

UFCW Canada Local 1006A General Membership Meeting

April 16, 2025

Telephone Town Hall Event Transcript

Glacier Effs-Samuel:

Hello, everyone. My name is Glacier Effs-Samuel, recorder of your union. It's great to see so many members joining us for our second Town Hall General Membership Meeting for 2025. We're excited to welcome you to our Town Hall, where we provide you with relevant and important information about your union. We have a lot of news and exciting opportunities, whether it's scholarship programs, or free online courses to share with you tonight. But if you're on the line for the entire call, you'll have a chance to win a Samsung tablet, or a set of four Toronto Blue Jays tickets. We'll have more details on that later on. So we've dialed thousands of members from different workplaces, sectors and cities from across the province, and I want to thank you for your patience, as we were connecting with everyone.

Tonight, we'll be hearing from President Wayne Hanley about the latest union news and initiative. President Hanley will also be addressing the impact on the US trade war on our members. We'll also hear from Emmanuelle Lopez, UFCW Canada's Coordinator for the Human Rights, Equity, and Diversity on the upcoming Pride season, the importance of allies in this struggle for equality for all.

We also hope to hear from you. Telephone operators are standing by to take down your questions and pass them on to us. To ask a question, all you have to do is press star 3 on your phone keypad. Please make sure to give your full question, name and where you work to the operator who will then pass them on to us. Again, to ask a question, just press star 3 on your telephone keypad. Questions about individual workplaces or workplace issues will be forwarded to your union representative who will contact you no later than tomorrow night.

As we have done in the past, our meetings will be posted. We'll post an audio file, a meeting transcript, and the meeting minutes on our union website. Now, during each telephone Town Hall General Membership Meeting, members vote to adopt the minutes of the previous meeting. So let's get started. We'll be taking a vote for the adoption of the minutes of the Town Hall General Membership Meeting as posted on our local union website, held on January 14th, 2025. So you used your telephone keypad to participate in results. And the question before you is, do you approve of the Town Hall General Membership Meeting, which was held on January 14th, 2025? Press 1 if you approve of the minutes of the January 14th, 2025 meeting. Or press 2 if you do not approve of the minutes of the January 14th, 2025 meeting. Once again, press 1 if you approve of the minutes, or press 2 if you do not approve of the minutes.

Now, as we wait for the results, I'd like to remind you that our Member Achievement Award program is open for nominations. Every year, UFCW Canada, Local 1006A recognizes the incredible commitment, dedication, and activism within our membership through this program. These annual awards are given in the following categories. So the first is Leadership and Achievement of the UFCW, Fundraising, Contributions to the Community, Promoting Health and Safety in the Workplace and Human Rights. One award is given per category, and is worth \$500. If you know a member who has shown outstanding commitment, or dedication and activism in any of the above categories, visit our website to nominate them. And the results are in. So the minutes of the January 14th, 2025 meeting has been approved, 87% in favor of the minutes.

Okay, so I'd like to remind members that telephone operators are standing by to take your questions and pass them on to us. Again, to ask a question, press star 3. Also, a quick reminder of our membership contest. Members who stay on the line for the entire call will have a chance to enter a draw to win a Samsung tablet or Blue Jays tickets. I want to congratulate Shawna from McDowell's YIG in Belleville, who was our contest winner from our January meeting. So again, stick around for a chance to enter into the contest. Now, it's my honor to introduce the president of our union, President Wayne Hanley, for the State of the Union.

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Wayne Hanley:

Thank you, Glacier. And thank you everyone for being on the call here tonight. I know we're in competition with the French debate with the leaders of the political parties running for Prime Minister. And we're also later on this evening, I don't think we'll go that long competing against the Montreal hockey game. So we really appreciate your participation, and thank you for being part of our union family. Tonight I want to start by taking a few moments to address the uncertainty and anxiety that many Canadians, including many 1006A members are feeling in the face of repeated and unprovoked American aggression towards our country.

And while it may appear to be settling down a little bit, it changes from day to day, but it looks like there's some stability right now or not as much noise. There's no doubt that we're heading into one of the most consequential periods of our country's history. The agenda south of the border is a big business, and I would suggest a borderline fascist agenda catering to the top 1% of wealthy people. The current United States administration is repeatedly threatening Canada and Canadian workers, and they relentlessly question our right to exist as a sovereign nation, although that's quieted down for now. The relationship with our neighbor to the south, once who we trusted and fostered for so long, now has changed, meaning we must adapt to face this uncertain future with strength, resilience, and courage.

And this means that Canada needs a government that doesn't align with the US agenda. And make no mistake that the progressive conservative here in Canada, the ideology is closely aligned with Trump's. And then quite frankly, so is Doug Ford. And despite his tough guy image that he used to get re-elected, which he is now getting a little softer, a little quieter, and passing things over to the federal government to deal with, although there were some announcements today in his budget. Trade wars and the economic uncertainty that they cause harm workers, first and foremost, on both sides of the border. At this point we have not seen layoffs in our sectors, in our workplace as a direct result of the tariffs being imposed, but we continue to see hours being cut in retail. And I'm afraid this was going to continue as unemployment is expected to rise.

Our UFCW is a union that takes action. And we, along with our allies in the Canadian labor movement, are committed to continuing our lobbying efforts to ensure that the government supports are there for all workers impacted by the US administration's attack on our jobs and our livelihood. This moment requires all of us to do what we can to support one another. That is why we're encouraging all members to buy Canadian, and to take vacations in Canada. UFCW Canada represents hundreds of thousands of workers across Canada's food, retail, manufacturing, processing, and the hospitality sectors. Support Canadian workers in this time of unease. And we encourage you to visit our website and learn more about the products made by UFCW Canada members. And when you're out there shopping, check the label and buy Canadian products and services wherever possible.

Canada is one of the best countries in the world, and I'm proud to be Canadian, now more than ever. We are a country of compassion, and one that takes care of one another. Those who seek to harm our country underestimate our strength, our resilience, and our unity as Canadians. In difficult times, it's important to take action. I commit to all of our members that your union will be doing our part, and we will stand with you as we face these uncertain times. And I would remind you that we are an international union, and our UFCW members and their leadership in the US supports Canada. We have UFCW members fighting and lobbying politicians across the United States, and they're reflecting Canadian issues and concerns that the Canadian Vice Presidents, International Vice presidents, of which I'm one, are talking to our colleagues in the States about. And those messages are getting through to the politicians that will listen.

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But as we face these threats, the next federal election on April 28th has become one of the most important elections in our nation's history. What is decided at the ballot box will have profound implications for our future as Canadians. Federal elections impact many things such as the funding for healthcare, pharmacare, dental care, and childcare. However, this election regrettably will be primarily contested around who is the best to stand up for our nation. Who is best positioned to take on the administration's serious threats? So much is at stake. Canadians are being urged to be careful of the information that they're getting, particular from social media and on the internet. The head of Canada's Foreign Interference Commission notes that "at this juncture, information manipulation, whether foreign or not, poses the single biggest threat to our democracy. It is an existential threat."

Our UFCW Canada National Office has developed a great resource highlighting the various parties promises, focusing on the different issues UFCW members and working people are facing, and it will be updated throughout the campaign. And I encourage you to visit ufcw.ca For more details, and to help yourself be informed. And most importantly, on Monday, April 28th, get out and vote. Don't let others decide you. This matter is in your hands.

Now, at the local union level 2025 continues to be a very busy year. And since our last Town Hall in January, I'm pleased to report that our negotiating committees continue to achieve fair contracts for our members at workplaces across Ontario. With the strong support of membership, we achieved a strong first contract at Mountain Equipment Coop location in Toronto. And workers at that location were the first group of MEC workers to be unionized in Ontario. And now we're proud to see our members achieving rights and protections at the workplace with this new first contract. Thanks to 1006A representation, they will now have a collective agreement in place that outlines their workplace rights and privileges.

In addition, we secured gains and improvements for our members at NexCycle Plastics in Brampton, Sofina Foods in Mississauga, Trafalgar Castle School in Whitby, TOK Transit, which is southwest, northwest locations in your region, and Securiguard for our members working in the security sectors across Ontario. Just in the last few weeks alone, we've seen hundreds of members achieve renewed contracts at UniFirst Laundry, Emseal, HMS Host (Hospitality Services) at Pearson Airport, and the Comfort Inn in Guelph. And as a reminder to our members, the recently ratified contracts are in the midst of negotiations. Every action that you take to support your negotiating committee matters, from filling out a proposal form, to attending a ratification meeting or a strike vote.

Member participation makes it clear to your employer at the bargaining table that members are united behind their committee and are serious about getting a fair deal. And to our negotiating committee members, I want to extend a special thank you for your hard work and dedication. Thank you for being a voice for your fellow workers, and for making a difference. Now, negotiating is a vital part of what unions do, but a lot of the hard work comes from enforcing your union contract on a day-to-day basis, and holding employers accountable, and making sure that members rates' and benefits are being respected. So I want to take a moment and thank our team of union representatives for their exceptional work in this regard, and for our amazing steward base for volunteering their time, knowledge, and skills to assist 1006A members daily on the job. You are making a difference. Helping workers across Ontario achieve union representation is a core priority of our local union. And since our last town hall meeting, our organizing department has successfully helped workers at two workplaces achieve unionization.

I'm proud to welcome our newest members from Courtyard by Marriott Mississauga Airport Corporate Centew West to the union family. And this hotel consists of 30 members who work in a variety of roles, from housekeeping to auditors. I also want to welcome members from Transition House Coalition of

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Northumberland in Cobourg. This bargaining unit is comprised of members who provide safe, dignified, and supportive temporary housing. Congratulations, and welcome to our new members. And we look forward to working with you to achieve your first contract.

Next week, our union will be kicking off our spring session of our stewards training courses. Courses are scheduled for new and experienced stewards to empower them with the knowledge and skills, to better help their fellow members at work. And I'm pleased to report that over 200 stewards have registered for training, and we're proud to offer this comprehensive training to our members who volunteer their time to serve as stewards.

Next, I want to remind stewards listening tonight that our annual Stewards conference is taking place on September 20th. This is the biggest event of the year the local union holds for our stewards. It's a day of inspiring speakers, informative presentations, and a chance to get to know your fellow stewards from across Ontario. Registration will begin in June, so watch your mail and emails for further updates. In addition, we began offering our online seminar for public abuse to our stewards who are in the sectors facing the public. So far, we've held two Zoom seminars for stewards, and we'll be holding more throughout the year. And speaking of public abuse, I want to take a quick moment, and address a Loblaws company initiative many of our members working at the grocery store may be aware of, or you may have heard in the news.

Loblaws is expanding its body camera pilot project to stores in Ontario, which the companies claim is meant to reduce violent incidents. Simply put, it's our position that the grocery workers are not security guards. Local 1006A represents over 8,000 security guards here in Ontario who have been trained to do that job. And I'd be happy, quite frankly, to introduce them to Loblaws, but we have sternly told Loblaws that UFCW members will not be wearing these body cam devices. As I've said many times before, dealing with aggressive customer behavior is management's responsibility. There are no studies out there that have been published outside of the first responder and policing, that show that body cameras do anything to deter the customer abuse towards workers in retail. So let the managers wear them, but our members are not. Our members' health and safety is a priority, and we'll be closely monitoring this body camera pilot that Loblaws is currently undergoing.

And members with questions or concerns about the pilot should be speaking with their union representative who can answer all their questions. I also want to talk about the immense impact the bankruptcy of Hudson Bay Company is having on workers across Ontario. We hear about potential layoffs in the auto sector, but there are going to be 9,000 Hudson Bay employees across the country who are going to be out of work, including our members who work at the HBC warehouse in Etobicoke. And quite frankly, it is disgusting that management will be paid \$3 million in retention bonuses, while refusing to pay severance to our members and workers, who are owed after years of loyal service to their company. We are closely working with our members to provide support during these difficult times. And we will be sure that our members get their full entire entitlement under the Wage Earner Protection Program from the federal government.

We also continue to empower our activists to make a difference in their communities. On March 8th, our WIN members committee observed the International Women's Day to raise awareness about our commitment to end gender-based violence, and advocate for gender equality. And ahead of IWD, many WIN members discuss the importance of women's rights and voices through a series of online videos. And these videos can be viewed on our website at ufcw1006a.ca.

I also want to thank our 1006A members who were active leading up to the recent political provincial election. Some spoke about the important issues, such as the high cost of housing, rent and food, and the need for universal healthcare. And others put on boots and hit the ground, and volunteered in

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ridings helping to get the candidates of their choice selected. And we have to do it again for the federal election. April 28th is not only election day, but it is also National Day of Mourning to raise awareness but workers injured, killed or made ill on the job. All workers deserve to come home safe from work.

On April 28, it's the day that we remember workers whose lives were lost, or impacted, we're affirmed our commitment to prevent further tragedies. 1006A will be participating in the Day of Mourning event at the Woodbridge Memorial Arena located at 520 Highway Seven in Vaughan on April 28th. And if you're interested in participating, contact our health and safety advocate, Ricky Young, at ryoung@ufcw1006a.ca. 1006A has always been proud to lead the way in standing up for quality, inclusion and fairness for all. The reality is, people from equity seeking groups like Women Racialized Worker and people with disabilities, and people from the 2SLGBTQIA+ community regularly face discrimination barriers in society today, whether it is in the education system, employment and access to care.

Hate and threats are part of the realities for many people within these groups. What we as a union stand for is fairness and quality. What we stand for is to eliminate barriers, and eliminate discrimination. This work is so important, and especially in light of the increasing hate rhetoric targeting various equity seeking groups south of our border, and around the world. One of the ways we do this is through our outreach group. And I'll now turn things back over to Glacier for a segment where we will discuss how we are working to build a fair, and more inclusive society with respect to 2SLGBTQIA+ rights. Glacier.

Glacier Effs-Samuel:

Thank you, Wayne. Before I get started, I just want to give another reminder that telephone operators are standing by to take down your questions and pass them on to us. Just press star 3 if you have a question that you want us to answer. So as Wayne mentioned, our union is always advocating for equality and fairness.

One of the ways we do this is by working to eliminate discrimination, and barriers, and frankly, the hate faced by 2SLGBTQIA+ communities. And we annually support the Pride Parade in communities across Ontario. 2SLGBTQIA+ members often face discrimination and hate from a young age, from families they're born into, at school and at workplaces. At 1006A, we want to send a clear message that all our members belong, and have a place in our union, and that we're working to create a world where we remove barriers to equality and fairness.

This year we'll be demonstrating that by participating in Brockville Pride on June 8th, Kingston Pride on June 14th, Toronto Pride on June 29th, London Pride on July 20th, and Ottawa Pride on August 24th. Now it's my pleasure to welcome Emmanuelle Lopez, UFCW Canada's Coordinator for Human rights, Equity and Diversity for a conversation on the upcoming Pride season, and the importance of allies in the struggle for equality for all. Welcome to our town hall, and thank you for joining us today, Emmanuelle.

Emmanuelle Lopez:

Hi, everyone. Thank you so much Glacier and UFCW 1006A. As Glacier mentioned, my name is Emmanuelle. My pronouns are she and her and I'm happy to join you from Territory stewarded by Mississaugas of the Credit First Nation and home since time immemorial to many other first peoples. It's a pleasure to be here and to connect with UFCW union activists across Ontario as we head into Pride season.

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Glacier Effs-Samuel:

So Emmanuel, over the years we've attended many Pride events with UFCW Canada. What is so special about these experiences, and what can UFCW Canada members expect when they attend an event such as Pride Toronto?

Emmanuelle Lopez:

So first and foremost, participation in Pride Festivals is for everybody. It calls people into a celebration of 2SLGBTQ+ plus joy, or queer joy. I've never met anyone who didn't experience some level of joy while attending a Pride Festival, particularly activists. Why? Because the Pride experience is about unity, which is a concept closely aligned with union experience. As part of my work, I've had the privilege of spending time with UFCW members across the country. And you know what? When we ask members what having a union means to them, most members will share that it's about workers feeling safe, about workers feeling valued, and included and respected in all our diversity in the workplace.

Interestingly, when you look at the mission statements of small or even large Pride organizations like Pride Toronto, they also prioritize safety, being valued, included and celebrated, in all our gender and sexual diversity as human beings. So if we can recognize this alignment in our values as individuals and workers across sectors and across geographic regions, then supporting a Pride festival in one's community during Pride season is an unequivocally visible way to show solidarity with 2SLGBTQ+ members, to show allyship and to affirm our union values in defense of human rights. And beyond this, Pride is political. Hey, make no mistake. It's an opportunity to carry the banners which affirm that your union will fight like hell to protect the human rights, the freedom and equality for every worker and their families across Ontario.

And this matters. This matters, because the workplace extends beyond the confines of our jobs, our infrastructure, as colleagues. We connect with each other on virtual spaces as much, or sometimes even more than in the physical space. And I'm proud to join your UFCW outreach 1006A chapter chair, Jackie Graticola as an executive board member of UFCW OUTreach. As part of this group, the 2SLGBTQ+ constituency group of UFCW. In 2020, we ran a historic UFCW LGBTQ+ member survey across the US and Canada. And a prominent finding from that survey was that taking public action in support of 2SLGBTQ+ plus rights was one of the most effective ways for local unions to demonstrate allyship.

In fact, of the more than 1,000 respondents who completed the survey, 53% participated in Pride festivals with their local unions of those whose locals had Pride contingents. And while the vast majority of LGBTQ+ plus people who participated in Pride did so to celebrate their own experience/ most non-LGBTQ plus people said that they participated to support friends or family members, colleagues. And this isn't in vain because we know through this survey that only 33% of intersex, trans, non-binary workers stated that they were out at work with most people. And that's in the UFCW unionized workplaces. All this to say, Glacier, that activism and allyship is not a one-shot deal, as you know. We must show up as allies every day in our workplace, and continuously in our union when opportunities arise.

We must show up in our allyship in different ways beyond Pride season, by doing things like wearing pronoun pins and buttons, and stating our pronouns when we introduce ourselves in the workplace and at union events by being more than a bystander and intervening when we hear degrading jokes and offensive language. A simple that's not okay, tells others that this type of language is not acceptable at work. And even bargaining gender-neutral and 2SLGBTQ+ inclusive language at contract negotiations can really make the difference to a person's life.

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Glacier Effs-Samuel:

Well, thank you. Thank you for that answer, Emma. It's really encouraging to hear all the stuff that UFCW is doing, and opening the doors for people in the 2SLGBTQI+ community to feel more welcome. My second question for you is, as we know, there's a lot of attacks against 2SLGBTQI+ members south of the border, and on the idea of DEI. Why is it important for allies to show support now more than ever?

Emmanuelle Lopez:

Thank you to you for asking that question. Across the border this year alone, there have been a series of executive orders and actions, some of which seek to diminish access to healthcare, school education, access to sports for trans, non-binary and intersex persons. And some orders seek to erase the existence of trans people altogether, and erase the data and the facts on the existence of gender diversity. Some orders paint trans and non-binary people as a threat to everyone. But here's the thing, besides the proximity we have to our UFCW US family, we also have many instances right here in Canada of 2SLGBTQ plus discrimination going unchecked or worsening in this country.

Statistics Canada data shows that since 2016, there's been a 388% increase in hate crimes targeting queer and trans people in Canada. Canada is not immune to threats to our legislative freedom. And for this reason, UFCW Canada provided financial support over the last 12 months to legal mechanisms, employed in defense of 2SLGBTQ+ justice through the work of our long-term partner, Egale Human Rights Trust. And it's moments like these, and thank you to your leadership to yourself for bringing these questions to the forefront, it's moments like these that call us to hold a collective front as activists, and demonstrating our union values of integrity, and fairness and justice. Allyship is about the actions, the behaviors and the practices that one takes to support, to amplify and to advocate with others, especially individuals who don't belong to the same identity groups as themselves.

And I believe that unions have never mattered more. Our labor movement was founded on the principle that collective action is the ultimate tool to deliver justice, the tool that unites all working people, regardless of who they love or how they identify. So we must condemn any attempt to deny people their basic freedoms. And the strongest way to do that is to organize workers like your local does every day with organizing drives, with the engagement of initiatives like the UFCW local outreach committee, with your collaboration and support of 2SLGBT+ plus organizations, leading the resistance and celebrating gender diversity. Like I saw you did on social media last week in celebration of International Day of Pink. And by continuing to prioritize 2SLGBTQ+ and human rights education through additional lenses, like Indigenous Justice, Racial Justice, Disability Justice, and like you're doing today through town halls like this. So thank you for the question.

Glacier Effs-Samuel:

Thanks, Emma. Collective action, as you mentioned earlier, is the key. And we do need to support everyone, each other in any way possible. So as we head into the 2025 federal election, as Wayne mentioned earlier, the debate on, it's probably finished now, does this election mean anything for members of equity seeking groups?

Emmanuelle Lopez:

Yes. April 28th is voting day, and 2SLGBTQ+ plus issues are election issues. Anti-LGBT groups are targeting trans and queer people, to stoke fear, to normalize hate and to gain power. And we need a Canada where all faiths, all cultures, gender and classes can thrive at and beyond the workplace. So to

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stay on top of 2SLGBTQ+ issues and all issues that matter to UFCW, go to the UFCW Canada Votes webpage, which you've been referred to previously at ufcw.ca. But if you want to know more about the impact of election issues on 2SLGBTQ+ communities, check out egale.ca/votewithpride. That's the campaign. egale.ca/votewithpride. It's a hub with lots of resources. And actually, this Thursday, April 24th at 12 PM ET, Eastern Time, Egale will hold their first in a series of webinars, dedicated to empowering borders with facts.

Participants will learn about 2SLGBTQ+ experiences of common campaign issues, such as employment, and labor and housing, and healthcare, and economy and more. And we're also during these intense weeks, to support Momentum Canada's Rainbow Equality campaign, you can access this campaign at rainbowequality.ca. This nonpartisan campaign seeks to mobilize Canadian freedoms, equality and human rights. And you can amplify this message to your social media, and join thousands of Canadians. I think there's even a picture of yourself, Glacier, amplifying this campaign on social media. If you go to ufcw.ca, thousands of Canadians who believe in demonstrating our collective power to defend our freedoms during this election, you can also participate in a webinar on April 23rd, where they will hold a town hall discussion on 2SLGBTQ+ issues, featuring representatives from major political parties. And you can email the candidates in your writing, urging them to take the pledge and uphold these rights, if they form government.

So in short, getting out to vote is perhaps the most important action you can take this month to show solidarity with 2SLGBTQ+ workers. As we know, allyship requires intention and solidarity, all of which you've shown by making an effort to be here today, 1006A members, despite our busy lives. So thank you so much for inviting me into this space.

Glacier Effs-Samuel:

Thank you, Emanuelle, for joining us tonight to discuss this very important topic. We encourage all of our members to join our local union at one of the Pride events I noted earlier. Information will be posted, or is posted on our website, and will be updated if needed. On a personal note, Toronto Pride is one of the largest in Ontario, if not in Canada. And I'm proud to stand with members from the 2SLGBTQ+ as an ally for each year. I'd like to remind folks that if you stay on the line for the end of the call, you can enter in a membership contest, and the winner will receive either Samsung tablet or a Blue Jays ticket. So I want to turn it over to Wayne. I don't know if you see any questions from the membership that need to be answered at this time.

Wayne Hanley:

I've got a mixed variety of questions tonight. Most of them are around individual workplaces, questions about the more information about the body camera wear. And we'll have the reps follow up specifically and address those individual concerns or inquiries. There are a few with respect to the content of tonight's meeting, and I guess the political commentary. Let me be clear, that the most important thing that you can do is to gather facts, and sift through those facts in terms of what is truth and what is not truth. Information shared here tonight by myself, and other speakers and Glacier, can all be substantiated with facts. We have nothing to hide, and we're be pleased to get into a public dialogue with our members about it. But be clear, I'm not telling you who to vote for. There are a number of issues out there that affect everybody in a different way. We look at issues from a perspective of workers and the labor unions values.

So if you have a candidate that is different than mine, then I fully respect you when you go out and exercise your franchise. But I would encourage you to follow up and check the facts, because there's a

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lot of stuff floating out there on media, and non-public broadcasting, and radio and on the television, depending on which partisan TV show or new show you may be watching. So just be careful. This is an important time. As I said, Glacier, the other questions will be followed up tomorrow, and the reps will be reaching out. So just before I sign off, Glacier, I want to thank you as always, for doing an outstanding job. And I want to thank Emanuel for the informative presentation, the important work that she does. Our union is a place where all members belong. And we're proud to stand up for the equality, and inclusion, and fairness in our workplace and communities. If you have any questions or concerns, or are facing any problems at work, I encourage you to contact your union representative for help. We are here to help you.

Glacier Effs-Samuel:

Thanks again, Wayne. Thank you. And I want to thank Emanuelle again as well. For those with questions, as Wayne mentioned, that were not answered, your union rep will be getting back to you within 24 hours. And if you don't know who your rep is, just visit our website. It is www.ufcw1006a.ca, and just click on the "find your rep" button. I want you guys to remember that an audio file, the transcript of tonight's meeting, will be posted on our website for your convenience. As well, the minutes of tonight's meeting will also be posted for you to review, and to be approved during the next meeting, which is scheduled on August 19th, 2025. Woo-hoo, summertime. That date again so you can mark it in your calendar is August 19th, 2025 at 7 PM as usual, for our third Town Hall.

And we have one more piece of business left to take care of. It's our membership contest. So for everyone who's still on the line, our last poll question will enter you into the draw to win your Samsung tablet or Toronto Blue Jays ticket. To enter, simply press 1 on your telephone keypad now, and the winner will be announced on our website tomorrow by 3:00 PM. Once again, to enter into the contest for the Samsung tablet or Toronto Blue Jays ticket, press 1 on your phone now. Our website is ufcw1006a.ca. Once again, our website is www.ufcw1006a.ca.

For those that would like to leave us a question or comment, please stay on the line. And I want to thank you all again for joining us, and I hope everyone has a wonderful evening. You're going to watch the game. Enjoy, and we will see you guys or talk to you guys again in August. Meeting adjourned.