Glacier Effs-Samuel:

Good evening everyone. Good evening 1006A members. My name is Glacier Effs-Samuel, recorder of your union, and I'll be your moderator for tonight's call. I want to welcome you to our fourth and final town hall general membership meeting in 2026. Thank you for joining us.

This meeting is expected to last about 30 to 40 minutes. And if you stay with us for the entire call, you'll have a chance to enter draw to win a Samsung tablet. Thank you again for your patience as we connected to everyone on the call tonight. Thousands of phones were ringing throughout the province as we dialed our 1006A members from different workplaces, sectors, and cities to join the meeting.

Tonight, President Wayne Hanley will report on the latest union news followed by a conversation with Tim Orbine, the director of UFCW 1006A's new healthcare sector. We also hope to hear from you. Our telephone operators are standing by to take your questions and pass them on to us. To ask a question, press *3 on your phone keypad. An operator will record your question and pass them on to us. Again, press *3. As a reminder, questions about individual workplace issues will be forwarded to your union representative who will follow up with you tomorrow.

Okay, so after every meeting, we post an audio file, a meeting transcript, and meeting minutes on our union website. Our first order of business tonight is to adopt the minutes of the previous meeting. So let's begin.

Please use your phone keypad to participate in the vote. And the question before you is, "Do you approve of the telephone town hall general membership meeting held on August 27th, 2026?" Press 1 if you approve of the minutes of the August 27th meeting or press 2 if you do not approve of the minutes. Once again, press 1 if you approve of the minutes of the August 27th meeting or press 2 if you do not approve of the minutes.

As we wait for the results, I'd like to congratulate the winners of our outstanding membership achievement awards. At our annual Stewards' Conference, your union recognizes the incredible commitment, dedication and activism within our membership through this program. This year's winners were from the Promoting Health and Safety Award, Comol Campbell from Aspect Logistics and Pickering, for the Eliminating Barriers in Human Rights or for Human Rights, Rowan Martineau from Johnny's No Frill in Ottawa; for Fundraising for a Cause, Wendy Shirley from Darling International in Dundas was the winner of that award. For the Leadership and Achievement of the UFCW Award, it was awarded to Frank Richardson from Hilton Meadowville Hotel in Mississauga. And for Contributions to the Community, the winner of that award was Diane McLeod from Wonder Brands Bakery in Etobicoke. Nominations for 2027 are already open. So if you'd like to nominate a 1006 member, the forms are available on our website.

Okay, so let's take a look at the results of the adoption of the minutes. And the minutes have been approved. 89% of you have voted yes to adopt the minutes of the August 2026 meeting.

Okay. Again, I'd like to remind the members that telephone operators are standing by to ask any questions. Just press *3 on your phone keypad. Also, a quick reminder about our membership contests. Members who stay on for the entirety of the call will be entered into a draw to win the Samsung tablet. I want to congratulate Denis Levesque who works at Loblaws in Ottawa and he was the winner of our August meeting. So please stick around for a chance to win.

Now it's my honour to introduce your president of 1006A, President Wayne Hanley.

Wayne Hanley:

Thank you Glacier and thank you to all the members on the call for taking time and your busy schedules and joining here tonight. I'd like to start by congratulating the five recipients of our 2026 Member Achievement Awards. These extraordinary members were honoured at our Stewards' Conference in September. And it's members like Comol and Wendy and Rowan, Diane, and Frank who demonstrate the strength and value of union solidarity. The commitment that they show to fellow members and the community is remarkable. Congratulations and well deserved.

Our conference this year was a huge success with over 320 union stewards and staff in attendance, our largest turnout ever on our 10-year anniversary. The goal of the event is to support our amazing steward volunteers so that they return to their workplace energized to continue their work of supporting fellow members. So thank you to all the union stewards who volunteered their time to join us for the day of learning and connection.

Our biannual stewards training program also helps stewards develop their skills to better represent members in their workplaces. Our fall courses are currently underway with our new cohort of member instructors facilitating the classes. Building capacity and utilizing the skill and expertise of 1006A members to provide new opportunities to support members is something that we are very proud of. Nearly 200 stewards will have taken a course when the training wraps up later this month.

Relying on the skill and expertise of 1006 members is also evident at the negotiating table where members join our experienced staff negotiators to negotiate improvements to the union contracts. And since our last meeting in August, members of 13 different workplaces have ratified collective agreements with significant gains. The Hilton Garden Inn in Brampton, Plaza Premium Lounge, Pearson Airport in Toronto, members of Compass Group at York University, Sheraton Parkway members in Markham, Ryder in Caledon, Dom Amedeo at the Ontario Food Terminal in Toronto, Buckhead Meats, formerly Sysco and Woodbridge ratified their contract. H&M members ratified their very first contract at the Dufferin Mall here in Toronto. Baton Rouge in Ottawa and Mount Sinai Hospital in Toronto also ratified collective agreements. Indigo stores at Yorkdale Mall and Square One Malls in the GTA and St. Simon's Shelter in Toronto also are enjoying a new contract.

Our negotiating committees cannot do their important work without the support of the members in the workplace standing in solidarity with them. And I'd like to thank all the members who participate in the negotiation process from completing a proposal form prior to negotiation to voting in a strike or to participate in a ratification meeting. Our union is stronger and able to achieve better contracts when members participate. Showing up and showing that your employer that 1006A members are serious about getting a fair deal. Thank you all for making your union stronger.

Local 1006A members are covered by over 200 union contracts, so negotiations are always ongoing for many workplaces throughout the province. This month, contract proposal process will be rolling out for our 13,000 members who work across 182 No Frills stores in the province of Ontario. Negotiation dates are being scheduled with the employer in the new year. And it's important that we hear from you on your contract priorities. So check your union bulletin boards or visit our website to fill out the online contract proposal forms and have them submitted.

Union representative servicing route adjustments are currently underway with the goal to improve member servicing by rebalancing membership numbers and reducing union rep travel time between locations that they service. The transition is ongoing and expected to be completed by the end of the year or in the early part of 2027.

If your union representative has changed, it will be noted on your union bulletin board. As always, you can visit our website for your union representative's contact information and to request a PDF copy of your union contract.

Our 2026 Share Your Story contest continues to be popular with nearly 300 submissions made to date. At this time, I'd just like to hand it over to Glacier for a moment to share a story of one of our recent winners. Glacier?

Glacier Effs-Samuel:

Thanks, Wayne.

I'll share an excerpt from Samiah, a UFCW 1006A member working at No Frills in Scarborough who was our August winner. Samiah wrote, "I experienced one of the most distressing moments in my life at work. A customer tried to leave the store with her paid for items in a shopping basket. At No Frills, baskets cannot be taken outside of the store. I politely told the customer and I offered her a free bag. She became aggressive, asking what I would do if she took the basket outside. And then she hit me on my left arm with the basket full of groceries, leaving me with a painful bruise and triggering me physically and emotionally. Once I contacted the union, they came to my aid immediately. They helped me understand my rights as an employee, guided me through the reporting process and ensured that management took action. Having the union backing made me feel so protected and not alone when I was vulnerable."

I want to thank you, Samiah, for sharing your story. Too often, frontline workers are the victims of public abuse. We encourage all our members to report incidents to us so we can provide support and work to prevent future occurrences.

I'll send it back to you, Wayne.

Wayne Hanley:

Thanks, Glacier. Yes, thank you Samiah. Protecting our members' health and safety is the top priority of our union. And I'm proud of Samiah for reaching out for help. Workplace violence is never okay. We are here to help you, so reach out to your union representative if you need assistance.

I'm happy to report the 1006A scholarship cheques are on their way to our 42 recipients for 2026. Our union is proud to support members and their dependents with the ever-increasing costs of post-secondary education. And we are accepting applications now for 2027, so I encourage you to apply again next year.

I'd like to express a big thank you to the members who joined and those that donated to our late to night teams in London, Toronto, and Ottawa in support of Leukemia & Lymphoma Society of Canada. An incredible $24,000 was raised to help find a cure and support patients dealing with the effects of leukemia and lymphoma. This event brings hope to those fighting blood cancers and honours families and friends who have been lost to this terrible disease. And I encourage members to consider joining our team next fall.

Lastly, I'd like to report on some good news. We've seen strong interest from non-union workers looking to join UFCW 1006A. In September, workers at Ryder and Milton held a vote to join our union. The workers worked throughout the facility in jobs like material handlers, logistic coordinators. They showed a lot of unity and determination. However, due to employer anti-union tactics, the outcome is pending

with the ballot box sealed in the case before the Ontario Labor Relations Board. 1006A is no stranger to standing up to underhanded anti-union, anti-worker tactics, and we'll do everything in our power to ensure that these workers receive the security and the strength that a 1006A union contract brings.

Meanwhile, since August, workers at Red Lobster in Nepean, just outside Ottawa, Tokyo Smoke Store on Young Street in Toronto, and PSWs working at St. Elizabeth Health at Baycrest Hospital in Toronto voted to join our union. And we look forward to working with our newest members to negotiate the first fair collective agreement that they deserve.

Glacier, this concludes my report tonight, so I'll turn it back over to you and introduce our special guest.

Glacier Effs-Samuel:

Thank you, Wayne.

So before we get into our segment about our 1006A new healthcare sector, again, I'd like to remind everybody that if you stay on the call for the entirety about 10 more minutes or so, we'll have a chance to enter in our membership contest and the winner will get a Samsung tablet. Just press *3 also if you have any questions that you'd like to ask us.

So let's move on to our next segment. I'd like to introduce Tim Oribine, the director of our new healthcare sector for 1006A. Welcome, Tim.

Tim Oribine:

Thank you for having me on tonight Glacier. Glacier, I'd be remiss if I didn't mention that we've been welcomed into our new home with great support from UFCW executive, staff and members. And I want to thank our union family attending this town hall for that.

Glacier Effs-Samuel:

Oh, you're welcome, Tim. We're happy to have you.

Members who attended our August meeting will recall that a vote withheld approving the merger that welcomed members from NOWU to 1006A effective September 1st. We're pleased to welcome many of them to their first UFCW 1006A union meeting tonight.

Tim, can you tell us where do our 3,000 members in the healthcare sector work?

Tim Oribine:

Yeah, we represent workers at four big brand name hospitals in Toronto, Humber River, Mount Sinai, Toronto Rehab, and the world-renowned Princess Margaret Cancer Centre. We also have members working for Aramark Food, which is housekeeping services that support our hospitals. There's Johnson Control, maintenance workers, Steri-Pro sterilization workers that also support the hospitals. And we also represent workers at three nursing homes within the GTA, Sagecare, Humber Meadows, and Kensington.

Glacier Effs-Samuel:

Wow. And you mentioned hospitals on that list. Often when people think of hospitals and healthcare, they only think of the doctors and nurses. What type of jobs do our members in this sector work in?

Tim Oribine:

Well, we do represent nurses as well. We have the RPNs, the registered practical nurses, and they're part of our bargaining units. And it's important to note that our RPNs are 98.3% similar scope of practice compared to RNs. These members are often the ones that you interact with in frontline patient bedside care. Some other important jobs our members do, we do everything from groundskeeping, cutting the grass, painters to keep our hospitals cosmetically updated, porters, transporting patients, support partners all throughout the building. We have dialysis assistants in the hospitals and liaisons that work in our communities helping patients at home. Housekeeping, personal support workers, PSWs, operating room instrument aids, biomedical technicians who maintain and repair equipment, or attendants who set up and clean our operating rooms, and they assist doctors during surgery with limb holding, which is a very physically demanding job. Standing there, you're holding a leg for 15 minutes in a static position.

Then there's engineers, plumbers, and electricians in the maintenance department, supply chain techs who order the supplies patients count on, cooks, dietary aids to keep patients nourished. Everything from coffee spills to maintaining equipment to bedside patient care, our members do it all.

Glacier Effs-Samuel:

Wow. Wow. That's a long list. What are a couple of the unique day-to-day challenges our members in the healthcare sector face? I can imagine that the health and safety is a big one.

Tim Oribine:

Health and safety, it's always a big issue with respect to physical demands of the job. Healthcare is very physically demanding job with constant walking, cleaning and lifting.

And also there's the reality that any communicable disease could walk through the workplace doors, and that was especially evident during COVID. But day to day, they're caring for patients with various contagious diseases, mental health challenges, potentially violent patients. Our members are often the first point of contact for patients and their families, and they're often understandably under immense emotional strain. Our members are exposed to the emotional toll of caring for patients who've experienced a critical injury or who are at the end of life or in the NICU. Patient privacy and confidentiality is the key, so members can't share the details of a difficult day with family or friends.

Glacier Effs-Samuel:

Wow. It's physically and mentally taxing.

Wayne had mentioned in his report that members at Mount Sinai ratified a new union contract recently. What is it like to negotiate with large public hospitals where members don't have the right to strike, but they're subject to Hospital Labor Dispute Arbitrations Act, which is short for HILDA?

Tim Oribine:

One of the biggest challenges is that other healthcare unions, they go first, and if they set a low bar during central negotiations, you're stuck in an inferior pattern because arbitrators would just look at the pattern and then they'd base their decision on it. Last November, QP struck a deal, SEIU followed them in December, and now we're looking at that pattern. So example, if one union gets 1% per year over contract term, it pretty much locks it in for all the other union members in similar jobs at the hospital.

That said, our healthcare division gets creative. We negotiate improvements for our members despite having hands tied behind our backs. For example, we have the best scheduling language in the hospitals in the province. We have unique and often better benefit packages, training premiums, and better union representation. We have stewards time paid by the hospital. We have negotiated market reviews on wage classifications to get our members the better pay they deserve. Ontario HLDAA the legislation is way too restrictive and unfairly limits healthcare workers right to free and fair negotiations. It should be repealed.

Glacier Effs-Samuel:

Yeah, I agree. So that's a good example of what can go wrong when you limit workers' rights to strike.

I want to thank you for the conversation tonight, Tim, and for joining us on our call. I think the information is probably, it's new for a lot of our members. And I hope there's a lot of the new 3,000 healthcare sector people listening to our call. And welcome to the family.

So Wayne, I don't know if there's any questions, workplace questions, that you'd want to address from our members tonight.

Wayne Hanley:

Before I do that, Glacier, I want to thank you and Tim for sharing your experiences. We're exciting and proud to welcome our new members in the healthcare sector into our UFCW family and are looking for ways that we can support each other to ensure that our members are well taken care of and work in safe environments.

The list of questions, Glacier, are really, as normal and understandably, focus on individual workplace issues or inquiries. And as you said at the beginning of the meeting, we will pass these on to the union representatives first thing in the morning and they will respond to all the questions that have been answered and reach out to the members sometime tomorrow.

But before I wrap up and you get onto your next piece of business, I just want to thank all the members on the call tonight for taking part in tonight's meeting. Your participation and engagement is what helps build UFCW 1006A community and makes us a stronger union. And as this is the last meeting of 2026, and I know it might be a little bit early and certainly it's been probably one of the best fall weather that I can certainly remember, but I do want to take a moment and just to wish all our members on the call and those that couldn't be on the call, wish you and your families a safe and happy holiday season as this year comes to a close. And a big thank you for being a part of our great union.

Glacier?

Glacier Effs-Samuel:

Thanks, Wayne. So again, for those with workplace specific questions, your union rep will be getting back to you within 24 hours. You can find out who your rep is if you do not know by visiting our website at www.ufcw1006a.ca, click on the Find Your Rep button. Please remember also that the audio file and transcript for tonight's meeting will be posted on our website for your convenience, as well the minutes of tonight's meeting will be posted for your review and approved during the next meeting, which will take place in early 2027.

Now, last piece of business would be our membership contest. So anyone who's still on the call, you can enter in the draw for the Samsung tablet. All you have to do is press 1 on your telephone keypad now. The winner will be announced on our website tomorrow by 3:00 PM. So again, press 1 on your phone keypad to enter in the draw for the Samsung tablet. And you can visit our website tomorrow at ufcw1006a.ca. That's ufcw1006a.ca, and the winner will be announced by 3:00 PM. And for those that would like to leave us a question or comment, please stay on the line.

So again, I'd like to thank you all for joining us on this last telephone town hall for 2026. And I hope everyone has a good evening and happy Merry Christmas. It's a little early, but hope you enjoy the holidays.