



**UNITE HERE, LOCAL 40
MEMBERSHIP MEETING**

DATE: JANUARY 29, 2020

**CALLED TO ORDER AT 5:05 p.m. Location : Local 40 downtown
office**

ADOPTION OF MINUTES FROM OCT 30, 2019 MEMBERSHIP MEETING.

MOVED: Maria Caliciuri

Seconded: Kevin Malone

VOTED FOR: Unanimous

OPPOSED: 0

ERRORS OR OMISSIONS:

PRESIDENT'S REPORT:

SECRETARY-TREASURER'S REPORT

VICE PRESIDENT'S REPORT

CORRESPONDENCE: None

MOTIONS:

**To approve for all Executive Board Minutes , Motions & financials ,
From November 27, 2019 & January 22, 2020 Executive Board
meetings.**

Moved : Gulzar Grewal

Second : Paul Voykin

Voted for : Unanimous

Opposed: 0

GOOD OF THE ORDER:

ADJOURNMENT: There being no further business, it was M/S/C that the meeting be adjourned at 5:10 pm

MOVED: Maria Caliciuri

Seconded: Chis Lyon

VOTED FOR: Unanimous

OPPOSED: 0



**UNITE HERE, LOCAL 40
EXECUTIVE BOARD MEETING**



DATE: WEDNESDAY NOVEMBER 27, 2019, LOCATION: VANCOUVER OFFICE

MEETING CALLED TO ORDER AT: 1:17PM

ROLL CALL OF OFFICERS:

ABSENT: EXCUSED: Nouha Ishaq, Zailda Chan ,
Mark Atkin & Surinder Owen

Guests: Paul Voykin , Marica Little , Sergio Moyer, Ragnie Gounder , Teresita Gonzales
& Robert Demand

Motion :

Christina Bencze to Chair meeting
Moved by Nym Calvez Seconded Philip Lin

Vote : Unanimous Opposed : 0

ADOPTION OF MINUTES FROM OCTOBER 23 , 2019

MOVED: Dianne Melville SECONDED: Gemma Dela Torre

VOTED FOR: Unanimous Opposed 0

ERRORS OR OMISSIONS:

PRESIDENT’S REPORT: Zailda Chan Excused from Meeting

Discussions :

Hotel Georgia contact settlement
Gate Gourmet Ratification vote
Hilton & Sheraton Vancouver Airport Contract 2020
UNBC Faculty on Strike , cafeteria worker out in support .

SECRETARY-TREASURER’S REPORT

October , November , Profit & loss in January executive board

Christina Bencze from Secretary Treasure position due to health reasons

FINANCIAL REPORT:

The receipts and disbursements for the month of September for loss \$ 368,729.18

CORRESPONDENCE:

Move the correspondence be received, filed & read at membership

MOVED:

SECONDED:

VOTED FOR:

OPPOSED:

NEW BUSINESS: (LEGAL BILLS AND MOTIONS)

For the month of October In Legal Bills \$13,845.56
Labor Board & Arb \$ 2313.00

MOVED: Nym Calvez

SECONDED: Dianne Melville

VOTED FOR: Unanimous

OPPOSED: 0

Motions :

1)

Paying Kevin Malone's Missing July expense's for \$1381.05

Kevin Malone's expenses from July 2019 have gone missing during
The hotel & office move in September. Kevin's July expense totaled
\$1381.05 . This similar to May 2019 at 1258.24 & June \$1164.75
Motion to approve Executive Board to Kevin's July 2019 expense \$1381.05

Moved Dianne Melville

Second Nym Calvez

Votes Unanimous

Opposed : 0

2)

Healthcare for GVHEA strikers

The Union contributed towards ongoing extended benefits coverage for GVHEA strikers in the month of September. In order for strikers to have continued extend benefits coverage in October, while they were still on strike, the Union would need to make contributions for the October. We want to make sure no strikers goes without extended health care coverage as a result of a slow return to work.

Motion: Approve for up to \$25,000 to pay for GVHEA strikers extended health care for the month of October 2019.

Moved: Nym Calvez

Second: Ana Wong

Vote : Unanimous

Opposed : 0

3) Hotel Georgia healthcare for November 2019

Healthcare for Hotel Georgia Strikers

Hotel Georgia workers have returned to work at the hotel, but the Hotel is slow and very few are being scheduled for any hours. Most will not have enough hours to maintain health care coverage through the winter season. We want to make sure no strikers goes without health care coverage as a result of a slow return to work.

Motion: Approve \$24,000 to pay for Hotel Georgia strikers' health care for the month of November 2019.

Moved: Nym Calvez

Second : Ana Wong

Votes : Unanimous

Opposed : 0

4)Hardship for Hotel Georgia Strikers

Donations for Hardship Fund

As of today, a total of \$70,000 has been pledged and/or received in donation to the Local 40 Hardship Fund set up for the downtown hotel strike. A hardship committee to be chosen by the Local 40 President was approved by the Executive Board but has not started in practice.

Motion: Distribute the hardship funds among the Georgia strikers who qualified for strike pay for picketing on week 8, pay out the shares at \$22.50/hour along the same proportions that they received strike pay (that means, if someone received half strike pay for picketing 10 hours, that person would receive a half share of the hardship fund donation). Keep a minimum of \$5000 in the hardship fund.

Moved Dianne Melville

Seconded Gemma Del Torra

Motion: To Table Donation for Hardship Fund Motion

Moved : Dianne Melville

Seconded : Nym Calvez

Voted : Unanimous

Opposed: 0

5) UNBC Healthcare

On November 7, 2019 the Faculty Association at University of Northern BC went out on strike and UNITE HERE Local 40 cafeteria workers, along with the CUPE facilities staff, began honouring the professors' picket line. For more than 20 days Local 40 members have stayed out of work to support the Faculty Association which means that their Employer is not contributing for their health care benefits. The loss of health care hours in November will effect benefit eligibility for these members for the full spring & summer 2020 benefits. To avoid loss of eligibility we want to make contributions in November to protect benefits & average hours calculation for future eligibility.

Motion: Approve Approval to pay for Compass/UNBC strikers' health care for the month of November 2019. The exact amount will be calculated by the Fund Administrator based on November hours reported by Employer in December. Estimated cost is approximately \$10,000.

Moved: Nym Calvez

Seconded Gemma Dela Torre

Voted : Unanimous

Opposed: 0

6) Chantel Wellman Vacation Days

Chantel Wellman has left Unite Here Local 40 as November 15, 2019
Chantel has accrued 36 day of unused vacation days ,

Motion : to pay Chantel her outstanding 36 vacation Days

Moved : Ana Wong

Second : Nym Calvez

Voted: Unanimous

Opposed : 0

Email Motion:
October 30, 2019

The Executive Board approves \$50 Gift Cards for Hotel Georgia Strikers each week for the duration of the strike , up to weekly amount of \$4000.00.

Moved : Zailda Chan

Seconded: Christina Bencze

Voted: 9

Opposed : 0

November 6, 2019

The Executive Board hereby authorizes strike pay to UNBC Local 40 members for the duration of the faculty strike. Members who picket for 20 hours per week will receive \$400.

Moved Zailda Chan

Seconded: Christina Bencze

Voted: 8

Opposed ;0

November 6, 2019

We are urgently in need of sending Rosewood Georgia strikers to San Francisco for actions at the Rosewood Sandhill in Palo Alto.

We need a vote of the current Executive Board to pass the following motion:

The Executive Board hereby authorizes the expenditure of over \$5000.00 for the cost of the airline tickets.

Moved : Zailda Chan

Seconded ; Christina Bencze

Voted ; 7

Opposed : 0

November 20,2019

Motion: Approve strike pay for week 9 for all strikers who qualified for strike pay in week 8 (ending November 13th) , for the same amounts that they received after week 8.

Moved : Zailda Chan

Seconded ; Christina Bencze

Voted: 7

Opposed :0

GOOD OF THE ORDER:

ADJOURNMENT: There being no further business, it was M/S/C that the meeting be adjourned at -__3:05__ p.m.

MOVED: Nym Calvez

SECONDED: Fe Casas

VOTED FOR:

OPPOSED:

Minutes taken by: Paul Voykin _

Minutes Approved by

Please print name

Signature

11:25 AM
25/11/19
Accrual Basis

Unite Here Local 40
Profit & Loss
September 2019

	Sep 19
Income	
4000-1 - Monthly Dues	256,474.37
4030-2 - Interest, Defense Fund	1,155.53
4030-3 - Interest, Contingency Fund	87.59
4030-4 - Interest, Political Action Fund	163.29
4030-5 - Interest, EAP	152.09
4030-7 - Interest, Assessment Fund	114.86
4040-1 - Miscellaneous Income	1,291.25
4060-1 - Assessment	33,257.09
4070-1 - Camp transfers IAF	8,055.63
4087-1 - EAP	1,141.23
Total Income	301,892.93
Gross Profit	301,892.93
Expense	
Payroll-Wages,Taxes & Benefits	
6015-1 - Wages & Salaries	
6015-2 - Salary UNITE HERE	33,185.55
6015-1 - Wages & Salaries - Other	97,061.39
Total 6015-1 - Wages & Salaries	130,246.94
6018-1 - Auto Vacation Pay	3,306.80
6021-1 - EI Expense	2,198.90
6022-1 - CPP Expense	4,133.01
6024-1 - Pension	
6024-2 - Pension solvency & catch-up	7,250.00
6024-4 - Pension L40	5,042.31
6024-5 - Pension UNITE HERE	4,664.89
6024-1 - Pension - Other	0.00
Total 6024-1 - Pension	16,957.20
6029-1 - Health & Welfare Staff Ex	
6029-2 - MSP & SunLife	6,977.96
6029-1 - Health & Welfare Staff Ex - Other	381.19
Total 6029-1 - Health & Welfare Staff Ex	7,359.15
Total Payroll-Wages,Taxes & Benefits	164,202.00
Travel	
6050-1 - Hotel	8,378.10
6065-1 - Transportation	1,193.46
Total Travel	9,571.56
6028-2 - CAFT Service Fee	9.00
6040-1 - Automobile Expenses	
6041-1 - Tires & Maintenance	566.43
6042 - Allowance, Lease & Insurance	8,934.83
6043 - Parking	5,751.61
6044 - Gas	1,180.91
Total 6040-1 - Automobile Expenses	16,433.78
6045-1 - Expenses Reimbursed	4,364.04
6070-1 - Meals and entertainment	340.00
6110-1 - Computing Expenses	526.40
6120-1 - Legal	20,102.81
6130-1 - Accounting & Bookkeeping	923.16
6140-1 - Audit	16,574.94
6190-1 - Building Rent	
6192 - Building Move	8,119.27
6195 - Rental Units	9,365.00
6190-1 - Building Rent - Other	15,323.07
Total 6190-1 - Building Rent	32,807.34

11:25 AM
25/11/19
Accrual Basis

Unite Here Local 40
Profit & Loss
September 2019

	Sep 19
6200-1 · Meeting Room Rent	3,219.00
6230-1 · Telephone	2,003.72
6250-1 · Cellular Phone	568.80
6300-1 · Office and Overhead	
6310-1 · Office Supplies and Expenses	628.47
6330-1 · Stationery and Printing	97.47
6340-1 · Office Equipment	2,371.04
6300-1 · Office and Overhead - Other	464.80
Total 6300-1 · Office and Overhead	3,561.78
6320-1 · Office check-off	1,833.99
6540-1 · Organizing Expenses L40	3,758.53
7000 · Per Capita	
7007-1 · BC Federation of Labour	6,970.00
7010-1 · Per Capita-International	110,000.00
Total 7000 · Per Capita	116,970.00
7510-1 · Arbitration & LRB Expenses	800.00
7530-1 · Negotiating Expenses	9,075.26
7531 · Strike Pay	262,976.00
Total Expense	670,622.11
Net Income	-368,729.18

11:26 AM

25/11/19

Accrual Basis

Unite Here Local 40
Balance Sheet
As of 30 September 2019

30 Sep 19

ASSETS

Current Assets

Chequing/Savings

1101-1 · Petty Cash	3,597.34
1110-1 · Community Savings-General	1,023,928.25
1120-1 · Comm. Savings-Assessment	93,280.65
1120-2 · Comm Savings Assessment -Saving	47.01
1145-1 · Comm. Savings- Contingency Fund	71,130.01
1150-2 · Community Savings-Defense Fund	938,418.05
1150-3 · Community-Defense Fund - Terms	569,055.46
1170-4 · Comm. Sav-Political Action Fund	132,609.90
1195-5 · Communtiy Savings-EAP	123,093.77

Total Chequing/Savings 2,955,160.44

Other Current Assets

1200-1 · Dues Receivable	401,513.00
1205-1 · Misc. receivables	3,542.00
1215-1 · Loan receivable from Holding Fu	8,960.00
1400-1 · Due to/fr General Fund	46,964.00
1400-2 · Due to/fr EAP Fund	-46,964.00
1400-3 · Due to/fr General Fund-Sick	-46,200.00
1400-4 · Due to/fr Gen. Fund-Polit.Act	46,200.00
1400-5 · Due to/fr Genersl Fund-Indus.Ad	-76,039.00
1400-6 · Due to/fr Gen.Fund-Cap.Ass. Fun	76,039.00
1450-2 · Prepaid insurance	81,814.24
1450-3 · Security Deposit	10,315.76

Total Other Current Assets 506,145.00

Total Current Assets 3,461,305.44

Fixed Assets

1300-6 · Furniture and equipment	19,401.00
1305-6 · Accum amort - Furn & equip	-18,764.00
1310-6 · Leasehold Improvements	83,784.00
1315-6 · Accum amort - Leaseholds	-83,784.00

Total Fixed Assets 637.00

TOTAL ASSETS **3,461,942.44**

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

2100-1 · Accounts Payable 22,919.76

Total Accounts Payable 22,919.76

Other Current Liabilities

Payroll Liabilities

2170-1 · Vacation pay payable	21,904.22
2180-1 · EI Payable	-59.45
2185-1 · CPP Payable	-17.78
2190-1 · Income tax payable	-6,674.42

Total Payroll Liabilities 15,152.57

Union Dues Payable

2175-1 · Local 40 Union Dues	13,680.28
2176-1 · Unifor	472.75

Total Union Dues Payable 14,153.03

11:26 AM

25/11/19

Accrual Basis

Unite Here Local 40
Balance Sheet
As of 30 September 2019

	30 Sep 19
2105-1 · Accrued Liabilities	207,954.00
2135-1 · Welfare Plan Payable	-375.01
2150-1 · Per capita payable - Int'l	166,957.00
2174-1 · Severance liability payable	76,337.25
2210-1 · Employee Settlements Payable	-92,262.03
2300-1 · GST Payable	5.40
2340-1 · PST Payable	3.60
Total Other Current Liabilities	387,925.81
Total Current Liabilities	410,845.57
Long Term Liabilities	
Accrued Pension Liability	189,000.00
Total Long Term Liabilities	189,000.00
Total Liabilities	599,845.57
Equity	
Change in pension liability	-211,330.75
3900 · *Retained Earnings	3,542,873.71
Net Income	-469,446.09
Total Equity	2,862,096.87
TOTAL LIABILITIES & EQUITY	3,461,942.44

Legal Bills October 2019		
Name	Memo	Amount
Black, Gropper & Company	General Matters	2,609.72
Koskie, Glavin Gordon	Four Points Decertification	954.24
Koskie, Glavin Gordon (Leo)	Libel opinions	313.60
Koskie, Glavin, Gordon (Leo)	miscellaneous	291.20
Caroline Gislason		
David F. Sutherland	Hotel Georgia	9,676.80
TOTAL		13,845.56
	Labour Relations Board & Arbitrations	
Labour Relations Board	Coast Bastion Inn	\$100
Labour Relations Board	Horizon North at crossroads	\$100
Labour Relations Board	Rosewood Hotel Georgia	\$100.00
Labour Relations Board	Rosewood Hotel Georgia	\$100.00
Labour Relations Board	Rosewood Hotel Georgia	\$100.00
Labour Relations Board	Days Inn Downtown	\$100.00
Labour Relations Board	Abercorn Inn	\$100.00
Labour Relations Board	Horizon North at crossroads	\$100.00
Labour Relations Board	Horizon North at crossroads	\$100.00
Labour Relations Board	Harbourside Victoria	\$100.00
Labour Relations Board	Seymour Golf	\$262.50
Labour Relations Board	Jolly Coachman pub	\$262.50
Labour Relations Board	Abercorn Inn	\$787.50
Labour Relations Board		
TOTAL		\$2,313

Motion 1

Kevin Malone's July 2019 expenses have gone missing during
the Hotel strike & office move in September.

Kevin's July expenses total \$1381.05

As this similar to May 2019 at \$1258.24 & June 2019 \$1164.75

& August 2019 that were \$1345.40

I move the Executive Board approves to pay Kevin's

July Expenses of \$1381.05

Moved

Second

Donations for Hardship Fund

As of today, a total of \$70,000 has been pledged and/or received in donation to the Local 40 Hardship Fund set up for the downtown hotel strike. A hardship committee to be chosen by the Local 40 President was approved by the Executive Board but has not started in practice.

Motion: Distribute the hardship funds among the Georgia strikers who qualified for strike pay for picketing on week 8, pay out the shares at \$22.50/hour along the same proportions that they received strike pay (that means, if someone received half strike pay for picketing 10 hours, that person would receive a half share of the hardship fund donation). Keep a minimum of \$5000 in the hardship fund.

Moved:

Seconded:

Vote (For & Against):

Healthcare for Hotel Georgia Strikers

Hotel Georgia workers have returned to work at the hotel, but the Hotel is slow and very few are being scheduled for any hours. Most will not have enough hours to maintain health care coverage through the winter season. We want to make sure no strikers goes without health care coverage as a result of a slow return to work.

Motion: Approve \$24,000 to pay for Hotel Georgia strikers' health care for the month of November 2019.

Moved:

Seconded:

Vote (For & Against):

Healthcare for GVHEA strikers

The Union contributed towards ongoing extended benefits coverage for GVHEA strikers in the month of September. In order for strikers to have continued extended benefits coverage in October, while they were still on strike, the Union would need to make contributions for the October. We want to make sure no strikers goes without extended health care coverage as a result of a slow return to work.

Motion: Approve for up to \$25,000 to pay for GVHEA strikers extended health care for the month of October 2019.

Moved:

Seconded:

Vote (For & Against):

Healthcare for UNBC strikers

On November 7, 2019 the Faculty Association at University of Northern BC went out on strike and UNITE HERE Local 40 cafeteria workers, along with the CUPE facilities staff, began honouring the professors' picket line. For more than 20 days Local 40 members have stayed out of work to support the Faculty Association which means that their Employer is not contributing for their health care benefits. The loss of health care hours in November will effect benefit eligibility for these members for the full spring & summer 2020 benefits. To avoid loss of eligibility we want to make contributions in November to protect benefits & average hours calculation for future eligibility.

Motion: Approve Approval to pay for Compass/UNBC strikers' health care for the month of November 2019. The exact amount will be calculated by the Fund Administrator based on November hours reported by Employer in December. Estimated cost is approximately \$10,000.

Moved:

Seconded:

Vote (For & Against):

Motions

Chantel Wellman Vacation Days

Chantel Wellman has left Unite Here Local 40 as November 15, 2019

Chantel has accrued 36 day of unused vacation days ,

Motion : to pay Chantel her outstanding 36 days .

Moved

Second



**UNITE HERE, LOCAL 40
EXECUTIVE BOARD MEETING**



DATE: WEDNESDAY JANUARY 22, 2020 LOCATION: VANCOUVER OFFICE

MEETING CALLED TO ORDER AT: 1:15PM

ROLL CALL OF OFFICERS:

ABSENT: Surinder Owen

EXCUSED:

Guests: Rajnie Gounder ,Teresita Gonzales , Marcia Little , Sergio Moyer , Fipe Wong , Sashi Singh , Kevin Malone , Mike Biskar , Robert Demand , Harley Augustino , Gulzar Grewal , David Klainbaum , Sana Poornasiri.

ADOPTION OF MINUTES FROM NOVEMBER 27 , 2019

MOVED: Dianne Melville

Seconded : Ana Wong

VOTED : Unanimous

OPPOSED: 0

ERRORS OR OMISSIONS:

PRESIDENT’S REPORT: Updates

- ~Hilton Metrotown starting Negotiations wages & stopping Green choice .
- ~ PGH getting ready for Bargaining with committee meeting this week
- ~ HIR Negotiation this Summer
- ~ Gate Gourmet second ratification vote went through with 60%
- ~ Vancouver Island ... Coast Bastion is under renovation
- Inn at Laurel Point & Chateau Victoria getting ready for Bargaining .

SECRETARY-TREASURER’S REPORT

Due to the number of cheque’s the went through our general account in the month Of October . The Bank Reconciliations are not finished yet .

2) Appoint Guzlar Grewal as Vice-President as of February 1, 2020

Moved: Mark Atkins

Seconded : Nouha Ishaq

Voted : Unanimous

Opposed: 0

New Business :

Staff benefit plan is Moving administrators from WE Benefits to Morneau Shepell .

We will be looking at Staff Wages this year , to make sure we are not Falling behind other union in pay scale .

GOOD OF THE ORDER:

ADJOURNMENT: There being no further business, it was M/S/C that the meeting be

adjourned at -__ 2:35 __ p.m.

MOVED : Mark Atkins

SECONDED: Garry Constable

VOTED FOR: Unanimous

OPPOSED: 0

Minutes taken by:

Christina Bencze _____

Minutes Approved by

Please print name

Signature

Legal Bills November 2019		
Name	Memo	Amount
Black, Gropper & Company	General Matters	
Black, Gropper & Company	Human Rights Complaint	1,494.61
Koskie , Glavin Gordon	Four Points Decertification	357.74
Koskie, Glavin Gordon(Leo)	Libel opinions	560.00
Caroline Gislason	Healthcare	6,014.40
David F. Sutherland	Hotel Georgia	9,721.60
Allevato Quail & Roy	Hotel Georgia Dispute July	7,478.78
Allevato Quail & Roy	Hotel georgia dispute August	7,229.56
Allevato Quail & Roy	Hotel Georgia dispute September	13,623.72
Allevato Quail & Roy	GVHEA Bargaining July	620.28
Allevato Quail & Roy	GVHEA Bargaining August	7,800.06
Allevato Quail & Roy	GVHEA Bargaining September	82,445.58
Allevato Quail & Roy	GVHEA Bargaining October	27,208.89
Allevato Quail & Roy	Hotel Georgia dispute October	85,499.07
Allevato Quail & Roy	Sheraton Richmond Inn	680.41
Allevato Quail & Roy	Westin Grand Class Action	523.61
Thomson Reuters	WestLaw	374.29
Arvay Finlay LLP	Unite Here injunction application	5,406.81
TOTAL		257,039.41
	Labour Relations Board & Arbitrations	
Labour Relations Board	YVR Host Airport	\$100
Labour Relations Board	Royal Canadian Legion	\$263
Ken Saunder	Gate Gourmet Mediation	\$9,331.51
TOTAL		\$9,694

Legal Bills December 2019		
Name	Memo	Amount
Black, Gropper & Company	General Matters	
Black, Gropper & Company	Human Rights Complaint	1,017.93
Koskie, Glavin Gordon(Leo)	Libel opinions	89.60
Caroline Gislason	Trustee meeting Oct	19,788.22
Caroline Gislason	Trust Deed	2,941.05
Allevato Quail & Roy	General Advice	2,047.96
Allevato Quail & Roy	Rosewood Hotel	20,052.84
Allevato Quail & Roy	GVHEA Bargaining	1,224.46
Allevato Quail & Roy	Sheraton Richmond inn Bargaining	2,787.46
Allevato Quail & Roy	Horizon north	532.00
Allevato Quail & Roy	Westin Grand Class Action	616.00
Allevato Quail & Roy	Hawksworth Restaurant app	2,457.92
Allevato Quail & Roy	Gate Gourmet Ratification	789.15
Oreck Karby	Leasing matters	1,628.01
Thomson Reuters	WestLaw alet	374.29
TOTAL		51,097.52
	Labour Relations Board & Arbitrations	
Labour Relations Board	YVR Host Airport	\$100
Labour Relations Board	Royal Canadian Legion	\$263
Jessica Gregory	Fraser Valley INN	\$734.48
TOTAL		\$1,097

