\$ 38,358.36	11
37					
38	Bank Balance As Per Cash Book At End Of Period: December 31, 2023			\$ 450,104.13	→
39	** These lines must equal to balance properly				
40	Where to find figures on the Bank Reconciliation		Opening Amount On Bank Statement	\$ 431,518.34	1
41	(1/1A) Look on the Opening/Closing Balance on Bank State.		Outstanding Chq's From Last Month	\$ 19,290.75	11
42	less any outstanding cheq's issued from last month		Adjustments from 2022	\$ -	1
43	(2/2A) Look on the Term 4 Opening/Closing Balances		Outstanding Chq's from 2022	\$ 1,980.00	1
44	(3/3A) Look on the DHL O/O'S Opening/Closing Balance B/S		Outstanding Chq's from Loomis Acct	\$ -	1
45	(4/4A) Look at the Term 3 Opening/Closing B/S		DHL/ Loomis Chq's outstanding	\$ -	
46	(5/5A) Look at the REC Opening/Closing Bank Statement		This amount goes on top line "D1"	\$ 410,247.59	
47	(6/6A) Look on the Internal DHL Adj Opening/Closing B/S				
48	(7) Look on the "Monthly Deposit" Report		Trustee Signature: 		
49	(8) Look on the "Monthly Expense" Report				
50	(9) Look for any outstanding cheques from previous months for DHL Adju. Acct				
51	(10) Look for any outstanding cheques from previous months for REC Acct.				
52	(11) Look for any outstanding cheques from previous months from the General Account.				
53					



## **Education Committee Report**

### **Brother Gord McGrath**

March 2024

#### PEL Spring Schedule

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

#### Area Schools in BC

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

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

#### Online Training

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

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

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

All information regarding Unifor education programs, sign up and contact info can be found at **[unifor.org/education](https://unifor.org/education)**

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

I move my report as circulated.

In Solidarity,

Gord McGrath, Unifor Local 114 President / Education Chair

## **President's Servicing Report**

**Brother Gord McGrath**

March 2024

### **DHL: A world-wide courier trucking company**

Several issues going on at DHL regarding reroutes and the massive cuts to some Owner Operator runs. There is a break down between the company and union in trying to reach a settlement on operations on a go forward basis. Kristian Nielsen unit chair continues to push to have a new payment methodology, but with bargaining coming up this year our thoughts are the company is holding off until we are at the bargaining table.

Nomination forms will be posted next week calling for bargaining committee members, two for the hourly and 2 for the owner ops. If an election is called for then the membership will receive notices indicating voting procedures along with dates. All other union positions will be coming up for elections as well for a term that reflects the life of the collective agreement for that duration in the following months.

### **Loomis Express: A world-wise courier trucking company**

Finally the union has won the fight with the grievance over the general wage increases as mentioned by Mario Santos, Unifor's Area Director for BC and Loomis National Service Rep. This is a big deal for us and the members affective where there will be a rounding up for owner operators including retro pay back to April 1, 2023.

The company pushed back on making the adjustments until the very end as they knew the union would not accept anything less, the language was very clear, and we know they would have had an uphill battle in trying to convince an arbitrator that the CBA language meant to say something different. Great work for everyone holding firm on that issue and a solid win at the end of the day for the owner operators.

We will be meeting the company this morning to deal with several outstanding matters and hopefully we can get closer to putting some of these to bed. A thanks to Terry Radke Unit chairperson for the day-to-day service to the membership including our Stewards and OH&S committee members.

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

The union continues to meet with the company over operational issues and a few open grievances with one, a concerning termination where the union does not support the company's position and are preparing for arbitration. Thanks to unit chair Rob Giesbrecht for his work in dealing on the day to day type matters that tend to pop up as well as our stewards and health and safety Reps in all branches as they keep us informed once issues of concern arise.

### **B.C. Regional Standing Committee – Workers with Disabilities**

There is a call letter that just come across my desk informing that there will be equity training summit being held April 16 -19, 2024 at the Unifor National office in Toronto. The target is for the Regional Equity Standing Committees from across the country to participate and develop practical skills and knowledge to assist them in undertaking their work and will engage in strategic planning to create a road map for supporting equity work within the regions and structures of Unifor.

## **Steps for Life**

This walk for support is again happening in downtown Vancouver starting at 09:30 for registration then participate in a 5Km walk on the southside of the False Creek walkway. This will be the second time at this location, with all participants gathering at Milton Wong Plaza in Olympic Village, 1650 Manitoba Street for opening remarks. Parking is available at science world or local streets, but best to take the Skytrain if coming from outside locations like Surrey/Burnaby etc.

We invite others to join Team Unifor by logging in at <http://events.threadsoflife.ca> go to the BC link and sign up and or to make a donation. BCRC Executive have graciously contributed a \$1000 which gives us a Community Sponsor title and recognition at the event including their online site. It was a great time last year as the weather was just perfect and in total there was over \$62,500 dollars raised to support families who lost or had family members injured at the workplace.

## **33<sup>rd</sup> Annual Women's Memorial March**

On Wednesday February 14<sup>th</sup> at Main & Hastings myself and a number of Unifor members attended this march led by Indigenous women to honour the MMIWG25+. As the walk got under way down the streets in and around Gas Town, there was stops at certain locations to remember those who were last seen or been murdered at that same spot. This was a very emotional event and before the walk got underway a number of family, friends of the victims told stories about the individuals and how this continues to this day the hurt that they feel of not knowing where their loved one is or the loss of having someone taken way before their time.

I was overwhelmed with the support from the public participants with an exceptional turn out to say the least, many wore items of their culture with others wearing pins and ribbons of support. This day for me will be long remembered as being a part of it, and how it can put you in a dark place leaving you with the unanswered question... why.

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**  
**MARCH 2024**

**Accurpress: Press Brake/Shear Mfg.**

- No current issues.

**Applewood Nissan: Auto Dealership**

- Issue regarding staffing in the parts/shipping department was only partially resolved by the Company hiring a part time shipper/receiver.
- Issues regarding management performing bargaining unit work was not resolved at the Settlement Officer stage of a Section 104 but was resolved at the end of the month by way of further negotiation at the monthly Joint Labour Management meetings. We have informed the Arbitrator that the grievance has been resolved. We will continue to monitor the situation closely.
- There is currently a joint Harassment Investigation taking place.
- An issue regarding unpaid vacation pay has been resolved.

**Bimbo Canada: Bakery Distribution**

- The new gantry and related distribution process is ongoing but improved as of the last report at the Joint Labour Management Meeting.
- LOU signed off for two vacation relief positions has resulted in a grievance re the application of this LOU. We met September 11 in hopes of resolving this grievance. This grievance was placed in Abeyance to monitor the company's cross training program which will ultimately resolve the grievance at hand. The follow-up meeting was promising as the cross training program is being tracked closely and is approximately 80% complete. This grievance is still in Abeyance and will be discussed again at the next joint labour management meeting.
- Issues regarding the company's use of a third party to adjudicate benefit claims. Our issue is that this third party has over-reaching access to associate's medical file and not just the information pertaining to the claim at hand. We have sent the third party forms off to our National Benefit department as well as to the Legal department for review. We are still waiting for their position on this matter.
- An issue came up at the last JLM regarding the inconsistent practice of limiting the number of associates away on vacation during the peak period. We asked the company to do an audit and it came back that the inconsistency we reported was accurate. We are now in discussion with the company regarding loosening up the number of associates that can be away during this time.
- We are currently in the process of electing new members to the Health and Safety Committee.
- An issue regarding bumping rights has been resolved.

**Halkin Tool: Press Brake/Shear Mfg.**

- No current issues.

**Lamar Advertising: Advertising Installation on Bus and SkyTrain**

- Issue regarding a Leave of Absence has been resolved.

**Magnacharge Battery: Battery Distributors**

- No current issues.

### **Metalex Products: Lead Smelter**

- We are in the process of getting ready for renewal negotiations. The committee has been elected and the surveys have been used to print draft proposals. We are in the process of setting up a unit meeting to finalize proposals.

### **Prepac Manufacturers: Furniture Manufacturing**

- The company did collapse the graveyard shift into the day and afternoon shifts. Everyone has been moved according to their seniority.
- We have elected our bargaining committee, gathered the survey information, held unit meetings to finalize our proposals and have met with the employer once to bargain a renewal agreement. We have further dates later this month to continue with negotiations.

### **PPG: Professional Quality Paint and Products**

- An LOU has been signed off to allow higher pay for mechanics as the company was having trouble finding labour for the current rate.
- Starting to prep for negotiations later this year.

### **Signify – Ledalite: Commercial/ Institutional Lighting Mfg.**

- After what could only be considered a fantastic January, the company is now utilizing a shutdown day in March due to a lack of work.
- Congratulations to Dean Williams who has successfully completed the Course Instructor training back east and will now be delivering union courses to our members.

### **Unitran Manufacturing: Steel Fabrication**

- No current issues.

### **Westman Steel: Culvert Manufacturing**

- We are in the process of getting ready for agreement renewal negotiations.
- We have elected our committee, compiled the surveys and met with the unit to finalize our proposals. We have dates at the end of April/early May to start bargaining.

**I move that my report be accepted as circulated.**

In Solidarity,



Cynthia Anderson  
**Unifor Local 114 Union Representative**

## **Local Union Representative's March 2024 Report Brother Mark Misic**

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

- No outstanding grievances.
- Discussions for Pay Equity Committee ongoing.
- Bargaining Committee elected. Congrats Robert and Tyler.
- Bargaining dates set for mid April.
- Thanks to Robert for handling the day-to-day issues.

### **Consolidated Fastfrate (Port Coquitlam): Freight Distribution/Transportation**

- No outstanding grievances.
- Grievance meeting held January 30<sup>th</sup> resolved all outstanding grievances.
- Thanks to Tim and Darcy for handling the day-to-day issues.

### **Garda (Nanaimo/Comox): Armoured Car service**

- No outstanding grievances.
- Complaint to BC Human Rights tribunal. Member filed in wrong jurisdiction. Federal jurisdiction contacted Local about individual grievance filed. Union did not object to mask mandate policy issued to all BC branches and across Canada. Grievance was not filed within the time limits under the collective agreement. Remains outstanding.
- National Rep on LOA. Ongoing. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence. Vince's possible return is April.
- Federal sick days language signed off and distributed to Bargaining Committee.
- Revised benefit co-payments for 2024 notices have been distributed.
- Pay equity Committee ongoing. Thanks to David for being part of the Garda BC committee. Union requesting from Garda the contact information from other committee reps across Canada.
- Thanks to the Stewards for handling the day-to-day issues.

### **Garda (Prince George/Terrace): Armoured Car service**

- No outstanding grievances.
- National Rep on LOA. Ongoing. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence. Vince's possible return is April.
- Garda has expanded into the Yukon. New members will fall into PG collective agreement. Legal dealing with cert application. National Union signed document and now await signature from Garda legal.
- Federal sick days language signed off and distributed to Bargaining Committee.
- Thanks to Terry for handling the day-to-day issues.

### **Garda (Vancouver/Vernon): Armoured Car service**

- No outstanding grievances.
- Vernon step pay increase completed.
- National Rep on LOA. Ongoing. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence. Vince's possible return is April.
- Federal sick days language signed off and distributed to Bargaining Committee.
- Revised benefit co-payments for 2024 notices have been distributed.
- Pay equity Committee meeting scheduled for December 1<sup>st</sup>. Company needs to be compliant late 2024.
- Intria Vancouver meet and greet held February 13<sup>th</sup> with follow up meetings on February 28<sup>th</sup> and March 1<sup>st</sup>. Garda Vancouver cash cage will move to Intria workplace in mid March as the tentative date for transition.
- Thanks to Pardeep and the Stewards for handling the day-to-day issues.

### **Garda (Victoria): Armoured Car service**

- No outstanding grievances.
- Intria transition meetings have not been scheduled.

- National Rep on LOA. Ongoing. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence. Vince's possible return is April.
- Federal sick days language signed off and distributed to Bargaining Committee.
- Revised benefit co-payments for 2024 notices have been distributed.
- Thanks to Quintin for handling the day-to-day issues.

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

- No outstanding grievances.
- Two changes were required for the final copy for signatures. Wage scale for two classifications required updating and the parameds increase has now been confirmed in the benefit booklet (remove language in cba required).
- Provincial sick days based on calendar year vs Company fiscal year an outstanding issue. Ongoing.
- Restructuring plans in December resulted in some layoffs and some senior members accepting an enhance severance package.
- Bargaining dates scheduled for March 18<sup>th</sup> and 19<sup>th</sup>.
- Thanks to the Stewards for handling the day-to-day issues.

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

- No outstanding grievances.
- I look forward to working with this new group after completing bargaining for Nate earlier last year.

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

- No outstanding grievances.
- Pay issues continue to be an issue. Members need to check every pay day for errors.
- Signed collective agreement sent to Company for signatures after no response back to several emails on final draft for review.
- Thanks to Andrew for handling the day-to-day issues.

**Transdev (Langley): Community Shuttle Bus**

- No outstanding grievances.
- Bargaining Committee elected. Congrats Rod and Mark.
- Bargaining dates set for June.
- Thanks to Rod for handling the day-to-day issues.

**Vitran (Surrey): Freight Distribution/ Transportation**

- No outstanding grievances.
- Bargaining Committee elected. Congrats Bruce, Alvaro and Dan.
- Union sent email for bargaining dates to Vitran. Waiting for reply.
- Thanks to Bruce for handling the day-to-day issues.

**Wilsons (Vancouver): Charter Bus**

- No outstanding grievances.
- Draft collective agreement completed. James has sent email to Ben for his support staff to print copies for signatures.
- Upcoming meeting with member and management scheduled. Same type of meeting took place in February.

In Solidarity,



Mark Misic  
Unifor Local 114 Representative  
604 - 516 - 8042  
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## **Local Union Representative's Report March 2024**

### **Nate Shier**

#### **Cam Clark Ford: *Ford Auto and Truck Dealership***

- Doug Horton addressing day to day issues.
- Bargaining to be started shortly (Selection of Committee, Proposals, Bargaining dates).

#### **Cascade Aerospace: *An aircraft overhaul facility in Abbotsford***

- Steve Frank taking care of day to day.
- Grievance for the implementation of the Federal Paid Medical Leave, or "sick days" will be proceeding to arbitration to resolve.
- Discussion around payments of benefits.
- Several payroll and T4 accuracy issues. Pay roll issue being addressed. T4 errors – T4's being corrected and adjusted – Grievance filed to cover any employees that may get audited due to errors.

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

- No active steward in Abbotsford depot (still) looking for another. Currently any issues directed through Local Rep.
- Current Grievance for Pay not given after employee quit moving to National level for assistance (mediation or arb).

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

- Stan Evoy newly elected Lead Steward. (Good luck and thanks to Mike for his effort).
- Almost full new Stewards Committee. Training and education in in works.
- Grievance for Stat pay "average days pay" filed for employees on compressed work.
- Arrangement and bidding of work (Run cuts) ongoing and still controversial. New pay statements difficult to understand and calculate. Creating lots of anxiety and anger.
- Multiple Respectful workplace investigations ongoing. Third party brought in to investigate.
- Grievance filed for Casual pay.
- Nelson LaMarche. Passed shortly after last Executive meeting.
- James Steli (20 year) driver passed way March 5 (long sickness).

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

- Gerry Shook taking care of day to day.
- New GM is settling in. New AGM was previous bargaining unit employee. Management changes creates delays in addressing issues but seems to be stabilizing for the last couple months.
- Dealing with a pension initialization issue.
- Grievance for respectful workplace reinstated and in discussion. Likely will need third party to decide.
- Bargaining proposal meetings March 20, 21, 22. First days of bargaining 2,3 April.
- Several grievances filed for multiple payroll issues.

#### **Horizon Air: *A regional Carrier for Alaska Airlines***

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

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

- Sass Sartipi dealing with day to day.
- New Bargaining Committee established (Sass, Jon, Jamie, Grahame).
- Bargaining proposals ready. Bargaining to start April 18<sup>th</sup>.

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

- Moved servicing of group to Mark Mistic



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

- New Unit. Met with members in person Jan 15, 16.
- New Bargaining Committee (volunteers) Greg Mason and Jack Overbury anxious to get bargaining started.
- Several issues to sort out for a new first Agreement.
- Scheduled to start bargaining last two weeks of April.

**Trimac Transportation services: A bulk carrier of cement**

- Harpreet, Sukh and Simarjeet, taking care of day to day.
- Dispatch issues being addressed ongoing.
- Growth in new work is expanding as well as new membership. New language helps with "rates negotiation" for new work.

**Whistler Transit: A conventional and custom transit service**

- Gord is assisting me to help get this group focused.
- Training for stewards and H&S being organised and administered.
- RRSP to Pension controversy being sorted out.
- Usual winter scheduling and signup issues.
- Members upset about memo/read and sign for "radio use".
- Current grievance for excessive discipline.

Spring is sprung and there is something in the air. (or the water??) I'll let everyone dwell on their own interpretation of that.

In Solidarity,



Nathan (Nate) Shier  
Unifor Local 114 Union Representative

# **Local Union Island Representative's Report**

## **Brother James Griffin**

### **March 2024**

#### **Anchor Inn: A waterfront hotel in Campbell River**

- Currently no grievances in the system.
- The Employer finally terminated their Head Chef as he had an abusive personality.
- Notified Employer that PEL Funds were delinquent, their response was they thought they removed PEL Fund in previous round of bargaining. Union has notified the Employer that this was not the case and still needs to be paid.

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

- Several grievances in the system: Overtime not offered by seniority, Managers performing bargaining unit work, and distribution of gratuities.
- Met with the Employer and Scheduling Committee on January 9, 2024. Employer notified us that they were no longer going to be a 24hour casino. This caused a rebid on schedules and some conflict at same time we were notified by Employer that they considered 80% Casual which was not the case.
- Held an all-day meeting February 9, 2024, as there has been many complaints coming out of the Casino. Early Outs is the biggest concern from Dealers and Slots. Harassment, discrimination, seniority of schedules and abuse of leadership in the Culinary Department. Gratuity distribution in Banquets Department is a big issue.

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

- Currently no grievances in the system.
- On January 16, 2024, we attended Mediation on wage freeze grievance. We agreed to a consent order that gave the Members and additional increase of \$.75 effective November 1, 2023, retroactive. November 1, 2024, wage increase of \$.90 would be moved to June 1, 2024. Next step to edit CBA and get signatures for printing stage.
- Members still nervous about terminal moving in November in preparation for the new terminal to be built. Drilling to test for contamination of soil (BC Province mandated) March 4-22, 2024.
- Notified Employer that PEL Funds were delinquent, Employer still is reviewing with their account team and will follow up.

#### **Cowichan Valley Regional Transit (First group CVRT): Transit service in Duncan and Ladysmith & commuter to Victoria**

- Currently two grievances in the system on failure to pay stats. Both the Employer and the Union have tried to resolve without success. Gavin Davies is reviewing with legal to get their opinion prior to going to arbitration.
- Bargaining opened on February 12 & 13, 2024. Returned to the table March 4-7, 2024. Next dates are set for April 29 – May 3, 2024. This will be another tough round of bargaining as our members are asking for parity with BC Transit.

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

- Attended mediation December 20, over payout of vacation 2023 and chipping of the trucks. Agreed to resolutions however, the Employer has not followed through with them. Mediator has been contacting both parties to close both cases, yet the Employer has not responded.
- CBAs were printed thank you Lynsi and Brooke. Next step is to hand them out.

**Hotel Grand Pacific: A major luxury hotel in Victoria**

- Currently no grievances in the system.
- Preparing for upcoming round of negotiations. Surveys will be sent out to the Members. Plan to meet with bargaining committee end of March to work on the proposals. Bargaining dates set for May 22, 23, and 24, 2024, agreement expires August 31, 2024.

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

- Currently no grievances in the system.
- Notified Employer that PEL Funds were delinquent, and he has already done the numbers and ready to pay. As always he never seems to amaze me.

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

- Currently one grievance in the system as Employer terminated a probationary employee/member. She felt without just cause.
- General Membership Meeting March 13, 2024. Next one is scheduled for June 5, 2024.
- Notified Employer that PEL Funds were delinquent, Employer responded that they have paid \$36,000 January 26, 2024. Reviewing the period of 2018-06-01 to 2019-05-31 as they feel they paid already.

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

- One grievance as the Union believes the Employer must pay stat holidays for December 25, 26, 2023 and February 19, 2024. The language of the CBA is clear however it is the Employers position that the Employee's were on strike.
- December 10, 2023, members voted down another tentative deal. December 15, 2023, members went out on strike. January 07, 2024, National hosted a membership meeting in Black Creek. Members voted for non-binding arbitration which we presented to the Employer. Employer agreed to non-binding mediation which both parties attended January 24 and 25, 2024. On February 1, 2024, the members voted 80% in favour to accept a new tentative agreement.
- Notified Employer that PEL Funds were delinquent, waiting for a response.

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

- No Grievances in the system
- Finalizing edits of new CBA, once finalized, and signed off the CBA will be printed.
- Move to Sidney depot from Glanford depot is set for April 1, 2024.

The National Health and Safety Policy Committee met January 9 – 10, 2024. One of the primary issues for the worker members of the committee continues to be the Lytx camera system and the use of it by management as a tool for discipline. We also discussed false reports and incorrect trigger events. We had significant discussion of examples where management was using the system for a fishing expedition, for surveillance of the crews where there was no triggering event. There also continue to be examples where branch management has been given access to audio, although we have been repeatedly assured that they don't have access and the audio is turned off. More on that to follow.

We had a discussion regarding the maximum hours an employee can work including the ability to refuse overtime. One of the senior managers also made the statement that an armed employee is always on duty because he is responsible for the firearm.

We are to review the progress on SRA's in April. In 2023 BC did one SRA because I complained about a specific site. All the SRA's that have been done are outdated, and there are hundreds that were never done.

We reviewed statistics for workplace accidents and injuries. We also noted there has been an increase in denied claims.

We reviewed an ergonomic assessment for the F-350 Ford Transit van. There are some issues to be addressed. As previously reported, the company wants to move to a smaller version of the Ford Transit. That will create ergonomic issues and a design change will be required. The company will get back to us at the April meeting.

We reviewed a situation where a branch manager had sent a two-person crew out to do all-off work in an old International that did not have any of the all-off security features. I don't think that will happen again.

We are supposed to meet in-person in April. That will be the first in-person meeting in four years. I don't have my plane ticket yet. We will see if it happens.

The Quebec members have launched a legal challenge to the Lytx camera. I provided a detailed summary of all the discussions at the NHSPC. They have invited the other Unifor provinces to join them and make it a national grievance. They have also contacted the NHSPC delegates from the other Unions to participate. I have started working on my French to speak with more of the Quebec members.

We have taken on more work with a couple of new contracts. In addition to the overtime we already work, we are adding calls to all the runs. We are supposed to start a new bid in April. I am hopeful we will increase the number of full time jobs.

I move my report be accepted as circulated and read.

Maurice Mills

## **Dean Williams - Chief Shop Steward/ Community Base Organizer Report**



**March 2024**



Since our last meeting in December, I have been working full-time on the Warehouse Workers Unite campaign at Amazon. We continue to make strides in signing cards and utilizing leaders within their group to discuss the benefits of joining a union and encourage their co-workers to sign union cards.

I am booked off until the end of March on this campaign and I would like to express what a great experience this has been and how thankful I am to the Local for this opportunity. I have learned so much about how an organizing drive works, and I would like to thank Simon Lau for generously sharing his knowledge with me. Amazon is unlike most other businesses. Most people think of Amazon as a huge online retailer, which is true, but they are much more than that. They are a technology company that deals with e-commerce, but they also provide cloud services, online advertising, digital streaming and artificial intelligence services.

Their business practices make it a challenge for organizing purposes. For instance, their scheduling is done entirely electronically, so there are no opportunities for us to have copies of timesheets or shift schedules for the employees. Each employee is given their individual shift schedule electronically and most of the time, co-workers don't know anyone outside their specific department. It's like each department works within a silo, with almost no contact with anyone from other areas. Amazon also staggers their shift schedules so that the outgoing shift leaves 30 minutes before the incoming shift starts. This is by design to minimize contact with co-workers. This type of business practice makes it hard for us to know how many employees there are in the facility. We've heard numbers anywhere from 500 to over 1000 employees. We're currently in the final phase of our campaign right now, and we hope to achieve the 55% threshold to avoid a secondary vote.

While being active on the Amazon campaign, I have also been updating some of the information on our certifications through the Labour Relations Board. We are trying to update bargaining unit descriptions, contact information, addresses, etc., as some of our certifications are quite outdated with incorrect information.

At Signify, we had one of the best months in recent history in January, which was good news after having a few shutdown days at the end of last year. We have hired 3 new employees in the Assembly Department and 2 new employees in Sheet Metal as well. Hopefully this trend continues, and we continue to increase our sales back to the numbers we had prior to 2021.

**\*Note\* Due to a drop-off in our bookings, the employer was forced to have a shutdown day on March 1<sup>st</sup>.**

I would like to thank Gord for recommending me for Discussion Leader training through the Unifor Education Department. I was fortunate to complete the 1-week Discussion Leader training at our union headquarters in Toronto in February. It was a great experience for me to learn a variety of new techniques for facilitating our programs through the Education Department. Since that initial DL training, the Education Department has requested that I take course specific training on Health & Safety as well as Grievance Handling & Workplace Leadership. In fact, I will be unable to attend our General Meeting March 16th because I will be flying to Toronto for my Health & Safety training. This is a great opportunity for me personally, but it is also beneficial for our Local, as I will be able to facilitate these courses at our offices for those units who lack PEL funds to go to Port Elgin or don't have PEL in their Collective Agreements.

I hope everyone has an enjoyable Spring Break and Easter!

**I move that my report be accepted as circulated.**

In Solidarity,

Dean Williams

Chief Shop Steward-Signify/ Unifor 114 Community Based Organizer