



UNIFOR

Local 114

General Meeting

Saturday, September 16th, 2023

Role Call

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

Moment of Silence to members and retirees who have passed away since our last meeting. Keenan Moore (TForce), Grant Drysdale (CFF) and Mike Dobie (First Canada Vernon).

Move minutes from the last meeting be accepted

Moved, Seconded, Carried

Applications for membership for the months of July to September 2023

Moved, Seconded, Carried

Financial Report:

Brother Gaucher submitted the Financial Report for the periods covering June, July and August 2023, including the year-to-date total. **(Pages 5- 15)**

Moved, Seconded, Carried

CORRESPONDENCE – NEW BUSINESS

Notice of Motion By-Law Change Article 17 (Page 16)

Served "Notice of Motion" for By-law change at General Meeting on Saturday September 16th, 2023.

Will be debated and voted on at our General Meeting on Thursday December 7th @ 6:00 pm

CORRESPONDENCE – EXECUTIVE RECOMMENDATIONS

1. The Executive authorized and recommends that the Local renew our free \$4,000.00 policy with American Income Life (AIL) and do a mailout to our membership. This policy covers Local 114 member(s) or retiree(s) with \$4,000.00 Accidental Death & Dismemberment benefit through American Income Life (AIL). **Moved, Seconded, Carried**
2. The Executive authorized and recommends that the Local honors Cynthia Andersons 25 years' Service with the Local 114 with a 25-year Unifor Watch and plaque. Further the Local will send up to 6 sisters in the Local to attend the BCRC Women's Conference being held in Vancouver October 23-25th. Some other measures as well to get more sisters involved in the Local and dedicate a yearly award to acknowledge the work by a sister in our Local and this is in recognition of the contributions and sacrifices of Cynthia Anderson. **Moved, Seconded, Carried**
3. The Executive authorized and recommends that the Local send Maurice Mills to the National NDP Convention being held in Hamilton Ontario, October 13 – 15, 2023. **Moved, Seconded, Carried**

4. The Executive authorized and recommends that the Local donate \$2,500.00 to the Unifor Canada Council Strike Support Fund, to assist those members who are on strike in our union. The units in Unifor currently on strike were brought up and talked about. Windsor Salt (Local 1959 around 240 workers on strike); Autobus Venise (Local 700 around 50 members on strike); Metro Grocery Workers (Local 414 around 3,700 members on strike); Salvation Army Langley (Local 114 around 28 members on strike); over 4,000 workers on strike right now. Gord spoke at the front of the table about our Salvation Army Unit that is now on strike. **Moved, Seconded, Carried**
5. The Executive authorized and recommends that the Local participate through our National Organizing Department and get 2 – 3 members to work on the Amazon Organizing Campaign for 30 – 60 days. This will be paid for by the Organizing Department. **Moved, Seconded, Carried**
6. The Executive authorizes and recommends that the Local enacted our Community Based Organizer By-Law Article # 21, and bring on someone from the Local (Dean Williams) to work for 2 – 3 months on the Amazon Campaign at the Locals expense. The Executive has the authority to do this under our By-Laws. **Moved, Seconded, Carried**
7. The Executive authorizes and recommends that the Local take 2 – 3 members off the job to participate on Friday September 22nd, at the DHL Rally and then participate in the International Transport Federation (ITF) Campaign in the afternoon. **Moved, Seconded, Carried**
8. The Executive authorizes and recommends that the Local purchase 330 t-shirts (300 for our DHL membership and 30 for the Local), to be used by our DHL (DHL Airport Location 9:30 – 10:30 am) membership for this National Day of Action and for participants to wear at the DHL and ITF Action Campaign (Annacis Island Cardlock 11:30 am – 1:00 pm) and Rally on Friday September 22nd. **Moved, Seconded, Carried**
9. The Executive authorizes and recommends that the Local reorder 3,000 of the 2024 Local 114 Monthly Planners for the local as handouts to our members at functions through the year. **Moved, Seconded, Carried**
10. The Executive authorizes and recommends that the Local encourage our Executive to attend the Mental Health Matters Training Course on October 18 or 19th prior to the BCRC council meeting in Vancouver. **Moved, Seconded, Carried**
11. The Executive authorizes and recommends that the Local create a sub-committee from our Executive (Gurvinder Badesha, James Young, and James Griffin) to look at our general meetings and explore new ways to get membership participation, and members out to our general meetings. This will also include exploring video accessibility for our out-of-town members to participate. **Moved, Seconded, Carried**
12. Executive to present Morteza Maleki plaque and invite to Christmas luncheon. **Moved, Seconded, Carried**

REPORTS:

Committee:

Education

Moved, Seconded, Carried

Brother Gord McGrath (Page 17)

Union Rep / Servicing:

Presidents Report

Moved, Seconded, Carried

Brother Gord McGrath (Pages 18-19)

Rep's Report

Moved, Seconded, Carried

Sister Cynthia Anderson (Pages 20-21)

Rep's Report

Moved, Seconded, Carried

Brother Dave Boros (Pages 22-23)

Rep's Report

Moved, Seconded, Carried

Brother James Griffin (Pages 24-25)

Rep's Report

Moved, Seconded, Carried

Brother Mark Misic (Pages 26-27)

Rep's Report

Moved, Seconded, Carried

Brother Nate Shier (Pages 28-30)

Other:

Stewards Report

Moved, Seconded, Carried

Brother Maurice Mills (Page 31)

Chief Steward Report

Moved, Seconded, Carried

Brother Dean Williams (Page 32)

Unit Chair Report

Moved, Seconded, Carried

Brother Steve Frank (Pages 33-34)

2slgbtqia+ Report

Moved, Seconded, Carried

Brother Nelson Lamarche (Pages 35-36)

Advocate Report

Moved, Seconded, Carried

Sister Cheryl Williams (Pages 37-38)

Unit Chair Verbal Report

Moved, Seconded, Carried

Brother Kristian Neilsen

Next meeting: Thursday, December 7th, 2023 at 6:00 pm



FINANCIAL REPORT EXECUTIVE SEPTEMBER 15TH & GENERAL MEETING SEPTEMBER 16TH, 2023

Please find attached the Financial Report for the period covering June, July, and August 2023

June 2023

Our total expenses for June 2023:	- \$301,355.72	Page 2
Our total deposits for June 2023:	<u>+\$274,929.67</u>	Page 2
A deficit in the month of June 2023	-\$ 26,426.05	Page 2

July 2023

Our total expenses for July 2023:	- \$282,321.91	Page 2
Our total deposits for July 2023:	<u>+\$302,330.22</u>	Page 2
A surplus in the month of July 2023	+\$ 20,008.31	Page 2

August 2023

Our total expenses for August 2023:	- \$290,378.37	Page 2
Our total deposits for August 2023:	<u>+\$305,935.51</u>	Page 2
A surplus in the month of August 2023	+\$ 15,557.14	Page 2

Year to Date: January – August 2023

Our total expenses for January – August 2023:	- \$2,283,374.55	Page 3
Our total deposits for January – August 2023:	<u>+\$2,251,034.89</u>	Page 3
A total year deficit at the end of August	-\$ 32,339.66 *	Page 3

*See note on page 10 – around \$36,000.00 in reimbursements to claim on hand.

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending August 2023	+\$ 352,292.30	Page 4
--	--------------------	----------------	--------

Explanation to Expense Categories: January through August 2023

2023 Budget Page 4-7

2023 Budget vs Actual (January through August) Page 7-8

Units in Bargaining and Items to Mention 2023 Page 9-10

MONTHLY TOTALS Page 10-11

Month	Income	Expense	Difference	Balance
January	297,027.75	- 269,151.16	+ 27,876.59	+ 27,876.59
February	262,447.30	- 253,196.78	+ 9,250.52	+ 37,127.11
March	282,640.79	- 319,431.52	- 36,790.73	+ 336.38
April	271,094.34	- 295,411.86	- 24,317.52	- 23,981.14
May	254,629.31	- 272,127.23	- 17,497.92	- 41,479.06
June	274,929.67	- 301,356.72	- 26,426.05	- 67,905.11
July	302,330.22	- 282,321.91	+ 20,008.31	- 47,896.80
August	305,935.51	- 290,378.37	+ 15,557.14	- 32,339.66
Yearly Total	2,251,034.89	- 2,283,374.55	- 32,339.66	- 32,339.66

September 15th, 2023, Bill Gaucher Secretary Treasurer Unifor Local 114

June, July, and August 2023 - Monthly Deposits vs Expenses

	Jun 23	Jul 23	Aug 23	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	236,181.81	240,112.80	266,509.34	742,803.95
D13 (INITIATION FEE)	390.00	430.00	210.00	1,030.00
D16 (POSTAGE)	741.83	1,493.03	128.16	2,363.02
D18 (SAFETY REMITTANCE)	0.00	51.79	45.63	97.42
D2 (VANCOUVER ISLAND SUB LOCAL)	31,776.53	48,640.19	31,367.32	111,784.04
D20 (LOCAL EDUCATION FUND)	2,342.81	9,095.30	1,501.16	12,939.27
D7 (TERM DEPOSIT INTEREST)	99.60	0.00	0.00	99.60
D8 (OTHER)	2,518.38	1,652.50	5,174.07	9,344.95
D9 (INTEREST)	878.71	854.61	999.83	2,733.15
Total Income	274,929.67	302,330.22	305,935.51	883,195.40
Gross Profit	274,929.67	302,330.22	305,935.51	883,195.40
Expense				
1 (DUES & FEES TO NATIONAL)	128,416.92	118,836.13	105,331.75	352,584.80
11 (DUES REFUNDS)	0.00	69.03	0.00	69.03
12 (MEALS & COFFEE EXPENSES)	66.90	0.00	0.00	66.90
16 (POSTAGE & COURIER SERVICE)	3,433.60	638.02	73.25	4,144.87
17 (EQUIPMENT RENTALS/PAYMENT)	1,980.41	1,967.07	1,023.97	4,971.45
18 (CONTRIBUTIONS & GIFTS)	2,789.72	171.59	72.80	3,034.11
2 (OFFICE SUPPLIES)	163.02	913.53	602.43	1,678.98
21 (ARBITRATOR AND LAWYER FEES)	200.00	7,845.32	0.00	8,045.32
25 (LIFE INSURANCE & POLICIES)	6,843.20	6,974.75	7,164.70	20,982.65
27 (UNION JACKET/PENS/HATS)	509.26	0.00	0.00	509.26
28 (OTHER)	375.23	3,521.67	264.37	4,161.27
29 (VEHICLE ALLOWANCES)	5,900.00	5,900.00	5,900.00	17,700.00
30 (CAW-COUNCIL DUES)	2,378.09	2,200.63	1,950.56	6,529.28
32 (BARGAINING UNIT EXPENSES)	48,869.34	37,611.90	38,264.30	124,745.54
33 (WCB APPEAL EXPENSES)	0.00	1,050.00	0.00	1,050.00
4 (LABOUR COUNCIL'S)	0.00	729.50	0.00	729.50
42 (STRIKE EXPENSES)	31.34	0.00	683.93	715.27
44 (RETIREE'S)	1,000.00	0.00	0.00	1,000.00
45 (VANCOUVER ISLAND SUB LOCAL)	5,017.19	4,484.91	8,700.37	18,202.47
5 (EDUCATION COSTS)	13,617.37	7,368.57	4,417.27	25,403.21
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	702.88	1,232.89	2,548.89	4,484.66
79 (Adjustment Committee Fund)	88.48	141.46	83.22	313.16
8 (BANK CHARGES)	94.50	63.75	52.50	210.75
9 (WORKERS COMPENSATION)	0.00	0.00	621.12	621.12
P_ADVANCES (ADVANCES GIVEN)	-40.48	0.00	-250.00	-290.48
Payroll Expenses	74,556.61	76,239.05	108,510.80	259,306.46
Total Expense	301,355.72	282,321.91	290,378.37	874,056.00
Net Income	-26,426.05	20,008.31	15,557.14	9,139.40

January through August 2023 - Yearly Deposits vs Expenses

		<u>TOTAL</u>
Income	D1 (NATIONAL OFFICE DUES)	1,867,193.38
	D13 (INITIATION FEE)	1,950.00
	D16 (POSTAGE)	10,102.19
	D18 (SAFETY REMITTANCE)	178.29
	D2 (VANCOUVER ISLAND SUB LOCAL)	267,441.42
	D20 (LOCAL EDUCATION FUND)	26,738.52
	D4 (NATIONAL REBATE)	43,000.00
	D5 (NATIONAL EXPENSE CLAIMS)	4,257.90
	D7 (TERM DEPOSIT INTEREST)	99.60
	D8 (OTHER)	22,297.40
	D9 (INTEREST)	7,776.19
Total Income		<u>2,251,034.89</u>
Gross Profit		2,251,034.89
Expense	1 (DUES & FEES TO NATIONAL)	931,731.37
	11 (DUES REFUNDS)	3,499.30
	12 (MEALS & COFFEE EXPENSES)	1,480.80
	16 (POSTAGE & COURIER SERVICE)	15,046.40
	17 (EQUIPMENT RENTALS/PAYMENT)	59,477.93
	18 (CONTRIBUTIONS & GIFTS)	17,658.09
	2 (OFFICE SUPPLIES)	8,325.72
	21 (ARBITRATOR AND LAWYER FEES)	26,761.55
	25 (LIFE INSURANCE & POLICIES)	47,769.28
	27 (UNION JACKET/PENS/HATS)	509.26
	28 (OTHER)	22,980.55
	29 (VEHICLE ALLOWANCES)	47,200.00
	30 (CAW-COUNCIL DUES)	17,254.20
	32 (BARGAINING UNIT EXPENSES)	260,732.87
	33 (WCB APPEAL EXPENSES)	4,414.30
	4 (LABOUR COUNCIL'S)	2,188.50
	42 (STRIKE EXPENSES)	715.27
	43 (PAID EDUCATION LEAVE PROGRAM)	7,365.74
	44 (RETIREE'S)	1,000.00
	45 (VANCOUVER ISLAND SUB LOCAL)	45,843.68
	5 (EDUCATION COSTS)	42,817.12
	6 (HALL RENTAL)	34,897.12
	7 (TELEPHONE EXPENSES)	8,601.89
	79 (Adjustment Committee Fund)	876.87
	8 (BANK CHARGES)	525.75
	9 (WORKERS COMPENSATION)	621.12
	P_ADVANCES (ADVANCES GIVEN)	-960.48
	Payroll Expenses	674,040.35
Total Expense		<u>2,283,374.55</u>
Net Income		<u>-32,339.66</u>

Balance Sheet Ending August 31st, 2023.

	<u>31 Aug 23</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2023	278,595.97
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	1,942.96
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	8,115.20
Long BID Term 3 (Term Deposit Account (Former L432))	26,140.25
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,612.74
Loomis Owner Operators (Owner Operators Special Fund)	<u>25,207.07</u>
Total Chequing/Savings	<u>352,292.30</u>
Total Current Assets	<u>352,292.30</u>
TOTAL ASSETS	<u>352,292.30</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>-113.31</u>
Total Other Current Liabilities	<u>-113.31</u>
Total Current Liabilities	<u>-113.31</u>
Total Liabilities	-113.31
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	-42,628.55
Net Income	<u>-32,339.66</u>
Total Equity	<u>352,405.61</u>
TOTAL LIABILITIES & EQUITY	<u>352,292.30</u>

Explanation to Expense Categories: JANUARY THROUGH AUGUST 2023

DUES & FEES TO NATIONAL: (\$ 931,731.37)

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: (\$ 3,499.30)

This is where any Dues Refunds or adjustments are listed.

MEALS & COFFEE EXPENSES: (\$ 1,480.80) 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: (\$ 15,046.40)
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: (\$ 59,477.93)
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: (\$ 17,658.09)
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: (\$ 8,325.72)
Covers any supplies for the office.

LAWYER FEES and ARBITRATOR FEES: (\$ 26,761.55)
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: (\$ 47,769.28)
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 (\$ 509.26)
This covers any purchase of Union paraphernalia.

OTHER: (\$ 22,980.55)
This covers all the expenses that don't fit properly in all the other categories.

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

VEHICLE ALLOWANCES: (\$ 47,200.00)

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: (\$ 17,254.20)

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: (\$ 260,732.87)

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: (\$ 4,414.30)

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

LABOUR COUNCIL'S: (\$ 2,188.50) ***

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

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

STRIKE EXPENSES: (\$ 715.27) Pre-Strike – Signify (Did not happen agreement reached); Salvation Army went on strike August 16th.

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

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

RETIREE'S: (\$ 1,000.00)

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

VANCOUVER ISLAND SUB LOCAL EXPENSES: (\$ 45,843.68)

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

EDUCATION COSTS: (\$ 42,817.12)

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: (\$ 34,897.12)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 8,601.89)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 525.75)

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

ADJUSTMENT FUND: (\$ 876.87)

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

WORKERS COMPENSATION EMPLOYER COSTS: (\$ 621.12)

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

ADVANCES GIVEN/RETURNED: (- \$ 960.48)

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

PAYROLL EXPENSES: (\$ 674,040.35)

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

TOTAL JANUARY – AUGUST EXPENSE: 2023	- \$ 2,283,374.55
TOTAL JANUARY – AUGUST DEPOSITS: 2023	<u>+\$ 2,251,034.89</u>
<u>DEFICIT/SURPLUS ENDING AUGUST: 2023</u>	- \$ 32,339.66

Budget – 2023

	<u>Jan - Dec 23</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,869,383.00
D13 (INITIATION FEE)	6,000.00
D16 (POSTAGE)	24,000.00

D18 (SAFETY REMITTANCE)	6,600.00
D2 (VANCOUVER ISLAND SUB LOCAL)	351,600.00
D20 (LOCAL EDUCATION FUND)	17,400.00
D3 (Loomis Owner Operators Fund)	17,300.00
D3A (DHL Owner Operators Fund)	4,750.00
D4 (NATIONAL REBATE)	86,000.00
D42 (Strike Fund Reimbursements)	0.00
D5 (NATIONAL EXPENSE CLAIMS)	12,000.00
D7 (TERM DEPOSIT INTEREST)	290.00
D8 (OTHER)	60,000.00
D9 (INTEREST)	9,600.00
Total Income	3,464,923.00
Gross Profit	3,464,923.00
Expense	
1 (DUES & FEES TO NATIONAL)	1,260,000.00
11 (DUES REFUNDS)	6,000.00
12 (MEALS & COFFEE EXPENSES)	12,000.00
13 (PARKING & TAXI EXPENSES)	2,400.00
14 (AIR & TRAVEL EXPENSES)	27,600.00
15 (HOTEL & MEETING ROOMS)	37,200.00
16 (POSTAGE & COURIER SERVICE)	36,000.00
17 (EQUIPMENT RENTALS/PAYMENT)	85,200.00
18 (CONTRIBUTIONS & GIFTS)	36,000.00
2 (OFFICE SUPPLIES)	12,000.00
21 (ARBITRATOR AND LAWYER FEES)	24,000.00
25 (LIFE INSURANCE & POLICIES)	90,000.00
27 (UNION JACKET/PENS/HATS)	12,000.00
28 (OTHER)	35,755.00
29 (VEHICLE ALLOWANCES)	82,800.00
30 (CAW-COUNCIL DUES)	30,000.00
32 (BARGAINING UNIT EXPENSES)	375,600.00
33 (WCB APPEAL EXPENSES)	8,400.00
4 (LABOUR COUNCIL'S)	3,008.00
41 (UNION LEAVE REIMBURSEMENTS)	14,400.00
42 (STRIKE EXPENSES)	0.00
43 (PAID EDUCATION LEAVE PROGRAM)	22,000.00
44 (RETIREE'S)	600.00
45 (VANCOUVER ISLAND SUB LOCAL)	76,200.00
5 (EDUCATION COSTS)	39,600.00
6 (HALL RENTAL)	54,000.00
7 (TELEPHONE EXPENSES)	9,600.00
79 (Adjustment Committee Fund)	1,200.00
8 (BANK CHARGES)	960.00
P_ADVANCES (ADVANCES GIVEN)	-9,600.00
Payroll Expenses	1,080,000.00
Total Expense	3,464,923.00
Net Income	0.00

January – August 2023 Budget vs Actual

	Jan - Aug 23	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	1,867,193.38	1,856,702.00	10,491.38	100.57%
D13 (INITIATION FEE)	1,950.00	4,000.00	-2,050.00	48.75%
D16 (POSTAGE)	10,102.19	16,000.00	-5,897.81	63.14%
D18 (SAFETY REMITTANCE)	178.29	4,400.00	-4,221.71	4.05%
D2 (VANCOUVER ISLAND SUB LOCAL)	267,441.42	234,400.00	33,041.42	114.1%
D20 (LOCAL EDUCATION FUND)	26,738.52	11,600.00	15,138.52	230.5%
D3 (Loomis Owner Operators Fund)	0.00	0.00	0.00	0.0%
D3A (DHL Owner Operators Fund)	0.00	0.00	0.00	0.0%
D4 (NATIONAL REBATE)	43,000.00	43,000.00	0.00	100.0%
D42 (Strike Fund Reimbursements)	0.00	0.00	0.00	0.0%
D5 (NATIONAL EXPENSE CLAIMS)	4,257.90	8,000.00	-3,742.10	53.22%
D7 (TERM DEPOSIT INTEREST)	99.60	0.00	99.60	100.0%
D8 (OTHER)	22,297.40	40,000.00	-17,702.60	55.74%
D9 (INTEREST)	7,776.19	6,400.00	1,376.19	121.5%
Total Income	2,251,034.89	2,224,502.00	26,532.89	101.19%
Gross Profit	2,251,034.89	2,224,502.00	26,532.89	101.19%
Expense				
1 (DUES & FEES TO NATIONAL)	931,731.37	840,000.00	91,731.37	110.92%
11 (DUES REFUNDS)	3,499.30	4,000.00	-500.70	87.48%
12 (MEALS & COFFEE EXPENSES)	1,480.80	8,000.00	-6,519.20	18.51%
13 (PARKING & TAXI EXPENSES)	0.00	1,600.00	-1,600.00	0.0%
14 (AIR & TRAVEL EXPENSES)	0.00	18,400.00	-18,400.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	24,800.00	-24,800.00	0.0%
16 (POSTAGE & COURIER SERVICE)	15,046.40	24,000.00	-8,953.60	62.69%
17 (EQUIPMENT RENTALS/PAYMENT)	59,477.93	56,800.00	2,677.93	104.72%
18 (CONTRIBUTIONS & GIFTS)	17,658.09	24,000.00	-6,341.91	73.58%
2 (OFFICE SUPPLIES)	8,325.72	8,000.00	325.72	104.07%
21 (ARBITRATOR AND LAWYER FEES)	26,761.55	16,000.00	10,761.55	167.26%
25 (LIFE INSURANCE & POLICIES)	47,769.28	60,000.00	-12,230.72	79.62%
27 (UNION JACKET/PENS/HATS)	509.26	8,000.00	-7,490.74	6.37%
28 (OTHER)	22,980.55	23,755.00	-774.45	96.74%
29 (VEHICLE ALLOWANCES)	47,200.00	55,200.00	-8,000.00	85.51%
30 (CAW-COUNCIL DUES)	17,254.20	20,000.00	-2,745.80	86.27%
32 (BARGAINING UNIT EXPENSES)	260,732.87	250,400.00	10,332.87	104.13%
33 (WCB APPEAL EXPENSES)	4,414.30	5,950.00	-1,535.70	74.19%
4 (LABOUR COUNCIL'S)	2,188.50	2,256.00	-67.50	97.01%
41 (UNION LEAVE REIMBURSEMENTS)	0.00	7,200.00	-7,200.00	0.0%
42 (STRIKE EXPENSES)	715.27	0.00	715.27	100.0%
43 (PAID EDUCATION LEAVE PROGRAM)	7,365.74	11,000.00	-3,634.26	66.96%
44 (RETIREE'S)	1,000.00	400.00	600.00	250.0%
45 (VANCOUVER ISLAND SUB LOCAL)	45,843.68	50,800.00	-4,956.32	90.24%

5 (EDUCATION COSTS)	42,817.12	26,400.00	16,417.12	162.19%
6 (HALL RENTAL)	34,897.12	36,000.00	-1,102.88	96.94%
7 (TELEPHONE EXPENSES)	8,601.89	6,400.00	2,201.89	134.41%
79 (Adjustment Committee Fund)	876.87	800.00	76.87	109.61%
8 (BANK CHARGES)	525.75	640.00	-114.25	82.15%
9 (WORKERS COMPENSATION)	621.12			
P_ADVANCES (ADVANCES GIVEN)	-960.48	-6,400.00	5,439.52	15.01%
Payroll Expenses	674,040.35	720,000.00	-45,959.65	93.62%
Total Expense	2,283,374.55	2,304,401.00	-21,026.45	99.09%
Net Income	-32,339.66	-79,899.00	47,559.34	40.48%

**** We have over \$36,000.00 in reimbursement to claim from Unifor National, Unifor BCRC, Unifor Educational Costs, Unifor 1st Collective Agreement costs, and Invoices to Employers.**

Bargaining in 2022-2023 \$260,732.87: A lot of our Local unit Collective Agreements have expired and need to be scheduled for Bargaining this year.

Educations costs include \$42,817.12: Publications: Human Rights; Employment Insurance Act and others. CND Association of Labour Media Annual membership. Two of our Local Reps attended a seminar on changes to the Labour Code in February. The Local has been sending Stewards to Area Schools.

Arbitrations and Lawyer's Fees \$ 26,761.55: We never know how many Arbitrations and or Legal Issues within the Local in any given year.

Charitable Contributions (Donations) and Gifts \$17,658.09: Annual Donation to Variety the Children's Charity \$4,000.00; United Way Annual Donation \$ 3,230.97; The Realistic Success Recovery Society \$3,000.00; Vancouver Co-Op Radio \$1,000.00; Threads for Life Walk \$ 300.00; Terry Fox Run \$500.00 and many others as well; WOR Veterans Memorial Donation; Cards and Flowers to members; Financial Assistance donations to members in need.

Strikes and Lock outs: Pre-Signify Strike Deadline June 5th, 2023, agreement was reached and ratified. Salvation Army went on strike on August 16th.

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

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

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

***The local will continue using the services of Lloyd Hynes for our WCB appeals in 2023 and we will be talking with the other Locals in the New West Hall to look at our WCB needs and how to move forward in 2023-2024. As a note our WCB Appeals have dropped significantly in the last two years.*

*****The local needs to build our relationship with the National Organizing department so that we can become active in organizing. We need to seriously look at organizing within our Local. The BC Government has brought into law as of June 2, 2022, unionization will be granted by the provincial labour board if at least 55% of workers at a job site have signed a union card. We have a couple of our Local 114 members assisting with the National Amazon Campaign.***

*****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.***

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

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

*****Our Local wants to welcome our new units from Kitimat into our Local – Diversified Transit, Pembia Pipeline and West Coast Security. Our Local has reached out to a Vancouver Hotel to talk about them merging into our local (Ongoing discussions). We also want to welcome our new members at Cascade Casino in Delta.***

Financial Report given at the September 15th, 2023, Executive Meeting at New West Hall

Financial Report given at the September 16th, 2023, General Meeting at New West Hall

**Our next General Meeting will be held
on Thursday December 7th @ 6:00 pm
at the New Westminster Hall.**

Notice of Motion By-Law Change Article 17

ARTICLE # 17 EXPENSE COVERAGE FOR NEGOTIATIONS

Section 1

For the purpose of bargaining, shops that have thirty-five (35) members or less shall have one (1) member elected to the bargaining committee. The Local permits up to two (2) elected bargaining committee members for a shop with a total of thirty-six (36) to one hundred (100) members. There shall be one (1) additional bargaining committee member elected for the next one hundred (100) members or portion thereof. There shall be one (1) additional bargaining committee member elected for a shop total exceeding five hundred (500) members.

Section 2

The Local recognizes that special circumstances may occur whereby additional bargaining committee members may be required. In this case, a request will be put forward to the Local Executive for approval.

Section 3 rename to

Section 3 a

It is also a Local policy to include language in Collective Bargaining to have the employer pay for all or a portion of the negotiating committee wages while in bargaining, as well as the full cost of producing the Collective Agreement.

New Section 3 b

Any new language proposed or placed into any Local 114 CBA's that assign costs to the Local must be brought to the Presidents attention immediately for approval. It is also understood that any and all costs associated within a CBA will be presented as a proposal in the next round of bargaining to have the employer pay for the full costs. This will include any other expenses contained within the Collective Agreement that the local may be responsible for.

Section 4

This Article does not pertain to first time bargaining committees (first collective agreements). This will be decided accordingly by National Policy and the National Representative assigned.

Brought forward to Local 114 Executive on Friday September 15th, 2023.

Served "Notice of Motion" for By-law change at General Meeting on Saturday September 16th, 2023.

Will be debated and voted on at our General Meeting on Thursday December 7th @ 6:00 pm

Education Committee Report
Brother Gord McGrath
September 2023

Area School locations have now been booked in 5 areas around BC. Kamloops, New Westminster, Prince George, Victoria, and Williams Lake.

The list of courses is Grievance Handling, Collective Bargaining, Health & Safety, Bullying in the Workplace, Getting to know your Union and Women Activists. Note, not all courses listed are available for each location so refer to the Unifor website for more detailed information at:

www.unifor.org/resources/education/area-schools

Any area school registrations must first get the approval from the Education Department of the local or Secretary Treasurer, call for direct contact information at 604 524-9457.

PEL Training

So far this year we are seeing a number of members taking part in PEL education program at the Unifor Family Education Center in Port Elgin Ontario. If you have Paid education leave in your contract and wish to participate in this out of province training reach out to your union leadership at the workplace or contact your local Rep here at the local offices in New Westminster.

A new Fall/Winter PEL schedule has just come out and forward to the Local Servicing Reps for more information, or contact myself regarding registration forms and unit account balances.

All information regarding Unifor education programs, sign up and contact info can be found at **unifor.org/education**.

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

I move my report as circulated.

In Solidarity,

Gord McGrath, Unifor Local 114 President / Education Chair

President's Servicing Report
Brother Gord McGrath
September 2023

DHL: A world-wide courier trucking company

The major issues at this time are reroutes of owner operator runs and core zone changes which the company has now gone and implemented at DHL locations from across the country and union leadership have been trying to work out solutions with management with no real prevail. Here in BC the Local union will be holding a town hall meeting Saturday September 2nd at the hall in New Westminster and request drivers to attend who are affected by these changes.

An update will follow in my next report but certainly this matter is far from closure in our view. I like to thank Kristian Nielsen Unit Chairperson for all his hard work in keeping the provinces connected including BC Area Director Mario Santos. Other items involving the workers pension contributions continues to be under the watchful eye of the membership and union representatives. It is hard to imagine a company as large as DHL these benefit payments continue to be incorrect for some.

There are still step three grievances in the system now awaiting mediation/arbitration one being around the issue of contracting out by other carriers mainly the outlying and Vancouver areas.

Loomis Express: A world-wise courier trucking company

Rerouting to this day still is a topic of frustration much like DHL with some of the owner operators having their old runs added to or converted to other areas around Vancouver Lower Mainland, Island and the Interior. Still ongoing issues between the union and operations with using Can-Par who resides at the same location in some areas where the company seems to take the easy road by handing Loomis freight over to Can-Par for delivery without canvassing Loomis operators before hand. The Owner Operators payment methodology system continues to be a challenge. A grievance on contracting out has been filed now waiting arbitration.

A thanks to Terry Radke Unit chairperson for the day-to-day service to the membership.

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

A handful of grievances have yet to be resolved due to the fact local management seems to have jumped ship on meetings to help resolve these outstanding items. A new Langley depot manager basically refuses to participate and leaves it up to others even after having a meet and greet on his arrival to the company. Both Unit Chairperson Rob Giesbrecht and I thought we had an understanding with this new manager with a commitment from him to work together talking issues out before going to grievance. That was the first and last meeting he was available to attend.

August 31st there was a Teams meeting with upper management were Rob Giesbrecht and I directly criticized the lack of communication and cross table meetings to resolve a number of issues. This was not like the way we have engaged in the past, there was frustration at times but both sides were talking and getting resolutions for our members. Rob told me that after our call he passed by the HR's office and was invited in where he explained our frustrations further since the other managers have departed. After that a commitment was given to get back to the way it was and a full list of our current issues were outlined from Vancouver, the Island and Kelowna. A meeting is scheduled for mid-September once vacations have been completed.

Seniority Merger, Aug 27th brought together the ATM and Armored divisions now blended as CIT

(cash in transit) we will see how the new seniority list works when the new bids come out in October, I foresee some frustrations at the start extending from this change.

A new attendance program will be coming into effect that is an update to the older policy, we have challenged parts for this new policy and the company has now pulled out of the contentious items brought forward.

B.C. Regional Standing Committee – Workers with Disabilities

The BC Committee attended two scheduled meetings while in Halifax during Canada Council. There we participated with other provincial committee regarding workers with disabilities and started to plan out our agenda going forward. The National Liaison for the committees is calling for another meeting in Port Elgin Ontario sometime around November to finalize our action programs and those details will be provided for once the final document has been completed.

Canada Council & Standing Committee Meetings - Halifax N.S. August 18-20, 2023

I was an honor to represent our BC membership at the 2023 Unifor Canada Council in Halifax, Nova Scotia. There, we participated in reviewing, debate and voting on resolutions and recommendations from other Local unions from across the country including some from our National President Lana Payne. Directors from coast to coast gave their reports on the current activities including on strike updates and bargaining struggles and the need to push government in a number of areas important to workers and their families and communities.

A presentation outlining the 10-year mark since the founding of Unifor including photos and video was well received which brought you back to that time of struggle and accomplishments over the years, and how we all made the difference in others lives and wellbeing. Unifor is in good hands for the years that follow, youth is taking an important roll more that what we have seen in the past. Young leadership is coming forward and creating allies from other locals building the bridges we only wished for years ago. This is the new Unifor, and I say to you, go out and get it, be involved in the discussions, participate and support programs, rally government on what matters for the working people and families.

I left energized like I mostly do after participating and reporting in committee meetings and working groups. If you want to see the highlights/videos go to the Unifor National website where you will find links to this great event.

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
SEPTEMBER 2023**

Accurpress: Press Brake/Shear Mfg.

- No current issues.

Applewood Nissan: Auto Dealership

- Issue regarding staffing in the parts/shipping department was partially resolved by the Company hiring a part time shipper/receiver.
- Grievance regarding provincially mandated sick days was settled in a Section 104 at the LRB.
- Issues regarding management performing bargaining unit work was not resolved at the Settlement Officer stage of a Section 104 so we are moving this to a full Arbitration.

Bimbo Canada: Bakery Distribution

- The new gantry and related distribution process is ongoing.
- LOU signed off for two vacation relief positions has resulted in a grievance re the application of this LOU. We will be meeting September 11 in hopes of resolving this grievance.

Halkin Tool: Press Brake/Shear Mfg.

- We advocated and were successful in achieving a significant rate increase for an employee who was proficient in his current level and was not being moved to the next level within his classification.

Lamar Advertising: Advertising Installation on Bus and SkyTrain

- We have elected two new shop stewards. Congratulations to Travis Romanow and Cody Braun. We are working on getting them signed up to the week long Grievance Handling and Workplace Leadership PEL course in Port Elgin.
- We are working with an employee who was off work based on Translink's vaccination policy.
- Very happy to announce that we have secured 50% off for two tail wraps for next year leading up to PRIDE for a total of four weeks.

Magnacharge Battery: Battery Distributors

- We have a new three year deal that was ratified and the final copies have been signed off and we will now be putting booklets together for our members.

Metalex Products: Lead Smelter

- Met with the company to discuss an issue regarding furnace overtime distribution. This is unlikely to be a significant issue prior to our next round of negotiations. We will address the language further at that time.

Prepac Manufacturers: Furniture Manufacturing

- We held two unit meetings and there were issues regarding the company asking for Dr's notes for all sick days. Although we have a working resolution with the company, we continue to monitor the usage of sick days.

PPG: Professional Quality Paint and Products

- The company and the Union have concluded an LOU regarding the provincially mandated five sick days as it relates to the current Care days language negotiated by the Union.

Signify – Ledalite: Commercial/ Institutional Lighting Mfg.

- An LOU was negotiated and signed off regarding a change to the rrsp calculation for our members.

Unitran Manufacturing: Steel Fabrication

- I have set up a meeting with the management group as well as my quarterly visit.

Westman Steel: Culvert Manufacturing

- Our newly elected shop steward has successfully completed the regional three day training course for Grievance Handling and Workplace leadership.
- Issues regarding absenteeism/discipline have been resolved.

I move that my report be accepted as circulated.

In Solidarity,

/s/ "Cynthia Anderson"

Cynthia Anderson
Unifor Local 114 Union Representative

Local Union Representative's Report
Brother Dave Boros
September 2023

Chilliwack Ford (Chilliwack): *Car Dealer/ Mechanics, Parts and Service*

- We are now getting things rolling for the collective bargaining process. I have sent out nominations for the bargaining committee and next step will be sending out the questionnaire regarding bargaining proposals.
- There is one grievance in the system that has just been progressed to step 2 and the union is waiting on the Companies Step 2 response.

ICS Courier: *Same Day and Next Day Delivery*

- Currently we are working on the IT side of things. Like most couriers when the equipment that is handed out is not the best it makes for a long day and extra hours trying to manually calculate the amount of stops a driver did in a day.
- With the busy holiday season once again around the corner and coming fast, the drivers are preparing for a busy time of the year for them.
- There are no grievances in the system.

Inland Kenworth: *Heavy Duty Truck Repair*

- With this shop I would first like to thank Kyle Packham for stepping up to be a shop steward.
- We are currently looking at some options to get Kyle and anyone else who steps up shop steward training.
- No grievances in the system

International Tentnology: *Custom Tent Building*

- This group of very hard-working members are busy at the present time.
- I am currently still looking for stewards and a health and safety committee.
- No grievances in the system.

Shellburn Terminal: *Oil Refinery*

- At this location we are awaiting to go into collective bargaining but are waiting for some dust to clear before we can kick off bargaining.
- They members are always busy.
- No grievances in the system.

Strait Express: *Owner Operators*

- Just like all my courier/owner operator groups this is the calm before the storm these folks get hit and hit hard during the busy season. A lot of us are preparing for time off and get together. Please remember the long hours that these folks put in and thank them then the freight comes to your door.
- These folks are going to be heading into bargaining as well.
- No grievances in the system

Ryder Truck (Delta): *Heavy Duty Mechanics, Service and Rentals*

- I can't say enough about the stewards at this location they are amazing and get the job done. This membership has been going nonstop and very rarely have any issues great group of members over there.
- There have been no disciplines or issue coming from this location.
- No grievances in the system.

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

- This is one of my busier groups and there is a lot of issues.
- We have just elected our rate committee, which I am very hopeful that this will improve the Labour relations at this Group.
- We are also in the middle of bargaining we have more dates Sept 12,13,14, after this round of bargaining I am sure that we will know how this bargaining will go.
- There are numerous grievances at this location with one going to Arb so far and I'm sure there will be more to follow.
- At the current time the Labour relations is not very good.

Gitga at Diversified Transport: (Transporting Workers to and from Camp)

- At this location I am still trying to work out some issues with great help from Mario Santos (Unifor Area Director for BC)
- There are a few grievances in the system pertaining to how the o.t is calculated and some other issues that the Union is in talks with the Company to get worked out.
- This is on of my groups that were hit hard with the wildfires. A lot of the folks up there work in a camp, they get flown in then flown home. Some of the folks live in Kelowna so when their 2 week shift was over they could not make it home. The Kelowna airport was closed for a few days, some folks were flown to Vancouver and had spouses pick them up.
- Thank you to all who have put their names forward to both Lead Steward and Shop steward.

Pembina (Oil and Gas): (LNG Oil and Gas Terminal)

- There are a few issues that are getting worked out right now.
- Jon Hawkins and I have just recently had a Union Management meeting for introductions. These members are a very great group of hard-working folks. This is one of my newer groups up north that I have to get out to visit.
- There are no grievances at this location.

Scarlet West Coast Security

- This is one of my other groups that work out of camp and get flown home every 2 weeks. I also had some folks who live in Kelowna and could not get home because of the wildfires.
- There are a few issues at this location with one of them their wages are not on par with other security outfits up in this area. We have met with the Company and are awaiting their response.
- There are a few issues but no grievances in the system right now.

Accepted as Circulated

In Solidarity,

/s/ "Dave Boros"

Dave Boros

**Union Local #114 Representative
Unifor**

Local Union Island Representative's Report
Brother James Griffin
September 2023

Anchor Inn: A waterfront hotel in Campbell River

- Currently no grievances in the system.
- New CBA is edited next stage is to send it to print.

Cascades Casino Delta: Near George Massey Tunnel

- Currently no grievances in the system. Have been working with the Employer on all issues that may arise.
- The Employer has been put on notice that the Union will be grieving Managers performing bargain unit work.
- The Shop Stewards still need to attend grievance handling course.
- Been working with scheduling committee to create a better scheduling system.
- New CBA is edited next stage is to send it to print.

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

- Grievance set for arbitration on wage freeze as the Employer has continued using it.
- Attended Conciliation on August 9, 2023, both parties are still far apart.
- Members took a strike vote on August 22, 2023, and voted 100% in favor of striking if needed.
- Met with Conciliator on August 31, 2023, and were able to reach a tentative agreement.

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

- There are a few grievances in the system. Issues around mini signups and call ins.
- Recently did new sign ups for the month of September. Members not happy with new bids. Union and Employer to review for October.
- Still waiting on the Employer to enroll our members into the CATT Pension Plan (September deadline).
- Will be setting up a meeting with the members in next couple of months to discuss next round of negotiations.

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

- Grievance at the arbitration stage over payout of vacation. Grievance at arbitration stage on chipping of the trucks as they contracted this work out (Chipping is a process they do to remove the build up of harder concrete).
- New CBA is edited next stage is to send it to print however need Employer to sign off.

Hotel Grand Pacific: A major luxury hotel in Victoria

- Currently one grievance in the system for a termination.
- The annual wage increase for September was supposed to be 1% however, the Employer has recently notified the Union that they are giving a 2.5% increase.
- Will be doing elections for bargaining committee 1 non-gratuity and 1 gratuity member (October).

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

- Currently no grievances in the system.
- New CBA is edited next stage is to send it to print.

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

- There are several grievances in the system. There are 2 cases at arbitration stage. Met in June and resolved several outstanding grievances. One termination in last month.
- Recently their HR person resigned and interim put in place and hoping to continue to resolve outstanding issues as we move forward.
- New CBA is edited next stage is to send it to print.
- Next General Membership meeting is set for September 6, 2023.

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

- No Grievances in the system however might be some around call ins/ scheduling of extra shifts.
- Attended mediation July 18, 2023, even though we knew Vince Ready had made a good ruling for Fraser Valley Operators. The Employer came back asking for concessions and still below the Provincial mandate originally ruled by Mr. Ready.
- A meeting is set for September 10, 2023, for a strike to get help send a strong message to the Employer to get a fair agreement done.

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

- No Grievances in the system.
- Collective Agreement expires October 31, 2023, proposals will be prepared in weeks to come. Discussions with Employer has started to find agreed upon dates to begin joint negotiations.

I move that my report be accepted as circulated.

In Solidarity,

/s/ "James Griffin"

James Griffin
Unifor Local 114 Union Representative

**Local Union Representative's September 2023 Report
Brother Mark Mistic**

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

- No outstanding grievances.
- Bargaining resumed on August 28th, 29th and 30th. The Company needs to contact HO in Germany for monetary. On Friday, we heard back that they accepted the Union's last proposal. We are currently waiting for MOA to sign before setting date to ratify.
- Thanks to Charles and the other Stewards for handling the day-to-day issues.

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

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

Consolidated Fastfrate (Port Coquitlam): Freight Distribution/ Transportation

- No outstanding grievance.
- 2nd ratification meeting held electronically on June 25th/26th. Members ratified 2nd MOA.
- Post ratification wage scale has caused delay in processing retro and wage increases. Both sides continue to work towards a final wage scale.
- Thanks to Tim, Darcy and Jim for their help post ratification.

First Transit (Langley): Shuttle Bus

- No outstanding grievances.
- PEL contributions have been submitted to PEL but a lump sum payment was made for all Unifor First Bus units. Breakdown of distribution being done. Ongoing.
- Thanks to Rod for handling the day-to-day issues.

Garda (Nanaimo/Comox): Armoured Car service

- No outstanding grievances.
- Complaint to BC Human Rights tribunal. Member filed in wrong jurisdiction. Federal jurisdiction contacted Local about individual grievance filed. Union did not object to mask mandate policy issued to all BC branches and across Canada. Grievance was not filed within the time limits under the collective agreement.
- National Rep on LOA. Ongoing. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence.
- Federal sick days change being reviewed for compliance. Discussions upcoming with HR and Union.
- Thanks to Ed and Stuart for handling the day-to-day issues.

Garda (Prince George/Terrace): Armoured Car service

- No outstanding grievances.
- National Rep on LOA. Ongoing. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence.
- Federal sick days change being reviewed for compliance. Discussions upcoming with HR and Union.
- Thanks to Terry for handling the day-to-day issues.

Garda (Vancouver/Vernon): Armoured Car service

- National Rep on LOA. Ongoing. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence.
- No further discussion between Garda and the Union on Vancouver Intria employees and work site as Intria Victoria is the first site going through the transition.
- Federal sick days change being reviewed for compliance. Discussions upcoming with HR and Union.
- Thanks to Pardeep and the other Stewards for handling the day-to-day issues.

Garda (Victoria): Armoured Car service

- No outstanding grievances.
- Ongoing discussion between Garda and the Union on the Victoria Intria employees and work site continue. Both Parties reach an agreement for the transition and have also agreed to an amendment agreement. Seniority lists remain outstanding.
- National Rep on LOA. Ongoing. Thanks to Jennifer and Jon for assisting in serving the Garda units during Vince's absence.
- Federal sick days change being reviewed for compliance. Discussions upcoming with HR and Union.
- Thanks to Quintin for handling the day-to-day issues.

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

- No outstanding grievances.
- First ratification vote turned down my membership on July 4th. Strike vote took place on July 26th. Bargaining resumed on August 11th and second ratification vote held August 15th. The membership did not ratify and strike started on August 16th.
- LRB hearing upcoming on September 6th to review Union's assertion that the Company has used replacement workers during the strike.
- Local Executive plans to walk picket line with membership on Friday September 15th.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- Union waiting for new benefit provider booklet. Ongoing.
- Management/Union meeting held on July 20th.
- Thanks to Bruce for handling the day-to-day issues.

Wilsons (Vancouver): Charter Bus

- No outstanding grievances.
- Bargaining upcoming.
- Disciplinary meeting held on August 23 for member who had some preventable accidents/near miss.
- James Griffin will be working with the Island members.
- Thanks to Brock (Victoria) for handling the day-to-day issues.

In Solidarity,

/s/ "Mark Misic"

Mark Misic
Unifor Local 114 Representative
604 - 516 - 8042
misic@unifor114.org

Local Union Representative's Report September 2023

Nate Shier

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton addressing day to day issues.
- Grievance for employee not receiving correct pay resolved. Grievance investigation revealed multiple other job title and wage scale/pay discrepancies. Policy grievance filed.
- Policy grievances filed for contracting out, management doing bargaining unit work, arbitrarily adjusting rate of pay, and anti-union animus.

Cascade Aerospace: *An aircraft overhaul facility in Abbotsford*

- Steve Frank taking care of day to day. (Congrats on the nuptials BTW)
- Grievance filed for the implementation of the Federal Paid Medical Leave, or "sick days" will be proceeding to arbitration to resolve. "Difficulty" being experienced on selection of Arbitrator. Full legal opinion from National received on the application of the sick days.
- Heavy discussion around "Multi-Factor-Authorization" and security of private information requirements and whether "Single Factor Authorization" is adequate. Employer was looking to workers to provide device for MFA. Employer also presented that not having a device could restrict employment opportunity but backed off on position stating that SFA was enough to secure personal/private information. Discussion around regulation requirements ensued (PIPEDA (Federal) or PIPA (Provincial)). Legal opinion obtained and discussions and possible filing with Privacy Commission still in progress.
- Discussion regarding an AME training school and integration of students/employees from school ongoing. Looking at multiple possibilities and sources of training to provide best opportunities for students and workers.
- CIRB certified multiple new classifications applied for to join the bargaining unit. They did however exclude one of the classifications as not being of common interest to the larger unit. We have since resigned the excluded classification to form their own unit. Application has been made to the Board and we are waiting for the decision.

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

- No active steward in Abbotsford depot (still) looking for another. Currently any issues directed through Local Rep.
- No current grievances but discussion on missing pay for employee that resigned lingering.

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

- Chris Cadarette taking care of day to day. (Good luck to Chris on his new endeavours)
- Election required for several committee positions. Poster with nominations and open positions to be posted shortly. Thanks to Ann (happy retirement), Darren, Morgan, Tammie, Yogesh, Bill and Kevin for all their efforts in their Union involvement.
- Current respectful workplace complaint being resolved delays in wrapping up getting lengthy.
- Prior grievance on accepting religious accommodation of for vaccination exemption moved to Section 12 by grievor. Due to complicated nature, National legal department involved. Case pending and submissions being presented to the Board.
- Other Duty to Accommodate issues on going. Both management and employee understanding of wants vs need vs requirements vs expectations proving
- Arrangement and bidding of work (Run cuts) ongoing and controversial. Ongoing internal and external discussions about priorities and parameters used to arrange the work. Opinion and subjective views on Quality of life/work balanced with views on maintaining "good work" for senior drivers' vs less desirable work for junior etc.
- Nelson LaMarche very active in Pride events. Pride event in Kamloops was a good success. Big thanks to him for raising Local 114 profile. Our best thoughts are with you right now as you take on your real fight. See you back on a parade and/or protest soon.

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

- Gerry Shook taking care of day to day.
- New GM is settling in. New AGM was previous bargaining unit employee. Management changes creates delays in addressing issues but seems to be stabilizing for the last couple months.
- Stat pay grievances resolutions with LOU's presented to employer to bring Collective Agreement up to minimum ESA for employees on compressed shifts and variable/averaging shifts. One grievance has been successful in changing the "practice" and just requires LOU to lock in. Other grievance revealed that a "practice" or ability to bank stats for employees on natural days off was not happening.
- Vernon/Salmon Arm Transit Road Supervisors have applied for membership. Board granted approval. Dates for integration into bargaining unit (similar to Kamloops Road Supervisors) will happen soon.
- Long term member diagnosed with stage 4 cancer. Passed away. Mike Dobie will be missed by his workmates.
- Dealing with a pension initialization issue.

Horizon Air: *A regional Carrier for Alaska Airlines*

- Dave Levitt and Paul Grewal taking care of the day-to-day issues from Vancouver base. No reported issues from Victoria. No outstanding grievances.
- Followed up with a former Kelowna base steward. At time of reach out all were safe from the fires.

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

- Newly elected Lead Steward and several acclamations of stewards to assist with day to day. Congrats to all and to Mohsen (Sass) Sartipi for getting elected. Thanks, Graham Dixon, for stepping up as a candidate and staying on as a Steward after.
- Thanks to Brenden for helping out in the interim. Good luck in your new role.
- Grievance for out of seniority job posting successful.
- Hiring still on going and order/production levels have leveled. various incentives and step rate reductions and bonuses being tried.
- Brief discussion about "trades" certification/designation for a longer-term employee that a plan has been developed to get there.

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

- Currently deciphering a legal opinion on how to apply the new 10 federal medical leave sick days for dependent contractors.
- GPS monitoring and driver performance issue discussed with good understanding and progress.

Trimac Transportation services: *A bulk carrier of cement*

- Bargaining finally completed and ratified 100% in favour. Great work and credit go to the Bargaining Committee, Sukh and Simarjeet, for their amazing strength and solidarity. The assistance of Jean as the National rep was second to none.
- Highlights include, 3 year Agreement, a negotiation of a new more profitable compensation structure for the Contractor drivers equaling an estimated 20-25% increase in compensation for both local work and highway work, Company drivers with almost 21% increase over the life of the agreement with more than half of that in the first year, 2.5x more per hour for wait time, increased premiums for certain work, access to washroom and hotel and compensation for overnight work and away from lower mainland, all with retroactivity to Jan 2023
- New language for work bidding will hopefully help with addressing "out of seniority work assignments".

Whistler Transit: *A conventional and custom transit service*

- Labour relations have improved since strike but still developing.
- Current internal controversy around elections being sorted out. Some disagreements on when and how they should be done.
- Met with some of the new stewards to listen to concerns.
- General membership meeting held to discuss outstanding issues with future elections, H&S Committee, pension and run cuts.
- Printed CA's delivered.
- CAAT pension information sessions/meetings held. YouTube links below for employee education.

• Please find the recording to the webinars below:

- March 14, 2023: <https://youtu.be/xEqaYottMgk>
- March 15, 2023: <https://youtu.be/zgBJNvBwhBU>
- March 16, 2023: <https://youtu.be/9Y36WfdA5aU>
- March 21, 2023: <https://youtu.be/fb0Kra1KE-o>
- Trying to get H&S committee on track. Committee needs extra “hands on” guidance to get in compliance with minimum regs. Draft terms of reference written that contains min requirements. Union H&S committee members selected but need to know terms of reference that includes “committee make-up” to move forward.
- Gord is assisting me to help get this group focused.

As I wrote this report, I looked at all the changes to the different unit’s leadership in the last few months and what will be the next few months. Trimac was a long set of negotiations but a week away from a strike we came to what I think is one of the if not the best deal they have gotten from a purely financial point of view. It has been a long time coming from the perspective of the members.

I have several groups (again) needing or will be conducting elections. Kamloops Transit in particular is seeing a turnover in Union leadership like no other. Fortunately, we are in a non-bargaining year so I can get things sorted out over the next couple months to reestablish a game plan. Having the election guidelines that I have been working on and tailoring for each group will come in handy.

The inflated costs of living and a “pending” recession that we hear indications of may create some interesting bargaining situations. As usual, and even more as of late, bargaining seems to be focused on money and the high cost of the times makes it almost impossible to even look to anything else. The only fortunate part of all of it is a shortage of workers that helps dictate some higher wages.

As always, I thank each of the stewards new and old, remaining or retiring/moving on to other “better” things.

In Solidarity,

/s/ “Nathan Shier”

Nathan (Nate) Shier
Unifor Local 114 Union Representative

Maurice Mills Shop Steward Report September 2023

The National Health and Safety Policy Committee met June 13 - 14, 2023. I was the Employee Co-Chair for June as I am the alternate.

We continued to review the in-cab driver's cameras specifically to correct misinformation and looked at road and in-cab triggers. Seatbelt violations went from 90 in April to 47 in May. Speed alerts on off ramps are to be corrected. False alert information is to be sent to supervisors. We also discussed the protocol for coaching camera events as the company is demanding employees sign something to acknowledge the interview. The Union position remains that only discipline requires acknowledgement.

We had another update on new uniforms. I have heard since that the deal fell through and we are back to square one.

We reviewed outstanding committee recommendations. In some cases, they will need to be resubmitted as executive personnel have changed.

The Committee spent a significant amount of time reviewing and updating parts of the Hazard Prevention Program.

It has become apparent that the Electronic Log Program does not capture fuel information. Drivers who cross Provincial or International borders need to manually record the odometer reading pursuant to the International Fuel Tax Agreement. The ELD app also fills up with unassigned logs when a vehicle is moved without a driver signing on.

We also received an update on the single person cannabis delivery in Winnipeg.

Quebec City and Montreal have also had communications issues. Montreal had a truck stranded in a remote area with no satellite or cell communication.

I attended the Transportation Conference in Port Elgin June 9 - 11, 2023. The agenda was full, with little flexibility for discussion. There were several members from Brinks ON present. Unfortunately, there were no Brinks members from Quebec. The conference itself was a great opportunity to widen the scope beyond just road transport.

I had an opportunity to participate in the drive to unionize an Amazon warehouse. Unfortunately, the company would not give me additional time off in July and August, so I hope to participate again in the fall.

I decided to spend a week of my vacation in Halifax. The Local provided me with a delegate credential and the executive voted to provide me with a per diem. Much appreciated. I connected with the Local Presidents of 6003 and 698 which are the locals for Brinks Quebec City and Montreal respectively. I participated in the Road Transport meeting and the National Bargaining Program. Big issues included wages, pensions, and retirement benefits. Overall, I found it a very worthwhile experience.

August 27th marked the first day the Armoured and ATM full time lists were amalgamated. Overtime sign-up will be the first thing affected. This fall will be the first time we bid as one list.

I move my report be accepted as circulated and read.

Maurice Mills

Dean Williams Chief Shop Steward Report



September 2023



Firstly, I would like to thank the local for the opportunity to be involved with the Warehouse Workers Unite Campaign to organize the Amazon workers. This has been a great experience over the last 2½ months to speak to and learn from workers about the challenges they face daily working for the ruthless employer that Amazon is. Every day we see the workers walking into the facility for their shift and they're relaxed, polite and willing to chat with us. Then, when we see them leave after their 10-hour shifts (or more hours, as they're frequently asked to do 2 or more hours of overtime at the end of their shifts) they look like they've been through a war. These happy go lucky people that are willing to engage in conversations before their shifts are physically and mentally beat down by the unrealistic demands of their employer. We're not getting any swearing or verbal abuse, but after their shift these employees just want to get on the SkyTrain and go home. Many Amazon workers are newly landed immigrants, some of them students and others are moms who will go right home to take care of their families.

The campaign is scheduled to run until the end of September, but I don't know if the Organizing Department will request an extension or not. If they do, I will gladly continue to work on this campaign.

I would also like to thank the union for accepting me to attend the Family Education Program this summer. From Sunday, August 6th to Sunday August 13th my sons and I enjoyed a week in Port Elgin where we participated in many fun events. There was a bingo night where winners got union swag or beach toys, there was a carnival night with a dunk tank, bouncy castle, a velcro wall for the kids to bounce onto, a jousting game, mini-golf and treats like popcorn, sno-cones and cotton candy. We had a kids versus adults softball game where we didn't seem to get any calls go in our favour. 😊 There was a movie night, we had a live band and we had a few campfires at the gazebo where we got to enjoy weenie roasts or make smores while chatting with each other. We were also able to charter a bus one day which took us into a few different stops throughout the Port Elgin/Southampton area. And of course, we were able to enjoy time at the beach whenever we chose to.

I would like to mention Rolly Kiehne and his team at the centre have done an amazing job revamping the program and providing so many opportunities for the union members and their families to enjoy the activities and entertainment while still learning valuable lessons to help them in their day to day lives. I was able to meet new people from across the country and discuss some of the same issues we have in our workplaces as well as in our personal lives.

I was able to extend my vacation and take in some sightseeing prior to our Port Elgin trip as well. We did a hop on-hop off double decker bus tour to explore the city. We went to the CN Tower, Young-Dundas Square, Casa Loma and took a Toronto harbour cruise. We also took in a Blue Jays game and took a bus tour to Niagara Falls. Overall, it was a great vacation for my family.

As far as my workplace goes, we have signed off our Collective Agreement and are waiting for them to be printed soon. We have signed off a MOU regarding our RRSP contributions as we had a discussion during bargaining surrounding some wording in our Collective Agreement. Other than that, we have slowly increased our workload over the past few months and have hired some temps for summer vacation relief. ***Update*** We just received 2 orders for \$155,000 & \$175,000 respectively in the past week. Normally, orders over \$150,000 are considered large for our industry so this is good news.

I hope you all had an enjoyable summer!

I move that my report be accepted as circulated.

In Solidarity,

Dean Williams
Chief Shop Steward
Signify

2023 Unifor Aerospace Council



2023 Aerospace Council Report: Cascade Aerospace

Company Profile

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
- Airbus A300
- Bombardier CL-215
- Bombardier CL-415
- Bombardier Q-400

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

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

2022-2023 Cascade Aerospace Headlines

July 2023

CASCADE AEROSPACE TO START INTAKE FOR IMP ACADEMY

Cascade announced the IMP Academy: Established at IMP Aerospace in Enfield, NS and Cascade Aerospace in Abbotsford, BC starting in Fall 2023, this academy will offer a tuition-free, four-year "earn and learn" apprenticeship program. IMP Academy's "Introduction to Aerospace Skilled Trades" course is a 4-week program aimed at those who are new to the aerospace industry. Upon completion, graduates may apply to complete the 4-year apprenticeship program with no tuition fees.

February 2023

CASCADE AEROSPACE REMOVING C130K CENTER WING FOR REPURPOSING

Supporting C-130 life extension programs is a core function at Cascade Aerospace. Cascade has supported international C-130 operators with liaison engineering and onsite technical support for centre wing area inspections. Cascade has removed a midlife centre wing from a retired C-130K model aircraft so it can be refurbished and re-purposed, providing C-130 operators options around fleet life extension.

November 2022

CASCADE AEROSPACE COMPLETED CL215T CONVERSION

Cascade Aerospace has successfully upgraded a CL215 plane to a CL215T on behalf of Longview Aviation Services (division of De Havilland Canada). The flight test program wrapped up on November 19, 2022 before being delivered to the company.

October 2022

CASCADE AEROSPACE IS TO SUPPORT THE ROYAL THAI AIR FORCE

Cascade Aerospace is supporting the Royal Thai Air Force in completing their first of eight aircraft Rainbow Fittings Replacement program to keep RTAF C-130H up and running for the next 10-15 years.

Employment

This year has had issues relating to staffing levels at Cascade. Cascade continues to have job postings as well there has been over 70 resignations due to employees going to other employers that are offering higher wages. We have posting for licensed AME Mechanic's, there are 16 positions posted which have been up for over 6 months and nothing filled. The Company is unable to attract new employees as our wages have fallen behind over the past couple of years. This has been brought to the Company's attention over the past year at every monthly Union Management meeting. The company has said it's not the wages, and that people are saying at the exit interview they are leaving for other reasons. This was until I requested to go to an exit interview at which time, the employee said that they were leaving due to low wages. The Company could no longer make the claim that wages were not the issue but still is unwilling to do anything about it.

A couple of examples of wages, Cascade and Competitors;

Harbour Air- AME range \$41.93 - 61.17 per hour

Porter Air- AME range \$34.43 - 56.06 per hour

West Jet- AME range \$34.43 – 53.28 per hour (*Just heading into negotiations, looking to get same as pilots 24% over 4 year*)

Cascade- AME range \$33.15 – 50.32 3.00 dollars an hour below the lowest

The Cascade planners signed cards and have officially joined the Union. We will be meeting shortly to determine what changes they are looking for with respect to their working conditions. Then bargaining with the Company will start shortly after that.

Grievances

The year has been very low for the grievances. We currently have 1 grievance filed that we are in the middle of selecting Arbitrators. This is for the 10 Paid sick days as a result of the CLC changes last December. The company is telling the Union the new regulations are unclear and is requesting clarification from the Federal government. The Union requested what Clarification the Company was looking for of which the company responded with they were not willing to share that information, so a Grievance was filled and we are selecting Arbitrators.

To date we have 1 Grievance.

Health and Safety

Health and safety focus continues to be on injury trending to see if there are some areas that we can change to help protect the welfare of our members better. Our biggest safety concern in the facility is the Company conducting paint activities while employees are in the building. We have had several reports conducted from Air quality monitoring companies. Cascade is insisting the paint booth on the hangar floor, of which is a floor to ceiling draw curtain, contains all paint fumes. This has not been the case as we have had several breaches over the past few years. The largest issue is the Primer of which cannot be live monitored for a breach and is highly carcinogenic, the hangar has been empty during those paint activities. During the topcoat process we have parts per billion air monitors that check for any breaches. We have also had issue with Scaffolding in the Hangar. The Company has tried to force employees to take training to erect the scaffolding. We had an incident last December 2022 that had a section collapse on 2 members. They were injured but have since returned back to work. As a result an investigation was conducted and the outcome created a policy change to only have an outside vender erect the scaffolding going forward.

Future

Cascade Business Development is pursuing several opportunities both domestically and internationally from simple maintenance checks to complex modifications to various aircraft types. With the excellent work of our members, we will continue to make the next decade a prosperous one through our strength and solidarity.

In solidarity,

Steve Frank

Plant Chairperson, Cascade Aerospace.

Greetings Siblings,

First off, I would like to thank the Executive and the local for the support through Pride season and all of the things we accomplished because of it. The Pride events were a complete success we got members of 114 out in Victoria, Kamloops and Vancouver. The float design with the new Unifor Pride logo was a hit as well my husband built it and I used some of our Pride budget to fund the material costs. I did that because it will be at every Pride our local attends. The Float and parade in Kamloops was big loud and had a huge impact on the local community. People cheered and commented on it eyes lit up and giant smiles. I will call that a big success especially since it happened right at the end of our sign card campaign. The community here and in Vernon got to see the sign cards all month on the buses and then a big obnoxious float for Pride. Next year I would like to add some signage to the float letting the community know who Unifor is here.

I have learned a lot about our Union this year, how it works, what it does, and I have made a lot of contacts who are all wonderful people. I have started to network within the local for pride events and any 2slgbtqia+ issues that may need attention. We have a WhatsApp group that covers Bc and connects us all. I have also convinced the Bcrc Pride Committee to start celebrating and including our allies, as a result allies are now in some of the discussion groups we have. I intend to make a 114 Pride page and email address so that pictures events and discussion can openly happen, it will be Ally friendly as well as the needs of the interior in regards to allies is different than larger cities.

The Pride sign cards have also made a large community impact. People ask about them drivers in the 2slgbtqia+ community have commented on them as well. I have approached the Bcrc about the campaign and we would like to ask the National to help fund a Provincial or National campaign doing the same thing. This would leave my Pride budget for next year open for more solidarity building events. We would love to see the community support on buses in every city. If we want their support we have to show them they have ours. BC has been leading the charge in 2slgbtqia+ matters all year the other Regional Committees have adopted our ideas coast to coast. Its wonderful to be apart of such a large welcoming community. I look forward to next year when we are all more seasoned and know each other better I can just imagine what we can accomplish.

I am also very proud that the Ally training course resolution passed at Canada council. The Pride Activism network we have created has been working very hard on getting the knowledge of the need for it out there. That need and want to support our allies originated from the rural locals. Our needs are different. In the large cities its very easy to find your "Community" and stick within it. To live and work within your own community is easy. In the interior its not so easy. Things need to be blended and community barriers don't exist. I find this leads to a much stronger, colorful and complete community. On the coast 2slgbtqia+ events are not as readily attended by Allies as they should. My plan for the interior is the opposite I want to include and celebrate our allies in everything. I want to break down the barriers of separation and understanding.

My plan for next year is to focus on the Pride events and be healthy enough to attend them all. I want to be able to reach every 2slgbtqia+ member in our local and make them feel supported. I also want to empower our allies with the knowledge that they can come to me with questions and concerns and know that I am their ally too. The creation of a 114 Pride page will help with that I will need help getting the email address out to the individual Units. Part of next years Pride Budget will go to the creation of a Local 114 Bbq at the end of Kamloops Pride where we will be inviting the Local to attend. That especially means the Executive. The Bbq is a Solidarity building event I want it to be about celebrating our local and

its members. I plan on collaborating with the Bcrc Committee as well for a similar event on the coast. The BCRC took over the 111 Bbq this year because the local refused to fund it. Next year it will be bigger and I expect to see some 114 members out for some fun and food. The Union works best when its united and we need to have more events where we build bridges. Next Year I should have a large enough Pride network that the interior cities can support each other and attend each others events. I have a huge support network here in Kamloops and plan on expanding it. I have already introduced myself to local 3000 and 10b and invited them to Pride this year. None of them attended but I don't think I gave them a loud enough invitation. Next year ill make sure they know earlier. Today im heading off to the casino to hand out Unifor Pride Buttons and stickers. They will know who I am and have my contact info.

I will attach some pictures from my adventures this year for you to enjoy.

Thank you, in Solidarity
Nelson Lamarche
BCRC Pride Standing Committee Member
Unifor Shop Steward Local 114
Kamloops Transit



Advocate Report

September 2023

Cheryl Williams

Hellena Fehr, a resident of Mission, BC lost her son to toxic drugs in a recovery house in Surrey in 2022. Since then, she has advocated for stricter inspections of recovery houses and safe consumption sites.

Last year on her son's birthday she sat across from the recovery house where he died and just glared at it. This year Hellena decided to do something proactive, and with the help of a Mission overdose community action team member decided to bring awareness by passing out sandwiches on the anniversary of her son's death.

However, plans emerged to organize an event at the old Diamond Head Motor Inn in Mission for what would have been his 27th birthday. With help from local businesses, Hellena hosted a "Feed the People" event. There was so much community support from people, from families...it just got huge.

Hundreds came out for the event, including families that experienced a toxic drug death of their own.

Hellena spoke as a delegation to Mission council to ask the city for more supervision of recovery homes. She says bylaws need to be changed to allow for random unannounced inspections of recovery homes.

The council voiced their support and Mission Mayor Paul Horn said staff were ready to begin the process of looking at the city's recovery home bylaws.

Mental Health Therapy

Counselling has both benefits and risks. Risks may include experiencing uncomfortable feelings, such as sadness, guilt, anxiety, anger, frustration, loneliness and helplessness because the process of counselling often requires discussing the unpleasant aspects of life. However, counselling has been shown to have benefits for individuals who undertake it.

- It promotes emotional well-being by providing a supportive and nonjudgmental space where individuals can explore their thoughts, emotions and experiences.
- It addresses mental health conditions such as anxiety disorders, depression, bipolar disorder, post-traumatic stress disorder and others.
- It provides trained professionals who have expertise in understanding and addressing psychological challenges.
- It encourages self-reflection and self-awareness to gain a deeper understanding of individuals' thoughts, beliefs, behaviors, and patterns that may be contributing to their challenges.
- It improves relationships by assisting individuals in developing healthier and more fulfilling relationships. By exploring communication styles, addressing conflicts, and improving interpersonal skills, therapy helps individuals build stronger connections with others and establish boundaries that promote positive interactions.

Did you know that: For every dollar invested in workplace mental health, the median yearly return is \$1.62?

- 70% of Canadian employees are concerned about the mental health and safety of their workplace.
- The total cost from mental health problems to the Canadian economy exceeds \$50 billion annually.
- More than 500,000 Canadian employees per week are unable to work due to mental health problems.

Need help beyond workplace resources?

For immediate help, call 310-6789 (no area code needed) to connect with community-based volunteers and staff at B.C. crisis lines.

If you are considering suicide or know someone who is, call 1-800-SUICIDE province- wide, 24 hours a day.

cmha.bc.ca has resources, information, and links to other programs and events such as Bounce Back and Living Life to the Full for adults and youth.

In Solidarity Cheryl Williams

I move my report to be accepted as read and circulated.