

CWC Key Proxy Votes: Spring 2019

For a list of additional votes in the US consistent with the AFL-CIO Proxy Voting Guidelines, [click here](#)

Company	AGM Date	Proposal item/title	Filer	Vote Rec.	Explanation and additional information	Jurisdiction
3M (NYSE: MMM)	May 14	Proposal 4: Shareholder Proposal on Setting Target Amounts for CEO Compensation	United Steelworkers (USW)	For	<p>RESOLVED: Shareholders of 3M Corporation (the “Company”) request that the Compensation Committee of the Board of Directors take into consideration the pay grades and/or salary ranges of all classifications of Company employees when setting target amounts for CEO compensation. The Compensation Committee should describe in the Company’s proxy statements for annual shareholder meetings how it complies with this requested policy. Compliance with this policy is excused if it will result in the violation of any existing contractual obligation or the terms of any existing compensation plan.</p> <ul style="list-style-type: none"> • Supporting statement here 	US
Brookfield Asset Management Inc (TSE: BAM.A)	<i>TBD</i>	Incorporate metrics on sexual misconduct into executive compensation	B.C. Government and Service Employees’ Union	For	<p>RESOLVED: Shareholders of Brookfield Asset Management Inc. (“Brookfield”) request the Board Management Resources and Compensation Committee prepare a report assessing the feasibility of integrating measures related to workplace sexual misconduct into the performance metrics used to determine incentive compensation paid or awarded to senior executives. For purposes of this proposal, “workplace sexual misconduct” includes sexual harassment, violence and discrimination. The report should omit confidential and proprietary information and should be made available on Brookfield’s website no later than March 31, 2020.</p>	Canada
CBRE (NYSE: CBRE)	May 17	6: Report on the Impact of Mandatory Arbitration Policies	AFL-CIO Reserve Fund	For	<p>RESOLVED: Shareholders of CBRE Group, Inc. (the “Company”) request that the Board of Directors prepare a report on the impact of mandatory arbitration policies on the Company’s employees. The report shall evaluate the risks that may result from the Company’s current</p>	US

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					<p>mandatory arbitration policy on claims of sexual harassment. The report shall be prepared at reasonable cost and omit proprietary and personal information, and shall be made available on the Company's website no later than the 2020 annual meeting of shareholders.</p> <ul style="list-style-type: none"> • Supporting statement here 	
Dollarama (TSX: DOL)	June 13	<i>Not yet available</i>	B.C. Government and Service Employees' Union	For	Resolved: Shareholders request that Dollarama Inc. prepare an annual sustainability report describing the company's short- and long-term responses to environmental, social and governance (ESG) risks and opportunities. The first report, prepared at reasonable cost and omitting proprietary information, should be published within one year of the 2019 annual shareholders meeting.	Canada
Loblaw (TSE: L)	May 2	4: Compensation Review	B.C. Government and Service Employees' Union	For	Resolved: Shareholders request the Board's Governance, Employee Development, Nominating and Compensation Committee initiate an annual review of our company's relative compensation inequality and make available to shareholders a summary report of the first review by October 1, 2019 (omitting confidential information and processed at a reasonable cost)	Canada
Magna (TSX:MG; NYSE:MGA)	May 9	4: Shareholder proposal on Human Rights Due Diligence and Human Capital Management	The Catherine Donnelly Foundation (supported by SHARE)	For	RESOLVED that the Board of Directors expand its annual disclosure to shareholders, at reasonable cost and omitting proprietary information, to include key performance indicators (KPIs) on human capital management and human rights due diligence related to the company's global manufacturing sites and its global supply chain.	Canada
Marathon Petroleum (NYSE: MPC)	April 24	5: Shareholder Proposal Seeking an Independent Chairman Policy	United Steelworkers (USW)	For	RESOLVED: Shareholders of Marathon Petroleum Corporation (the "Company") urge the Board of Directors (the "Board") to take the steps necessary to adopt a policy to require that the Chairman of the Board be an	US

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					<p>independent director who has not previously served as an executive officer of the Company. The policy should be implemented so as not to violate any contractual obligations, with amendments to the Company's governing documents as needed. The policy should also specify the process for selecting a new independent Chairman if the current Chairman ceases to be independent between annual meetings of shareholders. Compliance with the policy may be excused if no independent director is available and willing to be Chairman.</p> <ul style="list-style-type: none"> • Supporting statement here 	
RLJ Lodging Trust (NYSE: RLJ)	May 3	4: Shareholder Proposal Regarding Sexual Harassment Reporting	Unite Here	For	<p>RESOLVED, the shareholders of RLJ Lodging Trust (the "Company") recommend that the Board of Directors take all steps necessary to prepare an annual report for shareholders on sexual harassment complaints related to employees and guests at hotels on all properties owned by the Company. The report shall be prepared at reasonable cost and omit private and proprietary information, and shall be made available on the Company's website no later than the annual meeting of shareholders, starting in 2020.</p> <ul style="list-style-type: none"> • Supporting statement here 	US
Xenia Hotels & Resorts, Inc. (NYSE: XHR)	May 21	4: Union Proposal	Unite Here	For	<p>RESOLVED, the shareholders of Xenia Hotels & Resorts, Inc. (the "Company") recommend that the Board of Directors take all steps necessary to prepare an annual report for shareholders on sexual harassment complaints related to employees and guests at hotels owned by the Company. The report shall be prepared at reasonable cost and omit private and proprietary information, and shall be made available on the Company's website no later than the annual meeting of shareholders, starting in 2020.</p> <ul style="list-style-type: none"> • Supporting statement here 	US

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XPO Logistics, Inc (NYSE: XPO)	TBA	Resolution to separate CEO and Chair positions	Teamsters	For	Shareholders of XPO Logistics, Inc. (“the Company”), urge the Board of Directors (the “Board”) to take the steps necessary to adopt a policy, with amendments to governing documents as needed, so that, to the extent feasible, the Chairman of the Board shall be an independent director who has not previously served as an executive officer of the Company. The policy should be implemented so as not to violate any contractual obligations and should specify the process for selecting a new independent chairman if the chairman ceases to be independent between annual meetings.	US