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This is a Meeting of the  
National Executive Board of  
Unifor, held at the Hyatt  
Regency, Room King II,  
Toronto, Ontario, on the 1st  
day of February, 2022, upon  
commencing at 9:02 a.m.

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NATIONAL PRESIDENT JERRY DIAS

The Chairperson

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# NTC REPORTING & TRANSCRIPTION INC.

- 2

## BOARD MEMBERS PRESENT

JERRY DIAS - National President

LANA PAYNE - National Secretary-Treasurer

RENAUD GAGNÉ - Quebec Director

### Regional Directors:

Linda MacNeil

Gavin McGarrigle

Naureen Rizvi

### Regional Council Chairpersons:

Shinade Allder (Interim)

Matt Blois

Guy Desforges

Benoît Lapointe

Leanne Marsh

### Industry Council Representatives:

Doug Carter

Gord Currie

John D'Agnolo

Tullio Diponti

Jennifer Moreau

Jennifer Murray

Marc Rousseau

Keith Sullivan

### Additional Representatives:

Dave Cassidy

Les MacDonald

Ruth Pryce

### Regrets:

Doug Best

Dana Dunphy

Yves Guérette

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# NTC REPORTING & TRANSCRIPTION INC.

- 3

## INDEX TO PROCEEDINGS

	<u>PAGE NO.</u>	<u>CARRIED</u>
Opening Remarks from the National President.....	4	
National Secretary Treasurer's Update.....	27	
Oath of Office for Tammy Moore.	34	
Quebec Regional Director's Update.....	81	
Unit Transfer: Ripley's Aquarium from Local 4271 to Local 6006.....	92	93
Merger: Local 146Q into Local 6001.....	93	94
Local 103 - Community Counselling Centre Unit.....	95	101
Merger: Local 827M into Local 2000.....	101	102
Future Leadership Discussion...	102	
Motion: To recommend Scott Doherty as the next President of Unifor.....	165	165
New Business.....	165	

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TUESDAY, FEBRUARY 1, 2022

--- Upon commencing at 9:02 a.m.

OPENING REMARKS FROM THE NATIONAL PRESIDENT

**NATIONAL PRESIDENT JERRY DIAS:** Good morning. Welcome to beautiful Toronto as the pandemic is subsiding and we're moving back into our regular lives. Okay, I'm kidding. Do you believe it? Two years this month. I'm thinking about Europe two years ago, the discussion of the pandemic, the discussions that we had internally about when is it going to hit here. Two years. Look at the impact that it has had on everybody's lives, the impact that it has had on our members. The fact that, at one point, we had over 100,000 members on layoff.

I take a look around the room, and I see the representation of industries that are still decimated. I take a look at our newest board member, Tammy Moore, president of Local 2002.

Congratulations. And I think about the airline industry and the challenges that we have with a difficult employer like Air Canada that you think, at this point in time, would be cooperative with our union based on all the challenges but continues to be

Air Canada.

And then I take a look at our family in healthcare and the challenges each and every day. And I think about our members in transit, in hospitality, and we can walk through all the different sectors. And I take a look at Gord Currie and our members that work in grocery stores, and I think about the sacrifice of so many.

And when you think about the sacrifice of so many, and then you watch the Freedom Convoy and the point that they are trying to make and how they behaved and how they're behaving, who would even contemplate desecrating on the National War Memorial? How could it even enter your mind to desecrate the honour of Terry Fox? How can you argue about freedoms yet continue to blockade? I believe, Guy, this is day five at the U.S. border in Alberta stopping supplies from coming into the province.

How can you talk about freedom when you don't respect the rights of others to get vaccinated or refuse to understand that we are in a pandemic, and it will take all of us to get through this? How? How can you go into the Shepherds of Good Hope where our members work in a food bank and assault a user, assault a security guard, threaten our members to feed

## NTC REPORTING & TRANSCRIPTION INC.

- 6

them, behave like a collection of thugs? And this is their version of freedom? This is a country we live in?

Look, I take a look at a lot of us around the room who have dealt with vaccine mandates in various forms. And I look at John D'Agnolo, I take a look at Dave Cassidy, I take a look at Shane working out of my office, Les would understand coming from the auto industry, the challenges, the demonstrations, the arguments with our members in the auto industry as a result of company policies on mandatory vaccinations.

And then the discussions we're having with our healthcare workers that are refusing to get vaccinated and our members in rail. And I look at Jenn who is launching and leading a hell of a campaign in the rail industry which you should, at some time over the course of today, talk about. And I can look around the room and know that we're all dealing with it. Our members at Air Canada, our members in the airlines, all of us, because the debate invariably boils down to individual choice yet, I will argue, not recognizing the safeties of the majority, and that's what it boils down to, to the core.

So, we are dealing with some major, major, major issues before us today. And when you

## NTC REPORTING & TRANSCRIPTION INC.

- 7

think about the issues, we spend a ton of time in our organization talking about non-union workers, talking about the gig economy, talking about the lack of good paying full-time jobs, talking about the preoccupation of part-time, non-standard jobs and the negative impact that it has on workers.

I believe we have about 4 million workers in Canada today in the gig economy and the numbers are going to get bigger. If you take a look at how that number has changed so significantly in a few short years, and it's a global pandemic, Uber, Door Dash, Lyft, Skip the Dishes, one thing that's for sure, we're not going to alter technology or we're not going to alter preferences of consumers, that's why the challenge of the global labour movement is how do you deal with it? Because as much as we think that maybe we can stop technological advances or alter the speed, we're naïve to a large extent to think that that's possible.

I remember my wife, who is from the airlines, and the debate on kiosks and the way it was going to take away the jobs of the customer sales and service agents. That was, what, 15 years ago? It was so revolutionary 15 years ago. And I remember the robotics with the tapes through our assembly plants

## NTC REPORTING & TRANSCRIPTION INC.

- 8

where they started to automate parts distribution and how it was so revolutionary. And now we look at things like that is old technology because Les MacDonald will talk about robotics being introduced in the auto industry, frankly, for decades upon decades upon decades.

So, the question becomes now, how do we deal with the gig economy? And Lana sits on the ITF, I sit, and we debate globally how are we going to deal with this, because the overall premise has to be about free collective bargaining and it has to be about the workers and engagement. It has to be about rights. And so, we have Scott Doherty, we have Chris MacDonald, we have, of course, Lana, we have myself, we have Angelo, we have top leadership who have met with the Ubers, the Lyfts, the Door Dashes and because they are under significant global pressure about doing something.

So, you see, the main debate has been about whether or not they are legally to be defined as an employer, because the terminology "employer" connotes rights. So, they have been fighting this tooth and nail. So, our union understands that, as does the global labour movement, but we also understand that as long as we keep in the courts



## NTC REPORTING & TRANSCRIPTION INC.

- 9

globally on this issue, it will continue to take years for the workers to feel any relief or be unionized, because I want you to just think about this for just a moment.

At the end of the day, because in Canada they all fall within provincial jurisdiction, and you've got to know what John Horgan is going to do in B.C., Jason Kenny is not going to do it in Alberta. So, in order to find a deal with these individually, provincially, is difficult. That's why we have spoken to the federal government about taking control of it so that you only deal with the federal government and there's one set of rules, because we also understand that if we're dealing with the preoccupation of the legal terminology, at the end of the day, the governments now say, "Okay, Uber, you're an employer." So, that debate is now over.

Now, how in the hell do we organize Uber drivers that we have no idea who they are? Some drive one hour a week, two hours a week, four hours a week, 10 hours a week. I drive four hours a week for Uber. I drive three hours a week for Lyft. I drive four hours a week for Door Dash. I do Skip the Dishes. Who is the employer? That's another 15 years in court.

## NTC REPORTING & TRANSCRIPTION INC.

- 10

And I can just go on and on and on and on and on, because I know at the end of the day once they lose that the argument that they're the employer and they are the employer, then how do we find out who was in the bargaining unit and how quickly the bargaining unit changes because the changeover of people that are driving Uber and working in the gig economy changes so quickly. So, the bargaining unit can change 20, 25, 30 per cent over a course of a year, 50 per cent. How do you organize?

So, we laid out, of course, our statement of principles that this is where we're at based on workers' rights, collective bargaining, health and safety, grievance procedure, voting on the contract, signing union cards. And what does Uber do? They do a deal with UFCW that does none of that.

"Hey, if you're having a dispute, call 1-800-888-UFCW." I don't know if that's their number, I just pulled it out of my backside, but the bottom line is wow. So, we can only assume that Uber is saying, "Okay, we will pay X amount of dollars in theoretical dues," and that's the union. Wow. So, anyway, we will be and are having discussions with the provincial government to make sure that a provincial conservative government will hopefully be more

progressive than one of the largest private sector unions in this country.

So, this is hardly a dead issue and hardly is going to be left the way it is today because you know what this whole issue reminds me of? It reminds me of exactly what is going on today in Silao, Mexico. If it wasn't for this meeting today, I would be in Silao, Mexico because 6,300 workers in the GM plant begin voting today on the union of their choice, because there is an incredible parallel between the CTM, the yellow union, and the lack of free collective bargaining and the lack of membership involvement and the lack of democracy on voting in a collective agreement. It is so close to what is happening in Mexico today and what has happened historically as to what the UFCW just did with Uber.

So, you need to know that I applied personally with Mohamad Alsadi to be an observer for the vote. And at a vote of 396 to 0, we were told no because somehow the Mexican Labour Board said that we could not be impartial. Well, obviously, we're not going to be impartial, but we almost snuck in because we applied for observer status through the Social Justice Fund that, at first, they said yes, and then went, uh-oh, no, because it's Unifor's Social Justice

## NTC REPORTING & TRANSCRIPTION INC.

- 12

Fund. So, anyway, long story, there is a lot of international observers who are allowed in, including the U.S. State Department, which is very, very important.

So, you need to know that Alexandra Morales is an incredible woman and is leading SINTTIA. And what SINTTIA is, is a rank-and-file leadership group from within GM Silao that is so courageous that they formed internally to fight the CTM.

So, two days ago, as they were leading major rallies and having a major campaign in the plant and outside of the plant, of course, to no surprise to me, they threatened her life and the life of her family because that's what you're dealing with. You're dealing with cowards and you're dealing with a system that has been entrenched through various corrupt governments in Mexico.

So, Mohamad is down there participating as many other global unions are because the international labour movement understands the importance of this, because it's first and foremost about the workers in Mexico having the opportunity to enjoy the lifestyle that we do here today and it's about the premise that we all fight for each and every day, the premise of free collective bargaining and

what that means.

And there has been two press conferences, and I raised it at the last Board meeting, now in Mexico from the CTM about Unifor and about me. And it's fair to say that it probably wouldn't be a wise move for me to be walking around Silao today wearing a Unifor t-shirt, because it is a dangerous place. I took a look at the numbers. I can't remember the number of union activists that were murdered in Mexico last year.

So, this is a big deal, the vote today and tomorrow. And what is interesting is that so far, the overwhelming majority of the votes have been won by the CTM, because when you have the CTM responsible for the votes, it's like Colonel Sanders taking care of the chickens, but it also shows the incredible intimidation in the workplaces, because fair denies choice. So, I am getting my regular, regular, regular updates from Mohamad on what is going on, on the ground and why this is so incredibly important for each and every one of us.

Now, amongst all of this insanity with the various issues that we are dealing with each and every day, I can say, emphatically, we are rocking it at the bargaining table because we have talked about

## NTC REPORTING & TRANSCRIPTION INC.

- 14

how the pendulum is swinging. And I've done more interviews than you can shake a stick at on what they are saying is a lack of labour to fill the openings, which is ridiculous because the numbers only today are getting back to where they were pre-pandemic. There is still a huge pool of workers that are unemployed.

But the difference today is people are sick and tired of working two, three jobs to make ends meet and people today are being a lot more selective. And I talked to this Board before about the challenges that we are dealing with on a regular basis, the employers that are coming to us that are saying, "Man, we're having a hell of a time maintaining your membership or keeping our employees," because people are moving today to better paying jobs.

And I take a look at Durham Region where, by the way, our GM plant in Oshawa, we now have 2,200 members and we still are not going full bore on a second shift. So, when we go full bore on a second shift and hopefully end up with a third shift, you've got to know fairly shortly we will end up with more members in Oshawa than the 2,600 we had at the time that they announced the closure.

But you see, workers are posting for jobs in GM and they're posting for jobs in the auto

## NTC REPORTING & TRANSCRIPTION INC.

- 15

parts sector, and they're not even thinking about taking a low paying job in our Pickering casino. And we have the Pickering casino saying to us, "Why in the hell can't we attract anybody?" It's true. Why would anybody work for you part time lousy pay, when they can go across the street and have a good working-class job with full-time hours and benefits? So, that's the debate that's going on.

So, then I take a look at the agreements. I think about the deal we just did at the Sobeys warehouse where to say that the wages increased significantly is a dramatic understatement, where wages will go up \$7 an hour where full-time workers will end up at \$29 an hour in the Sobeys warehouse by the end of the collective agreement; where workers' wages, right off the bat, right off the bat at ratification will go from \$18, \$19, \$20, \$22 an hour right off the bat.

And then I take a look at our members that work for Compass Canteen company. Those at the higher end of the wage scale, wages went up 13 to 16 per cent. Those at the low end of the wage scale, wages went up 23 to 26 per cent. I take a look at the Western Pulp deal, wages 2, 2.5, 3 per cent, \$5,000 signing bonus.

So, at a time that employers in many circumstances are arguing they can't find employees and the employees at the bargaining table are complaining about the pandemic, we are bargaining some of the best agreements that we have in the eight-and-a-half years of Unifor. And then I think about our three disputes.

I look at Gord Currie and the terrible dispute that we're having going on in the women's shelter that has gone on for months and months and months and months. And we know, and I know personally because I sit on the board of two women's shelters, what is happening to women in society today in the increase of abuse as women are working at home and living with their abuser and at a time that not only are the workers in the shelter essential workers, they really do epitomize the heroes that politicians talk about but do nothing to reward, because when politicians call workers heroes, talk is cheap. Being designated a hero doesn't put food on the kitchen table because respect isn't how you're treated and ultimately paid. And then I think about our dispute in B.C. and our dispute in Quebec where our members are fighting for what they deserve.

So, you see, there's nothing, nothing



but challenges in front of us. And then I take a look at what is happening in the United States because, like all of us in this room, I applauded the defeat of Donald Trump, and we celebrated the victory of Joe Biden.

And we talked about it here before, you have no idea how proud I am to hear Joe Biden talk about the labour movement, because I will argue I can't think, in my lifetime or as long as I've been concentrating or thinking about it, a President to the United States or a Prime Minister in Canada or a premier in any region across this country talk about the importance of unions the way that Joe Biden has and his discussions about right to work and legislation dealing with right to work.

So, with Joe Biden's election, I have to admit, in my eyes, I felt this sense of pride that maybe the debate about the labour movement will come north of the border here to Canada, because I thought if you had a progressive left president, if I could stretch it that far, and a theoretical progressive prime minister that maybe we could get some great things done here in Canada. So, I look at it that way.

But then what I should have understood

## NTC REPORTING & TRANSCRIPTION INC.

- 18

with the election is that the democrats would do everything possible to wrestle back the progressive left platform, the protectionist platform that Donald Trump stole from them in his election when he crossed the country and pointed to shutter auto plants and said, "This is as a result of NAFTA, which is a terrible trade deal." And in that I agree with Trump, that's the only thing I ever agreed with him, but you have to know now that the democrats will do everything they can to win back the protection argument, and that's what is happening, and that is what is happening 100 per cent.

So, what happens as a result of that when a president announces a \$2 trillion U.S. bill, and he starts talking about Buy America and they start talking about a \$12,500 rebate for American consumers that ultimately buy electric vehicles? Shane knows better than anybody. Dave Cassidy knows. John knows. I sure as hell know. We know the impact that that has on the decision-making process of the major employers that employ so many thousands of our members.

And I know that the companies are waiting today to make announcements on future investments because they're thinking why in the hell would I invest in bricks and mortar or invest millions

## NTC REPORTING & TRANSCRIPTION INC.

- 19

of dollars in Canada for electric vehicles when I can build them in the U.S. and get \$12,500 on every vehicle sold to a U.S. consumer? So, at times, I will take -- what is a technical word?

**LANA PAYNE:** Devil's advocate.

**JERRY DIAS:** Crap. I will take crap from those that say that maybe I spent a little too much time lobbying governments. But let me tell you what lobbying governments do, because we are deathly concerned, and Dave Cassidy is coming from the Chrysler chain, the Stellantis chain today, because when there's smoke, there's fire, because we're hearing through many written reports and analyst reports that the next generation of our Chrysler products, the electric versions of our Chargers and Challengers are going to be built in Belvidere.

And when we say to the company, "Is that true?" They don't say, "Nah, we're all good," like they did in bargaining, because in bargaining, they said, "I don't know what anybody's worried about. We have two shifts making money hand over fist. I don't know what the hell you're talking about the future of Brampton for when the plant is printing money, so stop it." Now, here we are, a year-and-a-bit later with a legitimate concern about that plant.

## NTC REPORTING & TRANSCRIPTION INC.

- 20

So, here is why relationships matter. We speak to the prime minister, we speak to the finance minister, we speak to the industry ministers, we speak to everybody that will listen that we can't allow the U.S. government to put in place incentives that decimate our industry. And then we meet with the premier. We meet with the Finance Minister in Ontario. We meet with the Minister of Economic Development.

And then we have a call with Stellantis, including major Stellantis leadership in Europe, Mark Stewart, who would be the senior person representing the Chrysler division, as I would call it to simplify the terminology, and our Brampton leadership and James Stewart who heads Chrysler Council.

And there was no better feeling than listening to the federal industry minister saying to Stellantis that not only will they give \$12,500 to an American consumer that buys a Canadian-built EV, but they will also give the \$12,500 to a Canadian that buys a Canadian-built EV which, in essence, is better than what the U.S. is offering. And I have to say, you had to see the look on the face of the Local 1285 leadership as the words were coming out of the federal minister's mouth. And then of course, we had Vic

## NTC REPORTING & TRANSCRIPTION INC.

- 21

Fedeli speaking after Champagne spoke saying, "Don't worry about the money from the provincial government on your investments because we already have the money in the bank."

So, what we were able to do was completely eliminate, 100 per cent eliminated the legs-up approach that the U.S. was adopting to steal our industry. And you know, I love the conversations about international solidarity because I spoke to Ray Curry several times about joining with us.

And Ray Curry, in essence, said to me that he would not do anything to alter the bill or the bills out of fear that they would get squashed. In other words, he would not lift one finger to help us. In other words, he would not lift on finger to have the U.S. Administration carve out Canada recognizing the incredible reliance that we have on each other based on the supply base because, Dave Cassidy knows, we don't build a Pacifica without U.S.-built parts. And if you look at the power train, look at the major skins, look at some of the major components in the Pacifica, it all comes from the U.S. But what did the UAW tell me? No. Very diplomatically, but no.

So, anyway, relationships matter and power matters and our union matters because I am

## NTC REPORTING & TRANSCRIPTION INC.

- 22

hoping, hoping, when we meet Tavares from Stellantis in a week or so that it is a good meeting about the future of Stellantis' footprint here in Canada.

Now, it's interesting because the Ontario government and other governments are working and fighting like hell over the U.S. protectionists. So, anyway, what frankly shocked the hell out of me was when I got a call from, first, Vic Fedeli who, here in Ontario, is the industry minister, the Economic Development Minister, followed up by a call from Doug Ford saying that they wanted to set up a Premier's Council on U.S. trade in industry competitiveness, and they wanted me to head up the Premier's Council which, if you understand our history, which we know with Doug Ford isn't all that great. But the reason they did it is because if you take a look at the major challenges with trade with the United States, I will argue there's not an organization with more skin in the game than us.

Think about the 232 tariff that we had in the fights on aluminum. Take a look at the aluminum sector in Quebec and our members in B.C. and the foolishness about tariffs on aluminum on Canadian exported aluminum to the U.S. when the U.S. industry, going at full capacity, can only satisfy a third of

the U.S. market.

And then I take a look at the ongoing softwood lumber dispute. To buy a new house in the United States today costs U.S. consumers over \$36,000 more just based on the tariffs that they're putting on imported Canadian wood. And so, I read yesterday how the U.S. is now going to lower the tariff that they have instituted over the last year, but it still is so foolish.

So, the council has to deal with all of this, and they put together a pretty interesting team. I had some say in it, the government had some say in it, and we put together a lot of people with a lot of skin in the game, including representation from the auto industry, the auto parts industry, the dairy industry, softwood lumber, those that have dealt with trade issues in the past, Scotty Greenwood that heads up the Canada-U.S. business community. So, it's a pretty interesting group, including Goldy Hyder that heads up the business federation here in Canada.

And it's interesting because when we had the first meeting that I chaired, Vic Fedeli started off by saying that it really was the bringing together of some of the best collection of strategic corporate minds in order to fight the United States. And then

## NTC REPORTING & TRANSCRIPTION INC.

- 24

of course, when I spoke after Vic Fedeli, I said, you may have brought together a collection of the best corporate minds, but why in the hell did he ask a labour leader to head the task force? And so, we all laughed.

But it's because if you take a look at the makeup of our union, and we know this, we represent workers in the 20 largest economic sectors in this country and our union has more skin in the game than any of those individuals sitting around the task force. And also, they knew that we wouldn't be afraid to represent the interest of not only our members, but people in Ontario.

So, in the first meeting, Goldy Hyder said, "I think we have to be very, very careful, because when we start talking about quotas and tariffs and if in fact the mandate will be to slap tariffs on U.S. goods in order to fight back, then that will harm the business community, and I think we have to be careful."

And so, of course, after he finished, I said to him, "Look, I said in my opening remarks that my position may be very different than many of you, and I might as well start with you, Goldy, because the bottom line is in order for us to be successful, that



means you have to leave your charm school certificate at the door because, ultimately, we can't get pushed around. And we can't wait and wait and try the passive approach, for example, in the auto industry, when we know that the decisions are going to be made yesterday that aren't going to impact thousands and thousands and thousands of jobs. So, if we're serious about maintaining the jobs, then we better be aggressive today, and that soft approach isn't going to work."

And do you know what was interesting, was how some of the other corporate interest at the table said, "I agree with Jerry. This is bullshit." And the people there that have really gotten smashed from the dairy industry said, "We got screwed in CETA, we get screwed in NAFTA and, what, we're going to sit back and continue to watch our industry get decimated?" So, it's interesting when the corporate community gets behind the lead of the voice of the labour movement, and I'm talking about the collective voice of us.

So, look, I can go on and on and on and on, which you all know, which I'm not going to do, but we have a full agenda in front of us today, so let's get at it. So, I want to end my remarks by once again

## NTC REPORTING & TRANSCRIPTION INC.

- 26

welcoming you, Tammy, because what makes our union so much different is our Board.

You see, we talk about this, and I don't think I've talked about this in quite a while. You see, my old union, which is so far away ago, this Board ---

**LANA PAYNE:** You're old as dirt now, Jerry.

**JERRY DIAS:** I'm old as dirt. I am. I'm 63 years old, and some days I feel a hell of a lot older than that. But our old Board was made up of all staffers. They weren't made up predominantly of rank-and-file leaders that when the rank and file leaders, we can say with conviction, that the Board truly speaks on behalf of our members because the Board is rank and file.

And so, you're going to be able to witness, I will argue, democracy in action, and you will see how a real union works. And that includes the types of discussions about the gig economy, and that's why these types of discussions we have at the Board will never have us sign a deal like the UFCW just did, because Jerry Dias nor an assistant would bring that type of a deal to the Board because we know that, on behalf of the sectors that you represent, you

would rip us from limb to limb for all of the right reasons.

So, with that, I would like to have a drink of water, get a coffee and turn it over to our incredible secretary-treasurer, Lana Payne. Do you want to do a break now?

**LANA PAYNE:** I'm good. I'm good to go.

**JERRY DIAS:** You're good?

**LANA PAYNE:** Yes.

**JERRY DIAS:** Okay.

**LANA PAYNE:** I should turn on my microphone for the interpreters. I apologize for that.

NATIONAL SECRETARY-TREASURER'S UPDATE

**LANA PAYNE:** Good morning, everybody. Happy new year. I think we can still say that even though it's February 1<sup>st</sup>. It's really good to see you all. It's the last time we can say it. Yes, good to see you all. I just have kind of a few updates here and just to let everybody know kind of what has been happening with our offices, what kind of planning we've got put in place for the convention, et cetera. So, I get to give the uninteresting report unlike Jerry who has just had a barn burner there.

## NTC REPORTING & TRANSCRIPTION INC.

- 28

So, just a couple of things. As you probably know, because of the last wave and the new variant, we were in a process before the holidays of kind of opening up our offices again. We were doing a staggered approach, et cetera. This had been happening across the country. And then basically over the holiday period, we had to make a decision to kind of delay that, but we feel pretty confident that we'll be able to have a date sometime in February where we will be, again, back into our office space and ensuring, of course, that we do that safely. So, that's kind of the goal there.

And we have been internally, obviously, encouraging all of our staff to get their booster. Many of them had. You should know, though, that we did have quite a number of staff and leadership who contracted the virus in this latest wave. Different levels of sickness with it.

We had a number of staff who were quite ill and were out of commission for about a month or so, and then we had others who didn't have a sniffle. So, I think that the message from a lot of that is we still are in the middle of this mess and we still have a lot of work to do to make sure that we're protecting ourselves, protecting the staff of the union and, of

## NTC REPORTING & TRANSCRIPTION INC.

- 29

course, protecting our members.

I would like to highlight just a couple of campaigns, priorities for the union in the early days of 2022. Jerry kind of touched on a couple of these points, but I will just reiterate. We've prioritized Employment Insurance and getting that program fixed for the union. And I'd like to thank all those board members who have participated already in the EI Campaign. Our Research team and, of course, this being led by Erin Harrison, they have just done incredible work of really coming up with a program of how you fix Employment Insurance for working people across the country because, as we know, it was a complete failure during the pandemic and really a complete failure for a lot of workers before the pandemic.

I think we've had well over a hundred MP meetings now, and some of them have carried on into this year. I think, Leanne, you did one in 2022? You and Gavin? Yes, two. Okay, so that's great. So, people are still meeting with us. By the time we're done, I think it'll be probably one of the largest lobbies that we had on a single issue like that, so really, really important. And of course, the goal here is to try and have as much impact before the

federal budget.

Secondly, another big opportunity to make significant change for working people is the federal Anti-Scab Campaign, which our Communications and Research Departments have done kind of an incredible job getting us prepared for that. And then this work that Jerry talks about in terms of having influence, lobbying, making connections, all of that came to fruition during the federal election because for the first time in history, the federal Liberals included anti-scab legislation in their platform.

So, now we have three of the four main political parties who have agreed and supported, the Bloc, the Liberals and the NDP, a version of anti-scab. So, we have an opportunity to put effort into this and make that a reality, and that's going to be a goal for us as well early in 2022 to put more work into that.

Thirdly, Jerry mentioned our work at the ITF around these bigger issues like gig economy. There is another big issue that we're working with our global unions on, and that's vaccine equity which really has an impact on not just making sure that the world is vaccinated for all of the right reasons, that the global south, et cetera, should have access to

vaccines and quickly, but also the lack of vaccines around the world is really impacting the global supply chain as we know. This is apparent in any number of our own sectors, not the least of which is the auto sector. And until we get the world vaccinated, these supply chain issues are going to continue to be a major problem.

Lastly, we're continuing the work around, obviously, Build Back Better, our Build Back Better Campaign. I know you're probably bored hearing about that, but there's still pieces of work that we are doing around this. And one of the focuses will be around health and safety in our workplaces and really trying to keep that a priority across our membership.

And to that, our Health and Safety Department has done great work around ventilation, et cetera. And I would be remiss if I didn't mention the work, of course, that's happening by Katha and her team around healthcare around the country. This continues to be obviously a key piece of work for our union and, in this regard, working with other unions and social organizations to make sure that this problem gets fixed.

Just a little update so that you know the budget process for 2022 is about to start, you

## NTC REPORTING & TRANSCRIPTION INC.

- 32

know my favourite part of the job, sitting down with the Finance team to do all of this work. We've pretty much have started this. I had meetings already with department directors and area directors who have to feed into this process as well.

And obviously, for the Board, the goal will be to have a meeting of our Finance Committee in April at our April meeting, so the day before that. And we've got new dates now for the April meeting. March was not working. You're going to get notice that it's April 11<sup>th</sup> to 14<sup>th</sup>, I believe. Because of the busyness at Port Elgin at this time of year, they have no room at the inn for us, so we'll actually be doing that NEB meeting in Toronto at the Sheraton, but everyone will get notice about that ahead of time, obviously. I think in the next week or so. We're just finalizing the contract with the hotel.

So, in any case, the budget process will be under way, the NEB Finance Committee will meet, and we'll also have probably, at that time, presentations from our investors because there's been some interesting work happening there as well.

With respect to convention planning, thank you for all agreeing to be on a committee. You have this in your kit, and most of you have seen it



because you approved it. And all of the NEB, as well as the additional nominations that we received from the regional directors for these committees, if you haven't already, you will be getting a notice out of my office formally appointing you to those committees.

And we've put a lot of thought into what the theme should be for this convention given it's going to be our first one in three years. So, after a lot of back and forth, we're going to be recommending and are going to have the theme "Together", which I understand from our Quebec colleagues works well in Quebec as well in French. So, "Together/Ensemble".

And interestingly enough, "together" and "ensemble" are the exact same number of letters, so when we do graphics and all of that, it will look terrific, but this notion that we'll be together for the first time, I think that's the word that's going to be on everybody's lips and, of course, coming out of the convention, united and strong. So, we're looking forward to all of that, and the Communications team are working hard with the design folks to make all of this also look really great, because that's part of making people feel great about the process.

Internally, we've put in place a pretty stringent kind of planning process for the convention.

## NTC REPORTING & TRANSCRIPTION INC.

- 34

I love the committees. So, we have an overall steering committee and multiple subcommittees that will be doing this work and bringing things as needed, obviously, to the Board for your review and support.

What else do I have here? A couple of other things. I think I've got through most of it. I should mention that, Tammy, you will have to take the oath of office today. So, maybe, Jerry, with those quick updates from me, before we have a mid-morning coffee break, we could administer Tammy's oath. Would you like to do that?

**JERRY DIAS:** It would be my honour.

**LANA PAYNE:** And happy to take any questions on my brief report. You have a question? Yes.

**MARC ROUSSEAU:** I'll have a comment after.

**LANA PAYNE:** Okay, great. Thank you.

### OATH OF OFFICE FOR TAMMY MOORE

**JERRY DIAS:** All right, sister. Give attention while I read to you the obligation.

Do you pledge on your honour to perform the duties of your respective offices as required by the Constitution of the union and to bear true and

## NTC REPORTING & TRANSCRIPTION INC.

- 35

faithful allegiance to Unifor?

**TAMMY MOORE:** I do.

**JERRY DIAS:** Do you pledge to promote a harassment and discrimination-free environment and work to ensure the human rights of all members are respected?

**TAMMY MOORE:** I do.

**JERRY DIAS:** Do you pledge to support, advance and carry out all official policies of the union and to work tirelessly to advance and build the membership of our union?

**TAMMY MOORE:** I do.

**JERRY DIAS:** And do you pledge to deliver all books, papers and other property of the union that may be in your possession at the end of your term to your successor in office, and at all times conduct yourself as becomes a member of the union?

**TAMMY MOORE:** I do.

**JERRY DIAS:** Your responsibilities are defined in the bylaws, Constitution and policies of Unifor. Should any emergency arise not provided for in these, you are expected to act accordingly to the dictates of common sense, of which you have an abundance, guided by an earnest desire to advance the

best interest of our union.

I trust you will faithfully perform your duties so that you may gain the esteem of your brothers and sisters and the approval of your conscience. You will now assume your respective office. Congratulations.

**TAMMY MOORE:** Thank you.

**JERRY DIAS:** Okay. Mr. Rousseau?

**MARC ROUSSEAU:**

**(in French)**

**(taken from translation)**

Mr. Dias. Congratulations, Tammy. Welcome. Just want to add a little bit to Lana's report. As for telecoms, we had a week of lobbying, and then there's a few appointments this week. Lobbies, pre-budget lobbies ---

**LANA PAYNE:** Marc, I'm sorry, this is not working. No one is getting anything.

**JERRY DIAS:** It's on three.

**MARC ROUSSEAU:**

**(in French)**

**(taken from translation)**

Testing, testing. Can you hear?

**LANA PAYNE:** Okay. Yes, thank you. I was on three. It wasn't working. Okay, go ahead. I

apologize.

**MARC ROUSSEAU:**

**(in French)**

**(taken from translation)**

Okay, no problem. I'll just add to Lana's report. As for telecoms that we had last week, we had a lobbying week pre-budgeting process of various issues. And we did not speak really to MPs and ministers, but we rather talked to staff for policies for the Minister of Finance office, as well as the Innovation and Technology Minister's office.

So, telecom issues. We're talking about the financing to offer internet in regions in faraway regions, in reserves as well. We're also speaking about financing or programs that are allotted to telecom companies to make sure that these companies can -- that the companies that are subcontracting the work so we tackle that to be able to send parameters surrounding these financing so that we can offer high quality jobs in Canada.

So, that was the message we sent. Naureen was part of the presentations. We have a really great team. Mike did a great job with the research, and Roch Leblanc also worked on that, so it's the four of us that met with them.

## NTC REPORTING & TRANSCRIPTION INC.

- 38

And we also got really great feedback from people who work, and their feedback was great, said "I'll bring it back to the office. I'll talk to Minister Champagne, and we'll talk about it." So, they really took it seriously and this really helped us set up also our week of lobbying that we have planned for March. So, that's what I wanted to add to Lana's comments. Thank you.

**JERRY DIAS:** And thank you. Any other questions? Go ahead, David.

**DAVE CASSIDY:** Lana, you mentioned about the committees and us putting our names forward, et cetera, on the committee. What is the ---

**LANA PAYNE:** You mean I voluntold you?

**DAVE CASSIDY:** Well, I know. Yes. What is the policy committee? Because I don't remember that from before.

**LANA PAYNE:** Right. So, basically, the policy committee is a combination of -- so, in 2019, you might recall we had what we called the bargaining program committee and I think there was a second one. Was it the election policy committee we had? So, instead of having separate committees, we just said, okay, if we're going to have a major paper for debate that's brought to convention, or several, so if we

have a bargaining program or we may have -- you know, there's a content committee within the union that will look at this. But one of the things we are looking at is a discussion around what does the next generation of, to Jerry's point, collective bargaining rights look like, et cetera, and really having some good debate around some of those issues.

So, the content committee will work that out. They will develop a good policy, which will bring to the Board, and then this policy committee will present it at convention. So, it may end up being more than one policy document, Dave.

Also, I think you had an addition for the agenda. Did you want to raise that now?

**DAVE CASSIDY:** I can. So, I had sent a month-and-a-half ago a request out to just Jerry and Lana to be added to the agenda. It was kind of a quick meeting we put together, but it was based on a little discussion I had with Jerry over the -- in Western Canada, what has transpired in the Fraser Valley specifically, the University of Windsor men's hockey team is joining with Trinity Western and UBC in the west, and they're working with an Indigenous community, and from August 25<sup>th</sup> to the 29<sup>th</sup>, and they're looking -- I mean, the tagline they have is Champions

on the Way to Winning Championships.

So, they've done this at the University of Windsor for a few years, and us locally have supported them, you know, Skate to Eliminate Hate around anti-racism. They've done bullying in schools, and the players go. Not just building champions on the ice but building champions off the ice as well.

So, this is a project that they want to help rebuild one of the communities that the Indigenous are -- and the Indigenous have already pointed to -- I mean, there's a lot of work to be done there, but we can't possibly do it all. But the Indigenous has met with the UBC, the Trinity group and University of Windsor, and they are going out there. They're going to work for a week on a project. They asked if they could partner with our skilled trades on one of our Indigenous projects.

And then when they're done the project on the 29<sup>th</sup>, then they would actually go into a mini training camp there, and then they're going to play the weekend game against UBC and the University of Windsor and/or Trinity in a Saturday/Sunday hockey game, and then come back to the respective thing.

So, that's what I wanted to add to the agenda. And I don't know if it would go through CCF



## NTC REPORTING & TRANSCRIPTION INC.

- 41

or SJF, we had it at that meeting, but I wanted to make sure that it was -- you know, I think it's a good project because, since COVID, we haven't had a lot of projects to work on. I know that London has reached to me over the building of a home there. It's been highlighted through the national on a project that's going on there. It's going to continue whenever they can build.

So, this is a project that I wanted to bring forward to the Board and I wanted it to be added to the agenda. It's just we didn't get time to get it on the agenda, but I had sent it. If you see the email or note that I had sent you and Lana maybe a month-and-a-half ago or so, so...

**LANA PAYNE:** I'm wondering if Brenda sent it off to Mohamad for an evaluation because I was -- did I reply? Sorry. Anyway, I'll check on it.

**DAVE CASSIDY:** I had John at your directors' meeting this week bring it up to you, if you recall. He mentioned it in his report to you this week. So, I'd just like to put that forward, and then we can get our coordinators to kind of work on that.

And obviously, it's going to take some capital, so I don't know how we deal with it financially, whether we go through the CCF or wait for

them committees to talk, or we do it in front of the Board, do it that way, however, but I think it's a great project.

**JERRY DIAS:** Well, it sounds like a great project and it's the type of projects that make us most proud when our members are participating. I go back to the work that our trades have done in different communities, in New Orleans, and we can start to walk through the incredible projects that we've done. I can walk through the list, right?

So, this is right up our bailiwick. So, before we would determine which fund it would come out of is does it have a charitable designation? Because if it does, then we can talk about the SJF. If it doesn't have a charitable designation, then we talk about the CCF. But I can tell you that these are the types of projects that we have always and historically supported. I guess the key issue would be how much are they looking for, right?

**DAVE CASSIDY:** Sorry?

**JERRY DIAS:** How much are they looking for, do you know?

**DAVE CASSIDY:** Well, I believe that the federal government will supply quite a bit towards it, and I know it's no match or anything, so my request to

## NTC REPORTING & TRANSCRIPTION INC.

- 43

come forward would be around \$50,000 to come forward out of one of them funds.

**JERRY DIAS:** Okay. So, look, I think it's fair to say that there will be significant interest. So, just get us the proposal, like the final proposal, the numbers requested and get it to us ---

**DAVE CASSIDY:** Okay.

**JERRY DIAS:** --- because those are the types of things that we want to get involved with, all right?

**DAVE CASSIDY:** Yes. Thank you.

**JERRY DIAS:** Okay. Does anybody else have any questions on -- Ruth? Good morning.

**RUTH PRYCE:** Good morning. I just have a question for Lana. Last week, I spoke with Brenda concerning my position and you said that we were going to discuss it here. Do you want to leave that until later or do you want to do that now?

**LANA PAYNE:** Ruth, do you mean on a committee?

**RUTH PRYCE:** Yes.

**LANA PAYNE:** It's entirely up to you. We can discuss it here or you can -- did we keep you on a committee and you were not wanting to be on it

or...?

**RUTH PRYCE:** No, I'm not seeking re-election for my local, which is coming up in May, so that was my concern.

**LANA PAYNE:** Okay. Yes. So, I think what we would do then is probably not have you on a committee, that makes the most sense, because normally we put elected folks or NEB on the committee.

**RUTH PRYCE:** Yes.

**LANA PAYNE:** So, the other thing is there probably will be some fluctuation on these committees before we finally get to convention. For any number of reasons, we may end up having to just approve a couple of folks at the last minute, so yes, that would be my recommendation to you.

**RUTH PRYCE:** Good. That's what I thought. Okay, thanks.

**JERRY DIAS:** Are there any other questions? Okay. So, let's have a break, and then what I will do when we get back is I will ask if anything flows from my report, and then we'll turn it over to Renaud.

**LANA PAYNE:** Yes, we forgot that part.

**JERRY DIAS:** Okay, let's take a break.

## NTC REPORTING & TRANSCRIPTION INC.

- 45

--- Whereupon the meeting was in recess  
from 10:13 a.m. to 10:49 a.m.

**JERRY DIAS:** Okay, sorry about that.

We've got more things going on than you can shake a stick at within our organization. So, before I turn it over to Renaud, are there any comments or does anybody want to elaborate on anything that I raised in my report? Les.

**LES MACDONALD:** Yes, I'd just like to say it's kind of nice in Oshawa that we've got the second shift on. Hopefully, we'll get the third. But one thing that I noted that when the second shift come on, over 50 per cent of the hiring were ladies, so that was quite nice that they're ---

**LANA PAYNE:** The ladies are happy.

**LES MACDONALD:** Yes, so is the community. So, yes, no, it's good news for all of us.

Getting back to your report about how things have changed, and you mentioned Sobeys. I know Loblaws, all their wages have gone way up because of the GM thing, so it has improved the wages out the east end. I have to agree with Pickering, but the gaming, they always like to go in at the minimum, then you have to raise them up, be like what you did in

Peterborough and Belleville and stuff like that, so I can see that coming down the pipe. But that's good. Thank you. It's great news for out there, especially after what we had before. Thanks.

**JERRY DIAS:** And I don't know if I raised it in a previous Board but trying to get General Motors to agree to anything is like pulling teeth. And if I have to think about our worst employer, and we have some beauties, and I'm talking about decent size employers, the worst would be GM. I mean, they are brutal.

But when we bargained the reopening of the plant after we did all of that type of stuff, and Shane was obviously the point person in all of this, we met with GM and we said, "Listen, we need to have a plan on a workforce that reflects the community. In other words, the workforce has to be 50 per cent women and we need to make sure that the workforce is diverse," and they agreed. Any time GM agrees, you have to wonder about what they're going to do.

But anyway, I think I reported this at the last Board meeting, I'll tell you, there was no better feeling than going to Oshawa that day, except of course a couple anti-vaxxers weren't too pleased with me, but the bottom line is I've never been in an

assembly plant or, frankly, very few manufacturing plants where I saw so many women. And it was incredible. And they were happy as hell because they knew and were quite open to say that they were in complete control of their financial situation, right?

I had single mothers coming up to me. It was just over the top. So, like I said earlier on, I think the numbers are going to surpass. There's no question they will way surpass when they put on the third shift.

I met with Doneen McDowell. Doneen McDowell would be -- what is her title? Senior Labour Relations? Human Resources, Shane? So, anyway, she came into town last week to tour Oshawa. And so, I met with her. And I was saying, "When are you putting on the third shift?" and all she would do was grin and say, "All I can tell you is we need every pickup truck we can get, and we need a hell of a lot more than we're getting now." So, I think that was her way of saying to me there's more to come.

David?

**DAVE CASSIDY:** Thanks, Jerry. On your report, yes, I should touch on your Stellantis comments. First off, you said about women working in General Motors Oshawa. I read an article last night,

## NTC REPORTING & TRANSCRIPTION INC.

- 48

the Automotive Newsworld that a woman left the RCMP after 15 years and is working on the line. She was an RCMP officer. She's working on the line.

The latest edition of the Automotive Newsworld, well, it was on my desk yesterday, so I read it last night in my room, and it's interesting that she worked there 15 years and she decided, "I want to get into that." Whatever her reasoning is, I don't know what it is, but if you can imagine an RCMP officer had left and come into manufacturing because she sees that maybe she doesn't have to travel or move or whatever.

On your report for Brampton, I'm glad you raised not only Brampton but Windsor as well, because the issue as you all know that every report we're getting of it going to Belvidere, what is interesting is there's over 200 days of orders for that muscle car. I have never in my 29-year tenure with Stellantis seen, even in our hay day with our minivan sales back in the day operating three shifts have that many days of orders. And they have over 200 days of orders for muscle cars. And when they talk about moving them to Belvidere, it would be based on the electric version of it.

And if you can imagine, 200 days of



orders and if they continue to build, they would be able to build till 2030 or 2035 with that muscle car. So, who knows what that is, but I'm glad you raise it. We know it's on the highlight.

And in Windsor, I had mentioned down here to a couple of people when I was talking, I received about 500 or more emails on the vaccine mandate, and I've received one email on the potential loss of third shift in Windsor, and it's ---

**JERRY DIAS:** Say that again?

**DAVE CASSIDY:** I've received over 500 emails on the vaccine mandate and one email questioning about what is going on with the potential second shift at Windsor Assembly. And I mean, we've been giving notice. I just don't understand people. We've been giving notice, and April is the date, and we've put our proposal forward to the employer trying to make it very, very, very expensive for them to do it.

You can imagine the seniority would potentially go back to 1998, and General Motors has been used to that with a lot of high seniority people at the time. But what is bothersome is as what we bargained is we're going to be back up to a three-shift operation with a battery-electric vehicle. The

## NTC REPORTING & TRANSCRIPTION INC.

- 50

problem is everything that you spoke about in the discussions -- and I think we're moving forward on that as far as an investment. I mean, I was talking to Mark Stewart last week and I said, "When Tavares comes in next week, have him bring a couple products for us, will you?" Have them in his pocket to make sure he delivers those to us when he's talking.

So, I'm glad you raised that. We're all over it. We don't have a guy that we had before like Aberdeen (ph). Well, we do, but the guy is by the name of Armand de Broff (ph). And so, he is actually the global manufacturing guy, and we've always had these meetings with them and, I mean, COVID, we can do it on Zoom still, as you've done other meetings, but we need to continue -- I mean, I'm the biggest cheerleader of the Windsor Assembly has to them guys and continue to, every single week, call them to make sure I reach out to Stewart and them to try get those products in there because we need them products. We need good news. We need good news in both.

And I know that out of your office, Shane and others are pushing that agenda as well, which is so important. I mean, that will be devastating. And if we can secure the battery plant, which will just make it that much more.

## NTC REPORTING & TRANSCRIPTION INC.

- 51

So, Stellantis has indicated that they are going to have potentially two battery plants, and they have joint ventures with Samsung and LG, is the two that they talk about. The location, nothing has been decided. People have their opinions on where they are. I know there's a lot of non-disclosure agreements already signed, but the battery plants, Stellantis hasn't made a decision whether they're going to have two in the U.S., one in the U.S., one in Canada.

I know that the provincial government is continuing to look in the GTA area to support one in the GTA area, whatever that looks like, whatever that partnership is with, but we have joint ventures with LG and Samsung to put a plant somewhere and everybody is lobbying to try to see where it goes. I do know that, and Tullio and John would know that Samsung owns a lot of property in Windsor, in Twin Oaks, and that's where we had our solar panels. They did the solar panels over in that area, over by our old TRW plant.

So, we'll see, but I thank you for raising that. It's imperative. And I think from your meeting you had with both the province and the feds, it put a little reassurance to the Brampton Assembly Plant. I mean, I talk to Danny almost every day, so

it really puts some reassurance there with them, so thanks.

**JERRY DIAS:** So, Mark Stewart would be the senior Chrysler management person in North America. So, you need to know I spoke to him Thursday, I think, and I said to him, "Following up the conversation we had with the government, how was it received?" and he says, "Incredible."

So, then I messed with him a bit and said, "I'm trying to figure out, is it cheaper to build a car in Canada or in the United States?" So, he starts to laugh, and he says, "Really?" I said, "Yes, I would like to know that answer." He says, "You already know the answer, but it's a hell of a lot cheaper to build it in Mexico." That's what he said to me. He wouldn't even acknowledge that it was cheaper to build it in Canada, but he did just by his response because he was laughing.

**DAVE CASSIDY:** And just so we're on the same wavelengths on most things, on Thursday, I sent him a message as well, and he was meeting with the government on Friday to see the I's and the T's, so that's great.

**JERRY DIAS:** So, anyway, can you imagine having a federal government pay \$12,500 to somebody to

buy a vehicle? I'm buying one immediately before they stop the incentives. Deb, and then Katha.

**DEB TVEIT:** Just to add to your report, Jerry, a couple of positive things. One is that Compass Canteen in Toronto was headed to a strike. We had a real big problem with the job security there and the potential of those 63 members losing that work. We have a fair number of Compass members, but this group is 63.

And so, it looked like a potential strike, and the employer was trying to buy us out of the job security language. So, we ended up getting huge increases. The high wages in there got 13 to 16 per cent increases, and the low wages got 23 to 27 per cent. So, big boost for them and brings them closer together in wages, too, which is always hard to do in some of these bargaining units, and we also got the job security language. So, it's real good news there.

And the other good news from the Organizing Department, and I know Chris isn't here, but over Christmas, Vita Health in Winnipeg, 320 members applied to decert. And we worked over the holidays with the Organizing Department and myself and the local president there, and they voted 67 per cent to stay.

## NTC REPORTING & TRANSCRIPTION INC.

- 54

The interesting thing about this unit, we've had struggles with this unit for a number of years in bargaining, because they have a couple trades guys there that want to leave the unit and they can't. And the only way they can move over to -- they want to join a skilled trades millwright type union that's there locally, and they wanted to for years, but the only way they can do it is move the whole unit away, and then just leave the production people, which is the majority. There's under 20 trades.

But this guy has been leading this campaign for about 12 years, and he finally got it to a vote, but thank God the production people were smart enough to stay with the union. And UFCW, I think, was somewhat involved, but we kind of choked them out of it early on and ended up keeping the members. So, a lot of work to do there, but certainly good news for 320 of our members.

**JERRY DIAS:** I've said it many times, and I would hate to be the organizing director of our union because they generally get the wrath, because for what we built, we thought people would be falling all over themselves to join the union, but the reality is that our Organizing Department spends so much time fighting decerts.

People know that probably the union is the most vulnerable for a raid over Christmas. So, you will find that the antis within our plants, and I would say generally, apply to decert at the last minute before Christmas to have the vote first thing in January. And what that forces is our Organizing Department to work right through the whole Christmas and it happens every year.

In Quebec, with the CSN, I mean, Jesus Christ. I mean, they spend more time fighting raids within the CSN than you could shake a stick at. So, at times, I will be critical of the Organizing Department, but I also have to understand and commend them for their incredible contribution and commitment for what they do. Katha?

**KATHA FORTIER:** Thanks, Jerry. And you know, it's really interesting to hear about all of these fantastic agreements we're getting in warehouses and for other groups, and yet the for-profit operators in Ontario guided by Bass & Associates is offering 1.5 per cent a year, seriously. For real.

PSWs and other long-term care workers are just going to leave in droves. The economy is going to open up, and they're going to go work at a warehouse for \$29 hour an hour. It's incredibly

## NTC REPORTING & TRANSCRIPTION INC.

- 56

frustrating, but we'll be meeting with the leadership, hopefully, in person next month with our long-term care people and really plan a campaign. I know the ORC has been incredible, and we'll hope they'll help us again.

But it's been really, really frustrating for them working. And if anybody thinks that healthcare workers are okay, they're sadly mistaken. They are working on auto pilot. They are traumatized. They have PTSD. And then you see Bass & Associates still leading all of these employers and offering 1.5 per cent at the table still coming with concessions, too. They only brought a page instead of seven pages of concessions. I guess they feel like that's a real step in the right direction, but concessions, nonetheless.

And I just also wanted to touch on the media sector. I know Jenn is on Zoom, but we've been doing a virtual lobby for about two months with MPs talking about web giants who are literally stealing news and profiting from it, and our members and, quite frankly, all of our news is suffering. We can see that. So, I think we've been making some inroads, and Jerry, hopefully you'll be meeting with Chrystia very soon on that very matter, but it is important.



## NTC REPORTING & TRANSCRIPTION INC.

- 57

And then the other thing I just want to raise is the newspaper specifically. I mean, this is an industry where the last 20 years, they have seen zero after zero, 1 per cents, maybe half a per cent wage increase. If you went back the last two decades, there's been concessions. It's been horrible. And in the fall, we got a really good agreement at the Globe bargaining to a deadline and got 5 per cent over three years, which is huge in the media industry. And we also did some good work at Post Media.

But now we've just discovered that our good friends at Torstar have let all of their collective agreements expire. We have about a dozen with them, and they haven't bargained, and then they've shown up on the last day of bargaining at the Hamilton Spectator to say, "By the way, it's now our mandate to shove a crappy benefit plan down your throat," and the wage increases are at a freeze, \$200 or \$400 lumpsum in the second year and 0.5 per cent in the third year.

So, we're going to really coordinate some actions. We're just getting our bargaining committees together that represent their Torstar members, and we might have a bit of a fight with Torstar, because people are not going to accept. When

inflation is what it is, 0.5 per cent over three years is just not acceptable.

**JERRY DIAS:** I had lunch yesterday, and the new Human Resources person for this company says, "I used to work with Bass & Associates." Well, I started to laugh, right? And she says, "I thought you would find some humour in it." She says, "You were a part of our plan of the office occupation while I worked there. And as a background, we all know in long-term care, it's all covered by Hilda, so we don't have the right to strike even though we've done some things over the year.

Well, Bob Bass runs Bass & Associates, and Malcom Winter, if my memory serves me well, works for him. So, we did. One year, when I was heading up that bargaining, we said, screw them. And so, we had all of these people, we all went to his office and occupied it.

What I didn't know, and for this I'm innocent, some of the disgruntled members -- excuse me, let me rephrase this. While we were there, some of the management people that work for Bass & Associates put sandwiches into the hard drives and did a variety of things that wreaked all kinds of havoc. Anyway, she raised that with me because years later it

stuck out in her mind. Anyway, you like the way I covered that? I thought I did a good job there.

Jenn?

**JENNIFER MURRAY:** So, I'll just touch on the rail campaign and what is happening with that, and it's been a really long time coming, and it's starting to really take shape, it's exciting, and I think it is going to be a real kickass campaign.

This whole thing started over the burn barrel in Gander. Josh and I have been talking about this for a few years, and there's been three or four attempts to start a campaign, and it was only until Scott said this is happening that actually it really started to take shape, so thank you.

But following a couple of decent attempts by CSN in Montreal and certainly a lot of people working on that and working hard to fight that off, we realized we've got to start mobilizing our membership. And VIA is kind of a scary place right now. We're at the bargaining table, and the concessions they've brought to the bargaining table are plentiful and very costly to our membership, and it's just a time when it just had to happen.

And we've had a few meetings with Elizabeth May. She approached us to Navjeet and Scott

and I to bring forward a private members' bill. It's been brought forward to the House several times by other leaders in the House and always been turned down.

So, Navjeet worked really hard on going through many proposals and doing up a real good bill proposal, but then come to find out that there's another bill that might be more successful. So, she is going to likely, that decision hasn't been made yet, but she is likely to bring that bill forward rather than the private members' bill for VIA, which we're not discouraged. It's there. And she is going to work to create a caucus within her leadership or the leadership as a whole to see what kind of support is out there while we work through the campaign.

And so, we're not sure which leaders out there are in support of VIA Rail, but when she did call the Transport Minister, Alhabra actually told her, "Look, it's not as easy as you think. There's a whole lot of other considerations to be taken into account here." And when we asked her to expand on that, she couldn't. She said she didn't know, which is scary considering the direction VIA Rail is taking right now.

So, I think the team that's working on

it, there's all kinds of initiatives that are being brought forward working on the climate change stuff, the green initiatives, trying to pull a whole bunch of stuff out of what is happening in the world right now and tying it to our campaign. We have a really great working committee and they're focusing also on mobilizing our members and getting them involved, because certainly it's their campaign.

Our sort of first step goals is to get people talking about VIA Rail again. It used to be kind of a topic of conversation in people's homes, and I think we've lost sight of that a little bit in this country. Maybe it's affordability, maybe it's reliability, maybe it's the fact that there's no trains running, I don't know, but we need to actually bring the conversation back because it's the public that's actually going to win this campaign, so we've got to start getting out there.

And I know Josh is talking to mayors and creating a team of people in certain regions to do that. There's just a lot of work going on, it's exciting, and our members are starting to get engaged again, and yes, I'm looking forward to where it's about to go, and I thank Unifor for investing in this.

**JERRY DIAS:** VIA Rail pisses me off.

## NTC REPORTING & TRANSCRIPTION INC.

- 62

They piss me right off. They piss me off. Look, nobody busted their backside more than our organization to get them money. We all understand, right? We do theoretical pattern bargaining in the rail industry with CN, CP, and then VIA always says, "Give us a break. We're not CN or CP. We're poor. We're broke. We have to rely on government money. We have all this stuff." But we knew that the long-term success of VIA is through the Rapid Rail.

And so, a few budgets ago prior to the last election, when the federal government announced, I can't remember, I don't know if it was a billion dollars, it was a ton of money, more than that, as they started to talk about the Rapid Rail lines, the first call before the announcement from the minister was to me saying, "Okay, peace. Can you leave us alone? I'm VIA Rail." And then they contacted the employer. So, after all the work we did, sticking all that money in their pockets, they go to the bargaining table and go, "We need all these concessions." It's unbelievable. It doesn't matter what you do. It's the same argument.

I don't know about you, but I've been around a long time, but I can't recall the last set of negotiations I was ever in where an employer is doing

incredibly well that said, "You know, Jerry, are we ever doing well and we want to share it with you," and here they are. They drive me right off the deep end. Anyway, don't get me all wound up today. Thank you, and we've got to get our members involved and that's how you do it.

Naureen?

**NAUREEN RIZVI:** Thanks, Jerry. I just want to give a little bit of an update on the work we're doing in telco, myself, Olivier and Chris. I think at some point we must have reported we were supposed to start bargaining in three major bargaining units about fall of last year, September/October-ish. We were ready to go. The bargaining process was under way. This is Bell Clerical, it had 4,300 members; Bell ACL, which is the Atlantic Aliant group, and they're sitting at about 1,700; and Bell Technical Solutions and BTS in Quebec with a totality of 8,000. And so, close to 14,000 members that were going to be going into bargaining at roughly about the same time.

And under the Code, there's a section, 87.4, that talks about the maintenance of services in the event of a labour dispute, a strike or a lockout, mainly because telecommunications obviously supports 9-1-1 and a bunch of other critical infrastructure,

Search and Rescue, Division of National Defence, those kinds of things that support public safety and their health. And 87.4 basically says that in any sort of catastrophic situation that both the union and the employer have to do whatever they can in order to make sure that whatever it is does not lead to sort of hurting the public, and that there's a responsibility to the public safety and their health and safety.

And so, basically that would be, for example, that 9-1-1 goes crashing down at 2:00 a.m., we're on strike, we can't just be like, "Well, sorry, we're on strike. Nobody is working." They need to recall a certain group of people to do the repair. And in the past, we've always signed these agreements to say that if this happens, according to the Code, the two of us will meet, we will decide what the situation is, is it in fact this sort of -- may lead to the detriment of the health and safety of the public, yes or no, how many people are needed and how long we need to do this job.

Because of the pandemic, the employer, Bell Canada, took a different route this time saying that, in our view, there's a group of people that need to be part of an exemption from any labour dispute. And they said in Bell Clerical that was about 900



## NTC REPORTING & TRANSCRIPTION INC.

- 65

employees that could not strike and 700 in Bell Aliant that would not be able to strike. So, we never had where the employer has said that there's unequivocally -- these are essential workers.

Now, there are frontline workers that were required to do the work through the pandemic, so there's this little bit of am I essential, am I not, but there is an essential element according to this. So, we took them, obviously, we filed applications under the Labour Board, we talked to our committees, and we said that we absolutely cannot sign these sorts of documents because this will forever on be something that Bell will say that half of a bargaining unit cannot go on strike during a strike, and it weakens your bargaining power.

So, we went before the Board. In the interim, Bell, of course, every time, when push comes to shove, they come back, and they try to negotiate. So, they have back and forth with us putting together different proposals, one of which is that, in a shut down or lockdown, in a state of emergency, if the province does a shut down or lockdown that we have to recall all the workers and they cannot go on strike. Yet again, they decided to put this out.

Anyway, we've held steadfast.

## NTC REPORTING & TRANSCRIPTION INC.

- 66

Yesterday, we came to an agreement in principle. The committees have agreed we're back to the basics of what we've been signing since the 1900s in this unit, 1947 in Bell Clerical to be completely exact, and we're happy to say that those agreements are getting signed and we're going to start bargaining.

And because of this, the timeline is such that February 8<sup>th</sup>, Bell Technical Solutions, 8,000 people start bargaining and roughly about that time, and February 15<sup>th</sup>, Bell Aliant and Bell Clerical will start bargaining. So, really, powerful bargaining rounds having that many members is really quite exciting that we're going to start just in that week timeframe to help bring up the expirations and that together, and I think that's a tremendous amount of bargaining power for us.

And working with Olivier and Chris on this has been really great. We did a massive pushback with Bell and the committees held steadfast and off we're about to go to the races in a couple of weeks.

**JERRY DIAS:** Why thank you. Do you want to talk about Let's Talk? I didn't think so. That's a little inside humour, by the way.

Tullio?

**TULLIO DIPONTI:** Just to go back a bit

## NTC REPORTING & TRANSCRIPTION INC.

- 67

on what Katha was talking about, the long-term care and the healthcare system on its own. I had an executive board meeting, and 80 per cent of my executive works in long-term care and the hospital, and I asked a specific question. I said, "What is it like right now working in these facilities?" They say they are in the danger zone and the point where they don't even have enough PSWs to really effectively take care of these residents. We talked about this in the past, but now it's at the point where we might have one PSW q taking care of 32 people.

So, I got into a debate with one of the CEOs, and it's Apans, and we had a good debate about what is going on in the industry and how do we fix it. And they said, "Well, Tullio, you tell me how to fix it because we tried to pay for tuition for the PSWs to go into it, we enticed them with other stuff," and I said, "But you're not taking care of the people that are in there right now, because they're so frustrated with you guys, and the fact that they feel they're not being respected. And you respect people by showing them that you are real heroes, we're not just talking about it and you give them a decent pay. You don't come to the bargaining table and say, 'Well, here's what it is, 1.5, take it or leave it.'" We'll go in

## NTC REPORTING & TRANSCRIPTION INC.

- 68

front of an arbitrator," because the people inside those homes right now are telling their friends, "What the hell do you want to do? Why would you go in this field? This is how they treat you," and she couldn't understand that.

She couldn't understand that, and they've got all the excuses in the world, but I can tell you right now, in these facilities, it's dangerous to be a resident in these facilities. Very dangerous. And I said to her if the pandemic doesn't kill our loved ones in here, it's because they don't get the care. It's not because our members don't want to give them the care, they don't have enough time to give them the care.

And in regards to Bass, Katha knows how I feel. We should put billboards everywhere on this moron. And you know what, Ford hides behind him too because Bass pretty well sets what the envelope should be in these homes in order for our members to get paid the proper amount of money. So, I think we've got to go after Bass, but we also got to make sure Ford and whoever the government is going to be realize that they're going to destroy this industry, and they destroyed it.

They can say, "We're going to go four

hours of minimum care." Where are they going to get the people? You can promise four years, five years down the road? Are we going to rely on 12,000 foreign workers to come and bail us out? So, we have to amount to other campaigns. I think we need to get billboards. That's the way I'm thinking. Maybe I'm off my rocker a lot of times, and put those bargainers from Bass & Associates, here's what McPherson did. They came to the table, want a concession, this is what he's doing to your loved ones. Stuff like that.

We have to do it because right now, the ones that we have in there, they're dedicated, want to go to work, take care of these residents, are burnt out, they're getting sick, and they do not want to go back. So, those are my two cents. Bass is an asshole and I said it at the meeting. In order to kill the snake, you've got to cut the head off, and he's the snake.

**JERRY DIAS:** Ruth?

**RUTH PRYCE:** I just need to echo what Katha and Tullio said. We can't speak enough about what is going on in healthcare. We're at a really bad stage right now. It's a crisis. It's pretty bad. I know that Katha and Tullio just kind of touched the base, but with the vaccine, and there are so many of

## NTC REPORTING & TRANSCRIPTION INC.

- 70

our members that refuse to take the vaccine, and in one workplace, I had over 20 people that was let go, right? And these are RPNs. Most of them are RPNs. We have some PSWs there, too.

So, the industry is suffering really bad because they have no one. They have no one. Working short becomes the norm right now. I know that Katha is working very hard along with Andy to do the campaigns and all the different things, but we really need to do something because now the other part to this that Katha spoke about is a lot of the RPNs and PSWs are leaving and going to work in other industries. They're leaving because they can't take it. They can't watch what is happening to the residents, so they're leaving.

So, we have a crisis in our hands, and we need to do something. I don't know. Tullio said he's off his rocker with the billboard, but I don't know, we have to do something. I don't know what, but we have to do something to keep the ones that we have and to have people come into that field. The university right now is saying that they have to cancel classes because they have no one signing up. They have no one signing up. So, we are in a really bad state right now.

**JERRY DIAS:** I can't figure out why healthcare workers won't get vaccinated. That's just me. I'm sorry. But in my mind, if there's a group of workers that want to get it before and say, "I want to be at the top of the line," in my mind, it would be healthcare workers because of what they're exposed to. This is just me, but I can't figure that out for the life of me. Anyway, that's a debate for another day. Who did I miss? Jennifer.

**TULLIO DIPONTI:** Jerry, can I just answer that question? Sorry.

**JERRY DIAS:** Yes, go ahead.

**TULLIO DIPONTI:** You say you can't figure it out, but we've got to remember our healthcare workers are human beings. They listen to other people. They see what is happening and they should know, but they're still human beings that have that philosophy that they don't believe in the vaccines. It's that simple. But anyway, that's all I wanted to say.

**JERRY DIAS:** Okay. Gord, do you want to talk about the strike? Because I don't know how we're going to get through a Board meeting without talking about a strike in the women's shelter and the crap that's going on.

## NTC REPORTING & TRANSCRIPTION INC.

- 72

**GORD CURRIE:** Yes, I'll give you an update on that. We're coming up to almost three months that we've been out there, and there's a long history. I mean, this contract goes way back. It's been expired for a year-and-a-half. They're a new unit to our local. It came from another local. I'm not going to get into that.

But this strike, I call it Union 101. It's about having someone there when you're being disciplined. It's about job postings, stuff like that. It's not about the money. This employer, she tried to hide under Bill 124, and we called her out on that in negotiations and, "No, we're covered, we've covered," and that was just dealing with the wages part, which wasn't our issue.

We did ask for the audits, they wouldn't give them to us, but we got them on our own and found out that they weren't covered under Bill 124. Sue Weir is her name. She is a director there. She has been lying about a whole bunch of things. These women that have been out there, there's 19 that work there, some of them have other jobs. We've got about probably 13 that are out there every day. If they're not working their other job, they'll come out on the picket line. And as you know, it's a lot colder, a



lot more snow.

We've tried to do certain things. We found out there's a couple of scabs. One is in there. We don't know who it is. We found out about another scab that was -- she was being referred work, and we found this out because we have one of the women that works with us in Kingston at the shelter, she is also part-time in Napanee. So, as she sits on these boards and things get thrown across, she can hear we're sending people from Napanee, we're referencing people to this scab's house.

So, we spent some time out in front of the scab's house. Needless to say, she finally went to a lawyer and wants to sue myself and Mr. Armstrong for \$750,000 for all this pain and suffering we've caused her. We've stood on the sidewalk in front of her house. We've never stopped anyone from going in there. People are going in and we realize that these are women and men that have health issues that are going to see her. We've always been out of the way, never stopped anyone, did all that.

I guess it comes down to now that -- the mayor sort of got involved, too. We put a port-a-potty -- we call it Potty Gate. We went through the city, didn't need a permit, went through all the right

## NTC REPORTING & TRANSCRIPTION INC.

- 74

channels we had to, got it put up only to find out that the city, two days later, came and said, "No, it's got to come down." We think that came from the mayor who happens to be a friend of this Sue Weir. So, we started to go the mayor's house and stand out in front of there and picket as well.

The OPP, who is around town, every time we end up at one of these homes, they come, they talk to us, "Hey guys, you're not doing nothing wrong. You're good," "Yes, yes," "Okay, have a good day." There has been no issues. It's on a very busy street. There's not a lot of room, especially with the snow now. We had a little island we could stand on, but she managed to get the plows to push the snow up to this big hill, so there's not a lot of room.

It's a busy street for Napanee. I think there's 10,000 people there. It's the busiest street I've seen, and the support we get is incredible from the community. It's unbelievable. I mean, over this port-a-potty, it had Facebook and everything else, and people were slamming the mayor, and this mayor has got her own issues. I mean, there's an election coming up. She threatened to burn someone's house down and had to go in the newspapers and apologize for that. But at the end of the day, these women are pretty

strong.

Now, I will tell you a little bit of an update. Katha and Anthony, we had a good discussion, yesterday, I guess. It was yesterday, trying to get rid of this lawsuit that they've got against us. I think we're going to be okay there. It was a group of people from the strike and others in town that were on this Facebook. Never was it on the local Facebook or anything else, so I couldn't figure out how they would come after myself and Mr. Armstrong.

Anyway, we have put together a proposal, and they're actually working on it right now. I was talking to him this morning, and we are going to try and get back to the table, and again, it's just simple stuff. The wages have already been settled, a four-year deal, and 2 per cent, too, and 3, I believe. So, again, it's not the wages. We just need some language changes.

It's the same language that we have in Kingston and further down in Belleville in those shelters, so we don't really see what the issue is except this lady she said, and I'll leave it at that, is that she said she will die on this Hill before she changes the language, and that's what she said. And when we did break apart, we said, well, I guess we're

on the Hill now.

And while I'm at it here, I just want to thank everyone, there's people in the room and all the locals that have donated. It's been really appreciated and hopefully we can end this soon.

Thanks, Jerry.

**JERRY DIAS:** Gavin?

**GAVIN MCGARRIGLE:** Yes, just a few brief comments about the strike that's going on in Western Canada that just started last Friday regarding Whistler transit, Whistler, Squamish and Pemberton. This is about trying to get the same conditions that B.C. Transit has with our main group in Victoria.

We met with the NDP government when they came into power in 2017, and we asked them what was their plan for B.C. Transit because the only place B.C. Transit directly employs people is in Victoria. We have a bargaining unit of 600, 700 people there. Everywhere else, it's contracted out to FirstGroup and all these different groups. And of course, we all know that the only way you can make a buck being contracted out is to cut on labour because B.C. Transit supplies the buses, they set the schedule, they set the overall hours, and then they go, "Okay, you third party, you can do that."

## NTC REPORTING & TRANSCRIPTION INC.

- 77

So, we fought since 2017 because there was all these transit groups, which we have all throughout the province. We're at risk of being contract flipped all the time, and we've seen this happen in many areas. So, we managed to get the government to put in place successorship protection that if there is a contract flip, including in -- we started with security, cleaning, but also transit services, that if there's a contract flip, the entire collective agreement, everything transfers over.

So, now we've got this contractor saying, "Time to pony up," and they have been saying to us for 20-odd years, "If we give you more money, we're going to lose the contract." Now, we're kind of like, well, if you lose the contract, too bad. Maybe someone else will come in, but they've got to pay at least the same.

So, if you've been to Whistler and that, from North Vancouver to Squamish it's maybe a 30-minute drive, and yet these workers are paid \$3 to \$5 an hour less than the people down the road. Jerry came out. We had that big fight there for transit. So, they've gone out. This is a tough unit. I think out of a unit of 80 members, they've got 25 picket captains, which is always a good sign.

And so, yes, they're out. They'll probably be out for a while, but again, I just draw the distinction to point out here's an NDP government where we met with them four years ago, and we said, "What is your plan for B.C. Transit? Why don't you bring it all back in house?"

And by the way, to their credit, they did bring a lot of those contracted out care homes back into the public in the last year or two through COVID, but really this is about not just this contractor, it's about bringing your employees home. You employ us in Victoria, you do all of that, and this is Whistler, which is a playground for the rich. I do pretty good in my paycheque, but I know even one day of skiing up there, you might as well take out a second mortgage. And of course, the house prices have just gone crazy there.

So, this one might drag on for a bit, but it's a strong unit. They've got a good cause. We're getting good support from people, and we'll see where it goes. But again, underlying all of this is this NDP government. This is the best chance we've got in the whole country, and we're still begging for this kind of stuff. It's ridiculous. So, anyway, that's just a brief update on that.

## NTC REPORTING & TRANSCRIPTION INC.

- 79

**JERRY DIAS:** Okay. Anyone else?

Jennifer Moreau on the media?

**JENNIFER MOREAU:** Hi, everyone. Just a few further comments on the media file following Katha's comments. We're still working on a huge body of response to the online harassment issue. So, we've got a website. We're going to do a soft launch for that. We've got a working group of rank-and-file members, as well as some staff and leadership because we really want to get the members to give that input.

On the lobby front, Katha was talking about the lobbying, we're really pushing for this amendment to Bill C-10. I just got an email from Randy. I don't think the new iteration of Bill C-10, which is the bill to amend the *Broadcasting Act*, I don't think it's going to have the amendment we want in there.

What we're asking for is basically a change that we compel the CRTC to ensure that large tech companies like Google and Facebook are paying for local news. It's a big ask. It's a little bit of a silver bullet. It's kind of a long shot, Hail Mary, but we're pulling out all stops, including any connections we have, and that would be a huge win for our industry and our members only in broadcasting.

## NTC REPORTING & TRANSCRIPTION INC.

- 80

So, we still need money for folks that work in print, like myself, anyone that's tied to newspapers. So, that's really kind of what we've been focusing on. We still have lobbying meetings ongoing, including one coming up tomorrow, which is why I'm on Zoom today.

**JERRY DIAS:** Thank you. Anybody else? It's hard to tell because we've got Matt, Keith and we've got others. Does anybody else want to belly in before I go to Renaud? Gord.

**GORD CURRIE:** Yes, I just want to mention about the warehousing there and Loblaws and Sobeys. Obviously, we have the Metro warehouse. We've got just about 930 full time and about 200 part time. The contracts they signed, it was great to see the money they got. I mean, we're there. We've always been ahead of these guys, and I will tell you that with the defined benefit pension and our benefits all paid for, I think we're ahead in that regard, but what I'd really like to see, what I saw in these contracts, was how they brought up the part time.

In our warehouse, we've tried years ago, but we have two different contracts. The part time have their own contract, and the full time have their own, so it's a little different than Loblaws and



## NTC REPORTING & TRANSCRIPTION INC.

- 81

Sobeys. But for the last few years, they've had a hard time. I think just before COVID started, talking to a director in the warehouse, and he said that they had hired 300 part time. I get the sheets. I said, "What do you mean you hired 300? We're at 290," or whatever it was back then. That's how many they go through.

So, the turnover was pretty well, in that year, 50 per cent. Reason being is because the part timers are making their top rate at \$17 an hour. The top rate for the full time is \$27. So, to see that the part time in the Sobeys warehouse are now making the same money, our full time we're up right now, and we'll be starting negotiations in the next month, but our part time come up in September of this year, and I hope we can relay that to Metro and get those part timers up making at least the same wages. I just wanted to mention that, Jerry. Thanks.

**JERRY DIAS:** Thanks, Gord. Does anybody else have anything to raise? Okay. Renaud.

### QUEBEC REGIONAL DIRECTOR'S UPDATE

**RENAUD GAGNÉ:**

**(in French)**

**(taken from translation)**

## NTC REPORTING & TRANSCRIPTION INC.

- 82

Okay, thanks a lot, Jerry. Hello, everybody. It's nice to see us all together. It's a lot different than being on Zoom. We're a little bit behind on our program, but it's been a while since we've been able to discuss. I'd like to give you a bit of an overview on what is happening in Quebec.

First, to come back to COVID and the effects of COVID and the problems we see everywhere in workplaces across the country. This has been something that has been very difficult. It was a difficult situation during the holidays, but I must say that we've had a lot of problems with our members. One of our members filled his truck with gas canisters to set them off, and then in November, we had a situation. And of course, after months of conflict and separation -- and there was a member who was found dead in his car recently, and there was a worker who took out some dynamite and blew himself up, even with his children. So, it's a very difficult situation.

There are people who have not been able to work who have been laid off and feel a lot of pressure, because our members are stressed. They have these problems that have been -- things that everyone has had to try and manage. And there are 10 per cent, maybe less, who are not vaccinated, and these people

## NTC REPORTING & TRANSCRIPTION INC.

- 83

tend to participate in demonstrations and people that are vaccinated are fed up. And the Minister has talked about taxing unvaccinated people. There's a lot of pressure. And those that are vaccinated, in order to go into big stores, like Walmart or others, you have to present a vaccine pass, and there are a lot of people that are getting increasingly fed up, and that's the effect of COVID.

That brings me to the Agro multinational that has locked out employees in Joliette. This represents 1 per cent of the company's profits. It's just a drop of water, really. It's a company that's everywhere in the world. They don't want to hire because they're required to provide notice of layoffs, and they want to work in Joliette the way they do elsewhere. And they, for years, said that there wasn't enough market because of this reason and that, and there, they were trying to break the executive, attack the union.

We had 130 employees there. And since 2018, there were an extra 12 people on the work floor, and then there were notices of layoff, five (indiscernible) and another three mechanics, and in three months, there were 20 more mechanics. You'll understand that this is not a good situation, and they

## NTC REPORTING & TRANSCRIPTION INC.

- 84

want to use subcontractors whenever they want.

On 22 November, all the people -- we had a lot of support, demonstrations, even MPs and MPPs, and we went to demonstrate in the cafeteria, and a couple days later, one of the leaders was fired. All that, after 46 days of negotiations in which I participated, we haven't even managed to agree on how to manage the negotiations. We have gotten zero. And we've said that whenever we want to recall people, we have to use our members.

So, we presented a final position to our members that was rejected 100 per cent after months of lockout. Everybody voted against it, and we were surprised that even after eight months of lockout, 100 per cent voted against it. And the people said, "No way. We're not going to just crawl back into the employer," because we had 70 workers who were working there and we're not going to accept this attitude from the employer.

The company thought that the 70 would forget about the others that were waiting to be called back, but everybody stood together. And I have to go and meet with them tomorrow afternoon to get an answer from the management because we proposed a solution. Are they going to threaten to close? Anything is

possible, but I just wanted to share that with you because this is really a file that's a really big multinational that's trying to impose itself on the union.

So, other points. I think the health system is exhausted. We wonder whether there is still going to be capacity to take care of people in the hospitals. I don't know. I think Ontario has a little bit better capacity, but the situation is very difficult in healthcare. We got not enough people.

And inflation, there's a lot of worry about inflation. People want to have substantial increases because we haven't really had this type of inflation for a while. And we've managed to get increases of \$5 per hour in some areas, and we have offers for 11 per cent increase for one year, and that was rejected by 75 per cent, but we have made progress.

We talked about the health sector. We talked about Lac Saint-Jean where there are support workers who go to residences or to homes to help with cleaning. They were at \$14 an hour, and they jumped to \$18 an hour. And the top of the scale is at \$23, so that was very positive, and this was a very positive thing we're very happy about. We had \$5 to

## NTC REPORTING & TRANSCRIPTION INC.

- 86

\$7 increase in scale elsewhere. The skilled trades, electrotechnicians went from \$41 to \$51 an hour, and the coming group, we've negotiated with three groups, including in New Brunswick.

And so, we have made significant gains, but there are other areas where there have been areas that haven't performed well. For example, Lacasse, who manufactures furniture, they don't have enough workers and their products are relatively costly, and they've invested a lot, but they are short of workers, and the workers have gotten good increases, but when they're told you're going to get maybe 3 or 4 per cent increase, we have groups that have voted for strikes, but these are some of the problems that we've had.

Something that surprised me but didn't really surprise me was that there is the local negotiating committee in Matagami. Our contracts were ratified at about 51 per cent, but there are a lot of different aspects. And then upcoming negotiations, VIA, we talked about it.

And with regard to paper, I was looking at it yesterday, and we have five negotiating units coming up, and we have about 40 collective agreements that could come up by the end of July in the paper sector. I'm happy that we're going to be able to have

## NTC REPORTING & TRANSCRIPTION INC.

- 87

a campaign, and we're going to develop our campaign. In Quebec, often CSN, we have to understand that in the public sector, there are agreements with CSQ and others, so recruiters are often more available.

In the pulp and paper sector, there was an open area where there were various negotiations with office workers and others. We spent a lot of time with this competition, and we've managed to increase salaries by \$2 or \$3, especially for skilled trades, so to keep the progress that we've had in the past. I think that our members, when they see that the profits that the companies are making, they think that that should be shared with them, which brings me to investment.

The (indiscernible), we have two major investments with Uniboard for more than \$2.5 million and with Forex, another OSB plant, panel board factory where we've made progress. And we're also working with public consultations to have the Research Department, which is helping us and working to develop positions on climate change. We have a consultation on the use of biomass, for example, and have another consultation. And for years, we've been trying to move ahead, but this is something that's very important for harvesting and for agriculture.

And there is a regional centre in Maniwaki for forest products and we're working on the deciding process, governance and for hiring as well. And often, there's hiring from friends or people in the area, but this is one of the poorest regions in Quebec, and this income is very important when you buy gas or whatever. Anything you need to buy is quite expensive, and the majority of the population is in the Laurentians, and for them, the forest is a bit farther way.

So, there is more or less the situation for Quebec. We have a lot of items that are still underway. I'm going to stop there, or we could go on all day, but without going into the details, we're still continuing to recruit. We've got a list for Kruger, for example, that we're working on, and we have about 800 in (indiscernible). There are some groups of 200 or 300, and if we manage to succeed, I think we could finish with 2,000 new members by the end of the year.

So, these are things that we talk about every day, and we are meeting in person and going to -- I mean, there's Saguenay, Lac Saint-Jean and Abitibi and other areas that we're working in. And of course, I'm going to report to the Quebec Council in



the fall, and we're going to underscore our work with these groups, and this is a priority because there will be provincial elections, and we're going to work with the MPPs. We have a number of items that are important to us, and we're going to identify the most important, and we're going to decide what other priorities are for our regions.

**INTERPRETER:** Hello. Testing? Sorry, can you ask Renaud to back up? Thank you.

**RENAUD GAGNÉ:**

**(in French)**

**(taken from translation)**

And so, I'm coming back on the campaign for October for Quebec elections. Last time at the FTQ, we made a list of 24 priorities. National media when they announced only two, we can keep repeating them everywhere, but nobody is listening. There are too many priorities. So, what we decided to do this year, two, three national priorities, and we'll have our own Unifor activities in each region. So, Saguenay, Lac Saint-Jean, we'll say, "these are our three priorities," Abitibi, Timiskaming, we have two priorities.

So, what we did over the years is that there are teams that will be meeting candidates, and

then we need to commit on these regional priorities and regional media will have great influence, so it's a really great vehicle to be heard. And then I have a temporary employee who is doing really well. He's popular. And then we have to find ways to be heard everywhere.

So, during my tour, my regional tour, I'll make sure to understand the priorities by region. What is the priority for Mauricie, for Gatineau, for Côte-Nord, for Outaouais? All these regions. And of course, during this tour, we'll be thinking about convention. Are there resolutions we want to present? Are there policies we should be discussing? So, we'll think of all that at the Quebec Council in April. All this can help us understand and support the future needs of our union, as well as the policies. So, this is the current discussion in Quebec.

We're preparing for elections as well. We want to hear them as well. There are two or three virtual meetings, and I hope that mid-February, March, we'll be able to do some in person. Hopefully. Fingers crossed.

So, that's basically what is happening, and since it will be my last tour, I'm going to retire in the fall, so I want to recognize everyone I have

## NTC REPORTING & TRANSCRIPTION INC.

- 91

worked with for almost 20 years, so that's why I want to go on tour. I'm looking forward to that. It's going to be great to meet them at the "end of my career". That's it.

**JERRY DIAS:** Thank you, Renaud. Does anybody have any questions for Renaud or John or Olivier to supplement or raise anything that Renaud did not? Does anybody have any questions?

Okay, so let's take a break till 1:30. Lunch is in the A/B Room wherever the A/B Room is. Where is it? Straight back there, all right? 1:30.

--- Whereupon the meeting was in recess  
from 12:06 p.m. to 1:41 p.m.

--- Whereupon Lana Payne does not return to the  
meeting

**JERRY DIAS:** All right, on the agenda, we've got local union business, so let's deal with this first, get this out of the way, and then we'll get to the main event. Local 103, Shane, are you ready to rock and roll? John, are you there? Okay, so we'll go to the unit transfer, Ripley's Aquarium from 4271 to 6006. Deb.

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UNIT TRANSFER: RIPLEY'S AQUARIUM FROM LOCAL 4271 TO  
LOCAL 6006

**DEB TVEIT:** Okay, so the president of 4271 contacted me and wanted to move this unit away from his local. [REDACTED]

[REDACTED]

So, we had a call with the membership, and the two presidents, unanimously, everyone agreed that they would move over. And it was a very good meeting actually. We raised a lot of their issues and we've had further meetings with that unit trying to help them get established with Local 6006 and everyone is in agreement. Nobody on either side is against it.

**JERRY DIAS:** That's too bad because if you take a look at the diversity within the CN Tower group and the Ripley group, it would have been a perfect marriage. Anyway, it is what it is. So, the recommendation is a unit transfer of Ripley's Aquarium, 4271 to 6006. Does anybody have any questions? Moved by Les MacDonald; seconded by Benoît

Lapointe.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

All right, Olivier, Local 146Q,  
Purolator unit, to Local 6001. Are you ready, young  
man?

MERGER: LOCAL 146Q INTO LOCAL 6001

**OLIVIER CARRIÈRE:**

**(in French)**

**(taken from translation)**

Thank you, Jerry. So, Local 146Q is  
where our advocates -- there were too many people who  
went to -- took their retirements at the same time.  
Julie Ferland, their president was a very active  
member.

**JOHN AMAN:** Hello?

**JERRY DIAS:** Oh, John, put yourself on  
mute, please?

**OLIVIER CARRIÈRE:**

**(in French)**

**(taken from translation)**

## NTC REPORTING & TRANSCRIPTION INC.

- 94

Okay, I'm going to try again. So, Julie Ferland was very active, and she was in the executive of the founding, but at one point, she was not able to do it by herself because there were too many on the executive group that took their retirement. So, we told Renaud, "I need help. I need to find another local to merge with." And the local met with many other locals, so there were more than one candidates, and then we chose 6001, which is a stable, well organized local with Bell Canada employees and other sectors as well.

So, the process was done in a collaborative manner from both sides. The assemblies from both sides accepted the merger, and they are for. I think this is a no brainer. If you have any questions, let me know.

**JERRY DIAS:** Any questions? Moved by Tullio DiPonti; seconded by Benoît Lapointe. Any questions?

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

John Aman, can you hear me?

## NTC REPORTING & TRANSCRIPTION INC.

- 95

**JOHN AMAN:** Loud and clear, Jerry. Can you hear me?

**JERRY DIAS:** I can hear you. Try again. Faintly. Let's try it again.

**JOHN AMAN:** Good afternoon, everybody.

**JERRY DIAS:** Can you turn up the volume, please? Keep talking, John. That shouldn't be a problem for you. Okay, so the issue is Local 103, Community Counselling Centre unit. Go ahead.

### LOCAL 103 - COMMUNITY COUNSELLING CENTRE UNIT

**JOHN AMAN:** Thank you, Jerry. And I know we have some new members on the Board, so I'll just give a quick background. This matter has been ongoing for almost a year-and-a-half now.

So, pursuant to a number of concerns raised about the governance of Local 103, the inability to resolve the many issues and concerns at the local level and the diverging views which are having a negative impact on the local union leadership and its members, I think that it would require the NEB to take some extraordinary measures.

The NEB adopted a resolution December 2<sup>nd</sup>, 2020 appointing a national rep, and subsequently I was appointed working under the authority of the NEB

## NTC REPORTING & TRANSCRIPTION INC.

- 96

to work with the local union to support, supervise and assist the local, Local 103, and resolving the outstanding issues. It's important to note that the NEB also further stated in quotations that it reserved the right to take further action as needed to issues that remain unresolved consistent with the Unifor Constitution. Further action can include but is not limited to full supervision by the National Union, reorganize or disband a local and whole or part removal of the elected officers, et cetera.

The NEB also requested a written status report, which I have presented at a previous meeting of the NEB. There were a lot of issues at hand. And so, we're making significant process, so there was an extension of the timeframe that was stomped out in the resolution.

And my investigation was the bulk of the issues and problems of the local that arise out of a unit, Community Counselling Centre, which had decertified from the Steelworkers and organized with Unifor about three-and-a-half years ago. And due to their geographic location, they were assigned to Local 103 in North Bay.

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

If circumstances are not altered and changes made, I think it will continue to have a very detrimental, negative effect on the local union moving forward. And importantly, recently, late last year, the Local 103 has informed us that they do not wish to have this unit in their local moving forward. Ironically, there are provisions in the Constitution if a unit wishes to leave a local, the National Constitution is solid on this process. Simply, I guess this is the best process that the local leadership have.

So, where are we at? I mean, I have a number of recommendations here, three recommendations. One is to try and spread a bargaining unit to a different local union, although geographically that's difficult and I'm not sure if we're fixing the problem.

The second recommendation is to transfer the bargaining unit to another affiliate willing to represent this group that might be a better fit. For an example, in North Bay, there's a big presence of OPSEU and CUPE, and these workers, there's a bit of a conflict, a tight rope that they do and the

relationship with O&R.

And three, the last option we have is to simply abandon the bargaining rights. There has been some talk in the group about decert this, decert that, but I think a lot of it is more talk than anything. We did negotiate a very good first agreement for them. At least some of them at least acknowledge that, but the bulk of the people there, I just don't know what we're going to be able to do to properly address their issues.

So, those are my recommendations, Jerry and the NEB. As a lifelong organizer, I don't like putting forth recommendations about abandonment, but I think the amount of work, amount of time that has gone into this unit and the type of effect they're having on the local union on the ground (TECHNICAL DIFFICULTY) Jerry, and I'll turn it back to you.

**JERRY DIAS:** Sounds like the NDP in Ottawa, and it actually sounds like some of the locals when we formed Unifor that represented people that worked for UFCW and other groups. So, it sounds like a square peg, round hole.

Anyway, first of all, John has three recommendations. Does anybody have any questions on the recommendations? Guy.

## NTC REPORTING & TRANSCRIPTION INC.

- 100

**GUY DESFORGES:** Yes, I was going to say the only question I have is how many members?

**JERRY DIAS:** How many members, John?

**JOHN AMAN:** There's about 30 members in this group, Jerry. And sorry, just one small thing, I've also, of course, worked very closely with Shane and Lana throughout this process, keeping them up to speed, so I'm not sure if they have anything else to add, [REDACTED]  
[REDACTED]

**JERRY DIAS:** Yes, I think we've got the picture. Okay, does anybody have any other questions? So, there are three recommendations of which we will, if approve, John, we will turn over to you to start the process. So, we'll just deal with it as one issue en masse.

So, the issue is, frankly, (a) finding a proper fit or (b) frankly, finding a proper fit somewhere else. That's the Coles' notes version of the three recommendations. Moved by Jennifer Murray; seconded by John D'Agnolo. Any questions? Yes, it's move them or move them. That's what I said.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

## NTC REPORTING & TRANSCRIPTION INC.

- 101

(opposing votes shown)

Carried.

CARRIED.

Gavin. Merger, Local 827M into 2000.

### MERGER: LOCAL 827M INTO LOCAL 2000

**GAVIN MCGARRIGLE:** Thanks, Jerry. We have Jennifer Moreau on the line, which is her home local, so I'll just briefly sketch the details. Local 827M was a smaller local based up in Terrace. Their long-time president Kathy Brooks retired and wanted to make sure everything was taken care of, and Local 2000 has negotiated a merger agreement. It has been duly ratified by all the groups, and it's a good fit, and it's good to see them growing. So, I'll stop there and see if Jennifer wants to add anything.

**JERRY DIAS:** Jennifer?

**JENNIFER MOREAU:** Just briefly just for folks who don't know or for anyone who is new. So, my local has roughly 500 members. We're mostly print. Kathy Brooks' local, 827M, is about 25 members. Most of them, 22 of them, are at a TV station in Terrace and there's three at Prince George Radio Station under Bell Media.

So, basically, she retired. Nobody wanted to take on the president's role, but they

## NTC REPORTING & TRANSCRIPTION INC.

- 102

wanted to still remain active, especially in Media Council with the Broadcast Caucus. So, for us, it's a good fit because we want to build our membership, but also, it's the first federally regulated unit that we would have in our local, because we're composites spread all over B.C. already.

And yes. So, basically, they just want to ensure that they'll have a seat on our executive board, which they will, and that they can still continue to send folks to Media Council to attend the Broadcast Caucus. So, we're totally supporting that, and yes, we hope that the NEB will endorse this.

**JERRY DIAS:** Okay. So, we know the recommendation. Moved by Dave Cassidy; seconded by Guy Desforges. Is there any questions?

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

Okay, so let me get to the next order of business, which is the future leadership discussion.

### FUTURE LEADERSHIP DISCUSSION

**JERRY DIAS:** So, normally, we would have

## NTC REPORTING & TRANSCRIPTION INC.

- 103

this conversation, and we will have this conversation again, later in the year because what we would normally do is bring a complete recommendation from the leadership team. What we would normally do is wait until after Quebec Council when the Quebec leadership would elect the next Quebec Director. And at that point, we would move forward with a complete complement.

So, to a large extent, we will do that now respecting the historical process, but there's a lot of debate around the union about my retirement and what that means and who will replace me. And to Dave's credit, he said at the last National Executive Board meeting that he was intending on running, as is his right, and has been out there and has called and is running.

And just for straight transparency, the person in the room that I probably know the longest is Dave Cassidy. When I went on staff, I was the aerospace director. That would have been 28 years ago if my math is right. After being in aerospace for a few years, Buzz and Jim O'Neil asked me to take over the Chrysler assignment, which was unusual in my old union because I was, then, and probably still am, if you look at the history of the UAW and CAW, the only

## NTC REPORTING & TRANSCRIPTION INC.

- 104

non-auto person to head up an auto assignment. I mean, I worked in the GM van plant for three months, but I'm not sure that actually qualified me as an auto person.

And so, if I go from my history, and I'll never forget my first set of bargaining with Chrysler, Dave Cassidy was the new skilled trades rep who we were running up and down the aisle getting skilled trades issues done at the twelfth hour. So, one thing about this organization, we are going to encourage this type of participation, and Dave has let his be known.

So, what it forced, though, was leadership to get together and have a discussion on who our recommendation was, if it in fact would be Dave or someone else. And we spent several hours together, I think, about two weeks ago, and the recommendation from the leadership would be that we would put forward the name of Scott Doherty to be the next President of Unifor.

Now, this should be and is an emotional time for me personally, but the simple reality is that when I was elected eight-and-a-half years ago, I've been planning my departure. And if you take a look at the leadership team around this room, Deb is a few



## NTC REPORTING & TRANSCRIPTION INC.

- 105

years younger than me, but the majority of our team that we put into place, and Deb was with me right from the beginning and was with me under our previous team, we put together a team that was younger.

So, if you take a look at our team, including our incredible RDs, you take a look at Naureen, take a look at Linda, take a look at Gavin, take a look at the assistants, by and large there is a pretty decent age gap between myself and the rest, and it was done for a reason because, as I retire, then there is nothing but a huge pool of talent of which to choose.

So, I want to start this off by saying that I was lucky at the founding convention to be nominated and ultimately elected, because as the founding president, I was able to start with a clean slate. And we all started with a clean slate because there were these bold statements and ambitions, but we didn't know what it was that we would create.

And with incredible Renaud and the leadership team from Quebec, and I think about all of the players that have passed through the NEB, I think of Mr. Ouimet who was -- I really, really appreciated when he was around because he was the only elected officer at the Board that was shorter than me, but

## NTC REPORTING & TRANSCRIPTION INC.

- 106

what an incredible individual and I miss him, and to have him replaced by Renaud has been a blessing for me.

But if I take a look at the Board today, if I look at the original group, there's Marc, there's Dave Cassidy, there's Ruth and I think myself. That's it of the original 25, and that speaks volumes for our union because it's a union in constant transition, which means it's a union that is continuing to grow and get better and get stronger.

So, it's interesting because I've watched Ken Neumann from the Steelworkers recent announcement of his retiring, and I thought to myself, I think he's 69. I play with NUPGE and other unions because they don't have any sort of a formal or informal process when it's best to leave.

You see, Unifor has a hard 65 rule. And it's not because people stop functioning at 65. I take a look at my wonderful buddy beside me that could run another term. And I'm 63 years old, and I think I've got the energy to do this, but it's not about us, right? It's about the organization and new ideas and momentum and shifting ideals and new teams and building. So, that's what it's about, and it has to be about that.

## NTC REPORTING & TRANSCRIPTION INC.

- 107

So, you can never sit back and say, jeez, what did -- no, none of that. And I have to admit I've had one hell of a run. And I realized that after today that the word will get out of the NEB's recommendation, as it should, and then we start the process of making a better union for the long term than we've already worked to create today, because that's what it's all about. It's about our members, it's about the union, period, so it has to be that way.

So, I am one honoured individual that has been able to play hard. And what I love is that I've had the support of all of you to actually be myself, because we've created an organization, I think, that has got a lot of guts and an organization that's not afraid to make mistakes, because if you're afraid to make a mistake, you won't do anything. And so, we've never been afraid to lead, and we've never been afraid or unabashed or afraid to throw our weight around, and we've been very, very argumentative within the political process which working people need.

I think we've built an organization that make governments nervous, and it's because we shape governments. So, we've done that all together, and I'm proud of what we have done because we've done it

## NTC REPORTING & TRANSCRIPTION INC.

- 108

as a collective.

So, today is emotional, but it's also done with an element of incredible pride because there was any one of many that the leadership team could have recommended, which is a testimony to our team, which includes each and every one of you on this Board because we are one team that leads one incredibly big union.

So, this is happening earlier than it usually is, and that's okay because we've gone through a two-year pandemic that has stretched everyone, and it's time. It's time to move on, it's time for me to move on, and I do that with pride.

So, with that, I am once again saying that the leadership team's recommendation to the National Executive Board is Scott Doherty to be the next President of Unifor, but ultimately, it's the decision of the NEB of what the recommendation will be to the convention. So, with that, I open the floor to the National Executive Board.

David?

**DAVE CASSIDY:** Thanks, Jerry. And if you don't think the knees are knocking, they're knocking.

**JERRY DIAS:** I'm bow-legged, so it's a

## NTC REPORTING & TRANSCRIPTION INC.

- 109

little harder for my knees to knock.

**DAVE CASSIDY:** But I'm glad you mentioned about meeting later in the year because you're bringing one -- and I hope that Lana is okay. I don't see Lana in here and I don't know -- you know, as our National Secretary-Treasurer, I wish she was here.

**JERRY DIAS:** No, she's dealing with some stuff.

**DAVE CASSIDY:** Right. So, I wish she was here, and I recognize that potentially she's got something going on obviously.

So, I'm glad that you mentioned about meeting later in the year, and I don't need to reiterate what went on at the last NEB meeting. The verbatim notes are there if anybody cares to read them. I said that I've supported you for 20 years and I expected you to support me, and I said that. But the process that we're going through to me and many others that I've talked to is outdated. And we can argue, we can discuss, we can debate, but for a small group to decide the entire leadership, I don't think, fits anymore.

I'm elected, again, by my peers to uphold the Constitution in between constitutional

## NTC REPORTING & TRANSCRIPTION INC.

- 110

conventions. That's my job and I think I do that. When I was elected to the National Executive Board, and I'm not trying to be critical on this, but we had a lot more engagement from the National Executive Board. And I can take it back to 2008 when I was first elected on how we're going to shape and the direction of the union, and I think that that's not the way it seems to be anymore.

I'm on the ground as a local union president. I'm talking to members all the time, hearing from members, knowing what is going on, but the National Executive Board, and this is where the part comes because there are people who sit on the National Executive Board, for whatever reason, were selected or endorsed to the National Executive Board.

But the reality is the power comes within the local union, which is driven by the membership. And I don't want to sound repetitive on that, but let's just hypothetically use Dana as an example, and I can because she's from our local union, and Dave was in here from the skilled trades, and Dana has gaming, and she is with the LGBTQ.

Dana coming to the National Executive Board would not be able to say that the recommendation from the National Executive Board is that -- she could

## NTC REPORTING & TRANSCRIPTION INC.

- 111

say it, but would not be able to endorse what the National President says at that time because it hasn't gone to the locals and/or the president. And I'm sure there's others in the room that have that same. I mean, the power is within the local unions and the delegates to convention.

So, I mean, we preach about democracy all the time, and I truly believe that if that would transpire, that I can't support the process that you're putting forward, and that's what I'm saying. So, I don't think there's pressure today on -- I mean, you made an announcement, nobody knew what the announcement was. It might have been the best kept secret in the world, but nobody has to make a decision today based on that because they haven't gone back to their respective either councils and/or locals, et cetera.

And I wanted to get that out and say that there's no disrespect to anybody on the National Executive Board. If I decide to put my name forward, I would hope that I could count on the support of the National Executive Board and their locals and the rank and file membership that will be at the constitutional convention, but today I don't think that there's any reason for that.

## NTC REPORTING & TRANSCRIPTION INC.

- 112

And I mean, I know you will take a vote, and respectfully, I would -- because I have friends in this room, and I don't want to put people that I respect in a bad situation because my friendships, my family come before my union, I'm sorry, that's my priority, and then my union is right up there, but I don't want to put people in that predicament.

So, if that is the way that the Board is going to go based on you chairing this meeting and moving that forward, then I would just respectfully walk out. And I know we have one more piece of business on the agenda, but I think it was with Lana, so it was updates on the planning process for the convention, but you did say we're going to have other ---

**JERRY DIAS:** She did that this morning.

**DAVE CASSIDY:** Oh, just the committees? There's nothing else on top of that? Fair enough. So, if there's no other business on that prior to taking the vote, then I would just respectfully walk out accordingly if that's fair, okay?

**JERRY DIAS:** No, look, I would have asked you and Scott, or if there was any other recommendations for the president of anybody else at the Board, so we'll deal with that, but there's no



question that I would ask, if Scott accepts the leadership recommendation, which I know he does, I would ask the two of you to leave the room after you've said your piece.

But look, I've known you, as I said, longer than anybody in this room by far, by years, and the bottom line is that I would argue that the recommendation from the leadership team is a recommendation from ears on the ground. I understand you're a local union president with ears on the ground, but my assistants, our regional directors, ears are on the ground every day, as are mine, so I just want to say that.

I know you raised Dana, and Dana is...

**DAVE CASSIDY:** No, she's putting her dog down today. She can't be part of this.

**JERRY DIAS:** Oh.

**DAVE CASSIDY:** But I didn't mean to ---

**JERRY DIAS:** No problem. No, no. The only point that I'm trying to make with Dana is I see Dana in the same light as I see everybody else on this Board, as I see you as independent thinkers with independent minds that are going to make decisions that they think is on the best interest of the union that they love.

## NTC REPORTING & TRANSCRIPTION INC.

- 114

So, the Board, I do not believe, is an outdated process because the structure was really put together with, I will argue, the greatest minds of our two former organizations. And much of this really was the brainchild of probably you or my hero, Bob White, because a little history lesson for some of you, when the CAW was created, the first thing that happened or the first discussion was we had to change the union from a union that the Board was staff, and Les will remember, to a Board that was rank and file. So, that's why the Board, 19 out of 25 seats, are rank and file leaders such as yourself.

And if you take a look at the industry councils and the different facets that make up the Board of which you represent skilled trades, Ruth would represent our AWOC group, the bottom line is probably about 85 to 90 per cent of our members are represented in this room. That's why it was designed that way. And so, I don't see it as outdated. But anyway, that's just my opinion, but you're entitled to your opinion, and I respect that because you and I have been running a long time.

So, with that, do you have anything else? You're good? Scott?

**SCOTT DOHERTY:** Thanks, Jerry, and

## NTC REPORTING & TRANSCRIPTION INC.

- 115

obviously I'm honoured and humbled by the leadership's recommendation, and I hope, at some point in time, the NEB's endorsement. I'm not going to talk about any kind of a speech. I want to respond to Dave's comments.

We all, eight-and-a-half years ago, when we came together, agreed to a process. We all had apprehension. Both groups that came together had apprehensions. We put them aside and trusted the process, and we elected a leadership team at that time that, as Jerry says, has changed, but has continued to grow. And I think in eight-and-a-half years, we've proven that we can trust the process to ensure that we continue to grow.

And so, there's things that we have to improve on. I don't disagree with Dave that there's things that we need to do as an NEB to be more inclusive and collaborative. We need to have bigger conversations about stuff. We need to ensure that the rank and file are more engaged. There's things that we can do. It's not good enough to just be as good as we are right now after nine years. We have to strive to be better every single day. That's our job.

And so, I'm extremely honoured to have been able to work with this group of people, and I'm

## NTC REPORTING & TRANSCRIPTION INC.

- 116

honoured that the leadership has put me forward, and I hope that the NEB will endorse me.

**JERRY DIAS:** Okay. Dave and Scott, if you wish to leave the room, if you wish to stay, then you can do that as well, because one thing about us, we're not a collection of charm school graduates. We generally say what is on our minds.

--- Whereupon Dave Cassidy and Scott Doherty  
leave the meeting

**JERRY DIAS:** Okay, so we've heard the recommendation. We know Dave's intentions. So, at some time, I'm going to belly into this conversation in a serious way, obviously, but before I do that, I want to hear from the Board.

Tullio?

**TULLIO DIPONTI:** Thanks, Jerry.  
Obviously, everybody knows I'm from Windsor and I deal with Dave, and I have to respect his position and to the point where ---

**JERRY DIAS:** Can you speak a little closer to the mic, please?

**TULLIO DIPONTI:** Oh, sorry. I have to say I respect Dave's position. He came to the Board,

## NTC REPORTING & TRANSCRIPTION INC.

- 117

he said what he had to say and what his intention is. I wish he would have not chosen the path that he's going, because obviously this union is a lot bigger than anybody else.

But as a new member of the NEB, I know I have a role, and I disagree with Dave in the sense where we have to bring it to the membership, because the membership put us in a position to be able to speak and make the right decision for our locals and what is in the best interest of our union. So, I'm here to do that and I'm ready to vote.

And one question I have of you, Jerry, did the whole leadership endorse your decision?

**JERRY DIAS:** Well, first of all, it wasn't my decision and, yes, it was a unanimous recommendation.

**TULLIO DIPONTI:** Okay. So, obviously, the leadership was unanimous on this decision, and you can say what you want, Jerry, but I respect you and I know your heart is in what is in the best interest of our union and the process. So, based on that and based on the fact that our leadership, which have their ears to the ground, and I respect every one of them, endorsed it unanimously, I am going to endorse the recommendation of the leadership and yourself to

put Scott Doherty as our next National President.

**JERRY DIAS:** Benoît?

**BENOÎT LAPOINTE:**

**(in French)**

**(taken from translation)**

Thank you, Jerry. I'd like to say two things. If we're talking process at this get go, I completely agree with what you say. I don't think the slate is obsolete. I think it's a process that works. It's not always obvious to have accepted by the members because there are some members, some delegates also from Quebec at least, and I know elsewhere also, who may question the process, but I think it's an importance because the members will vote.

Sure, they vote to elect us, they will vote, but they need to vote for someone who has a certain background, and that's something that the members don't always see because we're the ones who work those guys. We know who does what, who is up for what, so we are better placed than they are to provide a recommendation.

That being said, we may be completely upset, and I saw that in my last organization. We had a slate, who we want to see as the Quebec Council President with this and that administrators and

somebody else stood up as a candidate and was elected. That may, could happen. But I think that it's important as a responsibility as member of the NEB to offer a recommendation because, after all, we have an overview. That's what we're elected for. So, I completely agree with the process.

As to the choice, the proposal as to whether I want to endorse or not the recommendation, I'll be frank with you, Scott wasn't my first choice. I think I've already told you, Jerry. I had other ideas, and no point in speaking about that now because there's nobody raising their hand here as a candidate, but I would have preferred maybe another candidate with all the respect that I owe to Scott, because I think he has huge potential also.

But under the circumstances, I think that we have to vote. And I don't know if you want us to vote right now on the recommendation, but I think that that would be in fact the recommendation to vote on the proposal now, and I would indeed endorse the choice, your proposal.

**JERRY DIAS:** Benoît raises an interesting point because we deal with this, right? There will always be the debate about the Unity Caucus. And you know what the interesting thing is

## NTC REPORTING & TRANSCRIPTION INC.

- 120

with it is that that process works well for everybody until it doesn't work well for you as an individual, then, all of a sudden, it's a flawed process, because I've seen this occur many times over the years.

And you've heard me say this many times, at the founding convention, I had Lindsay Hinshelwood, I think is her name, run against me. I don't know if she ever held an elected position in her plant, Local 707, John would know better than me coming out of the Ford unit. And she got, I think, 18 per cent of the votes, which begs the question how in the heck that somebody who came through the ranks, became a staff rep and assistant run against somebody that has zero background, arguably, and they could get 18 per cent of the votes?

Well, because there will always be people in the convention hall that will be anti-administration, that will be anti-caucus. And I remember having some spirited debates for my first few years as the president with those at the convention who opposed the recommendations and the unity slate.

So, the one thing that always caught them all is I would say, okay, Naureen is our RD for the Ontario Regional Council. We have 163,000 of our members in Ontario, which makes Naureen the big wig in



## NTC REPORTING & TRANSCRIPTION INC.

- 121

the room. If we would have not had a discussion on what the team would look like, I always say the first National Executive Board could have been 25 white men from Ontario.

How would we elect based on sectors, geography, diversity, women, LGBTQ community? I could walk right through the things that are so important to us as an organization. How do we have a person on the National Executive Board that is a person from rail living on the east coast? So, there has to be some common sense in everything we do because the union above everything has to be inclusive completely.

So, that's why the recommendation is important, and Benoît is dead on. People depend on us, by the way. People depend on us. I know the leadership in auto look up to John. I know our healthcare locals look up to Tullio. I know our rail locals look up to Jenn. By the way, I know our locals respect my assistants, and I know our union respects our RDs because we all work our asses off.

So, I didn't lose my marbles, but at the last Board meeting, there was an inference that somehow we would make decisions based on friendship. Honest to God. Can you imagine? All of us with as much skin in the game as we've got running a

## NTC REPORTING & TRANSCRIPTION INC.

- 122

popularity contest to see who should take over? If it was a popularity contest eight-and-a-half years ago, I would have been in trouble because I tend to be myself.

So, this is about the union. It's about the future of the union, it's about where we go, it's about what we continue to do and it's about what we change to be better. Who's next? Keith? Did Keith have his hands up?

**KEITH SULLIVAN:** Yes, I had a hand up. You guys hear me?

**JERRY DIAS:** Yes, and then Jenn's got her hand up, too. Go ahead, Keith.

**KEITH SULLIVAN:** Okay. Yes, thanks, everybody. Wish we could be there with you today. It's a little bit tough, but anyway. So, yes, it's a big discussion we have here, and again, I appreciate the process there. You have to have something to have that inclusivity, diversity and equity and everything, and so I think that part is obvious, but it definitely does have some confusion for some members. It's maybe a little different than some locals do it, and that's it.

But I guess talking to what we're doing here today, just to be clear, and maybe I missed it, I

kind of thought that we're going to have a further discussion and leave this to a later date, or maybe I missed that, because I'm a little -- I don't know. Obviously, the last time we were around, the last meeting, we heard from Cassidy, understood his intention and now, today, frankly, I had no idea if there would be somebody else or what it would be, and I just heard from, right now, that Scott is the person who has been selected and everything else.

So, I don't know if it would be better to have a bit of an opportunity more to give out more consideration to it, and maybe those -- if you're in Ontario, maybe you have a better feel for how people are operating, and I guess maybe that's one of the weaknesses from being in Newfoundland, for example. So, I just wanted a little bit clarity, and I thought I might have missed something earlier because I expected that this was going to be a more detailed discussion another day instead of, what I'm picking up now, seems like we're looking to get right down to brass tacks there on it at this moment.

**JERRY DIAS:** Look, the Board will make the determination as to how we proceed or if we do at all. The reason that we're having this conversation right now is there are more calls from local unions,

## NTC REPORTING & TRANSCRIPTION INC.

- 124

more calls across the country saying, "What is the Board recommending?" because all the local unions have heard is that Dave Cassidy is running for the President of Unifor.

So, we have been swamped, and I'm sure many other members on the Board will probably say the same thing, because our leadership in the locals are out there saying, "What in the hell is the NEB recommending?" because they know Dave is running, but people want to know what the NEB's recommendation is. So, I'm hearing that a ton, and I've got many calls from members on the Board saying, "Jerry, are we dealing with this sooner than later?" because Dave has been out there since probably, I don't know, October or November of last year.

So, the issue then became do you give somebody a significant runway or does the Board say their piece? And so, that's what it is. If the Board today says, "Look, we're not prepared to make the recommendation. We'll wait till May or June," then so be it, but the peril is that the Board's recommendation isn't out there and, frankly, our rank and file, our activists, our leadership are saying, "Okay, there's an election going on and we want to know what the hell the National Executive Board's

recommendation is."

Anything else, Keith? John, and then I'll go to Jenn.

**JOHN D'AGNOLO:** Yes. When Dave suggested this was outdated, I was quite confused by it because I know within the CAW and now within Unifor and now within our own locals, we follow this process. I know Dave, at Local 444, quite well because we share a hall together, and we have the same process. We go to our leadership within our hall, our vice-presidents and we make a decision. Then, we go to our executive, and we decide on who is going to be on that slate, and that's what we're doing here today.

I got the opportunity to sit with Scott during Big 3 bargaining, and I watched the work he did. I didn't know him before that, but I got the opportunity to sit with him and work with him, and he did one hell of a job. I actually called him the silent assassin, and now he uses it once in a while.

But in saying that, to say that our process is outdated when you've been following that process, and he does talk about being one of the oldest Board members here, and he's followed that process every time, but now that we're going to run, now it's outdated. But I truly believe the people at

## NTC REPORTING & TRANSCRIPTION INC.

- 126

this table know their members, I know the leadership in the Detroit 3 quite well, and we'll have that big discussion, but I don't think the process is wrong whatsoever. I think it's been one hell of a process, and I'm looking around the table right now and seeing how well it's went. So, I'm in full support, and I want to let you know that I am in full support of this process and Scott Doherty. Thank you.

**JERRY DIAS:** Jennifer.

**JENNIFER MOREAU:** Hey, everyone. I was curious. My question is for the leadership team. When the discussions were about various contenders, what made Scott the first choice for you? So, what was the rationale? And the reason why I'm asking is I think if we're making a decision and it can be contentious, and it's a huge decision, I want to know a little bit more about what was behind that recommendation.

I think it helps for us to be transparent and talk about those reasons why. That will help improve this process that we have now. And also, just for the record, from B.C., I definitely would be happy with Scott, but I want to hear a little bit more from the leadership team about why you chose him and not some of the other folks who might have

been thinking about it.

**JERRY DIAS:** So, the conversation within the leadership team, I obviously work with the assistants, work with the RDs as we all work together. So, as the president, I made my recommendation of who I thought would be the person to lead. And it becomes a difficult decision because I'm surrounded with incredible talent, to be candid, so flipping a coin would be too simple of terminology, but there were many, many people who could do the job. There's no debate.

But ultimately, the conversation around the room was clear for a variety of reasons. One thing about us, we don't have a discussion on who does the most bargaining or who gives the best speeches because we all know each other, right, and we've been working together by and large as a team for eight-and-a-half years.

There have been some changing parts. Katha started off as the Ontario Regional Director and became my assistant, right? And then in came Naureen. Scott started off as the B.C. Regional Director and became my assistant. So, there's been a fair bit of moving parts, but by and large we've been together as a group.

So, when it came time to the decision, there wasn't a hell of a lot of people putting their hands up because it was fairly clear right off the bat. And it was basically the same way when we decided when we talked about Lana within the leadership team, because Lana, within the leadership, team was the recommendation, and it wasn't like a bunch of people were fighting in between for who would take that spot.

So, look, we didn't do a flip chart and an analysis. We just spoke from our gut and what we believed was the best recommendation. So, I think it's a combination of a variety of things, but it's our gut as to who we believed would be the best.

Shane?

**SHANE WARK:** Hi, Jennifer. As a member of the leadership team, I just want to explain to you my rationale in supporting Jerry's recommendation in supporting Scott.

First of all, my view is I don't think there's anybody in the organization that's in a better position to understand the obligations of fulfilling the role of National President than the National President. So, just on the basis of Jerry's recommendation, that weighed very strongly on me.



## NTC REPORTING & TRANSCRIPTION INC.

- 129

However, there is also the issue that Scott Doherty has been a regional director. He has been an assistant to the National President. He has served as the executive assistant to the National President. He joined our National President in, for example, the talks on the renegotiation of the North American Free Trade Agreement. As Jerry's executive assistant, he has worked, I would say, closer than any member of the leadership team with Jerry, and that's part of the mentoring process.

I, 100 per cent, support the endorsement of Scott Doherty. There's this saying, I don't know if you've heard this, but it's about it takes pressure to make a diamond? It also takes pressure to make leaders. And I can tell you I think we've all observed the various files that Scott has been a part of and the pressure that has come from those files.

So, he's got a vast experience of dealing with major disputes in our union, he's an excellent negotiator, and I think we all know that. He's got policy knowledge and legal knowledge and, again, he has worked hand in hand with our National President.

And, most importantly, like I said at the beginning, the history that I'm used to is that

nobody is in a better position to assess what the future leader and president of the union can be than the outgoing president. And if you look at the history that I'm used to, that is the process that has brought us Bob White, it has brought us Buzz Hargrove, it has brought us Ken Lewenza and it brought us Jerry Dias. Those are the pre-eminent labour leaders in the history of our country.

So, I think the process, coming to a process issue, I don't think there's anything wrong with this process. I don't think this process is outdated at all. There is zero evidence that this process is outdated. In fact, it's the complete opposite. The evidence is that this is a process that builds great union leaders and makes our organization the pre-eminent labour organization in the country, and those are my comments, and I fully support Scott.

**JENNIFER MOREAU:** That was helpful.

Thank you, Shane.

**JERRY DIAS:** Does anybody else want to speak on this subject? Marc.

**MARC ROUSSEAU:**

**(in French)**

**(taken from translation)**

Just a bit last minute, but I'd like to

## NTC REPORTING & TRANSCRIPTION INC.

- 131

support Benoît in what he said with all of the respect that I have of everybody around the table. I mean, I was thinking of a different candidate, but I understand the principle of being united in our decision, to continue to appear united because what is happening with the world with employers and COVID and the effects on our members and the vaxxers and anti-vaxxers, and it's important to show that we are united at the level of the Board, and I am going to join in supporting 100 per cent the Board's recommendation.

But again, he wasn't my first choice, but I've worked a lot with Scott, and I am able to see what he is capable of. Even if he wasn't my first choice, I'm still quite ready to support him as our choice. Thank you.

**JERRY DIAS:** Guy.

**GUY DESFORGES:** Yes, I'm going to have to say the same thing. Scott wouldn't have been my first choice. But having said that, in order to be part of the solution and not a problem, you know what, I will endorse him, but I think mine would be more of a personal reason than anybody, and I'm not going to bring it up unless somebody wants to talk to me on the side but, yes, you know what, I'll back it up 100 per cent. But like I said, he wouldn't have been my first

choice, just to let you know.

**JERRY DIAS:** Leanne.

**LEANNE MARSH:** Thanks, Jerry. Shane, I really appreciate your input. It gives people that haven't been a part of this, myself and I guess Jennifer, a better perspective as to why. I will say that I have been -- I don't know if it's been outdated, really, because speaking to the skilled trades part of it, that's exactly how it has come about. As far as I know, that's always how it's been. B.C. Regional, same thing. I'm shaking, and I don't know why.

I haven't had a chance to work with Scott except for seeing him on the line at Regina, and that was a pretty big one. I was impressed. And I believe, and if I can speak frank here, I believe there has been some talk about myself and I just want to say that I have been a part of this process, and I am not going to go against the Board. That's what got me here, and that's what I'm going to stick with because that's the way I believe that we should be, united.

So, I'm obviously going to be supporting whatever the leadership brings to this National Executive Board. So, I just want to make sure that

that was very clear. So, thank you.

**JERRY DIAS:** Anyone else? Gord, and then Doug, you're next.

**GORD CURRIE:** Can you hear me? Yes, tough, eh? I mean, Jerry, you said it when you were talking about friendships. And I wasn't up in Port Elgin in November. That's when our strike started, I believe, and so I wasn't able to be there. But when Dave, I guess, announced his intentions, I was hearing about it.

People were texting me. People were calling me. And the texts were, "Oh, you're not going to believe your buddy," your buddy this and that, and Dave is a good buddy of mine, but I guess I sort of met Dave when I -- and I'm fairly new on this Board. I think I've been one term now, and this be going on two.

But Jerry, I'm also a friend of yours, and everyone knows that, and we're like the three amigos there, you know? I don't know if people know this. We're down to the Flyer games together. We're really picking on each other all the time and doing all that.

I heard a lot of stuff, Jerry, and this is coming -- and I'll say I'm not going to mention

## NTC REPORTING & TRANSCRIPTION INC.

- 134

names, but national reps and other people were just recently calling me and saying they were getting phone calls. And they wouldn't really tell me who, I could guess, I guess, at saying the higher up here -- you know, they want to know what is going on. They want to know what is going on with you, what is going on in your head, and I guess that's because they see that I'm a good friend of Dave's, but they also know I'm a good friend of yours, Jerry.

So, that kind of pissed me off a bit because why pick on me? Like you said, because of friendships, that's not the way it works. And I'm not going to lie, Dave did call me up and he's told me about what he thinks is wrong with the process and how he thinks that it should go back to the members, and I didn't disagree with him. I thought, oh, yes, myself, I've been the president for one term, and I take everything back to our Board when we make decisions. I do that. And I'm not trying to disrespect anyone before me, but it always wasn't that way, and I tried to do that.

Now, sitting around this room today, and the reason I waited, I wanted to hear what some of the other folks had to say in this room, and it makes sense. It really does. And I can't just listen to

one person. And when you listen to a whole bunch of people, and Marc and Benoît and some of these other folks, they brought up some good points as Keith did, but at the end of the day, I do believe, and Tullio said it, I guess the reason we're here is because of our members that put us here, and sometimes there's going to be a really tough decision. And so, I'm just going to say that and I'm going to support the process as well. Thank you.

**JERRY DIAS:** You know, it's interesting because you're right, Gord and I are tight. I'm actually tight with a lot of you. My assistants, the RDs, we're a team. Tullio is family. I can walk around the table. So, you're right.

And so, Gord's group would be some of the old guard when I was on staff and stuff like that, right? I would never call anybody to put some heat on you. The bottomline is if somebody was going to call you to put heat on you, it would be me, but I didn't do that because I care more about other things that's happening in people's lives than call you for that.

I trust your judgment. You're a good leader, always have been, and you're going to make the decision that you think is in the best interest of the union. And I don't think anybody can convince you to

do anything you don't want to do, just like the rest of us in this room. So, you will do what you believe to be is right.

You know, the interesting thing about this is that it's really not personal. It's really about what we think is best. It's about what we think is in the best interest of the organization. What is the strategic vision for the long term? What does our gut tell us? And so, that's where it's at. So, I know the people in this room quite well, and the bottom line is you're here for a reason. It's because you're leaders.

Anyone else? Doug.

**DOUG CARTER:** Can you guys hear me now?

**JERRY DIAS:** We can hear you, Doug.

**DOUG CARTER:** Okay. I apologize for not being there, but I had some things going on here at home. So, first of all, I want to say, Shane, you couldn't be more right. It's the responsibility of the leadership to develop and bring along the next leadership. It's an important process of the union movement and I couldn't agree more.

For my own self, just listening to this, it's the first time I've ever been part of anything like this before, but if the process was obsolete and



flawed, it wouldn't be if the recommendation was different, and that's where it sits with me. I think if the recommendation had been in Dave's favour, we wouldn't be having these discussions at this time. I can't be anymore blunt and honest, but I would have always supported Scott, and I'm in support of the recommendation of Scott Doherty. Thank you.

**JERRY DIAS:** Okay. Anyone else? Jenn.

**JENNIFER MURRAY:** Somebody asked a question about, maybe it was Keith, why now and, Jerry, I think you really nailed it, but I have to just sort of reinforce what you had said because Dave called all of the rail presidents, had some very lengthy conversations and essentially, I was starting to get some pressure on, "Let's have a meeting and see if we're going to endorse Dave." And there was no way in hell we were having a meeting without knowing what was going to be the outcome of this meeting, and I told them that, that we have no idea if the National Executive Board -- what direction that meeting is going to go in.

And I kid you not, one of the presidents -- and I have to actually hang on a second because it's ironic because he called all of the male presidents, but he didn't call the one who sits on the

National Executive Board representing the sector, which is a little bit insulting because it reinforces how much work we still have to do here. And so, the pressure was coming from the presidents and, yes, they lead their locals, and they do a fantastic job doing it, but at the end of the day, this is where these decisions are made.

So, they have been calling me, and I just got a call. My phone was ringing several times from one of the presidents, and it's not Zoltan. And so, in fairness, this meeting had to happen now. It had to happen now because there's one side. People are hearing one side. And when we talk about democracy, it's got to be fair.

And so, I mean, obviously I've worked with Scott through rail bargaining and the campaign and a bunch of other things, and there's never been a phone call that hasn't been returned. There's never been a text message that hasn't been answered. He's very diligent. He's -- what did you call him John?

**JOHN D'AGNOLO:** The silent assassin.

**JENNIFER MURRAY:** Yes, and in rail bargaining, that's exactly what he is. I absolutely will support the leadership recommendation and, yes, I think it's the right thing.

**JERRY DIAS:** Gavin.

**GAVIN MCGARRIGLE:** Thanks, Jerry. So, Shane said for Jennifer just about exactly word for word what I would have said, so I'll just say ditto and spare you all that, but I do want to talk about this sort of process that we just kick it open and the danger. I remember back in CAW, I was a young staff rep that had just come on. And like many in the local unions, there's always chit-chat and, "We should just kick it open, one member, one vote."

I remember back at the time that Hemi Mitic, who was well known in the west and was a good assistant, I've personally worked with him, and Ken Lewenza, who of course we know is Ken Lewenza, were wanting to put their name forward. And I remember thinking to myself, luckily, I was going to Mexico at the time on holiday or something because within two weeks, the entire stress across the entire union of these candidates pulling, and who do you return phone calls, and all anyone wanted, certainly I know as a staffer, "Just tell me what to do," and that's what a lot of the local union want.

And I remember going from thinking, theoretically, they're both good guys, I'm sure Ken will win, it will all be good to, holy cow, this could

## NTC REPORTING & TRANSCRIPTION INC.

- 140

rip apart our union, and I didn't want that. And politics at that point, you're a staffer, so of course staffers have to do what they're told, but they brought in all of the staff of the union and imagine having this meeting with 200 staff outside the door. That's what it was like. And that meeting went on and on and on.

Of course, I wasn't privy to the meeting, but it came out, and of course it was Ken, and then we saw what happened from there and the staff fell in line, and everything started to get back to normal. There was some other stuff with Carol and Peter Kennedy, but the point was I was stunned. For anyone that doesn't think that a divided NEB or a divided union isn't dangerous? Think again, because I saw it happen within two weeks.

So, it's not just this recommendation. Of course, I support Scott. I've worked with him. It's the union. And again, I trust Jerry Dias the same way I trust Ken Lewenza. Buzz Hargrove put me on staff. So, you have to go with the recommendation, and it's a very tough job, but the union has always been about a team. It's always about all of us. It's bigger than any one of us.

And at the end of the day, we're not

## NTC REPORTING & TRANSCRIPTION INC.

- 141

just going to have to endorse this recommendation. We're going to have to go out and make sure that we come out of it united at the convention because we're going to have anti-vaxxers, we're going to have cranky people, it's going to be tough, and it'll be a celebration.

And the first big celebration we have, do I want to see it marred by division and -- there's already going to be animosity from some in our union, so we have to not only endorse this, if that is the decision, which it appears to be heading that way, we have to go out and make sure that we win it. We have to take it to all the local unions, and we have to make sure that we get it because take out the name.

If the recommendation fails and people realize that the NEB can be divided and the union can be parcelled up, good luck 10 years from now as to what this union could look like. Maybe it would all work out, but what I saw as a staffer and now to have had the opportunity to serve all these years, it was very dangerous.

So, it's not an idle thing to simply say, "Meh, it's just the NEB recommendation." It's important. Like Jerry said, a lot of the locals are asking for this and the union needs it. And so,

## NTC REPORTING & TRANSCRIPTION INC.

- 142

again, I would support any candidate, obviously, that the NEB recommended, and I would fight for them just as hard as if it was my first choice or my last choice, because that's the union and it's about all of us. So, I'll say something different from Shane, but I just thought I'd share a little bit of my history because I've been around a little while, too.

**JERRY DIAS:** Anyone else? Ruth.

**RUTH PRYCE:** I think I waited to be the last one seeing that I'm one of the oldest ones on this Board because I've been around. And listening to everybody, this is very hard to discuss and to see what is happening, and you do not want that division in the NEB, but I wasn't at the November meeting and my phone lit up because everybody wanted to know what is going on because they heard about Dave Cassidy and I couldn't answer. I said, "I'll have to wait and here what the head says." "Well, aren't you the head? You should know."

But these are the things that happen, and Jenn said it. Strangest thing is every male got the call from Cassidy. The females? No, right? And that's not really good. It's not a really good sign. And when the head sits down and discuss, I know it wasn't easy, it wasn't like we just pulled this out of

NTC REPORTING & TRANSCRIPTION INC.

the hat. No, it wasn't. And we have to respect it. We're going to agree to disagree, but we have to respect each other and respect, especially in this forum.

I have to go back and make sure that the delegates that will be attending the convention know what we are supporting. When I say "we", I was waiting until April after I heard Lana say, but I'm retiring, and April will be my last meeting. So, I have to go now go back with whoever that is going to be president to at least make sure the delegates that are attending the convention to let them know that this is the person that they should be supporting. So, I'm going with the recommendation.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

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[REDACTED]

[REDACTED]

**JERRY DIAS:** You know, I started talking earlier about those that oppose the structure that we have adopted on how we move forward the unity caucus. And like I said earlier on, I remember the initial chatter and guided democracy and all of that stuff.

So, remember this argument because those that argued against having any sort of recommendations, I met with a variety of people over time and I said, "Okay, do you believe that the NEB should reflect the union?" "Well, of course." "Okay, a third of our union are women, so should at least a third of the Board be women?" "Of course." "Do you think that various equity groups should be reflected

## NTC REPORTING & TRANSCRIPTION INC.

- 146

on the National Executive Board?" "Yes." "So, you think we should have representation from the LGBTQ community on the Board?" "Yes."

"Do you think there should be a geographical connotation to the Board? In other words, should we have representation from the East Coast, West Coast, Prairies, Quebec?" "Of course." "Do you think that the different sectors of the union should be represented on the Board?" "Yes." I said, "Okay. So, if you agree with all of that, how do we attain it? How do we ensure that a black man from the Prairies gets elected to the Board from a sector that is quite small?" and I can start to walk through it.

So, I said, "Listen, here's my phone number. At the time you come up with a better system, -- because I argue the first National Executive Board," like I said, "would have been 25 white men from Ontario. Would you agree with that?" and they'd go, "No, of course not." "So, how can you prevent that if 163,000 of 315,000 members are from Ontario? So, when you come up with a better system, tell me."

So, for two years at least, whenever I've run into a variety of different people, I'll say, "Hey, I'm still waiting for the phone call." By about the third year when they saw me, they'd say, "Stop.

Okay, stop," because it's true. How do you build an organization that's not inclusive? How do you build an organization that doesn't bring the voices to the Board that reflects the union? How do you have an organization that reflects their ideals as it relates to equity and equality if your own Board doesn't reflect it?

Take a look at our leadership team. Take a look at my assistants. Take a look at our secretary-treasurer. Take a look at the regional directors. Until Joie retired, I had two assistants that were Indigenous women. You think this happens by accident? It happens because (a) the talent is everywhere. You just have to have the ability to eliminate the obstructions, which happens to be racism and sexism and utter stupidity. So, that's what we've been able to do.

So, when those voices of discontent will argue that somehow this is the wrong way to do things or this is somehow a guided democracy, ask them for a better solution, and then listen to their answer because they won't have one. Does anyone else? Go ahead. Shinade. This is now your second meeting?

**SHINADE ALLDER:** My second meeting, yes, yes. So, I just want to say I agree, because we

definitely want a future leader that continues to include and not exclude. And what I hear from today that we have a potential somebody that wants their name on the table that's leaving women out, at the last meeting, I know Unifor supports a lot of unions overseas, and the question was brought to the table by Dave, why are we supporting this? Why are we putting money into UNIGLOBE? And that's not something that I want to see Unifor stop doing.

We support so many different organizations. It's Black History Month. Unifor is a huge supporter of Black History Month. We have the AWOC Committee. We have so much more involvement that we have in the past for the equity-seeking groups that I am in favour. I have worked with Scott in the past, and there's such an understanding of everything that's involved and not excluding anybody that I just want to say that I'm definitely in favour, because when you look around the table, you're seeing more diversity at the table, and that just needs to continue to happen.

**JERRY DIAS:** Tullio.

**TULLIO DIPONTI:** And I've been listening. Listen, Dave and I are very close, pretty well close enough that I know that he loves me like a brother, and I love him like a brother, and I don't

want him portrayed that he's some kind of feminist -- or he doesn't want women on the Board or he doesn't appreciate the work that women do, and he called the white man and didn't call -- that's not Dave.

The problem with Dave is that he wants to move up in this union. He knows what he said is not right. He knows that's the system, and Leanne touched on this. That's how he does it as the chairperson of the skilled trades. So, we can debate this, what he believes today, what he doesn't believe yesterday, but I don't want to leave this room that Dave feels that we all think that he's -- I don't even know what the right ---

**JOHN D'AGNOLO:** A sexist.

**TULLIO DIPONTI:** Sexist. I can't say that because I know he's not. He might have made a mistake not calling people, but that's not Dave. I know Dave. I know Dave. I don't agree with his analysis why we should change the process because he lives by that process. John said it. His local, our local, Windsor, skilled trades.

But at the end of the day, Dave is not a sexist and I want to be on the record to say that because I know him personally. I've known him for many, many years, and I know that he's a caring guy.

## NTC REPORTING & TRANSCRIPTION INC.

- 150

He's offside on how the process is going right now and he knows it, and I think he'll accept it.

**JERRY DIAS:** Any other questions or anybody else to add to the conversation? Go ahead, Les.

**LES MACDONALD:** I'll just say, Jenn, I'm sorry, but he didn't call me either, but that could be because his retirees are -- we're on opposite sides because I'm doing my job as a National Board member, so it's not that. I mean, I don't know if he called everybody here. I know he didn't call me either.

**TULLIO DIPONTI:** Listen, he called me. I'm not going to deny that he called me, and he wanted me to support him and everything like that, but I told him straight up from the beginning when we were in Port Elgin, you live by the process, you die by the process. It's that simple. And he respected that. Listen, in Windsor, we're very close knit. We have a Guardian Board and all that, and everybody in Windsor basically told Dave this is the process. We all believe in the process. Sorry.

**JERRY DIAS:** Tammy.

**TAMMY MOORE:** Though this is my first NEB meeting, I've been around quite some time. So, everything that you said, Shane, I agree with it all

## NTC REPORTING & TRANSCRIPTION INC.

- 151

because I know all of those great leaders, and the process has never been flawed in my eyes. That is the process that we use for all of the reasons that have been brought up today.

Further to that, I personally have worked with Scott because I do come out of aviation. My employer is Air Canada. I was on the Air Canada bargaining committee before being elected as president and worked very closely with Scott to get our last deal, which was incredible, to say the least, and we got it ratified the day before the world shut down. So, we literally chased time across the country, and he was there to push us through the whole way. So, I can see what he can do, so I have no problem backing Scott up and I wholeheartedly agree with your recommendation. Thank you.

**JERRY DIAS:** Anyone else? Ruth.

**RUTH PRYCE:** I just want to kind of clarify with what Tullio was speaking about. I don't think that a lot of us female think that he's sexist, but I had to say something because Jenn brought it up, too, and this is not the first time I've heard this, right?

I get along with Dave, right? Dave and myself got along. He didn't call me, but he called

other people that I know that told me, but this is something that is out there that the females are saying about it. So, I'm not saying that he's sexist.

**TULLIO DIPONTI:** And I agree with you, Ruth, people can say what they need to say, but I think the process here today is who is the best candidate to lead our union. And if we make it about not calling me and not calling that other person and he's called men and not women, then we're really not doing ourselves anything. We're here to vote who is going to lead our thing.

We have a great leader. As far as I'm concerned, he's still leading this union. They made a decision based on the leadership. And the decision wasn't made whether Dave calls men, women, all that. It was made based on who is going to be the best candidate to move forward. And Gavin said it, we have a lot of challenges ahead of us. And at the end of the day, I trust how they process the whole thing, and Shane kind of explained how they did it.

I'm going to be retiring, too. I'm one of the older ones in here, too, and I'll tell you what, when I retire, I want to make sure that I get my tattoo on my arm that says "Unifor" because I believe that they're the best union in the world, and we've



got to have the leaders to make sure that we go forward as the best union in the world. And I believe in Jerry, and I believe in the thing. I just didn't want to get into the fact that -- because Dave is a great leader, too, and I don't want to mar the fact that this decision is based on the fact of who he called and who he didn't call. That's where I'm at. Thank you.

**JERRY DIAS:** Jenn.

**JENNIFER MURRAY:** I already had my mic on. I started this, so I need to clarify. So, my decision, I need to be very clear, isn't based on whether Dave called me or not. You know what, whether he calls me or he doesn't call me, he knew what the answer was going to be. There's no doubt in my mind he knew what the answer was going to be. So, that wasn't what my decision is based on whatsoever.

Was I insulted by it because he called all of the other men? And this is what I deal with in rail every single day? Yes, it is. So, yes, I was a little bit insulted. I took it a little personal maybe. Maybe I shouldn't have, and I will apologize for that, but at the end of the day, you know what, I'm the one who is going to go back to our council and I'm going to be the one who is going to make the

recommendation based on what the outcome is here today.

And it's not about is it Dave or Scott. That's not what the question is, I don't think. The question is, are we supporting the recommendation of the leadership team. So, if I came across that I wasn't supporting Dave because of a phone call, then it was misunderstood because that wasn't what my intention was. So, I just needed to clarify that real fast because that's not who I am either. If I think he's being sexist, I will be the first one to tell him.

**JERRY DIAS:** Guy.

**GUY DESFORGES:** Yes, I just want to make one last comment. Okay. So, I came from an organization that elected everybody. CEP, we elected everybody. If there was somebody running off the floor, they ran off the floor. You knew well in advance. We had campaigns going for six months before any kind of convention.

So, I think what is happening, guys, is there is a fringe group out there that would like to see that back. I'm just letting you guys know right now. And the louder you get, the more support they're going to get. And I think that's what happened is

that the word got out that, hey, you know what, we might be able -- so, just so that you guys know, it's out there. There is a large group.

And look at what happened, Jerry. You know what, our very first convention, somebody ran off the floor against you like that. And the reason for that was because we were moving in on there and she probably thought, hey, we just got an organization in here that votes for everything. Maybe the chance was there. I'm sure she was talking to it. I don't think in her mind that it was thought of prior to. I think she was nudged. But anyway, yes, just so that everybody knows. That is what is happening out there, and I'm sure that the winds are blowing, guys, so yes.

**JERRY DIAS:** Jennifer, is your hand up?

**JENNIFER MOREAU:** Yes, just a very, very quick question. It might be a little bit of a silly question, but for the folks that did get a call from Dave, what exactly is his plan? Has he actually said he's going to run from the floor if the NEB does not endorse him? Because I'm not sure I heard him actually say that.

**JERRY DIAS:** Well, he said that at the last Board meeting. He was very specific at the last Board meeting that regardless of the recommendation of

## NTC REPORTING & TRANSCRIPTION INC.

- 156

the Board that he was running. That's what I got from the last Board meeting.

**JENNIFER MOREAU:** Okay.

**JERRY DIAS:** And he also said today, unless I missed something, that that was also his intention.

**JENNIFER MOREAU:** I'm assuming, because he definitely is recusing himself from the room as if he's a candidate, but I just want to confirm, again, before I assume anything.

**JERRY DIAS:** Unless somebody has picked up something different than me, because Dave and I had a fairly lengthy exchange at the last Board meeting. And I have asked Dave specifically, because I had said to Dave, "Listen, Dave, if the Board endorses you as the candidate, then you're my candidate, period." So, then I asked Dave, "If the Board endorses another candidate besides you, will you support the Board's recommendation?" and he wouldn't answer, but then he would say that it was his intention to run from the floor. So, that tells me, unless he changes his mind from now till then, he's running.

Shane.

**SHANE WARK:** And I'll clarify I'm not a member of the Board. I think you guys know that by

## NTC REPORTING & TRANSCRIPTION INC.

- 157

now. But for me, that's the biggest issue in this whole conversation. And for new Board members, I really want you to think about how this Board, this highest authority in our union is really supposed to function with you as a Board member.

And the way it works is these Board meetings, through our national officers, they give Board members every opportunity to voice whatever issue you have in debate, concerns, whatever you want to bring your voice to this committee, it's available to the Board members. And then whether or not you choose to use that voice, it is your decision. But once the Board makes a decision, it's a Board decision. That's how it's always worked and that's how boards work.

You know, I struggle with the fact that we have a member of our National Executive Board that is saying, unequivocally, that, "Even though I'm part of the Board, if the Board goes this way, I'm not going to support that." That's an individual decision, and that should never override the authority of this National Executive Board.

And I would encourage you guys -- because I know Dave is going to reach out. I know he's going to continue to have conversations with some

of you. I look to you, Tullio, and that's a conversation I would encourage you or other members of the Board to have with Dave, because that's the big overriding scenario that I think Gavin started to touch on where we go down a slippery slope as an organization where we invite people to challenge the structure if we don't follow it ourselves.

And he's a part of the structure, and he's been part of the structure from day one, and I really believe that Dave should be respecting this National Executive Board. And even though he might not agree with the recommendation of the Board, once the Board makes its decision, it's a Board decision, and that's all I want to say on that, Jerry.

**JERRY DIAS:** When I was local union president, we had our executive board meeting the night before the membership meeting. And as all of you know, and I'm thinking about 222, we've had some lively executive board meetings during my tenure as local union president. Some beauts. But the bottom line is whatever position came from the executive board, I stood the next night at the general membership meeting, and that was my position, period, because you can't pick and choose when you're a part of the Board. It just doesn't work that way. And I

## NTC REPORTING & TRANSCRIPTION INC.

- 159

would expect the local union presidents in this room know exactly what I'm talking about, because if you're going to be the local union president, then you better respect the various voices that are elected because that's what it's about.

And look, I don't have the luxury of being the National President and chairing the Board meetings without respecting the Board. I can't chair this meeting without respecting you or your role or believe in the role of the National Executive Board to the overall union.

So, you can't lead something that you don't respect, and that's the issue to the core because I can't, for my entire life, been the benefactor of a system, and then for the first time it never worked for me I say it's wrong. How do you lead something that you don't respect? And herein lies the problem.

Deb.

**DEB TVEIT:** Yes, that's what worries me, and we all know everyone in this room got here because a council of people decided you would be their candidate. Ruth ran an election to become the workers of colour. There was a candidate that ran against her at the conference. Did that person turn around and

run on the floor of the convention because Ruth beat him? No, he supported it after the election.

I'm sure every one of your councils -- Dave knows this. Dave runs the Skilled Trades Council. He heads that council because they elected him. It's no different than the process that he says today has run its course. I don't quite understand his logic. That would mean that none of your processes make any sense. Tullio shouldn't be here because the healthcare workers wanted him here. He should just run on the floor of a convention as the healthcare candidate. The women shouldn't get supported. The trades shouldn't get supported.

I mean, it's a ridiculous position and it's one that disrespects the whole organization and how it formed itself and how it made sure that all you people from different sectors are sitting here. Because let's be honest, if it was open to the floor, the largest sectors would be sitting here and everybody else wouldn't be, and it would be mostly white men sitting here. That's the reality because that's the makeup of the organization.

So, it's ridiculous. I think they would probably throw Quebec to the side and tell you to have your own convention somewhere else. So, this is the



ridiculousness of his position, and he knows better than that, and I think that's what should bother you more than anything is that he's challenging the real foundation of the organization itself.

**JERRY DIAS:** Guy?

**GUY DESFORGES:** I'm wondering if I have the authority to ask for this to be off the record. Am I allowed to do that?

**JERRY DIAS:** Go ahead

--- DISCUSSION OFF THE RECORD

**BENOÎT LAPOINTE:**

**(in French)**

**(taken from translation)**

I just want to answer Guy and what Jerry has just said, too. It shows, I think, what confuses everything right now is that we have somebody who started a campaign right away and that's not something that's in the process. You're right, normally we would have waited. And I don't have any issue with the process.

And seeing as I don't have any issue with the process that we're not setting up but in fact continuing or pursuing, this is a process that

## NTC REPORTING & TRANSCRIPTION INC.

- 162

involves the leadership, and I trust so much that they debate and discuss it and did come to a consensus. They're the ones who have been working at the closest level and who have the most global level. I'm sure that they didn't all agree, that the hands were all raised. But at the end of the day, they did come to a decision and say, okay, we'll rally around it. We will do it now.

So, I'm happy to hear that the leadership, even if it wasn't my first choice of a candidate, if they suggest something and that we are unanimously saying, "No, no, no, not that person," then obviously the debate would have been different, and we would maybe have sent them back to work and come back with a different proposal.

But I think that what we're hearing right now is -- yes, and I said so from the beginning that he wouldn't have been my first choice, but I'm not saying that he's not going to be a good choice. There are some things that I don't know about the person, some of the work that we don't see because, after all, we're not as much in it as the leadership team is. So, for me, it's normal that there's a recommendation. If it was an awful one, we could have debated it and sent it back.

## NTC REPORTING & TRANSCRIPTION INC.

- 163

But what there is confusion here is that there is a person who has already set out on his campaign because normally we would have waited. The process would have started a little later, but now since the campaign has started, I agree with everyone. I think we absolutely have to vote right now, decide the matter, because we're going to have to answer the questions that are coming at us.

So, yes, I totally respect, and I agree with the recommendation, I'm comfortable with it, and I'm sure that we are going to adopt it certainly, and that's where the cards can fall. I think there could have been a recommendation from somebody else or raise a hand from the floor and start a campaign after we come up with our recommendation that could have happened, it might still happen, but it is now our duty, the leadership, Jerry and the senior leaders have the duty to recommend who they think is the best person based on their discussions, their debate. And now it's up to us as our duty to say, yes, we think that it's a good recommendation, and then we move forward and it's up to the delegates to decide. I'm quite comfortable with the whole thing.

**JERRY DIAS:** The bottom line is we're dealing with the president today because you play the

cards you're dealt. The first Quebec Director was Michel Ouimet. What a wonderful man. Taken over by Renaud Gagné, a wonderful man, an incredible leader. And the bottom line is we will bring the rest of the recommendation when we have the full slate to bring to you because it doesn't make sense to piecemeal this. Out of respect for Quebec, out of respect for Renaud, out of respect for all of us, we're not going to piecemeal this process.

What is happening today is unusual and, to a certain extent, unfortunate, but that's just the way it is. We can't have a campaign going on while the National Executive Board's arms are tied behind their back. We're not going to have the senior leadership team outside of a convention waiting to see how things unfold and get onto the dance floor late. Ultimately, our locals are asking for our position and we're going to give them our position, period. Anyone else?

Okay, are we sure? Okay. Doug Carter, are you there? Speak up, Doug.

**DOUG CARTER:** Yes, I am.

**JERRY DIAS:** Okay. Would you like to make the recommendation based on the executive's recommendation for who should be the next President of

## NTC REPORTING & TRANSCRIPTION INC.

- 165

Unifor? Would you like to make a recommendation?

MOTION: TO RECOMMEND SCOTT DOHERTY AS THE NEXT  
PRESIDENT OF UNIFOR

**DOUG CARTER:** I can do that. I would like to make a recommendation that Scott Doherty is the next President of Unifor.

**JERRY DIAS:** Moved by Doug Carter;  
seconded by Tullio DiPonti.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

So, the executive board recommendation is unanimous that Scott Doherty will be the next president. That will be the National Executive Board's candidate for the President of Unifor.

NEW BUSINESS

**JERRY DIAS:** Now, before I bring back in Dave and Scott, because when they come in and we make the announcement, we will hear from Scott and potentially Dave, but I'm not going to leave this Board meeting without telling you what is on my mind

## NTC REPORTING & TRANSCRIPTION INC.

- 166

and what has been going on, and I just want to put it out there because it may be happening sooner than later.

This Premier's Task Force, and I spoke to you about it earlier today, and I wanted to raise this after we had this discussion, the government has been on my case because there was a trade representative in Washington, the Ontario trade representative, that retired in September, and there was a big stink in this province, and it's still happening, over the fact that the province has not replaced that person with all of the challenges going on with Buy America. There's all kinds of articles in the newspaper about how we can have this fight going on with the U.S. while Ontario doesn't have their trade representative organizing the free-for-all.

So, the minister responsible and the premier have been on my case to do this. And I have told them, "No, I'm the President of Unifor." And they keep stalling and saying, "We can put somebody in Washington to debate the Biden administration about electric vehicles and incentives and softwood lumber, and we can send somebody in Washington to fight on our interest on a whole host of industries. The problem is sticking a lawyer down there that knows absolutely

## NTC REPORTING & TRANSCRIPTION INC.

- 167

nothing about these industries does us no good. So, we want you to consider again," and they have stalled for months.

During lunch, I get a call from the Premier's office saying, "Jerry, things are heating up south of the border, and once again, on behalf of the premier, we want you to do this because we believe it is in the best interest of the province and, frankly, Jerry, in the best interest of your members based on the issues that we're dealing with."

So, I am thinking about this very, very carefully as something that is beneficial, but it allows me to continue to work with all of you in dealing with the contentious issues. So, I just want to put that on your radar because they're being rather persuasive, and I continue to think about us. So, I want you to know this is going on.

--- Whereupon Scott Doherty returns to the meeting

--- Whereupon Dave Cassidy does not return to the meeting

**JERRY DIAS:** Well, well, well, let's see, my apprentice or one of my apprentices. The National Executive Board has unanimously endorsed that

## NTC REPORTING & TRANSCRIPTION INC.

- 168

their candidate at the next convention for the next President of Unifor shall be Scott Doherty. Congratulations.

**SCOTT DOHERTY:** Thank you. I am extremely honoured for a small-town kid from Vancouver Island to get the endorsement of this group. To be able to work with you guys is something I'll never forget. I love my union. I love everyone in this room. I love every one of our members.

We are going to be the strongest union in the country, we already are, but we can't just sit on our morals. It's not going to be good enough to just be who we are. We have to be better. We haven't done a good enough job organizing. We have to do better at organizing. We have the same amount of people in our union that we had nine years ago. That's not good enough.

We have to find ways to work together with like-minded unions, to find ways to merge with people, get bigger. We can't just organize the unorganized. We have to organize all workers in this country. We have to find ways to work as a team and be bold and strong as an organization.

I've had the pleasure of working with some of the most amazing people I've ever had the



## NTC REPORTING & TRANSCRIPTION INC.

- 169

chance to work with in our union. Our leaders are amazing. Our RDs, the assistants, Renaud, Lana, Naureen, Gavin, Linda, Shane, Chris, Deb, Katha, Olivier, John, they all have voices, and we need to be stronger as an organization. We are better if the mass of Unifor, the NEB, our rank-and-file members are the voice of Unifor, not solely myself. We have to be the voice of all workers in this country, and we will be.

We have to continue to do what Lana has done and what we've done in the last three years around finances. We have to be better about it. We can't continue to spend more money than we bring in. We've got to fix that. Now, we can get more money in if we continue to grow, but we have to still be able to finance ourself.

I promise you I will hold dear the values, the boldness, the strength that we have shown in the last nine years. I have walked picket lines with you guys. We have done crap that nobody else has ever done, I have done crap that nobody else has done, and we've done it as a team.

I go back to Gander, and I think about how we got through Gander. Every single one of the team had some role to play. Shane was at the

## NTC REPORTING & TRANSCRIPTION INC.

- 170

bargaining table. Jerry was dealing with the government. Deb was mobilizing people. Katha was doing all kinds of stuff. We had Naureen and Chris going to MLA's offices. I was causing crap on the picket lines. We had people from Quebec, and Renaud and the team brought so much strength from Quebec, and we had so much solidarity on that line because we all worked together.

We need to do that every single day. This team will be a team, and we will meet. And this NEB needs to be part of the decisions that we do as an organization going forward. You need to be more involved. We need to have the rank and file more involved. Our members need to feel and touch this union the way that we all feel it in this room. We love this union, and we need to get that to our membership. We need to make sure our membership knows how incredible this union is, and we will continue to grow and build.

And I cannot tell you how honoured I am to get your endorsement. I'm honoured to work with Jerry, Renaud, everybody on the team. Whatever it was, a week or two, it's been a blur when we got together as a leadership and you endorsed me, it was the proudest day of my life. And now, today, is the

## NTC REPORTING & TRANSCRIPTION INC.

- 171

proudest day of my life. Small town, pulp mill worker. Before that, a CAW member in a mine. My mom is a CAW retiree. My dad is a CEP at one point in time. It's just like Jerry. It's in our blood. It's the proudest day of my life.

And listen, we've got a lot of work to do. We've got to get through COVID. We've got to get through all of this crap. We've got to get our members back to work. Our members have been suffering for two years. There's a lot of our members that have been suffering for two years, and we need to show leadership. We need to be strong and bold. We need to push governments. We need to push employers.

We are about to be in the biggest fight of our lives for the next two years. I'm telling you, every single one of our employers are coming after us. They haven't been able to make as much money as they wanted to during COVID. They're coming after us. The worker always pays. So, we need to get ourselves together.

You have my full support, and you have my full acknowledgment that I will work tirelessly every single day for each and every one of you and every one of our industries. And I will work as a team with my team. We have great teams. We're going

NTC REPORTING & TRANSCRIPTION INC.

- 172

to have to move. There's going to be moving parts as we go forward, but we have a great team, and they will work with us to build an even better, stronger and more aggressive Unifor for the future. So, thank you very kindly. I really appreciate this.

**JERRY DIAS:** Okay, I think it's time to move adjournment. What do you think, my buddy? Thank you very much for a great day, everyone.

--- Whereupon the meeting is adjourned at 3:53 p.m.

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CERTIFIED CORRECT:



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Shirley Chang,  
Court Reporter

CERTIFIED CORRECT:



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Jessica Hions,  
Court Reporter



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This is a Meeting of the  
National Executive Board of  
Unifor, held on Zoom Video  
Conferencing on the 8th day  
of February, 2022, upon  
commencing at 1:03 p.m.

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NATIONAL SECRETARY-TREASURER LANA PAYNE

The Chairperson

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# NTC REPORTING & TRANSCRIPTION INC.

- 2

## BOARD MEMBERS PRESENT

LANA PAYNE - National Secretary-Treasurer

RENAUD GAGNÉ - Quebec Director

### Regional Directors:

Linda MacNeil  
Gavin McGarrigle  
Naureen Rizvi

### Regional Council Chairpersons:

Shinade Allder (Interim)  
Matt Blois  
Guy Desforges  
Benoît Lapointe  
Leanne Marsh

### Industry Council Representatives:

Doug Carter  
Gord Currie  
John D'Agnolo  
Tullio Diponti  
Dana Dunphy  
Yves Guérette  
Tammy Moore  
Jennifer Moreau  
Jennifer Murray  
Marc Rousseau  
Keith Sullivan

### Additional Representatives:

Dave Cassidy  
Les MacDonald  
Ruth Pryce

### Regrets:

Jerry Dias

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NTC REPORTING & TRANSCRIPTION INC.

INDEX TO PROCEEDINGS

	<u>PAGE NO.</u>	<u>CARRIED</u>
Update from the National Secretary Treasurer.....	4	

-----

## NTC REPORTING & TRANSCRIPTION INC.

- 4

TUESDAY, FEBRUARY 8, 2022

--- Upon commencing at 1:03 p.m.

UPDATE FROM THE NATIONAL SECRETARY-TREASURER

### **NATIONAL SECRETARY-TREASURER LANA PAYNE:**

Thank you for attending this National Executive Board meeting on short notice. Myself, Renaud, the regional directors and leadership team felt it was important to meet as quickly as possible...(TECHNICAL DIFFICULTIES)...our National President will be on medical leave dealing with health issues.

While on leave, Jerry will not be...(TECHNICAL DIFFICULTIES)...some level of confidentiality is important, and I encourage everyone for the good of the union to consider that. We do not know how long this leave will last for our brother...(TECHNICAL DIFFICULTIES). Again, we do not know how long this leave will last...(TECHNICAL DIFFICULTIES)...for all to hear right now, on top of what has been a very difficult and challenging...(TECHNICAL DIFFICULTIES)...like you to remember that you and everyone here has the collective...(TECHNICAL DIFFICULTIES)...of our union at heart.



## NTC REPORTING & TRANSCRIPTION INC.

- 5

Myself, Renaud and the regional directors and staff...(TECHNICAL DIFFICULTIES)...our union carries on, as will all of you. I also want to assure the National Executive Board that the work of the union, the work for our members, the work of fighting for worker justice will continue. Of course, this raises questions constitutionally and otherwise, and we are here to prepare together for the times ahead.

Because it is a leave, there is no vacancy, and we cannot talk about a vacancy for the position of National President at the moment. The Constitution does contemplate two scenarios that are relevant in this situation. The first is that if there is a vacancy, if a vacancy were to be declared for an officer position, then a Special Convention would be called with the sole business item to conduct an election. The second is that if there were a vacancy to be declared within 120 days of an already scheduled Constitutional Convention, then the duties of the president would be fulfilled by the secretary-treasurer, or vice versa, if the vacancy was in the office of the secretary-treasurer until that convention was held.

We are in neither of those scenarios

## NTC REPORTING & TRANSCRIPTION INC.

- 6

right now. All of us know this often happens when we have emergency situations that are not contemplated by bylaws or constitutions. As we navigate this challenging situation together, we have to remember that the work of our union can't be put on hold.

Our members on strike and locked out across the country need us to continue supporting them in their struggles to get a fair contract and a fair collective agreement. Our work on racial and gender justice remains critical to how we build back better from this pandemic. Our staff need to continue supporting our members in bargaining, in campaigns and to ensure healthy and safe workplaces during these times.

Sisters and brothers, this is one of those moments when there is no script, but what is certain is our support for our members cannot waiver. Employers and governments across Canada are always on the lookout for reasons to undermine the work we are doing to secure progressive policies and to get good collective agreements for working people. Our work here is to make sure that we don't give them one.

As NEB members and officers of the union, we have all agreed and pronounced the following words in our oath of office, "Your responsibilities

are defined in the bylaws, Constitution and policies of Unifor. Should any emergency arise, not provided for in these, you are expected to act according to the dictates of common sense guided by an earnest desire to advance the best interest of the union."

What we bring to you today is the information from which we will work together, to act according to those dictates of common sense guided by an earnest desire to advance the best interest of Unifor. This is our collective responsibility and must remain our collective responsibility.

I know this is a difficult moment, but I'm going to pause now, and if you have any questions that I can answer, I'm happy to do so, any comments you would like to make, or if you would just like to take a collective pause, I'm happy to do that, too. Benoît, go ahead, brother.

**BENOÎT LAPOINTE:**

**(in French)**

**(taken from translation)**

Thank you, Lana. Well, this is surprising and it's sad news, but do we have any details as to the length of this leave or do we know anything about that?

**LANA PAYNE:** No, it's for health reasons

## NTC REPORTING & TRANSCRIPTION INC.

- 8

and, Benoît, that's all I can say about that.

**GAVIN MCGARRIGLE:** I think Tullio wants to speak.

**SCOTT DOHERTY:** Yes, Lana, Tullio is trying to raise his hand.

**LANA PAYNE:** Okay. Tullio, and then I believe Keith has his hand up. Go ahead, Brother Tullio.

**TULLIO DIPONTI:** Hi, Lana. First of all, thank you, and I think it's important what you said. I think we have to respect Jerry's privacy. Obviously, his health is very important, and I know that he has been suffering quite a bit with some issues that are going on in his health. So, I appreciate what you said, and we have to keep it that way because, as we all know, we don't want -- nobody should know unless the person that's sick says to tell what is going on with them.

So, I appreciate your comments, and my thoughts and prayers are always with Jerry. He's a good, dear friend. I know for a fact that he cares quite a bit for a lot of people, especially with me when I was going through my thing. He was there for me, and I'm going to be here for him. So, I wish him all the best. Thank you.

## NTC REPORTING & TRANSCRIPTION INC.

- 9

**LANA PAYNE:** Thank you, Tullio. Thank you very much. Keith, I think you had your hand up right now? I'm squinting into the sunlight, so perhaps I've got that right.

**KEITH SULLIVAN:** Yes. Thanks very much, Lana and, obviously, like Benoît said, it's certainly a surprise. I was running late for another meeting. I'm just kind of catching up here. So, I guess, first of all, whatever we can do, just send best wishes to Jerry and the family. Of course, we'll do that in any whatever way we can support him, and it seems like a privacy issue for now, which we'll respect, of course.

So, I know you did briefly lay out a couple of the options, and I was listening, and I guess that's all part of the conversation, just kind of the breakdown, those options and everything again, I guess that's probably going to be a part of the conversation today, a little bit more direction. So, I was listening, but I was just kind of coming in a couple of seconds late there, so I apologize. I guess if we can kind of clarify what some of the options considered were, would be good, too. Thanks.

**LANA PAYNE:** Yes, obviously, this isn't a vacancy, and the Constitution only deals with a vacancy, never perceiving that we would have a leave.

## NTC REPORTING & TRANSCRIPTION INC.

- 10

And in both cases in which a vacancy is mentioned in the Constitution, neither of those scenarios would apply right now. So, obviously, I'm encouraging the Board to look at the other piece of information that must govern how we conduct ourselves, and that's our oath of office, which requires us, in emergency situations, to apply the dictates to common sense.

And common sense, I believe here, is that the work of the union has and must continue. The union is more than one person. It's all of us. It's all of our members. It's all of our locals. That is our union. This is what we have been building from day one. And I think it's critical that we all take it in stride to be able to do that work day-in and day-out for our members during this time, and required of us indeed. It is our, as I mentioned, Keith, off the top, our collective responsibility to ensure that we do that.

Anyone else? I think, John, you're waving at me, John? John D., go ahead. John D'Agnolo.

**JOHN D'AGNOLO:** Yes, I was teary. I hope that he does well. I think we as leadership understand that we will do what we can to support our leaders in the National. At the end of the day, we'll

## NTC REPORTING & TRANSCRIPTION INC.

- 11

help each other out. I don't think there's any question when it comes to that. And if anybody needs any help or direction, not that they do, but if they do, I'll certainly be there for them.

This is tough to hear. My mind is going 100 miles an hour, I'm sure like everybody else, and if you need any support, I'll make sure that our leadership and our local will be there for you.

**LANA PAYNE:** Thank you, John, I appreciate that, and I know the rest of the elected leadership here do as well. Leanne, I think you have your hand up perhaps? If anyone else wants to speak, make sure you use that hand function because it's hard for me to see if you're doing otherwise. Leanne, over to you, sis.

**LEANNE MARSH:** Thanks, Lana, I appreciate it. I definitely want to say my heart is racing right now. I'm trying not to go to the worst-case scenario, but if someone can please pass on, obviously, all our best wishes and my best wishes for whatever he is going through. If he needs anything, obviously he knows he has his Unifor team and family to lean on. So, please send all my wishes and personal hugs from myself and all of us.

And I know I'm probably one of the newer

## NTC REPORTING & TRANSCRIPTION INC.

- 12

members on the Board, but if there's anything that I can do for anybody, please don't hesitate to reach out because I know I'll be reaching out to one of you or any of you or maybe even all of you if I need it, because I'm you're there for me and I'm there for you. Thanks.

**LANA PAYNE:** Thank you, Leanne.

Appreciate those words a lot. Did Les MacDonald have his hand up or was it ---

**LES MACDONALD:** I did.

**LANA PAYNE:** Okay, brother, over to you.

**LES MACDONALD:** Can you repeat the -- I know we're not into this, but the second option that we had under the Constitution, although it doesn't come into effect?

**LANA PAYNE:** Yes.

**LES MACDONALD:** 120 days?

**LANA PAYNE:** Yes. So, I mentioned two scenarios, but neither would apply because we don't have a vacancy, and that's what I want to be clear to people. The president is on leave. The position is not vacant.

Were it vacant within 120 days of a scheduled Constitutional Convention, then the duties of the president or the secretary-treasurer would



## NTC REPORTING & TRANSCRIPTION INC.

- 13

basically be fulfilled by whoever created the vacancy, but we're not in that position, Les. There isn't a vacancy and we're not 120 days out from the...

**LES MACDONALD:** Convention.

**LANA PAYNE:** Right, thank you. Sorry, it's been a long couple of days.

**LES MACDONALD:** But if we were, if there was a vacancy, then number two would come into effect, I guess, is my question?

**LANA PAYNE:** Yes, if there was a vacancy and if we were within 120 days before the Constitutional Convention, that would come into effect. If there was a vacancy and we were outside the 120-day window before a convention, then another scenario would have to occur, and that's what the Constitution calls for, what we call a Special Convention ---

**LES MACDONALD:** Yes.

**LANA PAYNE:** --- to deal with that vacancy, which I'm sure some of our unions may have had in the past. I know the CAW had to have one of those previously.

And I just want to remind people we're reinforcing, obviously, the confidentiality here, and we're going to have to, at some point, also

contemplate obviously letting our staff know, making sure that our locals know, and we'll be doing that over the coming days. So, if you can wait until we actually do that, it would be very much appreciated, to give us an opportunity to get that information to our staff, and then to our locals as necessary, rather than it coming from all of you. That would be much appreciated.

Keith, I think, is next again. I'm not sure if anyone else had their hand up there that I missed. Go ahead, Keith.

**KEITH SULLIVAN:** Okay. Yes, thanks again, Lana. And yes, I was just trying to catch up to the spot there on the Constitution. So, following up on what Les' point was, I mean, I think and what most people think, we're fortunate enough. We have -- it's not just, with all of the respect to Jerry, we have a team of good leaders to rely on, Renaud, yourself, Lana, and a lot of others. So, there's a lot of work there that must go on.

So, I think here, in this situation, I would naturally think, even though it doesn't speak to the vacancy itself and considering the timelines for our convention, I don't know about the exact time, but it's not far outside that 120 days, I would be

## NTC REPORTING & TRANSCRIPTION INC.

- 15

thinking it makes the most sense, and I would be very confident to think that you would take over that role there. The secretary-treasurer would do that in the meantime.

I think when you're using common sense and fairness and looking at what the meaning and intent of the Constitution, that would be my thought and obviously I'd be happy to listen to see what others think. I'm sure that's going to take up some of the discussion here today. And the Special Convention, I don't know what that would entail, particularly when you have to organize it in this time, and then try and pull it off when we're relatively close anyway.

**LANA PAYNE:** I think I mentioned off the top that obviously our elected leaders, Renaud, myself, the regional directors, we all know that we have a responsibility here to make sure that all of those duties of the president are carried out, working with the assistants and the staff and all of you. And if there's any kind of further discussion around that, we've made sure as well that if we've got to go back and consult with legal and have another look at the Constitution -- again, we're in uncharted waters here, but as we all say, the dictates of common sense

determine that we work together here to make sure that the union functions well and the work of our members gets done, Keith.

Yves Guérette, over to you, brother.

**YVES GUÉRETTE:**

**(in French)**

**(taken from translation)**

Well, just like Keith, I think we have to have a leader. I mean, if our decisions need to be made, then the four other directors, the Quebec director and the RDs, but we certainly need a leader while Jerry is away and until he comes back. I think you should be assuming these responsibilities on top of your responsibilities as secretary-treasurer.

Of course, you will be working with the others from the leadership team, but while Jerry is away, business must get done. If he's only gone two or three weeks, that's one thing, but if he's gone two or three months, in the meantime, we need someone to be a leader until we know more about the health issues. Thank you.

**LANA PAYNE:** I'm going to repeat myself here. There are no provisions in the Constitution to deal with this.

Benoît, over to you.

**BENOÎT LAPOINTE:**

**(in French)**

**(taken from translation)**

Thank you, Lana. Well, I just wanted to reiterate what both Keith and Yves have said. Indeed, you're right, the Constitution doesn't speak to this, nor do we know how long Jerry will be away. And so, we would need to have the one person to make a call because if we leave that hanging, yes, we're all fine leaders, but then someone has to make the call, whatever the situation. We all have to assume our responsibilities, of course. Still, we need someone to come forward as a leader. I support and I agree with what Keith has made in as much as you agree, sister, to assume that function until Jerry comes back.

**LANA PAYNE:** Thanks, Benoît. Are folks probably good with us maybe having this under consideration, and then we can have a further discussion with the Board? I think we've got to deal with this today in terms of where we are. This is new news for all of us. You probably want to give some thought to all of those things, and so do I, quite frankly, and I understand where you're coming from. I also understand what our Constitution says, so I'd

like to reflect on that, and I'm sure others would as well.

Jenn, I think you're up there in the corner, sis. Go ahead.

**JENNIFER MOREAU:** Well, first of all, it sounds pretty serious and, again, I'm a bit kind of shocked. Did not know any of this. I'm over here on the West Coast. Did not know any of this. But again, echoing what Leanne said, our hearts are obviously going out to Jerry and his family and if there's anything we can do.

You mentioned, Lana, you were going to talk to some lawyers, or the leadership team will talk to some lawyers. Do you know when that's happening and when we might have a sense of more additional information to give us direction or are we expected to sort of figure this out here now?

**LANA PAYNE:** How about if we endeavour to do that as quickly as possible? Jenn, we're all trying to get through and get to the right side of this. So, what I would say is we'll act to come back to the Board as quickly as we can.

Keith?

**KEITH SULLIVAN:** I think I know the answer, but is there any way to amend the

## NTC REPORTING & TRANSCRIPTION INC.

- 19

Constitution, update it between Constitutional Conventions or that's the only place our Constitution speaks to making changes there?

**LANA PAYNE:** Yes, the only ---

**KEITH SULLIVAN:** Yes, that's what I thought.

**LANA PAYNE:** I'm going to get Anthony to probably weigh in, but my understanding is no constitutional change can occur except at a Constitutional Convention. And Shane is here, too, of course, who oversees the Constitution for the union. Anthony, am I off base here? He's on mute. Oh, there you go.

**ANTHONY DALE:** Lana, if you could just bear with me for two minutes?

**LANA PAYNE:** You're pulling it up?

**ANTHONY DALE:** I have it, and I just -- I thought there was something somewhere.

**LANA PAYNE:** Okay. Do you want me to throw it to Shane then?

**ANTHONY DALE:** Yes, please.

**LANA PAYNE:** Okay. Shane, do you want to jump in here, please, if you're comfortable doing so?

**SHANE WARK:** Yes, I'm comfortable. Yes,

you are correct. You can only amend the Constitution at a convention by two-thirds' vote. And the only time it would be amended in between conventions if there was a provision in the Constitution that was actually deemed to be illegal or not in compliance with some legislation, and that's also in Constitution. But for us to choose to amend it, convention only.

**ANTHONY DALE:** Yes, I agree with that. And Shane, I was trying to remember the discussion a few years ago about mandatory retirement. And at that time, we were looking at Article C7 of the Constitution which says that, "The National Executive Board shall be empowered to amend this Constitution for the purpose of complying with any legal requirements." So, that's a very narrow power that the NEB has, but not general power to amend the Constitution in other circumstances.

**LANA PAYNE:** Great. Thank you, Anthony. Marc, over to you, brother.

**MARC ROUSSEAU:**

**(in French)**

**(taken from translation)**

Thank you, Lana. First, I'd like to say that I hope that Jerry will come through this. I hope



## NTC REPORTING & TRANSCRIPTION INC.

- 21

it's not a life threatening situation, and I'm sending him best wishes, and I want him to know that he can count on the Board.

Seeing as our Constitution doesn't speak to what has been raised here, to ask the secretary-treasurer to assume the presidency, seeing as how this is an extraordinary situation, if the NEB were to make such a motion to say given the extraordinary circumstances, I mean, you can always check how the motion can be worded, but if this is adopted by the NEB, could that not be a way to handle this temporary situation so that we can deal with the situation at hand?

I agree with Keith, Benoît, Yves. I understand that the officers and the leadership have important work to do. Still, we have to have a figurehead. We have to have the one leader, be it for press releases, communicating with the local union, so that people know that even if Jerry is away that someone is in charge.

If we can, as the National Executive Board, put that kind of motion forward -- I mean, I've seen this kind of thing in quite a few local union bylaws that if the president of the local can no longer assume his duties, then the vice-president

## NTC REPORTING & TRANSCRIPTION INC.

- 22

steps in and that's how we go about our business in some local unions. So, it makes sense to me that we would do the same thing at the national level. I'm not raising a political issue here. I think it's just that we need someone at the head of the organization. So, I'm just speaking out loud. That's my two cents worth.

**LANA PAYNE:** I remind people that I have also said we're not sure how long this leave is going to be but, look, I think we're probably going around in circles a little bit here right now. Why don't we take this question away and have a further look at what is possible here? We'll get Anthony and others and Shane to put some thinking into this, and we can come back to the Board. Does this not make sense instead of us trying to figure all of this out on this call at this moment as you're digesting this other news? Would people be comfortable with that proposal? Okay.

Okay, great. Thank you very, very much and I appreciate your understanding and your solidarity. And obviously, I would request, again, that we have some work to do internally in terms of notifying staff, et cetera, so if we can be keeping these things confidential so we can get that work done

NTC REPORTING & TRANSCRIPTION INC.

- 23

within the union until that time, it would be much appreciated by all of you. Okay, thanks again. Be safe out there and we'll be in touch.

--- Whereupon the meeting is adjourned at 1:32 p.m.

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CERTIFIED CORRECT:



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Jessica Hions,  
Court Reporter



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This is a Meeting of the  
National Executive Board of  
Unifor, held on Zoom Video  
Conferencing on the 15th day  
of February, 2022, upon  
commencing at 12:34 p.m.

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NATIONAL SECRETARY-TREASURER LANA PAYNE

The Chairperson

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# NTC REPORTING & TRANSCRIPTION INC.

- 2

## BOARD MEMBERS PRESENT

LANA PAYNE - National Secretary-Treasurer

RENAUD GAGNÉ - Quebec Director

### Regional Directors:

Linda MacNeil  
Gavin McGarrigle  
Naureen Rizvi

### Regional Council Chairpersons:

Shinade Allder (Interim)  
Matt Blois  
Benoît Lapointe  
Leanne Marsh

### Industry Council Representatives:

Doug Carter  
Gord Currie  
John D'Agnolo  
Tullio Diponti  
Dana Dunphy  
Yves Guérette  
Tammy Moore  
Jennifer Moreau  
Jennifer Murray  
Marc Rousseau  
Keith Sullivan

### Additional Representatives:

Dave Cassidy  
Les MacDonald  
Ruth Pryce

### Regrets:

Guy Desforges  
Jerry Dias

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# NTC REPORTING & TRANSCRIPTION INC.

- 3

## INDEX TO PROCEEDINGS

	<u>PAGE NO.</u>	<u>CARRIED</u>
Update from the National Secretary-Treasurer.....	4	
Motion: To move to an in- camera session.....	5	5
Summary of Constitution re Flow of Responsibilities.....	8	
New Business.....	X	

-----

## NTC REPORTING & TRANSCRIPTION INC.

- 4

TUESDAY, FEBRUARY 15, 2022

--- Upon commencing at 12:34 p.m.

UPDATE FROM THE NATIONAL SECRETARY-TREASURER

### **NATIONAL SECRETARY-TREASURER LANA PAYNE:**

So, thanks again. I know two NEB meetings in a week probably is not the way you wanted to have your week going because I know you're all very, very busy people, so I really appreciate the fact that you've all been able to make it.

I said during our last Board meeting a week ago that we would get back to you with a summary of what the Constitution says around responsibilities at this time while the President is on leave, and you would have received that email from me, I think, on Friday with a summary that was prepared by Anthony, who I've asked to join this call today with us. And I thought it would be important for us to kind of go through that, and I hope folks have had an opportunity to review it.

But before we actually get to that and discussing that aspect of governance, I have another matter that I would like to deal with, with the Board, and to do that, I'm going to ask that we move to an

in-camera session for a little bit because there's some information I would like to share with the Board.

MOTION: TO MOVE INTO AN IN-CAMERA SESSION

**LANA PAYNE:** And I'm going to make a motion that we move to an in-camera session, and I hope I have a seconder and support to be able to do this at this time. Moved by Lana Payne; seconded by Tammy Moore.

All those in favour?

(favouring votes shown)

Down. Opposed, if any?

(opposing votes shown)

Carried.

CARRIED.

**DAVE CASSIDY:** Lana, if we're going to go into in-camera, then we should go to the elected NEB, correct? That's been the history, that we've gone to the elected NEB during an in-camera.

**LANA PAYNE:** I don't know that that is the history, Dave. Are you talking about the assistants not joining the in-camera session?

**DAVE CASSIDY:** Yes, if we're going to go to in-camera, our highest authority obviously is the National Executive Board, which consists of the elected people of the NEB.



## NTC REPORTING & TRANSCRIPTION INC.

- 6

**LANA PAYNE:** That is correct, but I don't recall in my time with Unifor that we've asked the assistants to leave an in-camera session whenever we've had them in Port Elgin or elsewhere. So, does anybody else recall where we've said staff get out at this point in terms of that? I mean, I think we've had regular staff leave a meeting, but the assistants have always stayed. Maybe Renaud or others can give me some recollection on this?

**NAUREEN RIZVI:** Lana, it's Naureen. I don't remember asking the assistants to ever leave. You are correct about staff that are like department directors and industry sector directors we have, but not the assistants.

**BENOÎT LAPOINTE:** I concur.

**LANA PAYNE:** Who was concurring? Benoît? Okay. So, is there consensus here among the Board for the most part, that we continue with an in-camera session in which the assistants will join us during that process? Okay, I'm going to carry on.

--- Whereupon the meeting was in-camera  
from 12:37 p.m. to 1:14 p.m.

**LANA PAYNE:** Thank you very much. So,

## NTC REPORTING & TRANSCRIPTION INC.

- 7

we're going to move back to being on the record right now. As I mentioned at the start, we had Anthony and Shane look at different elements of the Constitution based on some of the issues that were raised by the Board last week around how the governance of the union will work now that the President is on leave. And they have come up with basically exactly what the Constitution says around these things at various parts of the Constitution and put together a number of paragraphs to show the flow of how this would work.

So, I'm not sure, Anthony or Shane, who wants to lead this off? So, Anthony, Shane, one of you might want to start here, please.

**SHANE WARK:** Why don't you go ahead, Anthony? Because I don't have the document right in front of me. I'm trying to find it in my email. I will just supplement.

**LANA PAYNE:** Yes, it was attached to the NEB email that went out last week on Friday, so that's where it would be in your email box. Anthony, do you have it in front of you?

**ANTHONY DALE:** I don't have it, but I have enough of a note that ---

**LANA PAYNE:** Perfect. Okay, go ahead.

**ANTHONY DALE:** --- I can deal with it.

SUMMARY OF CONSTITUTION RE FLOW OF RESPONSIBILITIES

**ANTHONY DALE:** I was thinking that last week there was some discussion that the Constitution provides for a process in the event that there's a vacancy in one of the positions of President, Secretary-Treasurer and Quebec Director. So, the Constitution does address those things.

The Constitution does not address in any explicit way what happens if one of those officers is unable for a period of time to carry out the responsibilities that the Constitution describes. And all of you, having read the Constitution, will know that the Constitution describes the responsibilities of the President, of the Secretary-Treasurer and the Quebec Director separately.

So, in considering what we do have in the Constitution to guide us, our view is that to the extent that the Constitution prescribes that the Secretary-Treasurer has responsibilities that include assisting the President in carrying out his or her responsibilities, and then the Quebec Director has responsibilities that include assisting both the President and the Secretary-Treasurer in carrying out their responsibilities. And we can go a step farther, and we have gone a step farther to point out that the

## NTC REPORTING & TRANSCRIPTION INC.

- 9

regional directors in the Constitution also have responsibilities that include carrying out assignments as determined by the President and the National Executive Board.

All of that allows us to say that there is a flow of responsibilities when the President is unable to act. There's a flow of those responsibilities on, essentially, an as-needed basis to the other officers. And so, when the President is unable to act, I think the primary flow of those responsibilities is to the Secretary-Treasurer, and through the Secretary-Treasurer to the Quebec Director and to the regional directors. And I think that fairly encapsulates the summary that Lana put forward in an email last week.

**LANA PAYNE:** Great. Thanks, Anthony. Shane, did you want to weigh in on here on any of that before we open it up for discussion with the Board?

**SHANE WARK:** The only thing I would add, Lana, is at the last Board meeting, Benoît and others, I think, just raised what I think was a straightforward issue about in the absence of the National President, and if there is a need that we need a single voice on an issue that is then representing the position of the National Union, who

## NTC REPORTING & TRANSCRIPTION INC.

- 10

would that voice be. And it's contained in the letter that went to the Board that it would default to the National Secretary-Treasurer.

And in the Constitution, there is a section that says the President is the spokesperson of the National Union, but it's silent in the absence of the National President who would be that spokesperson. And we think just the basic dictates of common sense, and knowing that you're the second highest officer in Unifor, that when there are cases where we need a single voice on a single issue representing Unifor, it will be your voice, and that is also contained in the letter.

**LANA PAYNE:** Yes, and I would say, Shane, to that point as well that, I mean, lots of those responsibilities have been clearly carved out to other leadership members. The Quebec Director is clearly the spokesperson in Quebec. The regional directors are often called upon to be the spokespersons in their regions. And on any particular file on any given day, assistants and others even on staff may end up being called upon to speak on behalf of the union. We are a full team here, and we need all of us doing this work together. So, I would just add that to that analysis.

So, I think that the second question became, is this enough to confirm our collective understanding of what the Constitution says? Do we need a motion? Because that was raised at the last meeting to actually say, this is our understanding of the Constitution. I'm of the mind that if we all are in agreement here, then that's probably enough. But if people feel strongly about needing a motion, I'm happy to entertain that, too.

Any thoughts on that aspect? No? Folks are raising it, that's why we're back here discussing it. Okay. So, it sounds like we have consensus that everybody understands what the Constitution says around governance and we're all comfortable with it; is that correct? Okay, perfect. Thank you. *Merci beaucoup.*

NEW BUSINESS

**LANA PAYNE:** Les MacDonald, how about you coming in here? You've got your hand up. Go ahead, brother.

**LES MACDONALD:** Well, if we're done with the other stuff, are you going to do a new thing on this COVID with the restrictions being done? Is something like that coming out, I guess would be my

question while I've got you on the...

**LANA PAYNE:** Yes. I've received this question from many people, Les, in the last couple of days. So, here's my thought on this. Right now, not every province is lifting restrictions. Not every province is in the same place, and we have a policy in Unifor that I would suggest that we continue to adhere to. We have a vaccine mandate in place for staff and Unifor events, and until a point where the National Executive Board says we should revisit that, I think that we keep that policy in place.

I know that we have any number of staff who have reached out to me, for example, in the last little bit to say that they felt that just because Doug Ford is doing this or the Premier of Manitoba is doing something else, that we should still be doing what we did from the beginning, and that's erring on the side of caution, making sure that we're doing everything possible to protect the health and safety of our staff and of our members.

And currently, our policy still stands, and I don't think we should be revisiting it at this time. I think it's way too early in the game to say that we're going to be doing something different just because a couple of right-wing premiers think that's

okay.

**LES MACDONALD:** Well, I'm glad you say that because I can tell you within the retirees, several chapters that I spoke to were going to go ahead with the policy that we would maintain full vaccines and masks at our meetings for the next little while, so that's why I ask that question.

**LANA PAYNE:** Yes, Les. And I think what I can do, if it's helpful and the Board thinks that this would be helpful, is I could send a note out to our locals and to our staff that basically reiterates that these policies remain in place and nothing with respect to what Doug Ford does or any other premier at the moment is going to influence that, that we believe that it's important that these vaccine mandates for events and for offices remain in place to ensure we're undertaking an abundance of caution here. So, I will do that, Les. I think it's helpful that folks see this reiterated, and I've had quite a number of questions already and I've just been responding to them individually, so maybe a memo to folks would be helpful.

**LES MACDONALD:** Thank you.

**LANA PAYNE:** Scott, over to you.

**SCOTT DOHERTY:** Thanks, Lana. I totally



## NTC REPORTING & TRANSCRIPTION INC.

- 14

agree with that policy and not changing it. Just to give the Board information because we've been on this call, but the feds are announcing today that all the restrictions on airlines are being lifted on March the 1<sup>st</sup>, so no quarantine, no PCR test.

All the international airports will be reopening March 1<sup>st</sup>, so good news for our airline workers across the country that that's coming out. It's an embargo to release it. I think it's come out from the feds now. We have a press release coming out quickly about it, but just to give the Board notice of that, that this is coming fast and furious, the changes, but I agree with Lana and Les that there's no need for us to change our policy. I think vaccinations and proof of vacations are important for meetings, and we protect our members and our employees across the country as well.

**LANA PAYNE:** Yes, and I think, Scott, to do otherwise right now, and this is what these governments are risking at the moment, it looks like they're caving to the convoy, which is really very problematic. Renaud, over to you.

**RENAUD GAGNÉ:**

**(in French)**

**(taken from translation)**

Yes, I got on my phone the PCR and quarantine thing. It's interesting for the air sector, but for ---

**INTERPRETER:** The interpreter is sorry. Renaud's sound is cutting out.

**RENAUD GAGNÉ:**

**(in French)**

**(taken from translation)**

There's the mobilization where everybody is fed up with the measures. So, in our locals, things are volatile (inaudible). And each (inaudible) ---

**THE INTERPRETER:** The interpreter is sorry.

**LANA PAYNE:** Okay, Renaud?

**THE INTERPRETER:** Renaud's sound is really, really bad.

**LANA PAYNE:** Okay, interpreter, can you tell Renaud that you can't hear him? Maybe he can change his headset or something.

**THE INTERPRETER:** I will.

**LANA PAYNE:** Sorry, everybody. Just bear with us.

**RENAUD GAGNÉ:**

**(in French)**

**(taken from translation)**

So, there are still measures in provinces depending where you are. We're still supporting vaccine mandates. We're still supporting masks, distancing. Great, but since we're not all in the same position, some places could remove the vaccine passport. It hasn't been announced in Quebec. So, people will take the message as they want it to be. When it's a restriction that you maintain, they won't agree with the National's position.

So, there's so much action in the field. I'm wondering if it's necessary right now to add something with everything that we've heard in the media. There's the convoys in Lac-Mégantic and everywhere. I get letters, emails with insults from our members that we're stupid, we don't understand anything, we have no leadership with everything that's happening in the world, that everybody is dropping all the measures. So, maybe let's not open the door to add more strife to this.

**LANA PAYNE:** Yes, I think the thing becomes is until we're in a place where it's clear across the country in terms of what's going to happen, this is always something that we can bring back to the NEB, but for current, there's still, I think, a lot of

transition out there. There's still a lot of concern with the virus and the variants, and I would say that we continue to err on the side of caution until every restriction is dropped at this point.

And just because they're doing it with airlines March 1<sup>st</sup>, then maybe it becomes that we bring this back to the Board in March for further discussion. I just think we want to be careful right now that we're not doing something that's not entirely safe for folks. So, we'll probably get there, Renaud, in terms of where this leads. But at the moment, I think given the fact that it's in a variety of places across the country with different provinces doing different things, we may want to hold off before we have this discussion ourselves.

Yves, over to you, brother.

**YVES GUÉRETTE:**

**(in French)**

**(taken from translation)**

I was thinking exactly what Renaud said. Sending another letter is just going to fan the flames. Let's leave the government do what they need to do, and people can react with the government. At some point, our people, we have to manage it as we can, and our executive there's some vaxxed, others

that aren't vaccinated. We're applying the health rules that governments are setting up for us.

People know the rules. In March, we will make another communique or whatever with what happens, so let's not send anything before March, in my opinion. Let's let the pressure go down because there's a lot of steam accumulating, and we don't want to fan the flames.

**LANA PAYNE:** I hear you, Yves. I hear you, Renaud. I get it. Yes, agreement. Okay. Katha, over to you.

**KATHA FORTIER:** Thanks, Lana. I just want to mention that we did have a vaccine working group meeting this morning and contemplated all of these things. Also, the one thing to understand is that even though the mandates will lift, people who are immune compromised are still very nervous. People who have children who aren't eligible to be vaccinated are very nervous about what this means for them. And I think in the broader sense, we have to consider ourselves a workplace, and that our top priority is keeping our staff safe and keeping the people that come to our events safe.

So, I think people were comfortable leaving this where we are at this point. We're going

to plan some messaging for staff because, again, we want them to feel safe. And we're also talking about a webinar for staff around the case law that's been sort of changing around workplaces.

And again, continuing our work around vaccine equity, we have a petition, but it only has a few hundred signatures, but for getting vaccines around the world is incredibly important. So, we'll be promoting that on social media in the next couple of weeks and also putting it into Unilink. And obviously, as Lana has said many times, the pandemic won't be over for anyone until it's over for everyone. So, those are some of the things that we've just raised.

And we also raised the need that the vaccine working group will need to meet very, very regularly now as we see the landscape changing. And I think if any NEB members, I don't want to speak for you Lana, but if there are things you would like us to address through that group and bring back, please make sure we're aware of them.

**LANA PAYNE:** Yes, very good points, Katha, and apologies that I missed that meeting this morning, but that was a great update for the Board. So, yes, for sure, if you have issues such as Les has

raised and also Renaud and Yves, very sensible advice there, we'll make sure that the working group takes those things into consideration and continues with the work that Katha has outlined already around all of the campaigns that we need to do around vaccine equity, et cetera.

Okay, so that's good. I think we've got some consensus on that. Not stirring the hornet's nest, Yves, but at the same time giving us a little bit of breathing room, and we'll certainly message as best as we can with the staff that we're putting their safety first and the policy remains in place until otherwise notified.

Okay, any other issues that you would all like to raise? Anything happening that you would like the Board to know about at this point? Any hot button items, for example, in the east or the west or Ontario that you feel needs to be brought to attention or, obviously, in Quebec, Brother Renaud, that you think the Board should know about before we conclude today's meeting?

**RENAUD GAGNÉ:**

**(in French)**

**(taken from translation)**

Well, in Quebec, we're getting ready for

the Wage Policy Conference. I think the process is moving well. So, we're presently negotiating for the entire forestry sector, so that's a major priority, but there's also the issue of the caribou that keeps popping up when we're talking about forest allocation. It's raised by the federal, so these are some of the issues. Bell will be coming with its demands book this afternoon. And there's also the rail, which is a bit complicated.

So, we'll be quite busy. And I'll have to leave you because I am doing meetings with all of the Quebec locals, so I hope to be able to finish that up in person later on in March once the measures have been lifted. So, that's what's going on in Quebec. Thank you.

**LANA PAYNE:** Thank you, Renaud, and good luck with bargaining. That's a big one.

Shinade, sister, I think you've got your hand up. You want to come in here?

**SHINADE ALLDER:** Yes, I just want to remind everybody of the Ontario Regional Council. So, we are going virtual. It is March 9<sup>th</sup> and 10<sup>th</sup>. So, we are using a new platform. When you go into the lobby, it's going to look like you're actually in a lobby of the conference. So, if everybody just wants to remind



## NTC REPORTING & TRANSCRIPTION INC.

- 22

their locals, their presidents to make sure everybody is registered and, yes, we'll see everybody then.

**LANA PAYNE:** Great. Looking forward to it, Shinade. Any other information folks -- Gavin, over to you, brother.

**GAVIN MCGARRIGLE:** Yes, thanks, Lana, just some quick updates from the west. Just following from Shinade, we are having our Prairie Regional Council. It's actually going to be in person though in Manitoba, in Winnipeg. April 4<sup>th</sup>, we're going to have an organizing summit. April 5<sup>th</sup>, we have a Prairie Regional Council leadership meeting. And then the council starts on April 6<sup>th</sup> and runs until noon on the 8<sup>th</sup>, and we're just working on locking down some speakers, et cetera. So, looking forward to that. It will be the first kind of big in-person event.

Also, just out here in the west, we're dealing with a lot of forestry issues right now. We're consulting with the government over the old growth deferral and what that means to potentially thousands of jobs. Also, following up with MLAs and government on the curtailment in Powell River, and really the sort of inadequate response from the government for that, so that's going to get busier in the next few months.

We also have legislation that the government just introduced. This is from our previous lobbying related to the skilled trades. They just introduced legislation to make 10 mandatory trades and create a new Skilled Trades B.C. agency, so some good progress there.

And then the biggest issues, I guess, in B.C., we have a strike that's now entering, I think, its third week at Whistler Transit. We're trying to organize a community rally up there, but it really ties into -- there's 80 workers up there, but it's a contracted agency run through B.C. Transit, and we have 700 members in Victoria that are having a tough time and their contract expires in March. And then the 5,000 workers that are in the Lower Mainland transit are up again March 1<sup>st</sup>. So, we're just trying to see if there's a path. It gets complicated with government mandates and stuff.

And of course, the BCGEU just opened up bargaining for probably over 100,000 public sector workers, so we have to figure out a way to make our tail a bit bigger so that we can wag the dog a bit better. So, anyway, that's all going to be coming up in the next few months, and I hope if any of you can make it out for Prairie Regional Council, it should be

a good time. Thanks.

**LANA PAYNE:** Awesome. Will Winnipeg be warmer then, though, Gavin? I think that's going to be a chief priority for everybody at this point.

**GAVIN MCGARRIGLE:** Yes, I don't know.

**LANA PAYNE:** Yes, so some folks may want a hybrid model.

**GAVIN MCGARRIGLE:** It's warmer than Regina, I'm sure, so...

**LANA PAYNE:** Yes, so that would take much. Renaud, over to you, brother.

**RENAUD GAGNÉ:**

**(in French)**

**(taken from translation)**

Yes, I omitted something that's quite important. We have a lockout in the cement plant. It's been nine months now, and I would like to thank all of the locals that sent money because money is essential. This company, CRH, has 67 cement plants throughout the world, and it's trying to just break our union. And we're very solid. They got a 100 per cent strike mandate and rejected the last offer by 100 per cent. So, we still require your support.

It's almost an existential question about unionization. The company proposal is not going

to make them any more money, so we're working with a mediator. We're waiting to be called back. We made our proposal, but we still have no news about it, and the employer didn't seem to want to answer. So, when we say it represents 1 per cent of their profits, Joliette, 1 per cent, so will the company want to pull the plug in order to threaten us even more? So, we still need your support, and I would like to thank all those who gave donations. Thank you very much.

**LANA PAYNE:** Thank you, Renaud. And I think, reminder, we have two other disputes happening. Gavin has just mentioned one and, of course, the one that we spoke of at the top, which is the sisters in Napanee at the women's shelter. And I know Katha was in there this weekend helping to try and get a resolve to that. So, serious matters and we have a lot of work to do supporting our members throughout these disputes. I think this is going to be another tough year with respect to bargaining tables, so we have to be prepared for all of that. That's going to be ahead, for sure.

Okay. Anyone else got anything they want to share? Linda MacNeil, are you sure you don't want to share that wonderful story about the sisters in our nursing homes and the big pay raise they got?

## NTC REPORTING & TRANSCRIPTION INC.

- 26

Because I think we should end this on a wonderful, happy note. Go ahead.

**LINDA MACNEIL:** I think that's a fabulous idea. Let's end it on a positive note. I didn't want to be like, na-na-na-na-na, we did good.

Well, the CCAs, continuing care assistants, in Nova Scotia received some very positive news. For those who haven't seen it, CCAs in this province is like no different than any other short-staffed nursing homes and residential care and home care. So, the province announced on a presser last week that they're going to increase their wage by about 23 per cent. That's for all continuing care assistants across the province.

Obviously, our CCAs are ecstatic. It's welcomed, welcomed news, and what I actually have asked and said that we would be monitoring is obviously, we've been saying this for many years, like every other province, to say this is going to help with recruitment and retention. So, we have to keep a progress report on them because I think it's important to say that so that other provinces can follow the lead.

So, good news for our members in long-term care and home care and every other

## NTC REPORTING & TRANSCRIPTION INC.

- 27

(indiscernible). So, yes, positive news.

**LANA PAYNE:** Yes, a ton of women just got a big wage increase. We can all applaud that. Great. Great note to end on. And again, my thanks to the entire Board and our staff just for everything. And we're going to get through this the same way we got through the pandemic, with steady leadership and a good hand here. I know it's tough. Obviously, it's still going to be tough out there. The economy is not great in many places. We've got members hurting still, and these members and these workers have to be our priority right now.

Okay. So, thanks very much. And Leanne, I know you want to chat with me, so I'm going to stay on Zoom when everybody else leaves, and you and I will have a chat. How's that? Thanks everybody. Big love to all of you.

--- Whereupon the meeting is adjourned at 1:43 p.m.

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CERTIFIED CORRECT:

A handwritten signature in blue ink, appearing to be 'JH', written over a horizontal line.

Jessica Hions,  
Court Reporter