



WINTER 2024

FOCUS

THE VOICE OF UNITED FOOD & COMMERCIAL WORKERS LOCAL 1400



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1400 **UFCW**
your **VOICE** at work
CANADA

UFCW Canada Local 1400 @ufcwcanda1400
@ufcw1400women

FOCUS is wholly written, produced and printed by unionized workers using paper from responsible sources. It is published quarterly for the members of United Food & Commercial Workers Local 1400. Editor: Marilynne MacFarlane. Designed by Michelle Houlden, GSU.
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PRESIDENT'S MESSAGE

LUCY FLACK FIGUEIREDO



President, UFCW 1400

UFCW 1400 members have a passion for engagement. We hold shop steward training each month, providing members with the opportunity to develop the important skills needed to support each other in their workplaces.

UFCW 1400 members are seeing the benefits of engagement. More training has resulted in more shop stewards. More shop stewards led to more members becoming "member engagement representatives," who visit workplaces to make sure members know that they have a union, who their union representative

is, and help to organize workers looking to join a union.

Evidence of this engagement was seen in full force at our shop steward conference on Sept. 13-15 as 75 shop stewards attended a weekend of workshops and speakers, centred on skills development (like the role of occupational health & safety committees in the workplace), the importance of engagement and the role diversity and inclusion play in engaging with each other.

There were many meaningful moments, but one of the most impactful exercises was when we celebrated our longest-serving shop stewards while welcoming more than 50 stewards attending for the very first time.

This is the goal of engagement — to ensure there are always members in each unit willing to step up and take the lead in protecting the collective agreement and each other at work.

To all our shop stewards, both veterans and newly-trained, we owe you a giant thank you for all that you do.

We also see engagement at the community level, with volunteers helping with canvassing for candidates running in the provincial election.

Engagement and participation in all levels of governance are essential for the well-being of all communities and ensure we have

representatives that will advance the concerns of working people.

The "Union Advantage" is not just for those working in unionized locations. Workers in all industries are demanding that their employers take them seriously as a collective.

Recently, employees at The Joint locations in Saskatoon voted to join UFCW 1400 and are starting negotiations of their first collective agreement.

There are active organizing drives at other retail and service locations, and more in the works. These organizing drives have added more than 300 members in 2024, making UFCW 1400 the largest private sector Union in Saskatchewan.

UFCW 1400 is and always will be a local where all members are included, and a local where all members are encouraged to participate and lead.

If you are interested in training, or working as a member engagement representative, reach out to the Union Office, or your representative.

A handwritten signature in black ink that reads "L. Figueiredo".

Email: lucy@ufcw1400.ca
Call: 306-384-5787 ext. 431

BARGAINING UPDATES

At **SASKATOON CO-OP**, the parties arrived at a memorandum in late September and ratification meetings were being held October 20-24. Because of the many Co-op locations, we conducted the vote on line and by phone.

AFFINITY CREDIT UNION'S contract expired March 31, and the parties commenced bargaining Aug. 20. The next dates are Nov. 5-6 and Nov. 12-14.

We started bargaining **K-BRO LINEN** on April 22. We continued bargaining until May 16, when the committee decided to exercise their right to go to Binding Arbitration. Arbitration was set for Aug. 28-29, and the Arbitrator encouraged the parties to negotiate. The employer provided an offer, which was rejected at ratification meetings on Sept. 20. The Arbitrator has been contacted to set up new dates to continue the hearing.

MOOSOMIN PLANT commenced bargaining on April 2 and continued until July 10, when the Employer announced they were shutting down the plant on Oct. 11. The Union filed a section 56 application to negotiate a Workplace Adjustment Plan (WAP) and continued to bargain on Oct. 16-17. The Employer provided an offer to the Union, which expires Oct. 31.

NO FRILLS was bargained this quarter. The parties arrived at a Memorandum and ratification meetings took place on Sept. 19-22. Each No Frills ratified the Memorandum, except the

Meadow Lake location. Highlights included \$1,000 for full time, \$500 for part time, improvements in bereavement, hour guarantees, declaration of availability language, and the following wage increases: FT received annual increases of \$0.70, \$0.50, \$0.40, \$0.35 and \$0.35. PT received annual increases of \$0.70, \$250 lump sum, \$0.50, \$0.40, \$0.35 and \$0.35.

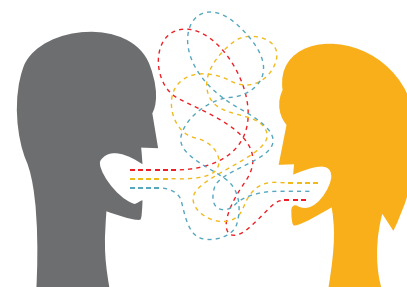
THE JOINT in Saskatoon started bargaining on Oct. 15 with the employer. Initial proposals were exchanged and we are waiting to confirm more bargaining dates.

SECURITAS ratified their new CBA on Oct. 3. Highlights include 90-day wage protection on a non culpable site removal, increase to boot allowance, wage adjustment of \$1.00 on Oct. 1 and then 2.5% and 2.5% increases, and increases in the employer contribution to the health and welfare and dental plan benefits.

We will be starting bargaining on **SASK SCIENCE CENTRE** and **PRAIRIE PRIDE PLANT** soon.

The Union thanks our bargaining committee members for all they do to negotiate new contracts. We couldn't do our job as a Union without our members committing their time and efforts.

— **ROD GILLIES**,
Director of Negotiations



GRIEVANCE REPORT

- A member who was unjustly terminated after reporting a safety concern was reinstated and received full back pay for lost time.
- A member with physical limitations who was removed from the schedule instead of being accommodated was paid for hours owed from being removed from the schedule.
- An employer was not following seniority when doing scheduling — this issue was resolved, with many members receiving four hours of pay.
- Members received repayment after an error in the calculation of vacation pay was corrected. This went back over a number of years — some members were compensated in excess of \$5,000.
- A group of employees grieved that their pay was incorrect regarding Stat holiday pay — the employer made payments in amount of \$1,070 per affected employee.

4Q MEETING SCHEDULE

You're already a member, learn about FREE education courses, scholarships events and more. Come to a scheduled meeting in your area:

SUNDAY, NOV. 24

1:00 PM **COLONSAY:** Colonsay United Church, basement

MONDAY, NOV. 25

10:00 AM & 7:00 PM **MOOSE JAW:** Union Centre, Wagner Hall (1402 Caribou St W)

10:00 AM & 7:00 PM **SASKATOON:** Union Office (1526 Fletcher Rd)

10:00 AM & 7:00 PM **YORKTON:** *Holiday Inn Express (63 Seventh Ave N)

4:30 PM **HUDSON BAY:** St. Patrick's Anglican Church

7:00 PM **WEYBURN:** CUPE office (46-3rd St NE), upper floor



TUESDAY, NOV. 26

3:00 PM (local time) **LLOYDMINSTER:** Royal Hotel, Boardroom (5620 44th Street)

5:00 PM **TISDALE:** RecPlex, Salopian Rm (800 101st St)

6:00 PM **CARNDUFF:** Dean Fraser Community Centre (301 4th St E)

7:00 PM **MELFORT:** Canalta (100 Stonegate 500 Hwy 6)

7:00 PM **MELVILLE:** Community Works, Meetingworks Rm (800 Prince Edward St)

7:00 PM **NORTH BATTLEFORD:** Comfort Inn, North Battleford (610 Carlton Trail)

7:00 PM **SWIFT CURRENT:** Coast Hotel, Harvest Rm (905 N Service Rd E)

WEDNESDAY, NOV. 27

10:00 AM & 7:00 PM **PRINCE ALBERT:** Coronet Hotel, Laurier Room (3551 2nd Ave W)

7:00 PM **ESTEVAN:** Western Star Energy City, Boardroom (303 Kensington Ave)

7:00 PM **NIPAWIN:** Evergreen Centre, Jackpine Room (300 Evergreen Dr)

THURSDAY, NOV. 28

10:00 AM & 7:00 PM **REGINA:** *UFCW Office (1324 McIntyre St, Regina)

Noon **CORONACH:** Restaurant

7:00 PM **BROADVIEW:** Happy Hours Club Senior Centre

7:00 PM **HUMBOLDT:** Humboldt Uniplex, Multi-purpose Room (619 17th St)

7:00 PM **MEADOW LAKE:** Super 8 (702 9th Street West)

* Represents new location



DATES & EVENTS

NOVEMBER Hindu Heritage Month

NOV. 5-11 Veterans' Week

NOV. 8 Indigenous Veterans Day

NOV. 11 Remembrance Day

NOV. 20 National Child Day

NOV. 24-29 Quarterly meetings – see schedule

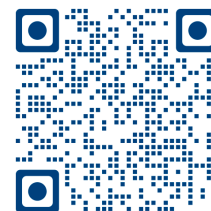
NOV. 25 - DEC. 10 16 Days of Activism Against Gender violence

DEC. 3 International day of Persons with Disabilities

DEC. 10 Human Rights Day

DON'T MISS YOUR UNION UPDATES!

Use your smartphone or tablet to scan this QR code to make sure we have your email address!



← SCAN THIS CODE

STOP AND REPORT WORKPLACE VIOLENCE

Many of our members are forced to navigate customer abuse and management neglect. Workplace violence includes:

- Threatening behavior (shaking fists, destroying property, throwing objects)
- Verbal or written threats
- Harassment (any behavior that demeans, embarrasses, humiliates, alarms or verbally abuses a person, including words, gestures, intimidation, bullying or other inappropriate activities).
- Verbal Abuse (swearing, insults or condescending language)
- Physical attacks (hitting, shoving, pushing or kicking)



← SCAN THIS CODE

UFCW Canada has resources for members and those on Occupational Health and Safety Committees at our workplaces. Access these resources at bit.ly/4b4BFRr.

UFCW 1400 started a campaign to highlight the instances of violence or insecurity at work, with a form you can use to report instances of violence or threats to your safety. Access the form via the QR code shown above.

SECRETARY-TREASURER'S REPORT

MARILYNNE MACFARLANE



Secretary-Treasurer, UFCW 1400

Volunteering is a way to engage in your community and connect with others who share the same interests. Being a volunteer is more than just giving your time to an organization — it also enables you to provide your skills, talents and life experience.

Whether it is volunteering with your community association, community group, sports team, political party, religious group, or making a financial donation to a cause close to you, it all contributes to your sense of giving back.

There is no right or wrong way to contribute to your community.

The Executive Board and leadership at the Local level recognize the importance of giving to our community through financial contribution, volunteering of time and participating in various local and provincial events. The Executive Board also approves financial support to groups such as The Unemployed Workers Centre and the SFL Youth Camp.

Organizations aren't the only beneficiaries when it comes to volunteering — it's good for your mental health!

Research shows people who actively take part in the betterment of their communities experience a greater sense of belonging. They also report higher levels of happiness and life satisfaction.

Not sure how to start? Volunteering can take many forms:

- Be the person who assists on the sidelines at sporting events.
- Drive children to and from practices so they are able to participate in sports.
- Provide the snacks at the end of games.
- Be a cheering positive voice on the sideline.

All of these are part of building the community.

We are all responsible to look after each other. Being part of

the collective voice is one of the building pillars that makes your unit, your workplace, and your Union strong.

Take the time to listen to people — many of the challenges they face are similar to those we all face sometimes.

We all need mentors and role models. Without people to inspire us to create positive change in our communities, we may feel we have to settle for the status quo. Be the one to challenge it, and ask why we can't strive to be better as a community. Is there a way for us all to sit down together and discuss our core community values and plan as a group what our future could look like?

Instead of leaving the hard conversations to someone else in the hopes that they're better equipped to deal with things, be the one to ask the hard questions based on facts — and be prepared to become part of the solution!

Our greatest resource to make change and to build community is ourselves. Start today.

In solidarity,

A handwritten signature in black ink that reads "M MacFarlane".

Email: marilynne@ufcw1400.ca

Call: 306-384-5787 ext. 430

UFCW1400 IN ACTION



Day 365 of the Heritage Inn lockout at Moose Jaw and Saskatoon. The lockout continues because the owners choose to keep workers out by refusing to return to the bargaining table. Show your support for these tireless, strong union workers!

Visit UFCW.CA/HERITAGEINN to send a message. Help raise awareness about the ongoing struggle and demand an end to this lockout.

Participants at the UFCW 1400 Shop Steward conference held Sept. 13-15 learned valuable skills development, the importance of engagement and the role diversity and inclusion play in engaging with other members and the community.



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UFCW Local 1400
1526 Fletcher Rd
Saskatoon, SK S7M 5M1

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SCHOLARSHIP SNAPSHOTS

Congratulations to all of our scholarship recipients! The deadline for 2025 applications is May 31. To learn more about these scholarships or to apply online, visit bit.ly/3p5vydd



Union rep Sara Warman with **Janice Mak**. Her parent works at Superstore Confederation (Saskatoon).



UFCW 1400 member **Lila Wilk** — Sobey's (Moose Jaw)



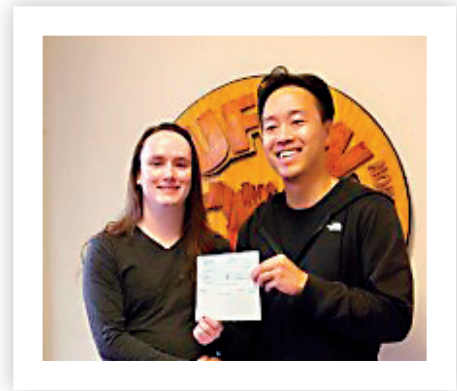
Union rep Sara Warman) with **Amna Shakeel** (right), and her mother, who works at Superstore 8th St.



Staff rep Keith Tsang with **Maya Boersm** and her mother, who works at Affinity Credit Union.



Staff rep Keith Tsang with UFCW 1400 member **Noah Hart** — Y.I.G. Herald Rd. (Saskatoon).





Staff rep Keith Tsang with UFCW 1400 member **Liam Quigley** — Y.I.G. Kenderdine Rd. (Saskatoon).

NEED INFORMATION OR WANT TO REACH US?

SASKATOON OFFICE
1526 Fletcher Rd
Saskatoon, SK S7M 5M1
306-384-5787 | 1-800-274-4036

NEW LOCATION!
REGINA OFFICE
1324 McIntyre Street
Regina, SK S4R 2M8
306-791-4881
1-888-886-9016

EMAIL: ufcw@ufcw1400.ca
VISIT: ufcw1400.ca
PENSION PLAN: 1-800-665-1223
DENTAL PLAN: 1-800-665-0122

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