

GENERAL MEETING MINUTES

Date: Tuesday November 19th, 2024

Time: 10:45 AM and 19:30 PM

Place: Local 111 Union Hall – 326 12th Street, New Westminster, BC

AM QUORUM: 1050 Adjourned @ 1309

PM QUORUM: 1933 Adjourned @ 2152

**MOMENT OF SILENCE FOR THE BROTHERS AND SISTERS THAT HAVE PASSED AWAY:
BROTHER DAVE HARLOW, BROTHER INDY JHUTTI, BROTHER SHINDER SAHOTA,
BROTHER JOHN HARRIS & SISTER RENE DUPREE.**

AGENDA:

1) MINUTES OF THE PREVIOUS MEETING

- (a) Errors & Omissions – AM: 47/00/02 M/S/CARRIED PM: 09/00/01
- (b) Business Arising - NONE

2) READING OF PROPOSED BYLAW AMENDMENTS

NOM 1

Motion to amend the AMP Committee Terms of Reference, Policy & Procedure Manual (found in the appendix to the Local 111 Bylaw)

Submitted by Derek Metz, PTC, #82001, Chair AMP Committee

NOM 2

AMP Committee

(Attendance Management Program Committee)

Terms of Reference Policy & Procedure Manual

Unifor Local 111 AMP Committee Vision Statement & Objectives

By creating an educated and informed group of union representatives with specific and up to date knowledge about the Attendance Management Program we ensure more equitable representation for the membership thus building continuity and solidarity.

Objectives

- Educate the members on the AMP process.
- Inform the members how to navigate the AMP process.
- Assist the members through the AMP process.
- Educate the members on the importance of completing all necessary paperwork and submitting in a timely manner.
- Educate the members as to whom and when they need to be in contact with supervisors, OHG and other professionals contributing to their care.
- Facilitate meetings with supervisors/management to help facilitate return to work process, be it UA/GRTW (**Utility Assignment/Graduated Return to Work**) or modified assignment.

Committee Structure

The Committee will consist of a minimum of 6 members, one representative from each depot. Every effort will be made to ensure that the representatives reflect the diversity of the workforce. The Committee will elect 1 Chairperson and 1 Recording Secretary from the representatives.

Committee Education

All Committee Members will have Unifor 40 hr Human Rights training, they will take it as soon as possible after joining the committee if required.

The Committee will recommend other related or applicable courses for committee members to attend on an as needed basis. After the triennial election all Executive Board Members, Chief Job Stewards and AMP Committee Members will attend a Local 111 AMP Representative Course, created jointly by the Local 111 Education and AMP Committees, to ensure all parties have the same information and objectives. This course may also be held during other times as required.

Responsibilities

- The Attendance Committee Members will be the first point of contact for all attendance related call-ins, meetings or queries on their respective properties; all attendance related issues will be reported to and go through the property AMP Committee Member.
- The Committee Chairperson will liaise with the Local Executive.
- The Committee Chairperson will liaise with the CMBC AMP department and keep the committee up to date on any policy or procedural changes.
- The Committee Chairperson will arrange with the employer to obtain time during working hours for committee members to meet and participate in the activities of the committee.
- The Committee Chairperson in conjunction with the Executive Officer assigned to the committee will arrange book offs for the committee members as outlined in the budget and as required.
- The Committee will review its Terms of Reference yearly on the last committee meeting of each calendar year, or more frequently as needed. They may invite to the meeting and/or consult with member(s) of the Constitutional & Bylaws Committee if needed.
- All members of the Local will be encouraged to forward any information or requests on learning opportunities to the Committee.
- The Committee Chairperson will provide committee members with any information received by the Local that relates to the AMP Program.
- The AMP Committee members will organize joint union/employer educational days to bring awareness to the membership regarding the AMP program.
- The AMP Committee Chair will organize and coordinate training for the Committee members.
- The AMP Committee members will meet on a quarterly bimonthly (every two months) basis, or as needed.
- Decisions will be made by majority vote after due consideration and discussion. All members of the Committee have equal voice and vote.
- The Committee will identify ways to divide the work of the committee so that meeting time outside of working hours is kept to a minimum.

Events

Twice a year the Committee will put on educational information sessions at each depot. This will **Participants may** include all levels of the AMP program; from union representatives, **CMBC supervisors**, and both **CMBC AMP department representatives** and **OHG (Occupational Health Group) representatives**.

Records and Resources

Minutes/reports of committee meetings and minutes of other committee activities.
Copies of material from events attended.
Copies of all communications received by the committee or sent by the committee.
All records are the property of Local 111 and will be stored in a secure manner.

Budget

The Committee will have an annual budget, as approved by the local executive/membership as per the Local 111 Bylaws.

Motion to add to the Education Committee Terms of Reference, Policy & Procedure Manual (found in the appendix to the Local 111 Bylaw)

Submitted by Jason Robinson, BTC, #83554

NOM 3

TO **ADD** under subsection *Activities* in the ***Education Committee Terms of Reference, Policy & Procedures Manual***

The Committee will host a Unifor 40 hr Human Rights Course locally, on at minimum a quarterly basis. Elected and/or appointed representatives and committee people will have priority for registration.

Motion to add the Human Rights Committee Terms of Reference, Policy & Procedure Manual to the appendix of the Local 111 Bylaws

Submitted by Devinder Gill, 83790, Human Rights Committee Chair

NOM 4

Unifor Local 111 Human Rights Committee Terms of Reference and Policy and Procedures Manual

Vision

Recognize the value of each person, regardless of our background, where we live, what we look like, what we think or what we believe. To spread knowledge and awareness among the Local 111 membership about Human Rights in our workplace, in the Union and in broader society.

Objective

Educate and bring awareness to all members of the many Human Rights related awareness months/weeks/days and events relating to Human Rights in the Union at the Local, Regional & National Level as well as community events.

To ensure all activities and events of the Local are seen through a Human Rights lens and create and preserve a safe environment free of discrimination and harassment for all Members.

Establish an understanding that we live in a diverse community

Report from the Unifor 111 C&B Committee to the November 19, 2024 GMM
Set Principles, conduct meetings and interactions in a respectful space with equity and fairness

Committee Structure

The Committee will consist of a minimum of 6 members, one from each depot. Every effort will be made to ensure the Representatives reflect the diversity of the workforce. The Committee will elect from themselves 1 Chairperson (Co-Chairs permitted) 1 Recording Secretary and other positions as required.

Responsibilities

The Committee Chairperson will liaise with the Local Executive

The Committee Chairperson in conjunction with the Executive will arrange book offs for the committee members as outlined in the budget and as required.

The Committee will review its Terms of Reference yearly

Meetings

Committee Members to hold 4 meetings or as needed in the calendar year in regards to important Human Right dates.

Committee Members will regularly communicate via an online on-going chat forum to address issues as needed

Committee members will identify ways to divide the work of the committee so that meeting time outside of working hours is kept to a minimum

Committee Chair to hold meetings with other committee chairs to discuss about common involvement and common issues in order to strengthen our local 111 members

Events

The Committee will recognize important Human Rights days through social media posts, posters/leaflets, events and other means with a goal to raise awareness of the importance of Human Rights for all to the Membership. See "Important Dates" (below) for some of the dates that may be recognized.

The committee will be involved in our communities' various Human Rights events as representatives of Unifor Local 111

Committee Members who identify as members of an equity deserving group will attend Unifor Conferences for those groups they identify with: Women; Black, Indigenous & Workers of Colour; Workers with Disabilities; 2SLGBTQIA+ Workers and Young Workers.

The Committee will attend the Unifor National Human Rights Conference.

Report from the Unifor 111 C&B Committee to the November 19, 2024 GMM

The Committee will attend other events as decided upon by the committee and/or as requested by the membership, the Local, the BCRC and/ or National Union.

Committee Members will Attach Orange Ribbons on all buses for Truth and Reconciliation and help other committees with attaching ribbons to buses for other commemorative dates.

All Committee Members who identify as men will organize, coordinate and participate in the National White Ribbon Campaign (Men against Men's Violence Against Women) every year from November 25 to December 6.

Committee Members will Attend other Local 111 committee's events to give support, provide allyship and promote awareness

Records and Resources

Minutes/Reports of Committee meetings and other records of committee activities
Copies of posters and other communications organized or supported by the committee

Records of official committee communication

Budget

The Committee will have an annual budget as approved by the local Membership as per the Local 111 Bylaws.

Reports

The Committee Chair (or designate) will report the Committee's meetings and activities to the Local 111 Membership.

Important Dates (this list is not exhaustive)

February 23: Pink Shirt Day

March 8: International Women's Day

March 21: International Day for the Elimination of Racial Discrimination

March 22: World Water Day

March 31: International Trans Day of Visibility

April 13: Day of Pink

April 28: Day of Mourning

May 5: National Day of Awareness for Murdered and Missing Indigenous Women and Girls

May 17: International Day Against Homophobia, Biphobia & Transphobia

Report from the Unifor 111 C&B Committee to the November 19, 2024 GMM

June 20: World Refugee Day

June 21: National Indigenous Peoples Day

June - August: Various Pride Events in the Lower Mainland

August 12: International Youth Day

October 10: World Mental Health Day

September 30: National Day for Truth and Reconciliation

November 20: Transgender Day of Remembrance

November 20: World Child Day / National Child Day

November 25: International Day for the Elimination of Violence against Women

December 3: International Day of Persons with Disabilities

December 6: National Day of Remembrance and Action on Violence Against Women

December 10: Human Rights Day

Motion to amend the Election Policy & Procedure Guidelines (found in the appendix to the Local 111 Bylaw)

Submitted by Derek Metz, PTC, #82001

NOM 5

2.30 Only a Community Transit Services Operator may hold, or stand for election to, any Community Transit Service position **with the exception of the CTS (Community Transit Shuttle) Officer. The position of CTS Officer is open to any member in good standing.**

Motion to amend the Unifor 111 Lost Time Policy (found in the appendix of the Local 111 Bylaws)

Submitted by Krista Lee Hanson, VTC, #67451

NOM 6

Lieu Days

Lieu days will not be automatically granted for attendance at committee or other meetings on your day off.

Lieu days will not be granted for travel to or from **and attendance at an approved Conference, Convention or Council on a day off.**

You may not claim lost wages for any Union business undertaken on a day off...

Motion to make the following housekeeping changes

Submitted by Unifor Local 111 Constitution & Bylaws Committee, Vice-Chair Harminder Kalkat, STC, #64422

NOM 7

9.09 All vacancies within the Executive Board (President excluded) must be filled promptly by an election (see Unifor Local 111 **Election Policies and Procedures Guidelines**).

12.03 Where a Trustee position becomes permanently vacant the position shall be filled by election as (see Unifor Local 111 **Election Policies and Procedures Guidelines**). In the event of a temporary absence an alternate from the current election list (descending in order), will replace the absent Trustee(s) until the Report from the Unifor 111 C&B Committee to the November 19, 2024 GMM Trustee(s) returns.

18.21 Any cheques issued by Local 111 require **the two signatures**. of the Financial Secretary and the President or Vice President(s). **The President, Financial Secretary and all Vice-Presidents will be authorised signers. No signer will sign cheques made out to themselves or sign blank cheques. The Financial Secretary will be one of the signers whenever practicable.**

*(From the **Unifor 111 Lost Time Policy** (found in the appendix of the Local 111 Bylaws))*

PEL

No lost time (or lieu days) will be paid by the Local for attendance at, and/or travel to or from Paid Education Leave (PEL) course. The National will pay the attendee directly (up to a maximum of 40 hours per week) upon receipt of proper documentation at that course. The Local will not reimburse for any expense related to a PEL program.

We suggest the following motion be moved, seconded & adopted (as an alternative to reading every single word out loud to the meeting) if there is not support for the motion then the committee has provided the recording secretary with a black and white copy of this formatted for reading out loud with all proposed changes verbalized)

I move to adopt the above "Unifor Local 111 Constitution & Bylaws Committee Report to the November 2024 General Membership Meeting" as read, and place it in the meeting minutes.

Submitted by Bylaw Committee

Second: Sam Hajizadeh, PTC property Rep #53253

AM: 56/00/00

PM: 08/00/03

TOTAL: 64/00/03

M/S/CARRIED

3) ONLINE HYBRID MEETING REPORT

I, DAVE DHILLON, STC OPERATOR, #51130 AM PRESENTING THIS REPORT FOR ONLINE HYBRID MEETINGS, AFTER HAVING CONVERSATIONS WITH UNIFOR HEAD OFFICE AND FOUR OTHER UNIONS, AS WELL AS OUR UNIFOR NATIONAL REPRESENTATIVE BEN WILLIAMS AND ZORAN GRGAR ON BEHALF OF JOSEPHINE PETCHER, THE CONSTITUTION DIRECTOR. THE THREE LARGE UNION REPRESENTATIVES ARE HEU, BCGEU AND TEAMSTERS UNION AND ALSO THE PRESIDENT OF UNION LOCAL 456 AT KRUGER PRODUCTS.

ALL FOUR UNIONS AND THEIR MEMBERS ARE VERY SATISFIED AND FAVORABLE IN USING THE HYBRID (ONLINE AND IN PERSON) UNION MEETINGS WITHOUT ISSUES OR COMPLAINTS.

THE COST OF THE ZOOM MEETINGS VARY WITH THE NUMBER OF MEMBER PARTICIPATION.

THIS IS VERY ECONOMICAL FOR A LARGE LOCAL AS 111. I HAVE TALKED WITH ZOOM REPRESENTATIVES AND THE PRICES AND DISCOUNTS ARE LISTED IN THE REPORT. I AM CERTAIN THAT IF THIS METHOD IS FEASIBLE FOR OTHER UNIONS, THEN LOCAL 111 CAN MAKE IT WORK AS WELL. IF THIS REPORT IS ADOPTED I CAN DEMONSTRATE IT WITHOUT ANY COSTS TO THE UNION. I HAVE ALREADY TRIED THE ZOOM MEETING WITH SOME MEMBERS ON THE SYSTEM AND EQUIPMENT THAT ALREADY EXISTS IN THIS BUILDING.

I HAVE A PLAN TO GET THE MEMBERS INVOLVED AND TO MAKE IT WORK. I APOLOGIZE FOR NOT BEING ABLE TO MAKE THIS REPORT IN PERSON AS I HAVE BOOKED OFF FROM WORK ON SICK LEAVE.

THANK YOU FOR YOUR CONSIDERATION AND UNDERSTANDING.
DAVE DHILLON

June 19/24

Zoom Video Conferencing

Unifor Head Office

Constitution Director: Josephine Petcher

Had a conversation with her assistant named Janet.

The office employees use zoom meetings at lunch time and everyone satisfied and happy with online meetings as it is convenient for them to communicate with other employees.

Next day received email from Mr. Zoran also cc to President Balbir Mann with requirements before going ahead with online meetings.

June 25/2024

Zoom Video Conferencing

Unifor Bargaining REP.

Had conversation with National Rep. BEN WILLIAMS,

- Can not provide names of locals currently using online meetings.
- Used online meetings mostly during Covid
- Discussed for half an hour but he was mostly negative with his aspects of online meetings:
 - Difficult to administer.
 - members still complain that they did not get to join.
 - Internet issues.
 - Members do not open emails.

Sept.6/2024

Zoom Video Conferencing

BCGEU

Had conversation with Jessica with Area Office 3 (Local) using zoom meetings :

- have carts for each meeting room for each local (Virtual Rooms).
- every member has the ability to speak and that member is displayed automatically on the large screen.
- Everyone is happy with zoom meetings and have no complaints.
- Administrator emails the link just before the meeting to members that are participating.

EMMA at Head Quarters

- provides courses to members on zoom meetings.
- very accessible and convenient from anywhere with phone or computer.
- email: ITSERVICES@BCGEU.CA.

ZOOM VIDEO CONFERENCING

I have had a meeting with Darren McCrabb from Unifor Local 456 at Kruger Products in New Westminster on October 25th here at our Unifor Hall. He walked me through the process and requirements of the Zoom meetings. We had a tryout, zoom meeting right from this room with some of our operators participating and asking some questions that he answered.

Darren offered to come back and help out and explain any concerns that our executive may have. He said local 456 had their contract negotiations completed on zoom meetings during Covid times. The members of Local 456 like the hybrid process and are very happy as they have more participation and input in the meetings.

June 19/2024

UNIFOR LOCAL 111

HYBRID ONLINE GENERAL MEETINGS

UNIFOR HEAD OFFICE : 1-800-268-5763

Director constitution department : Josephine
Petcher Assistant : Janet / Kate

Email Received from Zoran on behalf of Josephine,

General Membership Meeting via Zoom

Zoran Grgar <Zoran.Grgar@unifor.org>

Wed, Jun 19, 2024 at 2:23 PM

To: "davedhillon73@gmail.com" <davedhillon73@gmail.com>

Cc: Balbir Mann <president@unifor111.com>, Josephine Petcher <Josephine.Petcher@unifor.org>, Mike Reuter <Mike.Reuter@unifor.org>, Constitutional matters <constitutionalmatters@unifor.org>

Hi Dave

I am responding on behalf of Josephine as she is currently in a meeting.

In general Locals are allowed to use Zoom for General Membership Meetings but Local 111 does not have anything in the Bylaws regarding the use of Zoom (or similar tech) for meetings. Now that we are past COVID the Local should address the issue with the membership. I am not sure if this issue was put to the membership previously and if the membership was in favour or opposed but I recall something coming up during COVID and there may have been an attempt that did not go well (could have come up under Bylaw amendments as well)?

I suggest speaking to your National Rep(s) and ask them if they know of Locals that use Zoom for their membership meetings and perhaps they can provide some contacts. We don't track that kind of information.

Keep in mind that you could always look at a hybrid system (both in person and allow participation by Zoom) but that too should be approved by the Executive Board and the membership. I don't think it's a good idea to try it without the memberships input. This can be a very contentious issue with the membership as some will like the idea while others may be very much against it. Given the size of the Local there may be limitations with the number of participants as well but the Local will have to determine if it is workable.

If the Local does decide to proceed with Zoom on a permanent basis (only Zoom or Hybrid) I suggest updating the Bylaws to reflect what is decided.

In Solidarity,

Zoran Grgar

June 19/24

Zoom Video Conferencing

Health Employees Union (HEU)

Had conversation regarding the setup of Online Hybrid Meetings.

- need to create local email account.
- Build email list.
- purchase zoom account.
- get mail chimp or constant contact that can email up to 2000 emails to large groups together.
- can get 60 free trials.
- provides option to see at which rate emails opened.

Sept.16/2024

Zoom Video Conferencing

TEAMSTERS UNION

1 Grosvener Sq. Delta BC 604-540-6009

Had conversation with Stephanie:

- provides a code to different locals for zoom their meetings for bargaining units as they are all over the province and they can host their own meetings.
- Our IBT in Washington contracted zoom to set up during Covid and provided system to all locals.
- we have 1 zoom license and we can hold as many zoom meetings as we want.

IBT: REBECCA STEIN

Email: rstein@teamster.org, Ph. 1-202-508-6640

- \$ 250 per license per year per local.
- single license for 10,000 members for a higher cost, of around \$ 20,000.
- locals like it and use it over and over as it is convenient.

Zoom Video Conferencing

Rep.: Mark 1-209-245-8483

Cost for 1000-member participation.

\$ 90 US / Month access.

\$ 15.99 US / Month.

License 1 year contract.

Cost for 3000-member participation.

\$ 990 US / Month or \$ 9900 US / Year may discount by 50% (Mark).

READ AND RECEIVED.

Submitted by Dave Dhillon, STC, #51130

Second: John Burchardt, Vice President

Second: John Burchardt, Vice President

AM: 63/00/00

PM: 23/00/00

TOTAL: 86/00/00

M/S/CARRIED

AM:

BALBIRMANNPRESIDENT: We will be receiving the report and sending to the executive board.

PM:

BALBIRMANNPRESIDENT: We will be receiving the report and sending to the executive board.

4) ANNUAL LOCAL 111 OPERATIONS BUDGET

Add report here:

UNIFOR LOCAL 111 BUDGET 2025

	GENERAL	DEATH BENEFIT FUND	GIFT & RETIREMENT FUND	UNION POLITICS FUND	TOTAL
EXPECTED INCOME YEAR 2025	\$5,300,000.00	\$95,000.00	\$70,000.00	\$95,000.00	\$5,560,000.00
FIXED EXPENSES					
ACCOUNTING	\$20,000.00				\$20,000.00
BENEFITS (FULL TIME OFFICER, OFFICE STAFF/WCB REP)	\$100,000.00				\$100,000.00
CANADA REVENUE SERVICES	\$30,000.00				\$30,000.00
COMPUTER/LICENCES	\$40,000.00				\$40,000.00
CONVENTIONS/CONFERENCES	\$60,000.00				\$60,000.00
FULL TIME OFFICERS WAGES	\$480,000.00				\$480,000.00
LEGAL(LAWYERS & ARBITRATIONS)	\$200,000.00				\$200,000.00
OFFICE EXPENSES	\$80,000.00				\$80,000.00
OFFICE STAFF WAGES	\$160,000.00				\$160,000.00
PART TIME OFFICERS WAGES	\$125,000.00				\$125,000.00
PER CAPITA PAID TO NATIONAL	\$2,250,000.00				\$2,250,000.00
PHONES/INTERNET/WEBSITE	\$35,000.00				\$35,000.00
PHOTOCOPIER	\$15,000.00				\$15,000.00
RENT	\$55,000.00				\$55,000.00
TRUSTEES	\$35,000.00				\$35,000.00
WORKSAFE BC	\$2,000.00				\$2,000.00
EXPENSES - COMMITTEE'S					
1 ACCIDENT ADJUDICATION COMMITTEE	\$20,000.00				\$20,000.00
2 AMP COMMITTEE	\$20,000.00				\$20,000.00
3 BARGAINING COMMITTEE	\$10,000.00				\$10,000.00
4 BIWOC COMMITTEE	\$15,000.00				\$15,000.00
5 BYLAWS COMMITTEE	\$40,000.00				\$40,000.00
6 COMMITTEE LUNCHES	\$30,000.00				\$30,000.00
7 COMMITTEE MILEAGE	\$30,000.00				\$30,000.00
8 COMMUNICATIONS COMMITTEE	\$10,000.00				\$10,000.00
9 EDUCATION (COMMITTEE'S BOOK OFF)	\$20,000.00				\$20,000.00
10 EDUCATION COURSES	\$50,000.00				\$50,000.00
11 EDUCATION Courses-GRIEVANCE HANDLING	\$50,000.00				\$50,000.00

UNIFOR LOCAL 111 BUDGET 2025

	GENERAL	DEATH BENEFIT FUND	GIFT & RETIREMENT FUND	UNION POLITICS FUND	TOTAL
12 ELECTIONS / COMMITTEE	\$100,000.00				\$100,000.00
13 GRIEVANCE COMMITTEE	\$30,000.00				\$30,000.00
14 HEALTH & BENEFITS TRUST	\$10,000.00				\$10,000.00
15 HEALTH & SAFETY COMMITTEE	\$15,000.00				\$15,000.00
16 HUMAN RIGHTS COMMITTEE	\$20,000.00				\$20,000.00
17 MENTAL HEALTH ADVOCATES	\$15,000.00				\$15,000.00
18 PRIDE COMMITTEE	\$20,000.00				\$20,000.00
19 REC COMMITTEE	\$20,000.00				\$20,000.00
20 RETIREMENT COMMITTEE			\$3,000.00		\$3,000.00
21 SHEET & SERVICE COMMITTEE	\$20,000.00				\$20,000.00
22 SPAREBOARD COMMITTEE	\$40,000.00				\$40,000.00
23 TOURNAMENTS/PRIDE BBQ	\$25,000.00				\$25,000.00
24 UPC COMMITTEE				\$30,000	\$30,000.00
25 VIW COMMITTEE	\$20,000.00				\$20,000.00
26 WOMEN'S COMMITTEE	\$20,000.00				\$20,000.00
27 WOMEN'S ADVOCATE	\$10,000.00				\$10,000.00
28 YOUNG WORKERS COMMITTEE	\$10,000.00				\$10,000.00
DEATH BENEFIT FUND		\$60,000.00			\$60,000.00
PICNIC	\$90,000.00				\$90,000.00
RETIREMENT PARTY	\$175,000.00				\$175,000.00
VARIOUS CAMPAIGNS RIBBONS	\$15,000.00				\$15,000.00
COMMITTEE EVENTS & SWAG				\$60,000.00	\$60,000.00
DEPOT BOOK OF OFFICE (Union Business)	\$100,000.00				\$100,000.00
A) BTC	\$60,000.00				\$60,000.00
B) HTC	\$60,000.00				\$60,000.00
C) PTC	\$60,000.00				\$60,000.00
D) RTC	\$60,000.00				\$60,000.00
E) STC	\$60,000.00				\$60,000.00
F) VTC	\$90,000.00				\$90,000.00
G) COMMUNITY SHUTTLE (CTS)	\$35,000.00				\$35,000.00
TOTAL	\$5,162,000.00	\$60,000.00	\$3,000.00	\$90,000.00	\$5,315,000.00

UNIFOR LOCAL 111 BUDGET 2025

	GENERAL	DEATH BENEFIT FUND	GIFT & RETIREMENT FUND	UNION POLITICS FUND	TOTAL
PROFIT/LOSS	\$138,000.00	\$35,000.00	\$67,000.00	\$5,000.00	\$245,000.00

AM:

RAJINDERPUREWALFINANCIALSECRETARY: This was presented to the November eboard and worked with the trustees. Major highlights: I increased the Big Splash picnic budget as it is always in demand, and we opened tickets online this year. We increased it to \$90,000.00. First time we opened with office administration, and they issue tickets, none of us are involved and it is completely transparent. Retirement party: \$150,000 gold prices went up and rent cost has gone up in 2025. I increased it to \$175,000.00. Also, funds allocated for Soccerfest, Pool Tournament, Table Tennis, Black History month, Chinese New years, Vaisakhi, Pride Parade, Pride BBQ, IDAHOT Breakfast, Truth and Reconciliation Walk. Global elections next year and I put aside \$100,000.00 as it is electronic, if we need more, we can approve it at the eboard. All the committees sent in their budgets to keep it fair all committees were approved for 4 book offs a year. Any additional book offs they can go to the officer in charge and they can approve it. Any committees needing additional funds for events or swag we have put aside \$60,000.00 from UPC fund committee chair will be required to put a motion in front of the eboard for

approval. This is for transparency reasons not one person has control over this. \$20,000.00 from the above \$60,000.00 will be put aside to buy t shirts for truth and reconciliation day and would not need eboard approval as Vanessa is going to look into the cost of each t shirt and we will let the eboard know how much it will be. Set aside for extra funds for education courses. Year 2025 no bargaining however still putting \$10,000.00 aside for committee meetings. Union office in 6 depots will need new computers but we have to work on the server and this unexpected cost came so we have to move this forward to next year. New cell phones for all officers, property reps, VTC CJS and health & benefit trust. Set aside \$200,000.00 for arbitration and legal advice. We will be expecting interest from our fixed deposits between \$120,000.00 to \$150,000.00 depending on date. We will be renewing 2.5 million dollars in December however increasing the amount to \$3 million. Death Benefit fund term deposit matured for \$161,271.10 and we closed that and closed term deposit #8 as well for the amount of \$519,000.00 this amount has increased and now term deposit #9 opened up for \$200,000.00 new term deposit #10 \$550,000.00. Gift and retirement fund term deposit #3 has been closed with the amount of \$60,543.82. New term deposit #5 has \$150,000.00 which has increased almost \$90,000.00. Union in politics fund term deposit #4 has been closed \$375,000, increased it to \$425,000 term deposit #5. Thank you that is the major high lights.

PM:

RAJINDERPUREWALFINANCIALSECRETARY: This was presented to the November eboard and worked with the trustees. Major highlights: I increased the Big Splash picnic budget as it is always in demand, and we opened tickets online this year. We increased it to \$90,000.00. First time we opened with office administration, and they issue tickets, none of us are involved and it is completely transparent. Retirement party: \$150,000 gold prices went up and rent cost has gone up 2025 I increased it to \$175,000.00. Also, funds allocated for Soccerfest, Pool Tournament, Table Tennis, Black History month, Chinese New years, Vasaikhi, Pride Parade, Pride BBQ, IDAHOT Breakfast, Truth and Reconciliation Walk. Global elections next year and I put aside \$100,000.00 as it is electronic, if we need more, we can approve it at the eboard. All the committees sent in their budgets to keep it fair all committees were approved for 4 book offs a year. Any additional book offs they can go to the officer in charge and they can approve it. Any committees needing additional funds for events or swag we have put aside \$60,000.00 from UPC fund committee chair will be required to put a motion in front of the eboard for approval. This is for transparency reasons not one person has control over this. \$20,000.00 from the above \$60,000.00 will be put aside to buy t shirts for truth and reconciliation day and would not need eboard approval as Vanessa is going to look into the cost of each t shirt and we will let the eboard know how much it will be. Set aside for extra funds for education courses. Year 2025 no bargaining however still putting \$10,000.00 aside for committee meetings. Union office in 6 depots will need new

computers but we have to work on the server and this unexpected cost came so we have to move this forward to next year. New cell phones for all officers, property reps, VTC CJS and health & benefit trust. Set aside \$200,000.00 for arbitration and legal advice. We will be expecting interest from our fixed deposits between \$120,000.00 to \$150,000.00 depending on date. We will be renewing 2.5 million dollars in December however increasing the amount to \$3 million. Death Benefit fund term deposit matured for \$161,271.10 and we closed that and closed term deposit #8 as well for the amount of \$519,000.00 this amount has increased and now term deposit #9 opened up for \$200,000.00 new term deposit #10 \$550,000.00. Gift and retirement fund term deposit #3 has been closed with the amount of \$60,543.82. New term deposit #5 has \$150,000.00 which has increased almost \$90,000.00. Union in politics fund term deposit #4 has been closed \$375,000, increased it to \$425,000 term deposit #5. Thank you that is the major high lights.

Submitted by Rajinder Purewal, Financial Secretary
AM: Second: Jessie Rana, Recording Secretary
PM: Second: Dev Mangat, VTC, #75057
AM: 71/00/01
PM: 11/02/00
TOTAL: 82/02/01
M/S/CARRIED

5) NOTICES OF MOTION

NOM 1 – Bylaw Amendment **Language to be added, new article**

Submitter Michelle Fullard, seniority, 64822

ATTENDANCE RULES FOR ALL MEMBERS

7.04 It is mandatory to attend three (3) General Membership Meetings per calendar year unless excused for cause by the Local 111 President or their designate.

7.05 It is mandatory to attend three (3) meetings, (Property Meetings, etc.) other than General Membership Meetings per calendar year, unless officially excused for cause by the Committee Chairperson.

7.06 Failure of any Member to comply with the above attendance rules may result in the Member being placed at the bottom of any lists for consideration at attending or participation in Local education, recreation, social or other events.

Submitted by Michelle Fullard, VTC, #64822
AM: Second: Jasmeen Thind, VTC, #78856
PM: Second: Avtar Mahil, VTC, # 85797
AM: 01/67/01
PM:14/05/04
TOTAL:15/72/05
M/S/DEFEATED

AM:

HARMINDERKALKATSTC64422: We find all three are non-concurrence, the reasons are how much manpower is needed to make sure all members are attending, some member can sign and leave as well. There are a lot of issues with this. We are not here to shame or discriminate our members. Members also have families and have other responsibilities; we are making our own members in bad standing. This is an extra cost to mandate this. This is from the whole bylaw.

JOHNBURCHARDTVP1: I would like to speak against this motion. "mandatory" this is up to you to come as this is on your time. This is your free time, and we are not paying you to come here. However, this online report that was submitted to the GM will be helpful.

LEESTEBNERVP2: I will be abstaining from this as I am an officer. You pay money to belong to a union, this is a way for the union to say to participate. It shouldn't be mandatory however you should want to know what is going on in the union.

BRUCEMURRAYVTC55398: I rise against this motion, as many of us work nights, and we should not force or sham. Shaming members not on.

JASMEENTHINDVTC78856: I agree with the Bylaws committee and the rest of you, due to circumstances it should not be mandatory.

DEVINDERGILLHTC83790: I agree with the bylaw committee and it should be our responsibility.

JASPUREWALVTC65746: I agree with Brother Jasmeen as it should not be mandatory.

JAMESKRICKENBTC72281: If we make it mandatory it goes against the spirit of solidarity. Members will be bitter if they have to come. This will create resentment.

RAJJANJUABTC58443: It has to come from our inner side. Forcing never works.

DALJITKAINTHVTC82193: Call the question.

AM: 66/00/00
M/S/CARRIED

PM:

HARMINDERKALKATSTC64422: Bylaw Committee opinion the word "Mandatory" is putting hardship on members. Logistics issues, how will we maintain, this is discriminatory making our own members look bad.

MICHELLEFULLARDVTC64822: We are so low in knowledge and power. This is extremely important to attend, especially with technology coming. This is a benchmark to set an expectation. I don't think we should be spending money on Splashdown and all we care about is fun, fun, fun that is not good enough.

PARMJOHALVTC82454: 3 meetings in the year is not too much of a hardship, and it is very doable.

SAMHAJIZADEHPTC53253: I am going to talk against this motion, its due to the word "mandatory". Union meeting is our duty to attend as many meetings as we can. We cannot bribe or force members to attend. It should be only on a voluntary basis.

JOHNBURCHARDTVP1: I speak against the motion, "mandatory" the membership coming to meeting is on their own free time. This couldn't work, we have more than 4000 + members how will the union keep track, it's impossible.

LEESTEBNERVP2: It is up to all of us to make these meetings interesting to get members to come.

JASONMCCORMICKRTC76645: I like Michelle's idea, however the language needs to be corrected to add that if not attended then a fee will be charged.

AVTARMAHILVTC85797: It is serious if the membership is not interested. All committees need to educate our membership.

NOM 2 – Bylaw Amendment
Language to be added, new article

Submitter Michelle Fullard, seniority, 64822

7.07 Lists of unexcused meeting absences for all Members will be posted on the Local 111 Website one month in advance of all elections.

HARMINDERKALKATSTC64422: Since the first one got defeated, this one will automatically get muted. OUT OF ORDER.

NOM 3 – Bylaw Amendment
Language to be added, new policy

Submitter Rosalyn Johnston, Local 111 Women's Committee Chair

Unifor Local 111 Women's Committee
Terms of Reference & Policies & Procedures Manual

Vision Statement

For the Women's Committee to become more involved in the community and to bring issues that affect women to the membership.

Objectives & Activities

The Committee will promote Educational and Leadership opportunities to women of Local 111

The Committee will support and attend Vancouver Murdered & Missing Indigenous Women's March held annually on February 14th

The Committee will tie purple ribbons on buses to celebrate International Women's Day, March 8th

The Committee will participate in community events on International Women's Day, this may include VDLC, BCRC or other events

Fundraising for & Participation in the Tears to Hope Relay

June Beer and Burgers event

The Committee will attend the biannual Unifor National Women's conference in Port Elgin and the BC Regional Women's Conference when it occurs.

The Committee will volunteer at the United Way Food Hub

The Committee will distribute pins, literature and attend events around December 6th and the issue of violence against women.

To Liaise with other Local 111 Committees representing members from equity deserving groups to support each other's events, efforts and issues.

Committee Structure

The Committee will consist of a minimum of 6 members. Every effort will be made to ensure the representatives reflect the diversity of the workforce.

The Committee will elect 1 Chairperson & 1 Recording Secretary from the Representatives.

Responsibilities

- The Committee Chairperson will liaise with the Local Executive.
- All members of the Local will be encouraged to forward any information or request related to women's issues to the Committee.
- The committee will maintain an email group of contact persons from each property who will circulate information.
- Members will meet on a quarterly basis, or as needed.
- The Committee will identify ways to divide the work of the Committee so that meeting time outside of working hours is kept to a minimum.

Budget

The committee will have an annual budget as approved by the Local Membership as per the Local 111 Bylaws

Report

The Committee Chairperson will report to the activities of the committee to each meeting of the Local Executive Board.

Submitted by Rosalyn Johnston, Local 111 Women's Committee Chair

AM: Second: Burce Murray BTC, #55398

PM: Second: Daljit Kainth, HTC, #82193

AM: 00/64/01

PM: 01/00/16

TOTAL: 01/64/17

M/S/DEFEATED

AM:

HARMINDERKALKATSTC64422: We as the Bylaw committee have concerns and recommend that this goes back to Women's committee, the reason being when we look at VDLC portion, National and VDLC do not recognize each other. Also, the June Beer and Burger event, Unifor doesn't promote alcohol. We need more clarification on distributing literature etc. And since the committee sits quarterly, they don't need to report to the eboard. That is our input as a bylaw committee, they need to address and resubmit.

PM:

HARMINDERKALKATSTC64422: We as the Bylaw committee have concerns and recommend that this goes back to Women's committee, the reason being when we look at VDLC portion, National and VDLC do not recognize each other. Also, the June Beer and Burger event, Unifor doesn't promote alcohol. We need more clarification on distributing literature etc. And since the committee sits quarterly, they don't need to report to the eboard. That is our input as a bylaw committee, they need to address and resubmit.

NOM 4-7 – Bylaw Amendment, Tabled, referred to Bylaw Committee

AM: DEVMANGATVTC75057: Member contacted us and wanted it to be tabled so it can be rediscussed and then submitted to the next meeting.

PM: DEVMANGATVTC75057: Member contacted us and wanted it to be tabled so it can be rediscussed and then submitted to the next meeting.

**NOM 8 – Bylaw Amendment
Motion to make the following changes**

Submitter, Krista Lee Hanson, 67451

18.91 Budgets

(d) List of elected/unelected booked off on **Local 111 paid** union leave shall be made available to **for the Membership to review** at every General Membership Meeting. **Unpaid union leave and union leave that will be fully reimbursed by another body (ex. a Unifor National Department) will not be included on this list.**

Submitted by Krista Lee Hanson, VTC, #67451

Second: Lee Stebner, Vice president

Second: Yogesh Thapar, VTC, #87036

AM: 01/54/03

PM: 18/05/01

TOTAL: 19/59/04

M/S/DEFEATED

AM:

DEVMANGATVTC75057: The committee is not in concurrence. A union book off is a union book off and there should not be any difference.

SAMHAJIZADEHPTC53253: I am against this motion, it's all or none. Not in favor of separating them.

JOHNBURCHARDTVP1: I would like to speak against this motion. CMBC can also grieve us, CMBC is filling a grievance against us, they don't like us booking people off when they are not union officers. If you are not on the Unifor website than they don't want you booked off. They want to interfere with our union business. They tried this month or two earlier, they tried to say we will give a member's job back if we do this. They want to tell us what we can and cannot do.

JAMESKRICKENBTC72281: I am not for or against, I don't feel the intent was to hide people who are booked off by National and expose people booked off from our local. I believe it was to get a true cost of the book offs to our members.

BALBIRMANNPRESIDENT: All book offs are available with the financial secretary and the trustees do audits regularly.

RAJJANJUABTC58443: Call the question.

Second: Sam Hajizadeh, PTC, #53253

61/00/00
M/S/CARRIED

PM:

DEVMANGATVTC75057: We as a committee are not in concurrence with this. Everyone that gets booked off membership needs to know. We have a list.

JOHNBURCHARDTVP1: I would like to speak against this motion. CMBC can also grieve us, CMBC is filling a grievance against us, they don't like us booking people off when they are not union officers. If you are not on the Unifor website than they don't want, you booked off. They want to interfere with our union business. They tried this month or two earlier, they tried to say we will give a member's job back if we do this. They want to tell us what we can and cannot do. This list is for our members. Anyone that wants to know who's booked off can go into Raj's office and he will give it to you.

SAMHAJIZADEHPTC53253: It should be everyone and should include everyone. Should not be excluding National and certain people. It should be everyone.

SUKHYSINGHVTC49434: Who is going to create this list? Back then book offs were less and only for union business. Nepotism is a big source of these book offs. Why are we concerned about National. There is not enough information to the membership why people are getting booked off.

LEESTEBNERVP2: I don't care what people are doing in the National. There are members that are booked off that are unpaid, and I would like to know why. I want to see more support for the members that are doing union work.

JASPAULVTC82134: Raj there was a motion passed about book offs. It has been a year and a half.

RAJINDERPUREWALFINANCIALSECRETARY: From next GM all binders for book offs will be here, in the last 8 years only 2 members came in to see the binders and book offs. All the binders from 2017 till now are all there.

NOM 9

I, Rajinder Purewal, Financial Secretary, move that Local 111 pay annual per capita dues of \$3,800.00 to the Unifor Road Transportation Industry Council for 2024 from UPC fund. Local 111 is a member of the Road Transportation Sector.

Submitted by Rajinder Purewal, Financial Secretary

Second: Jessie Rana, Recording Secretary

Second: John Burchardt, Vice President 1

AM: 55/00/01

PM: 09/03/06

TOTAL: 64/03/07

M/S/CARRIED

AM:

RAJINDERPUREWALFINANCIALSECRETARY: We pay per capita every year to road transportation, however last time there was a bylaw put forward and it was defeated by the membership. Just for road transportation council we are there members.

BRUCEMURRAYVTC55398: What do we get?

RAJINDERPUREWALFINANCIALSECRETARY: Krista Lee Hanson is the President; This is about the jobs in transportation. They lobby the federal and provincial government for this sector.

PM:

JASONMCCORMICKRTC76645: Why is this coming out of UPC and not something else? This has nothing to do with politics.

RAJINDERPUREWALFINANCIALSECRETARY: This is the least used account. We are a part of road transportation, President is Krista Lee Hanson, this is why it's coming from UPC. The most used fund is Gift and Retirement account. There is money there. Road Transportation Industry Council does lobbying with the government as well.

NOM 10

I, Sam Hajizadeh, PTC property Rep, #53253 motioned for Local 111 hire a private firm to audit 6-8 operators from the PTC Payroll system. This audit should include spare board holiday blockers and regular, community shuttle regular reduce and casual operators, and also the operators did a trade works. If they find a discrepancy with pay we extend this to all the properties.

Submitted by Sam Hajizadeh, PTC Property Rep, #53253

Second: John Burchardt, Vice President 1

Second: Paul Tiwana, PTC, #58878

AM: 55/01/03

PM: 20/00/03

TOTAL:75/01/06

M/S/CARRIED

AM:

SAMHAJIZADEHPTC53253: I personally found there is an issue in the payroll. Many members don't know what they are getting paid. I had a problem June 28th of this year, for me I have access to the emails etc. and it took more than 2 months and finally CMBC admitted in writing, and the system didn't like the double shift I did so they had to input it manually. They paid me in the middle of September for my June work. There a lot of unanswered questions.

BRUCEMURRAYVTC55398: I fully support the intention of the motion, the problem we have is hiring a 3rd party to audit, it is almost impossible to do. We should look into an internal audit.

MEHRSHADYAVARIPTC85930: I disagree with the brother; it can be done.

DEVINDERGILLHTC83790: Please call the question?

Second: Harjit Sidhu, HTC, #85544

52/01/00

M/S/CARRIED

PM:

SAMHAJIZADEHPTC53253: Members come to the union office that don't understand where the pre-trip and travel time pay is. I had a problem June 28th of this year, for me I have access to the emails etc. and it took more than 2 months and finally CMBC

admitted in writing and the system didn't like the double shift I did so they had to input it manually. They paid me in the middle of September for my June work. There a lot of unanswered questions.

HARBKULARVTC47562: Do we have the right to audit the employer?

SAMHAJIZADEHPTC53253: I did the research, and other companies have done it.

BALBIRMANNPRESIDENT: If an individual member is coming complaining they can authorize their own payroll audit not everyone.

LINDAKORENSVTC51679: My index pays me 8:38 and now I am getting paid 8:37 I addressed this matter through the office the company said that's just how the computer rounds it up. This needs to be looked at.

JASPAULVTC82134: What is roughly the cost of getting an audit?

SAMHAJIZADEHPTC53253: 6-8 members is very minimal; I don't have the number.

LINDAKORENSVTC51679: Stat pay that we are being held back on. Can anyone tell me about this?

DEVMANGATVTC75057: We have a notice that came from the company, the first 10 will go into bank stats and the last three will come as paid out.

NOM 11

I, Parm Johal, seniority #82454, VTC, make a motion that local 111 executive take ownership of the grievance of LOU 29 and follow through with the grievance in good faith, and in a manner of urgency.

Submitted by Parm Johal, VTC, #82454
AM: Second: Daljit Kainth, VTC, #82193
PM: Second: Yogesh Thapar, VTC, #87036
AM: 01/26/07
PM: 21/00/00
TOTAL: 22/26/07
M/S/DEFEATED

AM:

BALBIRMANNPRESIDENT: We have mentioned it at the last GM and the executive board we did file the grievance, and it was denied. They are following LOU29 and we have been put on notice. Our committee has been formed and we are just waiting for the employer to establish their side and then proceed with LOU29 discussions.

JOHNBURCHARDTBTC50588: The policy was grieved. Went to National and they agreed. We had the meeting, and it was at VTC. Gavin Davies spoke on it. We discussed that we will file at the labor board. I asked every rep to meet at the union hall, and the sign-up committee came together, and we discussed everything. We have the meeting minutes with the sign-up reps right here. LOU 29 has to do with the Sign up only. It will not go into the issues that we are currently going through with spareboard. This is solely the sign-up.

MICHELLEFULLARDVTC64822: They did not give us paid training. Where is your fairness about getting training? We are supposed to be treated equally. They are forcing us to use it without training.

JOHNBURCHARDTBTC50588: Motion says are you going to follow through with LOU29? Which we are.

BALBIRMANPRESIDENT: We are following through with LOU29. There are meeting minutes for you all to see.

PM:

BALBIRMANPRESIDENT: This is in the works; we have been put on notice by the employer. This is happening and we have a committee in place, we are waiting on the employer side then the discussion will happen so we can report back.

PARMJOHALVTC82454: Balbir last meeting you said that the committee was going to be formed, and they will be speaking to the company. I spoke to two members, and they said they haven't heard anything about this meeting yet. Two months have passed and you said it's in the works and nothing is happening. What do we believe?

BALBIRMANPRESIDENT: There is no meeting scheduled yet; we are waiting for the company. Grievance has been filed. They have already put us on notice. I can follow up with them and then I can report back.

SHAWNBENNINGVTC30872: Isn't there any time constraints? So, this can go on for years and years?

BALBIRMANPRESIDENT: There are no time constraints.

JOHNBURCHARDTBTC50588: We have a meeting with the sign-up committee and we have a list.

PARMJOHALVTC82454: Take them to the labor board.

JASONMCCORMICKRTC76645: We knew about LOU29 for years. Why was the union not proactive in the past 6 years when they found out? This system is going to take 4-5 years to implement it. Please get up and do something.

MIKEMCMILLANBTC56272: Who is representing us from our side?

BALBIRMANPRESIDENT: Gary Kong VTC, Pinky Kainth Mahil HTC, and Richard wise PTC. The committee decided.

SUKHYSINGHVTC49434: Why Richard and why Pinky? Why not the sign up reps that have been there for years.

BALBIRMANPRESIDENT: The committee chose between themselves.

PARMJOHALVTC82454: Until these meetings take place sign up should go back the way it was.

BALBIRMANPRESIDENT: The sheets will be on the board.

JOHNBURCHARDTBTC50588: When we filed the policy grievance that was the first thing we told them that we want the sheets on the walls and lots to do with Michelle Fullard. These sign-up reps are the ones that were elected by us.

MICHELLEFULLARDVTC64822: There should be member participation on this committee. Any member that was a peer member training should not be on this committee. This is conflict of interest as they are making it smoother for the company. The company should never divide us.

HARBKULARVTC47562: Why are we being used as lab rats with this Hastus system? Why did we not push back? There are so many flaws, and we still have not rectified them. The chair of spareboard has not given us anything. How long do we have to wait to get results. Are we going to be here next year again having this discussion.

BALBIRMANPRESIDENT: There were approximately 200 concerns that were raised, and every depot have these sheets and they should be posted to show what has been resolved. LOU29 is formed and I will push the company to give us meeting dates.

PARMJOHALVTC82454: Sept minutes, national told you that they are proceeding with the grievance. CMBC denied it. I want you to take ownership for this grievance and have it in your back pocket. If they don't follow through you need to go to labor board.

HARBKULARVTC47562: Until all this is resolved, why not tell the employer lets go back to the old ways. Resolve it and then re-introduce.

BALBIRMANNPRESIDENT: All the concerns that have been raised; they have been resolved. And it should have been posted at each depot.

JASMEENTHINDVTC78856: It is not posted.

DANIELGUZMANBTC83836: Call the question.

Second: Daljit Kainth, VTC, #82193

23/00/00
M/S/CARRIED

NOM 12

I, Sanchit Jain, seniority #87247, VTC, signed an index for the Sunday summer 2024 sheet on the Hastus at my designated time slot. I received my confirmation slip. I was later informed and removed by the company/union and placed on the error standby for the entire sheet at 5 hours. I am seeking financial compensation for the difference in wages lost for the entire sheet.

Submitted by Sanchit Jain, VTC, #87247
Second: Bruce Murray BTC, #55398
Second: Jason McCormick, RTC, #76645
AM: 28/01/00
PM: 20/00/00
TOTAL:48/01/00
M/S/CARRIED

AM:

SANCHITJAIN 87247VTC: I gave them my choice slip and got confirmation slip but half an hour later I got a call and was told I will be on error standby every Sunday for 5 hours.

BALBIRMANNPRESIDENT: Member was phoned and informed you can not sign compressed work if you sign regular work on weekdays. Then he picked the work, which was 5 hours and 7 minutes, which was already signed by another operator. Reps talked to Sanchin and made him error standby for 5 hours.

SAMHAJIZADEHPTPTC53253: Looks like everything was done according to the books.

HAMIDTAFTIPTC85586: All the depots had the same issue.

BALBIRMANNPRESIDENT: This issue was resolved with all the sign-up reps, and they agreed to it.

AMARDEEPMANGATMVTC85803: Did you get paid for Sunday or not?

SANCHINTJAINVTC87247: Yes, I did.

AMANBAINSSTC82364: Who is going to pay for this mistake?

JOHNBURCHARDVP1: Union.

BRUCEMURRAYVTC55398: Three signs up reps and work leader decided to make him an error standby. It is fixed

SANCHITJAIN87247VTC: First, I was not given an option. I signed 8 hours and 14-minute piece.

RUPINDERBAINSVTC81123: My question is when the decision was made, did you agree or not? Why did you not grieve that time?

SANCHITJAIN87247VTC: I was new and never knew anything about it.

JASPUREWALVTC65756: Once he got confirmation he should get paid for the index.

JAVAEDFACHERVTC84441: Call in question

SECOND: Bruce Murray, VTC, #55398

28/01/00
M/S/CARRIED

PM:

JOHNBURCHARDTBTC50588: He had written down what he wanted and gave it to the sign-up rep, he was a brand-new member, Sunday work he picked up was compressed. Sign up rep takes it and puts it in the computer, confirmation slip comes out and it is good to go. 20 more people were to sign after him. After they sign up, they realize he signed a compressed on a Sunday and it is illegal work and it should be going to the spareboard. The fault lies in my opinion that the rep he gave it should recognize that this work does not work. I am in favor. He should be reimbursed. It is a union rep that should have looked at it.

MIKEMCMILLANBTC56272: Simple fact is the member signed the work, and he got the confirmation slip therefore he needs to get reimbursed.

AVTARMAHILVTC85797: The Hastus system should be giving the warning. In my opinion the fault is the company not the rep. The company brought forward this system, company should be paying.

DANIELGUZMANBTC83836: Call the question?

03/14/00
M/S/DEFEATED

JASPAULVTC82134: Pay him what he is owed. Raj pays him and then bills CMBC.

SUKHYSINGHVTC49434: once 1400 sheets get locked why are we allowing CMBC to change.

JASONROBINSONBTC83554: Who took him off?

BALBIRMANNPRESIDENT: Was discovered by the work leaders and sign-up reps.

HARBKULARVTC47562: This was a joint decision between the union and the employer. Please take ownership. He said he received calls from Yvonne and Balbir. Once we get a confirmation slip, we own that work for the sheet.

BALBIRMANNPRESIDENT: I received a call from the work leader and the three sign-up reps on the speaker phone. I told them you guys need to decide. I called him and told him whatever he wants to do we will stand with you. They made the decision, and he agreed. He shouldn't have to suffer.

HARBKULARVTC47562: How are we allowing a sign-up rep to make that decision, table officer needs to deal with that.

JASONMCCORMICKRTC76645: Who oversees the sign-up committee.

BALBIRMANNPRESIDENT: We all over see sign-up.

SUNNYRANDHAWAVTC85813: If they made the mistake then they need to pay.

SHAWNBENNINGVTC30872: We should go after the company to compensate.

MIKEMCMILLANBTC56272: Call the question?

Second: Jas Paul VTC:82134.

23/00/00
M/S/CARRIED

NOM 13

I, Darin Galasso, seniority #74580, BTC am requesting that the 3 elected trustees hire an accountant firm to conduct a thorough audit of the Unifor 111 financial accounts from 2022 to present.

Submitted by Darin Galasso, BTC, 74580

OUT OF ORDER

6) ARBITRATIONS

(a) I, Matthew Merrett, Sen#84900 are formally requesting a Notice of Motion for my 1-Day suspension to go to Arbitration.

AM:

ELAINEONSTINEPTC84874: I am a member of the Grievance committee. We only give recommendations and you guys have the ultimate decision.

Grievance committee recommendation:

Matthew Merrett #84900, 1 day suspension, BTC

The Grievance Committee does not make decisions about whether to proceed to arbitration but only makes recommendations to the Executive Board based on the information they receive.

Recommendation & Reason: Unfortunately, the stewards' failure to include the BC Human Rights Code, or inclusive cover your butt language (as preprinted on the current first stage grievance form), in either stage of the grievance process will severely limit the chances of success at arbitration. Arbitrators have ruled that they do not have to accept a Human Rights argument if the Human Rights Code or inclusive language is not included in earlier steps of the grievance process.

Information: The Committee is very concerned that the precedent set by not taking this case to arbitration would be detrimental on the membership, which is why the letter not to proceed must say "on a without prejudice or precedent basis". The discipline from this event focuses on the members' use of a medically required device. This is a clear violation of the Human Rights Code, under the prohibited grounds of disability.

References: Telus Communications Company v Telecommunications Workers Union, Usw Local 1944, 2016 CanLII 62615 (CA LA)

JOHNBURCHARDTVP1: We went to arbitration yesterday. There was a video which shows he has an electronic device in his ear. He got that device from Amazon. He even got into it with the road supervisor for this.

PM:

ELAINEONSTINEPTC84874: I am a member of the Grievance committee. We only give recommendations and you guys have the ultimate decision.

Grievance committee recommendation:

Matthew Merrett #84900, 1 day suspension, BTC

The Grievance Committee does not make decisions about whether or not to proceed to arbitration but only makes recommendations to the Executive Board based on the information they receive.

Recommendation & Reason: Unfortunately, the stewards failure to include the BC Human Rights Code, or inclusive cover your butt language (as preprinted on the current first stage grievance form), in either stage of the grievance process will severely limit the chances of success at arbitration. Arbitrators have ruled that they do not have to accept a Human Rights argument if the Human Rights Code or inclusive language is not included in earlier steps of the grievance process.

Information: The Committee is very concerned that the precedent set by not taking this case to arbitration would be detrimental on the membership as a whole, which is why the letter not to proceed must say "on a without prejudice or precedent basis". The discipline from this event focuses on the members use of a medically required device. This is a clear violation of the Human Rights Code, under the prohibited ground of disability.

References: Telus Communications Company v Telecommunications Workers Union, Usw Local 1944, 2016 CanLII 62615 (CA LA)

AM: 01/24/00
PM: 08/03/03
TOTAL: 09/27/03
M/S/DEFEATED

7) DONATIONS

8) OFFICERS' REPORT

9) NEW BUSINESS

The next Executive Board meeting will be held on December 13th at 11:00 at 326 12th Street, New Westminster, BC.

In Solidarity,

Jessie Rana

Unifor Local 111 Recording Secretary

Cell: 778.980.0489 E-mail: RecSec@Unifor111.com


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