MINUTES FROM GENERAL MEMBERSHIP MEETING

Telephone Town Hall – August 27, 2026 @ 7 p.m.

1. **Meeting called to order** at 7:03 pm by Dan Goodman.

2. **Roll Call of officers:**
Dan Goodman, **President**; Cathy Shannon, **Secretary-Treasurer**; Brian Taylor, **Recorder**; Margaret Robins, **VP 1**; Dave French, **VP 5**; Tracy McCarthy, **VP 6**; Kirste Hawgood, **VP 10**; Dale Juvelin, **VP 13**; Eric Seto, **VP 14**;

3. **Adoption of Agenda**
m / s / c to adopt the agenda

4. **Adoption of May 28, 2026 Minutes** as posted on UFCW 247 website
m / s / c to adopt the minutes

5. **President's Report**

- Congratulations to Dave French on his appointment by the Executive Board to fill the Vice-President #5. Dave works at one of the Loblaw Warehouses in the Lower Mainland.
- In response to the current BC wildfire situation, your UFCW 247 Executive Board is activating a $450 emergency relief payment for members displaced by evacuation orders in the affected regions of our province. It is the same process we went through in 2023, and we have already issued payments to over 20 members. We would like to thank our UFCW National Office and the National Council who donated to both BC UFCW Locals to assist in this matter.
- The adjustment plan damages related to the closure of BC Tree Fruits in the Okanagan have now been granted by the court. There has also been a name change. BC Tree Fruit Partnership has now been incorporated under its new name, BC Tree Fruits Limited. The company has told us that they expect this transition will be a smooth one for employees. Our current collective agreement will expire this October, and the new collective agreement will be negotiated with BC Tree Fruits Limited. We've had an opportunity to meet with the employer in preparation for the upcoming bargaining. Because BC Tree Fruits Limited is a new employer relationship for us, we felt it was important to discuss how we would like the process to work and to talk about timing and logistics. As we begin preparing for bargaining, members should have already received bargaining surveys by email. Please make sure we have your current email address. If your email has changed or you're not sure whether we have the right information, please contact the union office so we can update your records and make sure you receive current bargaining information and updates.
- Settlements were reached with Loblaw, Sobeys and FG Deli. We were able to reach a settlement on June 28th with both Loblaw retail stores and Loblaw warehouse. We distributed a summary document which outlined the major changes that impacted members the most. The full memorandum of agreement was posted on our website for those who wanted to read it. The bargaining committee was out in the stores leading up to the ratification votes, which were done online from June 29th to July 3rd. For our retail group, three separate town hall meetings were held prior to the voting to go through and explain the settlements. The warehouse members also had meetings in their facilities as well. On July 3rd, we announced that the settlement was ratified by 87% by the largest voting group we have ever had. We are happy with the settlement and I'm not going to go over the details as all the negotiations documents are still up on our website, but I will say that I'm extremely grateful and proud of your negotiating committee as they did a

fantastic job. We took a lot of time during the process getting consensus on our direction in the talks and we pushed back against the company up until the final moments to the point where we weren't sure we would reach an agreement. We had to tell the company there wouldn't be a deal and we were willing to walk away until next year if they didn't move off a proposal and at the last moment, they did. I believe the condensed timeline worked well, and this is the best deal we have ever bargained with Loblaws.

- We also relied on the efforts of a bargaining council, which included members across the province. These members didn't attend bargaining in person but were given access to caucus discussions and exclusive updates throughout the process to ensure members in their workplaces had a point of contact connected to what was happening at the bargaining table. One of the changes that has garnered a lot of interest is the creation of a new committee to bring the members and company together and have dialogue on issues. The PERC or Provincial Employees Relation Committee comprised of members from the workplaces and union staff will meet with company representatives as needed to discuss recurring issues. Once we have finished proofing, signing, and printing the agreement, we will release details on the committee structure and how we will fill the positions.
- Local 247 members working at FG Deli Group in Langley voted in favor of accepting a new collective agreement on August 8th. The new five-year collective agreement features the largest annual wage and premium increases achieved in the collective agreement in years. Members at the plant, which produces familiar brands such as Grimm's and Freybe will also see major improvements in terms of benefits, seniority and vacation selection process. UFCW 247 members fought hard for these improvements. On May 19th, FG Deli members overwhelmingly rejected the company's offer for a renewed collective agreement. Then on June 20th, they voted 96% in favor of authorizing UFCW Local 247 to take strike action if necessary. With this strike mandate, the union bargaining committee pushed the company back to the bargaining table and reached an improved offer with the assistance of a mediator. With the ratification of a new agreement, a strike was averted.

m / s /c to adopt the President's report as read.

6. **Secretary-Treasurer Report**

- Recent Safeway negotiations were held for the wage review under the collective agreement letter of understanding number 22. The committee met and reviewed the lump sums and wage proposals that we were presenting to the company. this was strictly about wages and lump sums as outlined in the contract. We were not in a strike or lockout position, so this letter of understanding wage review was strictly to reach an agreement for wages and lump sums.
- After what all the members had been through in the past with the Vince Ready decision, your committee was not willing to take any chances on a final offer selection process, that there may be more at Safeway for wages than there were for the Save On Food members that ratified. We did propose other wage items like lump sums, but we were unsuccessful with those. The committee did their best to get more from the employer, which we did as we were able to secure increases and improve on those scales that had fallen behind. At the end of the bargaining session, your committee agreed that this was the best that there was until we bargain again in 2028.
- The increases achieved under the wage review matched the Save-On-Foods 2.5% in the first year, so that was higher than what was in the agreement we had. And in addition, a 3.5% increase in the following year was secured where there was no increase at all in the contract, so a total of an additional 4% more than what was ratified in 2023. The committee agreed to fully recommend the offer to members to vote on.
- Sobeys still has issues with hiring and retention for the Commissary Kitchen and getting product that they want to the stores. I have heard that only new items are coming into the stores from the

commissary and work that the delis were doing regarding sandwiches and flatbreads, they're still doing at store level. This has not stopped the employer from reducing hours in the stores and still asking our members to do more with less.

- The sushi counters are still a topic in most stores. We have heard of food safe issues, location of the kiosks in the department, the space allocations they need in the freezers, deli coolers, and other areas of the department and the store, including the production space in the departments, which is very limited in most store locations. Members feel like their workspace is being reduced by these kiosks causing frustration in the delis. If members can email us or call us to share their concerns in their stores, please do so. If there are health and safety related issues, please make sure to report those in stores to the health and safety committee members so they can be noted in the health and safety meetings and reports for the stores to take action on.
- Kim Mantel continues to take up where Sartaj and I left off regarding scheduling in the stores. We continue to audit and review all the schedules in the store, and we have been successful in grieving those issues we have found. We are having stores pay for hours members who should have been scheduled those hours and according to their seniority and the contract. We've recently reached settlements to two of those grievances. We've had 17 hours in one store paid out, eight hours in another store paid out, and we continue to correct smaller issues where we can. Regarding questions about the Grid B full-time postings for 2026, as per the contract, the employer was obligated to post a minimum of 90 full-time Grid B positions over the term of the contract. They have already posted 89 full-time Grid B positions prior to this year, and I will agree with all of you out there.
- Most, if not all the positions posted, continue to be posted in out-of-town stores. The employer gets to choose the store locations, and we do not have a say in where they post them, but that does not mean as the union, we have not raised that issue with the employer. We have strongly expressed our members' frustration and their complaints to the company regarding the locations they have posted, and I have asked repeatedly that they consider locations in the lower mainland for our long-term Grid B members to post for them. They have told me it is up to the store managers to request them and the district managers as well on those locations and positions that they post.
- The employer has posted 12 positions all in out-of-town stores on August 17th. We discussed postings with the labor relations representative and agreed to post four full-time Grid B positions at the Oak Ridge store. There are several long-term Grid B members returning who did not post for full-time at the stores that they were temporarily working at, as they wanted to return to Oakridge, their home store, when it reopened. So those postings will be posted as well.
- The Oakridge Store was closed temporarily back in January 2020. It has been over six and a half years since it closed and today it has officially re-opened. There were members who have returned and some who had been there to help the grand opening that I saw today in the store helping. We wish all our members the best with their return to their new store, including those temporarily working there until their fourth and vine store location that recently closed reopens.
- We have heard that Safeway's September meat cutter in-house training program may be delayed or postponed until next year. We are waiting for an update on that from the labor relations department and as of today, we do not have one to share. As soon as we know more, we will make sure that the store and members who are waiting for the training are made aware of the employer's decision.
- Safeway has introduced their new employee system for members called Dayforce. The employer had a one-year test store addressing any issues and concerns they had so they could roll it out to all the stores with minimal disruption. They rolled it out this week, and we have heard that although they had it for a year in a test store, they do not seem to be ready. We are aware that the posted schedules are inaccurate and in some cases the seniority and status issues aren't correct either. We recommend that all our members pay special attention to their pay during the next

pay period to make sure they are paid for all the hours they have worked since the changeover that started this week. I suggest keeping track of your hours yourself to confirm accuracy with your pay and for those of you entitled to premium pay as well, look for that on your upcoming pay to make sure you are paid for it and paid correctly.

m / s /c to adopt the Secretary-Treasurer's report as read.

7. **Engagement & Education Report**

- Many of you may have noticed the barbecue season is in full swing at this time. We scheduled a total of 25 barbecues across the province within a five-week window. Unfortunately, the first two, Kamloops and Vernon, had to be canceled due to the impact of wildfires in that area. I want to emphasize that these are not superstore barbecues, but union barbecues hosted at superstore locations simply out of convenience of not having to book and pay for a park or a specific location. All our stores and the units that we represent in surrounding areas have been invited to attend a barbecue near them and many have joined us at their local superstore.
- International Overdose Awareness Day on Monday, August 31st, a day to remember those we have lost, support those whose lives have been affected by substance use and raise awareness without stigma or judgment. Our members were invited to request their purple shirt, and some have shared their very personal stories as to why this campaign is important to them. We invite all of you to wear purple on Monday,
- Our traditional annual pub night in benefit of Leukemia and Lymphoma Society of Canada is now booked and is happening on Tuesday, September 29th. It will be held at One20 Pub, which is in the same parking lot as the Delta Superstore.
- Our scholarship offerings for full-time studies in the amount of $1,500 have been increased from 10 to 24 opportunities to win. winners will be selected via random draw shortly after the September 30th deadline. In addition, members can also apply for one of the many $1,000 national scholarships.
- An introduction to stewardship session is booked for September 22nd to the 24th in Surrey. We had scheduled two sessions for May and July but were forced to cancel them. if you are curious about learning what a shop steward's job is all about, please speak to your union rep about this educational opportunity.
- The installation of a new indigenous art mural at our union, happened this past month; a meaningful addition to our workplace that celebrates indigenous culture, history, and creativity. This mural is more than a beautiful piece of art. It truly represents our ongoing commitment to reconciliation and to building stronger relationships with indigenous peoples.

8. **Communications Report**

- This quarter communications worked really closely with engagement to support many of the key initiatives of the local, including things like scholarship promotion, pride, summer barbecues, international overdose awareness day, member recognition, which is an ongoing project and other campaigns through posters, emails, online materials and other member facing resources.
- A significant portion of our work over the last few months focused on ratification processes for the Superstore and Safeway agreements, both of which ratified as you heard in late June, early July. We created accessible summary documents, promoted ratification meetings in multiple formats and supported online voting campaigns that enabled thousands of UFCW members to participate in workplace decision making. The member feedback we received from those processes suggests that these approaches made ratification information more accessible, and we also felt that we took major strides in innovating in our communications work at the local.
- We are beginning to evaluate and revise our 2022 strategic communications plan. We're big strategic planners in communications here. And so we did have a strategic communications plan

that's a few years old now. We've made a lot of strong progress on that plan, but there's a lot more to do, including website changes and trying to update the website in a way to try to localize member content, improve some of our backend email processes and things like that, and also coordinate a bit more with other communications departments at other locals. But we're looking at revamping that communications strategic plan and looking into the future.

9. **New Business**
   - No new business.

Q&A PERIOD – 2 questions were taken off air (member did not want to go live) & answered.

10. **Adjournment**
    The meeting adjourned at 7:57 pm.

Member Draw - was conducted electronically. 3 winners were picked; each receiving a $100 gift card.