



General Meeting
Saturday, June 18th, 2022
In Person Meeting

Role Call – Meeting called to order 09:40 AM

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

Nominations for Executive and Committee positions close. 9:41 AM

MOMENT OF SILENCE: Brother Gord McGrath asked for a moment of silence to honor members or retirees that have passed away since our last meeting.

MINUTES: Brother Gord McGrath presented the Minutes from the Saturday, March 19th, 2022 General Meeting. It was **moved, seconded and carried** that the minutes be accepted as circulated.

WELCOME GUESTS:

Terry Radtke, Maurice Mills, Don McIvor, Rob Giesbrecht, Eric Phillips, Clayton Rowsell and Mike Stefiuk

APPLICATIONS FOR NEW MEMBERSHIP:

Brother Gord McGrath presented a total of 201 members for the period between April to June, 2022, it was **moved, seconded, and carried**.

FINANCIAL REPORT:

Brother Gord McGrath presented the Financial Report submitted by Bill Gaucher for the period covering March – May 2022, including the year-to-date totals, it was **moved, seconded, and carried** as reported and circulated. **(pages 6-15)**.

CORRESPONDENCE:

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

Election closed: 9:50 AM Election Committee counted the ballots

Unifor Constitutional Convention delegates elected: Jim Sadlemyer, Steve Frank, Bill Gaucher, Gord McGrath, Dean Williams, Ed Lafleur, James Young, Maurice Mills, Dave Boros, Michael Garland, Morteza Maleki, Kristian Nielsen, Troy Maulding and Chris Cadarette.

EXECUTIVE RECOMMENDATIONS:

Brother Kristian Nielsen presented the following:

1. The Executive authorized (March 23/22) and recommends that the Local cover the costs for one of our members who attended a PEL course and had to make changes for a seat change. \$90.30. **It was moved, seconded, and passed.**
2. The Executive authorized (March 30/22) and recommends that the Local donate \$200.00 to the Kamloops Peace Walk that happened on May 7th. **It was moved, seconded, and passed.**
3. The Executive authorized (April 14/22) and recommends that the Local make a \$200.00 donation to the Moose Hide Campaign. The campaign is an Indigenous-led grassroots movement started by Paul Lacerte and his daughter Raven in 2011 near Northern British Columbia's Highway of Tears. The goals of the campaign closely align with Unifor's objectives, including speaking out against violence against women. **It was moved, seconded, and passed.**
4. The Executive authorized (April 19/22) and recommends that the Local send a letter to the National Executive Board expressing our concerns over holding a Special Convention so close to our Convention in August. The NEB did not go forward with the Special Convention. **It was moved, seconded, and passed.**

5. The Executive authorized (April 22/22) and recommends that the Local endorse Lana Payne as our candidate for Unifor National President at the upcoming Constitutional Convention in August. Brother Jim Sadlemyer spoke briefly about Lana and his experience with her. **It was moved, seconded, and passed.**
6. The Executive recommends that the Local support the Road Transport Council Resolution RTC – 1 – Support the National “Road is our Workplace Campaign”. The deadline to send in resolutions was before our general meeting so we signed and sent them in. (April 28/22). **It was moved, seconded, and passed.**
7. The Executive recommends that the Local support the Road Transport Council Resolution RTC – 2 – Supporting Greater Federal Investments in Public Transit”. The deadline to send in resolutions was before our general meeting so we signed and sent them in. (April 28/22). **It was moved, seconded, and passed.**
8. The Executive recommends that the Local support the Road Transport Council Resolution RTC – 3 – Protecting Transport Workers and Consumers from High and Fluctuating Fuel Costs”. The deadline to send in resolutions was before our meeting so we signed and sent them in. (April 28/22). **It was moved, seconded, and passed.** Brother Gord McGrath spoke in detail about this.
9. The Executive authorized (May 2/22) and recommends that the Local send up to 14 delegates to the Unifor Constitutional Convention in August. The election for these delegates will happen at the General Meeting on Saturday June 18th, 2022. Nominations were open on May 30th and closed at noon on June 14th. As a result of the expense to send delegates to this convention in August, all other requests for specific councils or seminars/conferences will be on hold for this year (except for BCRC Council in November). **It was moved, seconded, and passed.**
10. The Executive authorized (May 11/22) and recommends that the Local send \$200.00 of Financial Assistance to a member in need who works at our Brinks Kelowna Branch. Local 114 Staff also raised over \$1,300.00 to send to this member as well. **It was moved, seconded, and passed.**
11. The Executive authorized (May 23/22) and recommends that the Local make a \$250.00 donation to Unifor Local 177 in Quebec. The members have been locked-out since May 22, 2021, for over a year. **It was moved, seconded, and passed.**
12. The Executive authorized (May 30/22) and recommends that the Local Representatives Cynthia Anderson and Linda Jensen hold BBQ’s at the following units at an estimated cost of \$1,400.00: Accurpress; Halkin Tool; PPG; Cnd Bread; Ledalite; and Shell. The average costs to hold BBQ’s is around \$7.00 per person including supplies (paper plates/napkins/plastic forks and knives/foil), food (hotdogs/burgers, soft drinks/water and condiments), propane etc., if no BBQ available and we may have to rent one this would be an additional cost). This is being done to these units as Linda will be retiring and Cynthia will be taking on these units, so it’s a good way for those members to say goodbye to Linda and introduce Cynthia to them. **It was moved, seconded, and passed.**
13. The Executive authorized (May 30/22) and recommends that the Local Representative Dave Boros hold a BBQ for our members at PWT (Comox and Campbell River) Estimated cost \$455.00 (if full attendance at BBQ). Any supplies purchased and not used can be used for the above BBQ’s as well. **It was moved, seconded, and passed.**
14. The Executive authorized (June 01/22) and recommends that the Local make a one-time donation of \$5,000.00 to Lana’s Campaign to become our next Unifor National President. Brother Jim Sadlemyer and Brother Kristian Nielsen spoke briefly in favour of this. **It was moved, seconded, and passed.**

CORRESPONDENCE - THANK YOUs

Brother Gord McGrath presented the following:

1. Thank you letter from The Realistic Success Recovery Society for the Local's continues support.
2. Thank you letter from Unifor Local 177(Joliette Cement Plant) for the Locals donation during their lockout.
3. From Queen Alexandra Elementary School, a Thank you for the Locals donation of \$200 towards their Wishing Tree.

NEW BUSINESS:

Brother Gord McGrath presented the following:

1. Update on Executive Election. Timeline & items mailed to Stewards list and Company locations.
2. Unifor Constitutional Convention Deadline for nominations June 14th. Election took place June 18th at General Meeting. Convention is scheduled for August 8 – 12, 2022
3. Unifor Local 114 Island Rep posting (sent out May 16th). Gord McGrath gave a verbal update.

OLD BUSINESS

1. New West office COVID restrictions – things are starting to open up in the building with evening and weekend meetings, limited space available. Masks and vaccines still required to enter the building.
2. The Local Representatives CBA with MoveUp expires on August 31, 2022. Bargaining has started.

REPORTS

Union Rep / Servicing:

President's Report - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 16-18)**

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

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

Rep's Report - Brother Mark Misic - submitted his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 22-23)**

Rep's Report - Brother Nate Shier presented his written report, it was **moved, seconded, and carried** as circulated. **(pages 24-26)**

Rep's Report - Brother Dave Boros submitted his written report, it was **moved, seconded, and carried** as circulated. **(pages 27-29)**

Committee:

Education - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(page 30)**

Member-at-Large

Southern BC - Sister Anne Cody – submitted a written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 31-34)**

Visible Minorities - Brother Morteza Maleki presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 35-36)**

Other:

DHL– Unit Chairperson Report – Brother Kristian Nielsen – presented his written report, it was **moved, seconded, and carried** as presented. **(page 37)**

Cascade -Aerospace Report – Brother Steve Frank – presented a written report, it was **moved, seconded, and carried** as presented and circulated. **(page 38)**

Brink's Steward Report - Brother Maurice Mills - presented a written report, it was **moved, seconded, and carried** as presented. **(page 39)**

Environment Report – Brother Maurice Mills – presented a written report, it was **moved, seconded, and carried** as presented. **(Pages 40-43)**

Loomis Unit Chair – Brother Terry Radke – gave verbal update on Loomis bargaining.

Meeting adjourned 11:35 AM

Next meeting: Friday, September 16th, 2022

FINANCIAL REPORT EXECUTIVE MEETING June 18th, 2022

Please find attached the Financial Report for the period covering March, April and May 2022

MARCH 2022

Our total expenses for March 2022:	- \$360,006.03	Page 2
Our total deposits for March 2022:	<u>+\$313,620.25</u>	Page 2
A deficit in the month of March	-\$ 46,385.78	Page 2

APRIL 2022

Our total expenses for April 2022:	- \$304,072.36	Page 2
Our total deposits for April 2022:	<u>+\$294,982.32</u>	Page 2
A deficit in the month of April	-\$ 9,090.04	Page 2

MAY 2022

Our total expenses for May 2022:	- \$271,666.01	Page 2
Our total deposits for May 2022:	<u>+\$312,345.15</u>	Page 2
A surplus in the month of May	+\$ 40,679.14	Page 2

Year to Date: January – May 2022

Our total expenses for January – May 2022:	- \$1,464,176.80	Page 3
Our total deposits for January – May 2022:	<u>+\$1,455,151.37</u>	Page 3
A total year deficit at the end of May	-\$ 9,025.43	Page 3

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending May 2022	+\$ 409,092.54	Page 4
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Explanation to Expense Categories: January through May 2022

Page 4-7

2022 Budget Deficit projected this year.

Page 7-8

2022 Budget vs Actual (January through May)

Page 8-9

Units in Bargaining and Items to Mention 2022

Page 10

MONTHLY TOTALS

<u>Month</u>	<u>Income</u>	<u>Expense</u>	<u>Difference</u>	<u>Balance</u>
January	252,178.54	- 273,165.00	- 20,986.46	- 20,986.46
February	282,025.11	- 255,267.40	+ 26,757.71	+ 5,771.25
March	313,620.25	- 360,006.03	-46,385.78	- 40,614.53
April	294,982.32	- 304,072.36	- 9,090.04	- 49,704.57
May	312,345.15	- 271,666.01	+ 40,679.14	- 9,025.43
Yearly Total	1,455,151.37	- 1,464,176.80	- 9,025.43	- 9,025.43

June 18th, 2022 Bill Gaucher Secretary Treasurer Unifor Local 114

March, April and May 2022 - Monthly Deposits vs Expenses

	Mar 22	Apr 22	May 22	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	242,850.72	225,837.72	225,241.12	693,929.56
D13 (INITIATION FEE)	648.80	522.00	752.80	1,923.60
D16 (POSTAGE)	1,224.87	2,600.99	3,090.33	6,916.19
D18 (SAFETY REMITTANCE)	824.03	1,434.29	2.83	2,261.15
D2 (VANCOUVER ISLAND SUB LOCAL)	26,749.90	10,391.94	37,574.70	74,716.54
D20 (LOCAL EDUCATION FUND)	750.32	1,575.15	872.31	3,197.78
D4 (NATIONAL REBATE)	0.00	0.00	21,500.00	21,500.00
D42 (Strike Fund Reimbursements)	32,313.01	27,556.48	18,087.51	77,957.00
D8 (OTHER)	8,258.60	25,063.75	5,223.55	38,545.90
Total Income	313,620.25	294,982.32	312,345.15	920,947.72
Gross Profit	313,620.25	294,982.32	312,345.15	920,947.72
Expense				
1 (DUES & FEES TO NATIONAL)	110,283.87	107,064.42	116,475.79	333,824.08
11 (DUES REFUNDS)	62.13	41.32	283.34	386.79
12 (MEALS & COFFEE EXPENSES)	313.87	50.35	0.00	364.22
16 (POSTAGE & COURIER SERVICE)	5,446.51	3,233.88	5,237.28	13,917.67
17 (EQUIPMENT RENTALS/PAYMENT)	2,666.82	10.08	4,501.87	7,178.77
18 (CONTRIBUTIONS & GIFTS)	1,122.05	200.00	1,261.59	2,583.64
2 (OFFICE SUPPLIES)	1,542.55	1,003.50	350.34	2,896.39
21 (ARBITRATOR AND LAWYER FEES)	3,085.93	0.00	0.00	3,085.93
25 (LIFE INSURANCE & POLICIES)	6,688.63	6,688.63	5,899.35	19,276.61
27 (UNION JACKET/PENS/HATS)	0.00	6,042.96	225.00	6,267.96
28 (OTHER)	91.14	4,635.15	-33.87	4,692.42
29 (VEHICLE ALLOWANCES)	6,900.00	6,900.00	6,900.00	20,700.00
30 (CAW-COUNCIL DUES)	2,042.29	1,982.67	2,156.97	6,181.93
32 (BARGAINING UNIT EXPENSES)	71,373.95	32,523.90	35,411.69	139,309.54
33 (WCB APPEAL EXPENSES)	0.00	1,050.00	0.00	1,050.00
4 (LABOUR COUNCIL'S)	0.00	729.50	0.00	729.50
42 (STRIKE EXPENSES)	18,599.84	39,522.58	14,991.98	73,114.40
43 (PAID EDUCATION LEAVE PROGRAM)	10,920.23	0.00	0.00	10,920.23
45 (VANCOUVER ISLAND SUB LOCAL)	3,823.14	5,422.01	3,014.94	12,260.09
5 (EDUCATION COSTS)	2,198.07	844.60	100.86	3,143.53
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	867.65	733.37	811.03	2,412.05
79 (Adjustment Committee Fund)	84.00	84.00	88.48	256.48
8 (BANK CHARGES)	99.00	124.50	78.75	302.25
P_ADVANCES (ADVANCES GIVEN)	-120.00	0.00	0.00	-120.00
Payroll Expenses	107,552.22	80,822.80	69,548.48	257,923.50
Total Expense	360,006.03	304,072.36	271,666.01	935,744.40
Net Income	-46,385.78	-9,090.04	40,679.14	-14,796.68

January through May 2022 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
Income	
D1 (NATIONAL OFFICE DUES)	1,129,800.02
D13 (INITIATION FEE)	3,117.70
D16 (POSTAGE)	11,350.19
D18 (SAFETY REMITTANCE)	3,949.31
D2 (VANCOUVER ISLAND SUB LOCAL)	135,349.15
D20 (LOCAL EDUCATION FUND)	9,361.54
D4 (NATIONAL REBATE)	43,000.00
D42 (Strike Fund Reimbursements)	77,957.00
D8 (OTHER)	<u>41,266.46</u>
Total Income	<u>1,455,151.37</u>
Gross Profit	1,455,151.37
Expense	
1 (DUES & FEES TO NATIONAL)	559,778.76
11 (DUES REFUNDS)	386.79
12 (MEALS & COFFEE EXPENSES)	379.35
13 (PARKING & TAXI EXPENSES)	19.54
16 (POSTAGE & COURIER SERVICE)	19,268.63
17 (EQUIPMENT RENTALS/PAYMENT)	12,053.36
18 (CONTRIBUTIONS & GIFTS)	9,961.99
2 (OFFICE SUPPLIES)	5,619.92
21 (ARBITRATOR AND LAWYER FEES)	8,119.11
25 (LIFE INSURANCE & POLICIES)	29,551.93
27 (UNION JACKET/PENS/HATS)	7,279.11
28 (OTHER)	9,642.09
29 (VEHICLE ALLOWANCES)	34,500.00
30 (CAW-COUNCIL DUES)	10,366.32
32 (BARGAINING UNIT EXPENSES)	201,680.40
33 (WCB APPEAL EXPENSES)	2,100.00
4 (LABOUR COUNCIL'S)	1,481.50
42 (STRIKE EXPENSES)	79,413.32
43 (PAID EDUCATION LEAVE PROGRAM)	10,920.23
45 (VANCOUVER ISLAND SUB LOCAL)	22,153.92
5 (EDUCATION COSTS)	5,226.63
6 (HALL RENTAL)	21,810.70
7 (TELEPHONE EXPENSES)	3,889.06
79 (Adjustment Committee Fund)	424.48
8 (BANK CHARGES)	457.25
P_ADVANCES (ADVANCES GIVEN)	-120.00
Payroll Expenses	<u>407,812.41</u>
Total Expense	<u>1,464,176.80</u>
Net Income	<u><u>-9,025.43</u></u>

Balance Sheet – Ending May 2022

	<u>31 May 22</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2022	334,581.98
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	3,434.71
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	7,821.69
Long BID Term 3 (Term Deposit Account (Former L432))	25,855.84
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,513.14
Loomis Owner Operators (Owner Operators Special Fund)	<u>25,207.07</u>
Total Chequing/Savings	<u>409,092.54</u>
Total Current Assets	<u>409,092.54</u>
TOTAL ASSETS	<u>409,092.54</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	-9,367.54
Net Income	<u>-9,025.43</u>
Total Equity	<u>408,980.85</u>
TOTAL LIABILITIES & EQUITY	<u>409,092.54</u>

Explanation to Expense Categories: JANUARY THROUGH MAY 2022

DUES & FEES TO NATIONAL: (\$ 559,778.76)

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: (\$ 386.79)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 379.35) also included in Bargaining Unit Expenses

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

PARKING & TAXI EXPENSES: (\$ 19.54) 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: (\$ 19,268.63)
Covers all postage charges and any Courier Service (Includes any Election mail out and AIL mail outs).
We have taken over administration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals.

EQUIPMENT RENTALS/PAYMENT: (\$ 12,053.36)
Covers any and all lease/equipment payments and any Office Equipment purchases and services.
Includes all yearly software licenses for our computers and server. We have taken over admiration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals, Video Conferencing and Simply Voting.

CONTRIBUTIONS & GIFTS: (\$ 9,961.99)
Covers any Financial Assistance and contributions, United Way Campaign Local Donations, Strike Assistance, Flowers, Fruit Baskets to injured/sick members and any Memorial Service requests, BC Fed Action. Includes our Annual Variety Children's Charity (as per By-Laws \$4,000.00) and Realistic Society House \$3,000.00.

OFFICE SUPPLIES: (\$ 5,619.92)
Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 8,119.11)
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: (\$ 29,551.93)
This covers all Health and Welfare Premiums, Office Insurance coverage, Equipment Insurance, Insurance Rebates.

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

UNION JACKET/PENS/HATS (\$ 7,279.11)
This covers any purchase of Union paraphernalia. 100 Toques for our Strike at Whistler/Squamish.

OTHER: (\$ 9,642.09)
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: (\$ 34,500.00)

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

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

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

COUNCIL DUES: (\$ 10,366.32)

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: (\$ 201,680.40)

This includes any and all expenses related to Bargaining Unit(s) within the Local. Meals and Coffee, Parking, Air and Travel, Hotel and Meeting Rooms, Strike Supplies, Owner Operator Invoices, Telephone Expense, Negotiations, Late Dues, Owner Operator Invoices, Conciliation and any other items not listed here.

WCB APPEAL EXPENSES: (\$ 2,100.00)

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

LABOUR COUNCIL'S: (\$ 1,481.50) ***

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

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

STRIKE EXPENSES: (\$ 79,413.32) Whistler/Squamish/Pemberton Transit On Strike January 29th, - Ongoing This would include and expenses in preparation of a strike or actual expenses dealing with a strike.

PAID EDUCATION LEAVE PROGRAM: (\$ 10,920.23)

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

RETIREE'S: (\$ 0.00)

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

VANCOUVER ISLAND SUB LOCAL EXPENSES: (\$ 22,153.92)

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

EDUCATION COSTS: (\$ 5,226.63)

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

HALL RENTAL: (\$ 21,810.70)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 3,889.06)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 457.25)

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

ADJUSTMENT FUND: (\$ 424.48)

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

WORKERS COMPENSATION EMPLOYER COSTS: (\$ 0.00)

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

ADVANCES GIVEN/RETURNED: (\$ - 120.00)

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

PAYROLL EXPENSES: (\$ 407,812.41)

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

TOTAL JANUARY – MAY EXPENSE: 2022	- \$ 1,464,176.80
TOTAL JANUARY – MAY DEPOSITS: 2022	<u>+\$ 1,455,151.37</u>
<u>DEFICIT/SURPLUS ENDING MAY: 2022</u>	<u>-\$ 9,025.43</u>

Proposed Budget – 2022

Jan - Dec 22

Income	D1 (NATIONAL OFFICE DUES)	2,640,804.12
	D13 (INITIATION FEE)	8,174.00
	D16 (POSTAGE)	26,831.38
	D18 (SAFETY REMITTANCE)	10,216.23
	D2 (VANCOUVER ISLAND SUB LOCAL)	313,260.08

D20 (LOCAL EDUCATION FUND)	24,235.84
D3 (Loomis Owner Operators Fund)	8,200.00
D4 (NATIONAL REBATE)	86,000.00
D42 (Strike Fund Reimbursements)	26,400.00
D7 (TERM DEPOSIT INTEREST)	396.66
D8 (OTHER)	<u>25,171.26</u>
Total Income	<u>3,169,689.57</u>
Gross Profit	3,169,689.57
Expense	
1 (DUES & FEES TO NATIONAL)	1,347,093.25
11 (DUES REFUNDS)	493.31
12 (MEALS & COFFEE EXPENSES)	9,600.00
13 (PARKING & TAXI EXPENSES)	3,000.00
14 (AIR & TRAVEL EXPENSES)	22,500.00
15 (HOTEL & MEETING ROOMS)	30,600.00
16 (POSTAGE & COURIER SERVICE)	34,008.51
17 (EQUIPMENT RENTALS/PAYMENT)	35,363.71
18 (CONTRIBUTIONS & GIFTS)	32,136.25
2 (OFFICE SUPPLIES)	11,785.68
21 (ARBITRATOR AND LAWYER FEES)	18,696.25
25 (LIFE INSURANCE & POLICIES)	79,563.63
26 (SOCIAL COMMITTEES)	329.41
27 (UNION JACKET/PENS/HATS)	38,151.91
28 (OTHER)	34,097.27
29 (VEHICLE ALLOWANCES)	76,650.00
30 (CAW-COUNCIL DUES)	24,946.35
32 (BARGAINING UNIT EXPENSES)	302,529.81
33 (WCB APPEAL EXPENSES)	19,914.92
4 (LABOUR COUNCIL'S)	2,927.00
42 (STRIKE EXPENSES)	35,894.80
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53
45 (VANCOUVER ISLAND SUB LOCAL)	49,317.42
5 (EDUCATION COSTS)	6,988.88
6 (HALL RENTAL)	52,345.68
7 (TELEPHONE EXPENSES)	9,807.38
79 (Adjustment Committee Fund)	1,340.50
8 (BANK CHARGES)	847.25
P_ADVANCES (ADVANCES GIVEN)	-1,463.17
Payroll Expenses	<u>955,168.04</u>
Total Expense	<u>3,254,689.57</u>
Net Income	<u>-85,000.00</u>

January – May 2022 Budget vs Actual

Jan - May 22	Budget	\$ Over Budget	% of Budget
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Income				
D1 (NATIONAL OFFICE DUES)	1,129,800.02	1,068,335.42	61,464.60	105.75%
D13 (INITIATION FEE)	3,117.70	2,918.00	199.70	106.84%
D16 (POSTAGE)	11,350.19	9,429.75	1,920.44	120.37%
D18 (SAFETY REMITTANCE)	3,949.31	3,386.31	563.00	116.63%
D2 (VANCOUVER ISLAND SUB LOCAL)	135,349.15	138,040.34	-2,691.19	98.05%
D20 (LOCAL EDUCATION FUND)	9,361.54	13,695.87	-4,334.33	68.35%
D3 (Loomis Owner Operators Fund)	0.00	0.00	0.00	0.0%
D4 (NATIONAL REBATE)	43,000.00	43,000.00	0.00	100.0%
D42 (Strike Fund Reimbursements)	77,957.00	11,000.00	66,957.00	708.7%
D7 (TERM DEPOSIT INTEREST)	0.00	0.00	0.00	0.0%
D8 (OTHER)	41,266.46	7,194.13	34,072.33	573.61%
Total Income	1,455,151.37	1,296,999.82	158,151.55	112.19%
Gross Profit	1,455,151.37	1,296,999.82	158,151.55	112.19%
Expense				
1 (DUES & FEES TO NATIONAL)	559,778.76	546,558.52	13,220.24	102.42%
11 (DUES REFUNDS)	386.79	50.00	336.79	773.58%
12 (MEALS & COFFEE EXPENSES)	379.35	4,000.00	-3,620.65	9.48%
13 (PARKING & TAXI EXPENSES)	19.54	1,250.00	-1,230.46	1.56%
14 (AIR & TRAVEL EXPENSES)	0.00	9,375.00	-9,375.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	12,750.00	-12,750.00	0.0%
16 (POSTAGE & COURIER SERVICE)	19,268.63	12,515.54	6,753.09	153.96%
17 (EQUIPMENT RENTALS/PAYMENT)	12,053.36	10,094.49	1,958.87	119.41%
18 (CONTRIBUTIONS & GIFTS)	9,961.99	10,164.65	-202.66	98.01%
2 (OFFICE SUPPLIES)	5,619.92	3,935.07	1,684.85	142.82%
21 (ARBITRATOR AND LAWYER FEES)	8,119.11	16,758.75	-8,639.64	48.45%
25 (LIFE INSURANCE & POLICIES)	29,551.93	35,064.71	-5,512.78	84.28%
26 (SOCIAL COMMITTEES)	0.00	0.00	0.00	0.0%
27 (UNION JACKET/PENS/HATS)	7,279.11	6,146.02	1,133.09	118.44%
28 (OTHER)	9,642.09	16,347.52	-6,705.43	58.98%
29 (VEHICLE ALLOWANCES)	34,500.00	29,350.00	5,150.00	117.55%
30 (CAW-COUNCIL DUES)	10,366.32	10,121.56	244.76	102.42%
32 (BARGAINING UNIT EXPENSES)	201,680.40	76,222.70	125,457.70	264.59%
33 (WCB APPEAL EXPENSES)	2,100.00	7,000.00	-4,900.00	30.0%
4 (LABOUR COUNCIL'S)	1,481.50	1,450.00	31.50	102.17%
42 (STRIKE EXPENSES)	79,413.32	16,340.90	63,072.42	485.98%
43 (PAID EDUCATION LEAVE PROGRAM)	10,920.23	20,055.53	-9,135.30	54.45%
45 (VANCOUVER ISLAND SUB LOCAL)	22,153.92	16,913.25	5,240.67	130.99%
5 (EDUCATION COSTS)	5,226.63	3,056.43	2,170.20	171.0%
6 (HALL RENTAL)	21,810.70	21,810.70	0.00	100.0%
7 (TELEPHONE EXPENSES)	3,889.06	3,365.26	523.80	115.57%
79 (Adjustment Committee Fund)	424.48	749.81	-325.33	56.61%
8 (BANK CHARGES)	457.25	330.75	126.50	138.25%
P_ADVANCES (ADVANCES GIVEN)	-120.00	-872.42	752.42	13.76%
Payroll Expenses	407,812.41	385,858.92	21,953.49	105.69%
Total Expense	1,464,176.80	1,276,763.66	187,413.14	114.68%
Net Income	-9,025.43	20,236.16	-29,261.59	-44.6%

Bargaining in 2021/2022: 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. Some big units have bargaining in the works this year. Loomis National Bargaining taking place this year. Garda Bargaining taking place this year. (Aerofreeze; Brinks; Cascade (2021 Expenses); Garda; Loomis; Ryder; Whistler/Squamish Transit) and others have taken place this year.

Educations costs include \$5,226.63: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership. The Local Reps attended a virtual training seminar in February. The Local has scheduled a 3 day stewards course for July 6, 7 and 8th, in New Westminster.

Arbitrations and Lawyer's Fees \$ 8,119.11: 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 2021 into 2022. (Garda; Loomis; Viking Air; Whistler Transit).

Charitable Contributions (Donations) and Gifts \$9,961.99: 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.

Strikes and Lock outs \$79,413.32: Whistler/Squamish/Pemberton Transit On Strike January 29th, - Ongoing - This would include any expenses in preparation of a strike or lockout of actual expenses dealing with a strike. Most expenses are reimbursed by the strike fund, but not all.

Other Items to mention:

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

***** Arbitrations on the books for 2021 and into 2022.***

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

*****Our Local has a new Office in Victoria, B.C. Our new office is located at # 220 – 4552 Commerce Circle Victoria, B.C.***

*****The local will continue using the services of Lloyd Hynes for our WCB appeals in 2022 and we will be talking with the other Locals in the New West Hall to look at our WCB needs and how to move forward in 2023.***

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

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

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

*****We authorized the updating of software and some new replacement computers in the office from 2021 into 2022.***

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

*****Our Loomis Pre- Bargaining and Bargaining in 2022 has taken place in Toronto (National Bargaining) and there is an increased expense covering Airline, Hotels and other related expenses that would not be incurred if bargaining in B.C.***

*****Our Local is in discussions to bring in the DHL Alberta Membership into our Local.***

*****The Local Representatives CBA with MoveUp expire on August 31, 2022.***

***** The Proposed Budget for 2022 reflects a deficit for the year. This is an election year for our Local positions. There is a Unifor National Constitutional Convention in Toronto in August this year. There will be a BCRC Council meeting this November. All these costs and our overall Bargaining are going to contribute heavily to a deficit this year.***

Financial Report given at the June 17th, 2022 In person meeting at New West Hall

Financial Report given at the June 18th, 2022 In person meeting at New West Hall

President's Servicing Report
Brother Gord McGrath
June 2022

DHL: A world-wide courier trucking company

Not a lot to report on other than the usual frustrations working with the top of house on getting resolves on some issues indicated by National Rep Mario Santos. Kristian Nielsen, Unit Chairperson has most other day to day matters under control with a pension matter that a member brought to our attention which needed looking into. Seems the Company has an inconsistent way of covering Pension contributions with incorrect amounts, not that it would break the bank, but every bit adds up in the big picture.

Kristian continues to work with the Company, pension provider and members as this has affected others I am told. This is a good lesson that members with medical benefits, pension or other enhancements in their CBA should always review their statements as most can be done online these days. A review of the paystubs for correct amounts has always been a good idea and practice and you would be surprised how many members find inconsistencies from time to time.

Just the other day a harassment complaint came past my desk involving a DHL employee. I have since reached out to the Company and will do a pre investigation to determine if a full investigation is warranted. There have been discussions that DHL on Vancouver Island will be relocating to their own facility leaving the much bigger Loomis group which has shown interest in relocating themselves. More to follow on that front...

Loomis Express: A world-wide courier trucking company

The National Bargaining Committee will be meeting once again in Toronto July 18th to 22nd in hopes of getting closer to a deal with the Company. All provinces have completed adjusting their proposals along with the combined National language in preparation for this next round of talks. The last round was not a good reopener with the Company as the Union felt their bargaining team was not interested in our proposals judging by their body language and quick responses. Like most bargaining matters it can get a little heated and we experience a few of those during that round as the Union felt the Company was out of touch to the reality of what the owner operator's day is comprised of in other areas of the country.

It was only on the second to last day that you saw a change in behaviour as you look back on that week there was nothing completed except for a simple sign off or two. Lots of back and forth which resulted in no movement either way. As a Local President, I find it very frustrating having to continually travel to Ontario for bargaining with the Company, along with the added costs of flights and accommodations only to have nothing of value come back at the end of the session.

In past bargaining would take place in the local's home province then move around for the National segment. Cost to the locals for travel would be reduced as the company does not cover airfare and hotel accommodations. What we are seeing now from the employer is a "we are meeting in Toronto" mindset and locals like ours pay the higher costs associated with this. Sorry company if you must fly your team outside the Toronto area for 5 or 6 people from time to time. This makes it very convenient for some but a huge added expense to others.

Terry Radtke, Unit Chairperson has been busy filing several grievances with some in our view as a serious matter over contracting out by using sister companies and combining freight coming and going in the same trailer. We see a mix of the workforce also handling each others freight which has been put to a grievance as well. Several owner operator issues around reroutes across

the province is quite problematic again driving frustrations within that division. Hourly workers in the Surrey location are having issue with a certain manager and the Union has stepped in to investigate the allegations.

I would like to thank Brother Terry Radtke for all his efforts in working for the membership at Loomis Express along with all the Chief/Shop stewards and Committee members for their continued support for the membership. This industry has seen changes like never before and it is only with the support of these hard-working individuals and membership backing can we keep pace with the challenges ahead.

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

The Bargaining Committee has received the draft of the CBA back from the Company with their highlights for clarification. This has also been sent out the to BC Bargaining Committee for a quick review as well and at this time after doing my review all looks in order and just holding off until our committee have had a chance to point out any inconsistencies from our notes to the Companies.

With the loss of CIBC primarily, this has caused a major upset within Brinks nationally in operations and retaining employees. We have seen several members leave Brinks for other armored car companies who are looking for more security in their jobs, this includes workers who have seen a layoff during this time. Others have decided to head to retirement and forgo the challenges in rebids, change of hours or forced to part time status.

One of the big issues currently is not having the workforce to cover what is remaining with new hires only staying around for a short time then leaving. Forced overtime on some runs has the members at odds and I have suggested to follow the CBA and request a route revaluation as 1 to 2 hours of overtime added to a run is not acceptable as it affects the personal lives of those who have family commitments after their work bid of 8 or 10 hours.

Brinks Vancouver depot will be closing and moving to the already maxed out Langley location where parking has always been a struggle for the most part and now with several workers heading that way... The question is, where is everyone going to park their vehicles. I was told that management was asking employees to transfer to public transit which runs in half measures out that way or find parking 5 plus blocks away and walk. This is an industrial area and space is very limited, the hope of the Company was to find a yard to lease and use for additional parking space for the employees. Looks like that didn't come to fruition.

Dave Boros Local Representative Quarterly Review Report

Brother Boros continues to be aggressive in learning the aspects of the Local Rep's position and has receive great supporting comments from those who work with Dave on a daily basis. From National Reps to local unit leadership and rank and file members all have given a "job well done" on his duties to service the membership.

I have the highest confidence in hearing that Brother Boros continues to full fill the duties as a Local Representative and his commitment to the membership and community.

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

This year the committee took part in organizing once again Team Unifor and with the assistance of other contributors we far exceeded the expectations of the event organizers. It is very humbling to know we have made a difference for those workers who have suffered through a workplace tragedy and for the families that have lost a loved one.

Event: Steps for Life 2022 Walk Fund Raiser – Vancouver

Event Date: Saturday, April 30, 2022; Registration Opened at 9:30am; Opening Remarks at were at 10:00am.

Event Location: Milton Wong Plaza in Olympic Village, Vancouver BC

This event raised over \$800,000 Nationally and \$220,000 regionally (BC)

Thanks to the BC Regional Council Executive, Unifor Local 601 and Brother Gaucher for their support.

I move my report be accepted as circulated.

In solidarity,

Gord McGrath
Unifor Local 114 President / Education Committee Chairperson
Unifor B.C. Regional Standing Committee – Workers with Disabilities

Local Union Representative's Report
Sister Cynthia Anderson
JUNE 2022

Applewood Nissan: Auto Dealership

- There was an issue regarding an employee being unknowingly paid a different rate than what was negotiated in the cba. This has been remedied.
- Issues regarding management performing bargaining unit work continues to be monitored.
- The Employer consistently confirms they are on top of all COVID measures.

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

- The bank base reroute in affect has now been completed. The reroute triggered a bump with very many moving parts. The way in which this process was rolled out has resulted in two grievances filed by the Union. We are in the process of gathering specific documentation from the drivers to support our grievance.
- It is with a heavy heart that we notify everyone of the passing of past Shop Steward and Bargaining Committee member Bob Borland. He was a very integral part of our leadership group for many years and he will be missed.
- The Employer consistently confirms they are on top of all COVID measures.

Inland Kenworth: Heavy Duty Truck Repair

- Issues regarding staffing levels and a grievance has been filed regarding management performing bargaining unit work.
- Issues regarding training opportunities being looked into.
- Issue regarding the sign off of an apprenticeship has been withdrawn.
- The Employer consistently confirms they are on top of all COVID measures.

ICS Courier: Same Day and Next Day Delivery

- Issues regarding the current benefit costs are being addressed.
- Issues regarding the overlap of work between Transforce carriers is being monitored closely.
- The Employer consistently confirms they are on top of all COVID measures.

Lamar Advertising: Advertising Installation on Bus and SkyTrain

- We successfully negotiated an LOU regarding a cell phone usage allowance.
- The employer consistently confirms they are on top of all COVID measures.

Magnacharge Battery: Battery Distributors

- Our long term Steward has retired and we will be holding elections for the vacant position.
- The Employer consistently confirms they are on top of all COVID measures.

Metalex Products: Lead Smelter

- Issue regarding some benefit level inconsistencies have been addressed.
- The Employer consistently confirms they are on top of all COVID measures.

Prepac Manufacturers: Furniture Manufacturing

- The Union has filed a grievance as the employer has thus far refused to recognize the provincially mandated five sick days.
- Issues regarding LOA overstay have been addressed.
- Issue regarding how workers are talked to on the floor have been investigated and addressed.
- 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

- No current issues
- The Steward consistently confirms the company is on top of all COVID measures.

Westman Steel: Culvert Manufacturing

- We have elected a bargaining committee and drafted proposals based on the survey results turned in. We are meeting with the committee to finalize the proposals prior to bargaining.
- The Employer consistently confirms they are on top of all COVID measures.

Based on Linda's retirement, there will be a few units swapped with Dave Boros as he moves to the mainland. Dave will take TFFM, ICS and Inland Kenworth and I will be taking on Accurpress, Ledalite, Shell, Halkin Tool and PPG.

I move that my report be accepted as circulated.

In Solidarity,



Cynthia Anderson
Unifor Local 114 Union Representative

**Local Union Representative's Report
Sister Linda Jensen
June 2022**

Accurpress (Surrey): Manufacturer of custom steel presses

- Preparing for upcoming bargaining. Have elected a new Steward and a bargaining committee person.
- Hoping to have a BBQ in June sometime.

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

- Dealing with a harassment issue.
- Hoping to have a BBQ on July 4th.

Bimbo (Langley): Distribution center

- Meeting with Company to discuss upcoming changes on floor. Hoping to have a BBQ on the 20th of June.

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

- Dealing with group grievance regarding newly legislated sick days.
- Company has contacted me regarding a harassment issue between two employees.

Halkin Tool (Surrey): Manufacture of custom steel presses

- Have bargained a new agreement. Hoping to have a summertime BBQ with this group.

Signify/ Ledalite (Langley): Manufacturer of custom lighting

- Kicking off summer with Fiesta on May 27th. Cynthia and I will both be attending.
- Company looking to move to a 4 ten hour day work week. Have had a couple meetings regarding this and will be bringing it to a vote with the membership.

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

- In discussions regarding new machine rate.

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

- New agreements being sent out to the shop.

Unitran Manufacturing:

- May and June dates for continued bargaining.

Personal note: I will be retiring on November 28th 2022. My last day will be August 10th as I have vacation and personal days to use up.

It has been a pleasure working with you all these years and I wish you all the best in the coming years. You are all dedicated Union activists and I am proud to call you my brothers, sisters and friends.

My shops will be looked after between Dave and Cynthia and I know they will be in good hands.

How fast this time comes....enjoy life and thank you for the ride!!!!

Special thanks to the Local for the opportunity to be a part of the family. Thank you Cynthia, you are the one that pushed me in this direction and saw the potential I never saw myself.

Love you all!!!

In Solidarity,

Linda Jensen

Unifor Local 114 Union Representative

Local Union Representative's Report
Brother Mark Misic
June 2022

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

- No outstanding grievances.
- Company final offer, conducted by the LRB by mail-in ballot, was rejected by the membership. The vote was very close.
- Bargaining continued May 5th which another tentative agreement was reached for a membership vote. Members again rejected MOA on voting dates May 9th and 12th.
- Membership meeting held at GEA on May 24th for open discussion on main reasons for rejection of MOA.
- Further discussion with the National Rep Gavin Davies and Company has not led to further bargaining.
- Union looking at options.

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

- No outstanding grievances.
- Thanks to Ron for handling the day-to-day issues.

Consolidated Fastrate (Port Coquitlam): Freight Distribution/ Transportation

- Grievance meeting held on June 2nd. Some issues remain outstanding, but progress is being made with the assistance of new Western VP Richard Rose based out of Calgary.
- Follow up Stewards meeting upcoming.
- Former Chief Steward Grant Drysdale has officially retired. Wishing all the best Grant!
- Thanks to Tim and Darcy for handling the day-to-day issues.

First Transit (Langley): Shuttle Bus

- No outstanding grievances.
- Collective agreements have been distributed.
- Thanks to Rod for handling the day-to-day issues.

Garda (Nanaimo/Comox): Armoured Car service

- A couple of grievances in the system.
- Bargaining is completed with in-person Nanaimo/WebEx Comox ratification meetings held on March 19th.
- Draft collective agreement sent to Company for review.
- Thanks to David and James for all their hard work.
- Union positions for elections completed.
- Retro pay issue for former member outstanding.
- CAAT pension meetings continue for implementation for members hired on/after July 1, 2018.

Garda (Prince George/Terrace): Armoured Car service

- No outstanding grievances.
- Bargaining is completed with in-person PG/WebEx Terrace ratification meetings held on March 18th.
- Draft collective agreement sent to Company for review.
- Thanks to Terry for all his hard work.
- Union positions for elections completed.
- CAAT pension meetings continue for implementation for members hired on/after July 1, 2018.

Garda (Vancouver): Armoured Car service

- Several grievances advanced to National level to be dealt with post-bargaining.
- Bargaining is completed with in-person Vancouver ratification meetings held on March 17th.
- Draft collective agreement sent to Company for review.
- Thanks to Vinnie, Wayne, Marty and Pardeep for all their hard work.
- Upcoming meeting with Chief Steward/H&S Co-Chair and Company to discuss some outstanding workplace issues. Further meeting may require my attendance.
- Union positions for elections completed.
- CAAT pension meetings continue for implementation for members hired on/after July 1, 2018.
- Upcoming Stewards/Union Committee in-person meeting to be scheduled shortly.

Garda (Victoria): Armoured Car service

- Several grievances advanced to National level to be dealt with post-bargaining.
- Bargaining is completed with in-person Victoria ratification meetings held on March 20th.
- Draft collective agreement sent to Company for review.
- Thanks to Quintin and Rob for all their hard work.
- Union positions for elections completed.
- CAAT pension meetings continue for implementation for members hired on/after July 1, 2018.
- Retro pay issue for former member outstanding.

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

- Three in-person ratification meetings/ratification votes were not ratified. Strike vote and further mediation took place. Union sought proposal which would be ratified. Company accepted.
- Ratification meeting took place on May 19th and was accepted.
- Draft collective agreement being worked on by National Support Staff.
- Thanks to Andrew and Vijay for all their hard work.
- Union/Management meeting held on June 1st to review outstanding workplace issue.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- Thanks to Bruce for handling the day-to-day issues.

Wilsons (Vancouver): Charter Bus

- Roll over collective agreement ratified.
- Collective agreement sent out for signatures.
- Dave will be working with the unit to set up Union position elections.

In Solidarity,



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

Local Union Representative's Report June 2022

Nate Shier

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

- new agreement final printed and delivered
- No active steward in Abbotsford depot (again) looking for another.
- High fuel prices creating issues
- Possible grievance for former employee that was not reimbursed for a tow bill

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton and Rick Blair addressing day to day issues.
- Bargaining hit an impasse. Strike vote taken - 81% in favour of strike
- July 5th booked for mediation

Cascade Aerospace: *An aircraft overhaul facility in Abbotsford*

- Steve Frank taking care of day to day.
- New National Rep selected for Cascade. Mark Cameron.
- Sorting out medical severance of employee
- Covid protocol still in place

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

- Chris Cadarette taking care of day to day.
- New LOU for casuals developed to help with hiring/retention
- Long term member "accommodation" /RTW through WorkSafe proved difficult but successful and almost complete
- Violence/harassment to and around drivers a problem being looked at through Union/Management Committee and JOH&S Committee

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

- Gerry Shook re-elected as Chief Steward. Full compliment of stewards and leadership committees back in place. Thanks, and congrats to everyone for election and participation.
- In Bargaining. New dates being selected for further bargaining.
- Outstanding grievance for step rates resolved.
- New payroll and hours tracking system very challenging (Will be introduced to all First locations and will create pay grievances throughout in each group)

Horizon Air: *A regional Carrier for Alaska Airlines*

- No outstanding grievances.
- New Collective Agreement negotiated. The members have voted 83.3% in favor of ratifying the new Agreement. Thank you to everyone who took part in the vote and a big thank you to Dave, Paul, Tiffany and Carlena for their assistance and to Sandie for her expertise.
- Highlights include – 3 year Agreement, reduction of step rates, modest increases of 4% 2% 2%, and extra week of vacation for senior employees, maintained the 16 hours to qualify for benefits, flight benefits for casuals.

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.
- Several termination grievances at Step 2 and 3. In or waiting for Arbitration
- Hiring proving to be a problem and various incentives and step rate reductions and bonuses being tried.
- Workload is high and possible mandatory OT is being looked at and monitored for other alternatives

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

- Interim/Carry over Agreement to expire this month and notice to bargain will be served soon New Bargaining committee to be selected and dates to be set
- Requests to overhaul benefits plan being investigated

Trimac Transportation services: A bulk carrier of cement

- No additional grievances
- Members meeting to be scheduled
- Signed agreements printed given to stewards for distribution

Whistler Transit: A conventional and custom transit service

- On strike since January 29th
- Bargaining sessions scheduled on March 16, 17 looked positive but talks broke down
- With the assistance of Labour Relations Board Mediator Dave Schaub, the parties negotiated a tentative renewal agreement on May 27, 2022. The tentative renewal agreement was unanimously recommended for acceptance by the Union and its bargaining committee; Included a pension, opportunity of benefits for all and wage increases of 1.5%, 2%, 3%, 3% and 4%, plus the 2% signing bonus.
- tentative agreement was rejected by the Union membership by a very slim majority on May 30, 2022. (36 to 32)
- The parties agreed to the appointment of a Special Mediator and Vince Ready was appointed by Minister of Labour for British Columbia on May 31, 2022.
- The Parties met on June 6, 2022, but could not reach agreement
- Mr. Ready presented the parties and the Minister of Labour a recommendation for settlement on June 10. Following clarification by Gavin McGarrigle on June 12 the recommendation was presented to the members and members were met with via WebEx video conference on June 13.
- Mr. Ready kept all that was negotiated for the May 27th tentative agreement plus added a Cost of Living Adjustment for 2024 to cover the previous 3 years in the event the negotiated general increases did not keep up.
- The ratification vote was conducted through simply voting.
- The tentative agreement and recommendation of Mr. Ready was ratified by 72% (62 to 24) and the return work arrangements will be engaged and thereby ending the record breaking 137 days of strike action

My life has still been revolving around the Whistler/Squamish Transit Bargaining and Strike for the last 5 months. I had my own bout of Covid that I picked up a couple of weeks ago and have since recovered.

My heart, thoughts and best wishes still goes out to Ukraine and its people. The added pressures on our mental health through the last few years has really started to show the cracks in our system and our abilities to cope. I know that mine has taken a few hits over the last couple years and with the pressures of Bargaining and just trying to navigate the best decisions for the members I just want to say thanks to each of the National Reps I work with and each and everyone of the members of Bargaining Committees and Stewards that I also work with.

The high cost of "EVERYTHING" is still continuing to be to be just one more thing that people are dealing with too. Be kind to each other and be kind to yourself. (insert cliché or inspirational quote of choice here).
One day Longer. One day Stronger.

In Solidarity,



Nathan (Nate) Shier
Unifor Local 114 Union Representative

**Local Union Representative's Report
Brother Dave Boros
June 2022**

Anchor Inn: A waterfront hotel in Campbell River

- No grievances in the system
- Hotel is coming up to their busy season, they are in the process of hiring more members.
- There have been many complaints from the members regarding leaking and not working industrial size washing machine. I paid the hotel a visit and sat down with management to discuss this concern and a few others. The washer motor has now been fixed and a few more washing machines are on order to place on different floors to help the laundry issues.
- Maureen Alfonso our current shop steward has been doing an amazing job at the Anchor.

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

- No grievances in the system.
- The restart has gone well, and the Company has now extended hours/shifts to full time.
- We welcome Michele Shuster on stepping up to become a shop steward.
- At the same time, we thank Barbie Zipp for the 32 years of service with Clipper. You will be missed by both customers, fellow members and our local.
- In the coming months we will be looking for nominations for the bargaining committee, Clipper's contract expires in Oct 2022.

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

- No grievances in the system.
- We have just requested nominations for stewards and health and safety. We will be having an election in the next few weeks after their next round of bargaining.
- The bargaining committee has been working hard to negotiate a contract that the members will ratify. It has been a very difficult process which has been going on for 2 years. But I am quite positive that there is some light at the end of a tunnel.
- Our next round was supposed to be June 6-8th but Gavin Davies is booked at mediation with Vince Ready we will be bargaining June 8-10 possibly.
- Thank you to both Sean Potorti (Shop Steward) and Shaun Bhooopaul (Health & Safety) for the great job that they are doing in regards to looking after the concerns of the membership and making sure that they are safe.
- Thank you for our outgoing chief steward Mike Younger it was a pleasure to work with you,

Hotel Grand Pacific: A major luxury hotel in Victoria

- Currently no grievances in the system.
- This Hotel has been on a hiring spree. This Hotel is also heading into their busy season along with cruise ships coming in and such they are looking to hire another 20-30 members.
- Once again Chad Grienken has been doing an amazing job over at the Hotel Grande.
- On a tragic note, we did have a Chef pass away at the Hotel on his 3rd shift. He had a stroke in the kitchen. Flowers were sent out and food was provided at his celebration of life by the Hotel.

- This Hotel is also going through lots of renovations trying to get everything done before the summer holidays.
- Just an amazing place to stay both location wise and for comfort.

Ocean Concrete: A concrete manufacturing and delivery company Victoria

- There are a few grievances in the system that stem back to when this harassment investigation started. The investigation is now complete with the satisfaction of the Union
- There has been a few management changes and my understanding is the moral on the floor has been a lot better since one managers departure.
- Shop steward Sean Swinburnson has been doing an amazing job over at Ocean.
- I have been told that work was slowing down a bit, but I heard that was to do with the outgoing management.
- One appeal was finally excepted by Blue Cross and is being back dated to Sept of 2021. Great news for the member.

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

- No grievances in they system.
- They are a very family orientated business. It seems like the employer really knows how to keep the membership happy,
- And work is very steady.

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

- There are a few grievances in the system.
- On June 2 there was a special membership bargaining meeting. This meeting was well attended, close to 60 members in attendance. One of the motions brought forward from the bargaining committee was to circle back in Sept regarding bargaining. Their contract just expired on May 31/22.
- Both James Young and Matt Salkeld have been doing an amazing job on the day-to-day issues.
- It is still very slow over at Viking with somewhere around 60 members off on layoff.
- There have been many changes at the management level along with the re structuring of the companies regarding De Havilland Air.
- We are waiting for the dust to settle so we can see what this will look like.

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

- There are grievances in the system along with one going to mediation.
- We are in the process of setting up a grievance meeting in the next few weeks to discuss all open grievances and hopefully get resolutions before I come back to the lower mainland.
- On June 2 there will be a driver meeting along with a BBQ after, for all those that want to attend from both Comox and Campbell River.
- We would also like to welcome Terry Shaw as a new shop steward.
- ~~Would also like to thank Michael Garland on the day-to-day issues that he deals with.~~

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

- No grievances in the system.
- There was a one (1) year extension with a substantial raise for Wilsons for this extension. This was voted on via simply voting with a 96% in favour of accepting this deal.
- Wilson's has been getting busier and busier due to both the summer season and the cruise ships that will be coming to Victoria after a few years off. Wilson's is also trying to hire and we are hopeful that this new wage will help to attract new members.

In Solidarity,

Dave Boros
Unifor Local 114 Rep
Vancouver Island

Education Committee Report
Brother Gord McGrath
June 2022

Education Area Schools have now started to pop up around some of the areas which I am glad to see but wished that would have been put out to other Locals to back fill any spots that may be vacant.

Not like in the past course call letters were sent out with locations and dates, the new process is that each Local must request training first and meet the requirements of 15 participants. Larger areas where Locals have big numbers don't seem to have the same problem as an amalgamated local such as ours. To bring members from all areas of BC has a large cost to it even with the 50/50 split with the National.

Airfare and hotel accommodations are not part of the 50/50 cost sharing which adds up quite quickly and considerations in the past have helped with those added costs, but they are not a given. I'm hoping that the National Education Department looks at going back to the area training postings, its much simpler and easier to capture membership participation with limited added costs to the Local. If locals have a need for specific training they have that available to them as well.

BC Federation OH&S training is now available, and you can find them online covering most areas of the province here at:

<https://www.healthandsafetybc.ca/course-calendar/>

If you are a Health and Safety Rep at your workplace, the regulations provide for 8 hours of training a year, any requests must be made through the Local Office before registration can be made. Send your request directly to me at mcgrath@uniforbclocals.ca for prior approval and I will follow up with a return phone call or contact your Local Servicing Rep.

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

I move my report as circulated.

In Solidarity,

Gord McGrath, Unifor Local 114 President / Education Chair

Report of Anne Cody
Southern Member at Large
June 17, 2022

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

- They are doing well! They finally are taking over all the CIBC's from Brinks. There has been some challenges though, some of the banks had lock issues so there has been quite a few extra shifts to fix the change over. There are a couple more runs that have started so therefore a couple more employees hired! It is getting busier now that all the restrictions have been lifted for the most part.

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

- Been a wild few months around there, had a "bit" of a situation in January that resulted in Stage 3 grievances being filed for 15 of our Members. They've been working with the Local and National Reps trying to negotiate a resolution ever since. Finally, they have a resolution presented and a counter that does not look pretty. They are striving to avoid Arbitration but they're not sure they will.

The situation's escalation had a serious blow out locally, which ended with another Chief resignation. After a 6-month hiatus from everything Union Gerry found himself back as Interim Chief. After a great deal of debate with his wife he decided to quit taking the position back repeatedly on an interim basis and went all in and has returned to take on another full term as Chief Steward.

- First order of business was to hold an extremely overdue General election. Back in 2015 when Gerry first became Chief, he had one Steward in Shuswap and no one in Vernon, they should have had one in Shuswap and two in Vernon as well as a Chief. It took a bit of work but when they were done they had one in Shuswap and 4 plus the Chief in Vernon. Unfortunately, over the years of Gerry being interim Chief around 4 unsuccessful Chief tenures, that went to the way side, when he took the Chief's role back "officially" for the second full term it was Chief and one Shuswap, one Vernon with a temp stand in Steward for Vernon. He was extremely happy with the Election results as he came back to reprise his role as Chief for the group, they now have 2 Shuswap Stewards, 4 Vernon stewards and Gerry Shook as Chief. With a good mix of new and old, male and female, and more importantly for the future, two young workers to groom for the future.

- The Grievance filed for the 15 members has naturally hurt Union/Company relations, it has taken Gerry a couple months now to refine his footing with the Company to the level he had achieved when he left his last round of interim Chief Steward, back last October. But they are slowly getting there, he's sure the conclusion of the grievances, if possible, will go a long way to getting back on track, but that one will be what it will be and he must work to get the Unit back on track regardless.

As for what the group is looking towards, in regards to support or direction from our Union..... I'd say two main things:

1) Elections: It's election time for the Executive for 114. He's been here some 10 years now as a Member, (almost 6 of those years as Chief), and does not recall having ever seen a call to nomination for the 114 Executive for anyone in their Unit to see. He's seen the mail out votes for those nominated and running, but never a call for nominations for anyone locally to take a shot at the committees if they had wanted to. So in saying that he would like to see the full process at all levels for potential involvement of more Members. In his brief time last year as temporary rep as Member - at - Large for the Northern area he was amazed at the number of open positions within the executive, (all be it for a variety of reasons), is it possible to change that, if all the Members knew the different roles and could potentially run for those roles..

2) Training: PEL, this still feels more like Port Elgan Leave than Paid Education Leave. A very large number of our Units as like Vernon/Shuswap, are small in size, compared to a lot of other units in our local. Lots have poor PEL funding and others I understand have nothing. For those that do have PEL, or nothing to use it, so what about the over all teaching of Members, brave enough to step forward and take on various roles within their units? For my group it's three years to get enough money saved for a single course to be taken. Right now I have three untrained Stewards and two experienced ones, only by trial and error as they went along. How do we grow the Union with Members that don't understand the roles they have accepted? We are turning them over at a rate thats 7-10 x's faster than the Units can raise funds for training. Gerry doesn't have an answer as to how to fix this issue, but as a collective with the experience they have, he believes it will take them all to find a way to successfully change this situation.

Members do not, for the most part, take on things they feel they lack knowledge in, meaning they tend to not help them fill the voids they have, because they feel unarmed and are not willing to risk embarrassing themselves while learning. The number of holes within the 114 Executive should justify this feeling. To strengthen our Local we need to teach, increase knowledge which should hopefully increase participation.

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

- Kamloops seems to be a revolving door lately for both workers and management. Although they're continuously training, in all departments because of shortage of workers and missing service everyday on the conventional side and barely maintaining service in Custom, even with many hours a day being covered by our members working overtime.
- The maintenance department is doing a great job keeping buses on the road, all the while being severely understaffed.
- The last year and a half, with the hard work of our stewards, we were able to make significant progress on behalf of our members, working with new management. Recently the General Manager has resigned from the company amid all the staffing issues and service interruptions. This will mean a lot of work ahead for our stewards to maintain as they move forward when a new manager is announced.
- The biggest issues I'm hearing from our members right now, aside from all mentioned, is communication. They would like a local unit meeting. For obvious reasons they haven't had an in person meeting in a couple years and they'd like to have one with the local and national rep. They're also waiting on our recently ratified agreement to be printed and distributed.

Kamloops

- Rogers Communications announced that the company will put up two more cell towers to improve wireless service expansion along highway 16, known as the highway of tears.

Rogers started construction on the first row of 12 new towers last year that will service the area of highway between Prince Rupert and Prince George. When completed, the additional two towers will provide 26 km of new wireless coverage along highway 16 southwest of Hazelton.

The project will provide 252 km of new cellular coverage across highway 16, closing key gaps to ensure continuous coverage along all 720 km of the corridor, establishing a safer environment for travel and fulfilling one of the 33 recommendations in the 2006 Highway of Tears Symposium report to enhance safety for Indigenous women and girls.

Jorge Fernandes said, “When we embarked on this project last summer, we realized the power of our technology to help connect rural, remote and Indigenous communities along this route and what it meant for reconciliation.”

Rogers communications are humbled to be a part of this generational project and hope that the safety provided by their wireless connectivity will honor survivors, victims and their families and communities and will provide peace of mind and opportunity for everyone moving forward.

These towers will provide salvation to many vulnerable people in the area. Connectivity isn't just cell phones, and this project will be foundational to build further, much needed services like bus routes in the area to make a difference.

- Kruger Inc. of Montreal bought Kamloops pulp mill, Domtar.

Richmond-based Paper Excellence and Domtar, based in Montreal and Fort Mill, S.C., reached an agreement for Paper Excellence to purchase Domtar for \$55.50 per share, a deal worth about \$3 billion in United States currency.

The pulp mill is one of the city's largest employers, with about 350 employees, while the operation pays about \$5 million per year to the city in property taxes. The mill opened on Nov. 30, 1965, under the Kamloops Pulp and Paper Company name. In 1971, Weyerhaeuser bought the mill and operated it under that banner until 2007, when Domtar purchased the operation.

Cancellation of Canada – Iran Soccer Game

The Islamic regime of Iran, through its deceptive tactics and tricks, ignores people's struggles and have closed all international communication and relation to the Iranian people. At the same time, they are trying to access the discourse of diplomacy through various windows outside their borders.

The Iranian Government uses sports as a political tool to justify violations of Human Rights in Iran and make himself look good. One such diplomacy was in sports competitions by sending its criminal elements of the Revolutionary Guards (Iranian repressive force) in the name of sports. In its latest clever trick (football match between the Canadian vs Iranian national teams) was to be held in Vancouver-Canada

The Islamic Revolutionary Guard Corps, the same military force that shot down a plane after taking off from Tehran in January 2020 killing everyone aboard including dozens of Canadian, permanent residents and those with ties to the country.

In solidarity with the families of the victims of flight PS 752 and the Iranian people especially women who are banned from entering stadiums in Iran, I helped with organizing various protests in Vancouver. We met with Government officials demanding cancellation of the game.

Thanks to all Iranian activists abroad, with their efforts, empathy, solidarity, Canadian authorities, and all the freedom-loving people of the world the game has been cancelled.

In solidarity,

Morteza Maleki
Human Rights/Visible Minorities
Member-At-Large

Union members at work:

In response to our National request, I participated in distributing flyers and talking to Amazon staff to join Union on April 12, 2022.



The Unifor Local 114 participated in the Sea to Sky rally on March 15, 2022, to support the transit operators on strike in Squamish, Whistler, and Pemberton.



Morteza Maleki

Human Rights

Visible Minorities

Member-At-Large

Unit Chairperson's Report – DHL Express – June 2022

Brother Kristian Nielsen
DHL National Unit Chairperson

Global

- ❖ DHL continues to suspend domestic and inbound operations in Russia and Belarus due to Russia's invasion of Ukraine. For safety of employees in Ukraine, DHL has closed operations in Ukraine.
- ❖ High Energy prices: Paraphrased DPDHL CEO Frank Appel on CNBC: "High energy prices might be a historic chance for the world to fuel and accelerate change to renewable energy."

Canada

- ❖ Policy change: DHL has ended its Covid-19 mask policy for all vaccinated employees.
- ❖ High Fuel prices is a major issue for Owner Operators in Canada. Fuel Escalation subsidy language in BC is highest. Greatest issue is in Quebec where owner operators receive 50% less the subsidy of their BC colleagues. To date, DHL has refused requests to help minimize impact of high fuel prices.
- ❖ Open Step 3 Grievances:
 - Pensionable Earnings – Step 3 filed June 6, 2022 against DHL for violating the CBA by ceasing to use all earnings as pensionable earnings when calculating pension contributions.
 - Core Zone Rate Review – Step 3 filed in 2 provinces against DHL for using outdated data of kms and stops when calculating an Owner Operator's core zone rate. DHL was using 1 year in a few cases which initiated the grievance. Past practice was first 2 weeks after new route implementation or owner operator request. Union is proposing LOU to clarify amount of time of the review from which to collect data to calculate the core zone rate.

BC

- ❖ DHL Victoria facility near Victoria's international airport officially opened May 27, 2022.
 - The new location provides the much-needed increase of loading docks and space for operations.
 - 3 positions were posted to accommodate growth into the new location.
- ❖ DHL BC Area Operations Manager Re-located to Cambodia effective June 1, 2022.
- ❖ DHL has employed Susanna Yee as the new HRBP for BC as the previous HRBP relocated to Florida.
- ❖ Open Step 3 Grievances:
 - Step 3 filed against Victoria (YYJ) reroute and against the Core Zone Rate reduction. The Union believes the reroute was not necessary and will needlessly erode some of the owner operators' daily revenue by reducing their amount of stops and their Core Zone Rate (density stop rate).

In Solidarity,



Kristian Nielsen
DHL National and BC Unit Chairperson
Unifor Local 114 3rd Vice President

2022 Unifor Cascade Aerospace Report



2022 June, Report: Cascade Aerospace

Company Name: Cascade Aerospace (IMP Aerospace and Defense)
Place: Abbotsford, British Columbia
Primary Business: A specialty aerospace and defense contractor, focused on providing long-term integrated aircraft support programs for Original Equipment Manufacturers (OEMs), military, government and commercial customers. Cascade is certified by Transport Canada and offers its services to the clients of civil and military aviation as well as some other aircraft, such as:

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

Employment: More than 630 employees. Currently 410 unionized (AME (M)(E)(S), AIT, NDT, Painters, Planning Clerks, Purchasing/Stores, Facilities Maintenance, Material Coordinators)

Collective Agreement: March 31, 2021 at March 30, 2025

Employment

We continue to see some hiring relating to staffing levels at Cascade, as well there continues to be workplace challenges with the COVID pandemic/ Mandatory Vaccinations. Due to Transport Canada and Cascade being Federally regulated we are still under a mandatory Vaccination policy. This leaves some of our members still unable to come to work due to they have not been vaccinated and or have applied for an exemption. There have been some employees that have been able to get an exception from the Vaccine and with that they are required to conduct rapid tests 2 times per week for Mon- Fri employees and 1 day per week for weekend employees due to the difference of a 5 day work week and a 3 day weekend work week.

The Director of HR and the Union have been working together to keep labor relations moving in a positive direction. We have had several issues that have come up in the past 3 months and have been able to come to a resolution through good dialogue versus having to file a grievance. I hope that this working relationship will continue as time goes on.

Employment levels have not increased even though Cascade continues to hire. We have had several employees resign from Cascade for various reasons. This ranges from recalls to previous Airlines due to the air travel COVID changes as well higher paying jobs in industry and some leaving this industry to go into another. The company continues to have active postings to further recruit more employees. We are very short Avionics technicians, and starting to see if there are any outside Canada. The Hangar is filled to capacity with Aircraft as well performing some work outside on the ramp. We are also continuing to move some work to Halifax as there is no room to perform that work in the Abbotsford facility.

In solidarity,

Steve Frank

Plant Chairperson, Cascade Aerospace.

Maurice Mills Shop Steward Report June 2022

The National Health and Safety Policy Committee met April 5 - 6, 2022. We reviewed the results of a camera pilot where the camera is recording the driver. There were lots of false readings. We also got some early feedback on the lone driver shuttle operation. The electronic driver log project is coming along. I should hear more about that just before the meeting. The company will also revamp the all-off training next year.

The Vancouver H&S committee met March 29, 2022. There was no meeting in April or May 2022. The Labour Code requires nine meetings per year, so the company will have to meet every month from now through the rest of the time we occupy the building.

I have filed a grievance that the company has failed to train anyone new for airport work. We have six bid positions that require the driver to be licenced to drive airside, and only five drivers who are qualified. We have language specific to this issue in our new agreement.

Maurice Mills

As this will be my last environment report, I thought I would take a different approach. The following text was clipped from an Associated Press article December 2014. In the last eight years since the article was written, climate change has gotten much worse. It occurred to me as I read this article, that all of the trends have continued, and if you were to graph them, the line would be moving higher and faster.

December 4, 2014

Our planet has changed a lot in the past 20 years, and that's not a good thing.

Since world leaders first met to discuss climate change two decades ago, Earth has gotten hotter, more filled with heat-trapping gases and more crowded.

Global temperature has risen six-tenths of a degree in those 20 years. Population has increased by 1.7 billion people. Sea levels have risen 3 inches and extreme weather in the U.S. has increased by 30 percent. In Greenland and Antarctica, ice sheets have lost 4.9 trillion tons of ice.

"Simply put, we are rapidly remaking the planet and beginning to suffer the consequences," says Michael Oppenheimer, professor of geosciences and international affairs at Princeton University.

Diplomats from more than 190 nations opened talks Monday at a United Nations global warming conference in Lima, Peru, to pave the way for an international treaty they hope to forge next year.

To see how much the globe has changed since the first such international conference — the Earth Summit in Rio de Janeiro in 1992 — The Associated Press scoured databases from around the world. The analysis, which looked at data since 1983, concentrated on 10-year intervals ending in 1992 and 2013. This is because scientists say single years can be misleading and longer trends are more telling.

Our changing world by the numbers:

Wild Weather Since 1992, there have been more than 6,600 major climate, weather and water disasters worldwide, causing more than \$1.6 trillion in damage and killing more than 600,000 people, according to the Centre for Research on the Epidemiology of Disasters in Belgium, which tracks the world's catastrophes.

While climate-related, not all can be blamed on manmade warming or climate change. Still, extreme weather has noticeably increased over the years, says Debby Sapir, who runs the center and its database. From 1983 to 1992 the world averaged 147 climate, water and weather disasters each year. During the past 10 years, that number has jumped to an average 306 a year.

In the United States, an index of climate extremes — hot and cold, wet and dry — kept by the National Oceanic and Atmospheric Administration has jumped 30 percent from 1992 to 2013, not counting hurricanes, based on 10-year averages.

(MORE: Love Winter? You'll Hate This)

NOAA also keeps track of U.S. weather disasters that cost more than \$1 billion, when adjusted for inflation. Since 1992, there have been 136 such billion-dollar events.

Worldwide, the 10-year average for weather-related losses adjusted for inflation was \$30 billion a year from 1983-92, according to insurance giant Swiss Re. From 2004 to 2013, the cost was more than three times that on average, or \$131 billion a year.

Sapir and others say it would be wrong to pin all, or even most, of these increases on climate change alone. Population and poverty are major factors, too. But they note a trend of growing extremes and more disasters, and that fits with what scientists have long said about global warming.

It's this increase that's "far scarier" than the simple rise in temperatures, University of Illinois climate scientist Donald Wuebbles says.

Temperature It's almost a sure thing that 2014 will go down as the hottest year in 135 years of record keeping, meteorologists at NOAA's National Climatic Data Center say. If so, this will be the sixth time since 1992 that the world set or tied a new annual record for the warmest year.

(MORE: U.N. Weather Agency Releases Startling News)

The globe has broken six monthly heat records in 2014 and 47 since 1992. The last monthly cold record set was in 1916.

So the average annual temperature for 2014 is on track to be about 58.2 degrees (14.6 degrees Celsius), compared with 57.4 degrees (14.1 degrees Celsius) in 1992. The past 10 years have averaged a shade below 58.1 degrees (nearly 14.5 degrees Celsius) — six-tenths of a degree warmer than the average between 1983 and 1992.

The OceansThe world's oceans have risen by about 3 inches since 1992 and gotten a tad more acidic — by about half a percent — thanks to chemical reactions caused by the absorption of carbon dioxide, scientists at NOAA and the University of Colorado say.

Every year sea ice cover shrinks to a yearly minimum size in the Arctic in September — a measurement that is considered a key climate change indicator. From 1983 to 1992, the lowest it got on average was 2.62 million square miles. Now the 10-year average is down to 1.83 million square miles, according to the National Snow and Ice Data Center.

That loss, an average 790,000 square miles since 1992, overshadows the slight gain in sea ice in Antarctica, which has seen an average gain of 110,000 square miles of sea ice during the past 22 years.

On LandThe world's population in 1992 was 5.46 billion. Today, it's nearly a third higher, at 7.18 billion. That means more carbon pollution and more people who could be vulnerable to global warming.

The effects of climate change can be seen in harsher fire seasons. Wildfires in the western United States burned an average of 2.7 million acres each year between 1983 and 1992; now that's up to 7.3 million acres from 1994 to 2013, according to the National Interagency Fire Center.

And some of the biggest climate change effects on land are near the poles, where people don't often see them. From 1992 to 2011, Greenland's ice sheet lost 3.35 trillion tons of ice, according to calculations made by scientists using measurements from NASA's GRACE satellite. Antarctica lost 1.56 trillion tons of ice over the same period.

The AirScientists simply point to greenhouse gas emissions, mostly carbon dioxide, that form a heat-trapping blanket in our air.

There's no need to average the yearly amount of carbon dioxide pollution: It has increased steadily, by 60 percent, from 1992 to 2013. In 1992, the world spewed 24.9 billion tons of carbon dioxide; now it is 39.8 billion, according to the Global Carbon Project, an international consortium.

(WATCH: Are These Famous Landmarks Being Threatened?)

China has tripled its emissions from 3 billion tons to 11 billion tons a year. The emissions from the U.S. have gone up more slowly, about 6 percent, from 5.4 billion tons to 5.8 billion tons. India also has tripled its emissions, from 860 million tons to 2.6 billion tons.

Only European countries have seen their emissions go down, from 4.5 billion tons to 3.8 billion tons.

What Scientists Say "Overall, what really strikes me is the missed opportunity," Andrew Dessler, a climate scientist at Texas A&M University, said in an email.

"We knew by the early 1990s that global warming was coming, yet we have done essentially nothing to head off the risk. I think that future generations may be justifiably angry about this."

"The numbers don't lie," said Michael Mann, a climate scientist at Penn State.

"Greenhouse gases are rising steadily and the cause is fossil fuel burning and other human activities. The globe is warming, ice is melting and our climate is changing as a result."