



General Meeting
Saturday, March 19th, 2022
In Person Meeting

Role Call – Meeting called to order 09:34am

President	Gord McGrath	Present
1 st Vice President/Local Union Representative	Dave Boros	Present
2 nd Vice President	Steve Frank	Present
3 rd Vice President	Kristian Nielsen	AWR
Secretary Treasurer	Bill Gaucher	Present
Recording Secretary	Barbie Zipp	AWR
Sergeant-at-Arms	Norm Lehman	Present
Guide	Dean Williams	Present
Trustee	Ed Lafleur	AWR
Trustee	Vacant	_____
Trustee	Cheryl Williams	AWR
Vancouver Island Member-at-Large	Jim Sadlemyer	Present
Southern BC Member-at-Large	Anne Cody	Present
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 Misisic	AWR
Local Union Representative	Nathan Shier	Present

MOMENT OF SILENCE: Brother Gord McGrath asked if anyone was aware of any of our members or retirees that have passed away since our last meeting. No replies.

MINUTES: Brother Gord McGrath presented the Minutes from the Saturday, December 11th, 2021 General Meeting. It was **moved, seconded and carried** that the minutes be accepted as circulated.

GUESTS:

Maurice	Mills	Brinks	AWR
Eric	Phillips	Retiree	Absent

APPLICATIONS FOR NEW MEMBERSHIP:

Brother Bill Gaucher presented a total of 67 members for the period between January to March 15th, 2022, it was **moved, seconded, and carried.**

FINANCIAL REPORT:

Brother Bill Gaucher presented the Financial Report for the period covering December 2021, including the year-to-date totals, January and February 2022 including year-to-date totals, and the Proposed Budget for 2022, it was **moved, seconded, and carried** as reported and circulated. **(pages 6-28).**

Whistler/Squamish/Pemberton Transit Strike Update:

There was a good discussion on our Whistler/Squamish/Pemberton Strike. Our members are heading into their 8th week on strike. Our Local rented a bus and took our Executive and other local activists up to Whistler on Thursday, March 17th for a Rally in The Village. Special thanks given to Nate Shier for all his efforts and attention to our members on strike. Our members are standing strong to achieve wage parity, pensions, and benefits for all members.

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

Brother Dave Boros presented the following:

1. Thank you letter from the Kamloops Community YMCA-YWCA (Women's) for the Local's donation of \$200.
2. Thank you card from The Union Protein Project for the Local's donation.
3. Thank you card from Sister Sandra Kucheran, former Trustee, for the retirement gift.
4. Thank you letter from Monarch Place for the Locals' donation of \$200.
5. Thank you from Courageous Companions for the Local's sponsorship.
6. Thank you letter from Unifor Local 414 for a donation to support members working at Lennox & Addington Interval House in Napanee, on strike since October 29, 2021.
7. Thank you email from Sister Brenda Gerling, MAL, for the flowers sent during her operation recovery.
8. The Local has received the Unifor Constitutional Convention Call material.

EXECUTIVE RECOMMENDATIONS:

Brother Dave Boros presented the following:

1. Executive authorization to purchase Rapid COVID Test Kits for the Local Reps to use if needed for holding meetings for a cost of \$1,217.40. **It was moved, seconded, and passed.**

2. Executive authorization for Local Rep training through the Employment Law
3. Masterclass Vancouver, covering topics ranging from workplace vaccine mandates to ensuring compliance with new health and safety regulations, \$2,038. Gord, Dave, Nate and Mark attended virtually. **It was moved, seconded, and passed.**
4. Executive authorization for 100 toques for our Whistler/Squamish strike, \$1,011.15. **It was moved, seconded, and passed.**
5. Executive authorization for renting a bus to go to our Whistler/Squamish picket lines. The date is March 17, the Local, Executive and staff will attend, and we will offer seats on the bus to other Local's in the Lower Mainland, and have a rally in Whistler. \$1,892.77. **It was moved, seconded, and passed.**
6. Executive authorization to purchase 4 flags specific to our strike in Whistler/Squamish picket lines, \$821.20. **It was moved, seconded, and passed.**
7. Executive authorization for renting a meeting room for up to a week for our members in Squamish and Whistler to get out of the extreme cold weather during a very cold days (-17 without the wind factor). Cancelled, did not do as per our striking membership not wanting to spend this money, they toughed it out. **It was moved, seconded, and passed.**

NEW BUSINESS:

Brother Dave Boros presented the following:

1. Executive moves that the Local invest in some safety vests to be used for rally's, strikes and community events. Average cost for 50 is around \$64.00 each. **It was moved, seconded, and passed.**
2. Local has been informed that our support staff member Tracey Opheim will be leaving, effective Thursday, April 7, as Tracey is moving to Manitoba. The local will be posting for a replacement and the required hours prior to Tracey's departure. The local will also look into a special goodbye gift for Tracey. **It was moved, seconded, and passed.**
3. Unifor National Constitutional Convention is scheduled for August 8 – 12, 2022 in Toronto. Local 114 is entitled to 14 Delegates. There may be a special Convention prior to the August Convention and our Local Executive will deal with our delegate numbers and nominations and elections prior to our June General Meeting. **It was moved, seconded, and passed.**
4. Request from the BC Regional Workers with Disabilities Committee of \$300 in support of Team Unifor Vancouver to assist in fund raising for the Steps for Life walk on April 30th starting at the Milton Wong Plaza in Olympic Village, 5 minutes away from Science World, downtown Vancouver. This committee has participated in this yearly event since 2019, both in person and virtually, as it focuses on workers injured/killed on the job supporting families impacted by a workplace tragedy and the assistance that maybe needed. In addition, I will be putting out a request to other locals to join in as well. **It was moved, seconded, and passed.**

5. Our Whistler/Squamish Transit unit has been on strike since January 29th, 2022 (7 weeks now). There has been a Financial Appeal request sent out to all Unifor Locals from National and our Local Executive recommend that our Local contribute \$1,000.00 to our striking members. **It was moved, seconded, and passed.**
6. The Local Received information on the Vancouver Canadians Community Appreciation Nights to see if our Local would be interested in getting a group together to see a ball game. We are going to file this for now and the Secretary Treasurer will look at the schedule for games this year and look at putting something together for a possible Local 114 night at the ball game. **It was moved, seconded, and passed.**

OLD BUSINESS

1. New West office COVID restrictions – **Office open for meetings, however masks and proof of vaccine required.**
2. The Local Representatives CBA with MoveUp expires on August 31, 2022, make plans for early 2022.
3. Elections 2022 and Election Committee:

Local Elections, 2022 – Mail in or electronic vote; look at using Simply Voting, or Election Buddy for 2022 Elections. Need to gather material and options early in 2022. **The Local will be doing an electronic voting through Simply Voting and may have to utilize some mail in/mail out balloting as well where needed.**

Require Election Committee, Ed Lafleur, Terry Radtke and Rob Giesbrecht have been elected by acclamation to serve on the Election Committee.

4. Local will be holding a conference call with our Transit Units, (maybe 1 – 2 stewards/committee members from each unit to be on the call). May be some time off for this.

NOTICE OF MOTION – Was given at our December 11th, 2021 General Meeting

Notice of By-law change to Article #15: increase to per diems, from \$45/day to \$55/day. Mileage distance from 100 km down to 75 km. **This was discussed and debated and unanimously voted on to accept these changes at our General Meeting on March 19th, 2022.**

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 29-30)**

Rep's Report - Sister Cynthia Anderson - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 31-32)**

Rep's Report - Sister Linda Jensen - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(page 33)**

Rep's Report - Brother Mark Mistic - submitted his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 34-35)**

Rep's Report - Brother Nate Shier presented a verbal report, it was **moved, seconded, and carried** as circulated. **(pages 36-38)**

Rep's Report - Brother Dave Boros presented a verbal report, it was **moved, seconded, and carried** as circulated. **(pages 39-40)**

Committee:

Education - Brother Gord McGrath presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(page 41)**

Member-at-Large

Southern BC - Sister Anne Cody - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 42-44)**

Visible Minorities- Brother Morteza Maleki presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 45-47)**

Workers with Disabilities - Brother Dave Boros presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 48-49)**

Other:

Loomis – Unit Chairperson Report – Brother Kristian Nielsen - submitted a written report, it was **moved, seconded, and carried** as presented and circulated. **(page 50)**

Cascade -Aerospace Report – Brother Steve Frank – presented a written report, it was **moved, seconded, and carried** as presented and circulated. **(page 51)**

Brink's Steward Report - Brother Maurice Mills - submitted a written report, it was **moved, seconded, and carried** as presented. **(page 52)**

All in attendance were given Unifor water bottles.

Meeting adjourned 10:15 AM

Next meeting, Saturday, June 18th, 2022 @ 9:30AM



FINANCIAL REPORT GENERAL MEETING March 19th, 2022

Please find attached the Financial Report for the period covering December 2021

DECEMBER 2021

Our total expenses for December 2021:	- \$312,827.87	Page 2
Our total deposits for December 2021:	<u>+\$265,170.92</u>	Page 2
A deficit in the month of December:	- \$ 47,656.95	Page 2

Year to Date: January – December 2021

Our total expenses for January – December 2021:	- \$3,124,626.04	Page 2 - 5
Our total deposits for January – December 2021:	<u>+\$3,147,063.33</u>	Page 2 - 5
A total year surplus at the end of December:	+\$ 22,437.29	Page 2 - 5

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending December 2021	+\$ 418,117.97	Page 6
--	----------------------	----------------	--------

Explanation to Expense Categories: January through December 2021

Page 6 - 9

2021 Budget

Page 9 - 10

2021 Budget vs Actual (January through December)

Page 11 - 12

Units in Bargaining and Items to Mention 2021

Page 12 - 13

REVISED AND RECONCILED MONTHLY TOTALS

<u>Month</u>	<u>Income</u>	<u>Expense</u>	<u>Difference</u>	<u>Balance</u>
January	263,509.81	- 222,548.28	+ 40,961.53	+ 40,961.53
February	250,554.15	- 242,923.14	+ 7,631.01	+ 48,592.54
March	272,886.25	- 256,945.33	+ 15,940.92	+ 64,533.46
April	265,745.98	- 284,194.78	- 18,448.80	+ 46,084.66
May	233,303.63	- 216,236.59	+ 17,067.04	+ 63,151.70
June	282,417.10	- 272,491.68	+ 9,925.42	+ 73,077.12
July	288,043.87	- 255,614.33	+ 32,429.54	+ 105,506.66
August	245,251.43	- 238,296.12	+ 6,955.31	+ 112,461.97
September	262,937.70	- 302,128.07	-39,190.37	+ 73,271.60
October	267,395.89	- 246,486.51	+20,909.38	+ 94,180.98
November	249,846.60	- 273,933.34	-24,086.74	+ 70,094.24
December	265,170.92	- 312,827.87	-47,656.95	22,437.29
Yearly Total	3,147,063.33	- 3,124,626.04	+ 22,437.29	+ 22,437.29

March 19th, 2022 Bill Gaucher Secretary Treasurer Unifor Local 114

December 2021 – Monthly Deposits vs Expenses

	<u>Dec 21</u>
Income	
D1 (NATIONAL OFFICE DUES)	220,171.93
D13 (INITIATION FEE)	758.00
D16 (POSTAGE)	3,874.48
D18 (SAFETY REMITTANCE)	1,400.55
D2 (VANCOUVER ISLAND SUB LOCAL)	29,415.13
D20 (LOCAL EDUCATION FUND)	696.23
D3 (Loomis Owner Operators Fund)	8,200.00
D8 (OTHER)	654.60
Total Income	<u>265,170.92</u>
Gross Profit	265,170.92
Expense	
1 (DUES & FEES TO NATIONAL)	120,473.28
12 (MEALS & COFFEE EXPENSES)	30.26
16 (POSTAGE & COURIER SERVICE)	4,467.28
17 (EQUIPMENT RENTALS/PAYMENT)	914.77
18 (CONTRIBUTIONS & GIFTS)	11,230.71
2 (OFFICE SUPPLIES)	1,175.11
25 (LIFE INSURANCE & POLICIES)	6,426.70
28 (OTHER)	349.00
29 (VEHICLE ALLOWANCES)	7,125.00
30 (CAW-COUNCIL DUES)	2,230.95
32 (BARGAINING UNIT EXPENSES)	43,014.23
45 (VANCOUVER ISLAND SUB LOCAL)	3,859.99
5 (EDUCATION COSTS)	1,000.00
6 (HALL RENTAL)	4,362.14
7 (TELEPHONE EXPENSES)	778.18
79 (Adjustment Committee Fund)	84.45
8 (BANK CHARGES)	94.00
P_ADVANCES (ADVANCES GIVEN)	-24.75
Payroll Expenses	<u>105,236.57</u>
Total Expense	<u>312,827.87</u>
Net Income	<u><u>-47,656.95</u></u>

January through June 2021 – Yearly Deposits vs Expenses

	<u>Jan 21</u>	<u>Feb 21</u>	<u>Mar 21</u>	<u>Apr 21</u>	<u>May 21</u>	<u>Jun 21</u>
Income						
D1 (NATIONAL OFFICE DUES)	205,376.21	198,792.71	238,099.06	249,179.29	176,888.15	236,562.04
D13 (INITIATION FEE)	1,196.00	360.00	460.00	460.00	442.00	508.00
D16 (POSTAGE)	1,937.19	419.81	4,688.79	1,975.34	408.62	643.47
D18 (SAFETY REMITTANCE)	729.34	623.68	643.74	683.22	706.33	1,308.11

D2 (VANCOUVER ISLAND SUB LOCAL)	46,982.88	20,733.09	25,959.85	12,727.21	31,637.31	37,200.69
D20 (LOCAL EDUCATION FUND)	6,944.39	4,461.88	654.36	494.58	1,140.66	699.79
D3 (Loomis Owner Operators Fund)	0.00	0.00	0.00	0.00	0.00	0.00
D4 (NATIONAL REBATE)	0.00	21,500.00	0.00	0.00	21,500.00	0.00
D42 (Strike Fund Reimbursements)	0.00	0.00	0.00	0.00	0.00	3,773.76
D7 (TERM DEPOSIT INTEREST)	0.00	0.00	0.00	0.00	0.00	63.03
D8 (OTHER)	343.80	3,662.98	2,380.45	226.34	580.56	1,658.21
Total Income	263,509.81	250,554.15	272,886.25	265,745.98	233,303.63	282,417.10
Gross Profit	263,509.81	250,554.15	272,886.25	265,745.98	233,303.63	282,417.10
Expense						
1 (DUES & FEES TO NATIONAL)	108,701.44	102,281.51	113,169.46	119,120.17	103,285.94	117,183.47
11 (DUES REFUNDS)	0.00	50.00	0.00	0.00	0.00	443.31
12 (MEALS & COFFEE EXPENSES)	100.92	13.44	13.44	13.44	13.44	13.44
16 (POSTAGE & COURIER SERVICE)	1,909.22	3,566.90	4,691.76	2,201.13	146.53	3,628.48
17 (EQUIPMENT RENTALS/PAYMENT)	670.01	5,411.04	2,024.10	1,892.71	96.63	10,276.05
18 (CONTRIBUTIONS & GIFTS)	3,534.95	4,473.87	891.65	1,105.24	158.94	5,300.44
2 (OFFICE SUPPLIES)	434.25	1,817.20	383.29	513.10	787.23	2,476.57
21 (ARBITRATOR AND LAWYER FEES)	4,431.25	0.00	3,150.00	8,190.00	987.50	100.00
25 (LIFE INSURANCE & POLICIES)	8,827.99	6,914.68	6,914.68	6,914.68	5,492.68	5,938.72
26 (SOCIAL COMMITTEES)	0.00	0.00	0.00	0.00	0.00	0.00
27 (UNION JACKET/PENS/HATS)	4,489.80	0.00	1,656.22	0.00	0.00	17,169.61
28 (OTHER)	3,430.00	7,247.38	1,483.00	4,187.14	0.00	326.96
29 (VEHICLE ALLOWANCES)	5,725.00	5,725.00	5,725.00	5,950.00	6,225.00	6,050.00
30 (CAW-COUNCIL DUES)	2,013.00	1,894.12	2,095.75	2,205.97	1,912.72	2,170.07
32 (BARGAINING UNIT EXPENSES)	3,755.23	17,631.28	13,622.38	26,431.70	14,782.11	12,776.57
33 (WCB APPEAL EXPENSES)	1,629.78	0.00	0.00	1,050.00	0.00	2,956.92
4 (LABOUR COUNCIL'S)	725.00	0.00	0.00	725.00	0.00	0.00
42 (STRIKE EXPENSES)	0.00	0.00	0.00	0.00	3,840.90	2,053.90
43 (PAID EDUCATION LEAVE PROGRAM)	0.00	0.00	18,651.53	1,404.00	0.00	0.00
45 (VANCOUVER ISLAND SUB LOCAL)	2,235.81	4,169.25	6,256.87	2,347.46	1,903.86	7,011.65
5 (EDUCATION COSTS)	550.75	543.90	974.80	986.98	0.00	1,343.25
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	4,362.14	4,362.14	4,362.14
7 (TELEPHONE EXPENSES)	628.56	736.00	653.24	652.74	694.72	726.98
79 (Adjustment Committee Fund)	84.00	84.00	84.00	84.00	413.81	85.34
8 (BANK CHARGES)	67.00	63.50	72.50	65.75	62.00	71.25
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	-300.00	-72.42	-500.00	0.00
Payroll Expenses	64,242.18	75,937.93	70,369.52	93,863.85	71,570.44	70,026.56
Total Expense	222,548.28	242,923.14	256,945.33	284,194.78	216,236.59	272,491.68
Net Income	40,961.53	7,631.01	15,940.92	-18,448.80	17,067.04	9,925.42

July through December 2021 – Yearly Deposits vs Expenses

Income	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21
D1 (NATIONAL OFFICE DUES)						
D13 (INITIATION FEE)	239,846.32	210,057.88	217,942.89	245,745.95	202,141.69	220,171.93

D16 (POSTAGE)	660.00	570.00	960.00	886.00	914.00	758.00
D18 (SAFETY REMITTANCE)	4,562.07	195.88	668.88	6,642.68	814.17	3,874.48
D2 (VANCOUVER ISLAND SUB LOCAL)	1,085.85	106.78	47.02	2,132.19	749.42	1,400.55
D20 (LOCAL EDUCATION FUND)	25,249.92	11,959.05	38,978.05	10,361.75	22,055.15	29,415.13
D3 (Loomis Owner Operators Fund)	6,835.06	600.84	616.96	509.61	581.48	696.23
D4 (NATIONAL REBATE)	0.00	0.00	0.00	0.00	0.00	8,200.00
D42 (Strike Fund Reimbursements)	0.00	21,500.00	0.00	0.00	21,500.00	0.00
D7 (TERM DEPOSIT INTEREST)	0.00	0.00	0.00	0.00	0.00	0.00
D8 (OTHER)	0.00	0.00	0.00	333.63	0.00	0.00
Total Income	9,804.65	261.00	3,723.90	784.08	1,090.69	654.60
Gross Profit	288,043.87	245,251.43	262,937.70	267,395.89	249,846.60	265,170.92
Expense	288,043.87	245,251.43	262,937.70	267,395.89	249,846.60	265,170.92
1 (DUES & FEES TO NATIONAL)						
11 (DUES REFUNDS)	118,165.39	94,775.78	126,058.24	122,128.65	101,749.92	120,473.28
12 (MEALS & COFFEE EXPENSES)	0.00	0.00	0.00	0.00	0.00	0.00
16 (POSTAGE & COURIER SERVICE)	13.44	79.37	13.44	43.44	91.18	30.26
17 (EQUIPMENT RENTALS/PAYMENT)	4,812.13	238.59	2,733.45	5,114.09	498.95	4,467.28
18 (CONTRIBUTIONS & GIFTS)	4,625.90	137.50	1,286.15	1,803.20	6,225.65	914.77
2 (OFFICE SUPPLIES)	400.00	200.00	2,909.75	1,082.75	847.95	11,230.71
21 (ARBITRATOR AND LAWYER FEES)	137.71	1,278.85	1,913.41	628.12	1,158.28	1,175.11
25 (LIFE INSURANCE & POLICIES)	0.00	1,837.50	0.00	0.00	0.00	0.00
26 (SOCIAL COMMITTEES)	6,426.70	6,426.70	6,426.70	6,426.70	6,426.70	6,426.70
27 (UNION JACKET/PENS/HATS)	0.00	0.00	0.00	329.41	0.00	0.00
28 (OTHER)	3,579.45	7,439.03	0.00	0.00	3,817.80	0.00
29 (VEHICLE ALLOWANCES)	7,127.31	3,431.02	0.00	3,600.75	2,914.71	349.00
30 (CAW-COUNCIL DUES)	6,825.00	6,825.00	6,825.00	6,825.00	6,825.00	7,125.00
32 (BARGAINING UNIT EXPENSES)	2,188.28	1,755.14	2,334.43	2,261.66	1,884.26	2,230.95
33 (WCB APPEAL EXPENSES)	18,757.95	30,263.21	40,506.85	27,533.04	53,455.26	43,014.23
4 (LABOUR COUNCIL'S)	1,050.00	0.00	158.00	1,050.00	0.00	0.00
42 (STRIKE EXPENSES)	725.00	0.00	0.00	752.00	0.00	0.00
43 (PAID EDUCATION LEAVE PROGRAM)	0.00	0.00	0.00	0.00	0.00	0.00
45 (VANCOUVER ISLAND SUB LOCAL)	0.00	0.00	0.00	0.00	0.00	0.00
5 (EDUCATION COSTS)	4,203.46	4,264.54	3,716.05	4,859.03	4,489.45	3,859.99
6 (HALL RENTAL)	234.00	0.00	731.50	623.70	0.00	1,000.00
7 (TELEPHONE EXPENSES)	4,362.14	4,362.14	4,362.14	4,362.14	4,362.14	4,362.14
79 (Adjustment Committee Fund)	1,011.41	708.67	1,438.64	638.12	1,140.12	778.18
8 (BANK CHARGES)	84.90	84.00	84.00	84.00	84.00	84.45
P_ADVANCES (ADVANCES GIVEN)	67.50	63.00	71.25	77.00	72.50	94.00
Payroll Expenses	0.00	-136.00	-100.00	-330.00	0.00	-24.75
Total Expense	70,816.66	74,262.08	100,659.07	56,593.71	77,889.47	105,236.57
Net Income	255,614.33	238,296.12	302,128.07	246,486.51	273,933.34	312,827.87
	32,429.54	6,955.31	-39,190.37	20,909.38	-24,086.74	-47,656.95

January through December 2021 – Yearly Deposits vs Expenses

	<u>TOTAL</u>
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)	3,773.76
D7 (TERM DEPOSIT INTEREST)	396.66
D8 (OTHER)	<u>25,171.26</u>
Total Income	<u>3,147,063.33</u>
Gross Profit	<u>3,147,063.33</u>
Expense	
1 (DUES & FEES TO NATIONAL)	1,347,093.25
11 (DUES REFUNDS)	493.31
12 (MEALS & COFFEE EXPENSES)	439.25
16 (POSTAGE & COURIER SERVICE)	34,008.51
17 (EQUIPMENT RENTALS/PAYMENT)	35,363.71
18 (CONTRIBUTIONS & GIFTS)	32,136.25
2 (OFFICE SUPPLIES)	12,703.12
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)	7,894.70
4 (LABOUR COUNCIL'S)	2,927.00
42 (STRIKE EXPENSES)	5,894.80
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>931,468.04</u>
Total Expense	<u>3,124,626.04</u>
Net Income	<u><u>22,437.29</u></u>

Balance Sheet – Ending December 2021

	<u>31 Dec 21</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2022	336,651.58
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	3,775.19
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>31,822.42</u>
Total Chequing/Savings	<u>418,117.97</u>
Total Current Assets	<u>418,117.97</u>
TOTAL ASSETS	<u>418,117.97</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>22,437.29</u>
Total Equity	<u>418,006.28</u>
TOTAL LIABILITIES & EQUITY	<u>418,117.97</u>

Explanation to Expense Categories: JANUARY THROUGH DECEMBER 2021

DUES & FEES TO NATIONAL: (\$1,347,093.25)

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: (\$ 493.31)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 439.25) 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: (\$ 34,008.51)

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. The Local mailed out a 50 years Local 114 Anniversary Pin to all members. AIL Mailout to all members also.

EQUIPMENT RENTALS/PAYMENT: (\$ 35,363.71)

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: (\$ 32,136.25)

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: (\$ 12,703.12)

Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 18,696.25)

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: (\$ 79,563.63)

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

SOCIAL COMMITTEES: (\$ 329.41)

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 (\$ 38,151.91)

This covers any purchase of Union paraphernalia.

OTHER: (\$ 34,097.27)

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: (\$ 76,650.00)

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: (\$ 24,946.35)

Unifor Council Fees.

INVOICE'S: (\$ 0.00) Included in Code 32 and 45

Owner Operator or Dependent Contractor Invoices for Lost Revenue not included in Bargaining Unit Expenses.

BARGAINING UNIT EXPENSES: (\$ 302,529.81)

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: (\$ 7,894.70)

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

LABOUR COUNCIL'S: (\$ 2,927.00) ***

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: (\$ 5,894.80) Ocean Concrete Locked Out April 30th, 2021 @ 6:00 pm – Now Ended
This would include and expenses in preparation of a strike or actual expenses dealing with a strike.

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

PEL Funds sent directly to our Local from Bargaining Units and then forwarded to National. (Received \$5,104.58 from Trimac/Westland; \$2,500.00 ICS Courier; \$989.66 Salvation Army; \$746.55 Landmark).

RETIREE'S: (\$ 0.00)

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

VANCOUVER ISLAND SUB LOCAL EXPENSES: (\$ 49,317.42)

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

EDUCATION COSTS: (\$ 6,988.88)

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: (\$ 52,345.68)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 9,807.38)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 847.25)

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

ADJUSTMENT FUND: (\$ 1,340.50)

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: (\$ - 1,463.17)

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

PAYROLL EXPENSES: (\$ 931,468.04)

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

TOTAL JANUARY – DECEMBER EXPENSE: 2021	- \$ 3,124,626.04
TOTAL JANUARY – DECEMBER DEPOSITS: 2021	<u>+\$ 3,147,063.33</u>
DEFICIT/<u>SURPLUS</u> ENDING DECEMBER: 2021	+\$ 22,437.29

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	3,002,480.00
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	900,000.00
Total Expense	3,002,480.00
Net Income	0.00

January – December 2021 Budget vs Actual

	Jan - Dec 21	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	2,640,804.12	2,476,380.00	164,424.12	106.64%
D13 (INITIATION FEE)	8,174.00	4,800.00	3,374.00	170.29%
D16 (POSTAGE)	26,831.38	22,800.00	4,031.38	117.68%
D18 (SAFETY REMITTANCE)	10,216.23	7,200.00	3,016.23	141.89%
D2 (VANCOUVER ISLAND SUB LOCAL)	313,260.08	309,000.00	4,260.08	101.38%
D20 (LOCAL EDUCATION FUND)	24,235.84	17,400.00	6,835.84	139.29%
D3 (Loomis Owner Operators Fund)	8,200.00	9,300.00	-1,100.00	88.17%
D33 (WCB DEPARTMENT)	0.00	0.00	0.00	0.0%
D4 (NATIONAL REBATE)	86,000.00	86,000.00	0.00	100.0%
D42 (Strike Fund Reimbursements)	3,773.76			
D44 (RETIREE'S)	0.00	1,200.00	-1,200.00	0.0%
D5 (NATIONAL EXPENSE CLAIMS)	0.00	48,000.00	-48,000.00	0.0%
D7 (TERM DEPOSIT INTEREST)	396.66	600.00	-203.34	66.11%
D8 (OTHER)	25,171.26	18,000.00	7,171.26	139.84%
D80 (DHL Adjustment Funds)	0.00	1,800.00	-1,800.00	0.0%
D9 (INTEREST)	0.00	0.00	0.00	0.0%
Total Income	3,147,063.33	3,002,480.00	144,583.33	104.82%
Gross Profit	3,147,063.33	3,002,480.00	144,583.33	104.82%
Expense				
1 (DUES & FEES TO NATIONAL)	1,347,093.25	1,272,000.00	75,093.25	105.9%
11 (DUES REFUNDS)	493.31	1,200.00	-706.69	41.11%
12 (MEALS & COFFEE EXPENSES)	439.25	1,200.00	-760.75	36.6%
13 (PARKING & TAXI EXPENSES)	0.00	600.00	-600.00	0.0%
14 (AIR & TRAVEL EXPENSES)	0.00	6,000.00	-6,000.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	3,000.00	-3,000.00	0.0%
16 (POSTAGE & COURIER SERVICE)	34,008.51	36,000.00	-1,991.49	94.47%
17 (EQUIPMENT RENTALS/PAYMENT)	35,363.71	48,000.00	-12,636.29	73.67%
18 (CONTRIBUTIONS & GIFTS)	32,136.25	24,000.00	8,136.25	133.9%
2 (OFFICE SUPPLIES)	12,703.12	15,000.00	-2,296.88	84.69%
21 (ARBITRATOR AND LAWYER FEES)	18,696.25	24,000.00	-5,303.75	77.9%
25 (LIFE INSURANCE & POLICIES)	79,563.63	82,800.00	-3,236.37	96.09%
26 (SOCIAL COMMITTEES)	329.41	1,200.00	-870.59	27.45%
27 (UNION JACKET/PENS/HATS)	38,151.91	6,000.00	32,151.91	635.87%
28 (OTHER)	34,097.27	36,000.00	-1,902.73	94.72%
29 (VEHICLE ALLOWANCES)	76,650.00	72,000.00	4,650.00	106.46%
30 (CAW-COUNCIL DUES)	24,946.35	24,000.00	946.35	103.94%
32 (BARGAINING UNIT EXPENSES)	302,529.81	241,200.00	61,329.81	125.43%
33 (WCB APPEAL EXPENSES)	7,894.70	7,560.00	334.70	104.43%
4 (LABOUR COUNCIL'S)	2,927.00	2,992.00	-65.00	97.83%
42 (STRIKE EXPENSES)	5,894.80			
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53	9,600.00	10,455.53	208.91%

44 (RETIREE'S)	0.00	2,400.00	-2,400.00	0.0%
45 (VANCOUVER ISLAND SUB LOCAL)	49,317.42	61,800.00	-12,482.58	79.8%
5 (EDUCATION COSTS)	6,988.88	54,600.00	-47,611.12	12.8%
6 (HALL RENTAL)	52,345.68	52,800.00	-454.32	99.14%
7 (TELEPHONE EXPENSES)	9,807.38	12,000.00	-2,192.62	81.73%
79 (Adjustment Committee Fund)	1,340.50	1,008.00	332.50	132.99%
8 (BANK CHARGES)	847.25	720.00	127.25	117.67%
9 (WORKERS COMPENSATION)	0.00	2,800.00	-2,800.00	0.0%
P_ADVANCES (ADVANCES GIVEN)	-1,463.17	0.00	-1,463.17	100.0%
Payroll Expenses	931,468.04	900,000.00	31,468.04	103.5%
Total Expense	3,124,626.04	3,002,480.00	122,146.04	104.07%
Net Income	22,437.29	0.00	22,437.29	100.0%

Units in Bargaining and Items to Mention 2021

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. Brinks Bargaining is being done at a National Level in Toronto, this will increase our normal costs for bargaining within BC in which Airfare, Hotels and other related costs are going to be expensive to take our bargaining committee to Toronto (Garda \$58,330.29).

Educations costs include \$6,988.88: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership.

Arbitrations and Lawyer's Fees \$ 18,696.25: 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, Cam Clark Ford, Viking Air, Ocean Lehigh Hanson, Kohler , Garda and TForce labour Board Filings and Arbitrations.

Charitable Contributions (Donations) and Gifts \$32,136.25: 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. \$5,000.00 donation to Tk'emlups te Secwepemc in Kamloops. Our Members at Kohler took up a collection for the BC Wild Fires and challenged the Local to do the same. The Local will be making a \$2,500 donation to the BC Wild Fires Relief through the Canadian Red Cross. Unifor National and the Unifor BC Regional Council have each made a \$5,000.00 Donation for the BC Wild Fires Relief. Canadian Red Cross Donations for the BC Flooding \$2,500.00. Financial assistance to Unifor Locals on Strike, Local 177 \$1,500.00 and Local 414 \$200.00. Annual Donations in December each Year to The Mustard Seed Street Church (Food Bank) \$200.00; Greater Vancouver Food Bank \$200.00; Surrey Food Bank \$200.00; Protein For People Project (Food Bank's) \$200.00; Queen Alexander Elementary School (Before and After School Program and Morning Food Program) \$200.00; Annual COSCO – Seniors (Annual donation \$200.00 and membership \$25.00) \$225.00; Annual New Year's Day Poor Peoples Levee Tour Victoria (If going ahead) \$100.00; Strait Express Annual Members X-Mas Party Request (If going ahead- COVID) \$200.00; Annual Canadian Association of Labour Media (CALM) To Be Paid in January 2022 \$325.00; Vancouver COOP Radio Annual \$1,000.00.

Union Items (Paraphernalia) \$38,151.91: 2022 Unifor Monthly Planners \$3,817.80 for 2,100; Unifor Masks \$800.00 for 100; 50 Year Anniversary Pins Local 114 \$12,962.10 for 4,000; Orange T-shirts First CND Kamloops Campaign \$2,571.45 for 149; Orange T-shirts for Local \$3,579.45 for 220; Red T-shirts for Cascade \$7,439.03 for 380 National to cover ½ cost; Every Child Matters Wrist Bands \$1,636.06. Various Unifor Hats and Retirees Pins and Hats.

Other Items to mention:

- **June 3rd, 2021 marked the 50 Year Anniversary of our Local (1971 – 2021), the Local has purchased a 50 Year Pin for all active members, these were mailed out.***
- ** 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 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 2021into 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 Brinks Bargaining 2021 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. (\$58,330.29).***
- **The Local Representatives CBA with MoveUp expire on August 31, 2022.***

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

Financial Report given at the March 19th, 2022 In person meeting at New West Hall



FINANCIAL REPORT EXECUTIVE MEETING March 19th, 2022

Please find attached the Financial Report for the period covering January and February 2022

JANUARY 2022

Our total expenses for January 2022:	- \$273,165.00	Page 2
Our total deposits for January 2022:	<u>+\$252,178.54</u>	Page 2
A deficit in the month of January	-\$ 20,986.46	Page 2

FEBRUARY 2022

Our total expenses for February 2022:	- \$255,267.40	Page 2
Our total deposits for February 2022:	<u>+\$282,025.11</u>	Page 2
A surplus in the month of February	+\$ 26,757.71	Page 2

Year to Date: January – February 2022

Our total expenses for January – February 2022:	- \$528,432.40	Page 3
Our total deposits for January – February 2022:	<u>+\$534,203.65</u>	Page 3
A total year surplus at the end of February	+\$ 5,771.25	Page 3

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending February 2022	+\$ 423,889.22	Page 4
--	----------------------	----------------	--------

Explanation to Expense Categories: January through March 2022

Page 4-7

2022 Proposed Budget Deficit projected this year.

Page 7-8

There should be a Unifor National Constitutional Convention taking place in August this year in Toronto, The official call letter has not been received yet, but we could be entitled to 11 delegates, the Estimated costs to send 11 delegates is around \$65,000.00.

There could also be some National Councils arranging meetings prior to or after the convention and this could be additional costs for the Local if we decide to send delegates (Aerospace; Transportation; or other National Committees).

This is an Election year for all positions on the Local Executive and this is projected to a cost of around \$10,000.00 to \$15,000.00. The Local is moving to an electronic voting platform.

There will also be a B.C. Regional Council Meeting this year in November which will have 11 Executive and 3 Members-At-Large available to attend as our delegates. Estimated costs \$23,000.00

2022 Budget vs Actual (January through February)

Page 9-10

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
Yearly Total	534,203.65	- 528,432.40	+ 5,771.25	+ 5,771.25

March 19th, 2022 Bill Gaucher Secretary Treasurer Unifor Local 114

January and February 2022 - Monthly Deposits vs Expenses

	Jan 22	Feb 22	TOTAL
Income			
D1 (NATIONAL OFFICE DUES)	202,717.65	233,404.46	436,122.11
D13 (INITIATION FEE)	676.00	402.10	1,078.10
D16 (POSTAGE)	1,917.10	2,516.90	4,434.00
D18 (SAFETY REMITTANCE)	48.99	1,589.73	1,638.72
D2 (VANCOUVER ISLAND SUB LOCAL)	39,239.88	21,392.73	60,632.61
D20 (LOCAL EDUCATION FUND)	5,800.35	277.20	6,077.55
D4 (NATIONAL REBATE)	0.00	21,500.00	21,500.00
D8 (OTHER)	1,778.57	941.99	2,720.56
Total Income	252,178.54	282,025.11	534,203.65
Gross Profit	252,178.54	282,025.11	534,203.65
Expense			
1 (DUES & FEES TO NATIONAL)	126,351.87	99,602.81	225,954.68
12 (MEALS & COFFEE EXPENSES)	15.13	0.00	15.13
13 (PARKING & TAXI EXPENSES)	0.00	19.54	19.54
16 (POSTAGE & COURIER SERVICE)	3,082.97	2,267.99	5,350.96
17 (EQUIPMENT RENTALS/PAYMENT)	4,349.59	525.00	4,874.59
18 (CONTRIBUTIONS & GIFTS)	3,378.35	4,000.00	7,378.35
2 (OFFICE SUPPLIES)	974.23	1,749.30	2,723.53
21 (ARBITRATOR AND LAWYER FEES)	2,047.50	2,985.68	5,033.18
25 (LIFE INSURANCE & POLICIES)	3,586.69	6,688.63	10,275.32
27 (UNION JACKET/PENS/HATS)	0.00	1,011.15	1,011.15
28 (OTHER)	3,550.75	1,398.92	4,949.67
29 (VEHICLE ALLOWANCES)	6,900.00	6,900.00	13,800.00
30 (CAW-COUNCIL DUES)	2,339.85	1,844.54	4,184.39
32 (BARGAINING UNIT EXPENSES)	28,848.22	33,522.64	62,370.86
33 (WCB APPEAL EXPENSES)	1,050.00	0.00	1,050.00
4 (LABOUR COUNCIL'S)	752.00	0.00	752.00
42 (STRIKE EXPENSES)	0.00	6,298.92	6,298.92
45 (VANCOUVER ISLAND SUB LOCAL)	4,602.98	5,290.85	9,893.83
5 (EDUCATION COSTS)	1,513.14	569.96	2,083.10
6 (HALL RENTAL)	4,362.14	4,362.14	8,724.28
7 (TELEPHONE EXPENSES)	838.90	638.11	1,477.01
79 (Adjustment Committee Fund)	84.00	84.00	168.00
8 (BANK CHARGES)	75.50	79.50	155.00
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	0.00
Payroll Expenses	74,461.19	75,427.72	149,888.91
Total Expense	273,165.00	255,267.40	528,432.40
Net Income	-20,986.46	26,757.71	5,771.25

January through February 2022 - Yearly Deposits vs Expenses

	<u>TOTAL</u>
Income	
D1 (NATIONAL OFFICE DUES)	436,122.11
D13 (INITIATION FEE)	1,078.10
D16 (POSTAGE)	4,434.00
D18 (SAFETY REMITTANCE)	1,638.72
D2 (VANCOUVER ISLAND SUB LOCAL)	60,632.61
D20 (LOCAL EDUCATION FUND)	6,077.55
D4 (NATIONAL REBATE)	21,500.00
D8 (OTHER)	<u>2,720.56</u>
Total Income	<u>534,203.65</u>
Gross Profit	534,203.65
Expense	
1 (DUES & FEES TO NATIONAL)	225,954.68
12 (MEALS & COFFEE EXPENSES)	15.13
13 (PARKING & TAXI EXPENSES)	19.54
16 (POSTAGE & COURIER SERVICE)	5,350.96
17 (EQUIPMENT RENTALS/PAYMENT)	4,874.59
18 (CONTRIBUTIONS & GIFTS)	7,378.35
2 (OFFICE SUPPLIES)	2,723.53
21 (ARBITRATOR AND LAWYER FEES)	5,033.18
25 (LIFE INSURANCE & POLICIES)	10,275.32
27 (UNION JACKET/PENS/HATS)	1,011.15
28 (OTHER)	4,949.67
29 (VEHICLE ALLOWANCES)	13,800.00
30 (CAW-COUNCIL DUES)	4,184.39
32 (BARGAINING UNIT EXPENSES)	62,370.86
33 (WCB APPEAL EXPENSES)	1,050.00
4 (LABOUR COUNCIL'S)	752.00
42 (STRIKE EXPENSES)	6,298.92
45 (VANCOUVER ISLAND SUB LOCAL)	9,893.83
5 (EDUCATION COSTS)	2,083.10
6 (HALL RENTAL)	8,724.28
7 (TELEPHONE EXPENSES)	1,477.01
79 (Adjustment Committee Fund)	168.00
8 (BANK CHARGES)	155.00
P_ADVANCES (ADVANCES GIVEN)	0.00
Payroll Expenses	<u>149,888.91</u>
Total Expense	<u>528,432.40</u>
Net Income	<u><u>5,771.25</u></u>

Balance Sheet – Ending February 2022

	<u>28 Feb 22</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2022	342,590.83
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	3,607.19
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>31,822.42</u>
Total Chequing/Savings	<u>423,889.22</u>
Total Current Assets	<u>423,889.22</u>
TOTAL ASSETS	<u>423,889.22</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>5,771.25</u>
Total Equity	<u>423,777.53</u>
TOTAL LIABILITIES & EQUITY	<u>423,889.22</u>

Explanation to Expense Categories: JANUARY THROUGH FEBRUARY 2022

DUES & FEES TO NATIONAL: (\$ 225,954.68)

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: (\$ 0.00)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 15.13) 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: (\$ 5,350.96)

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: (\$ 4,874.59)

Covers any and all lease/equipment payments and any Office Equipment purchases and services. Includes all yearly software licenses for our computers and server. We have taken over 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: (\$ 7,378.35)

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: (\$ 2,723.53)

Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 5,033.18)

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: (\$ 10,275.32)

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

SOCIAL COMMITTEES: (\$ 0.00)

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

UNION JACKET/PENS/HATS (\$ 1,011.15)

This covers any purchase of Union paraphernalia. 100 Toques for our Strike at Whistler/Squamish.

OTHER: (\$ 4,949.67)

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: (\$ 13,800.00)

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

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

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

COUNCIL DUES: (\$ 4,184.39)

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: (\$ 62,370.86)

This includes any and all expenses related to Bargaining Unit(s) within the Local.

Meals and Coffee, Parking, Air and Travel, Hotel and Meeting Rooms, Strike Supplies, Owner Operator Invoices, Telephone Expense, Negotiations, Late Dues, Owner Operator Invoices, Conciliation and any other items not listed here.

WCB APPEAL EXPENSES: (\$ 1,050.00)

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

LABOUR COUNCIL'S: (\$ 752.00) ***

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

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

STRIKE EXPENSES: (\$ 6,298.92) 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: (\$ 0.00)

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: (\$ 9,893.83)

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

EDUCATION COSTS: (\$ 2,083.10)

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

HALL RENTAL: (\$ 8,724.28)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 1,477.01)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 155.00)

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: (\$ 0.00)

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

ADVANCES GIVEN/RETURNED: (\$ - 0.00)

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

PAYROLL EXPENSES: (\$ 149,888.91)

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

TOTAL JANUARY – DECEMBER EXPENSE: 2022	- \$ 528,432.40
TOTAL JANUARY – DECEMBER DEPOSITS: 2022	<u>+\$ 534,203.65</u>
DEFICIT/<u>SURPLUS</u> ENDING DECEMBER: 2022	<u>+\$ 5,771.25</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)	25,171.26
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><u>-85,000.00</u></u>

January – February 2022 Budget vs Actual

	Jan - Feb 22	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	436,122.11	404,168.92	31,953.19	107.91%
D13 (INITIATION FEE)	1,078.10	1,556.00	-477.90	69.29%
D16 (POSTAGE)	4,434.00	2,357.00	2,077.00	188.12%
D18 (SAFETY REMITTANCE)	1,638.72	1,353.02	285.70	121.12%
D2 (VANCOUVER ISLAND SUB LOCAL)	60,632.61	67,715.97	-7,083.36	89.54%
D20 (LOCAL EDUCATION FUND)	6,077.55	11,406.27	-5,328.72	53.28%
D3 (Loomis Owner Operators Fund)	0.00	0.00	0.00	0.0%
D4 (NATIONAL REBATE)	21,500.00	21,500.00	0.00	100.0%
D42 (Strike Fund Reimbursements)	0.00	4,400.00	-4,400.00	0.0%
D7 (TERM DEPOSIT INTEREST)	0.00	0.00	0.00	0.0%
D8 (OTHER)	2,720.56	4,006.78	-1,286.22	67.9%
Total Income	534,203.65	518,463.96	15,739.69	103.04%
Gross Profit	534,203.65	518,463.96	15,739.69	103.04%
Expense				
1 (DUES & FEES TO NATIONAL)	225,954.68	210,982.95	14,971.73	107.1%
11 (DUES REFUNDS)	0.00	50.00	-50.00	0.0%
12 (MEALS & COFFEE EXPENSES)	15.13	1,600.00	-1,584.87	0.95%
13 (PARKING & TAXI EXPENSES)	19.54	500.00	-480.46	3.91%
14 (AIR & TRAVEL EXPENSES)	0.00	3,750.00	-3,750.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	5,100.00	-5,100.00	0.0%
16 (POSTAGE & COURIER SERVICE)	5,350.96	5,476.12	-125.16	97.71%
17 (EQUIPMENT RENTALS/PAYMENT)	4,874.59	6,081.05	-1,206.46	80.16%
18 (CONTRIBUTIONS & GIFTS)	7,378.35	8,008.82	-630.47	92.13%
2 (OFFICE SUPPLIES)	2,723.53	2,251.45	472.08	120.97%
21 (ARBITRATOR AND LAWYER FEES)	5,033.18	4,431.25	601.93	113.58%
25 (LIFE INSURANCE & POLICIES)	10,275.32	15,742.67	-5,467.35	65.27%
26 (SOCIAL COMMITTEES)	0.00	0.00	0.00	0.0%
27 (UNION JACKET/PENS/HATS)	1,011.15	4,489.80	-3,478.65	22.52%
28 (OTHER)	4,949.67	10,677.38	-5,727.71	46.36%
29 (VEHICLE ALLOWANCES)	13,800.00	11,450.00	2,350.00	120.52%
30 (CAW-COUNCIL DUES)	4,184.39	3,907.12	277.27	107.1%
32 (BARGAINING UNIT EXPENSES)	62,370.86	21,386.51	40,984.35	291.64%
33 (WCB APPEAL EXPENSES)	1,050.00	2,800.00	-1,750.00	37.5%
4 (LABOUR COUNCIL'S)	752.00	725.00	27.00	103.72%
42 (STRIKE EXPENSES)	6,298.92	5,000.00	1,298.92	125.98%
45 (VANCOUVER ISLAND SUB LOCAL)	9,893.83	6,405.06	3,488.77	154.47%
5 (EDUCATION COSTS)	2,083.10	1,094.65	988.45	190.3%
6 (HALL RENTAL)	8,724.28	8,724.28	0.00	100.0%
7 (TELEPHONE EXPENSES)	1,477.01	1,364.56	112.45	108.24%
79 (Adjustment Committee Fund)	168.00	168.00	0.00	100.0%
8 (BANK CHARGES)	155.00	130.50	24.50	118.77%

P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	0.00	0.0%
Payroll Expenses	149,888.91	144,130.11	5,758.80	104.0%
Total Expense	528,432.40	486,427.28	42,005.12	108.64%
Net Income	5,771.25	32,036.68	-26,265.43	18.02%

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).

Educations costs include \$2,083.10: 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.

Arbitrations and Lawyer's Fees \$ 5,033.18: 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 \$7,378.35: 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 \$6,298.92: Whistler/Squamish/Pemberton Transit On Strike January 29th,- Ongoing - This would include any expenses in preparation of a strike or lock 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 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 2021into 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 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 Garda Bargaining is also ongoing into 2022.***

*****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 scheduled 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 March 18th, 2022 In person meeting at New West Hall

Financial Report given at the March 19th, 2022 In person meeting at New West Hall

President's Servicing Report
Brother Gord McGrath
March 2022

DHL: A world-wide courier trucking company

There have been several harassment complaints investigated since my last report. Kristian Nielsen Unit Chairperson has been filing grievances on issues that seem straight forward which is a common practice here with DHL management. The union has been successful in reaching settlements but it's not until the grievance is at the step three level do we see the company taking a hard look at the issue.

On the COVID front there have been a few infections with no serious complications to the member and their family. DHL COVID policy has been keeping workers safe while working in the warehouse and out on the road doing pickups and deliveries.

No other major items currently.

Loomis Express: A world-wide courier trucking company

The National bargaining committee has met in Toronto, Ontario early March, setting up for continued bargaining with the company in the coming month or two. A review and finalization of proposals both on the National side, as well as the Provincial side of the CBA language was completed with a full package ready to hand over to the company.

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.

At the Surrey facility there are three sister companies working out of the same warehouse and that has been the catalyst for most of the issues we see. A number of meetings have taken place with some movement from the company, but the pile of issues continues to grow. There have been two pending arbitrations settled before heading into the hearing, leaving us with two active step three grievance slated for arbitration dates.

I wish to thank Brother Terry Radtke for all his hard 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.

Brinks Armoured Car – BC A transportation carrier for valuable liabilities

The bargaining committee from BC has finalized the language for the new CBA, thus leaving Ontario to complete the process. Unfortunately, the collective agreement can not be printed to booklet until all provinces have completed the task of triple checking the wording for their provincial language as well as the national segment.

With the loss of the CIBC contract across the country has now forced the company to reduce and restructure most areas with the possibility of a few branch closures. The union has been constantly requesting information on next moves from the company with no formal

communications on what is coming next. The workers need to know and plan their lives for the weeks that come.

There are a few grievances in the system with Unit Chairperson, Rob Giesbrecht, with the other stewards working to get resolutions from the company management. After bargaining there was to be upper management monthly meetings to address local issues, to date, this has not taken place and that question has been put to the company, awaiting a response at this time.

Whistler/Squamish Transit Strike Line

I have attended the strike line in both locals, along with Brother Bill Gaucher, adding support to the picketers, including the Whistler Village rally that took place February 18th. This event was huge for the membership to see BC leadership attend and speak on an open mike right at the base of the ski hills in front of supporters and public. The march continued through the streets of the village and end up at the office of the mayor, unfortunately there was no comment coming from that office at that time.

The local executive has approved to charter a bus for March 17th to bring executive members and others, up to both picket lines showing support and well wishes as the strike continues into its 8th week. Our support continues today, tomorrow and the days and weeks that follow for our membership.

Approval for long term trailers rentals, generators etc. has been given from the National strike department and the local is in the process of placement for these trailers avoiding fines from the municipality. Stay strong Brothers, we are with you!

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 2022**

Applewood Nissan: *Auto Dealership*

- There was an issue regarding how the tech flat rate is calculated. The company arbitrarily moved away from the Mitchell Manual to a system which is confusing and less user friendly. We were successful in getting the Mitchell system reinstated.
- 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.*

- There is currently a bank base reroute in affect due to a decrease in the work available. This has triggered a bump with very many moving parts. The way in which this process was rolled out has created an uproar with the drivers and is the result of two grievances filed by the Union. We are meeting weekly with the Company to address the weeks' bumping issues and are also getting daily updates and in close contact with the Steward body. The bump will likely be going for the next few weeks.
- The employer consistently confirms they are on top of all COVID measures.

Inland Kenworth: *Heavy Duty Truck Repair*

- A three year renewal agreement has been negotiated and ratified. Wage increases are 5%, 3% and 3% with increases to the boot allowance, vision care, the pension and 100% company paid bargaining.
- 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 looked into.
- We had a Shop Steward election. Congrats to Terry Regnier, Rupj Jhutti, Christie Hon and Navi Randhawa.
- 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 that has had some complications in its execution. We are working with the company to resolve these issues.
- The employer consistently confirms they are on top of all COVID measures.

Magnacharge Battery: *Battery Distributors*

- Our long term Steward will be retiring and we will soon 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.
- 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 return from termination has been negotiated.
- The Steward consistently confirms the company is on top of all COVID measures.

Westman Steel: Culvert Manufacturing

- We are currently in the process of collecting bargaining surveys and electing a bargaining committee for the upcoming round of negotiations.
- The employer consistently confirms they are on top of all COVID measures.

I move that my report be accepted as circulated.

In Solidarity,

A handwritten signature in black ink, appearing to read 'C. Anderson', written in a cursive style.

Cynthia Anderson

Unifor Local 114 Union Representative

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

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

- No current issues.

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

- Signing copies of new agreement to be signed off in early April.

Bimbo (Langley): *Distribution center*

- Severance package been negotiated for those affected by down size.
- JLM coming up. To discuss status of down size.
- Dealing with an issue between two members.

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

- Dealing with group grievance regarding newly legislated sick days.

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

- Meeting with committee member to put together bargaining proposals and commencing bargaining the week of March 14th.

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

- Members voted in favour of workshare program in mid January, then cancelled and reinstated in March.
- Very slow due to supply chain issues. Has had to have a few shut down days.

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

- Election for Stewards and H&S in January.
- JLM upcoming. To discuss new machine and rates. A couple new issues to discuss as well.

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

Ratified new collective agreement.

Unitran Manufacturing:

- Preparing to go into bargaining.

Have sent out schedule for all JLM's and Quarterly meetings for 2022. All depending on COVID protocol.

In Solidarity,



Linda Jensen
Unifor Local 114 Union Representative

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

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

- No outstanding grievances.
- Mediation took place on January 10th and both Parties reached a tentative MOA with the help of the mediator.
- 2nd in-person ratification meeting/vote took place on January 21st, members turned down updated MOA.
- 2nd mediation took place on March 1st without agreement being reached. Company submitting final offer to be conducted by the LRB. No date scheduled when this report is being drafted.

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

- No outstanding grievances.
- Elections for Chief Steward, Stewards and H&S Committee reps completed. Thanks to Robert, Tyler and Austin for stepping up.

Consolidated Fastfrate (Port Coquitlam): Freight Distribution/ Transportation

- A few grievances in the system.
- Grievance meeting tentatively scheduled for March 31st to resolve several grievances.
- Thanks to Tim and Darcy for handling the day-to-day issues.

First Transit (Langley): Shuttle Bus

- No outstanding grievances.
- Draft collective agreement still in process.
- Elections for Stewards, H&S Committee reps, Sign-Up reps and Sheet Committee reps completed. Congrats to Rod, David/Dain, Harj/Vincent and Harj/Leanne.

Garda (Nanaimo/Comox): Armoured Car service

- A couple of grievances in the system.
- Bargaining started on January 24th to 30th. A tentative agreement was reached.
- WebEx ratification meetings took place on February 8th, members turned down MOA.
- Union has applied for conciliation with the Federal Labour Board but further bargaining dates have been set for March 12th, 13th and 14th.

Garda (Prince George/Terrace): Armoured Car service

- No outstanding grievances.
- Bargaining started on January 24th to 30th. A tentative agreement was reached.
- WebEx ratification meeting took place on February 7th, members turned down MOA.
- Union has applied for conciliation with the Federal Labour Board but further bargaining dates have been set for March 12th, 13th and 14th.

Garda (Vancouver): Armoured Car service

- Several grievances advanced to National level to be dealt with bargaining.
- Upcoming branch grievance meeting to be scheduled shortly.
- Bargaining started on January 24th to 30th. A tentative agreement was reached.
- WebEx ratification meetings took place on February 3rd, members turned down MOA.
- Union has applied for conciliation with the Federal Labour Board but further bargaining dates have been set for March 12th, 13th and 14th.

Garda (Victoria): Armoured Car service

- Several grievances advanced to National level to be dealt with bargaining.
- Bargaining started on January 24th to 30th. A tentative agreement was reached.
- WebEx ratification meeting took place on February 4th, members turned down MOA.
- Union has applied for conciliation with the Federal Labour Board but further bargaining dates have been set for March 12th, 13th and 14th.

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

- In-person ratification meeting/ratification vote took place on January 21st, members turned down MOA.
- Mediation took place on February 15th, Company to respond if further dates required. Day 2 for mediation scheduled for March 10th.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- New benefit provider started January 1st and confirming status quo of coverage.
- Confirmation from TFI HR that unit falls under Provincial certification. Certification needs updating.
- Thanks to Bruce for handling the day-to-day issues.

Wilsons (Vancouver): Charter Bus

- Meeting with Vancouver manager on February 23rd.
- Dave will be working with the unit to set up bargaining committee election, etc.

In Solidarity,



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

Local Union Representative's Report
Nate Shier
March 2022

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

- New agreement final printed and will be delivered soon.
- No active steward in Abbotsford depot (again) looking for another.
- High fuel prices creating issues.

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton and Rick Blair addressing day to day issues.
- Bargaining dates being selected. Bargaining proposals sent to National Rep.
- Proposal "adjustment" meeting scheduled for Monday.
- Exact bargaining dates in early April being determined.

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.

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

- Chris Cadarette taking care of day to day.
- New LOU for casuals being developed.
- Long term member "accommodation" proving difficult in getting the Company to cooperate.

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

- Rick Ostrass resigned from Chief position and Gerry Shook has stepped back up to take care of day to day as the Chief Steward until an election is organized.
- In Bargaining. New dates being selected for further bargaining.

Horizon Air: *A regional Carrier for Alaska Airlines*

- No outstanding grievances.
- New Bargaining Committee selected and proposals put together.
- Dates are being selected for bargaining.

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.

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

- Interim/Carry over Agreement to expire 2022.
- Requests to overhaul benefits plan being investigated.

Trimac Transportation Services: A bulk carrier of cement

- No additional grievances.
- Member meeting being scheduled.
- Signed agreements being collected and printed.

Whistler Transit: A conventional and custom transit service

- On strike since January 29th
- Bargaining sessions scheduled on March 16, 17 looked positive.
- As of writing talks broke off and the strike continues (March 18 press release below):

WHISTLER—Negotiations in the Sea to Sky region transit dispute came to a halt this evening after the employer refused to agree to any plans for eventual wage parity with Metro Vancouver transit operators.

Unifor Western Regional Director Gavin McGarrigle and senior staff joined the talks today to end the 48-day transit strike covering Squamish, Whistler, and Pemberton.

"Progress was made but there must be a roadmap to wage parity," said McGarrigle, referring to the massive gap between the corridor's transit workers and those in Metro Vancouver.

The company's proposal does not allow union members on strike to reach wage parity by the end of the agreement. It remains the sole outstanding point in negotiations.

More than 80 transit workers in the region have been on strike since January 29, 2022. The workers help thousands of residents move throughout the area, including hospitality staff serving the luxury resort of Whistler Blackcomb.

"Wealthy families come from around the globe to Whistler, where transit workers can barely afford to make ends meet," said McGarrigle. "Our goal for the next collective agreement has been transparent from the start: transit workers should be able to afford to live in the region they serve."

There are no future negotiating dates scheduled with the company.

Additional Servicing

Viking Air: Aircraft Manufacturing Parts and Repair and Overhaul facility

- Dave Boros has taken over.

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

- Dave Boros has taken over.

My life has been revolving around the Whistler/Squamish Transit Bargaining and Strike for the last two months.

I hope all have had a good start to the year and although it is extremely busy, the positive signs of Covid possibly backing of a bit is a bright spot.

My heart, thoughts and best wishes go out to Ukraine and its people. Makes our hard times seem not so hard in the big picture.

The high cost of "EVERYTHING" is proving to be to be just one more thing that people are dealing with too.

My best wishes go out to Tracey and her next adventure in life. Good luck to you.

In Solidarity,



Nathan (Nate) Shier
Unifor Local 114 Union Representative

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

Anchor Inn: A waterfront hotel in Campbell River

- No grievances in the system.
- Hotel is very busy, have presently hired a few folks.
- This Hotel was originally thought to be sold, but what has happened is that they took on a partner to help with the renovation costs. From my understanding, the partner is running the kitchen.
- I am monitoring this closely; Anchor Inn has an article in their CBA that talks about if the Hotel is sold, all members get severance and get to keep their seniority. But must be a full sale, not just taking on a partner.

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

- No grievances in the system.
- We did have a Zoom meeting with the Company and membership 1 month ago, about the restart of Clipper, which will take place on April 15/22 and what that would look like.
- There are a few members who have found other work and will not be coming back, which is totally expected and there are other folks who are excited to return.
- I will also be sending out a call letter once the restart has taken place for another Shop Steward at this location. If there is more than one member interested, we will have an election. Maybe Health and Safety also.

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

- No grievances in the system.
- We have 2 more rounds of bargaining booked for first week of April 4-8 and April 18-22. I feel that we should only need the first week. At our last bargaining session there seemed to be movement from both sides.
- Our committee Shaun Bhoondpaul, Sean Potorti and Tyler Bergen have been doing an amazing job!
- There has been a huge step forward in regards to Health and Safety at this location, both the Company and Union should never be on opposite street corners when it comes to the Health and Safety of our members.

Hotel Grand Pacific: A major luxury hotel in Victoria

- Currently no grievances in the system.
- The new collective agreement has been printed and distributed to the Hotel Grand.
- The Hotel Grand has been on a mass hiring spree as like most hotels in Victoria. All the hotels are running short of staff right now, so if you are staying or going to be staying at any hotels on the island, please be patient, the staff are doing the best they can.
- My shop steward Chad Grienken has been doing an amazing job at this location.

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 concluded, not to the satisfaction of the Union, but what does come out of this is training on the respect in the workplace policy, which I might add was constructed in 2018, and no members at this location have ever seen it.
- We do have an appeal with Blue Cross in the works, like most benefit Companies they like to take the money but hate to give it out.
- Sop Steward Sean Swinburnson has been doing an amazing job here also.

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

- No grievances in the system.
- Very quiet over at Stockers, they just seem to just get the job done.
- They are very busy for being such a small Company.
- The folks are great and the Company treats them good.

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

- We have just concluded 2 mediations, one regarding contracting out and the other regarding benefits.
- I feel that we came away with favourable resolutions regarding both.
- There are no more grievances in the system.
- It is slow right now at Viking, with a fair amount of folks on layoff.

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

- At the moment there are still some drivers off on unpaid leave for not being vaccinated. I do have a group grievance on this and it is in abeyance at the moment until the Government and/or BC Transit change their mandate.
- There is one grievance slated at the mediation level regarding fueling of the busses just need to get some dates.
- We also have a few other grievances in the system that we need to conduct a grievance meeting regarding them, I am hopeful next month.
- Both Michael Garland and Earl Flegg are doing an amazing job at PWT.

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

- No grievances in the system.
- Getting ready to put a committee together to start to talk about bargaining once again. How fast a 1-year roll over goes by.
- Presently Wilson's is slow, but still looking for drivers in anticipation for the upcoming busy summer season.

In Solidarity,

Dave Boros
Unifor Local #114 Rep
Vancouver Island

Education Committee Report
Brother Gord McGrath
March 2022

As the year ended for the PEL training program in Port Elgin, Ontario 2021, our local was successful in having a few members attend in the fall sessions. With COVID restrictions in place and with safe practices being applied, keeping those in attendance protected, it was a successful soft opening of the Centre which had been close for approximately 18 months.

Here we are in March 2022 with the Spring schedule now out and members are taking advantage of this outstanding educational opportunity. In the following weeks we are going to see changes to ease up on COVID restrictions across the country, which some Provinces have now reduced mandates for group gatherings on size restrictions and vaccine passports.

If all goes well, we can see the Education Center in Port Elgin expand capacity both in the classrooms and adding courses to the offerings.

Regional area training will be the next thing that comes back online where locals can schedule personal training courses like some have already done in a small scale, to larger classes where all locals can participate in sending membership.

Once the updated notice comes out this information will be passed along to the local staff and servicing Reps to start building some much-needed training for our members. This is long overdue and will be a welcome sight as we slowly get back to some normal in local training opportunities and once again provide the educational tools that our membership needs and deserve to carry out their respective positions within the union.

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
March 18, 2022

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

- They are doing pretty good. But have a lot of vehicle breakdowns in the past couple months. They're getting them all fixed up and working better, hopefully the rest of the year will be smooth sailings for the trucks staying in good working order - Shifts seem to be longer these days with more Tech calls to fixing ATM's. With more people getting out and about, enjoying the nice weather, they are getting busier with more work. There is a new contract soon with a new night run which is FANTASTIC for them!

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

- The Chief Steward has stepped down and Gerry Shook has stepped back into the role until they have an election at the end of March. Problems with hiring new employee's and problems with the step rate pay system.

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

- Contrary to reports in the media, the employer is still struggling to hire employees for all positions. Currently members are continuing to work a huge amount of overtime and routes are still being canceled due to a lack of operators. The frontline members continue to take a lot of heat from the public, who are angry that their buses aren't showing up and it is starting to take a toll on many of the members who have had to work through these difficult conditions for the last couple years. As soon as they get new operators trained, they seem to lose an equal amount who leave to other employment. This shows a need for improved wages, benefits and working conditions for transit as a whole.
- They continue to struggle with their employer on health and safety issues. They claim safety is a priority, but don't live up to it. They recently had a member perform an unsafe work refusal. Fortunately, this was an experienced member educated in the process, the employer tried to send the member home. The member refused and said they wanted the issue investigated. After 6 hours the employer finally investigated and assigned another member to complete the work, as the original member still maintained it was unsafe. The employer failed to notify WorkSafeBC for 2 days. The end result was the employer had numerous orders written against them by WorkSafeBC, including, developing procedures to eliminate the safety risk and also the employer failing to follow the unsafe work investigation procedure. Chris (Chief Steward) would like to see the Local have more education and put on a campaign for all our members on safe work processes and how the right to refuse actually works so that we ensure everyone goes home from work safely, everyday!
- They have a few unresolved grievances that they are currently working on.
- The members of Kamloops unit stand in Solidarity with Squamish and Whistler in their fight for a fair contract.

- They also send out thoughts out to those members with ties to Ukraine and who have family and friends there.

Kamloops

Kamloops Airport-based service a 12-month operation

- Finance Minister Selina Robinson announced that the BC Wildfire Service which is headquartered at Kamloops Airport, would be converted into a year-round operation in a bid to be more proactive than reactive in wildfire response.
- Part of the plan includes \$98 million on wildfire prevention, including an expansion of its FireSmart program, and \$145 million to hire more staff over the next three years. Wildfires unfortunately, are becoming more prevalent and any focus on policy changes and additional resources that will enable us to better prepare to fight and come out of wildfire disasters supporting people and communities impacted is a good thing.
- Nearly 870,000 hectares of land was burned in B.C via 1,600 fires in 2021, making it the third-worst wildfire season on record. It followed two quieter years for wildfires: in 2020, when 670 wildfires burned 14,536 hectares, and in 2019, when 825 fires burned 21,138 hectares, according to provincial statistics.

The two years before 2019 were the worst fire seasons on record, with 2,117 fires burning 1,354,284 hectares of land in 2018 and 1,353 fires burning 1,216,053 hectares in 2017.

The province's 10-year average for the 2010s was 1,352 fires and 348,917 hectares burned.

Kamloops woman to receive Order of BC

- Ruth Williams, A Kamloops woman was among 31 people that were awarded is one of 31 people was honored on March 3.
- Ruth Williams is a founding and current board member of the first Urban Native Housing Society, which has 103 affordable and safe housing units in Kamloops and 94 units within the Thompson, Okanagan and Kootenay regions. Williams was born in Big Bar Creek, a remote and isolated community, and raised by a single mother with six other siblings. When she moved to an urban setting, it was a culture shock and she has since worked to improve the lives of Indigenous people.
- She has been involved in numerous community and government committees for advancing a health-care system that supports Indigenous people, supporting families and children in care, promoting early child education for Indigenous children and developing health programs and services for Indigenous people.

BGC Kamloops seeing spike in youth seeking help

- Agency in North Kamloops helping more young people with substance-use and mental-health issues in 2021, the organization served 338 youths and estimated 99 per cent were affected by substance use and mental health concerns, as the two go hand in hand, be it their own or that of a friend or family member affecting their lives.

Kamloops Mounties surround transit bus following weapons call

Officers responded at about 5:15 p.m. on March 2 after receiving a call about a man on the No. 2 Parkcrest city bus (heading north from downtown to Brocklehurst), cocking a handgun and pointing it around. Luke Hartley/Facebook. Kamloops Mounties stopped and surrounded a transit bus on Overlanders Bridge on Wednesday (March 3) after a report of a passenger waving a gun. However, the man had apparently left the bus at a stop before the bus crossed the bridge and police are now seeking him.

"Due to the elevated risk involved and the potential threat to public safety, multiple police officers responded, quickly located and then stopped the bus traveling northbound on the Overlander Bridge," Insp. Jeff Pelley said. "Officers were able to confirm no one on the bus was injured, nor was the suspect described present."

Pelley said further investigation revealed the suspect had left the bus on Victoria Street West, prior to the report being made to police.

RCMP Const. Crystal Evelyn told KTW when police responded officers were under the impression the suspect was still on board.

"How the report was presented to police appeared as though it was current and happening right now," Evelyn said.

Evelyn noted that calls go to a dispatcher and are then relayed to police, and it's not clear at what stage in the process the report was presented as happening in real time. Police learned after stopping the bus and following up with the person who made the call that the suspect had already left.

Ukraine

Kamloops residents, worried about family and friends caught in the middle of a war zone in Ukraine have endured sleepless nights since Russia invaded the European country less than a week ago.

Concern, and the desire to help out despite being a world apart, brought about 60 people to Columbia Street and about 300 more to Riverside Park on Saturday, where they rallied to raise awareness and support for the crisis. Many at the events were Ukrainian students studying at Thompson Rivers University.

Morteza Maleki

Executive Member-At-Large

Human Rights/Visible Minorities

Member of Local 114 Organizing Committees

Member of Unifor Vancouver and Area Aboriginal & Workers of Colours Committee

Sea to Sky Transit Strike

I have attended Sea to Sky transit strike on Feb 24th in Squamish and Whistler.

I shared my knowledge and experience with our members and answered their questions about bargaining process. Below, please see an email from Parm Sidhu one of the transit drivers in Squamish.

I hope everything is going well with you. Our picket lines here in Squamish and Whistler are running smoothly. Mr Morteza visited us at the Squamish picket line on Feb 24, 2022. He brought us great knowledge, education, and experience. It was a pleasure to see him here with us. Gentlemen, thanks so much for the greatly efforts you make for us in this type of situation. I hope it will be over soon. I feel so proud to be a member of UNIFOR, such a big name. I salute you guys to keep our UNIFOR flag so high with moral and ethical standards. Whistler Rally was great; it was a loud knock on the doors of the BC transit and PWT. Thanks again for your help.



With Regards
Parm Sidhu

I visited the picket line in Squamish and whistler again on March 2. I met with Mr. Hardeep Johal and with the other drivers at the picket line. I answered Mr. Johal's questions and had a productive discussion with our members. They were very happy and appreciative to see the support of our local members and national leaders.

Below, please see Parm's second email.

Hopefully, you guys are doing well. On March 2nd, 2022, Mr Morteza visited us again on the picket line here in Squamish with great wisdom. He talked to Mr. Hardeep Johal about bargaining and shared his thoughts with other UNIFOR members. It is always a pleasure meeting with Mr Morteza. I am attaching some pictures below about his nice presence at our picket line in Squamish. UNIFOR doing great, members are so positive and have a desire and determination to achieve a good contract with the PWT. Because of the hard work of our UNIFOR executives and national leaders, we are here very strong and dedicated. I salute you guys for your hard work and dedication for us.

With Regards

Parm Sidhu

Union brings diverse voices together in their right for better pay, safer working conditions, health care, education and civic participation. Union wins shape in our working lives and elevates the standards of living not just for their members but for all working people everywhere. As Trade or Activist Unionists, we use our collective power and voice at the bargaining table in our workplaces and our communities. I have always known that is important for our Union to be involved and visible in all our communities. I have tried to make that happen whenever possible.



International Women's Day

International Women's Day also known as IWD for short, grew out of the labour movement to become an annual event recognized by the United Nations. The seeds were planted in 1908, when 15,000 women marched through New York demanding shorter working hours, better pay and the right to vote. A year later, the socialist party of America declared the first National Day. It was CLARA ZETKIN, a communist activist and advocate for women's rights, who suggested the creation of an international day, she put her idea to an international women's Day which was first celebrated in 1911 in Austria, Denmark, Germany, Switzerland...etc.

Happy 111th International Women's Day

Say No To War

I joined anti war and anti-imperialist movement rally in Vancouver on February 26, 2022. The rally was held in solidarity with our comrades in Europe and around the world. People around the world are asking for an immediate end to this war and a peaceful resolution which will save the lives of citizens of Ukraine and Russia.

In Solidarity,

Morteza Maleki

Local Union Worker With Disabilities Report
Brother Dave Boros
March 2022

A Painful Reminder

Discriminatory policies make love a difficult issue for persons with disabilities

BC Disability

February 12th, 2022

This article originally appeared on Vancouver Is Awesome

Valentine's Day is approaching – a time for many of us to celebrate romance, friendship, and the power of loving relationships to help carry us through life's challenges.

But for Canadians with disabilities, it is a painful reminder of the systemic discrimination they face.

That is because across the country, provincial policies stop most people from receiving disability assistance merely if they have a spouse.

In other words, love has been legislated to be incompatible with financial survival.

Here in BC, all that is required for someone to be cut off or ruled ineligible for much needed disability support is to have a spouse that makes more than \$1377.56 a month, the standard amount of disability assistance for a person with a disability in a 2-person family unit.

That's only \$16,530.76 a year, about the equivalent of the province's \$15.20 an hour minimum wage, part-time, and the policy is strikingly similar whichever province you look at.

What does this mean?

It means to receive badly needed financial assistance—4 in 10 disabled Canadians live in poverty—Canadians with disabilities who cannot work or can only work part-time must hide their relationships or not have them in the first place.

It means if they stay in those relationships, they are stripped of financial independence, expected to be provided for like a child by a spouse who may earn as little as part-time minimum wage.

It means without a source of income, they are pressured to stay in relationships that turn abusive—where else would they go when they have no money because the government has forced them into financial dependency?

Now, one may argue that most spouses share expenses and support each other financially, so each spouse's income should be considered and looked together as making up one family unit.

But, setting aside the fact that many people with disabilities have spouses with low incomes themselves, look at the unbalanced standard that gets applied to persons with disabilities.

Two-income families are essential to staying afloat in today's economy, where cost of living is on the rise.

As of 2019, the average household income of Canadian couples was \$98,690—vastly more than the piddly amount someone can make before their spouse is cut from disability assistance, as well as several times higher than disabled couples can collectively make on disability assistance in any province.

Yet provincial governments across Canada do not claw back the earnings of couples without disabilities in the same way, no matter how much they make and despite their earnings being far greater on average.

So why are persons with disabilities singled out and prevented from having financial independence if they choose to pursue relationships with the people they love? Why can't they love one another openly without being cut off from essential financial support?

There is no good answer.

Policies like this force people who are already struggling further to the margins, perpetuating poverty and inequality.

Disabled Canadians are treated as dependent children who are to be babysat, not as adults with their own dreams and desires for independence.

To end this systemic discrimination, Canadians with disabilities need to be allowed to retain eligibility for financial supports which help them live with dignity and contribute more to their communities.

The federal government must also fast-track the Canada Disability Benefit, which they hyped prior to the election as a way to end disability poverty, only to put it on the shelf and let it stagnate.

Too many people have suffered for too long, and it is time for change.

Spencer van Vloten is the editor of BC Disability. To get in touch, send an email to spencer@bcdisability.com!

In Solidarity,

Dave Boros

Unit Chairperson's Report – DHL Express – March 2022

Brother Kristian Nielsen

DHL National Unit Chairperson

Global

- ❖ DHL announced that it strongly condemns the attack on Ukraine. DHL announced that they are doing everything in their power to ensure the safety of their employees and their families.
- ❖ Overall DHL Express division business globally continues to grow at a substantial rate to its best year ever as reported March 2022 by Frank Appel (CEO for Deutsche Post DHL Group). 2021 DHL Express division global earnings before income taxes (EBIT) grew 53.4% to 4.22 billion Euros.

Canada

- ❖ Covid-19 vaccination policy and mask mandate policy still in place.

BC

- ❖ New DHL Victoria facility near Victoria's international airport will open soon. The new location should provide much needed increase in loading docks and space. DHL is proposing a reroute due to the re-location of the facility from the co-shared Loomis depot to the new location at YYJ. The Union is not in agreement with some of the reroute as the Union believes it will needlessly erode a few of the owner operators' daily revenue. The Union may have to grieve issues evolving from the reroute.
- ❖ Open Grievances:
 - Step 3 Personal Grievance against 3-day unpaid suspension discipline for insubordination
 - Agreement verbally by DHL HR Canada Labour Manager to change to written warning and pay grievor 3 days of pay missed. Payment to make grievor whole and change to written warning pending.
 - Step 3 Personal Grievance against written warning discipline and pay missed during leave for investigation of owner operator grievor.
 - Agreement verbally by DHL HR Canada Labour Manager to retract written warning and pay grievor 10-day average of grievor's owner operator revenue for time off work during investigation. Payment to make grievor whole and written retraction of written warning pending.
 - Step 3 Group Grievance against Company officers performing bargaining unit work for 4 hours.

In Solidarity,



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

2022 Unifor Cascade Aerospace Report



2022 March, 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 426 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 increases relating to staffing levels at Cascade, as well there continues to be workplace challenges with the COVID pandemic/ Mandatory Vaccinations. The most prevalent issue continues to be the Mandatory mask policy with individuals not following it. I think it's fair to say that most everyone is tired of the requirement to wear masks but it is still a requirement and must be followed as with every other health and Safety policy that Cascade has in place. As well, the mandatory vaccination policies and procedures are all in place now. Transport Canada also mandated that all facilities adjacent to the Airport must have a mandatory vaccination policy in place, further enforcing the direction Cascade has had to take with regards to the Vaccination mandate. There have been some employees that have been able to get an exception from the Vaccine but 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 continue to rise this quarter with over 20 new employees both Union and Nonunion. We were recently awarded a contract for the US Navy, working in a partnership with a US company of which the C130 Aircraft are now at Cascade there are also aircraft at IMP Halifax. The company has hired over 11 new members since the beginning of this year, in various trades due to increased workloads and 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
March 2022

The National Health and Safety Policy Committee met January 11 – 13, 2022. We reviewed four major vehicle incidents. The common factor was driving too fast for road conditions. In one Toronto incident it was the other driver who lost control, and our driver did an excellent job of minimizing the impact. In other less serious vehicle incidents over 50% were backing with or without a guide. More than half of all our vehicle incidents are ruled preventable.

The company introduced to the National Committee the concept of a two messenger all-off model. It was soundly rejected by the worker members of the committee. This could be the next major battle.

The company wants to introduce cameras to observe the driver. Specifically, to monitor driver alertness and sound an alarm before the driver falls asleep at the wheel. The worker members of the committee were sceptical that it was just invasive.

The company has started single person shuttle crews on one branch to branch route.

The Vancouver H&S committee met November 30, 2021, January 27, 2022, and did a workplace inspection February 17, 2022. There was no meeting in December 2021 or February 2022. There is a lot of work to do in Vancouver.

I have done two harassment investigations since my last report.

We received the news in January that we had lost a major contract to Garda. This will result in branch closures and layoffs. The full impact will not be known for another month or two. We just got improved language on branch closures and severance.

I have been looking forward to in person meetings. Unfortunately, I have a competition this Saturday and will not be able to attend the meeting. I move my report be accepted as written.

Maurice Mills