

UFCW Canada Local 1006A General Membership Meeting

August 15, 2024

Telephone Town Hall Event Transcript

Glacier Effs-Samuel:

Hi, everyone. My name is Glacier Effs-Samuel, Recorder of your union. It's great to see so many members joining us for our third Town Hall General Membership Meeting for 2024. We're excited to welcome you to our Town Hall, which is about informing and empowering our membership. We have lots of news and exciting opportunities, whether it be our scholarship programs or free online courses to share with you tonight. Plus, if you stay with us for the entire call, you'll have a chance to win a Samsung tablet or Blue Jays tickets. More details on that a little later.

We've dialed thousands of members from different workplaces, sectors, and cities, so thank you for your patience as we connect to everyone.

Tonight, we'll hear from President Wayne Hanley about the latest union news and member opportunities. Secretary Treasurer Kevin Benn is also on the line to provide us a summary of the Local Union's 2023 audited financial statements. We will also hear from Mark Hennessy, Special Assistant to the President at UFCW Canada, about the possibility of an early provincial election, and if called, how it will affect you and your family.

Tonight we hope to hear from you, so our telephone operators are standing by to take your questions and pass them on to us. To ask a question, just press star three on your phone keypad. Make sure you have your full question, name, and where you work for our operators. They'll pass your question on to us. Once again, just press star three to ask the question.

Questions about individual 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 in an audio file, meeting transcript and meeting minutes on our website. 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 take the vote for the adoption of the minutes of the Telephone Town Hall General Membership Meeting as posted on our Local Union's website and held on April 17, 2024. Use your telephone keypad to participate in the vote.

The question before you is, do you approve of the minutes of the Telephone Town Hall General Membership Meeting held on April 17, 2024? Press one if you approve of the minutes of the April 17th General Membership Meeting. Press two if you do not approve of the April 17, 2024 General Membership Meeting. Once again, press one if you approve of the minutes, or press two if you do not approve of the minutes.

As we wait for the results to come in, I would like to remind you about our 1006A Scholarship Program. We award 42 scholarships worth \$1,006 each year. Our Scholarship Program has helped hundreds of our members and their families across Ontario. September 30th is the deadline to make sure you submit your application. The program is open to members and their children/dependents. You can apply online in minutes by visiting our website at ufcw1006a.ca.

So the results are in for the adoption of the minutes of the April 17, 2024 Telephone Town Hall Meeting, and you have voted to approve the minutes of that meeting.

I'd like to remind you again, telephone operators are standing by to take your questions and pass them on to us, just press star three on your telephone keypad.

Also, a quick reminder about our membership contest. Members who stay on for the entire call will have a chance to enter a draw to win a Samsung tablet or Blue Jays tickets. Congrats to Joyce from Comfort Inn Windsor who was our contest winner from our April meeting. Stick around for your chance to enter.

Now it's my honor to introduce the President of our Local Union, Wayne Hanley.

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Wayne Hanley:

Thank you, Glacier, and I want to welcome everyone to our call tonight. Thank you for joining us on this, well, where I'm sitting, a beautiful summer's evening and thank you for staying connected with your union.

Now, day in and day out, our union is working to make life better for our members. At the negotiating table, we have experienced union negotiators who are achieving improvements in securing rates for our members across Ontario. Since our last Town Hall, we have ratified many collective agreements with strong outcomes in a variety of workplaces such as the Spark Hotel by Hilton in Markham, Ontario, the Broadband Institute, security guards at Maple Leaf Sports and Entertainment ratified their collective agreement, and Compass Group members at the Air Canada Signature premium lounge in the Toronto Airport also ratified a collective agreement.

You should know that many negotiations are currently ongoing and it's not unusual for us to have, quite frankly, it's very normal for us to have multiple sets of negotiations taking place simultaneously in different sectors and different cities across the province. You know, I'm proud of the negotiating committees that are made up of rank-and-file members and union representatives who continuously demonstrate their commitment to improving members' wages, benefits, scheduling, and working conditions. But I also have to thank again our members for their participation during the negotiation process. Whether you submit proposal forms, attend a ratification meeting, or support your negotiating committee members, each action makes a difference and strengthens our position at the negotiating table.

Now in the workplace, 1006 is dedicated to protecting our members' health and safety. At our last Town Hall meeting, 56% of our participants reported that they have experienced customer or public abuse. Customer abuse is never acceptable. Under Ontario law, your employer is responsible for a workplace harassment and violence prevention policy, and our members have a right to a healthy and safe work environment. So as a reminder, if you're experiencing customer abuse in one of our retail units or public abuse in any of our workplaces, it's important that you contact your union representative directly to help you and resolve the situation. And of course, you can find their contact information on your workplace bulletin board, union bulletin board, or you can find it on our website.

Now, in response to the rising incidents of customer abuse, your union has started a campaign to raise awareness about the issue amongst the membership and the wider public to protect our members' health and safety at work. And we're taking action, taking action by ensuring our major employer, Loblaws, implements the zero-tolerance language that we achieved in negotiations last year, and I'm pleased to report that after facing pushback from the company, we've made significant progress.

At first, we had to file grievances. Those grievances got referred to arbitration, and we pursued all other avenues that were available to us to ensure that our members were protected and the language in the collective agreement that had been negotiated was honoured. Now, due to our efforts, we were able to achieve a posting of visible signage reminding the customer of the zero-tolerance policy at all Loblaws Great Foods and RCSS stores. The company has put up zero-tolerance signage at the courtesy bars.

Your union has also created stickers or decals that send a message to the customers as they enter the store that customer abuse will not be tolerated, and we have posted these stickers, or they're in the process of being posted, at the front door entrances to each unit, each store. Now, we know the signs alone will not stop all customer abuse, however, they will help set a tone to ensure that you and your coworkers are treated with respect.

We continue to raise awareness about this issue through our website and our Local Union magazine, 1006Alive, which you should have received in the mail during the month of June. We've heard from

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many of our members on this widespread issue, and I would like to ask Glacier to share just a few stories from members who've faced customer abuse in the workplace.

Glacier?

Glacier Effs-Samuel:

Thanks, Wayne. So here's what union member Natasha, who works at a Toronto grocery store, had to say about what she's experienced.

Natasha shared, "I had a woman call me the N-word. I've been judged because of my weight and it makes me sad sometimes because as much as I'm a tough cookie, words do hurt, and it made me feel that there is no humanity left."

Another member, Mike, who works in an Ottawa grocery store, said, "I've seen customers yell, point their fingers, and even shove colleagues. We see a lot of bullying, offhand remarks, and downright rude comments from customers. It's easy to write it off as one upset person, but workers have voiced concerns about the customers returning and repeating the abuse."

So these are just two of many responses that we've received from members, and we want to make it clear racist and abusive language is never okay, certainly not something our members should endure at work or ever. That's why we continue to put so much effort into the issues of customer abuse. We thank all of you who shared your stories, and as Wayne said, if you're experiencing customer abuse or any form of abuse at your workplace, please contact your union representative right away to help you. Every workplace has a union representative assigned and if you can't find yours by looking on your bulletin board, just visit our website.

Back to you, Wayne.

Wayne Hanley:

Thank you, Glacier. I really appreciate Natasha and Mike allowing us to share their experiences to help highlight what's going on out there. Highlight the point.

Look, all workers deserve to be treated with respect and dignity. Period, full stop. And abuse must be called out. Now, our Health and Safety Department is leading a campaign to raise awareness. In the survey we conducted last year just prior to our retail negotiations, 40% of our members reported experiencing or witnessing customer abuse regularly, and 13% responded that they were exposed to abuse almost every shift.

Please note this is not just a Loblaws-related problem. Many of our members who work in the service industries are dealing with the public, such as our transit drivers, hotel workers, restaurant workers, security guards experience similar examples of customer abuse. If any of our members are experiencing abuse at the workplace, I can't express it enough how important it is that you contact your union representative directly for assistance and call it out.

I'll call on Glacier again to provide just a few tips on how to handle customer abuse at work. Glacier?

Glacier Effs-Samuel:

So here are some tips that you can use when customer abuse occurs. You may experience feelings of shock and sadness. It's important to remember that it's not your fault.

So first tip would be if you believe your safety is at risk, step away immediately and inform management that you are initiating your right to refuse.

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Second tip would be remind yourself that you're doing your best and that you don't deserve to be treated this way. Customer abuse is never acceptable.

Another tip would be following your company's policy and programs for dealing with an abusive customer. This may include letting the customer know you are now contacting a manager or supervisor to resolve the situation and removing yourself from the situation.

A fourth tip includes inform your union steward and the worker member of your joint health and safety committee so that they can discuss this matter with your employer. This will help determine the need for a new risk assessment or amendment to the workplace harassment and violence prevention policy and programs.

And last, practice self-care with breathing exercises, relaxing, meditating, or exercising. Seek professional help or support if you feel overwhelmed, depressed, or traumatized. It may be helpful to talk about the experience with friends and coworkers as well.

All of this information is available for your access on our website and was also published in the recent issue of our 1006Alive Magazine.

Back to you, Wayne.

Wayne Hanley:

Thank you, Glacier. Thanks.

Here at the Local Union, we continue to empower our stewards and strengthen our member advocacy through various initiatives. I'm proud to report that over 200 stewards have registered for our 2024 Stewards Conference. This is quite often the keynote event of our union activism across the province. It's an opportunity to celebrate our incredible stewards base and share important knowledge and skills with them. It's scheduled for next month, be here before we know it, and I look forward to seeing all of those who have registered already to attend.

I also want to recognize our stewards for participating in the 2024 Spring Stewards Training. About 130 students from across the province participated, and this comprehensive training program helps our activists gain the life-changing skills and knowledge that helps them in the workplace and in their day-to-day life as well. Training also will take place this fall, so please watch your mail and your email for registration packages that will soon be arriving in inbox or in your mailbox. I want to thank all of our stewards for all that they do for our membership every day, and I've said it before, it's always worth stating is that you are the heart of the union and you are making a difference.

1006A continues to do important work to build a more equal and just world. Being a union steward is a great way to be more engaged in your union. If you're not a steward, give it a try. You won't know that you like it until you've tried it.

I want to recognize the efforts of our 1006 Outreach Committee who did an exceptional job through their activity and active participation in pride events in Brockville, Toronto, and London this summer. In each of these cities, members and staff came together to march for equality, justice, and fairness for all. Our next pride event will be taking place in Ottawa on August 25th. Please contact the Outreach Committee at outreach@ufcw1006a.ca if you'd like to join us in Ottawa.

I also have to recognize many of our young workers participated in the UFCW Canada's National Youth Worker Internship Program that was held at the end of May in Niagara Falls. This training and education program is designed for young workers interested in labor and social justice issues, and this year 1006A led all Local Unions across Ontario and had 10 members participate in the program and that's a record number for us.

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So if you are a young worker and want to get more involved, give us a call and find out more about the Youth Internship Program. It'll run again in 2025, but we'll be more than happy to supply you with additional information. Throughout the week, the youth participants gain a better understanding of unions, the economy, globalization, organizing, human rights, and how to make a difference. And some of them are already stepping up in their workplaces and becoming union stewards.

On September 2nd, your union will be participating in the Annual Labour Day Parade here in Toronto, and I would encourage those of you who live in the area or will be in the area to join your union and meet many fellow members and union staff. Please bring your family and friends out and celebrate what workers have achieved together over the years. And if you register in advance, you and your family can receive wristbands at the beginning of the parade for free entrance that will get you free entrance into the CNE at the end of the parade. Please visit the website ufcw1006a.ca to register your participation.

Labour Day happens once a year and it's our opportunity to reaffirm our commitment to standing up for workers' rights and issues. Visit the website closer to the date for more details on Labour Day events and parades and picnics that are scheduled throughout Ontario.

And finally, I want to thank you for being part of the UFCW 1006A family. We're always here to help you. If you have any issues at work, please contact your union representative, and once again, you can find their information on the union bulletin board in your workplace or on the union website.

And on that note, I'll turn things back over to Glacier and an important presentation from Secretary Treasurer Kevin Benn. Thank you.

Glacier Effs-Samuel:

Now it's my pleasure to introduce Secretary Treasurer Kevin Benn, who will present the Local's 2023 Audited Financial Report.

Kevin Benn:

Thank you, Glacier, and thank you to everyone who has taken the time to join us tonight. I am pleased to provide you with a summary of the Local Union's 2023 audited financial statement.

We, at the Local, are very proud of our prudent and responsible financial management. With integrity and careful stewardship, we have ensured our Local Union remains in a strong financial position while we continue to protect and improve the rights and the livelihoods of our members across Ontario. Our finances, you will remember, are audited annually by an independent third-party accounting firm, which presents their findings, their audited report, to the Local Union Executive Board. In June, the 2023 audited financial statement was reviewed and was approved at the Local Union's Executive Board Meeting.

I'm also proud to report that our strong financial position ensured we had the strength and the resources available to us to take on corporate giants like Loblaw at the negotiating table. Together, as you know, we prevailed with an industry-leading union contract with significant gains for 13,000 Loblaw Great Food and Superstore members.

2023, as Wayne had touched on a few moments ago, was a busy year for negotiations and most of our negotiations, which covered a wide range of workplaces and industries, were conducted in person. In-person negotiations may result in greater expenses due to travel costs, booking meeting rooms, and in some cases, accommodations. However, meeting face to face to negotiate the best contracts for our members, in my view and in my experience, is the most effective process and is money very well spent.

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The Local Union events and education and training initiatives are also important to inspire and empower stewards and members and arm them with the necessary knowledge and skills to help the membership. These initiatives, as you can imagine, come with costs but are necessary investments to strengthen our union. We brought stewards and staff together in person in our 2023 Stewards Conference, which is factored, of course, into our annual expenses along with the venue accommodations, guest speakers, and entertainment costs. This is the biggest event hosted annually by our Local Union and was a great success with more than 250 participants attending from across Ontario.

2023 was also a busy year for our Local Union participating, as Wayne had mentioned, in Labour Day and pride events across the province. These were well attended and helped to strengthen the union's connection with our membership as well as promote our union to the wider public. Additionally, the Local Union took part in the UFCW International Convention, the Canadian Labour Congress Convention, and the Ontario Federation of Labour Convention where delegates helped to set our movement's strategic direction and build our collective union power.

Our commitment to providing outstanding union representation is at the very core of our union. With our membership growing to 42,000, more union representatives and support staff have been hired to meet the needs of our members, creating more expense, but again, is money very well spent. Our staff continue to do an exceptional job by enforcing and protecting our members' rights. Strong and stable financial management provides us with a firm foundation in order to support our members at the highest of levels. To ensure we always have a strong financial position, every year we prepare and plan to operate the Local Union within our means and on a balanced budget. 2023 was no exception, and I am proud to report that we met this target.

As you know, the Local Union's revenue is primarily generated through membership dues, initiation fees, and investment income. In 2023, our total revenue received was \$21,206,014. Expenses that we realized through the course of that year were \$20,150,552. Our investment portfolio as of December 31, 2023, held \$37,626,982. So when we combine our fixed assets, such as the value of our equipment and office building in Woodbridge, to our cash and our investments, our total net assets as at December 31, 2023 were \$47,862,367.

We continue our hard work to strengthen and build our financial position through careful management, which allows us to continue to advocate for and make life better for our members and their families across Ontario. I'm proud of all that we have accomplished, creating fairer workplaces and communities, providing outstanding union representation and thereby transforming and safeguarding the livelihoods of our members.

Once again, thank you to everyone for sharing your valuable time with us this evening. It's back to you, Glacier. That concludes my report.

Glacier Effs-Samuel:

Thank you, Kevin, for your report. I will now move to the adoption of the Secretary Treasurer's 2023 Audited Financial Report as presented. Please get ready to vote on the report using your telephone keypad.

Press one on your keypad to vote to accept the Secretary Treasurer's report, or press two to reject the Secretary Treasurer's report. Once again, to participate in the vote, press one to accept the Secretary Treasurer's report, or press two to vote against accepting the Secretary Treasurer's report.

Each year, we provide a summary of the previous year's audited financial reports during one of our Telephone Town Hall Meetings. Remember, if you have any questions about the financial reports, you can talk to your union representative.

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The results are in from the Secretary Treasurer's report and it has been approved 98% yes, 2% no. That's great and I thank you all for participating.

Kevin Benn:

As do I. Thank you very much.

Glacier Effs-Samuel:

So moving on, the provincial election has a huge impact on our membership from workers rights to healthcare, housing, and the essential services that all workers depend on. The stakes will be high for workers and their family in this election. I'm excited to welcome Mark Hennessy, Special Assistant to the President, for a conversation on the upcoming provincial election.

Welcome to our Town Hall, Mark.

Mark Hennessy:

Thank you much for the invite and having me here tonight.

Glacier Effs-Samuel:

So the next provincial election is scheduled for 2026. Do you think there'll be an early election?

Mark Hennessy:

All rumours are pointing to yes. An early election typically happens when a political party fears their popularity will decrease significantly before the next scheduled election date. You mentioned 2026 already. The governing party will typically call the election while they maintain power of the popular vote in the province. And when an early election is called, the governing party typically has a high expectation that they will reassume government.

Similarly in election trends, whichever party has the majority or is the governing party at the federal level, it's usually the opposite party that will assume power at the provincial level. So with the federal Liberal Party currently low in the polls, the Ontario Conservatives fear a shift provincially. Particularly for Doug Ford, his personal likeability is also decreasing, yet the support for the Ontario Conservative Party maintains, at least at this time, the popular vote. So Ford is most likely preparing for an early election before he becomes too unfavorable in hopes of reassuming power.

Glacier Effs-Samuel:

Right. So when do you think he might call this early election?

Mark Hennessy:

Well, right now, an early election could be called as early as this fall. So in the most abrupt fashion, Doug Ford could return to Parliament in September and call the election as early as October. This may not seem likely, but it can't be ruled out as we are already seeing all parties prepare for the earliest date possible, so you see a lot of nominations happening in the ridings at this point.

If not this fall, the next most likely window would be the spring of 2025, somewhere around April, May, or June, and this obviously would be more favorable for folks as it gives more time for all the parties to prepare and it still would happen before the intended federal election next fall.

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Glacier Effs-Samuel:

And so what are the key election issues that you think will impact workers in this election, whether it's fall or spring?

Mark Hennessy:

So I'm going to name what I am seeing through trends in terms of the top three, affordability being at the top of that pile. This is clearly the issue top of mind for all Ontarians and it's the most discussed issue within the province. People are feeling squeezed by the rising cost of everything and are rightfully frustrated as they just barely stay ahead, or in the case of most non-union workers, fall further behind.

I think the second issue is housing. It's extremely difficult to find affordable housing and rentals in Ontario. This has pushed more and more Ontarians to search for housing or rentals further away from work. So far, the approach of this government has been to help developers. However, I haven't met a developer yet willing to sell for less, and so what we really need is a government, at actually all levels of government in fact, to tackle this issue together, and likely at the end of the day, build the affordable housing themselves like they've done in the past.

The third issue I think will be healthcare. Our healthcare system is in trouble, we all know it, and unfortunately due to underfunding in the past at the provincial level. So let's not forget that there's also a real motive here by corporate elites to open up healthcare to more privatization, especially right now when it's in trouble, they will showcase privatization as a solution. But I don't know about you, I just don't think another monthly insurance bill is what I want to deal with when we can still fix our system, could still fund it, and there's even enough there to expand it into long-term care.

Healthcare really hits home for me. I have both family and friends who are American and so when we discuss our respective healthcare systems, Canada is still far ahead, the only exception being the wait times.

Glacier Effs-Samuel:

I agree. I always like to show off about our healthcare system when I go to the States.

Mark Hennessy:

Yep.

Glacier Effs-Samuel:

And so Mark, what are the best sources of information on political candidates and their platform? Where can members find this info?

Mark Hennessy:

Trusted news outlets are, I think, at top right now. There are great information sources. Daily news broadcasts will have any pressing new election-related news and all of the TV channels or these same news sources have websites. They'll have a political or politics-focused page.

I would say your union, our great union is also an excellent resource since they will also be able to relate the policy to your workplace and how it may affect you at home.

Other potential resources are the political candidates, their platforms is their official websites. They have news posts, blogs, key information on where they stand on issues this coming election. Many candidates also have various social media pages where you can see events they've attended, which is a

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good thing to pay attention to, the posts that they end up liking and that might help you gauge if that's the right candidate for you.

For me personally, I read multiple large main newspapers, some independent neighborhood papers, and TV, radio news broadcasts. Again, multiple versions, both AM and FM. This helps me cut through the opinion and the bias and can really start to show you more sides of the issue or the candidate, thereby giving you better information.

Glacier Effs-Samuel:

That's good. A lot of resources to pick from.

So what is the consequence of, I mean, the last election showed it, but what is the consequence of political apathy or tuning out of the process and not engaging?

Mark Hennessy:

Political apathy has caused only 43% of eligible voters in Ontario to go out to the polls. That was the last election. So that means we're not getting an accurate representation of what we want to see from our politicians. So by not engaging, we only hurt ourselves. The ideas of, "I don't like any candidates so I won't vote," or, "my vote doesn't matter" need to be thrown out the window. Politics affects every part of our daily lives. You do not need to be an expert to be engaged. Political apathy is transferable and when society's riddled with it, it's easy to lose hope. So don't let others put you down or make you believe your voice means nothing.

We must also try our hardest not to pass on current political apathy to a younger generation.

Glacier Effs-Samuel:

Right. Bring your kids to vote if they're eligible.

Mark Hennessy:

Soon, I hope. That'd be great.

Glacier Effs-Samuel:

Yeah. And my last question for you tonight, Mark, is what can our members do now to prepare for an early election and impact change?

Mark Hennessy:

So using your voice is the most impactful thing you can do. Have the conversation. Talk to your friends, your family, your coworkers. If you want to go further than that, get out and volunteer. Email your elected officials. Post and share on social media. Vote or encourage friends and family to do the same. Let people know about the chances of an early election, why it's happening, and then using your voice can challenge political apathy and may be the spark to change someone else's course of action.

Being a political activist is not an exclusive job title. Anyone could be politically active. Speak up, speak out, and encourage others to do the same.

Glacier Effs-Samuel:

Thank you so much, Mark, for joining us today and giving us some important information, and hopefully we'll hear from you soon.

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Mark Hennessy:

Thank you.

Glacier Effs-Samuel:

So I'd like to remind folks that if you stay with us until the end of the meeting, you will have a chance to enter our membership contest. The winner can receive either a Samsung tablet or Blue Jays tickets.

So now I'll turn it back over to Wayne to see if we have any membership questions that need to be answered.

Wayne Hanley:

Thanks, Glacier. So most of our questions tonight are related to individual circumstances, and as Glacier said at the beginning of the meeting, we'll have your rep reach out to you within the next 24 hours to answer your question and concerns.

There is one question that has come in regarding the scholarships. It'll probably affect a few people who live near the borders of the province. And the question is, "Some people, some of us don't live in Ontario. Can we apply for a scholarship if our employer is in Ontario, but we live outside Ontario?" And the answer to that question is, if you're a member of UFCW 1006, an active member of 1006A, then you are eligible no matter where you are living. So go online, fill in your application and get it in, get them in early.

And that's pretty much the questions, Glacier, so maybe I'll just take a moment here and thank you for doing a great job at hosting our meeting tonight as always. I want to thank Secretary Treasurer Benn for his report. And finally, I've got to thank Mark for sharing his expertise with us tonight. A lot of good information in there. So I will simply sign off tonight by encouraging you all on the call to stay engaged and get informed and I hope you register to join us on Labour Day. It'll be a great time and I look forward to seeing many of you there. Enjoy the rest of your summer and we'll talk again in our next Town Hall.

Glacier?

Glacier Effs-Samuel:

Thank you, Wayne. For those with questions, your union rep will be getting back to you within 24 hours. You can find out who your union rep is by visiting our website at www.ufcw1006a.ca. Just click on the Find Your Rep button. Also, please remember that an audio file and 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 your review and to be approved during the next meeting, which is scheduled on November 20, 2024. So mark your calendar for Wednesday, November 20, 2024.

Our last poll question for the night will be for you to enter the draw to win our Samsung tablet or Blue Jays tickets. Again, to enter the contest, all you have to do is press on on your keypad now and you will be entered into the contest to win either the tablet or the tickets. The winner will be announced on our website tomorrow by 3:00 PM. And so again, press one now if you want to enter the contest. Our website, as a reminder, is ufcw1006a.ca. Once again, that's ufcw1006a.ca.

For those who would like to leave us a question or a comment, please stay on the line, and I want to thank you all for joining us today, and as Wayne said, enjoy the rest of your summer and have a great evening. Meeting adjourned.