

UFCW Canada Local 1006A General Membership Meeting

August 27, 2026

Telephone Town Hall Event Transcript

Glacier Effs-Samuel:

Hi, everyone. My name is Glacier Effs-Samuel, recorder of your union, and I'll be the moderator for tonight's call. I want to welcome you to our third town hall general membership meeting for 2026. We have lots of news and updates to share with you. Find out about our outstanding member achievement awards. Learn about our participation at Labour Day in Toronto, where participants can march with us and receive free access to the CNE for you and your family. Plus, if you stay with us for the entire call, you'll have a chance to win a Samsung tablet. We'll have more details on that tablet later on. And again, as I mentioned earlier, we've dialed thousands of members from different workplaces, sectors and cities, so I want to thank you for your patience while we were trying to connect to everyone.

Tonight we'll hear from President Wayne Hanley about the latest union news, including a potential merger with the National Organized Workers Union, that you'll be asked to vote on later on in the meeting. Secretary Treasurer Kevin Benn is also on the line tonight to provide a summary of the Local's 2025 audited financial statements.

Tonight, we also hope to hear from you. So telephone operators are standing by to take down your questions and pass them on to us. To ask a question, just press star three on your phone keypad. Please make sure to give your full question, your name, and where you work to the operator, who will then pass your question on to us. Again, press star three to ask a 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, in our past meetings, we'll post an audio file, meeting transcript, and meeting minutes to our union website.

During each telephone town hall general membership meeting, members will vote to adopt the minutes of the previous meeting. So, let's get started with the vote. We'll be asking you to vote on the adoption of the minutes of the telephone town hall general membership meeting, which was posted on our local union website on May 27th, 2026. Use your keypads to participate in the vote. And the question that you're being asked to vote on is, do you approve of the telephone town hall general membership meeting held on May 27th, 2026? Press one if you approve of the minutes of the May 27th, 2026 meeting, or press two if you do not approve of the May 27th, 2026 meeting. Once again, press one if you approve of the minutes, or press two if you do not approve of the minutes from the general telephone town hall membership meeting held on May 27th, 2026.

As we wait for the results, I want to remind our participants that nominations for our 1006A Outstanding Member Achievement Awards are open on our website. So every year your union recognizes the incredible commitment, dedication and activism within our membership through this program. Local 1006A awards \$500 to five members. One member will be selected from each of the following categories. Leadership and advancement of UFCW, fundraising, contributions to the community, promoting health and safety in the workplace, and human rights. To nominate a 1006A member, just visit our website at UFCW1006A.ca.

So, the results for the minutes of the May 27th, 2026 telephone town hall general membership meeting are in, and the minutes have been approved. Thank you for participating.

Again, I want to remind you that if you want to ask a question, just press star three on your telephone keypad and an operator standing by to pass your question on to us. Another quick reminder is for our membership contest. So members who stay on for the entire call will have a chance to enter a draw to win the Samsung tablet. I want to congratulate Esther, who works at a Courtyard by Marriott, who was

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our contest last winner from our May meeting. So, stick around for the entirety of the call and you'll have a chance to enter the contest for the tablet.

Now, it's my honour to introduce the recently reelected President of our union, President Wayne Hanley.

Wayne Hanley:

Well, thank you, Glacier. Welcome, everyone, for taking the time to join us this evening. It's always great to be with the members and to provide you with an update on the latest union news.

I'd like to begin this evening by thanking members for their support during the recent local union elections. The nomination process for the UFCW Canada Local 1006A officers and executive board came to a close on July 13th, 2026, where 21 members successfully sought nomination. Nominated members were acclaimed to their respective nominated positions, including myself and Secretary Treasurer Benn, and Recorder Glacier Samuels. I look forward to continuing to work to make life better for our members and families across Ontario. Every day we uphold and protect our members' rights in work to create fair workplaces.

Now since our last telephone town hall, your union negotiators achieved fair and strong contracts with significant gains for our membership. With the support and the participation of our members, our negotiating committees ratified gains at many workplaces, including the Four Seasons Hotel in Toronto, Allied Universal Security Service personnel ratified, both 2,500 members there. Tokyo Smoke in Toronto, Maple Leaf Canning Plant in Mississauga, and Brandt Meat Foods in Mississauga, and Faster Linen Laundry Services in Toronto. Negotiations are currently ongoing with many other workplaces throughout the province. As mentioned in previous town halls, one of the biggest negotiations that will be coming up for nearly 13,000 members who work at No Frills. Preparations are underway as the current contract will expire in May of 2027. Continue to watch your union website and your email or text for further updates.

If you're not receiving our magazine publications or our union membership mailing blast, I strongly encourage you to update your contact information through the website, ufcw1006a.ca. Under the contact option choice, choose update your contact info, and then complete and submit the online form. And the complete contact information allows us to stay up-to-date on regular union news, allows you to stay up-to-date on regular union news initiatives and important negotiation updates.

As a member of 1006A, it's important to remember union representation gives you a voice at work and the opportunity to advocate for improvements to your wages, benefits and working conditions through the negotiating process. And I say, don't take this power for granted. Fill out the contract proposal forms, attend union meetings, support your coworkers and your negotiating committee. And when members support their negotiating committee, when they support each other and their contract priority, it gives us as negotiators the strength and power at the negotiating table to make the gains that benefit all workers.

I'm also pleased to announce our union continues to grow. Security guards and dispatchers working for Cadillac Fairview Corporation at the Fairview Mall in Toronto voted to join UFCW 1006A. And on behalf of all of us at 1006A, welcome to your new union family.

Although traditional organizing is the backbone of creating strong and resilient local unions, another path that creates growth for our union is through the process of mergers, much like the Local 1000A and 206 merger 10 years ago. When that merger occurred, both parties achieved greater strength, efficiency

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and stability. Guided by the UFCW Constitution, Local 1006A entered into merger discussions and has negotiated proposed merger agreement that will see the National Organized Workers Union, or NOWU, merge into Local 1006A. The NOWU executive board has approved and signed the proposed merger document, and subsequently, the NOWU membership voted in favour of that merger during their membership meeting on August 23rd. Tonight, we'll be asking you, the 1006A membership, to vote to approve this merger. Before we do that, let me give you a brief timeline of the events that have occurred recently to get to this point.

Beginning of June, on June 10th, actually, the approval of the Local 1006A board approved the officers to pursue merger discussions with independent unions. On July 28th, we requested formal permission from our international union, which is part of the process, and that permission was approved by our international president, Milton Jones. Next, an agreed merger agreement was negotiated between the parties. And on August the 6th, the Local 1006A executive board approved that proposal. And on August 7th, the NOWU executive board independently approved the proposed merger as well. On August 23rd, as I said the NOWU membership voted and approved, and that now brings us to this evening where, as I mentioned earlier, we'll be asking you, the 1006A membership, to also approve the merger agreement.

Let me give you a little bit of background about NOWU. NOWU has approximately 2,900 members spread across 14 different collective agreements, mostly in the healthcare sector. Hospital workers at Princess Margaret, Mount Sinai, Humber River Health, and retirement homes and food services in the hospital sector. They also have six employees, which includes four union reps, an experienced organizer, and a labour lawyer.

So, ask what does 1006A get by merging with NOWU? Well, we certainly increase our membership and we know that there's strength in numbers. And if this merger is approved, it'll bring up our membership to over 46,000 members. We get an increase in sectorial diversification. We gain an experienced organizer. We gain an additional staff lawyer on staff to service, not only the incoming members, but our existing members and work with our current legal department. And we gain four experienced union reps to be added to our staff. There will be some common synergies that we can take advantage of, and the 1006A bylaws and policies will continue to govern the local union and the membership. There'll be no changes to our bylaws.

Local 1006A has reviewed the NOWU collective agreements, their financials, and their union due structures, as well as any outstanding liabilities. NOWU currently operates with a small surplus on an annual basis, and they have no outstanding liabilities, other than the normal bills that are paid by an organization to function, telephone, rent, arbitrations, grievances, etc. The NOWU treasury, if the merger agreement is approved, will be moved to 1006A, and that will be somewhere around \$500,000. If approved, the merger will take effect on September 1st. The staff will be moving to our building, and there'll be no impact to the 1006A staff. And we will be taking a independent union who has in their past been known to raid other unions, which is something that Local 1006A and UFCW does not do. That will end, and for the betterment of the labour movement, in my opinion, having one less independent union out there is better for all.

As Glacier said, if you have any questions along the way, please press star three and ask your questions, and I will try and answer them at the end of my presentation.

Here's what the merger agreement says, and parts of it will be very similar to the merger agreement that some of you may be familiar with when 1000A and 206 merged 10 years ago. There is a preamble

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on the merger agreement and what I propose is just to paraphrase and highlight some of the language in here and to avoid the legalese that is required when you're putting a document like this together.

So the Local 1006A and NOWU would merge on September the 1st, 2026, and the newly merged local union will be known as United Food and Commercial Workers Local 1006A, and the separate existence of NOWU shall be terminated. 1006A will be governed by the Constitution, the UFCW Constitution and the 1006A bylaws in this merger agreement. And if there's any conflict between the International Constitution, the local union bylaws and any of the terms of the merger agreement, for a very short time between September and December 31st of '26, the merger agreement shall govern. After that, they'll be our bylaws and our constitution. The merger agreement also states that the officers of the newly merged local union will be the current officers of Local 1006A, myself being President, Secretary Treasurer being Kevin Benn, the Recorder being Glacier Samuels, and the vice presidents of Local 1006A on the effective date of this merger agreement.

Part number four, paragraph number four says that, "NOWU will turn over all of its records and assets and do what is necessary to transfer and execute all such deeds and documents, authorizations and other instruments as may be necessary in order to convey all the interest of all of these items into Local 1006A." We will assume, 1006A, will assume all obligations of NOWU of every kind and character, including their bargaining obligations that they have. And this merger agreement will not impair, alter, or otherwise affect the privileges that the current members of NOWU has. On the effective date of the merger, all the members of NOWU will become members, members in good standing will become members and remain members of good standing of Local 1006A without the payment of any initiation fee. And they shall immediately be entitled to all the rights and privileges afforded to all 1006A under our constitution, our local bylaws, our policies and the merger agreement.

The merger will not impair or otherwise affect any provincial certifications of NOWU or their collective agreements, or any other obligations. And as I said earlier, we will move to go to the labor board and have all of NOWU be recognized, as 1006A being recognized as a successor union of NOWU. Legal technicalities, but they have to be done.

There is an appendix that is attached to the merger agreement, which is part of the merger agreement, and I'll read a few of those. I'll read all of them to you. They are specific to the members of NOWU, what will happen. The merger agreement says, "We'll act in good faith to make sure there is a good transition, smooth transition." And it then goes on to talk about the agreement being approved by both executive boards and a vote of our membership, and then subject to final approval by the International Executive Committee of UFCW. And then it's signed. It's signed by myself and Kevin Benn on behalf of UFCW 1006A, and it's signed by the officers and board of the NOWU. And that was, as I said, done on August the 6th.

And the Appendix A talks about some things that are specific to NOWU and what will happen, assurance for their membership. And the first is union dues. The union due structure of NOWU is different than 1006A. Their union dues is 1.4% of gross salary per week. And if we are guaranteeing them, and part of this agreement is that their structure will not change for a period of five years. Now, because their dues is 1.4% of their gross salary, it does change a little bit based on the number of hours they work in a given week, but it also changes as new increases in wages are negotiated. If we do a little bit of math and make certain assumption, the union dues and the classifications where we would have similar members working is very close to the current 1006A dues and in some cases even greater. So, that's guaranteed that that won't change for five years and that was important to NOWU.

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There's also a statement here that their staff will be offered employment opportunities and we will do that through a contract, an employment offer and a contract for them to review it without line the terms and conditions. And those terms and conditions are consistent with other staff that are working currently with 1006A, union reps, etc.

We will also, we have committed to creating within 1006A, a Local 1006A healthcare division or sector, and all the healthcare bargaining units from NOWU will be placed into that sector, and the healthcare units that we currently have will also be put in that sector to address needs that are unique to that industry. Similar to what we did a few years ago with the merging of the security guards. They have, or we have within our structure a security guard sector division and we will now have a healthcare. It's part of the additional diversification I spoke about earlier.

All the existing debts and payables amounts owed by NOWU will be picked up by Local 1006A starting on September the 1st, and then all the bank accounts will be closed out. They will produce an audit for the period of January the 1st, 2026 up till September the 1st, day of the merger taking place, and that will be audited by an outside auditor. And going forward from September 1st, then we will be the signing authorities and those bank confirmations and closures will all be done by the end of the year.

They are currently renting an office, which will be closed. Staff are concerned or had some concerns about being transferred to other areas of province. We've committed to them that that won't happen. There's a statement in here reinforcing that on the effective date of the merger, all NOWU members will have immediate access to the professional and services that we provide to all of our members at 1006A, and it spells things out. We want them to feel like they are immediately part of the 1006A family. And then there's a mechanism where if there's a dispute that it can't be resolved, that myself and their president will meet to resolve those issues. And I'm confident that none of those issues will become barriers or problems that can't be worked out. So that's the document, that's the merger agreement or highlights of the merger agreement that we will be asking you to approve here shortly. Again, if you have questions, press star three, I'd be happy to answer them.

I'll say that through this merger, the enhancement of the interest and livelihood of all members involved can be achieved. In accordance with our constitution, mergers have to be approved by membership. This process we're going through as part of our democratic process. And as I mentioned earlier, the local union executive board, the current vice presidents earlier this month had a more detailed presentation discussion as a board. And after the discussions were over, it was their unanimous recommendation that the members vote in favour of the agreement. The leaderships of both unions believe that the merger is a win-win for their respective memberships and the overall wellbeing of each local union, and will bring to one another many of the many benefits.

Through our August membership meeting, email blast notices were posted on bulletin boards in the workplace. And a week or so ago, earlier this month, a recorded message from me was advising the membership of the merger discussions that had been taking place and the meeting tonight. So, I thank all of you for staying on the line up to this point. A yes votes of this merger will mean an increase in our membership, and with the growth of membership in the healthcare sector, it will be more attractive for workers in this sector looking to become unionized to improve their working conditions.

Let's take a look at any questions. There's a number of questions that have come in here, just looking for how many members with the private union will be coming over. About 2,900. What is this new merger taking place? Will it affect our union dues? It will have no impact on the union dues of 1006A members. They do pay for their own bill, as I said earlier. They cover their own costs, run with a small surplus every

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year. The members' work, if it's possible to have an interpreter in Spanish where you work, just in general. Absolutely. If there's language barriers in the workplace, 1006A always tries to find a way to better communicate, and that quite often means having a union rep assigned in a language that is spoke by a majority or a variety of the members.

I'm not seeing any other questions coming in. So, I'm going to end my comments on this particular subject at this point in time. I just, again, say that the NOWU membership voted yes on the proposed merger agreement earlier this week, and tonight I would ask that you all vote yes to approve the merger.

Glacier, I think at this point in time, I will turn it back over to you to conduct the vote on the proposed merger.

Glacier Effs-Samuel:

All right. Thank you, Wayne. So at this point, we'll be taking the vote on the merger agreement between UFCW Canada Local 1006A and NOWU, National Organized Workers Union. So use your keypad to participate in the vote. The question before you is, are you in favor of the merger of UFCW Canada Local 1006A and the National Organized Workers Union? So, press one if you are in favour and you want to vote yes to approve the merger of UFCW Local 1006A, and NOWU, National Organized Workers Union. Or press two to vote no if you do not approve of the merger between UFCW Canada Local 1006A, and NOWU. Once again, press one for yes if you approve of the merger, or press two for no if you do not approve of the merger.

Now, while we wait for the results, I'd like to inform you of the UFCW Canada's Equity Grant Program. This program returns for 2026, not a new program, with the online applications now live until October 30th. The program provides up to three outstanding UFCW Canada members or community allies, with funding to advance social justice, equity, inclusion, and human rights initiatives in their workplaces and communities. So, to learn more about this program, past recipients and the 2026 online applications, members can visit ufcw.ca. Once again, just click on the resource tab or I shouldn't say once again, but just click on the resource tab, and we encourage activists and members who are looking for funding to connect and apply today.

So, the results are in regarding the poll for the merger. And the members online have approved that, yes to the merger agreement between UFCW Local 1006A and NOWU. Thank you. Wayne, I'll turn it back over to you.

Wayne Hanley:

Thank you, Glacier, and thank you for your support. It looks like the numbers that are showing is that 89% of those of you who voted on the call have approved, and I thank you for that strong support. I'm sure that will make the NOWU members happy and proud and anxious to become part of the 1006A family. I strongly believe that this merger will mark an exciting occasion for our local union as we continue along the path to build stronger and more diverse and a more powerful local union.

To all 1006A members, you are the number one priority and we will continue to work hard to protect and advance your rights at work and beyond, and we continue to be in your corner, advocating for you every day. And we continue to be a force of fairness and justice in your workplaces and communities.

On another note, as we look ahead to the new school year, our scholarship program is another way that our members and young workers can benefit. Every year, we provide 42 scholarships worth \$1,006 to

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help members and their dependents achieve their dreams of post-secondary education. The deadline for this year's scholarship is September 30th. Applying is easy, and it only takes a couple of minutes, and can it be done on the UFCW 1006A website.

I also want to share some important dates with you. September 7th is Labour Day, and your union will be marching in the streets of Toronto, of downtown Toronto to the CNE grounds, where if you participate in the parade, you will gain free entry to the CNE. Theme of this year's walk is defending workers everywhere. I encourage you to join the local union and your families, bring them out, join the thousands of trade unionists marching through the streets on September the 7th.

In other exciting news, our union is proud to participate in the Leukemia & Lymphoma Society Light the Night events in London on October the 17th, Toronto on October the 24th, Ottawa on the 25th. Our participation is about providing hope to those suffering with deadly blood cancers, and supporting families who have lost their loved ones, and raise funds and awareness to find a cure. It's an incredible and inspiring and moving event that brings together members and staff for a good cause, and I encourage you to participate. Your local union has a team registered for each event. Please visit the website or talk to your union representative to learn more about how you can join the team closest to you to raise funds for this important cause.

And finally, I'm thrilled to share that Local 1006A, as part of our commitment to truth and reconciliation, has unveiled a public mural outside of the office on the wall. It's titled, Land of the Original People. The installation was done on the exterior of the building, as I mentioned, and was unveiled in June. It's 85 feet long and five feet tall, and it's a powerful, inspiring piece of work that can be seen by all who passed by the building. You can check it out on our website, you'll find it there.

We commissioned a mural as part of this mural as part of our union's commitment to stand in solidarity with the Indigenous Metis Inuit people across Turtle Island, and work towards truth and reconciliation. This artwork honours Indigenous history, culture, tradition, and we're proud to showcase and share this incredible work with our members and the larger public. And I encourage you to visit our website and learn more about this initiative and listen to the artist narrate the story of the mural.

Finally, I want to thank you for taking part in tonight's meeting, your participation and engagement help build the 1006A community and makes our union strong. And on that note, I'll turn it back over to Glacier, and an important presentation from our Secretary Treasurer, Kevin Benn.

Glacier Effs-Samuel:

Thank you, Wayne. Now it's my pleasure to introduce to you all our Secretary Treasurer, Kevin Benn, who will report on the local's 2025 audited financial statement.

Kevin Benn:

Thank you, Glacier, and thank you, Wayne. And good evening to everyone with us on the line tonight, it's great to be with you this evening to present a summary of the local union's 2025 audited financial statement.

We continue to see tremendous success and growth as a union because of our strong and stable financial foundation. Year after year, our responsible and careful stewardship of the local union's finances has provided us with the strength to handle the toughest employers and the most challenging situations as they arise. Our balanced budgets are a source of pride and are not to be taken for granted. President Hanley and I manage the local union's finances prudently and with great integrity. Whether

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we're tackling arbitrations, negotiating collective agreements, or representing injured workers, our strong financial position enables us to utilize our resources to best represent our membership.

With a membership as large as ours, we're often at the negotiating table. Last year, we negotiated several union collective agreements in a wide range of industries. Wayne had touched on a few of them in his address to you earlier this evening. To negotiate strong and fair contracts, our union incurs necessary and essential expenses, which cover costs including negotiating committee members' wages and rental spaces to conduct these meetings. Supporting healthy and safe workplaces, representing injured workers, holding employers accountable, sustaining strong union communications, are all important parts of servicing our members. Having highly skilled union specialists requires investment and is also a hallmark of a strong and effective local union. Investing in a strong steward base through stewards training, our annual stewards conference, and various committee work, is essential to better serving our members.

Over the years, our union committees have continued to grow and make substantial impact on our workplaces and on our communities through our 1006 Outreach Committee, our Women's Issues networks, our Indigenous committee, our Young Workers' committee, and most recently, our Political Action Network. Our committees require dedicated support to cover members' wages and advocacy efforts, with the goal of strengthening our union now and into the foreseeable future. Workers' rights, as you know, don't exist in a vacuum. They are impacted by the politics and by the politicians of the day. And while corporate interests are investing to support policies and politicians that benefit employers, workers and unions must act. That's why 1006 works hard to ensure workers' voices and concerns are heard on the municipal, provincial, and federal levels.

In 2025, your local union engaged members of the Political Action Committee through training and participation in a Lobby Day at Queens Park. These days are scheduled for citizens and interest groups to meet with various MPPs of all the parties, and to engage them in discussions on issues and concerns that are relevant to working families. For us, for our local union, for 1006A, that means legislation that improves the lives of our members. Our Political Action Network activists play a vital role in our advocacy work to improve and protect workers' rights.

This year in Ontario, municipal elections will be taking place on October 26th, and our activists will once again answer the call and ensure that workers' issues and concerns are heard. Municipal politics affect the quality of our public transportation systems, the maintenance of local roads and sidewalks, the safety of our water, the funding of our police and of our fire services, and the quality of our public parks and community centers, as well as social programming. These elections are taking place as citizens grapple with Doug Ford's legacy of attacks on municipal governance. It's important that our members get out and vote at the municipal level and participate. These are issues that impact our everyday lives. Once again, the local union will invest in ensuring that workers' issues are at the forefront of the politicians' minds.

As I've mentioned in past membership meetings, the local union's finances are audited annually by an independent third party accounting firm. In June of this year, the 2025 audited financial statement was reviewed and approved by your local union's executive board. Please be reminded that revenue for the local union is primarily generated through membership dues, initiation fees, and investment income.

In 2025, our total revenue topped out at \$26,791,147. The total expenses incurred serving our members throughout 2025 were \$21,941,331. Our investment portfolio as at December 31st, 2025, held \$47,882,156. So when we combine our fixed assets, such as the value of our equipment and our office

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building in Woodbridge, to our cash and investments, our total net assets as at December 31, 2025 were \$54,178,583. These numbers prove that your local union continues to be on solid financial ground and we stand well-prepared to take on the battles we may face in the future. President Hanley and I are proud of the strong financial foundation that we continue to build.

Glacier, that concludes my report for this evening. Thank you.

Glacier Effs-Samuel:

Thank you, Kevin, for your report. So now I will move to adopt the Secretary Treasurer's 2025 audited financial report, as Kevin just recently presented. So, please get ready to vote with your phone. And the vote in front of you right now is... so, all you have to do is press one on your telephone keypad if you want to accept the Secretary Treasurer's report, or press two if you do not accept the Secretary Treasurer's report. Once again, on your telephone keypad, press one to vote 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 report, you can reach out to your union rep with those questions.

So the results are in and you have voted to accept the Secretary Treasurer's report as presented by Kevin Benn earlier. Thank you. And I just again want to remind everyone to stay on the line with us until the end of the meeting to enter into a membership contest, the winner will receive a Samsung tablet.

Now, I want to pass it back over to you, Wayne. We're almost at the end of the agenda. I don't know if there's any questions you want to address.

Wayne Hanley:

Thanks, Glacier. There are some questions that are workplace specific, which the reps will follow up with the members within the next 24 hours. But there's a couple questions that have popped up here regarding the merger.

The first one comes from Fran out of Kingston. The question is, "Will the NOWU reps be assigned to existing UFCW workplace? And if so, will they receive special training?" The answer to that question is, not initially, we don't see that. What I've seen and what I've learned, they've had very full schedule servicing the members that they have now, the 2,900 members. So, I don't anticipate that that will happen. If there is a change of workplace servicing units that requires training, as we do with all of our staff, new staff and experienced staff, there's constantly training and upgrading skills that we do.

Second question is George to Callingwood, who says that, "Google search shows only negative things about NOWU," I'm paraphrasing the question, "How will that affect our current union?" Well, I can tell you that most independent unions out there are viewed in a very negative way by the overall trade union movement, because quite often their values, while they align with working people, they don't necessarily align with central labour bodies where we respect each other's jurisdictions and bargaining rights. So yes, they do get a lot of bad press.

In terms of the impact on our current union, it will have, in my opinion, no impact. UFCW, our name, our reputation is strong out there. Our reps are strong out there. Our members are supportive of our union. And I can only think that if there is negativity within NOWU, that will be overcome in short how we do things in a professional way and move issues through the grievance procedure, arbitration procedures in

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a quick fashion. We're all vote members, and whether another union likes or dislikes one another independent union or other union is neither here nor there. We have a job to do for our members and we'll do it for the NOWU members coming in to join us. So, I don't see it having any negative impact, only a positive impact on our current local union.

So, Glacier, that's all the questions. Kevin, thank you for the presentation and the financial report. I also joined in his call to encourage our members to vote in the upcoming municipal election. Your voice matters and more importantly, your vote matters. So I'll just sign off tonight by, once again, thank you for the support of the executive team with the vote in favour of merger with NOWU. Your vote of confidence ensures continued growth and stability of our union. Glacier?

Glacier Effs-Samuel:

Thank you, Wayne. For those with individual questions, your union rep will be getting back to you within 24 hours. You can find who your rep is, if you don't know who that person is by now, you can find out who your rep is by visiting www.ufcw1006a.ca and just click on the find your rep button.

Also, remember that there is or will be an audio file and transcript of tonight's meeting posted on our website for your convenience to read or listen to, as well as 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 19th, 2026. So again, mark your calendars.

And now I will move on to our final piece of business for tonight, which is our membership contest, which is the last poll of the night. So, if you are interested in winning a Samsung tablet, please press one on your telephone keypad now. The winner will be announced on our website tomorrow by 3:00 PM. And again, if you're interested in entering our membership contest for the Samsung tablet, press one on your telephone keypad. And again, our website is ufcw1006A.ca. Again, it's ufcw1006a.ca. And for those of you who would like to leave us any questions or comments, please stay on the line. And I want to thank everyone for joining us this evening, and this meeting is adjourned.