



General Meeting
Saturday, September 18th, 2021
Held via WebEx

Role Call – Meeting called to order 09:31am

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	Present
Secretary Treasurer	Bill Gaucher	Present
Recording Secretary	Barbie Zipp	AWR
Sergeant-at-Arms	Norm Lehman	Present
Guide	Dean Williams	Present
Trustee	Ed Lafleur	Present
Trustee	Vacant	_____
Trustee	Cheryl Williams	Present
Vancouver Island Member-at-Large	Jim Sadlemyer	Present
Southern BC Member-at-Large	Anne Cody	Present
Northern BC Member-at-Large	Vacant	_____
Visible Minorities Member-at-Large	Morteza Maleki	Present
Women's Issues Member-at-Large	Brenda Gerling	AWR
Membership Mobilization Committee Chairperson	Gerry Shook	Present
Local Union Representative	Cynthia Anderson	Present
Local Union Representative	Linda Jensen	Present
Local Union Representative	Mark Misic	Present
Local Union Representative	Nathan Shier	Present

MOMENT OF SILENCE: Brother Gord McGrath asked the Meeting to observe a Moment of Silence for our members and their families who have suffered a loss since we last met.

MINUTES: Brother Gord McGrath presented the Minutes from the Saturday, June 19, 2021 General Meeting. It was **moved, seconded and carried** that the minutes be accepted as circulated.

GUESTS:

Michael	Garland	PWTransit
Maurice	Mills	Brinks
Eric	Phillips	Retiree

STATE OF THE UNION ADDRESS:

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

Recently returned from a Western tour including Winnipeg and Regina.

Rio Tinto has been out on strike for 3 months now.

Ensuring a safe workplace for all, including vaccines. Rules are to protect employees, ie no smoking, steel work boots, now vaccines. Not easy to step forward and do the right thing, but Unifor on the right side of history. Proud of the position Unifor has taken on COVID. A webinar was held on September 27 and details can be found at <https://www.unifor.org/news/all-news/unifor-webinar-outlines-policies-surrounding-workplace-covid-19-vaccine-mandates>.

Canada Council is not moving forward this fall.

PEL is back on, following protocols.

President Jerry Dias and Directors doing Leadership meetings on site in the New Year.

Unifor putting out survey on 10 paid sick days in the workplace.

Brother Gord gave kudos to the staff at PEL for protecting members and doing a job well done, considering they were shut down for the past 15 months. Brinks bargaining took place at PEL in August.

Brother Gord and Brother Bill thanked Gavin for attending and all of his work.

APPLICATIONS FOR NEW MEMBERSHIP:

Brother Bill Gaucher presented a total of 74 members for the period between July to September 2021, it was **moved, seconded, and carried.**

FINANCIAL REPORT:

Brother Bill Gaucher presented the Financial Report for the period covering June, July and August 2021, including the year-to-date total, it was **moved, seconded, and carried** as reported and circulated (**pages FR1-FR11**).

CORRESPONDENCE:

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

CORRESPONDENCE - THANK YOUs

1. Thank you letter for our support from Victoria Women's Transition House and a newsletter to keep up to date with their activities. Unifor Local 114 donates \$200 each year to this organization.
2. Our Times letter in regards to renewing our 2 year subscription for \$70.

3. Letter from rabble.ca requesting a donation, Unifor National and other Unifor Locals are supporters.

EXECUTIVE RECOMMENDATIONS:

Brother Bill Gaucher presented the following:

1. Executive authorization for \$200.00 financial assistance for a Garda member who is off work due to illness.
2. Executive authorization for Cascade Strike Vote T-shirts.
3. Executive authorization for \$200.00 financial assistance for a Royal Building member. Also \$500.00 in staff donations.
4. Executive authorization for \$200.00 financial assistance for a Farwest member who is taking a leave from work to assist spouse who is sick.
5. Executive authorization for \$2,500.00 to support the Canadian Red Cross Wildfires Relief fund (BC Government will match). This was requested and initiated by our members at Kohler who did a donation drive as well.
6. Executive authorization for a Loomis Tour from Interim Unit Chair, Terry Radtke. This is moving forward, with Victoria/Nanaimo.

NEW BUSINESS:

1. Konica Minolta (photocopier) lease is coming up in 2022, and they have submitted a proposal for a new machine in the office. The cost saving will be \$337.75 quarterly for the machine.
2. The Local 114 Support Staff CBA expired on June 30, 2021 and we have agreed to meet in September to discuss new CBA.
3. The President and Secretary Treasurer's agreements expired on August 31, 2021, need to be reviewed in 2021.
4. The Local Representatives CBA with MoveUp expires on August 31, 2022.
5. As per our motion passed on March 12, 2021, the yearly donation has been done in Debbie Jaques name in the amount of \$500.00 to the Terry Fox Run, New Westminster. This is an organization that Deb held close to her heart and one that she raised monies for each year as she knew that cancer effected so many of our members and our families.
6. Thank you to Kamloops Members (located on our website):

Unifor Local 114 wants to thank all our members who work in the Kamloops and connecting areas in the province who have been working day in and day out throughout this Pandemic. You not only provide a valuable service to our communities, but you also had to deal with the discovery of the Kamloops Mass Grave's of Indigenous Children and deal with the Wildfires in B.C. as one of the major resource hubs for firefighters and evacuees. Thank you so much for your tireless efforts going to work everyday and your volunteerism and your professionalism in your duties. We are all inspired and so proud of you. Thank you does not say enoughUnifor Local 114 Members, Executive and Staff



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 5-6)**

Rep's Report - Sister Cynthia Anderson - presented her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 7-8)**

Rep's Report - Sister Linda Jensen - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(page 9)**

Rep's Report - Brother Mark Mistic - presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 10-11)**

Rep's Report - Brother Nate Shier presented a verbal report, it was **moved, seconded, and carried** as circulated. **(pages 12-14)**

Rep's Report - Brother Dave Boros presented a verbal report, it was **moved, seconded, and carried** as circulated. **(pages 15-16)**

Committee:

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

Environment - Brother Maurice Mills presented an article for written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 19-22)**

Member-at-Large

Southern BC - Sister Anne Cody - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 23-25)**

Other:

Cascade Aerospace Unit Chair - Brother Steve Frank presented a written report; it was **moved, seconded, and carried** as presented. **(page 26)**

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

Brink's Steward Report - Brother Maurice Mills - presented his written report, it was **moved, seconded, and carried** as presented and circulated. **(page 27)**

Cascade/Aerospace Sister Cheryl Williams - submitted her written report, it was **moved, seconded, and carried** as presented and circulated. **(pages 28-30)**

Draw for \$100 Gift Card - Brother Maurice Mills was the winner!

Meeting adjourned 11:30AM

Next meeting, Saturday, December 11th, 2021 @ 9:30AM



FINANCIAL REPORT GENERAL MEETING September 18th, 2021

Please find attached the Financial Report for the period covering June, July and August 2021

JUNE 2021

Our total expenses for June 2021:	- \$272,491.68	Page 2
Our total deposits for June 2021:	<u>+\$282,417.30</u>	Page 2
A surplus in the month of June	+\$ 9,925.62	Page 2

JULY 2021

Our total expenses for July 2021:	- \$255,614.33	Page 2
Our total deposits for July 2021:	<u>+\$288,043.87</u>	Page 2
A surplus in the month of July	+\$ 32,429.54	Page 2

AUGUST 2021

Our total expenses for August 2021:	- \$238,296.12	Page 2
Our total deposits for August 2021:	<u>+\$245,251.43</u>	Page 2
A surplus in the month of August	+\$ 6,955.31	Page 2

Year to Date: January – August 2021

Our total expenses for January – August 2021:	- \$1,988,757.27	Page 3
Our total deposits for January – August 2021:	<u>+\$2,101,107.68</u>	Page 3
A total year surplus at the end of August	+\$ 112,350.41	Page 3

Balance Sheet

Closing Bank Balance <u>All Accounts</u>	Ending August 2021	+\$508,031.09	Page 4
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Explanation to Expense Categories: January through August 2021

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2021 Budget

Page 8-9

2021 Budget vs Actual (January through August)

Page 9-10

Units in Bargaining and Items to Mention 2021

Page 10-11

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	- 18,448.79	+ 46,084.67
May	232,698.88	- 215,743.61	+ 16,955.27	+ 63,039.94
June	282,417.30	- 272,491.68	+ 9,925.62	+ 72,965.56
July	288,043.87	- 255,614.33	+ 32,429.54	+ 105,395.10
August	245,251.43	- 238,296.12	+ 6,955.31	+ 112,350.41
Yearly Total	2,101,107.68	- 1,988,757.27	+ 112,350.41	+ 112,350.41

September 18th, 2021 Bill Gaucher Secretary Treasurer Unifor Local 114

****Video Conference call held on - Friday September 17th – Executive & Staff **** ***Video Conference call held on - Saturday September 18th – General Meeting***

June, July and August 2021 - Monthly Deposits vs Expenses

	Jun 21	Jul 21	Aug 21	TOTAL
Income				
D1 (NATIONAL OFFICE DUES)	236,562.24	239,846.32	210,853.59	687,262.15
D13 (INITIATION FEE)	508.00	660.00	140.00	1,308.00
D16 (POSTAGE)	643.47	4,562.07	195.88	5,401.42
D18 (SAFETY REMITTANCE)	1,308.11	1,085.85	0.00	2,393.96
D2 (VANCOUVER ISLAND SUB LOCAL)	37,200.69	25,249.92	11,959.05	74,409.66
D20 (LOCAL EDUCATION FUND)	699.79	6,835.06	426.51	7,961.36
D4 (NATIONAL REBATE)	0.00	0.00	21,500.00	21,500.00
D42 (Strike Fund Reimbursements)	3,773.76	0.00	0.00	3,773.76
D7 (TERM DEPOSIT INTEREST)	63.03	0.00	0.00	63.03
D8 (OTHER)	1,658.21	9,804.65	176.40	11,639.26
Total Income	282,417.30	288,043.87	245,251.43	815,712.60
Gross Profit	282,417.30	288,043.87	245,251.43	815,712.60
Expense				
1 (DUES & FEES TO NATIONAL)	117,183.47	118,165.39	94,775.78	330,124.64
11 (DUES REFUNDS)	443.31	0.00	0.00	443.31
12 (MEALS & COFFEE EXPENSES)	13.44	13.44	79.37	106.25
16 (POSTAGE & COURIER SERVICE)	3,628.48	4,812.13	238.59	8,679.20
17 (EQUIPMENT RENTALS/PAYMENT)	10,276.05	4,625.90	137.50	15,039.45
18 (CONTRIBUTIONS & GIFTS)	5,300.44	400.00	200.00	5,900.44
2 (OFFICE SUPPLIES)	2,476.57	137.71	1,278.85	3,893.13
21 (ARBITRATOR AND LAWYER FEES)	100.00	0.00	1,837.50	1,937.50
25 (LIFE INSURANCE & POLICIES)	5,938.72	6,426.70	6,426.70	18,792.12
27 (UNION JACKET/PENS/HATS)	17,169.61	3,579.45	7,439.03	28,188.09
28 (OTHER)	326.96	7,127.31	3,431.02	10,885.29
29 (VEHICLE ALLOWANCES)	6,050.00	6,825.00	6,825.00	19,700.00
30 (CAW-COUNCIL DUES)	2,170.07	2,188.28	1,755.14	6,113.49
32 (BARGAINING UNIT EXPENSES)	12,776.57	18,757.95	30,263.21	61,797.73
33 (WCB APPEAL EXPENSES)	2,956.92	1,050.00	0.00	4,006.92
4 (LABOUR COUNCIL'S)	0.00	725.00	0.00	725.00
42 (STRIKE EXPENSES)	2,053.90	0.00	0.00	2,053.90
45 (VANCOUVER ISLAND SUB LOCAL)	7,011.65	4,203.46	4,264.54	15,479.65
5 (EDUCATION COSTS)	1,343.25	234.00	0.00	1,577.25
6 (HALL RENTAL)	4,362.14	4,362.14	4,362.14	13,086.42
7 (TELEPHONE EXPENSES)	726.98	1,011.41	708.67	2,447.06
79 (Adjustment Committee Fund)	85.34	84.90	84.00	254.24
8 (BANK CHARGES)	71.25	67.50	63.00	201.75
P_ADVANCES (ADVANCES GIVEN)	0.00	0.00	-136.00	-136.00
Payroll Expenses	70,026.56	70,816.66	74,262.08	215,105.30
Total Expense	272,491.68	255,614.33	238,296.12	766,402.13
Net Income	9,925.62	32,429.54	6,955.31	49,310.47

January through August 2021 - Yearly Deposits vs Expenses

	<u>Jan - Aug 21</u>
Income	
D1 (NATIONAL OFFICE DUES)	1,754,997.82
D13 (INITIATION FEE)	4,226.00
D16 (POSTAGE)	14,831.17
D18 (SAFETY REMITTANCE)	5,780.27
D2 (VANCOUVER ISLAND SUB LOCAL)	212,450.00
D20 (LOCAL EDUCATION FUND)	21,657.24
D4 (NATIONAL REBATE)	64,500.00
D42 (Strike Fund Reimbursments)	3,773.76
D7 (TERM DEPOSIT INTEREST)	63.03
D8 (OTHER)	<u>18,828.39</u>
Total Income	<u>2,101,107.68</u>
Gross Profit	2,101,107.68
Expense	
1 (DUES & FEES TO NATIONAL)	876,683.16
11 (DUES REFUNDS)	493.31
12 (MEALS & COFFEE EXPENSES)	260.93
16 (POSTAGE & COURIER SERVICE)	21,194.74
17 (EQUIPMENT RENTALS/PAYMENT)	25,133.94
18 (CONTRIBUTIONS & GIFTS)	16,065.09
2 (OFFICE SUPPLIES)	7,828.20
21 (ARBITRATOR AND LAWYER FEES)	18,696.25
25 (LIFE INSURANCE & POLICIES)	53,303.85
27 (UNION JACKET/PENS/HATS)	34,334.11
28 (OTHER)	27,297.81
29 (VEHICLE ALLOWANCES)	49,050.00
30 (CAW-COUNCIL DUES)	16,235.05
32 (BARGAINING UNIT EXPENSES)	138,020.43
33 (WCB APPEAL EXPENSES)	6,686.70
4 (LABOUR COUNCIL'S)	2,175.00
42 (STRIKE EXPENSES)	5,894.80
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53
45 (VANCOUVER ISLAND SUB LOCAL)	32,392.90
5 (EDUCATION COSTS)	4,633.68
6 (HALL RENTAL)	34,897.12
7 (TELEPHONE EXPENSES)	5,812.32
79 (Adjustment Committee Fund)	1,004.05
8 (BANK CHARGES)	527.50
P_ADVANCES (ADVANCES GIVEN)	-1,008.42
Payroll Expenses	<u>591,089.22</u>
Total Expense	<u>1,988,757.27</u>
Net Income	<u><u>112,350.41</u></u>

Balance Sheet – Ending August 2021

	<u>31 Aug 21</u>
ASSETS	
Current Assets	
Chequing/Savings	
@Unifor2021	439,461.88
Adjustment Account (DHL/Loomis) (Adjustment Account Fund)	4,111.64
CAW 114 RECREATION (CAW 114 Recreation Committee)	6,678.11
DHL Owner Operators (Owner Operators Special Fund)	3,121.69
Long BID Term 3 (Term Deposit Account (Former L432))	25,522.21
Long Bid Term Piper (Gordon Piper Scholarship Funds)	5,513.14
Loomis Owner Operators (Owner Operators Special Fund)	<u>23,622.42</u>
Total Chequing/Savings	<u>508,031.09</u>
Total Current Assets	<u>508,031.09</u>
TOTAL ASSETS	<u><u>508,031.09</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	<u>111.69</u>
Total Other Current Liabilities	<u>111.69</u>
Total Current Liabilities	<u>111.69</u>
Total Liabilities	111.69
Equity	
Opening Bal Equity	427,373.82
Retained Earnings	-31,804.83
Net Income	<u>112,350.41</u>
Total Equity	<u>507,919.40</u>
TOTAL LIABILITIES & EQUITY	<u><u>508,031.09</u></u>

Explanation to Expense Categories: JANUARY THROUGH AUGUST 2021

DUES & FEES TO NATIONAL: (\$ 876,683.16)

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: (\$ 260.93) 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: (\$ 21,194.74)
Covers all postage charges and any Courier Service (Includes By-Election mail out).
We have taken over administration of the Pitney Bowes Leased postage equipment and filling of postage in the machine for the locals. The Local mailed out a 50 years Local 114 Anniversary Pin to all members.

EQUIPMENT RENTALS/PAYMENT: (\$ 25,133.94)
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: (\$ 16,065.09)
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 \$4,300.00) and Realistic Society House \$3,000.00.

OFFICE SUPPLIES: (\$ 7,828.20)
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: (\$ 53,303.85)
This covers all Health and Welfare Premiums, Office Insurance coverage, Equipment Insurance, Insurance Rebates.

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

UNION JACKET/PENS/HATS (\$ 34,334.11)
This covers any purchase of Union paraphernalia.

OTHER: (\$ 27,297.81)
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: (\$ 49,050.00)

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: (\$ 16,235.05)

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: (\$ 138,020.43)

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: (\$ 6,686.70)

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: (\$ 2,175.00) ***

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: (\$ 32,392.90)

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

EDUCATION COSTS: (\$ 4,633.68)

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: (\$ 34,897.12)

Office rental space at New Westminster, BC.

TELEPHONE EXPENSES: (\$ 5,812.32)

Covers all Telephone, Fax and Cell phone usage.

BANK CHARGES: (\$ 527.50)

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

ADJUSTMENT FUND: (\$ 1,004.05)

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: (\$ - 1,008.42)

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

PAYROLL EXPENSES: (\$ 591,089.22)

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

TOTAL JANUARY – AUGUST EXPENSE: 2021	- \$ 1,988,757.27
TOTAL JANUARY – AUGUST DEPOSITS: 2021	<u>+\$ 2,101,107.68</u>
DEFICIT/<u>SURPLUS</u> ENDING AUGUST: 2021	<u>+\$ 112,350.41</u>

Budget – 2021

	<u>Jan - Dec 21</u>
Income	
D1 (NATIONAL OFFICE DUES)	2,476,380.00
D13 (INITIATION FEE)	4,800.00
D16 (POSTAGE)	22,800.00
D18 (SAFETY REMITTANCE)	7,200.00
D2 (VANCOUVER ISLAND SUB LOCAL)	309,000.00
D20 (LOCAL EDUCATION FUND)	17,400.00
D3 (Loomis Owner Operators Fund)	9,300.00
D33 (WCB DEPARTMENT)	0.00
D4 (NATIONAL REBATE)	86,000.00
D44 (RETIREE'S)	1,200.00
D5 (NATIONAL EXPENSE CLAIMS)	48,000.00
D7 (TERM DEPOSIT INTEREST)	600.00
D8 (OTHER)	18,000.00
D80 (DHL Adjustment Funds)	1,800.00
D9 (INTEREST)	0.00
Total Income	<u>3,002,480.00</u>
Gross Profit	3,002,480.00
Expense	
1 (DUES & FEES TO NATIONAL)	1,272,000.00
11 (DUES REFUNDS)	1,200.00
12 (MEALS & COFFEE EXPENSES)	1,200.00
13 (PARKING & TAXI EXPENSES)	600.00
14 (AIR & TRAVEL EXPENSES)	6,000.00
15 (HOTEL & MEETING ROOMS)	3,000.00
16 (POSTAGE & COURIER SERVICE)	36,000.00
17 (EQUIPMENT RENTALS/PAYMENT)	48,000.00
18 (CONTRIBUTIONS & GIFTS)	24,000.00
2 (OFFICE SUPPLIES)	15,000.00
21 (ARBITRATOR AND LAWYER FEES)	24,000.00
25 (LIFE INSURANCE & POLICIES)	82,800.00
26 (SOCIAL COMMITTEES)	1,200.00
27 (UNION JACKET/PENS/HATS)	6,000.00
28 (OTHER)	36,000.00
29 (VEHICLE ALLOWANCES)	72,000.00
30 (CAW-COUNCIL DUES)	24,000.00
32 (BARGAINING UNIT EXPENSES)	241,200.00
33 (WCB APPEAL EXPENSES)	7,560.00
4 (LABOUR COUNCIL'S)	2,992.00
43 (PAID EDUCATION LEAVE PROGRAM)	9,600.00

44 (RETIREE'S)	2,400.00
45 (VANCOUVER ISLAND SUB LOCAL)	61,800.00
5 (EDUCATION COSTS)	54,600.00
6 (HALL RENTAL)	52,800.00
7 (TELEPHONE EXPENSES)	12,000.00
79 (Adjustment Committee Fund)	1,008.00
8 (BANK CHARGES)	720.00
9 (WORKERS COMPENSATION)	2,800.00
P_ADVANCES (ADVANCES GIVEN)	0.00
Payroll Expenses	900,000.00
Total Expense	3,002,480.00
Net Income	0.00

January – August 2021 Budget vs Actual

	Jan - Aug 21	Budget	\$ Over Budget	% of Budget
Income				
D1 (NATIONAL OFFICE DUES)	1,754,997.82	1,650,920.00	104,077.82	106.3%
D13 (INITIATION FEE)	4,226.00	3,200.00	1,026.00	132.06%
D16 (POSTAGE)	14,831.17	15,200.00	-368.83	97.57%
D18 (SAFETY REMITTANCE)	5,780.27	4,800.00	980.27	120.42%
D2 (VANCOUVER ISLAND SUB LOCAL)	212,450.00	206,000.00	6,450.00	103.13%
D20 (LOCAL EDUCATION FUND)	21,657.24	11,600.00	10,057.24	186.7%
D4 (NATIONAL REBATE)	64,500.00	43,000.00	21,500.00	150.0%
D42 (Strike Fund Reimbursements)	3,773.76			
D44 (RETIREE'S)	0.00	800.00	-800.00	0.0%
D5 (NATIONAL EXPENSE CLAIMS)	0.00	32,000.00	-32,000.00	0.0%
D7 (TERM DEPOSIT INTEREST)	63.03	400.00	-336.97	15.76%
D8 (OTHER)	18,828.39	12,000.00	6,828.39	156.9%
D80 (DHL Adjustment Funds)	0.00	1,200.00	-1,200.00	0.0%
D9 (INTEREST)	0.00	0.00	0.00	0.0%
Total Income	2,101,107.68	1,981,120.00	119,987.68	106.06%
Gross Profit	2,101,107.68	1,981,120.00	119,987.68	106.06%
Expense				
1 (DUES & FEES TO NATIONAL)	876,683.16	848,000.00	28,683.16	103.38%
11 (DUES REFUNDS)	493.31	800.00	-306.69	61.66%
12 (MEALS & COFFEE EXPENSES)	260.93	800.00	-539.07	32.62%
13 (PARKING & TAXI EXPENSES)	0.00	400.00	-400.00	0.0%
14 (AIR & TRAVEL EXPENSES)	0.00	4,000.00	-4,000.00	0.0%
15 (HOTEL & MEETING ROOMS)	0.00	2,000.00	-2,000.00	0.0%
16 (POSTAGE & COURIER SERVICE)	21,194.74	24,000.00	-2,805.26	88.31%
17 (EQUIPMENT RENTALS/PAYMENT)	25,133.94	32,000.00	-6,866.06	78.54%
18 (CONTRIBUTIONS & GIFTS)	16,065.09	16,000.00	65.09	100.41%
2 (OFFICE SUPPLIES)	7,828.20	10,000.00	-2,171.80	78.28%
21 (ARBITRATOR AND LAWYER FEES)	18,696.25	16,000.00	2,696.25	116.85%
25 (LIFE INSURANCE & POLICIES)	53,303.85	55,200.00	-1,896.15	96.57%
26 (SOCIAL COMMITTEES)	0.00	800.00	-800.00	0.0%

27 (UNION JACKET/PENS/HATS)	34,334.11	4,000.00	30,334.11	858.35%
28 (OTHER)	27,297.81	24,000.00	3,297.81	113.74%
29 (VEHICLE ALLOWANCES)	49,050.00	48,000.00	1,050.00	102.19%
30 (CAW-COUNCIL DUES)	16,235.05	16,000.00	235.05	101.47%
32 (BARGAINING UNIT EXPENSES)	138,020.43	160,800.00	-22,779.57	85.83%
33 (WCB APPEAL EXPENSES)	6,686.70	5,390.00	1,296.70	124.06%
4 (LABOUR COUNCIL'S)	2,175.00	2,244.00	-69.00	96.93%
42 (STRIKE EXPENSES)	5,894.80			
43 (PAID EDUCATION LEAVE PROGRAM)	20,055.53	6,400.00	13,655.53	313.37%
44 (RETIREE'S)	0.00	1,600.00	-1,600.00	0.0%
45 (VANCOUVER ISLAND SUB LOCAL)	32,392.90	41,200.00	-8,807.10	78.62%
5 (EDUCATION COSTS)	4,633.68	36,400.00	-31,766.32	12.73%
6 (HALL RENTAL)	34,897.12	35,200.00	-302.88	99.14%
7 (TELEPHONE EXPENSES)	5,812.32	8,000.00	-2,187.68	72.65%
79 (Adjustment Committee Fund)	1,004.05	672.00	332.05	149.41%
8 (BANK CHARGES)	527.50	480.00	47.50	109.9%
9 (WORKERS COMPENSATION)	0.00	2,100.00	-2,100.00	0.0%
P_ADVANCES (ADVANCES GIVEN)	-1,008.42	0.00	-1,008.42	100.0%
Payroll Expenses	591,089.22	600,000.00	-8,910.78	98.52%
Total Expense	1,988,757.27	2,002,486.00	-13,728.73	99.31%
Net Income	112,350.41	-21,366.00	133,716.41	-525.84%

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.

Educations costs include \$4,633.68: 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 \$16,065.09: 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.

Union Items (Paraphernalia) \$34,334.11: Unifor Monthly Planners \$3,689.80 for 1,500; 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 marks the 50 Year Anniversary of our Local (1971 – 2021), the Local has purchased a 50 Year Pin for all active members, these will be mailed out.**

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

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

**** The Local is in the process of hiring a Local Representative for the Island. –**

****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 2020 into 2021.**

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

****Our Brinks Bargaining 2021 is taking 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.**

****The Support Staff Agreements expired at the end of June 2021, we need to renew them in September this year.**

****The President and Secretary Treasurers agreements expired on August 31, 2021, they will need to be renewed in 2021 as well.**

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

**Financial Report given at the September 17th, 2021 Conference call for Staff and Executive Members.
Financial Report given at the September 18th, 2021 Conference call for General Meeting.**



President's Servicing Report
Brother Gord McGrath
Sept 2021

DHL: A world-wide courier trucking company

There are some continuing grievances in the system with others that have been resolved before looking at an arbitration. Great work from Unit Chair, Kristian Nielsen and National Rep, Mario Santos who continue to push the company for resolves.

No other major items currently.

Loomis Express: A world-wide courier trucking company

I welcome Intern Unit Chairperson Terry Radtke who has been meeting the company along with myself, to challenge several issues around the depot relocation from Burnaby to Surrey. Both locations are in operation with many owner operators working from the Surrey location.

Elections for a permanent Unit Chairperson until re-elections return has been started with notices being sent to all Loomis locations in BC. The successful candidate must work out of the Lower Mainland, as this position involves a number for face-to-face meetings with the company and local membership primarily working out of the Unifor Local 114 office in New Westminster.

On the communication of bargaining, as we come close to the 1-year extension dates in February are now being looked at with the first opening here in Vancouver, including the other provinces in attendance. We only hope COVID restrictions have been lifted to a point that all committees can work hard to achieve a new collective agreement that our membership coast to coast will support at ratification.

Some minor grievances in the system currently waiting for a resolution with a few others at the National Level.

I wish to thank Brother Terry Radtke for all his hard efforts in working for the membership at Loomis Express while in this Unit Chairperson temporary position.

Brinks Armoured Car – BC A transportation carrier for valuable liabilities

The bargaining committees from BC and Ontario met for the first time at the Education Center in Port Elgin, Ontario August 22nd to 27th where proposals from both sides company and union were exchanged. This followed meetings with the BC Committee in July and August formulating proposals that were received from the membership, reviewing contract language and how to make improvements in several areas.

It was fortunate that the committees were able to use the Education Center, as it provided the space to keep within the COVID guidelines in a room that normally would have a capacity of over a 130 people.

A return date to meet again with the company and the Ontario locals is set for September 19th to the 30th which has never been done in this long duration format. The hopes are getting a deal that we can bring back to the membership for ratification. A Webex meeting is also set for

September 8th where the bargaining committee is looking for support from the membership in having a strike mandate before meeting again with the company later on in September. It is not that we are looking for a strike situation, but having this mandate most certainly assists the bargaining committees in obtaining a better deal. The higher the vote, the more it shows the company the workers are united and focused on getting a fair deal. All locals have applied for conciliation which starts the clock in speeding up the bargaining process and eliminates a company from dragging out bargaining for months.

The bargaining committees are here to get a deal and not go to strike, only if the company attacks in cutbacks to the workers and provides no movement off this bottom-line approach will strike action be considered.

As mentioned in my last report, this bargaining before us will be one of the most important sessions of bargaining we have seen in several years, the decline in customer base and adverse effects around COVID with the handling of physical currency has devastated operations. The questions are what's the future look like and how are we going to save and create jobs for those employees, this and others are some of the big issues we are dealing with while at the bargaining table for all location under Unifor.

There are grievances in the system being worked on with some heading to the bargaining table as a side bar for resolve. Arbitration timelines for a hearing are exceeding over a year so best to try now and conclude rather than wait into the following year for a hearing. Timelines have been secured with the company for most of the step two grievances where there is an impasse with local management and union.

Federal Elections

Federal Elections are on September 20th, and I urge members to participate by reviewing information on the candidates that support you and your family's needs. Unifor provides a number of issue related information papers that can be reviewed on the Unifor national website, take the time review and cast your vote on September 20th to help build back better.

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 2021

Applewood Nissan: Auto Dealership

- We are pleased to report that the tentative renewal agreement has been reached and subsequently ratified.
- There is a housekeeping issue coming out of bargaining where care days and hours don't equal each other. We are working with the employer on this and will arbitrate if necessary.
- 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

- An LOU has been signed off to resolve issues around BUMPING.
- An LOU has been signed off to resolve issues around E-commerce.
- Grievance filed regarding tech change has been forwarded to Arbitration.
- Grievance regarding unfair and unreasonable discipline for three terminations has been resolved. Still monitoring for inconsistent discipline.
- Grievance regarding contracting out and the use of not bargaining unit employees tentatively resolved. We continue to monitor this closely.
- The employer consistently confirms they are on top of all COVID measures.

Inland Kenworth: Heavy Duty Truck Repair

- I continue to check in consistently with our new Steward and there are no issues at this time.
- Some questions forwarded re overtime application have been answered.
- The employer consistently confirms they are on top of all COVID measures.

ICS Courier: Same Day and Next Day Delivery

- 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

- An issue regarding sick pay has been addressed.
- The employer consistently confirms they are on top of all COVID measures.

Magnacharge Battery: Battery Distributors

- I continue to check in with the shop steward and there are no issues at this time.
- The employer consistently confirms they are on top of all COVID measures.

Metalex Products: Lead Smelter

- Issue regarding an LOU that required the parties to revisit the language has been addressed.
- The employer consistently confirms they are on top of all COVID measures.

Prepac Manufacturers: Furniture Manufacturing

- Currently in bargaining for a renewal agreement.
- The employer consistently confirms they are on top of all COVID measures and they have six full time employees working to ensure they remain as Covid free as possible.

Strait Express: Owner Operators

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

Weatherhaven: Commercial/Military Shelter Systems

- A very comprehensive Closure Agreement has been negotiated that has severance pay up to 26 weeks and extended health and dental benefits up to six months.
- The employer has extended the close date for some employees. We continue to ensure the closure agreement is administered correctly.
- The employer consistently confirms they are on top of all COVID measures.

Westman Steel: Culvert Manufacturing

- I check in consistently with our Steward and there are no issues at this time.
- The employer consistently confirms they are on top of all COVID measures.

Hotel Grand Pacific: Hotel in Victoria

- This unit has been successfully transferred over to our new Island Rep, Dave Boros.

I move that my report be accepted as circulated.

In Solidarity,



Cynthia Anderson
Unifor Local 114 Union Representative

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

Accurpress (Surrey): Manufacturer of custom steel presses

- No current issues.

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

- Meeting with bargaining committee to prepare proposals for October bargaining.

Bimbo (Langley): Distribution center

- Upcoming JLM. To discuss overtime issues, temporary temp workers and hiring.

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

- No current issues.

Halkin Tool (Surrey): Manufacture of custom steel presses

- Collective agreements delivered to Company.

International Tentnology (Surrey): Manufacturer of events tents

- Awaiting Company response in regard to bargaining proposal.

Signify/ Ledalite (Langley): Manufacturer of custom lighting

- Agreements have been printed and delivered to the Company.
- Company canvassing members in regard to whether they would like a 10 hour/4 day work week.

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

- Currently in bargaining with this group.

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

- No current issues.

Shellburn (Burnaby): Oil Refinery

- No current issues.

Unitran Manufacturing:

- No current issues.
- Company is hiring.

In Solidarity,



Linda Jensen
Unifor Local 114 Union Representative

Local Union Representative's Report (vacation report)
Brother Mark Mistic

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

- No outstanding grievances.
- Bargaining resumes the week of September 27th.

Anchor Inn (Campbell River): *Hotel*

- No outstanding grievances.
- Draft collective agreement sent out to both Bargaining Committees to review. Thanks to Claire for all her hard work in prepping the previous drafts for final review.
- This Unit is now with new Local Rep, Dave Boros.

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

- No outstanding grievances.
- Bargaining completed and ratified by the membership on July 7th by way of Simply Voting. Thanks to Tyler, Ron and National Rep, Mark Cameron for all their hard work.
- Draft collective agreement sent out to both Bargaining Committees to review. Thanks to Claire for all her hard work in prepping the previous drafts for final review.

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

- National Rep, Ben Williams has tentatively scheduled grievance meeting mid September to deal with all outstanding grievances/workplace issues with new manager Mike McDevitt and Tony Kelly.
- Special thanks to Tim for all his help in addressing all outstanding issues and being able to resolve some.

First Transit (Langley): *Shuttle Bus*

- Bargaining resumes September 21st, 22nd and 23rd.
- Thanks to Rod for handling the day to day issues.

Garda (Nanaimo-Comox): *Armoured Car service*

- No outstanding grievances.
- Bargaining Committees met July 16th via in-person and WebEx to develop proposals.
- Committees agreed to move a list of grievances to be reviewed at bargaining for resolve.
- Bargaining set for the weeks of October 18th and 25th.

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

- No outstanding grievances.
- Bargaining Committees met July 16th via in-person and WebEx to develop proposals.
- Committees agreed to move a list of grievances to be reviewed at bargaining for resolve.
- Bargaining set for the weeks of October 18th and 25th.

Garda (Vancouver): *Armoured Car service*

- Mediation took place August 11th for two terminations. Settlement reached.
- One termination grievance set for arbitration December 6th and 7th.
- Several other grievances advanced to National level.
- Bargaining Committees met July 16th via in-person and WebEx to develop proposals.
- Committees agreed to move a list of grievances to be reviewed at bargaining for resolve.
- Bargaining set for the weeks of October 18th and 25th.

Garda (Victoria): Armoured Car service

- Some grievances/issues remain outstanding. National Rep, Mark Cameron involved with outstanding issues.
- Bargaining Committees met July 16th via in-person and WebEx to develop proposals.
- Committees agreed to move a list of grievances to be reviewed at bargaining for resolve.
- Bargaining set for the weeks of October 18th and 25th.

Hospitality Inn (Port Alberni): Hotel

- Settlement has not been paid out as per understanding from late 2019. Local has authorized legal to move forward to arbitrator Dorsey. No update on this. Email sent to Jim Dixon for review. No update for this report. Ongoing.
- Draft collective agreement sent out to both Bargaining Committees to review. Thanks to Claire for all her hard work in prepping the previous drafts for final review.
- Union dues continue to be late.
- This Unit is now with new Local Rep, Dave Boros.

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

- Outstanding grievances are ongoing (free coffee and owed stat pay). Brought up during bargaining.
- Pay issues ongoing and discussed at bargaining. Change to payroll company took place last month. Ongoing email exchange for updates and requirement for meeting.
- Bargaining was to resume June 30th by way of Zoom, but the Union determined we required an in-person meeting with our Committee to review the monetary proposals. Bargaining Committee prep on July 21st.
- Bargaining resumed on July 29th. Both Committees were unable to reach a tentative deal.
- Further bargaining has not been rescheduled.
- Thanks to Andrew and VJ for all their hard work during bargaining.

Vitran (Surrey): Freight Distribution/ Transportation

- No outstanding grievances.
- Collective agreement booklets have been distributed at the workplace.
- Thanks to Claire for all her hard work in prepping the previous drafts for final review and signatory copies for signing. Thanks to Local support staff for doing up the booklets.

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

- Grievance meeting held August 19th in Comox was a very productive meeting. Dave attended and is up to speed on the go forward issue that remains outstanding from the meeting.
- Thanks to Michael, Earl and Sharon for all your help and to Ed and Richard during bargaining.
- This Unit is now with new Local Rep, Dave Boros.

Wilsons (Vancouver/Victoria): Charter Bus

- Conference call on July 14th to discuss a few workplace issues. Dave attended and is up to speed.
- Border closure continues for Canadians, but USA residents allowed to cross in early August if double vaxed and show recent test results (border closed at least until September 21st).
- Union reviewing bargaining options as c/a expired earlier this year with members on lay-off.
- With USA tourists back, recalls have happened.
- This Unit is now with new Local Rep, Dave Boros.

In Solidarity,



Mark Mistic
Unifor Local 114 Representative
604 - 516 - 8042

mistic@uniforbclocals.ca

**Local Union Representative's Report
September 2021
Brother Nate Shier**

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

- Very difficult round bargaining completed, and new collective agreement ratified 91.7%
- Dave McMillian, Tom Ryan were very strong and helpful in bargaining. Ben Williams also a great help.
- Tom will also be staying on as an acting steward pending official elections.
- Workplace violence investigation conducted and completed. Others possible. New Violence in the workplace legislation for federal workplaces not implemented at the time but new policy being developed.

Cam Clark Ford: *Ford Auto and Truck Dealership*

- Doug Horton and Rick Blair addressing day to day issues.
- Arbitration for Guaranteed hours lost.
- Bargaining Committee selected (Doug Horton, Rian Murry). Proposals being compiled.
- Bargaining dates being selected shortly.

Cascade Aerospace: *An aircraft overhaul facility in Abbotsford*

- Steve Frank taking care of day to day.
- Difficult round of Bargaining and Ratification completed. Strike vote, long days, late nights and close to deadline needed. Ratified 81%.
- Thanks to The Bargaining Committee (Steve Frank, Dean Seale, Shawn Reuter, Paul Wilson Narinder Bangar, James McCracken) for both their time and efforts on this committee. Mario Santos as well for his guidance and expertise.

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

- Chris Cadarette taking care of day to day.
- In Bargaining. New dates currently selected and being confirmed.
- Major issue with fall sign-up has resulted in several (and compounding) problems. Short staff has resulted in lots of OT and contributed to the compounding scheduling problems.
- Trying to meet with leadership and/or schedule membership meetings has proven difficult. Covid restrictions and wildfires main cause.

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

- Gerry Shook has been taking care of day to day as the Chief Steward.
- In Bargaining. New dates currently selected and being confirmed.
- Unit membership meeting on August 4th. Covid lockdowns and restrictions workable, but difficult and time consuming. Wildfires also caused several evacuations and alerts.

Horizon Air: *A regional Carrier for Alaska Airlines*

- No outstanding grievances.
- Due to the nature of the work and the closing of the border, there is a drastic drop off of work and several layoffs have happened.
- Full shut down of Victoria operations and very limited work in YVR.
- No "known" date of return to full work. Pending an opening of US/Canada border. Talks were started but quickly ended with rise of Delta variant.

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.
- Fires in the area throughout the summer wreaked havoc throughout the area.
- Several termination grievances at Step 2 and 3. In or waiting for Arbitration.

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

- Repayment for temporary 10% reduction in pay in progress.
- Error on last report - Interim/Carry over Agreement to expire 2022.
- Requests to overhaul benefits plan being investigated.

Trimac Transportation services: *A bulk carrier of cement*

- One termination grievance in works. Proving to be challenging due to the nature of the termination and "dependent vs independent contractor" definitions and labour law applications. Jean Van Vliet assisting.
- No additional grievances.

Whistler Transit: *A conventional and custom transit service*

- Bargaining sessions started. Moved to mediation.
- Strike vote meetings held with a 98% vote in favour of strike. Talks with mediator broke off after first day. High level discussion with BCT will be necessary to try and break through impasse.

Additional Servicing

Viking Air: *Aircraft Manufacturing Parts and Repair and Overhaul facility*

- James Young, Chief Steward taking care of day to day issues.
- Dave Boros now on as the Island Rep and transitioning over to him. Still working with Dave to assist in getting up to speed.

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

- Mike Younger is taking care of the day to day issues
- Still in Bargaining. New dates currently selected and being confirmed. Bargaining Committee meeting scheduled for Sept 20.

- General Health and Safety has been a challenge. Union H&S Co-Chair, Shaun Bhoondpaul is being highly effective creating change in the overall culture despite general resistance from management.
- A revamped Terms of Reference was mutually developed and accepted for the JOH&SC to assist in keeping the Committee on course.

As I reported last time, Bargaining is going to be the challenge and the theme of most of my units over the next year being in or about to be bargaining. Mental health has been extremely hard for members as Covid wears on and tension and stress has created several respectful workplace issues. General health and safety also proving to be a challenge.

Other than Covid, there has been a lot of concern over the Truth and Reconciliation Day Stat. Most of our Agreements have some language on automatically recognizing new provincial or federal stats. I have had some discussions but not all have gone well. My hope is that all businesses will recognize the importance of the day and put it in their policies.

I have also discovered a new topic not to bring up at family and friends dinner tables in addition to religion and politics. Vaccinations and mandatory vaccinations. It is just as polarizing and will cause tension even amongst the best of friends. We all have opinions and all I can say is that it is disappointing to see some of the comparisons that I have seen to the vaccine card and Naziism and residential school policies and racism. They are clearly not the same and minimizing the importance of those issues with comparisons is for lack of a term, wrong and I will engage and ask anyone to stop if they voice that part of their opinion.

Stay safe and stay healthy and follow safe practices. And be good to each other.

In Solidarity,



Nathan (Nate) Shier
Unifor Local 114 Union Representative

Local Union Representative's Report
Dave Boros
September 2021

Anchor Inn: *A waterfront hotel in Campbell River*

- Harassment complaint is being investigated.
- No grievances in the system.
- Hotel is very busy and is having a hard time hiring.
- The new CBA is in the process of being proofread by the bargaining committee.

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

- No grievances in the system.
- The Company has come to the Union with a start up plan which the union is looking at. At the present time only US citizens can use this service due to the borders only being open to US citizens crossing.
- Canadian citizens only make up for 20% of the business. With this new Delta variant, I am curious how this will affect the Clipper start up plan. Sister Barbie Zipp and brother Jim Dixon are involved on this start up plan.
- There are many unanswered questions regarding this start up plan, which we are doing our best to get answered for the membership.

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

- There is an ongoing investigation which National is conducting, we are awaiting closure on this issue.
- I did have a meet and greet at this location and sat in on a bargaining meeting.
- Dates are booked at the beginning of October for bargaining, brothers Nate and Gavin are leading bargaining and I am also attending.
- There is a bargaining meeting at the end of September.

Hospitality Inn: *A hotel in Port Alberni*

- I was at this hotel a few weeks ago, total opposite from the Anchor Inn, this Hotel was very quiet.
- I did meet with some of the membership and was told that there are no issues or grievances.

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

- We have a new collective agreement September 1, 2021 - August 31, 2024 and we are just in the process off getting sign offs and then send it to print.
- I just concluded a harassment investigation at this location, after the dust cleared it was all documented.
- Currently there is one grievance in the system.
- The Hotel has been trying to hire with very little luck, a few weeks back there were 27 positions available. I did see a handful of folks in the lobby waiting for their interviews.
- Jeremy Brown has been doing an amazing job at Hotel Grand and it looks like we have another member putting his hat in the ring to be a steward to help Jeremy out.

Ocean Concrete: A concrete manufacturing and delivery company Victoria

- There has been a formal harassment complaint lodged regarding management. I am in the process of collecting statements regarding this complaint.
- At the present time there are a few grievances in the system which were there before bargaining and since the lock out is over and the folks are back to work, they need to get dealt with.
- Just completed an accident/incident investigation that occurred in the yard, no one was hurt, just some metal-on-metal damage.
- A very good chance to go through their investigations process for incidents in the yard.

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

- No grievances in the system.
- Arranging a tour and site inspection at this location.

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

- There are a few grievances in the system and one possible mediation /Arbitration also in the system. The former HR for Viking has left so now is a waiting game to see who the replacement is.
- There were a few layoffs (sheet metal) but now it looks like there may be some recalls by seniority.
- James Young has been doing an amazing job at Viking.

PWTransit: Transit and Handy DART operating out of Campbell River, Courtenay and Comox

- I attended the last grievance meeting before the departure of the temporary Rep (Mark), there were a few grievances on the table. Some of the grievances did get resolved.
- Still waiting on the Company to shed some light on a few other grievance resolutions.

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

- Brother Brock De Fields has been doing an amazing job over at Wilson's.
- There seems to be some issues regarding the members new benefits plan that needs to get straightened out.
- There are no grievances in the system.

Happy Labour Day Everyone ☺

Thank you and in solidarity,

**Dave Boros
Unifor Local #114 Rep
Vancouver Island**

Education Committee Report
Brother Gord McGrath
September 2021

In this report for September, I have no new information to provide only to say that the education Center in Port Elgin, Ontario is hopeful to have a soft opening in mid to late September for PEL training. Of course, this depends on the COVID levels and the fourth wave that looks to be gathering momentum. This would also include area schools which no dates have been set this point as well.

As like the membership, I have been frustrated in trying to provide training and only hope these opportunities return much sooner than later.

A communication from the National office has indicated as a safety precaution to attend any inside Unifor Events, the members must have received both vaccines with proof, until further notice. Below is the statement released by the National Executive Board of Unifor.

Statement on Proof of immunization for Unifor events, offices and meetings

August 24, 2021

As an extension to the NEB Statement on Vaccine Certificates adopted in August 2021 and Considerations to Guide the Re-Opening of Canada's Economy adopted in May 2021, the NEB makes the following statement:

All future events, courses, meetings and other activities organized by Unifor National and Unifor Regional Councils will require participants to provide proof of full vaccination prior to arriving on site. This applies to Canada and Regional Councils, area courses and Paid Education Leave courses delivered in Port Elgin, presence in national and regional Unifor offices, bargaining meetings, solidarity actions and any other events organized by Unifor.

In addition, all Unifor staff and support staff required to participate in the above activities and who are working out of Unifor offices, returning to work in Unifor offices or who are otherwise likely to be in physical proximity with other staff,

support staff, officers, union members or the public, in the course of their duties, must be vaccinated prior to their return.

If legitimate medical/human rights reasons are provided, accommodation will be provided.

The National Union will develop an operational policy to clarify the process to collect proof of immunization to ensure a process that is simple and compliant with data privacy laws.

The National Executive Board will revise the current policy in the event where immunization requirements change in the coming months and as per best practices from health authorities across the country.

BCFed Health & Safety:

The Feds OH&S department also has several training events webinars for members to sign up for, keeping in mind restrictions around COVID. All training information can be found at:

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

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

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

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

I move my report as circulated.

Gord McGrath, Unifor Local 114 President / Education Chair



News

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Coronavirus

|

BC Politics

Starting Monday, Some Doors Will Close for Unvaccinated

BC launches a vaccine card program despite concerns about the effects on the marginalized and people with some health conditions.



Moira Wyton Today | [TheTyee.ca](https://www.thetyee.ca)

Moira Wyton is The Tyee's health reporter. Follow her [@moirawyton](https://twitter.com/moirawyton) or reach her [here](mailto:moira@thetyee.ca). This reporting beat is made possible by the Local Journalism Initiative.



Premier John Horgan and provincial health officer Dr. Bonnie Henry at the launch of BC's vaccine card program Tuesday. Photo via BC government.

British Columbians can now obtain the proof of vaccination they will need to enter restaurants, sporting events, gyms and indoor events like weddings and concerts starting Monday.

Public and essential services like health care, grocery stores and liquor stores are not included in the program. Fast food and cafeteria settings like mall food courts or drive-thrus are also exempt.

Digital and printable vaccination cards are now available online through the **vaccine card website** (<https://www2.gov.bc.ca/vaccinecard.html>) and **Health Gateway portal** (<https://www2.gov.bc.ca/gov/content/health/managing-your-health/health-gateway>), or by phone at 1-833-838-2323.

"Vaccinations have been proven very, very successful at helping us stem the virus's transmission... but we're not yet at a point where we can let down our guard," provincial health officer Dr. Bonnie Henry said Tuesday.

On Monday, Sept. 13, people wishing to enter non-essential venues will need to show their vaccine card — on their phones or on paper — or original immunization record proving they have at least one shot of the vaccine.

By Oct. 24 they will need to show proof of both shots to enter.

Physical vaccine records issued by health authorities can be used until Sept. 27, when only the new vaccine cards will be allowed to prove immunization status.

Out-of-province and international visitors will need to show their local proof of vaccination and photo ID when visiting these venues in B.C.

“This will be that added layer of protection so businesses don’t have clusters and outbreaks and aren’t needed to be closed this fall,” said Henry.

B.C. data shows that unvaccinated people are 12 times as likely to be infected by COVID-19, at 34 times more risk of hospitalization and eight times more likely to die of the virus than people of the same age who are fully vaccinated.

Right now, more than 80 per cent of cases and hospitalizations are among the approximately 20 per cent of the population who are unvaccinated, including children under 12 who are ineligible for either shot.

Health Minister Adrian Dix said “we’re doing exactly what is required to save lives and to save people’s long-term health.”

Despite concerns from more than 25 legal and human rights organizations expressed in a **letter** (https://www.pivotlegal.org/response_to_proof_vaccination) last week, there are no exemptions for the small number of people who cannot be vaccinated for medical reasons or who do not have a personal health number and can’t access vaccination.

The letter, signed by Pivot Legal Society and others, urged exemptions for those denied MSP coverage, undocumented people, those without government photo ID or a fixed address due to low income or drug use and people who can’t be vaccinated for medical reasons.

“Sweeping policies that restrict access, however well-intentioned, can have the effect of forcing people into isolation, cutting off their lines of resources, and making their lives even more dangerous during a pandemic,” the letter said.

“This measure fails to account for the diverse needs of people who utilize a variety of public, private and communal spaces who will face legitimate barriers to accessing a vaccine card.”

Henry emphasized that the measure is temporary and intended to address high-risk settings that are important but not essential while the province works on getting more people vaccinated and bringing case numbers down.

Public health officials unveiled the cards on Tuesday morning, which saw the website crash as thousands of people tried to obtain their documentation during its launch.

The website asks for your personal health number, date of birth and date of first or second vaccine dose to generate the vaccine card.

After obtaining it, you can screenshot the card’s scannable QR code to keep on your phone or computer and email a copy to yourself to print out. Both physical and digital copies of the card are accepted as proof, and must be presented with photo ID for all adults over 19.

Cases and hospitalizations in B.C. are expected to continue to climb for the next month and could top 1,000 cases per day in the next few weeks, according to recent modelling presented by the province.

Since the vaccine card program was announced two weeks ago, registrations to be immunized against COVID-19 have tripled and vaccine bookings have doubled.

But hospitalizations continue to rise, particularly in intensive care. They could soon overwhelm the health-care system, independent and provincial modelling warned last week, which is already strained.

"We'll get the most bang-for-the-buck from having vaccine passports if people get vaccinated as early as possible, both protecting them from severe cases but also reducing transmission to others," the independent BC COVID-19 Modelling Group said in a **Sept. 1 report** (<https://bccovid-19group.ca/post/2021-09-01-report/>).

Henry and Health Minister Adrian Dix said the program is already improving vaccination rates, particularly among people 18 to 24, and will ensure more businesses can stay open safely during the fourth wave.

"We will get through this, and this is another tool we have," said Henry.

The cards are not linked to any other personal or health information, Dix said, and are only scannable using the BC Vaccine Card app which will be available for businesses starting next week. The app only verifies your card, it does not store personal information.

It will also be compatible with other provincial vaccine card programs, as well as the coming federal app to verify vaccine status for international travel.

Horgan, Dix and Henry urged people to respect the public health order and the frontline workers who will be enforcing it.

Individuals who don't respect the order can be fined up to \$575 and organizers or businesses up to \$2,300 for failing to comply. 🐦

Report of Anne Cody
Southern Member at Large
September 17, 2021

Enjoying all the smoke free days lately. It's so nice to have clean fresh air!

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

- B&L Security is doing well. In the last few months, they hired a bunch of new staff. They got a new, 5 days a week run that started up right away. There are more customers that have opened up since Covid-19 started. The hours are getting longer. They are happy to get back to their regular shifts.

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

- Vernon /Salmon Arm has actually been fairly quiet this round, they continue to work with the new Management team to create and foster a more positive and cooperative working environment than this group is used to. Discipline, thankfully, is down as a result; and positive steps on outstanding issues have begun. Overall this is the most positive work environment they've seen in the 9 years that the Chief steward has been there. Baby steps as they say.
- The largest issue in front of them is reintegrating Salmon Arm into the Vernon/Salmon Arm configuration, that simply hasn't existed, and now needs to be created. As previously stated, the issues with satellite locations are participation and involvement, or more rightly in this situation, a lack thereof. The Chief Steward, for the better part of the last 6 years now, and there has been little tolerance for spending time as a Union Rep in this location, always had to try and take personal time, in order to go up there and try to make sure they knew him and believed that he was there for them too.
- They have never truly believed they had a Union presence despite this effort, likely because they tell him, he's the only Chief Steward to ever spend time there, most times over the years the Chief Steward has only been a name they heard but never knew, however, over the last couple years they have closed the gap and a good deal between the Steward there and himself proving to the Members they have a Union voice.
- Now with the Change in Management and their desire to ensure Salmon Arm is actively part of the Vernon/Salmon Arm group, things are opening up and showing them plenty of things they thought they wouldn't see. There is a GREAT deal of things that just don't happen there, they are woefully under trained and in the dark on so many things. Because they never saw Management and felt unheard, from their Union, they have over the years simply put their heads down

and done whatever is necessary to complete the job regardless. So now with a little opening, allowing him to go up there at specific times over the last few months, combined with a visit from the Chief Steward, and both the Local and National Reps, they have heard lots and understand the challenges that face this location within his Unit.

- The task ahead of the Union over the next few months will be to support this location to ensure they are not overwhelmed or beat down with the extensive amount of things that need to be fixed or updated. Finally getting this location acknowledged, has opened a pile of work and a clear understanding of just how crazy things can get when they "assume" these smaller groups are OK just because they are managing and not in everyone's face demanding help. The squeaky wheel they say gets the grease..... well it seems once that wheel starts turning again, it's the quiet ones that get run over by it and left behind.
- Overall they have some challenges but are feeling a positive shift in their Unit. Lots of changes left to come here before years end, so hopefully they continue on a positive up end, in cooperation and positivity.

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

- The Kamloops membership is getting extremely upset and frustrated with what they see as a lack of bargaining process. In turn, this is taking a toll on the bargaining committee and workplace reps having to seek answers and being verbally attacked.
- We are 17 months with an expired collective agreement, that combined with Covid and many of us having been deemed essential workers and working all throughout Covid, without the same protection as other industries, has created a lot of tension. Members are complaining because they don't feel the union and company have any interest in bargaining and are starting to feel abandoned.
- Covid and responding to bargaining issues really seem to be the bulk of Kamloops issues. We need to get back to the table and reach an agreement to return to somewhat normal activity in Kamloops!

Kamloops

- Kamloops has been very busy with the wildfires surrounding them. Lots of evacuees have lost all their belongings and their home and need to find some sort of housing until the okay to rebuild is given. So the evacuees have been placed in Kamloops, in which caused limited places for evacuees to stay. So people vacationing here were asked to give up their camp spots or hotel rooms for the evacuees.
- Much of the region around Kamloops remains a scattered array of evacuation alerts and orders, but the notices for areas closest to the city have fallen first and some orders have been downgraded to alerts.

- Unseasonably cool temperatures in late August have kept nearby fires quiet and allowed crews to make some progress.
- August 30, 2021 was a ride into the record books. On Monday afternoon TRAXX Coachlines, in partnership with Motor Coach Industries of Winnipeg, made history for both companies by successfully traversing the varying terrain between Kamloops and Vancouver in a full-sized, completely electric motor coach bus.
- The 261 kilometer trip between Kamloops- where TRAXX has an office- and Delta included cresting 1,444 meters of mountainous terrain along the Coquihalla Highway.
- Documentation of the completion of the trip will be submitted to the Guinness Book of World Records for possible inclusion under the category of "longest and highest voyage by an electric motor coach in North America."
- The typical price tag for a diesel-powered motor coach is approximately CDN\$600,000. While the cost of a basic, fully electric coach, such as the MCI J4500 Charge, is currently in the area of CDN\$1.3 million. There are no rebates, credits or incentives available to Canadian companies such as TRAXX Coachlines.

2021 Unifor Aerospace Report



2021 Aerospace 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 617 employees. Currently 416 unionized (AME (M)(E)(S), AIT, NDT, Painters, Planning Clerks, Purchasing/Stores, Facilities Maintenance)
Collective Agreement: March 31, 2021 at March 30, 2025

Employment

This quarter has again seen some increases relating to staffing levels at Cascade as well there continues to be some workplace challenges with the COVID pandemic, masks being mandatory again. As well many questions have been brought up regarding mandatory Vaccinations and how that will affect the workplace.

Employment levels have increased again by approximately 20 new Bargaining unit members from 396 in May/21 to 416 as of the end of July/21, in various trades due to increased workloads. The company continues to have active postings to further recruit more employees. There have been many new Crew lead and Senior Engineer positions that have been filled from within the Bargaining Unit. The Hangar is filled to capacity with Aircraft, and we are having to move some work to Halifax as there is no room to perform that work in the Abbotsford facility.

Bargaining continued from my last update in May/21. We had to meet with the membership on the 27 July/21 to provide a bargaining update and carry out a Strike vote as the Company was not willing to move off several key proposals, ie Job Security LOU. The membership provided the Bargaining committee with a 98.3% in favor of strike vote. The committee met with the Company on the 30 July/21 and with the strike Mandate and a long day of Bargaining we were able to get a tentative agreement at approximately midnight. We ratified a new Collective agreement on the 12 August 2021 with an 81% in favor. Some highlights included general wage increases, as well some COLA adjustments which were back paid to March/21. There were some language changes to provide members Over Time rights when contractors are in the Hangar, as well some Human Rights and Violence in the workplace language in keeping with the regulation changes. The Bargaining Committee was also able to have the Company cover the Bargaining Committees time for bargaining, alleviating the burden from the Local. A big thank you to the Bargaining committee and our National Rep Mario Santos, and Local Rep Nate Shier who worked very hard to get this new agreement in place.

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 Franks

Plant Chairperson, Cascade Aerospace.

Maurice Mills
Shop Steward Report
September 2021

The National Health and Safety Policy Committee met June 15 - 16, 2021, and August 30, 2021. We reviewed managements responses to previous committee recommendations. The company plans to introduce electronic log devices which will incorporate hours of service and the driver vehicle inspection report.

We reviewed a new standard operating procedure for one-person cannabis crews. We were not in favour. We felt this was the thin edge of the wedge to move toward one-person crews.

We did a review of Harassment and Violence Work Assessments. The Local H&S committees will administer the process and report substantive concerns back to the NHSPC.

We reviewed standard operating procedures for cryptocurrency machines and Brinks complete safes. The company agreed that cryptocurrency machines needed to be done in dual custody; Brink's safes may or may not be dual custody, depending on the Site Risk Assessment.

We reviewed what work would be required to convert an early version of the Peterbilt trucks to and all-off configuration. Management will review our recommendations.

We also did a review of training requirements for National and Local H&S committees. We will discuss this further in October.

At this writing, we are in bargaining. Bargaining Committee members are Jason Amos, Paul Bourdon, Jessica Lamonaca, Rob Giesbrecht, and myself. Gord McGrath and Vincent Lukacs round out the committee.

I move my report be accepted as written and read.

Maurice Mills

Cheryl Williams, Provincial Council Member Mission / Abbotsford NDP

There was a meeting held with the NDP Provincial WGRC executive on June 26, 2021.

Grace Lore, Parliamentary Secretary for Gender Equality, MLA Victoria, Beacon Hill and Janet Routledge, Chair, select standing committee on Finance and Government Services, MLA, Burnaby North, co- chaired the meeting.

The purpose of this meeting was to connect with the Provincial Women, Gender Equity executive members. The agenda included hearing from Women MLA's who are responsible for issues of concern regarding the economic recovery post Covid.

There was a discussion of local issues of concern in each member's community.

We also discussed how to participate in the provincial government budget consultation to bring our issues forward. We broke into groups to discuss current issues and concerns we would like to bring forward.

The upcoming NDP WGRC convention in November was discussed for ideas around workshops and resolutions.

Grace Lore committed to a gender-based violence plan, affordable childcare, care for Mental Health and amending the Family Law Act.

On August 3, Murray Rankin, Minister of Indigenous Relations and Reconciliation and Selena Robinson, Minister of Finance, released a statement on marking the Federal Truth and Reconciliation Day.

In recent years, September 30 has been known as Orange Shirt Day, so called because of the residential school experiences of the campaign's founder, Phyllis Webstad. It is a day when we honor the children who suffered in the residential school system, and many residential school survivors and supporters have advocated for this to become a National Day of Commemoration, to respond to one of the Truth and Reconciliation Commission's calls to action. The national holiday will be observed this September 30 by federal employees and workers in federally regulated workplaces.

Expansion of \$ 10-a- day child care coming for families.

The province is accepting applications from licensed childcare providers who want to give families childcare for \$10 a day or less. This intake will support the expansion of \$ 0-a-day childcare spaces from 2,500 currently to 12,500 by December 2022. Katrina Chen, Minister of State for Child Care said "A key goal under Childcare BC is to implement \$10-a-day child care across the province."

"We're adding nearly 4,000 new \$10-a-day childcare spaces in communities across the province, and we're working with our federal counterparts to achieve the goal of inclusive, affordable universal childcare for all."

In addition, as part of a new agreement with the Government of Canada, a further 6,000 spaces are expected to be available by December 2022.

For more information on the new Universal Child Care Prototype Sites, including eligibility criteria and the application form, visit:

www.gov.bc.ca/childcareprototypesites.

Pam Alexis MLA, Report Abbotsford- Mission

Covid safety measures in the schools.

The health and safety of students and staff remain our top priority. The school safety protocols are guided by the experts at the BC Centre for Disease Control and developed in collaboration with the Office of the Provincial Health Officer and our K-12 steering committee.

Here are the key measures in place this school year:

- *All students and staff must complete a health check every day and stay home if they are sick. You can use the K-12 Health check website or app to quickly go through the checklist.

- *All staff, visitors, and all students in Grades 4-12, must wear a mask indoors and on the bus. Students in K-3 are strongly encouraged to wear a mask if they are able to put it on and take it off themselves.

- *A total of \$87.5 million has been invested to improve ventilation systems in BC. Schools, including HVAC upgrades and new filters.

- *Cleaning and disinfection of rooms and surfaces will follow BC CDC guidance, with all frequently-touched surfaces cleaned every 24 hours.

*This year, sports, clubs and extracurriculars will continue, with safety plans in place, and in accordance with local, regional, and provincial health orders.

Health Care

Cleaning, dietary workers coming back in-house at BC. Hospitals

Nearly 20 years ago, the BC Liberals took actions against healthcare workers and we're still dealing with the aftermath of those choices.

Our government is bringing thousands of support service workers that were previously contracted out, back to work directly for health authorities.

Transit free in BC for children 12 and under

Public transit is now free for all children 12 and under in BC., saving families money, increasing access to affordable transportation options, and encouraging more people to use public transit.

Extra supports for student, staff mental wellness

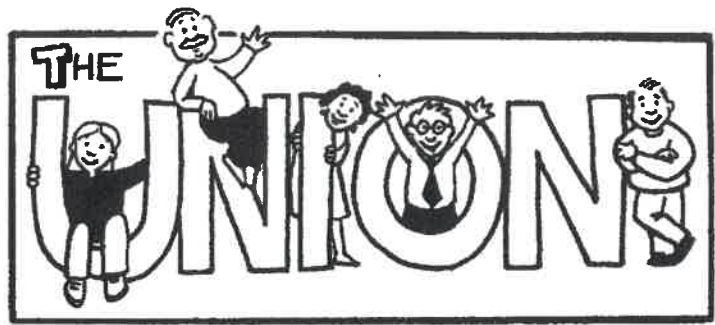
Student and staff mental health is an important focus as a new school year begins. Schools can expand mental health programs and services and introduce new supports thanks to a one-time investment of \$5 million by our government.

Province supports local governments to streamline housing approvals

We're providing nearly \$ 15 million in grants for local governments, including Mission and Abbotsford, so they're able to create more efficient development approvals processes that will help people get the homes they need faster and support economic recovery.

In Solidarity,

Cheryl Williams, Mission / Abbotsford NDP Executive member



General Union Meeting-via Webex

DATE: Saturday, **December 11th**, 2021

TIME: **9:30 AM**

PLACE: **Virtual** Local 114 Membership Meeting

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



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

CONTACT: Local 114 Support Staff at support114@uniforbclocals.ca

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

YOU MUST REPLY BEFORE FRIDAY, December 3rd, 2021