



GENERAL MEETING AGENDA

Date: Wednesday, April 23rd, 2025

Time: 10:45 AM & 19:45 PM

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

AGENDA:

AM: 1045 quorum ended: 1157

PM: 1947 quorum ended: 2303

Moment of silence to honour and respect our brothers and sisters and other Unifor members that we have lost. The day of mourning is Monday April 28th, 2025.

AMENDMENT:

I, Raj Purewal, Financial Secretary, move to amend the agenda, NOM #6 & 7 to NOM #1 & 2.

Second: Sam Hajizadeh, PTC, #53253

AM: 21/00/00

M/S/CARRIED

AM:

RAJINDERPUREWALFINANCIALSECRETARY: I would like to reword NOM #6.

KRISTALEEHANSONVTC67451: Point of order that motion cannot be amended until it is moved and seconded.

1) MINUTES OF THE PREVIOUS MEETING

(a) Errors & Omissions – AM: 24/00/00 PM: 18/00/01 M/S/CARRIED

(b) Business Arising

2) READING OF PROPOSED BYLAW AMENDMENTS

UNIFOR 111 Mental Health Advocate Committee Terms of Reference
HOUSEKEEPING

1.0 Role:

The Unifor 111 Mental Health Committee is established under the terms of **LOU #66** part G reference 2.10 of the collective agreement. The Mental Health Advocates are strictly a referral assistance program.

2.0 Responsibilities:

The responsibilities of the Unifor 111 Mental Health Committee are established under the terms of **LOU #66** part G reference 2.10 of the collective agreement.

3.0 Membership:

The Unifor 111 Mental Health Advocate Committee is made up from the Mental Health Advocates under the terms of **LOU #66** part G reference 2.10 appointed by Unifor Local 111's President, plus a liaison appointed by Local 111 Executive Board. Alternate

Mental Health Advocates for each depot will be ex-officio members. They will be proposed by the current Mental Health Advocates, from each depot to their Property Representatives which, in turn, will be proposed to the Executive Board for final approval.

4.0 Meetings:

The Unifor 111 Mental Health Advocate Committee will meet as necessary at an interval determined by the committee. The meetings may be in-person, by teleconference or electronically online **such as Zoom or Skype**. If a member from a depot is not able to participate in a meeting, the alternate from that depot will be asked to be the official designate for that meeting. Alternates will be allowed to attend all meetings but will not be eligible for paid leave to attend a meeting unless replacing the regular member.

5.0 Length of Term:

The Unifor 111 Mental Health Committee will be reviewed by the Executive Board of Unifor 111 every three years after the local elections.

6.0 Co-chair:

The chair of the Unifor 111 Mental Health Committee will be appointed by the Executive Board and agreed to by the committee members.

7.0 Quorum:

Quorum shall be simple majority (50%+1) of the voting committee members present at a meeting.

8.0 Decision-making:

The committee shall strive for consensus (i.e. "you can live with the decision/idea") when making decisions. If consensus cannot be achieved, a resolution will be tabled in the form of a motion and a vote taken. When voting, majority (50%+1) rules with quorum present. There shall be no proxy or email voting unless explicitly determined by the committee in advance of a vote.

8.01 Terms of Reference:

Will be reviewed annually if/or when necessary.

9.0 Minutes:

A Recording Secretary will be elected (50% +1) by committee members. The minutes recorded by the Recording Secretary shall be approved at subsequent meetings. The minutes will be sent to each committee member and also kept and stored in the official minutes binder kept in the office of the local.

10.0 Guests:

The Chair and/or members of the Committee may invite guests to attend meetings as a resource as required.

11.0 Accountability:

The Unifor 111 Mental Health Committee will be accountable to the Executive Board of Unifor 111 through the liaison person.

AM & PM:

HARMINDERKALKATSTC64422: I move to adopt the above "Unifor Local 111 Constitution & Bylaws Committee Report" to the March 2025 General Membership Meeting" as read and place it in the meeting minutes.

AM: Second: Sam Hajizadeh, PTC, #53253

PM: Second: Raj Purewal, Financial Secretary

AM: 32/01/00

PM: 17/00/00

TOTAL: 49/00/00

M/S/CARRIED

3) NOTICES OF MOTION

Motion 1

Proposed changes

Submitted by Raj Purewal, Financial Secretary

Existing Bylaw

18.12 Local 111 Union dues shall be set at Three (3) hrs per month as per Article 16 Section 9 of the Unifor National Constitution.

Be Amended to Read:

18.12 Local 111 Union dues shall be set at **two hours and thirty minutes (2.5 hours)** per month as per Article 16 Section 9 of the Unifor National Constitution. **All the levies as explained under Article 18.71, 18.72 and 18.73 will be part of the above deductions.**

AM:

KRISTALEEHANSONVTC67451: Point of order this motion is out of order as it violates 16.8 of the constitution.

HARMINDERKALKATSTC64422: We believe this is order.

KRISTALEEHANSONVTC67451: I challenge the chair.

Second: Michelle McDonald, STC, #65878

KRISTALEEHANSONVTC67451: I believe this is out of order for a number of reasons. Firstly 16.8 of the constitution states we need to change to percent. Secondly, in November 2024 this membership voted on the budget for 2025, this motion will under fund that budget by \$600,000.00. A change in dues does not affect how much money goes to the National or the Regional it only effects how much goes to the local.

HARMINDERKALKATSTC64422: This will be in effect from January 2026. Secondly, we had a discussion with the financial secretary on the same issue, he discussed the figures of 2024 with us which was audited but still need to be presented to the trustees. 2024 budget projected amounts show in excess of \$222,000.00 however in actual it is \$653,438.00 in excess. This will save our members money each month, it also fits all the criteria of National therefore it is in order.

DEVMANGATVTC75057: All in favor of this challenge? Which means bylaw is out of order?

AM: 07/25/00

M/S/DEFEATED

AMENDED TO:

18.12 Local 111 Union dues shall be set at 1.534% of guaranteed wages (equivalent of 2.5 hours) per month as per Article 16 section 9 of the Unifor National Constitution. All levies as explained under Article 18.71, 18.72 and 18.73 of the Bylaws will be part of the above deductions. This Bylaw will be effective from January 1, 2026.

HARMINDERKALKATSTC64422: All in favour of this amendment?

Second: Daljit Kainth, VTC, #82193

AM: 37/00/00

M/S/CARRIED

AM:

RAJINDERPUREWALVTC45346: I would like to amend this motion

KRISTALEEHANSONVTC67451: Point of order if a bylaw motion is amended now this counts as a reading meeting and goes into the next meeting.

HARMINDERKALKATSTC64422: This has been done in past. When you Krista were the chair, you had made changes.

KRISTALEEHANSONVTC67451: This is a very substantial change; I am challenging the chair.

Second: Kael Stewart, HTC 84009

KRISTALEEHANSONVTC67451: This violates the amendment section of our bylaws. I believe the amendment is out of order, this is a substantial amendment. This changes the amount of money coming into our local by \$600,000. We cannot make such change without informing the membership.

HARMINDERKALKATSTC64422: I think it is in order, we have done amendments on the floor during your time and this is no different.

DEVMANGATVTC75057: All in favour of this challenge, what this means is this amendment is out of order?

AM: 08/26/00

M/S/DEFEATED

DEREKMETZPTC82001:

18.12 Local 111 Union dues shall be set at 1.534% of guaranteed wages (equivalent of 2.5 hours) per month as per Article 16 section 9 of the Unifor National Constitution. All levies as explained under Article 18.71, 18.72 and 18.73 of the Bylaws will be part of the above deductions. This Bylaw will be effective from January 1, 2026.

Second: Sam Hajizadeh, PTC, #53253

Second: Abbas Mohajer, RTC, #77823

AM: 31/02/01

PM: 10/20/00

TOTAL: 41/22/01

M/S/DEFEATED

AM:

KAELSTEWARTHTC84009: Point of order fulltime conventional operators are 7.5 hours and shuttle operators are part time and don't have 7.5 hours therefore this is unclear.

RAYBEATTIECSOFFICER: Shuttles have weekly guarantee for full-time officers' dues are prorated for casual and part-timers.

HARMINDERKALKATSTC64422: We are just trying to bring it to 2.5 from 3 hours.

JOSHGYBELSBTC82664: What is the loss to the local?

RAJPUREWALFINANCIALSECRETARY: Last year 2024 budget showed \$222,000 in plus however the actual number is \$640,000.00 in plus. This year budget is showing \$245,000.00 in plus, next year my projection is, as we have a raise we will not be in deficit. We have \$5.5 million dollars, and we will be at \$6 million by the end of this year.

JOSHGYBELSBTC82664: So, the local is going to be weaker in the long run. If something happens, we won't have the money.

RAJPUREWALFINANCIALSECRETARY: Before my term we were always in minus we were not weaker. Just because the union did not have money in the past did not make this union weaker. Before there was a strike fund now the strike fund comes from National. We have \$5.5million at this moment.

SAMHAJIZADEHPTC53253: This is a saving for everyone. This is for conventional and shuttle it is prorated therefore it is saving for everyone. If it looks like we need to increase down

the road we can always put a motion forward and increase it. This is a direct saving to the members. We have excessive amount of money and National will come take it. I would rather have the money helping our members.

KRISTALEEHANSONVTC67451: The National cannot take our money unless we dissolve our local.

HARNEKMANNSTC84128: Membership is also increasing therefore we get more union dues as well. It will still increase.

KAELSTEWARTHTC84009: What is our surplus now? What is our surplus going to be in 2026? What is the difference.

RAJPUREWALFINANCIALSECRETARY: Right now, roughly around \$5.5 million and by 2026 roughly round deduction of \$600,000. We also have fixed term deposits to, we are thinking \$200,000.00 will be coming from the interest. We will not be in deficit. There are so many factors.

MORTEZAMALEKIPTC87438: Call the question?

Second: **Daljit Kainth, VTC, #82193**

AM: 33/00/00

M/S/CARRIED

PM

JASONROBINSONBTC83554: A few things are concerning; we should be tabling it until GM. Secondly; I am not for this since we have a contract coming up. We have trouble getting members booked off.

BARINDERTHINDSTC76701: How much money do we have in our accounts?

RAJPUREWALFINANCIALSECRETARY: \$5.5 million.

ABBAS MOHAJERRTC77823: Welcome to the new trustee. I remember in the past the union was always in red. How the money came in its all due to the expertise of the financial secretary. This is our money. Reducing it by that small amount won't hurt the union. Every extra penny in our pocket is a bonus for us especially during this time.

KRISTALEEHANSONVTC67451: I will be voting against this motion. It is not a small amount. I took the budget of this local that the membership approved it says \$245,000.00 this reduction would be reduced by \$600,000.00. 2025 budget total income is \$5,560,000.00 our per capita is \$2,250,000.00 and our local income is \$3,310,000.00. Office/Officer wages and benefits is \$865,000.00, which is now \$2,445,000.00 then we minus the reduction of the dues \$600,000.00 and we have \$1,845,000.00. This amount doesn't include arbitrations, legal fees, retirement party etc. I will not notice the \$20 less on my dues but I will notice no retirement party for our retirees.

DALJITKAINTHVTC82193: Call the question?

Second: **Krista Lee Hanson, VTC, #67451**

PM: 25/00/02

M/S/CARRIED

Motion 2

Proposed changes

Submitted by Raj Purewal, Financial Secretary

Second: **Krista Lee Hanson, VTC, #67451**

Second: **Krista Lee Hanson, VTC, #67451**

AM: 36/00/00

PM: 31/00/00

TOTAL: 67/00/00

M/S/CARRIED

Existing Bylaw

18.71 Death Benefit Fund

A levy of two dollars (\$2.00) per member, per month based upon the membership list

provided by the Employer shall be set aside in a Death Benefit Fund. The levy shall be in addition to the dues set out in the Unifor National Constitution. The sole purpose of this fund shall be to provide a two thousand five-hundred-dollar (\$2500) benefit to the designated beneficiary of a member who has passed on. It is payable to the beneficiaries of those members who have contributed to the Fund since February 18, 2000. (A copy of the death certificate must be submitted.)

Be Amended to Read:

18.71 Death Benefit Fund

A levy of two dollars (\$2.00) per member, per month based upon the membership list provided by the Employer shall be set aside in a Death Benefit Fund. ~~The levy shall be in addition to the dues set out in the Unifor National Constitution.~~ The sole purpose of this fund shall be to provide a two thousand five-hundred-dollar (\$2500) benefit to the designated beneficiary of a member who has passed on. It is payable to the beneficiaries of those members who have contributed to the Fund since February 18, 2000. (A copy of the death certificate must be submitted.)

EXISTING BYLAW

18.72 Gift and Retirement Fund

a) A levy of one dollar and fifty cents (\$1.50) per member, per month based upon the monthly dues list shall be set aside in a Gift and Retirement Fund. The levy shall be in addition to the dues set out in the Unifor National Constitution.

Be Amended to Read:

18.72 Gift and Retirement Fund

a) A levy of **two dollars (\$2.00)** per member, per month based upon the monthly dues list shall be set aside in a Gift and Retirement Fund. ~~The levy shall be in addition to the dues set out in the Unifor National Constitution.~~

EXISTING BYLAW

18.73 Union in Politics Fund

a) A levy of two dollars (\$2.00) per member, per month based upon the monthly dues list shall be set aside in a Union in Politics Fund. The levy shall be in addition to the dues set out in the Unifor National Constitution.

b) The Fund is to be used to promote transit issues relating to transit operators or public transit to the general public, any level of government or other public bodies, or non-government organizations. Prior to any expenditure of funds the Executive Board shall lend its approval. All expenditures will be reported to the next General Membership Meeting.

Be Amended to Read:

18.73 Union in Politics Fund

a) A levy of **one dollar (\$1.00)** per member, per month based upon the monthly dues list shall be set aside in a Union in Politics Fund. ~~The levy shall be in addition to the dues set out in the Unifor National Constitution.~~

b) The Fund is to be used to promote transit issues relating to transit operators or public transit to the general public, any level of government or other public bodies, or non-government organizations. Prior to any expenditure of funds the Executive

Board shall lend its approval. All expenditures will be reported to the next General Membership Meeting.

c) The levy shall increase to \$1.50 if the fund value decreases to less than \$1 million for the complete fiscal year.

AM:

KRISTALEEHANSONVTC67451: I am 100% in favour of this. I will be voting in favour.

PM:

KRISTALEEHANSONVTC67451: I am voting in favour of this. Our Bylaws were not clear so thank you Raj for putting this forward and making it more clear for all the members.

Motion 3

Submitted by the Local 111 C&B Committee, Chair

Second: **Krista Lee Hanson, VTC, #67451**

Second: Jason Robinson, BTC, #83554

AM: 26/00/00

PM: 22/00/01

TOTAL: 48/00/01

M/S/CARRIED

Add following to the By-Laws and re-number accordingly.

4.01 To regulate Labour Relations and Collective Bargaining between Employer and Employees.

Motion 4

Submitted by the Local 111 C&B Committee, Chair

Second: **Krista Lee Hanson, VTC, #67451**

Second: Barinder Thind, STC, #76701

AM: 23/01/00

PM: 08/08/04

TOTAL: 31/09/04

M/S/CARRIED

Remove article 7.14

~~7.14 Posting Notices of Motion~~

~~(d) Motions must be posted with the name(s) of the member(s) submitting the notice at all Properties for at least fourteen (14) days prior to the following General Membership Meeting~~

Motion 5

Submitted by the Local 111 C&B Committee, Chair

PM: Second: **Krista Lee Hanson, VTC, #67451**

PM: 33/00/00

M/S/CARRIED

Amend Article 18.33 (The policy referenced here is not easily available to general membership, so National requires we add our own policy)

from

Purchasing

18.33

Purchases of goods and services will follow the *Unifor National Purchasing Policy for Materials, Print and Services* (Policy Number ADM007)

to

18.33

Purchases of goods and services will follow the *Unifor Local 111 ~~National~~ Purchasing Policy for Materials, Print and Services (Policy Number ADM007)*

ADD NEW POLICY the appendix to the Local 111 Bylaw

Unifor Local 111 Purchasing Policy

1. PURCHASING POLICY

All Unifor Local 111 office purchases are to be in compliance with this policy to ensure that purchases are made:

- A. at the best price for the appropriate quality and quantity; and
- B. from the right source which shows preference to Canadian and Union made products and services.
- C. following approved procedures as applicable for materials, print and external services.

2 PURPOSE

The purpose of this policy is to:

- A. ensure a consistency of product that meets Unifor design guidelines.
- B. provide proper procedures to ensure all purchases are accurately tracked and reported.

3 SCOPE

This Statement of Policy and Procedure applies to all Local 111 purchases. Including but not limited to supplies, services and materials.

4 DEFINITIONS

- A. Request for Proposal (RFP) is a formal letter sent to one or more vendors/outside service providers for a quote on goods or services for comparison before awarding a contract or making a purchase.
- B. Materials are all purchases that exclude capital expenditures
- C. Services in this policy are those offered by a third party who is not on Unifor payroll.
- D. Capital expenditures shall be defined as expenditures for all fixed asset or non-consumable purchases, i.e. furniture, fixtures, computer hardware and equipment.
- E. Consumable Goods are materials required in day-to-day operations such as office supplies, coffee services, etc.

5 PROCEDURE

The normal procedures to be followed for the purchase of goods and services are as follows:

5.01 Planning

Depending on the type of purchase, the following characteristics should be present in the planning process leading up to the purchase:

- A. proper and timely identification of needs to allow adequate lead time.
- B. clear definitions of requirements including quantity and quality.
- C. analysis of requirements and graphic design needs.
- D. ensure adherence to the Unifor Identity Guidelines.
- E. meet an established or the pre-approved budget as adopted by the Membership.

5.02 Purchasing Authority

No purchase is to be made without proper prior approval.
No purchase order will be issued for personal items for any staff or member.

5.03 Unionized Vendors and Outside Service Providers

Whenever possible, Unifor Local 111 will use:

1. Canadian made, Union made by Unifor members.
2. Canadian made, Union made.
3. Canadian made.
4. North American made; Union made.
5. North American Made

Union bugs must appear on any materials purchased or printed through unionized sources.

Products made in countries other than North America should not be purchased for Unifor Local 111 purposes or events unless approved by the Executive Board prior to purchase.

The above criteria also apply to service providers in that they should be unionized and Canadian before moving to other options.

5.04 Bid Requirements – Printing

For printing jobs or photocopy services outside the scope of what can be printed in-house, the rules under article 5.03 shall apply

5.05 Bid Requirements - Computer Hardware, Software, Peripherals and Maintenance

General rules as outlined in 5.06 "All Other Goods and Services" below apply, except as follows:

- A. When maintenance agreements for equipment that have been negotiated as a part of the acquisition of the equipment and are renewed on an annual basis. The benefits of continuing the agreement should outweigh the costs of not continuing the agreement.
- B. When modifications or additions to the existing system are estimated to be substantial, but are only available from a single source, a benefit analysis will be performed to support the business decision to remain with the current supplier rather than switch to a new supplier.

5.06 Bid Requirements - All Other Goods and Services

The general rule which will apply to the obtaining of bids for purchases is three competitive quotations unless unable to obtain due to: requirement to match existing goods provided by a specific supplier; or lack of a suitable selection of supply sources in accordance with article 5.05.

5.07 Requests for Proposal or Tendering Process

When, in accordance with this Purchasing Policy, a Request for Proposal (RFP) or tender is necessary to undertake a purchase or procure a service, the following processes should be observed:

- A. definition of requirements/specifications and preparation of written RFP.
- B. adherence to deadlines for receipt of proposals from vendors/outside service providers.
- C. evaluation of vendors/outside service providers proposals.
- D. Negotiation if required.

5.08 Receipt of Goods and Follow Up

Upon receipt of goods:

- A. The packing slip or other receiving documentation will be compared to reflect order.
- B. Inspection and acceptance of goods will be done by the receiver, and the packing slip will be signed by the receiver.

KRISTALEEHANSONVTC67451: I will vote in favour of this; this is to make it transparent to all the membership. I was also assured by those who do the purchasing that we won't be buying anything from the states going forward.

JOHNBURCHARDTBTC50588: Under 5.03 Union made Canada it does say America as an option.

DAVEDHILLONSTC51130: If those products are not available within Canada, then?

KEVINDAINEPTC74070: We don't know what is going to happen in 3 years, we want a standing policy as is right now. We will make a commitment to avoid the USA as much as possible, however software issues we cannot avoid as Microsoft is American, Lenox is USA and we have to update our software.

JESSIERANARECORDINGSECRETARY: Just for clarity that list is what we will be going by.

Motion 6

Add the By-Laws Committee Terms of Reference, Policy & Procedure Manual to the appendix to the Local 111 Bylaw

Submitted by the Local 111 C&B Committee, Chair

Unifor Local 111 Constitution and Bylaws Terms of Reference, Policy & Procedure Manual. **Vision Statement**

By engaging our Membership in a progressive learning environment, we encourage the development of strong, informed Activists and Representatives.

By engaging the Local 111 membership in learning about the Unifor Constitution and policies, as well as the Local 111 Bylaws and Policies, we uphold our trade union values and build solidarity that strengthens our Local.

By creating an educated and informed group of union representatives with specific and up to date knowledge about the Constitution and Bylaws we ensure equitable representation for the Membership thus building solidarity as a Local.

Objectives

Provide a safe place for Unifor 111 Members to access resources related to the Constitution and Bylaws and assist all Members in understanding these documents and policies.

Ensure effective communication with the National and with the Local.

Consolidate information on Local, National, and global information of relevance to Unifor 111 workers on the issues of Constitution and Bylaws.

Provide clear communication with the Table Officers of Local 111.

Notify and advise the Unifor 111 Table Officers and Executive Board of any bylaw or Constitution violations.

Make all decisions with a goal to eradicate homophobia, transphobia, and biphobia, racism, sexism, misogyny, and ableism and ensure all policies and decisions of the Local support the human rights of all Members.

Work to ensure that the rights of the Membership, and the principles of Democracy, Transparency, and Solidarity are always upheld.

Committee Structure

The committee will consist of a minimum of 2 members. 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.

The President, with recommendations of the executive Board, may appoint additional committee members as needed.

Guidelines

Member or their designate must be present and read their motion at the GMM.

Responsibilities

The committee Chairperson(s) will liaise with the local Executive through the officer in charge.

The committee will review its Terms of Reference yearly.

All members of the Local will be encouraged to forward any information or requests or proposed changes to the Local 111 Bylaws and Policies directly to the Committee who will work with them on their submissions.

The committee Chairperson will provide Committee members with any information received by the Local that relates to the Constitution, Bylaws and Policies.

Meetings

Members of the Committee will meet twice per year. This will include attendance at any GMM where any bylaw or policy changes are proposed and/or being voted upon, meetings to assess any submitted bylaw or policy changes and meetings to incorporate any approved changes into the bylaws and submit them to the National for approval.

The Committee will regularly communicate via an online ongoing chat forum to address issues as needed on a timely basis.

Decisions will be made by majority vote after due consideration and discussion.

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.

Resources and Records

- Constitutional and Bylaws Local 111 Committee; terms of reference, policy and procedures manual.
- Approved budget
- Minutes of GM meetings, Committee meetings, emails and other supporting documents pertaining to the function of the committee.
- Unifor National, BCRC, and Local 111 ; Constitution, Bylaws and Policies
- Copies of communication sent to the committee regarding committee business.
- Records will be kept in a shared committee google drive and where appropriate on the committee website (if applicable).

Budget

The committee will have an annual budget as per local bylaws.

Reports

The Committee Chairperson will report on the activities of the Committee, in writing, to the Executive Board and the General Membership Meeting.

Guidelines

Member or their designated must be present and read their motion at the GMM.

KRISTALEEHANSONVTC67451: Point of order, I believe it is out of order due to the last line.

JOHNBURCHARDTVP1:

I, John Burchardt, Vice President, move that we strike out the Guidelines

Member or their designated must be present and read their motion at the GMM.

Second: Krista Lee Hanson, VTC, #67451

35/00/01

M/S/CARRIED

AMENDED:

Unifor Local 111 Constitution and Bylaws Terms of Reference, Policy & Procedure Manual.

Vision Statement

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Notify and advise the Unifor 111 Table Officers and Executive Board of any bylaw or Constitution violations.

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Reports

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Second: Krista Lee Hanson, VTC, #67451

PM: 37/00/00

M/S/CARRIED

Motion 7

Amend AMP Committee Terms of Reference, Policy & Procedure Manual to the appendix to the Local 111 Bylaw)

Submitted by Derek Metz, 82001, Chair AMP Committee

Second: Krista Lee Hanson, VTC, #67451

PM: 35/01/00

M/S/CARRIED

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.

KRISTALEEHANSONVTC67451: In favour of these changes, Human Rights are required for all members. It's important that it is in this article.

LEESTEBNERVP2: Objectives: 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. Accommodations are done by the officers, and that is what I do. It would be great if AMP was involved but it will always be an officer, I would suggest that be taken out.

DEREKMETZPTC82001: I don't have an issue with adjusting the words. We were not meaning to take away an officer's position.

KRISTALEEHANSONVTC67451: It is old language and its preexisting bylaw, so therefore we cannot make an amendment.

DEVMANGATVTC75057: Anything in the Black ink it has to be resubmitted. We can only change the red ink.

KRISTALEEHANSONVTC67451: This is a separate Bylaw that Lee is speaking about for today we are voting on the change today.

Motion 8

I move the local 111 submit the following amendment to constitutional convention

Submitted by Joshlin Gybels, BTC, #82664

Second: Krista Lee Hanson, VTC, #67451

PM: 34/00/00

M/S/CARRIED

Article 9

Clause 13

FROM

The Canadian Council shall establish Standing Committees with respect to Women, Black, Indigenous and Workers of Colour, Young Workers, Lesbian, Gay, Bisexual and Transgender issues (LGBT), Workers with Disabilities, Health and Safety and Environment (HSE), Political Action and other Committees as determined by the Executive of the Council. These committees will be composed of representatives of the respective standing committees of the regional and Quebec Councils.

The process for selecting additional members to the Standing Committees shall be described in the By-Laws. The selection of members to the Standing Committees on Women, Black, Indigenous and Workers of Colour, Young Workers, Lesbian, Gay, Bisexual and Transgender issues (LGBT) and Workers with Disabilities, shall include a provision for peer election.

TO

The Canadian Council shall establish Standing Committees with respect to Women, Black, Indigenous and Workers of Colour, Young Workers, 2Spirit, Lesbian, Gay, Bisexual, and Transgender, Queer, Intersex, Asexual + issues Workers (2SLGBTQIA+ or Pride), Workers with

Disabilities, Health and Safety and Environment (HSE), Political Action and other Committees as determined by the Executive of the Council. These committees will be composed of representatives of the respective standing committees of the regional and Quebec Councils. The process for selecting additional members to the Standing Committees shall be described in the By-Laws. The selection of members to the Standing Committees on Women, Black, Indigenous and Workers of Colour, Young Workers, **2Spirit**, Lesbian, Gay, Bisexual, Transgender, **Queer**, **Intersex**, **Asexual+** issues Workers (**2SLGBTQIA+ or Pride**) and Workers with Disabilities, shall include a provision for peer election.

KRISTALEEHANSONVTC67451: I raise in support of this and the following motions as they are just updating the language.

Motion 9

I move the local 111 submit the following amendment to constitutional convention

Submitted by Joshlin Gybels, BTC, #82664

Second: Mike Lauszus, STC, #52531

PM: 36/00/00

M/S/CARRIED

ARTICLE 10

Clause 14

FROM

Each Regional Council and the Quebec Council will establish standing committees with respect to Women, Black, Indigenous and Workers of Colour, Young Workers, Lesbian, Gay, Bisexual and Transgender Workers (LGBT), Workers with Disabilities, Health, Safety and the Environment (HSE), Political Action, Employee and Family Assistance Program Committee (EFAP) and other committees as determined by the Executive of the Council.

TO

Each Regional Council and the Quebec Council will establish standing committees with respect to Women, Black, Indigenous and Workers of Colour, Young Workers, **2Spirit**, Lesbian, Gay, Bisexual, and Transgender, **Queer**, **Intersex**, **Asexual +** Workers (**2SLGBTQIA+ or Pride**), Workers with Disabilities, Health, Safety and the Environment (HSE), Political Action, Employee and Family Assistance Program Committee (EFAP) and other committees as determined by the Executive of the Council.

Motion 10

I move the local 111 submit the following amendment to constitutional convention

Submitted by Joshlin Gybels, BTC, #82664

Second: Jas Paul, VTC, #82134

PM: 39/00/00

M/S/CARRIED

ARTICLE 10

FROM

16. The process for selecting Standing Committee members shall be described in the By-Laws of the Council(s). The selection of members to the Standing Committees on Women, Black, Indigenous and Workers of Colour, Lesbian, Gay, Bisexual and Transgender (LGBT) members, Workers with Disabilities and Young Workers shall include a provision for peer election.

TO

16. The process for selecting Standing Committee members shall be described in the By-Laws of the Council(s). The selection of members to the Standing Committees on Women, Black, Indigenous and Workers of Colour, **2Spirit**, Lesbian, Gay, Bisexual, and Transgender, **Queer**, **Intersex**, **Asexual +** (**2SLGBTQIA+**) members Workers, Workers with Disabilities and Young Workers shall include a provision for peer election.

Motion 11

I move the local 111 submit the following amendment to constitutional convention

Submitted by Joshlin Gybels, BTC, #82664

Second: Mike Lauszus, STC, #52531

ARTICLE 15, Section D

FROM

1. A Local Union should establish the following Standing Committees:

- Constitution and By-Laws
- Education
- Environment
- Recreation
- Community Services
- Human Rights
- Lesbian, Gay, Bisexual and Transgender Workers (LGBT)
- Black, Indigenous and Workers of Color
- Workers with Disabilities
- Union in Politics
- Women's
- Young Workers
- Health and Safety
- Employee and Family Assistance Program Committee (EFAP)

TO

1. A Local Union should establish the following Standing Committees:

- Constitution and By-Laws
- Education
- Environment
- Recreation
- Community Services
- Human Rights
- **2Spirit**, Lesbian, Gay, Bisexual, Transgender, **Queer**, **Intersex**, **Asexual+** Workers **(2SLGBTQIA+)**
- Black, Indigenous and Workers of Color
- Workers with Disabilities
- Union in Politics
- Women's
- Young Workers
- Health and Safety
- Employee and Family Assistance Program Committee (EFAP)

GLENWALSHRTC82456: I, Glen Walsh RTC, move to amend NOM:

1. A Local Union should establish the following Standing Committees:

- Constitution and By-Laws
- Education
- Environment
- Recreation
- Community Services
- Human Rights
- **2Spirit**, Lesbian, Gay, Bisexual, Transgender, **Queer**, **Intersex**, **Asexual+** Workers **(2SLGBTQIA+ or Pride)**
- Black, Indigenous and Workers of Color
- Workers with Disabilities
- Union in Politics
- Women's

- Young Workers
- Health and Safety
- Employee and Family Assistance Program Committee (EFAP)

Second: **John Burchardt, VP1**

PM: 30/00/00

M/S/CARRIED

ARTICLE 15, Section D

FROM

1. A Local Union should establish the following Standing Committees:

- Constitution and By-Laws
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- Community Services
- Human Rights
- Lesbian, Gay, Bisexual and Transgender Workers (LGBT)
- Black, Indigenous and Workers of Color
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- Young Workers
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- Employee and Family Assistance Program Committee (EFAP)

TO

1. A Local Union should establish the following Standing Committees:

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- Education
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- **2Spirit**, Lesbian, Gay, Bisexual, Transgender, **Queer**, **Intersex**, **Asexual+** Workers (**2SLGBTQIA+ or Pride**)
- Black, Indigenous and Workers of Color
- Workers with Disabilities
- Union in Politics
- Women's
- Young Workers
- Health and Safety
- Employee and Family Assistance Program Committee (EFAP)

33/00/00

M/S/CARRIED

Motion 12

I, Michele MacDonald #65878 from STC put forth a motion "That we consider having the option of attending our GM's via zoom. To maximize our membership attendance to our meetings upon the membership approval in the interest of solidarity "

Submitted by Michele MacDonald, STC, #65878

BALBIRMANPRESIDENT: Report was adopted at the GM and Eboard. I am in favor of this, and I am deferring it to the Bylaws committee.

Motion 13

I, Michele MacDonald #65878 from STC put forth a motion "That all future GM's and AGM's have the or equivalent of the "hello my name is " stickers by the sign in book so members can voluntarily wear a name tag and that it is mandatory the elected officers have table name plates for all the members may know who they are in the interest in solidarity and that the union shall be financially responsible for the costs."

Submitted by Michele MacDonald, STC, #65878

BALBIRMANNPRESIDENT: Deferring it to the Bylaws committee.

Motion 14

I, Michelle Fullard, #64822, VTC, move that all currently appointed committees / positions become elected positions. And filled with appointees if needed /vacated thereafter during the term.

Submitted by Michelle Fullard, VTC, #64822

BALBIRMANNPRESIDENT: Requires bylaw changes and deferring it to the Bylaws committee.

Motion 15

I, Michelle Fullard, #64822, VTC. move that all elected reps have their working hours standardized by displaying their 'general' IN OFFICE hours posted outside their respective offices and on their voice mails if they are unattainable. Also, their phone numbers AND 'general' availability should be listed for -out of office inquires. Reps need to sleep so perhaps in future there can be a staggering of hours for members to access without compromising reps' personal time. (Emergency calls should be a separate matter) All times would be *subject to change with a simple post it note / message on the hours of operation board/ answering announcement(eg gone to eboard on 12th from 8-2 / not in office today - contact via phone) This proposal is so that both the membership and the reps have better clarity, respect ,and quality of life by understanding each others' needs and obligations . A picture of each rep, with a brief write up of duties that they provide the membership would also be beneficial.

Submitted by Michelle Fullard, VTC, #64822

BALBIRMANNPRESIDENT: Requires bylaw changes and deferring it to the Bylaws committee.

Motion 16

I, Darin Galasso, #74580, BTC would like to change the current compensation structure for the President, VP1, VP2 and Financial Secretary from 1.4 to the following:

President - 1.75

Vice President1 - 1.6

Vice President2 - 1.6

Financial Secretary - 1.5

Submitted by Darin Galasso, BTC, #74580

JESSIERANARECORDINGSECRETARY: Darin emailed and texted to withdraw the motion.

Motion 17

I Darin Galasso 74580 BTC would like to make a motion to change the current scheduling of the four executives to have 2 executives available on all Saturday, Sunday and the stat holidays effective next term. This would be on a rotational bases and there will be no change in pay structure.

Submitted by Darin Galasso, BTC, #74580

BALBIRMANNPRESIDENT: Requires bylaw changes and deferring it to the Bylaws committee.

Motion 18

I Darin Galasso BTC 74580 would like to make a motion for the union to investigate and disclose to the entire membership how and when Unifor 111 operators were chosen by the company to be paid Hastus trainers for the thousands of operators.

Submitted by Darin Galasso, BTC, #74580

BALBIRMANNPRESIDENT: Ruling it out of order. We cannot tell management how to do business.

Motion 19

I, Michelle Fullard, VTC, seniority 64822 move that every Union office has a voluntary list posted for any interested job steward to sign up for exercising their learned union teachings and abilities whenever possible. It should be utilized by the reps on an orderly basis - first come / as available basis as only utilizing and including a select few favourite members is anti union behaviour. Every member on the list should be getting a call, inviting them to participate at some point . We need to train as many members as possible to be union activists.

Submitted by Michelle Fullard, VTC, #64822

BALBIRMANNPRESIDENT: Requires bylaw changes and deferring it to the Bylaws committee.

Motion 20

I, Jason McCormick, seniority 76645, VTC . Move that the local cover the cost of the first union course - " our Union in the workplace "as it is the gateway to learning and all other courses. It is imperative for ops that have completed their initial probation and have full-fledged membership to be given this opportunity to learn and build their union knowledge base. The initial union orientation is insufficient due to the fact that it comes at an extremely overwhelming time for any new operator because of the company's agenda and keeping one's heads above water. After members get their bearings, they can then fully appreciate what a union can do for them and what they can do to strengthen their union.

Submitted by Jason McCormick, VTC, #76645

BALBIRMANNPRESIDENT: Requires bylaw changes and deferring it to the Bylaws committee.

4) ARBITRATIONS

5) DONATIONS

6) OFFICERS' REPORT

RAJ PUREWAL FINANCIAL SECRETARY

- No financial statement for this month since I am waiting for CMBC's March invoices.
- I have the book off binder for the first quarter of 2025 and if anyone wants to take a look at it please do.
- Pay trades: there are lots of inquires in regard to pay trades and so far more than 20 cases have come to me. I verified with payroll, and they were all corrected.
- Currently there have been many payroll issues and I have managed to get all of them resolved.

27/00/00

M/S/CARRIED

JOHN BURCHARDT VP1

- Arbitration that has been expedited to: May 12, 13, 14 & 15 and it is a Human Rights Violation. Employer has reached out and started to make some indication to resolve.

31/00/01
M/S/CARRIED

BALBIR MANN PRESIDENT

- On April the 4th the Labor Board decided that the Employer was not in violation of section 54 the Code.
- The decision was based on that there was no job loss to MyWork going live.
- The Vice Chair quoted "Rapid Transit Local 7000", Vaccination Grievance as similar in application under Section 54.
- However, the other charges against the employer filed at the Labour Board by the Union:
 - Section 6/1 must not participate in or interfere with the formation, selection or administration of a trade union (not peer group).
 - Section 27/ 1a "a trade union is certified as the bargaining agent for an appropriate bargaining unit. (a) it has exclusive authority to bargain collectively for the unit. (not peer group)
- Section 49/1 and 2 (1) a person bound by a collective agreement, whether entered before or after coming into force of this Code, must do everything the person is required to do, and refrain from doing anything the person is required to refrain from doing.
- By the provisions of the collective agreement. Failure to meet a requirement of subsection (1) is a contravention of this Code. (cannot violate the agreement you agreed to 4:01 spare board rules) Have been ordered by the Labour Board to proceed to Expedited Arbitration. What this means to the Union and Employer is simple, the Union will not be granted a right to have MyWork turned off while both sides wait to proceed to Arbitration.

29/00/00
M/S/CARRIED

MICHELLE MCDONALD STC65878: 20 years ago, when they hired me, I asked them if I have to use computers, and they said no you do not. I do not use computers, and I want paper sign up. What will you do for me as I want paper sign up.

JOHN BURCHARDT BTC50588: We got the meeting this Friday and it was difficult to get this meeting. RE: LOU29.

BALBIR MANN PRESIDENT: We are meeting with the employer on Friday and we will bring this up.

IQBAL BAIN SVTC82432: Re: memo, they are going to use that access data. Secondly: have the paper out there and ask the depot.

BALBIR MANN PRESIDENT: We took the employer to the labor board and we are moving forward.

JOHN BURCHARDT BTC50588: We are not doing anything without members who are on the spareboard. We are moving forward with this.

MICHELLE FULLARD VTC64822: If they can't give us paper then we as a union should put it up ourselves and book members off to update them.

IQBALBAINSVTC82432: Did you compare how many incidents went down between paper and computer?

BALBIRMANNPRESIDENT: Yes, and that is why we are going to arbitration.

JOHNBURCHARDTBTC50588: That's why it's expedited arbitration.

JASONROBINSONBTC83554: We have other avenues, why are you guys not out at the depots to explain it to the members.

JOSHGYBELSBTC82664: Call the question

Second: Raj Purewal, Financial Secretary

24/00/00

M/S/CARRIED

LEE STEBNER VP 2

- Thank you for showing up and staying so late. We all appreciate it.
- I am really busy with accommodations. Lots of mental health, stress and anxiety. We have members that have addictions. I've never seen so many.
- I have been to one sexual harassment.
- Visited RTC, BTC & HTC.
- Canada Life: majority of our members are being denied due to doctor notes that are not thorough. Notes have to be thorough.
- Work Safe calls are increasing.

31/00/00

M/S/CARRIED

IQBALBAINSVTC82432: RE: anxiety and stress calls, what's the common denominator?

LEESTEBNERVP2: Issues at home, issues at work. Soon as you say work, they force you over to WorkSafe. Stress from everything. After Covid many things changed and there's been lots of issues.

RAY BEATTIE COMMUNITY SHUTTLE OFFICER

- Met with the Company on March 27th to discuss the current state of the shuttle barriers.
- A couple of days before the meeting I was informed that West Van Transit had a prototype installed for operator feedback. They have been without the plastic shield for about a year and a half.
- I had a contact from WVT send me some photos of the prototype and provided the examples to the Company.
- The meeting was positive, but they are tending to lean on their statistical data of assaults as an argument not to install. I informed them that stats do not include the ones where operators do not report (ie: verbal, attempts to rip barrier, etc.)
- We discussed the decision-making process should rely on risk assessment as opposed to assault statistics. We discussed the fact that Poco did issue a 21-day letter to management to initiate the process through WorkSafe.
- The Company responded to the WVT barrier prototype as follows:
- *"Thank you for sharing this information with me. Upon further investigation, I have learned that the barriers were originally fabricated with the intention of addressing operational challenges associated with the current soft plastic barriers"*

installed on community shuttles. These barriers were installed in two vehicles as a result. Unfortunately, this work was undertaken without adherence to the established protocols for initiating, designing, reviewing, and formally approving vehicle modifications. As a result, the installations were carried out without an approved retrofit campaign.

- *After being informed of the two barrier installations on both a low-floor and high-floor community shuttle, our Maintenance Engineering Team conducted a comprehensive review. During this review, several non-compliances with local code requirements were identified. As a result, we have directed that both vehicles be removed from service, and the barrier installations be uninstalled immediately."*
- The Union will now move forward with a risk assessment out of both Poco and Hamilton

27/00/00

M/S/CARRIED

MIKELAUZUSSTC52531: They have no cameras in shuttle correct? And why is that?

RAYBEATTIECSOFFICER: They have talked about putting cameras in. We are going to push this and WorkSafe is not off the table and we are doing risk assessments.

DANNIFITZPATRICKVTC83742: Where can we put these cameras?

RAYBEATTIECSOFFICER: Nothing is off the table right now and my prediction is cameras will be coming in.

JESSIE RANA RECORDING SECRETARY

- BIWOC National Black History event was a success and thank you to the few of you that attended.
- BIWOC 111 held a Persian New Year on March 14th.
- BIWOC National Vaisakhi event was a huge success.
- Zoom meetings to get ready for Vaisakhi April 4th.
- VIW: Court cases in VTC and STC.
- VIW: Attend VIW days at all the depots.
- VIW committee is working on a campaign for the summer.
- Social Justice Zoom meeting.
- Women's memorial walk was a success.
- Spareboard meeting attended to do minutes.

Year	Operator Assaults	Assault Rate per 1M Service Hrs	Assault Rate per 1M Boardings
2021 YTD Mar	20	15.4	0.69
2022 YTD Mar	15	11.5	0.36
2023 YTD Mar	15	11.4	0.26
2024 YTD Mar	12	9.1	0.20
2025 YTD Mar	19	13.6	0.32

20/01/00

M/S/CARRIED

7) NEW BUSINESS

a) Elections committee Report:

Jasdeep Chahal, STC, #83249 & Daljit Kainth, VTC, #82193:

We had a meeting with Executive Officers i- charge of the Election Committee on 16th April. It was discussed that we will have to use the Unifor National recommended online voting company, Simply Voting. The Election Committee will be following the election policy and procedure as outlined in our bylaws. This policy and procedure manual was accepted by our members last year; they were approved by the National Constitution office at the beginning of this year. When the bylaws committee chair presented these without any consultation with the election committee, election committee members opposed them. As these procedures have put way too many limitations on what methods can be used to communicate with the members regarding their credentials, e.g. if a member does not receive an email for any reason or if there is a mistake in email address, as per this new bylaw, we will not be able to provide credentials once the elections have started. Please refer to Unifor Local 111 Elections Policy and Procedure section 11.40 and 11.50.

The onus is on the members to update their information with support staff before 23rd May 2025 to confirm that their accurate information is available. This is one of the major limitations put in the bylaws by the then committee. Another limitation is that this online voting company can only communicate the credentials via email and there is no option for text/SMS. During last trustee election we had to update 100s of email that bounced back due to typos in email addresses, with this new bylaw limitation we will not be able to do these changes.

We are also having issues with communicating with retirees, some of them are not computer savvy and some of them including current members don't have an email address or don't want to provide the info. Those members provided us with cell phone numbers, but we cannot use this text message feature with this online voting company. With no second voting option, election committee is requesting members to register as soon as possible with correct information to cast vote.

KRISTALEEHANSONVTC67451: Elections committee was contacted Jan 2024. Sept 2024 NOM came to the GM asking that the elections committee correct the errors in the bylaw.

JASDEEPCHAHALSTC83249: Elections committee was never consulted as per the chair.

KRISTALEEHANSONVTC67451: These were adopted February 2023.

JASDEEPCHAHALSTC83249: These were the same concerns in the last election as well. Only concern this time is there are members that have said they do not have computer access and retirees as well.

JASPAULVTC82134: Does that mean retirees that don't know how to use computers won't get a paper ballot?

JASDEEPCHAHALSTC83249: No, there are no paper ballots as it has been voted online.

JASPAULVTC82134: That is not right you have to supply paper ballots and how can we do re counts.

JASDEEPCHAHALSTC83249: We are asking for ID's and asking everyone to register, there is no option for a paper ballot.

JOHNBURCHARDTBTC50588: I asked the committee to give me the names of the people who couldn't vote.

KRISTALEEHANSONVTC67451: You guys had two years to fix these problems.

KRISTALEEHANSONVTC67451: we asked the elections committee to fix the holes.

MICHELLEMCDONALDSTC65878: Will you guys call all the retirees?

JASDEEPCHAHALSTC83249: Yes.

MIKELAUZUSSTC52531: I am curious to know what happens to the members that break the election rules?

JASDEEPCHAHALSTC83249: We need to have a written complaint, and we sent out a memo to all the members.

The next Executive Board meeting will be held on May 7th, 2025, at 09:00 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

VC/ppw63
25.MAY13.7603