



General Meeting
Saturday, March 20th, 2021
Held via WebEx

Role Call – Meeting called to order 09:35am

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

MOMENT OF SILENCE: Brother Gord McGrath asked the Meeting to observe a Moment of Silence for the loss of our own **Sister Debbie Jaques** (Support Staff Local 114), **Brother Peter Vick, Brother Ray Palladini, Brother Darcy Railton, Sister Jil Manderson and Brother Michael Gallup**, as well as for our members and their families who have suffered a loss since we last met.

GUESTS:

Michael	Garland	PWTransit
Earl	Flegg	PWTransit
Sabine	Stauf	Clipper – sent her regrets
Anne	Tomyn	Clipper
MacKenzie	Planedin	Clipper
Lee-Anne	Stack	Clipper – sent her regrets
Tanner	Ellison	Loomis Express-Kamloops
James	Keele	Loomis Express-Kamloops
Maurice	Mills	Brinks

STATE OF THE UNION ADDRESS:

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

Always happy to talk to my home Local Union 114. A tribute of Debbie Jaques, she loved her Union, she loved people and loved life. A real loss for us and the world, she was an amazing woman.

We have been in the news again, I sit on the BC Provincial COVID19 Industry Engagement Task Force, so we are getting access to the decision makers. If you look at the emergency order for frontline workers, they are looking at the science who has the most interaction with the public and who has had the most transition rates. We continue to be vocal and speak out and up to ensure our members are vaccinated, it is a difficult issue as all workers deserve vaccination. We are continuing to push for our Transit workers, good news is overall things are moving fast for vaccinations.

It is good timing for Unifor, we have been active, this Local will be joining us for the Lobby of the NDP Government, we have secured 29 meetings, including 14 Ministers, in total we will be meeting with 51 different politicians. We have over 50 Unifor Members that will be lobbying. The main issues are

Paid Sick Time – guaranteed paid sick time – the federal government program doesn't work.

Card Check Certification – This removes bullying and intimidation to workers trying to organize their workplace. 55% card check should be good enough for workers to join a Union.

Precarious workers – We will be addressing the idea of having pooled benefit and pension plans for these workers.

Industry Training – Skilled trades system and compulsory certified trades that can be recognized across Canada.

I am happy to announce this last week we saw 430 new members organized into Unifor, here out West. Local 114 is a Organizing local, keep up the work, it is critical for an amalgamated Local like ours to be actively organizing.

I want to recognize how this Pandemic has impacted workers and the re-build has been uneven. I look at our Courier industry where our workers have never been so busy and then I see members here today from Clipper, where, due to border closures our members are still off work after a year, or the Hotel Grand Pacific is open, but running with a minimum staffing level. Unifor sits on the Tourism Industry Task Force, we have worked to make sure our members and their employers are not forgotten in this rebuild of our economy.

Unifor is preparing for the rumoured upcoming Federal Election, Unifor is always in election/political action mode, if you seen an ad campaign aimed at ensuring Conservative Leader Erin O'Toole never becomes Prime Minister, you know we have been working with a new third-party advocacy group who launched those ads.

Unifor's Education Department is hosting a series of informative Webinars throughout the COVID-19 pandemic. Webinars related to mental health, human rights, activism, women's leadership, health & safety, workers' rights, public pension programs and politics ensure that issues important to our members remain in the forefront. By participating in these free webinars, members can engage with experts and get answers to urgent questions quickly and effectively. Unifor remains committed to providing members with timely assistance and support during this incredibly challenging and difficult time. Please visit the website for more details:
<https://onlineeducation.unifor.org/>

Thank you for having me today, you know any chance I get to spend with my home Local I will take you up on the offer. Stay safe everyone.

MINUTES:

Brother Gord McGrath presented the Minutes from the Saturday, January 15th, 2021 General Meeting. A motion to accept the minutes be accepted as circulated, it was **moved, seconded, and carried**.

APPLICATIONS FOR NEW MEMBERSHIP:

Brother Bill Gaucher presented a total of 95 members for the period between January to March 2021, it was **moved, seconded, and carried**.

FINANCIAL REPORT:

Brother Bill Gaucher presented the Financial Report for the period covering January and February 2021, including the year-to-date total, it was **moved, seconded, and carried** as reported and circulated (pages 7-16).

CORRESPONDENCE:

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

CORRESPONDENCE - THANK YOUs

1. Thank you letter and two cards from BCCDC Foundation for the Locals donations in memory of Jaymi Marie Csonka.
2. Thank you card from Peardonville House for the Locals donation in memory of Jaymi Marie Csonka.
3. Thank you letter from Monarch House for the Locals continued support.
4. Thank you letter from Queen Alexandra Elementary School for the Locals \$200 donation towards their Wishing Tree.
5. Thank you letter from Co-Op Radio for the Locals \$1,000 donation which will go towards BIPOC podcast network. Providing technology needed to train Black and Indigenous volunteers so they can start a podcast series that speaks to their experience with racism in our city.

6. Thank you certificate from Courageous Companions for the Locals ad in the Courageous KP magazine.
7. Thank you card from Krystal Boros for the flowers the Local sent.

CORRESPONDENCE – DONATIONS

1. Unifor collectively raised \$12,100 for the Variety Show of Hearts Telethon with overall BC Donations of over \$6.678 million dollars for the BC Kids with special needs. Thank you to everyone who donated and to the both the National Office and BCRC for their continued support. **UPDATE: Brother Bill Gaucher corrected the total raised was \$12,350!**

EXECUTIVE RECOMMENDATIONS:

Brother Bill Gaucher presented the following:

Donations

1. The Executive recommends in recognition of our own **Sister Debbie Jaques** and of her contributions that she made to our Local and membership, Local 114 will make a yearly donation of \$500.00 in Debbie's name to the Terry Fox Run in New Westminster each year. Cancer touches all our families in some way. This is an organization that Deb held close to her heart and one that she raised monies for each year as she knew that cancer effected so many of our members and our families, it was **moved, seconded, and carried unanimously.**

Other

1. The Executive recommends that the Local purchase four thousand (one for each member) 50th year commemorative Local 114 pins, the Executive agreed to select style #3 (made in Canada) with an approximate cost of \$2.87 each (before taxes and freight), it was **moved, seconded, and carried.**

Executive Authorizations as Presented by Brother Gord McGrath:

The following items were voted upon electronically since the last January 15th General Membership meeting, a motion to support the following authorizations: it was **moved, seconded, and carried.**

1. The Executive authorized to place an ad in the Firefighter's Safety Gazette, a request to sponsor an ad in their magazine, for the cost of \$100.00.
2. The Executive authorized two \$200.00 financial assistance cheques for two of our Viking Air members who are both off work due to illness.
3. The Executive authorized to pay for wages for three Executive members to attend a five-day Unifor BC Regional Council Zoom meeting re Virtual Provincial Lobby, March 22 – 26.

NEW BUSINESS:

1. **Brother Bill Gaucher** made a motion to donate \$100.00 for a wreath to be laid at this years Miners Memorial and donate \$200.00 to the Miner's Memorial Society. June 19, 2021 marks the 36th anniversary of Miners Memorial in Cumberland. Every year since 1986 community members, organizers, activists, historians, musicians, families, and the labour community have come together to commemorate the sacrifices of workers around the world and right here in Cumberland and British Columbia, it was **moved, seconded, and carried.**

2. **Brother Bill Gaucher** made a motion to donate \$500.00 for 'Steps for Life' Team Uniform Vancouver, our President is the team captain. You too can join in and support by clicking the link below, the motion was **moved, seconded, and carried**.
http://events.threadsoflife.ca/site/TR/StepsForLife/General/900986796?pg=team&fr_id=1237&team_id=2864

REPORTS

Union Rep / Servicing:

President's Report - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 17-18)**

Rep's Report - Sister Cynthia Anderson - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 19-20)**

Rep's Report - Sister Linda Jensen - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 21-22)**

Rep's Report - Brother Mark Misic - presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 23-24)**

Rep's Report - Brother Nate Shier submitted a written report, it was **moved, seconded, and carried** as circulated. **(pages 25-28)**

Committee:

Education - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 29-31)**

Environment - Brother Maurice Mills submitted an article for written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 32-36)**

Member-at-Large

Southern BC - Sister Anne Cody - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 37-41)**

Visible Minorities - Brother Morteza Maleki - presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 42-45)**

Women's Issues - Sister Brenda Gerling submitted a written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 46-48)**

Other:

Loomis Unit Chair and National Chair Report - Brother Dave Boros - presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(page 49)**

Brink's Unit Chair Report - Sister Sandra Kucheran - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(page 50)**

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

Signify/Ledalite Unit Chair Report – Brother Dean Williams presented a verbal report; it was **moved, seconded, and carried** as presented.

Cascade Aerospace Unit Chair – Brother Steve Frank Nielsen presented a verbal report; it was **moved, seconded, and carried** as presented.

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

My Union Report – Sister Sandra Kucheran- presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 52-55)**

Year in Review Report - Sister Cheryl Williams - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 56-63)**

Year in Review Report - Sister Barbie Zipp - presented her written report, it was **moved, seconded, and carried** as circulated. **(pages 64-65)**

Questions & Comments

Brother Bill Gaucher reminded everyone to check our local website:

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

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

Draw for \$100 Gift Card – Brother Earl Flegg was the winner!

Meeting adjourned 11:47am

Next meeting, Saturday, June 19th, 2021 @ 9:30AM



FINANCIAL REPORT EXECUTIVE MEETING March 20th, 2021

Please find attached the Financial Report for the period covering January and February 2021

JANUARY 2021

Our total expenses for January 2021:	- \$222,548.28	Page 2
Our total deposits for January 2021:	<u>+\$263,509.81</u>	Page 2
A surplus in the month of January	+\$ 40,961.53	Page 2

FEBRUARY 2021

Our total expenses for February 2021:	- \$242,923.14	Page 2
Our total deposits for February 2021:	<u>+\$250,554.15</u>	Page 2
A surplus in the month of February	+\$ 7,631.01	Page 2

Year to Date: January – February 2021

Our total expenses for January – February 2021:	- \$465,471.42	Page 3-4
Our total deposits for January – February 2021:	<u>+\$514,063.96</u>	Page 3-4
A total year surplus at the end of February	+\$ 48,592.54	Page 3-4

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending February 2021	+\$ 444,273.22	Page 4
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Explanation to Expense Categories: January through December 2020 Page 4-7

2021 Proposed Budget Page 8-9

2021 Budget vs Actual (January through February) Page 9-10

Units in Bargaining and Items to Mention 2021 Page 10

REVISED AND RECONCILED MONTHLY TOTALS

<u>Month</u>	<u>Income</u>	<u>Expense</u>	<u>Difference</u>	<u>Balance</u>
January	263,509.81	- 222,548.28	+ 40,961.53	+ 40,961.53
February	250,554.15	- 242,923.14	+ 7,631.01	+ 48,592.54
Yearly Total	514,063.96	- 465,471.42	+ 48,592.54	+ 48,592.54

March 12th, 2021 Bill Gaucher Secretary Treasurer Unifor Local 114

****Video Conference call held on - Friday March 12th – Executive & Staff ****

Video Conference call held on - Saturday March 20th – General Meeting

January and February 2021 - Monthly Deposits vs Expenses

	Jan 21	Feb 21	TOTAL
Income			
D1 (NATIONAL OFFICE DUES)	210,203.27	199,339.44	409,542.71
D13 (INITIATION FEE)	880.00	150.00	1,030.00
D16 (POSTAGE)	1,937.19	419.81	2,357.00
D18 (SAFETY REMITTANCE)	675.87	581.17	1,257.04
D2 (VANCOUVER ISLAND SUB LOCAL)	42,781.10	20,733.09	63,514.19
D20 (LOCAL EDUCATION FUND)	6,888.58	4,167.66	10,856.24
D4 (NATIONAL REBATE)	0.00	21,500.00	21,500.00
D8 (OTHER)	343.80	3,662.98	4,006.78
Total Income	263,509.81	250,554.15	514,063.96
Gross Profit	263,509.81	250,554.15	514,063.96
Expense			
1 (DUES & FEES TO NATIONAL)	108,701.44	102,281.51	210,982.95
11 (DUES REFUNDS)	0.00	50.00	50.00
12 (MEALS & COFFEE EXPENSES)	100.92	13.44	114.36
16 (POSTAGE & COURIER SERVICE)	1,909.22	3,566.90	5,476.12
17 (EQUIPMENT RENTALS/PAYMENT)	670.01	5,411.04	6,081.05
18 (CONTRIBUTIONS & GIFTS)	3,534.95	4,473.87	8,008.82
2 (OFFICE SUPPLIES)	434.25	1,817.20	2,251.45
21 (ARBITRATOR AND LAWYER FEES)	4,431.25	0.00	4,431.25
25 (LIFE INSURANCE & POLICIES)	8,827.99	6,914.68	15,742.67
27 (UNION JACKET/PENS/HATS)	4,489.80	0.00	4,489.80
28 (OTHER)	3,430.00	7,247.38	10,677.38
29 (VEHICLE ALLOWANCES)	5,725.00	5,725.00	11,450.00
30 (CAW-COUNCIL DUES)	2,013.00	1,894.12	3,907.12
32 (BARGAINING UNIT EXPENSES)	3,755.23	17,631.28	21,386.51
33 (WCB APPEAL EXPENSES)	1,629.78	0.00	1,629.78
4 (LABOUR COUNCIL'S)	725.00	0.00	725.00
45 (VANCOUVER ISLAND SUB LOCAL)	2,235.81	4,169.25	6,405.06
5 (EDUCATION COSTS)	550.75	543.90	1,094.65
6 (HALL RENTAL)	4,362.14	4,362.14	8,724.28
7 (TELEPHONE EXPENSES)	628.56	736.00	1,364.56
79 (Adjustment Committee Fund)	84.00	84.00	168.00
8 (BANK CHARGES)	67.00	63.50	130.50
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	0.00
Payroll Expenses	64,242.18	75,937.93	140,180.11
Total Expense	222,548.28	242,923.14	465,471.42
Net Income	40,961.53	7,631.01	48,592.54

January through February 2021 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
Income	
D1 (NATIONAL OFFICE DUES)	409,542.71
D13 (INITIATION FEE)	1,030.00
D16 (POSTAGE)	2,357.00
D18 (SAFETY REMITTANCE)	1,257.04
D2 (VANCOUVER ISLAND SUB LOCAL)	63,514.19
D20 (LOCAL EDUCATION FUND)	10,856.24
D4 (NATIONAL REBATE)	21,500.00
D8 (OTHER)	<u>4,006.78</u>
Total Income	<u>514,063.96</u>
Gross Profit	514,063.96
Expense	
1 (DUES & FEES TO NATIONAL)	210,982.95
11 (DUES REFUNDS)	50.00
12 (MEALS & COFFEE EXPENSES)	114.36
16 (POSTAGE & COURIER SERVICE)	5,476.12
17 (EQUIPMENT RENTALS/PAYMENT)	6,081.05
18 (CONTRIBUTIONS & GIFTS)	8,008.82
2 (OFFICE SUPPLIES)	2,251.45
21 (ARBITRATOR AND LAWYER FEES)	4,431.25
25 (LIFE INSURANCE & POLICIES)	15,742.67
27 (UNION JACKET/PENS/HATS)	4,489.80
28 (OTHER)	10,677.38
29 (VEHICLE ALLOWANCES)	11,450.00
30 (CAW-COUNCIL DUES)	3,907.12
32 (BARGAINING UNIT EXPENSES)	21,386.51
33 (WCB APPEAL EXPENSES)	1,629.78
4 (LABOUR COUNCIL'S)	725.00
45 (VANCOUVER ISLAND SUB LOCAL)	6,405.06
5 (EDUCATION COSTS)	1,094.65
6 (HALL RENTAL)	8,724.28
7 (TELEPHONE EXPENSES)	1,364.56
79 (Adjustment Committee Fund)	168.00
8 (BANK CHARGES)	130.50
P_ADVANCES (ADVANCES GIVEN)	0.00
Payroll Expenses	<u>140,180.11</u>
Total Expense	<u>465,471.42</u>
Net Income	<u><u>48,592.54</u></u>

Balance Sheet – Ending February 2021

	<u>28 Feb 21</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2020	37,336.66
@Unifor2021	337,594.33
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	4,947.69
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	3,121.69
Long BID Term 3 (Term Deposit Account (Former L432))	25,522.21
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,450.11
Loomis Owner Operators (Owner Operators Special Fund)	<u>23,622.42</u>
Total Chequing/Savings	<u>444,273.22</u>
Total Current Assets	<u>444,273.22</u>
TOTAL ASSETS	<u><u>444,273.22</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>111.69</u>
Total Other Current Liabilities	<u>111.69</u>
Total Current Liabilities	<u>111.69</u>
Total Liabilities	111.69
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	-31,804.83
Net Income	<u>48,592.54</u>
Total Equity	<u>444,161.53</u>
TOTAL LIABILITIES & EQUITY	<u><u>444,273.22</u></u>

Explanation to Expense Categories: JANUARY THROUGH FEBRUARY 2021

DUES & FEES TO NATIONAL: (\$ 210,982.95)

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

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

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

DUES REFUNDS: (\$ 50.00)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 114.36) also included in Bargaining Unit Expenses

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

PARKING & TAXI EXPENSES: (\$ 0.00) also included in Bargaining Unit Expenses
Covers any and all expenses within the Local, Special Conferences and Conventions etc.

AIR & TRAVEL EXPENSES: (\$ 0.00) also included in Bargaining Unit Expenses
Covers any and all expenses within the Local, Special Conferences and Conventions etc.

HOTEL & MEETING ROOMS: (\$ 0.00) also included in Bargaining Unit Expenses
Covers any and all expenses within the Local, Special Conferences and Conventions etc.

POSTAGE & COURIER SERVICE: (\$ 5,476.12)
Covers all postage charges and any Courier Service (Includes By-Election mail out).
We have taken over administration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals.

EQUIPMENT RENTALS/PAYMENT: (\$ 6,081.05)
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: (\$ 8,008.82)
Covers any Financial Assistance and contributions, United Way Campaign Local Donations, Strike Assistance, Flowers, Fruit Baskets to injured/sick members and any Memorial Service requests, BC Fed Action. Includes our Annual Variety Children's Charity (as per By-Laws \$4,300.00) and Realistic Society House \$3,000.00.

OFFICE SUPPLIES: (\$ 2,251.45)
Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 4,431.25)
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: (\$ 15,742.67)
This covers all Health and Welfare Premiums, Office Insurance coverage, Equipment Insurance, Insurance Rebates.

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

UNION JACKET/PENS/HATS (\$ 4,489.80)
This covers any purchase of Union paraphernalia.

OTHER: (\$ 10,677.38)
This covers all the expenses that don't fit properly in all the other categories.
Some of the examples are: Closing out of accounts transfers, All Grievance Settlements channeled through the Local, Membership Fees, Affiliation Fees, Leadership Training Fund, Assessments, Translation Fees, Vehicle Insurance Rebates, CHIPS Programs fees for ICS Group, Convention Costs, Summons for Labour Board Hearings, Convention

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

VEHICLE ALLOWANCES: (\$ 11,450.00)

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

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

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

COUNCIL DUES: (\$ 3,907.12)

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: (\$ 21,386.51)

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: (\$ 1,629.78)

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

LABOUR COUNCIL'S: (\$ 725.00) ***

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: (\$ 0.00)

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

PAID EDUCATION LEAVE PROGRAM: (\$ 0.00)

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

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

RETIREE'S: (\$ 0.00)

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

VANCOUVER ISLAND SUB LOCAL EXPENSES: (\$ 6,405.06)

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

EDUCATION COSTS: (\$ 1,094.65)

Covers any and all expenses related to our Education Programs within the Local.
Includes all costs for our Local Committees. We sent members to the CO-OP Strike. Election Work.

HALL RENTAL: (\$ 8,724.28)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 1,364.56)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 130.50)

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

ADJUSTMENT FUND: (\$ 168.00)

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

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

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

ADVANCES GIVEN/RETURNED: (\$ - 0.00)

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

PAYROLL EXPENSES: (\$ 140,180.11)

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

TOTAL JANUARY – FEBRUARY EXPENSE: 2021	- \$ 465,471.42
TOTAL JANUARY – FEBRUARY DEPOSITS: 2021	<u>+\$ 514,063.96</u>
DEFICIT/<u>SURPLUS</u> ENDING FEBRUARY: 2021	<u>+\$ 48,592.54</u>

Budget – 2021

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

D2 (VANCOUVER ISLAND SUB LOCAL)	309,000.00
D20 (LOCAL EDUCATION FUND)	17,400.00
D3 (Loomis Owner Operators Fund)	9,300.00
D33 (WCB DEPARTMENT)	0.00
D4 (NATIONAL REBATE)	86,000.00
D44 (RETIREE'S)	1,200.00
D5 (NATIONAL EXPENSE CLAIMS)	48,000.00
D7 (TERM DEPOSIT INTEREST)	600.00
D8 (OTHER)	18,000.00
D80 (DHL Adjustment Funds)	1,800.00
D9 (INTEREST)	0.00
Total Income	<u>3,002,480.00</u>
Gross Profit	3,002,480.00
Expense	
1 (DUES & FEES TO NATIONAL)	1,272,000.00
11 (DUES REFUNDS)	1,200.00
12 (MEALS & COFFEE EXPENSES)	1,200.00
13 (PARKING & TAXI EXPENSES)	600.00
14 (AIR & TRAVEL EXPENSES)	6,000.00
15 (HOTEL & MEETING ROOMS)	3,000.00
16 (POSTAGE & COURIER SERVICE)	36,000.00
17 (EQUIPMENT RENTALS/PAYMENT)	48,000.00
18 (CONTRIBUTIONS & GIFTS)	24,000.00
2 (OFFICE SUPPLIES)	15,000.00
21 (ARBITRATOR AND LAWYER FEES)	24,000.00
25 (LIFE INSURANCE & POLICIES)	82,800.00
26 (SOCIAL COMMITTEES)	1,200.00
27 (UNION JACKET/PENS/HATS)	6,000.00
28 (OTHER)	36,000.00
29 (VEHICLE ALLOWANCES)	72,000.00
30 (CAW-COUNCIL DUES)	24,000.00
32 (BARGAINING UNIT EXPENSES)	241,200.00
33 (WCB APPEAL EXPENSES)	7,560.00
4 (LABOUR COUNCIL'S)	2,992.00
43 (PAID EDUCATION LEAVE PROGRAM)	9,600.00
44 (RETIREE'S)	2,400.00
45 (VANCOUVER ISLAND SUB LOCAL)	61,800.00
5 (EDUCATION COSTS)	54,600.00
6 (HALL RENTAL)	52,800.00
7 (TELEPHONE EXPENSES)	12,000.00
79 (Adjustment Committee Fund)	1,008.00
8 (BANK CHARGES)	720.00
9 (WORKERS COMPENSATION)	2,800.00
P_ADVANCES (ADVANCES GIVEN)	0.00
Payroll Expenses	<u>900,000.00</u>
Total Expense	<u>3,002,480.00</u>
Net Income	<u>0.00</u>

January – February 2021 Budget vs Actual

	Jan - Feb 21	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	409,542.71	412,730.00	-3,187.29	99.23%
D13 (INITIATION FEE)	1,030.00	800.00	230.00	128.75%
D16 (POSTAGE)	2,357.00	3,800.00	-1,443.00	62.03%
D18 (SAFETY REMITTANCE)	1,257.04	1,200.00	57.04	104.75%
D2 (VANCOUVER ISLAND SUB LOCAL)	63,514.19	51,500.00	12,014.19	123.33%
D20 (LOCAL EDUCATION FUND)	10,856.24	2,900.00	7,956.24	374.35%
D3 (Loomis Owner Operators Fund)	0.00	0.00	0.00	0.0%
D33 (WCB DEPARTMENT)	0.00	0.00	0.00	0.0%
D4 (NATIONAL REBATE)	21,500.00	0.00	21,500.00	100.0%
D44 (RETIREE'S)	0.00	200.00	-200.00	0.0%
D5 (NATIONAL EXPENSE CLAIMS)	0.00	8,000.00	-8,000.00	0.0%
D7 (TERM DEPOSIT INTEREST)	0.00	100.00	-100.00	0.0%
D8 (OTHER)	4,006.78	3,000.00	1,006.78	133.56%
D80 (DHL Adjustment Funds)	0.00	300.00	-300.00	0.0%
D9 (INTEREST)	0.00	0.00	0.00	0.0%
Total Income	514,063.96	484,530.00	29,533.96	106.1%
Gross Profit	514,063.96	484,530.00	29,533.96	106.1%
Expense				
1 (DUES & FEES TO NATIONAL)	210,982.95	212,000.00	-1,017.05	99.52%
11 (DUES REFUNDS)	50.00	200.00	-150.00	25.0%
12 (MEALS & COFFEE EXPENSES)	114.36	200.00	-85.64	57.18%
13 (PARKING & TAXI EXPENSES)	0.00	100.00	-100.00	0.0%
14 (AIR & TRAVEL EXPENSES)	0.00	1,000.00	-1,000.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	500.00	-500.00	0.0%
16 (POSTAGE & COURIER SERVICE)	5,476.12	6,000.00	-523.88	91.27%
17 (EQUIPMENT RENTALS/PAYMENT)	6,081.05	8,000.00	-1,918.95	76.01%
18 (CONTRIBUTIONS & GIFTS)	8,008.82	4,000.00	4,008.82	200.22%
2 (OFFICE SUPPLIES)	2,251.45	2,500.00	-248.55	90.06%
21 (ARBITRATOR AND LAWYER FEES)	4,431.25	4,000.00	431.25	110.78%
25 (LIFE INSURANCE & POLICIES)	15,742.67	13,800.00	1,942.67	114.08%
26 (SOCIAL COMMITTEES)	0.00	200.00	-200.00	0.0%
27 (UNION JACKET/PENS/HATS)	4,489.80	1,000.00	3,489.80	448.98%
28 (OTHER)	10,677.38	6,000.00	4,677.38	177.96%
29 (VEHICLE ALLOWANCES)	11,450.00	12,000.00	-550.00	95.42%
30 (CAW-COUNCIL DUES)	3,907.12	4,000.00	-92.88	97.68%
32 (BARGAINING UNIT EXPENSES)	21,386.51	40,200.00	-18,813.49	53.2%
33 (WCB APPEAL EXPENSES)	1,629.78	1,610.00	19.78	101.23%
4 (LABOUR COUNCIL'S)	725.00	748.00	-23.00	96.93%
43 (PAID EDUCATION LEAVE PROGRAM)	0.00	1,600.00	-1,600.00	0.0%
44 (RETIREE'S)	0.00	400.00	-400.00	0.0%
	6,405.06	10,300.00	-3,894.94	62.19%

45 (VANCOUVER ISLAND SUB LOCAL)				
5 (EDUCATION COSTS)	1,094.65	9,100.00	-8,005.35	12.03%
6 (HALL RENTAL)	8,724.28	8,800.00	-75.72	99.14%
7 (TELEPHONE EXPENSES)	1,364.56	2,000.00	-635.44	68.23%
79 (Adjustment Committee Fund)	168.00	168.00	0.00	100.0%
8 (BANK CHARGES)	130.50	120.00	10.50	108.75%
9 (WORKERS COMPENSATION)	0.00	700.00	-700.00	0.0%
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	0.00	0.0%
Payroll Expenses	140,180.11	150,000.00	-9,819.89	93.45%
Total Expense	465,471.42	501,246.00	-35,774.58	92.86%
Net Income	48,592.54	-16,716.00	65,308.54	-290.7%

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

Educations costs include \$1,094.65: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership.

Arbitrations and Lawyer's Fees \$ 4,431.25: We have many Arbitrations and Legal Issues within the Local this year and still lots of possible Arbitrations and Legal issues to be dealt with on the books for 2020 into 2021. Dealing with an issue at Hospitality Inn, which requires our Lawyers assistance to get an award through the courts if needed. Loomis and Cam Clark Ford Arbitrations.

Charitable Contributions (Donations) and Gifts \$8,008.82: Annual Donation to Variety the Children's Charity \$4,000.00; The Realistic Success Recovery Society \$3,000.00; WOR Veterans Memorial Donation; Cards and Flowers to members; Financial Assistance donations to members in need.

Other Items to mention:

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

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

**** The Local is in the process of hiring a Local Representative for the Island. – On hold right now and will be re-evaluated in 2021.**

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

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

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

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

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

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

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

Financial Report given at the March 12th, 2021 Conference call for Staff and Executive Members.

Financial Report given at the March 20th, 2021 Conference call for General Meeting.

President's Servicing Report
Brother Gord McGrath
March 2021

DHL: A world-wide courier trucking company

A push from the Provinces is on to get the new CBA off to the printers so the collective agreement booklets can be handed out to the membership. Here in B.C., there are a few items that yet need to be agreed to so the correct understanding is implemented into the language of the new CBA. Kristian Nielsen Unit Chairperson continues to engage the company on this along with Mario Santos National Rep covering DHL bargaining items.

We have been dealing with some harassment complaints in the past months with one more needing an investigation between the Union and company starting next week.

No other major items at this time.

Loomis Express: A world-wide courier trucking company

A bargaining Webex meeting with the company and B.C. Committee took place in the last week of February, where the committee was able to deal with several Provincial proposal items. I want to thank the committee for always being professional while on the video meetings with the company and Mario Santos, bargaining lead for the union.

Now it will be up to the other Provinces to hit the bargaining table, and from that, new dates will be needed to meet and start the National segment of the collective agreement. Unfortunately, this process is far from over and there has been a learning curve for all using the video technology while in bargaining.

Dave Boros and I continue to meet with the company and get the outstanding grievance issues down to a few before heading to the National table. Brother Boros continues to drop in at the Burnaby location keeping tabs on the day-to-day issues and speaking to the members.

Some minor grievances in the system currently waiting for resolution.

Brinks Armoured Car – BC A transportation carrier for valuable liabilities

Several issues have come up from the Northern area and Interior depot that have been dealt with, some still pending. Vehicle maintenance and upkeep is a struggle, as we see these old vehicles coming close to the end of their service life mechanically and structurally.

For the most part, the members have been dealing well with the COVID restraints while servicing customer locations, with only a few noted incidences reported. The spring bid season is before us with all jobs being put up on the wall for bidding by the workers. Some locations will see hardly any changes where others, like the lower mainland, will be under more blending of runs in hopes to offset loss of working hours for the employees.

This can be very difficult for some as it turns their working world upside down, which affects the families as well. Maybe some day this whole twice a year rebid can be narrowed down to once a

year, the industry has been changing and not for the better of the membership. Hopefully we can have a frank discussion on these crisis issues in bargaining this year, as the CBA expires in August 2021. To date, no mention of bargaining has come forward from the company and I am assuming the union will be addressing that topic at the National level in the months that follow.

The election process for all unionized positions in the bargaining unit will start once a clear timeframe for bargaining is determined. Request for proposals will be part of that process which gives members the opportunity to voice their concerns and wishes to the elected bargaining committee.

"Steps for Life"

This is an event that supports families of workplace tragedy and is the flagship fundraising event of Threads of Life. Since 2005, Steps for Life has not only increased health and safety awareness, but it has also raised more than \$6 million to provide support programs and services to families affected by a workplace life-altering injury, occupational disease, or fatality.

This is done by fundraising across the country by means of holding group walks in communities on a date/s specified, or by sponsorships by large groups, companies, and organizations.

Unfortunately, in 2019 in the Lower Mainland the host for the yearly walk had moved on which left no time to put together the live event at Burnaby Lake as years in the past.

In 2020 due to the COVID situation, the event went to the virtual arena, with small groups of supporters and individuals creating walks of their own collected pledges from colleagues and friends. In 2018, our Local 114 was able to receive support from the BCRC Executive to bring us in at the sponsorship level, along with generous support of individuals and Unifor locals.

This year I approached the BCRC Executive, with the assistance of Brother Bill Gaucher, and again the call was answered with a donation of \$1000.00 to obtain the level of community supporter.

Now that we are in the door, I am planning to put together a Unifor team to do a walk at the Burnaby Lake park, keeping the groups to small numbers so the Provincial COVID guidelines and personal safety are adhered to.

The Unifor team hopefully will draw other Unifor locals and their members to do the same in the different communities around B.C. Once I have the Unifor team set up on the Steps for Life website, I will be calling on the BCRC Executive to allow communications to be sent out to the other Locals to bring awareness to the event and join our Provincial Unifor team.

This event is slated for May 1st and 2nd 2021, with walks being organized for one, or both days by the local event organizers. I will be focusing in on May 1st (Saturday) for the local area Burnaby Lake walk and updated information and sign up will be posted on the Steps for Life website.

http://events.threadsoflife.ca/site/TR?fr_id=1237&pg=entry

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 2021**

****LAID OFF NUMBERS ARE AS PER BILL'S UPDATED SPREADSHEET UNLESS SPECIFICALLY MENTIONED BELOW**

Applewood Nissan: *Auto Dealership*

- Issues regarding employee performance, attendance and discipline resolved.
- Issues regarding management performing bargaining unit work continues to be monitored.
- The employer consistently confirms they are on top of all COVID measures even though there were seven Covid cases late last year.

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

- A number of grievances related to bumping.
- Grievance filed regarding tech change is being forwarded to Arbitration.
- Grievance regarding unfair and unreasonable discipline is being forwarded to Arbitration.
- Grievance regarding E-comm work was heard in mediation by James Dorsey.
- Grievance regarding contracting out and the use of not bargaining unit employees tentatively resolved.
- The employer consistently confirms they are on top of all COVID measures.

Inland Kenworth: *Heavy Duty Truck Repair*

- This workplace has been considered an Essential Service.
- The group ratified a 2% increase.
- The employer consistently confirms they are on top of all COVID measures.

ICS Courier: *Same Day and Next Day Delivery*

- The Union and the employer met to negotiate a renewal agreement. The parties will be forwarding the proceedings to Conciliation.
- The employer consistently confirms they are on top of all COVID measures.

Lamar Advertising: *Advertising Installation on Bus and SkyTrain*

- No layoffs currently.
- The bargaining unit has given the Local Union authorization to secure a one year renewal with a reasonable increase. We are currently working on this with the employer.
- The employer consistently confirms they are on top of all COVID measures.

Magnacharge Battery: *Battery Distributors*

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

Metalex Products: *Lead Smelter*

- There are no layoffs and no current issues.
- The employer consistently confirms they are on top of all COVID measures.

Prepac Manufacturers: Furniture Manufacturing

- There is currently one Covid case that is in quarantine.
- The employer consistently confirms they are on top of all COVID measures and they have six full time employees working to ensure they remain as Covid free as possible.

Strait Express: Owner Operators

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

Weatherhaven: Commercial/Military Shelter Systems

- This workplace has been considered an Essential Service.
- There are no layoffs at this time.
- The company has made some vague comments about not renewing the current lease for office staff who are not in the bargaining unit and we are looking into this further.
- The employer consistently confirms they are on top of all COVID measures.

Westman Steel: Culvert Manufacturing

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

Hotel Grand Pacific: Hotel in Victoria

- The Hotel is currently open with moderate staffing levels. We are keeping a close eye on any work being contracted out while layoffs are in effect.
- A one year renewal agreement that extends recall rights to 24 months was ratified earlier this year.
- Issue regarding work assignments based on seniority being looked into.
- The employer consistently confirms they are on top of all COVID measures.

I move that my report be accepted as circulated.

In Solidarity,



Cynthia Anderson

Unifor Local 114 Union Representative

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

Accurpress (Surrey): *Manufacturer of custom steel presses*

- No current issues.

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

- Have hired 2 temps as it is busy. No issues with Covid. Plant following all protocols.
- Not on CEWS.

Bimbo (Langley): *Distribution center*

- JLM in February. Company is busy. Hiring a couple new guys.
- Looking to making some schedule changes.
- No issues dues to Covid. Not on CEWS.
- No current issues.

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

- Resolved issue headed to arbitration.
- No current issues.

Halkin Tool (Surrey): *Manufacture of custom steel presses*

- Have a renewed collective agreement with a 81% yes ratification. Will be back at the bargaining table in March 22. Negotiated some decent severance language for the members.
- Health & Safety and Steward nominations and elections in progress.
- No Covid issues. Company is on CEWS.

International Tentnology (Surrey): *Manufacturer of events tents*

- No current issues.

Signify/ Ledalite (Langley): *Manufacturer of custom lighting*

- Bargaining dates set for April. Will be meeting with bargaining committee via WebEx prior to.
- JLM March 8th. Will be discussing some LTD claims, and current prospects regarding more work.

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

- Dealing with an LTD issue.
- No lay offs.
- Two people have tested positive for Covid. Following recommended protocols.
- Not on CEWS.

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

- No current issues.
- No lay offs.
- No cases of Covid. Not on CEWS.

Shellburn (Burnaby): *Oil Refinery*


- No current issues.
- No Covid issues.

Unitran Manufacturing:

- No current issues.
- One employee self isolating due to possible Covid.
- Not on CEWS.
- No layoffs.

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

In Solidarity,

A handwritten signature in black ink, appearing to be 'LJ' with a long horizontal stroke extending to the right.

Linda Jensen
Local 114 Union Representative

**Local Union Representative's Report
Brother Mark Mistic
March 2021**

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

- No outstanding grievances.
- Bargaining has not been rescheduled at this point. Quebec travel restrictions ongoing.
- Follow up conference call has not been set to discuss items raised on January call.
- Members continue on EI WorkShare program as orders have been fairly stagnant in 2020/2021.

Anchor Inn (Campbell River): Hotel

- No outstanding grievances.
- LRB has appointed Officer for mediation. April dates have been tentatively set. Waiting for confirmation email from Officer.

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

- No outstanding grievances.
- Nominations for 2nd Bargaining position ongoing. Deadline for nominations March 8th.

Consolidated Fastfrate (Port Coquitlam): Freight Distribution/ Transportation

- Two grievances for contracting out and hired cartage filed after Company used both to deal with the backlog ongoing. In-person meeting delayed due to PHO restrictions. Union has requested further documentation of companies used for both grievances.
- Confirmed COVID19 case caused several members to quarantine.

First Transit (Langley): Shuttle Bus

- Two outstanding grievances on paid bargaining time. Deal with at bargaining. Ongoing.
- Bargaining has been rescheduled for March 29 to April 1st. Monetary outstanding.

Garda (Nanaimo-Comox): Armoured Car service

- No outstanding grievances.
- New bid started. Thanks to RAC for their input.

Garda (Prince George/Terrace): Armoured Car service

- No outstanding grievances.
- Nominations for Bargaining Committee for one position still not filled. Ongoing.

Garda (Vancouver): Armoured Car service

- Some grievances/issues remain outstanding from our February 24th meeting.
- National Rep, Mark Cameron has confirmed dates for 2 grievances heading to mediation and/or arbitration.
- Bargaining Committee in-person election postponed due to new PHO restrictions. Local gathering membership emails if electronic vote is required. Ongoing.
- Confirmed COVID-19 case caused several members to quarantine.
- New bid started. Thanks to RAC for their input.

Garda (Victoria): Armoured Car service

- Some grievances/issues remain outstanding. National Rep, Mark Cameron involved with outstanding issues.
- Three new Stewards. Welcome Quintin, Seamus and Sandra. Their names have been forwarded for upcoming online Education.
- New bid started. Thanks to RAC for their input.

Hospitality Inn (Port Alberni): Hotel

- Settlement has not been paid out as per understanding from late 2019. Local has authorized legal to move forward to arbitrator Dorsey. No update on this. Email sent to Jim Dixon for review. No update for this report.
- LRB has appointed Officer for mediation. April dates have been tentatively set. Waiting for confirmation email from Officer.

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

- Outstanding grievances are on going (free coffee and owed stat pay).
- A few grievances outstanding on pay issues from February 22nd grievance meeting.
- Human Rights complaint ongoing. Member not satisfied with resolution. Ongoing.
- Bargaining Committee set. Congrats Andrew and VJ.
- Bargaining set for April. Pre-bargaining set for March 19th. Time off letter being drafted.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- Collective agreements are now in the process of being signed before printing can be done. One last signature required from TFI HR.
- Pre-paid prescription drugs with drug card outstanding. TFI HR dealing with benefit carrier to resolve.

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

- A few grievances are ongoing, but are held in abeyance until resolution. Two online meetings in 2021 did not resolve overtime pay/work issue. Ongoing.
- Collective agreement booklets have been shipped to Bargaining Committee Reps for distribution.
- Three new Stewards for Comox/Courtenay. Welcome Sharon, Michael and Earl. Their names have been forwarded for upcoming online Education.

Wilsons (Vancouver/Victoria): Charter Bus

- Company will keep Union updated if recalls happen but everything is day to day. Ongoing.
- Work is limited and some members remain on government assistance. Company has applied and eligible for wage subsidy as new rules allow companies to apply. Ongoing.
- Travel restrictions and border closure continue work is limited (border closed at least until March 21st).
- Tofino Bus, which also operates the Vancouver Island Connector, will not be resuming service on February 12th as previously scheduled. Wilson's asked for a one-year emergency COVID recovery contract from the Ministry of Transportation to cover operating costs for Tofino Bus and allow it to resume this essential service, but has not been successful to date.

In Solidarity,



Mark Mistic
Unifor Local 114 Representative
604 - 516 - 8042
mistic@uniforbclocals.ca

Local Union Representative's Report
March 2021
Brother Nate Shier

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

- Still looking for another member to step forward as a steward. Have not had any names submitted.
- No public or outside people permitted in office.
- Work is steady. No known layoffs.
- Company has suggested that they want to get into Bargaining. Looking for members to participate on a Bargaining Committee. Ben Williams is the new National Rep on the group and we anticipate some contentious issues. One member for Committee has come forward. Limited contact information (very few emails) and members not available for meetings.
- No additional Covid cases known.

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton and Rick Blair addressing day to day issues.
- Arbitration hearing scheduled for Jan 20 and 21 went well. Mark Cameron handling the presentation of the case. Written submissions for closing arguments agreed to negate, need for additional dates. Submissions/rebuttals are in, and we are awaiting Arbitrator decision.
- No additional Covid cases known.

Cascade Aerospace: *An aircraft overhaul facility in Abbotsford*

- Steve Frank taking care of day to day.
- Final completion of proposals done. Virtual meeting for members being organized and proposals approved.
- Workload is still keeping fairly steady and slow expansion/hiring occurring.
- Company is continuing to monitor and evaluate the effects of the pandemic. Company practice/policy that requires a mask to be worn when transiting around the building and/or cannot maintain proper physical distancing.
- No additional Covid cases known.
- Bargaining opened on Feb 16th with exchanges of proposals between the parties. Additional Bargaining dates being set.

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

- Chris Cadarette taking care of day to day.
- Still lots of concern and process changes over Covid-19.
- Mandatory facial covering for passengers are not enforced, nor are drivers permitted to assist with "enforcement". Members continue to be frustrated. Process for reporting non-compliance developed and progressing.
- No additional cases of Covid-19 known.
- Several accidents/near misses over the last few weeks have generated concern. Enforcement of incident driven drug testing has opened discussion on policy in general, as well as the "presence of THC vs impairment or level of impairment". Current post incident tests only reveal the presence of past use of drugs, not impairment level. "Safety sensitive" positions have added to the discussion.
- Involvement in accident/incident investigations with Union and or H&S Committee members a concern. Initial focus on driver error in many cases creates holes in "other" causes or root causes for "prevention" of future incidents.
- Bargaining dates set for March 8-12. Virtual meetings for Bargaining are difficult to conduct vs. in person. Looking at in person and additional "urgency" to get through to a deal.

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

- Gerry Shook had been taking care of day to day as the Chief Steward.
- Additional steward elected. Election held through Simply Voting online voting process. Voting went well and was clear and easy.
- Bargaining Committee also elected additional member. Kelly King elected to serve with Gerry Shook and Brian Gona from Salmon Arm. Suggestions and proposals from members being gathered and meetings with Committee and members being scheduled. Notice to bargain has been served.
- Lots of concern and process changes over Covid-19. Process for reporting non-compliance developed and in progress.
- New General Manager has been hired and labour relations are redeveloping.
- Concerns over duties of Custom drivers to perform pickups at facilities with known Covid outbreaks creating concern and additional protocol. No driver will be forced to pick-up, if unsafe to do so.

Horizon Air: *A regional Carrier for Alaska Airlines*

- No outstanding grievances.
- Due to the nature of the work and the closing of the border, there is a drastic drop off of work and several layoffs have happened.
- Full shut down of Victoria operations and very limited work in YVR.
- Several RTW plans have been made, but each time the border closure is extended, it delays plans. No known opening date of borders and return to more normal air travel.
- Without prejudice agreement to reset the recall rights to January 2021 for all employees that were laid off due to Covid pandemic. Effectively giving 10+ additional months of recall rights.
- No additional cases of Covid-19 known/reported.

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

- Chief Steward, Charles Holman, is doing well and trying to keep up with the many issues.
- Elections for Bargaining Committee in place and will meeting be started shortly.
- No reported cases of Covid-19. Mandatory wearing of facial covering in the plant and daily temperature checks have so far been well received and effective.
- Getting ready for Bargaining. Mark Cameron is the National Rep, taking over from Gavin Davies. Company is wanting to get into Bargaining in short order. Zoom meetings are being held with the Bargaining to start with. "In Person" meetings will be difficult.
- Workload is good, but still a higher than acceptable turnover. Recent orders have increased workload and looks to be steady work for the foreseeable future.
- Two outstanding terminations need to be relooked at for review. Human Rights (drugs and alcohol and accepted workplace injury on other).

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

- Repayment for temporary 10% reduction in pay started.
- Work level has been fairly low and drivers (Owner operators) are looking for cost cutting on benefits. Quotes gotten for different plans through UBT providers, but due to Covid and other delays, meetings have not happened yet. Will be getting a full quote from UBT on an overall cost effectiveness way of addressing drivers concerns.

Trimac Transportation services: A bulk carrier of cement

- Bargaining Completed. Jean Van Vliet heading up bargaining. Glen Harris and Randy Gill did an excellent job of representing and supporting the members at the table. Highlights of the 2-year Agreement include:
 - Wage and haul rate increases
 - Vacation selection process
 - Improved process on work assignments
 - Paid Company training
 - Boot allowance increase
 - Several language housekeeping issues cleaned up and renewal of LOUs
- The travel restrictions were difficult for both sides, but online membership meeting was well attended and 100% ratification vote from 78% of the members was achieved. Thanks again to Jean, Glen, Randy and all the participation of the members.

Whistler Transit: A conventional and custom transit service

- Day to day issues being well shared amongst stewards.
- Bargaining sessions started. Bargaining conducted on Feb 17-19. Additional dates in April booked. Non-monetary discussion went well and a full monetary was given on last the last day before breaking off.
- No additional cases of Covid known.
- Seniority grievance/complaint and Custom assignment of work in progress.

Additional Servicing

Viking Air: Aircraft Manufacturing Parts and Repair and Overhaul facility

- James Young has taken over as the new Chief Steward and taking care of day to day issues.
- Some Lay-offs early on due to slow work. As a result of the Covid crisis. No further layoffs have been reported.
- No addition reported cases of Covid-19.
- Arbitration for recall out of seniority conducted on Feb 25. Jim Dixon has presented the case and as of this report being written se are still awaiting a decision.
- Several grievances resolved, including an understanding on OT for call-ins and a WP settlement for a damaged tool.

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

- Mike Younger is taking care of the day to day issues.
- Gavin Davies is the current national Rep at the moment, but will be switching to Ben Williams after the current bargaining session is done. Bargaining is going well, but delayed due to several factors (Translink settlements and scheduling of principle negotiators, Covid-19 outbreak, health and travel restrictions). Addition of Mechanic/shop representation onto the Bargaining Committee was made due to bringing on new classifications into the Bargaining Unit.
- Bargaining schedule due to travel restrictions has created concern with the Bargaining Committee and members. In Person Bargaining scheduled for March 2-5 went well. Despite the best intentions, bargaining was not completed and additional days are booked for April 7, 8 to finish it off.
- A revamped Terms of Reference was mutually developed for the JOH&SC to assist in keeping the Committee on course.

As I reported last month, Bargaining is going to be the challenge over the next year, with about half of my assignments or more being in or about to be bargaining. A couple are getting down to some of the essential parts and bit, so some of the meetings are in person and it is good to see the world again, but also important to stay vigilant on face covings and hand washing.

Stay safe and stay healthy and follow safe practices.

In Solidarity,



Nathan (Nate) Shier
Unifor Local 114 Union Representative

Education Committee Report
Brother Gord McGrath
March 2021

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

Below is a message from the Unifor education Department:

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

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

Education Webinar Sign-Up

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

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

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

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

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

Upcoming webinars...

Covid-19 Vaccines

Mar 23, 2021

7:00 PM - 8:00 PM (Eastern Time)

Open to all Unifor members.

Do you have questions about the COVID-19 vaccines? A panel of experts will be available to answer your questions.

Please join us for this important webinar.

This workshop will be hosted online through Zoom, participants will be emailed information on how to join. You must RSVP.

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

On Line Courses:

Information on the online courses can be found at,

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

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

BCFed Health & Safety:

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

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

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

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

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

I move my report as circulated.

Gord McGrath, Unifor Local 114 President / Education Chair

ANALYSIS

Don't Be Fooled: Alberta Is Still Playing the Coal Game

Reinstating the Coal Policy does little to protect the Rockies or already scarce water resources relied on by two million people.



Andrew Nikiforuk

10 Feb 2021 | TheTyee.ca



Extensive coal exploration programs underway on Cabin Ridge in southern Alberta. Photo by [Callum Gunn](#).

Some view the Alberta government's abrupt move to reinstate the 1976 Coal Policy and hold some kind of public consultation about coal mining in the Rockies as a sign that a tone-deaf government is finally listening to an enraged electorate.

Energy Minister Sonya Savage even made a grandiose claim. "We recognize that rescinding this policy has caused tremendous fear and anxiety that Alberta's majestic eastern slopes would be forever damaged by mountain top

and open-pit coal mining,” she said. “Let me be clear. This will not happen in Alberta.”

But a leopard never changes its spots.

So don’t be fooled: open-pit mining is still firmly on the government’s agenda.

Although the Alberta government may have changed tactics in the face of unprecedented civil protests, it still has not changed its 19th-century focus on resource extraction that benefits foreigners and disenfranchises Albertans and destroys their water security.

Over the last two months, ranchers, towns, municipal districts and conservationists have made it plain they consider open-pit coal mining in critical watersheds in the Rockies an unacceptable risk to their economies, their communities and their future, in part due to the industry’s long-standing water pollution.

Moreover, the economics of the boom-and-bust industry don’t make any sense. Even Brian Jean, a former leadership contender for the United Conservative Party, emphasized this conservative point in a recent Calgary Herald column.

“The royalties Albertans get from coal are minuscule — they wouldn’t fund the annual budget of the energy war room,” Jean wrote. “The cost-benefit of coal may not be there. Alberta collects about one per cent of coal revenue, less than \$100 per coal railcar, that must be weighed against the significant environmental risk and the potentially more severe reputational risk.”

And from a water perspective, allowing coal mines in critical watersheds already hammered by climate change represents an almost suicidal short-sightedness.

But the government hasn’t been listening to common sense. As things now stand, more than a half-dozen mostly Australian companies still hold coal leases to nearly 2,000 square kilometres of the eastern slopes of the Rockies, from the Oldman River in southern Alberta to the Ram River west of Red Deer.

After extensive lobbying by the Coal Association of Canada and its Australian members, in May 2020 the Jason Kenney government quietly revoked the Coal Policy, removing restrictions on open-pit mining on these leases. The Australians rejoiced.

When Savage reinstated the policy this week, she didn’t answer some essential political questions.

For example, why did Australian mining companies know about the cancellation of the Coal Policy before Albertans?

Why did the environment and tourism ministers write letters of support in 2019 for an Australian coal company trying to raise money before it was even listed on the stock exchange?

Where are the economic analyses evaluating the costs and benefits of exporting metallurgical coal?

Why do Australian coal miners consistently describe the Kenney government as “engaged and supportive” in their corporate presentations?

Although the government’s decision to reinstate the Coal Policy may temporarily restore some protection for the province’s mountains, it doesn’t undo the damage already done.

Resurrecting the Coal Policy, which prohibits surface or open-pit mining on Category 2 lands in the eastern slopes, does not cancel leases granted during the policy or new leases granted after its abolition. The leases cover almost 500,000 hectares.

And reinstating the Coal Policy and its Category 2 prohibitions does not really protect the eastern slopes, because they are still subject to ministerial exemptions for specific projects.

Former NDP energy minister Margaret McCuaig-Boyd unwisely set that precedent with an exemption from Category 2 prohibitions for Ram Coal in 2016 in a critical watershed. (The Coal Policy recommended that such exemptions “would not normally be considered.”)

Nor has the Kenney government stopped drilling and exploration programs, which mangle the homes of bear, elk and bighorn sheep with kilometres of roads and scores of drilling pads.

The ecological damage from roads and drilling pads on six exploration leases is already substantial and might take centuries to repair.

It is also telling that the government has told the Alberta Energy Regulator not to process any more exploration requests, but “this direction does not apply to exploration programs that have already been approved,” noted resource law expert Nigel Bankes at the University of Calgary.

In a critical legal assessment of the government’s reinstatement of the Coal Policy, Bankes concluded that the government’s actions really don’t amount to much.

“Minister Savage claims that the 1976 Policy has been reinstated, but a lot of activity has occurred between June 1, 2020 and Feb. 8, 2021, and none of that has been rolled back,” he wrote. “This is not reinstatement; it is reinstatement minus what has happened since June 1.”

Savage also implied during her press conference that “mountain top removal” wouldn’t be allowed in Alberta under any circumstances.

She grossly misled Albertans. Her directive on the issue says coal mining exploration and development is OK on sensitive Category 2 lands as long as it does “not involve mountain top removal.” Does that mean open-cut mining or strip-mining will be allowed?

Nor does her directive prevent the decapitation of mountains in the Crowsnest Pass on Category 3 and 4 lands, which have lesser protection under the Coal Policy. Both Montem Resources and Benga Mining (its Grassy Mountain project is now the subject of a joint provincial-federal review) have proposed to level several mountains in the area.

Australia’s Montem Resources has already assured investors the change won’t affect two large mountain-top-removal projects, Tent Mountain Mine and Chinook Project, because they are on Category 4 land.

Meanwhile, the UCP government has claimed that “scientists, not politicians, make the environmental decisions.”

But that’s false. It is still abetting Aussie coal miners by any means it can.

Take water for example. It is a scarce and precious commodity in southern Alberta, and shortages will get scarier with climate change.

The region’s water security is primarily protected by the integrity of the eastern slopes of the Rockies, which hold and filter clean water for the plains below.

And it is governed by a specific allocation order allowing water to be assigned to towns, farmers and ranchers, industry and other users.

But Australian coal miners in the Crowsnest Pass don’t have enough water for their proposed open-pit mines and have lobbied the government for help.

Benga Mining and Atrium Coal both got what they asked for.

Without public consultation (a persistent theme here), the Kenney government has put forward a plan to take up to eight billion litres from the Oldman River dam reservoir, reserves that had been set aside for drought and other environmental conditions and emergencies.

Did the Kenney government do any specific studies on the impact of coal mining on water scarcity, climate and selenium pollution in the eastern slopes before giving away this water? No.

Meanwhile southern Albertans are appalled that the government is proposing to change water allocation rules for Australian companies and undermine the existing market.

Just last week, the municipal districts of Pincher Creek and Ranchland sent off a blistering letter to their local MLA, Roger Reid, about the Kenney government’s glaring Australian bias in overriding the water allocation order.

“It is deeply troubling to see that this Order appears to be in the process of being dismantled, effectively with no consultation. What appears to be passing for consultation, is a rapid ‘drive-by’ where provincial officials appear to be merely giving notice as to what is going to happen, as opposed to seeking meaningful input from the residents and jurisdictions impacted.”

So has the Kenney leopard changed its coal spots?

No.

The battle to protect the water security of two million Albertans and their economies has just begun. 🐾

Report of Anne Cody
Southern Member at Large
March 12, 2021

Loomis Courier Kamloops:- Nature of Business:- Courier Services:-

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

- They are doing well. They just hired 4 more employees and waiting to start a couple new runs. Also, they are getting ready for bargaining in April. They loved the pocket calendars.

Kohler Manufacturing-Armstrong:-Nature of Business:- Bath and shower products:-

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

- For the most part, things are quieter. Their GM resigned, it took way too long after her resignation before she actually left, but she is gone. This of course leads to a new GM and learning who he is and what his style shall be. The old GM was generally disliked so bad that they believe it can't be any worse, but like the old saying goes..... the devil you know versus the one you don't. The new GM wants nothing to do with the Union, so communication between the two parties is not likely to improve much at ground level, so the status quo remains and the challenges for the Stewardship remain consistent and carried over from the past.
- As Gerry works to transition from Unit Union activities to Local Union activities, his focus is on teaching and passing the torch as they try to get through the pending Bargaining and into a general election and a new stewardship committee to represent them.
- Being a smaller group their PEL funds don't go as far as they would like so Gerry is working with Gord to learn more about what the Local has to offer in the way of Education to help them achieve their goals.

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

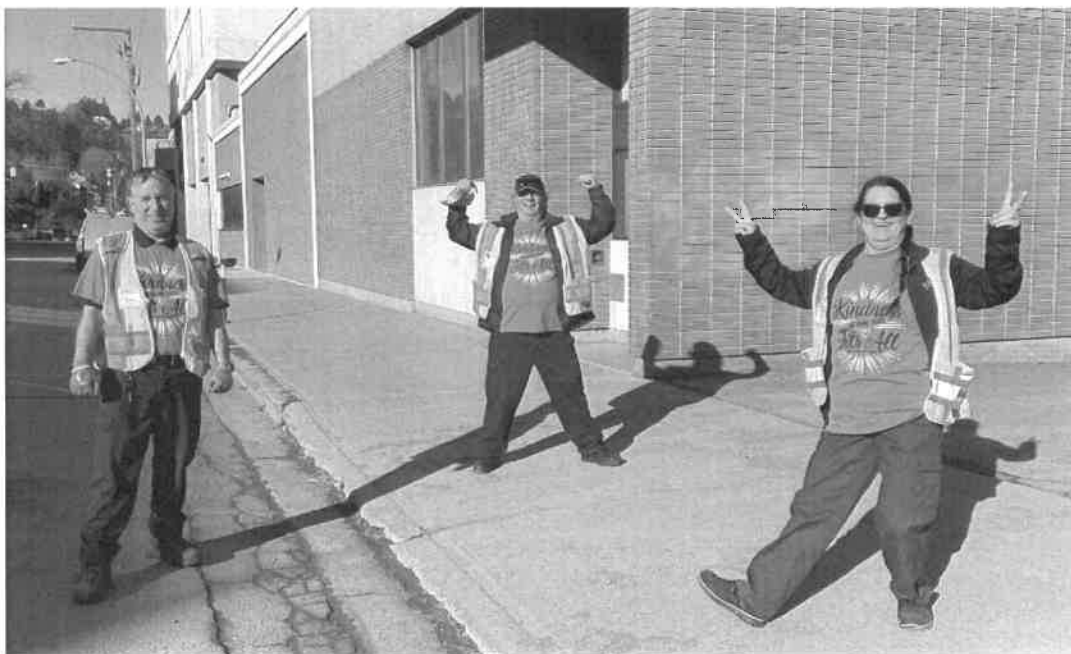
- I'm sad to report we lost a long time Brother Darcy Railton to cancer. He had been away from his work as a Conventional transit operator for a number of years since his diagnosis and sadly lost his battle to this terrible disease.
- Chris said they have been extremely busy in Kamloops. They are still dealing with Covid issues related to scheduling, cleaning and service levels on both Custom and Conventional sides.
- March 9, 10, 11 they will be going back to bargaining for the monetary part.

- They recently had a change in management, and with a new manager in place they've had a few challenges but mostly positive to this point. They have been able to reignite our Union committees and get them more active and involved, which I'm hoping will be visible to the membership.
- There have been a number of accidents and the drivers were taken for drug and alcohol testing whether they were at fault or not, a practice which hasn't been normal. In the past they would only conduct these tests for very serious accidents but it seems First Transit has changed their policy and tests everyone now after an accident.

Chris thinks Unifor and our Local should have more knowledge and education on this issue. With marijuana being legal, there will undoubtedly be more positive tests. We know THC can stay in the system for up to 30 days, but that doesn't identify impairment. The test that First Transit does simply shows the presence of THC or not, but doesn't test for levels in the system. This also doesn't indicate marijuana use, but could come from using CBD oil or being in the presence of somebody smoking. This practice and particular test puts an unfair burden and stress on the member and rep to prove that a member isn't and wasn't under the influence. Chris has been in contact with stewards, with any information. Chris and the stewards have to help educate the members, but they too are just learning and this will be an issue for other locations as well.

Assistance from other units, locals, even national, would be appreciated, information about legal levels in the system or types of tests administered to prove impairment or not, not just going by the sole test of the presence in a members' system.

- Quite a few members took part in Pink shirt day, focusing on working together and treating others with dignity and respect. Good job!!



Kamloops

- The Mustard Seed Kamloops' Coldest Night of the Year has found a way to continue the annual event, amidst the COVID-19 pandemic.
- The two-kilometre walkathon, which traditionally sees a group of people walking the downtown together after collecting pledges, won't be happening this year. The non-profit is encouraged participants to walk their own routes when the event took place on Saturday, Feb. 20 — or earlier if they have a hectic schedule. This year's fundraising goal is \$20,000 and will be used to purchase new bedroom mattresses for the Mustard Seed's men's supportive living facility and to help create more outreach programs.
- The Coldest Night of the Year is one of our most popular fundraisers and they were thrilled to announce that they have made plans to continue the tradition, they knew this pandemic has been difficult, but were so excited that many people committed to supporting this fundraiser.
- In compliance with COVID-19 safety protocols, an appreciation drive-thru was set up in the parking lot at the Sandman Centre. A roped off area was operated by sponsors and staff, where participants could pick up pre-packed thank-you bags. There was also an area for supporters to drop off additional funds that had not been collected online.
- Almost \$26,000 had been collected by the 87 participants.
- A large portion of the money raised will be used to purchase 17 new mattresses and matching box springs from the Mattress King for the men living in the Supportive Living Program in The Mustard Seed's Outreach Centre. The importance of a good night's sleep is incredibly valuable. These mattresses will greatly impact the lives of the men living upstairs. They will all get a much improved night's sleep, which will give them the energy and the strength to work through their next day's activities.
- The rest of the proceeds will be used locally for other Mustard Seed programs and initiatives to help those experiencing homelessness and poverty.
- The remaining funds raised from the Coldest Night of the Year will go to local programs and initiatives with The Mustard Seed Kamloops.

My Review

- 1) My friend's son turned seventeen and is a really good mechanic. He signed up for the Trades program at TRU for mechanics. He wanted lessons before he went to take his drivers test, since I'm a driver trainer for Transit custom buses, his mom asked me if I could take him out for a few lessons. Of course I was up for the challenge. I did six lessons with him and while I was with him, we would have conversations about his interest in mechanics and what field of work he wanted to get into, whether heavy duty, buses, millwright, or automotive.

I would chat to him about the importance of joining a company that is unionized. I told him how unions have bargained benefits, vacations, pension plans, good wages and most importantly apprenticeship programs that will pay your wages and the cost for you to take your apprenticeship. Most importantly, they have a good safety program and youth committee.

He didn't know anything about unions, he asked lots of questions. He thanked me for giving him this information and would definitely look into getting hired on with a union company.

Right after he took his drivers test, he contacted me, all excited, saying he passed his drivers test. He's one very happy guy!

- 2) One of our members got an invitation from the Government of B.C., Gender Equity office, which reports to the Ministry of Finance. Topic:- Women in leadership profile. There are 7 questions that she had to answer. She was quite worried about how to answer these questions, so she contacted me and showed me the questions. I had a good lengthy conversation about the challenges that women have in the work force and if she could think and tell me what certain things happened in her life pertaining to these questions. I shared my experiences with her and she shared hers. I told her to remember to look at the big picture and how far we have come and that we still have some of those challenges but, more importantly how important for her to answer the questions truthfully and not to sugar coat them. By doing this it will really help her granddaughter and mine to enter the work force.

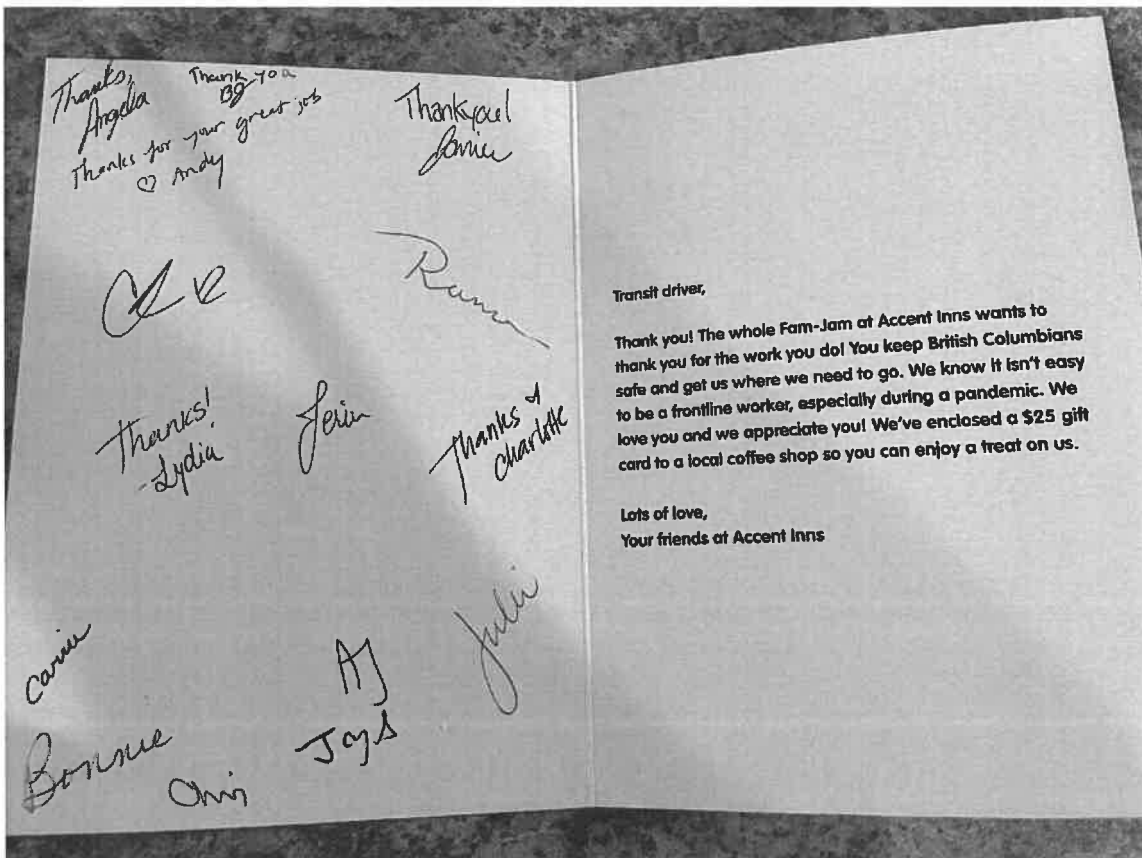
After our conversation she felt charged and ready to answer the questions, she was really excited to be part of this survey and answer the questions relating to her experience.

I talked to her about Unifor's International Day for Women coming up March 8, she was very interested in it and wanted to join the virtual meeting. She's also thinking about being on the Women's committee for our unit.

Transit driver,

Thank you! The whole Fam-Jam at Accent Inns wants to thank you for the work you do! You keep British Columbians safe and get us where we need to go. We know it isn't easy to be a frontline worker, especially during a pandemic. We love you and we appreciate you! We've enclosed a \$25 gift card to a local coffee shop so you can enjoy a treat on us.

Lots of love,
Your friends at Accent Inns



About Black History Month

During Black History Month, people in Canada celebrate the many achievements and contributions of Black Canadians and their communities who, throughout history, have done so much to make Canada the culturally diverse, compassionate, and prosperous nation it is today.

Black History in Canada

Black people and their communities have been a part of shaping Canada's heritage and identity since the arrival of Mathieu Da Costa, a navigator and interpreter, whose presence in Canada dates back to the early 1600s.

Black history in Canada has not always been celebrated or highlighted. There is little mention that some of the Loyalists who came here after the American Revolution and settled in the Maritimes were people of African descent, or of the many sacrifices made in wartime by soldiers of African descent as far back as the War of 1812.

Canadians are not always aware of the fact that Black people were once enslaved in the territory that is now Canada or how those who fought enslavement helped to lay the foundation of the diverse and inclusive society in Canada.

Black History Month is about honouring the enormous contributions that Black people have made, and continue to make, in all sectors of society. It is about celebrating resilience, innovation, and determination to work towards a more inclusive and diverse Canada—a Canada in which everyone has every opportunity to flourish.

Recognizing Black History Month in Canada

In 1978, the Ontario Black History Society (OBHS) was established. Its founders, including Dr. Daniel G. Hill and Wilson O. Brooks, presented a petition to the City of Toronto to have February formally proclaimed as Black History Month. In 1979, the first-ever Canadian proclamation was issued by Toronto.

The first Black History Month in Nova Scotia was observed in 1988 and later renamed African Heritage Month in 1996.

In 1993, the OBHS successfully filed a petition in Ontario to proclaim February as Black History Month. Following that success, Rosemary Sadlier, president of the OBHS, introduced the idea of having Black History Month recognized across Canada to the Honourable Jean Augustine, the first Black Canadian woman elected to Parliament.

In December 1995, the House of Commons officially recognized February as Black History Month in Canada following a motion introduced by Dr. Augustine. The House of Commons carried the motion unanimously.

In February 2008, Senator Donald Oliver, the first Black man appointed to the Senate, introduced the Motion to Recognize Contributions of Black Canadians and February as Black History Month. It received unanimous approval and was adopted on March 4, 2008. The adoption of this motion completed Canada's parliamentary position on Black History Month.

Morteza Maleki

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

Diversity and Inclusion

Diversity and inclusion is being talked about, people often think race automatically means diversity and inclusion, but it's not only about race, we need to stop identifying one as being different, instead we need to identify all as being equal.

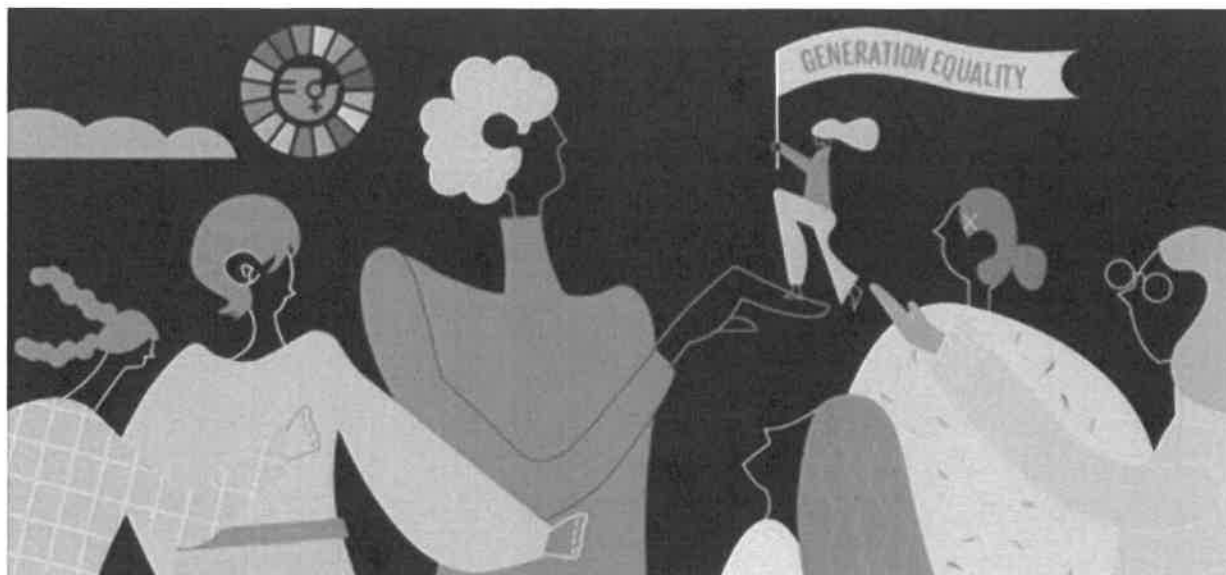
We talk about diversity because it makes us comfortable, but it's very diluted, we need to start working towards equity, we need to foster alternative changes to address these inequities within our health care system or workplaces, but also in our abroad society, all these categories should ensure equal access, equal opportunities and advancement for all human beings, specially those that have the same experience in this country or others around the world.

When you make diversity, equity and inclusion a priority, every facet of all organizations benefit included the bottom line which they lead their fair treatment.

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

International Women's Day

WOMEN IN LEADERSHIP: ACHIEVING AN EQUAL FUTURE IN A COVID-19 WORLD



The theme celebrates the tremendous efforts by women and girls around the world in shaping a more equal future and recovery from the COVID-19 pandemic.

Women's full and effective participation and decision making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls; and the flagship Generation Equality Campaign, which calls for women's right to decision-making in all areas of life, equal pay, equal sharing of unpaid care domestic work, and end all forms of violence against women and girls, and health-care services that respond to their needs.

Women stand at the front lines of the COVID-19 crisis, as healthcare workers, caregivers, innovators, community organizers and as some of the most exemplary and effective national leaders in combating the pandemic. The crisis has highlighted both the centrality of their contributions and the disproportionate burdens that women carry.

In addition to persistent pre-existing social and systemic barriers to women's participation and leadership, new barriers have emerged with the COVID-19 pandemic. Across the world women are facing increased domestic violence, unpaid care duties, unemployment and poverty.

Despite women making up a majority of front-line workers, there is disproportionate and inadequate representation of women in national and global COVID-19 policy spaces.

Morteza Maleki

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

The Covid-19 crisis is proving that young workers need trade unions and collective bargaining more than ever

Young people around the world are suffering the brunt of the Covid-19 crisis. Across sectors, young workers are being laid off at an alarming rate and less than a month into the lockdown period, in some countries almost one-third of young people have lost their jobs.

The toll on young workers is particularly tragic because they have had less time to save, often have debt from school or training, and the setbacks they experience now can harm their earnings over the course of their professional lives,” said Christy Hoffman, UNI General Secretary. “The Covid-19 crisis has shone a light on many of the flaws in the global economy, and once this crisis is over, we have to rebuild fairer, stronger societies with collective bargaining at their core, and that includes additional protections for young workers.

Many of the frontline workers in the pandemic are young workers, and they must have a voice in shaping how we rebuild our economies in its aftermath,” emphasized UNI Youth Director, Marta Ochoa. “UNI will be organizing to send a strong message to governments and employers that we need to change the way we work once we’re out of this crisis.

Predominantly young, essential services such as food delivery and contact centres don’t have the luxury of being able to work from home. Often without proper personal protective equipment, these workers are potentially risking exposing themselves and their families to the virus for jobs they can’t afford to lose.

Young workers are also more likely to be hit with unemployment or financial instability in lockdown. They constitute the majority of workers in some of the sectors that have been hit hardest by the pandemic – tourism, retail, and food services.

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

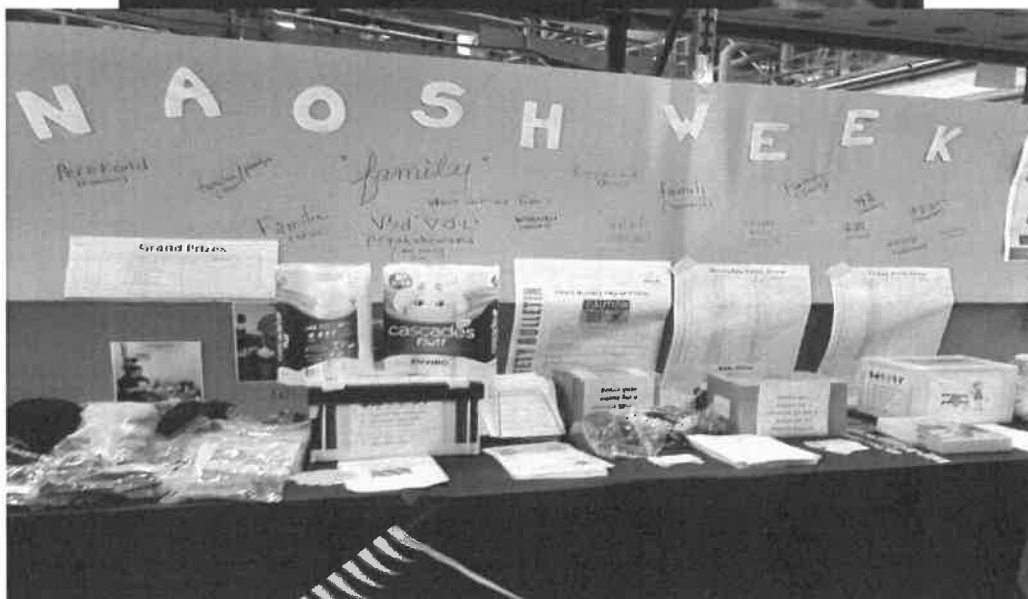
Women's Issues Member-at-Large Report Sister Brenda Gerling

Sisters and Brothers,

I hope everyone has made it through this last year healthy.

At Cascade Aerospace, the interior department made over 1200 masks for the employees to keep them safe. Was a great effort for everyone involved. Thank you.

We also did our NAOSH week in May, with a display in the hangar. On the wall behind the display, we had employees write *family* in their language. Last year we did safety, was a big hit. For the little ones, we did a kids corner. Lots of colouring sheets and activity sheets to keep the kids occupied while they could not attend school.





February 24 was Pink shirt day.

Pink Shirt Day

Pink Shirt Day began in Berwick, Nova Scotia, Canada in 2007 when David Shepherd, Travis Price and a group of students decided to defend a kid who was bullied for wearing a pink shirt. In a show of solidarity, many of his peers turned up to school the next day wearing pink shirts, and PSD was born.

Every seven minutes someone is bullied on a playground in Canada, according to bullying.org. In fact, a recent survey found cyberbullying surpassed drugs and alcohol as the top concern among Canadian parents.

Bullying comes in many forms, including but not limited to verbal attacks, physical violence, threats and intimidation.

The deaths of Amanda Todd and Rehtaeh Parsons are just two high-profile examples of bullied teens who felt they had no other option.

While suicide is never the result of one cause, bullying can have a long-lasting effect on suicide risk and mental health. The relationship between bullying and suicide is stronger for lesbian, gay and bisexual youth than for their heterosexual peers.

Unifor supports Pink Shirt Day which is celebrated on February 24th.

This is about working together to prevent or stop bullying by celebrating people's differences and promoting positive relationships.

This year we have seen our meetings and council meetings all go virtual. The Unifor summer summit was all on WebEx; #build back better was the theme. We shared ideas on how to make things better when this pandemic is over with. More details on this are available on the Unifor web site.



International Women's day March 8 was marked with an online vigil.

I hope every one is healthy through all of this.

Brenda Gerling
Unifor Local 114 Women's Issues Member-at-Large

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

Executive Update

- Loomis-Express in BC has just completed its Provincial Bargaining with TFI. It went well; all our monetary items have been pushed to National Bargaining, along with some of our Provincial items that were not agreed to are also being pushed to National.
- Loomis -Express National Bargaining will start last 2 weeks of April via Zoom.
- Our contract expires on April 1/21.
- There is 1 grievance in Arbitration and 6 step 3 grievances in the system that we are trying to get resolved with the company prior to National Bargaining.
- It looks like Loomis-Express is going to dive into the E-commerce market.

Lower Mainland

- There are still a few O/O grievances open with some others now being resolved with the hard work of our O/O stewards and Chief Steward Eugene Collinson.
- The health and safety committee has been working hard with the Company to get all warehouses in BC on the right track in regard to COVID-19 protocols, they are heading in the right direction.
- Right now, at Express Street there are plenty of hours to go around, there are no grievances in the system in regard to the hourlies.

Vancouver Island (Nanaimo, Courtenay and Victoria)

- There has been some contracting out that we are trying to work out at bargaining. The company has a different idea on what is contracting out and what is not contracting out. We feel that if it runs through our system it's our freight, the company feels only freight with Loomis waybills is our freight.
- All three depots on Vancouver Island are very busy.
- 1 open grievance in Courtenay and no open grievances in Victoria.

Southern Interior (Kelowna and Kamloops)

- Both these areas are extremely busy.
- There are no open grievances at these locations.
- Brother Chief Shop Steward Tom Maljevac has been doing a great job out there.

Prince George, Williams Lake Terrace, Castlegar and Cranbrook Locations

- In PG there are a few open grievances that we are trying to get resolved and there has been a few new 8 and 4 hour positions posted up in resolution to a few grievances in PG.

I move my report to be accepted as circulated.

In solidarity,

Dave Boros

Dave Boros
Loomis BC Unit Chair / Unifor Local 114 Executive Member

Brinks Unit Chair Report Sister Sandra Kucheran

Hey Everyone

I hope all is well and you are all keeping safe within our bubbles.

Well here at Brinks has been busy, I've been working on a few minor things since being back from a medical leave. Speaking of that, I want to sincerely thank ALL of you for your support thru the loss of my beloved father.

There have been numerous disciplines handed down thru the past month. Mostly for driving/speeding infractions. We have one recent termination that has been handed up to Gord.

We have a semi-annual bid selection coming up and the company wants to add more "blended runs," which may mean more loss of jobs.

We are getting pretty thin, as more and more people are forced to use online shopping etc. So less cash out in the public, which is sad, but so expected during these very difficult times.

I'll keep you updated and I've been so thankful to have Gord at my beck and call for issues I can't handle.

I also want to make mention of my replacement while I was off, Rob G. He did an awesome job and always kept in touch with me to let me know what was going on. So thanks Rob.

I've been active in my community at the garden Park Towers. Just being a friend to the seniors. It's difficult with Covid and all of the restrictions, but we are managing to keep the spirits up of the ones that have no family. I spend every Saturday there, doing light cleaning and just an ear to listen. Sometimes that's all we need.

I miss my dad so much that my Dr. suggested I adopt a dad. And you know something, he's right.

I have many a visit and just listen to their stories, as it's at the end of my street. Gives me joy to know I've helped in a small way.

So reach out to a senior, your neighbour who lives alone. Ask them if you can do grocery shopping, meal planning or whatever they may need, you'd be surprised how many will accept the small kind gesture.

I have registered for the online Lobby, I will report in that my next report.

Love you all
Stay safe

Sandra Kucheran
Unit chairperson
OH&S Rep
Brinks GVA
Unifor 114
778-779-2179

Maurice Mills Shop Steward Report March 2021

The National Health and Safety Policy Committee met January 12th – 14th, 2021. We reviewed the existing company emergency procedures. The harassment and violence policy was updated to reflect the changes brought in with Bill C-65. Unifor has developed a document “Bill – 65: The New Federal Workplace Violence and Harassment Legislation, the Roles of the Union Side of the Workplace Health and Safety Committee.” The new legislation leaves the Union out of the investigation. BC, ON and Ottawa have Joint Investigation language in their agreements. Montreal does not and will need to negotiate the recommended language.

There was an update on incident statistics and major vehicle incidents. We reviewed a low roof vehicle for the Confederation Bridge in PEI. The vehicle will also be used for remote mining operations. We had a further review of winter tires. The company committed to buy the preferred model as the old tires wear out. We received feedback on the prototype truck presently being tested and made recommendations for changes.

We also reviewed a Covid-19 hazard prevention program. A key is the involvement of the Local H&S committee at every stage.

The company continues to erode our agreement. They have taken a different interpretation of the language about annual vacation selection. There has always been a level of communication such that if an employee's preferred choice was not available, the scheduler would help them find the next best alternative. Now the company wants to slot all the choices in without communication using second and third options. The result is likely to be broken blocks of one week at a time.

I move my report be accepted as written and read.

Maurice Mills

Sandra Kucheran

My union gives me the tools to fight for what's right. It lets me show my solidarity with others who are facing job action or difficult times.

Unifor members are always there to help anyone who needs it.

We are able to take courses to benefit our lives and the lives of our members.

Support and stand up are always our values.

We are solid, strong and loud.

If there are any events and support action needed, whether it be in India, or the USA, Unifor is there!

I have had great opportunities to witness countless benefits and actions of our local 114.

With this family, we ALL have a voice.

Thank you Unifor!

Sandra Kucheran

Unit chairperson

OH&S Rep

Brinks GVA

Unifor 114

778-779-2179







A Year in Review

Cheryl Williams, Cascade Aerospace

Looking back last year, there has been many changes and life as we knew it would be very different in many ways.

As the Health and Safety Co-chair and Women's Advocate, Covid 19 kept me very busy.

Pink shirt day was recognized and information bulletins and hand-outs on bullying were put in the lunchroom.

When Covid hit, I partnered up with HR to send out information bulletins with both HR and Unifor endorsement.

The Cascade / Unifor Covid info center was set up with tables full of information and hand-outs to try and ease the many questions that were being asked.

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I worked with HR and help enlist sister Barbie Zipp to assist the Cascade members with EI procedures and claims and any questions that they may have.

A special Thank you to Barbie, there was very positive reviews and she was an enormous help.

When Unifor National asked for videos to be submitted for the essential worker's video, I made one showcasing the transportation side featuring Cascade and the work Local 114 and Cascade was doing to keep the workers informed and safe.

The interior department, in which myself and sister Brenda Gerling work, was tasked with the job of making masks for the employees and their families. Over 1000 masks were made,

and the first mask was handed out to the 1st employee to start off our NAOSH week.

We held a NAOSH week at Cascade in spite of Covid and used the word "family" as our theme.

Employees were encouraged to participate by writing the word family in their native language on a banner behind the display tables.

This year we had a kids corner and daily kids draws for the employee's children. There was handouts and word exercises for the kids as they were home from school. Many parents took these as a way to give the kids some things to do to minimize the effects of Covid restrictions.

Next came the BC election.

I was fortunate enough to work on Pam Alexis's campaign in Mission. I campaigned by phone, displayed signs and worked as the scrutineer at

the closing polls. It was a wonderful experience and I'm very pleased to say she was victorious.

Orange shirt day was very different this time as social gatherings were not permitted. However, it was still marked with wearing our orange shirts at work in support of the residential school survivors.

My year was wrapped up with dropping off 40 care bags with socks, gloves, toques, toiletries, juice box, fruit and a sandwich to the Mission local shelter on December 24th where there is drop ins and some local residents there. The homeless situation in Mission is growing and there is always a need to help.

It is now January 2021 and we are still dealing with Covid restrictions and continue to keep our employees informed and safe.

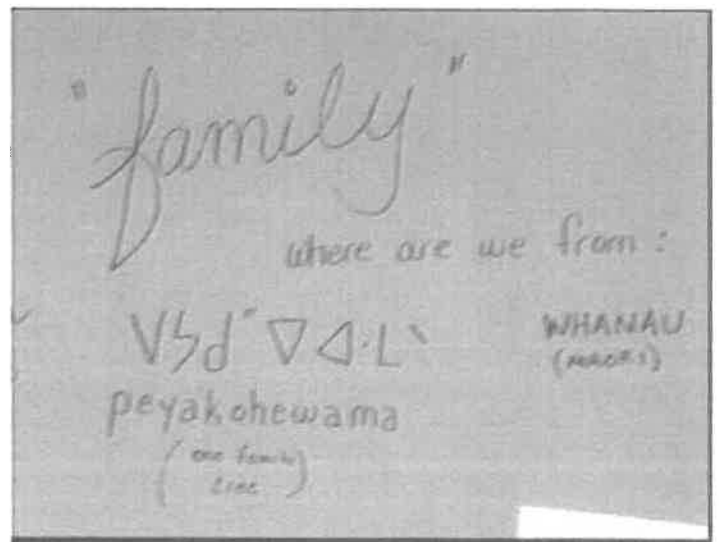
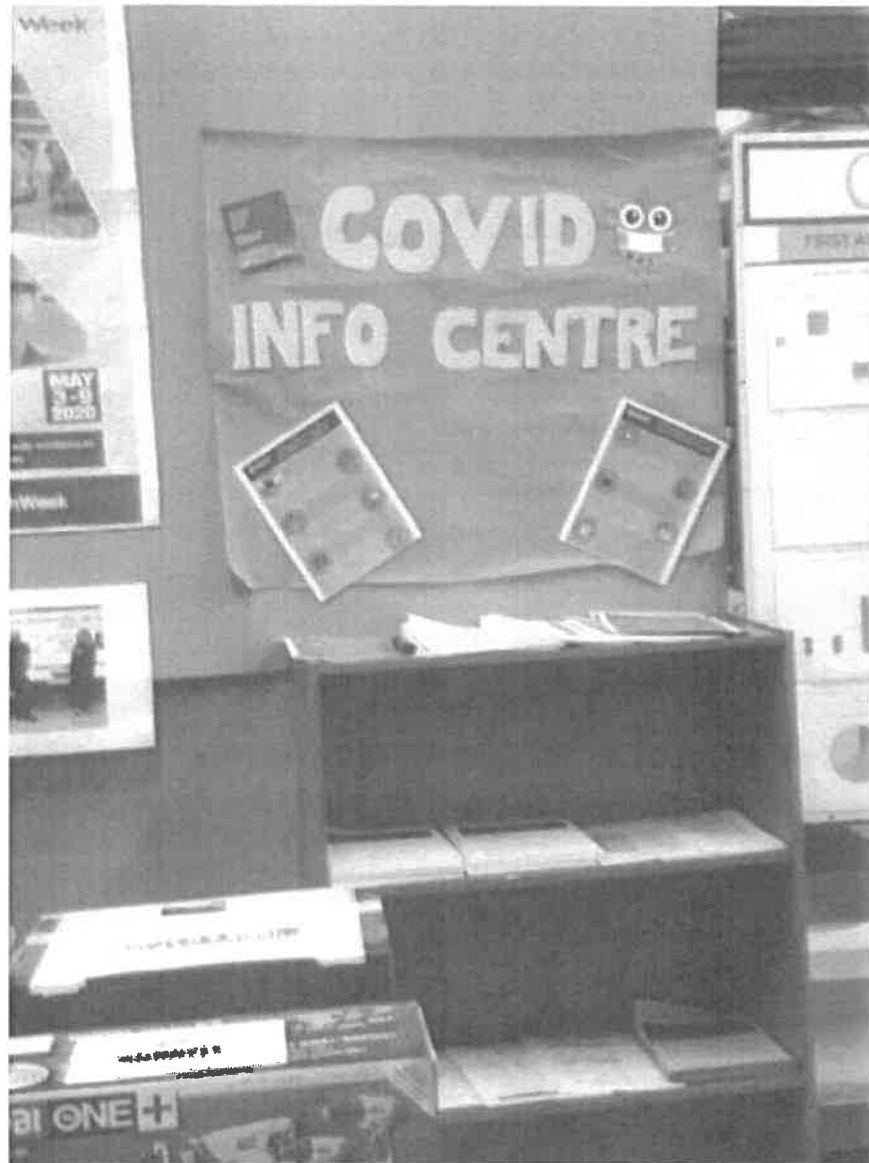
I am working closely with the Emergency response group and HR, to ensure all the proper protocols are in place.

Cascade is very busy with a lot of new hires and new contracts, and the task of keeping everyone safe is an on-going task.

This year is shaping up for another busy one.

Keep safe everyone, and let's pray we all get to see some normal very soon.

Cheryl Williams





A Mission student and their family were the guests of honour at a ceremony and parade held on Sunday. The student had been bullied and beaten last week. / Kevin Mills Photo

Hundreds participate in solidarity parade for transgender student who was bullied

Cars, horses and even planes passed by



Barbie Zipp, Recording Secretary Year in Review

Being a Union Activist during a pandemic has been a challenge, really, the whole point of collective action is about gathering! However, more than ever do our members and community partners need our support. So we need to be creative about our approach. We may have to learn some new tools - using online apps and platforms to connect us.

At Clipper Navigation, March 2020 two new stewards had just returned from the Unifor Port Elgin Family Education Centre, fresh from the Union Stewards training week. They hadn't even unpacked from their trip and we were being served with a layoff notice at Clipper Navigation. We are a small unit in Victoria's inner harbour, we have two departments, dock and reservations. These new stewards and myself quickly made a plan. Our members were going to need information and support. We used Facebook Messenger app to make a video call to strategize. We created a shared Google Drive Folder and established a line of communication, we wanted the members to be informed but not inundated with multiple emails/messages. We first started with a good old fashion phone tree to talk directly to our group. We answered questions and let them know how they could contact us, the local and national. We relied heavily on the Unifor National Website. We explained that they needed to be sure they were getting the best information. We learned that all but one member had text messaging, so we established a system where a group text message 'notification' would be sent for them to check email for expanded details (we were sure to call that one member first before the text went out). Thanks to Local 114, we had COVID-19 updates that we could circulate and keep our members updated.

As the layoff has gone on now for more than a year, the interaction is less, but we still do 'check ins' on each other. We have had a couple of 'Zoom Social nights'. Got members engaged, talking about their voting plan for the October 2020 Provincial Election. Encouraged members to sign up, along with me for the free, Unifor National Education seminars. We have found phone calls are more productive than emails. Emails are great to reference detailed information, but you can not replace the over the phone dialogue. A simple text message to ask when is a good time to call, and then set aside the time to take the call.

A fun new way of fundraising and engagement project was an online raffle held by the Unifor BC Regional Women's Committee. Retiree Jim Pullan of Local 333bc donated a beautiful quilt made of Unifor T-Shirts, anyone who made a donation to 'Ending Violence BC' were entered into a draw. Our own Local 114 Brother Jim Sadlemyer won the raffle and donated the quilt to be displayed at the Unifor Family Education Centre. Thanks Jim, a true bright spot in 2020.

Just like you, it has been difficult for many of us at Clipper Navigation. We have a 15 month layoff protection, so we anxiously await news about the USA/ Canada border, we will not be working while restrictions are in place. We understand that the restrictions are necessary, but it is still hard to find work in a tourism based economy during this pandemic. Numbers wise we are a small unit, only 20 members. However, our service, a High Speed Passenger only ferry transports thousands of people a day from Seattle's downtown to Victoria's inner harbour. Our customers have a meaningful impact on Victoria's and Vancouver's tourism economy. Our service isn't just a ferry, but a package wholesaler, we sell tour packages that connect people to hotels, tours and transport services by boat, train, seaplane and car rental, to all over the Pacific Northwest. We sell Wilson's Transport tickets for cross water transport and local tours. We fill hotel rooms at Hotel Grand Pacific, Fairmont Empress and 30 other properties on the Island and Lower Mainland. The uncertainty of our industry's future is weighty.

As a resident of downtown Victoria, it isn't the same without our visitors. I am confident we will recover, it is the when.

I continue my volunteer services for EI and mental health support for the local and referrals by other Locals. I can say that this has been a record year for calls. The outreach has been good, our members are getting the message that push aside stigma and get help. All of our mental health has been affected by this past year. I encourage you all to reach out and get support. Do you have an Employee Family Assistance Plan through your workplace? Check out their website.

Available to ALL of us is bc211, you can use the website, chat by text or call for details on community support in your area. <http://www.bc211.ca/>

A great number to add to your phone is :

- **310-6789** 310-Mental Health - (no need to dial an area code): for individuals who would like emotional support, information and resources specific to mental health in British Columbia. The service is available 24 hours a day, 7 days a week and is toll-free anywhere in British Columbia (no need to dial an area code).

I have been active in donating food to those without shelter and who are in temporary shelters. Making extra sandwiches, picking up extra fruit and non perishables. Yes, I am laid off and on a tight budget, but I am also a savvy shopper, so even just a little helps out. I have rounded up blankets, good warm clothing from family and friends to donate too. I have a couple of contacts that I can text to set up a 'drop' time so we can be sure to practice safe physical distancing. On one of my drops, I recognized a former Postal Worker who I did Political Action work with through the Victoria Labour Council, tough stuff.

We need to tell our stories of how this pandemic is impacting us. Also, to keep our minds on the everyday administration of our governments. What COVID has done is open up the way we can access our elected officials, check into it. You may find your City Hall has made COVID adjustments that allow for greater input. Be sure your voice is heard, contact your City Counselors, Members of Legislative Assembly, Members of Parliament. Tell them your story, remind them of their decisions that affect you, their constituents.

A handy tool to stay involved at the Provincial level is to look up 'Public Engagement' opportunities, sometimes it is a questionnaire, write in your thoughts or send an email. They need to hear from us, we, the people are being impacted by their decisions. For example, do you have any thoughts about the project to widen the Trans-Canada Highway 1 within the Township of Langley between 216th and 264th street? Do you drive for a living or a commuter and have thoughts about this project? You have until March 19th to let them know.

I found that it can be 'hard' to find the link, so be sure to sign up for updates when new topics are posted:

<https://engage.gov.bc.ca/govtogetherbc/consultations-and-dialogues/?status=open>

We are all vulnerable, so take care of yourself and each other. Stay safe my comrades.

Barbie Zipp
Unifor 114 Recording Secretary
Chief Shop Steward, Clipper Navigation

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Fax: 778.265.9815

GORDONMcGRATH
President

BILL GAUCHER
Secretary Treasurer

PLEASE POST AND DISTRIBUTE

June 19th

Virtual Local 114 Membership Meeting

Open to all Unifor members, Local 114 Staff and Local 114 Executive members.

Join us for a Virtual Membership Meeting. Hear reports from Local Representatives and Executive members and find out what has been going on in the Local and at our units. There will also be a “Unifor State of the Union Address” from Gavin McGarrigle, Unifor Western Area Director. There will be a draw for a \$100.00 Gift Card.



This meeting will be hosted online through Cisco Webex, participants will be emailed information on how to join the meeting. You must RSVP.

WHEN

Saturday, June 19th, 2021 9:30 AM – 11:30 AM

CONTACT

Local 114 Support Staff at support114@uniforbclocals.ca

If you are planning on attending, please **email** your name, phone number, and workplace to support114@uniforbclocals.ca

YOU MUST REPLY BEFORE FRIDAY, JUNE 11th, 2021

