



SPRING 2023

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

PRESIDENT'S MESSAGE

LUCY FLACK FIGUEIREDO



President, UFCW 1400

A disturbing trend began during the pandemic: shoppers began treating workers with disrespect and even violence.

We need to address this.

Members across multiple industries have reported that aggressive customers are entering their workplaces more often, with no resistance or security provided by the employer.

Theft and the risk of harm is not new for retail workers. Our members have witnessed customers leaving with carts or bags filled with unpaid product for years, but are advised to avoid intervening to prevent the risk of a violent confrontation.

Since the pandemic, the increase in theft and the corresponding risk of violent interactions with customers increased exponentially, with few added protections from employers to ensure our members are safe.

Our members have discovered customers in the back rooms of grocery stores during evening shifts. Members with early morning or late shifts tell us they feel vulnerable walking in the parking lots of some of our largest employers. And liquor stores attached to our grocery stores in core communities are adding an additional level of risk.

Many factors contribute to the increase in violent interactions with the public, such as:

- Food insecurity for an increasing proportion of the most vulnerable population;
- A lack of availability of mental health services;
- Reduced hours for workers that force most of our members to work alone or with a low staffing level that does not provide for employee safety.

While visiting a few stores recently, I could count the number of employees on shift on two hands. There are not enough people scheduled to get all the work done, let alone have a visible presence to deter theft.

This lack of a visible presence along with the policy many employers have adopted of “don’t stop or confront” has created an environment where violent, disrespectful customers can act with little resistance and threaten our members at work, leaving them vulnerable to harm.

Employers are responsible for your safety at work. We can hold them accountable.

It’s not all bad news. Some employers have added security, made plans to help workers at risk, and set clear safety protocols when a conflict occurs. But the best news of all is that **you have the right to refuse unsafe work**. You can’t be disciplined or fired for exercising this right, it’s the law.

If you feel unsafe or vulnerable at work, want more training to sit on your Occupational Health & Safety Committee, or you want more information on your right to refuse unsafe work, please contact us here at the office. **We will help you.**

Education, training and holding employers accountable for safety on the job all go a long way to making sure we take care of each other.

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

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

BARGAINING UPDATES

RECENT AGREEMENTS

Travelodge

Ratified on March 15. Highlights:

- Most available hours language
- National Day for Truth and Reconciliation
- 7.5% increase retro from Nov. 22, 5% increase for 2023, 2.5% Increase for 2024.

ONGOING BARGAINING

Heritage Inns

Bargained April 5-6. Parties agreed to voluntary mediation to assist in bargaining.

Saskatoon: Bargained March 21, 22 and 23. Parties agreed to voluntary mediation. Conciliation bargaining started on April 11.

Impact Security

Bargained March 15 and 16. Parties are discussing the wage grid – everything else is bargained

Moose Jaw Co-op

Parties are now into monetary items. Membership bargaining status meeting on April 4. Bargained April 26-28. Employer put out an offer, membership meeting is May 18.

Vision Loss Rehabilitation Canada

Parties went to impasse Jan. 12. Minister appointed Kenton Emery on Jan. 20. Conciliation bargaining dates set May 23 and 26.

Swift Current Bentley

Bargained Oct. 18-20. The employer has a new negotiator now, looking for new dates. Bargained April 19-20. Next date is May 11, 2023

Compass YXE

Bargained Oct. 4 -5, Feb. 22-23. In discussions about the Maple leaf Lounge. Parties agreed on voluntary mediation. Conciliator trying to get dates.

Garda Security

Bargained March 28-31. Getting into monetary next time, no dates yet

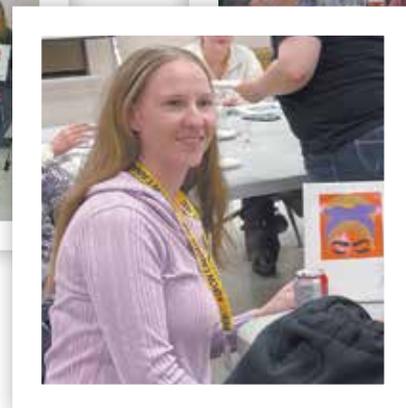
Loblaws

Bargaining dates set for June 7-8.

SNAPSHOTS



● UFCW Women's Conference (Saskatoon)



2Q MEETING SCHEDULE

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



SUNDAY, MAY 28

6:00 PM **COLONSAY:** Colonsay United Church, basement

MONDAY, MAY 29

10:00 am & 7:00 pm **SASKATOON:** Union Office (1526 Fletcher Rd)

10:00 am & 7:00 pm **MOOSE JAW:** Wagner Hall, Union Centre, (1402 Caribou St. W)

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

TUESDAY, MAY 30

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

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

10:00 am & 7:00 pm **YORKTON:** Home Inn & Suites, Meeting Room, (506 Broadway St. W)

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

Wednesday, May 31

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

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

THURSDAY, JUNE 1

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



DON'T MISS YOUR UNION UPDATES!



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

DATES & EVENTS

MONDAY, JUNE 5

- 10:00 am & 7:00 pm **REGINA:** UFCW office (845A McDonald St)
- 10:00 am & 7:00 pm **PRINCE ALBERT:** Coronet Hotel (3551 2nd Ave W) Laurier Room
- 5:00 PM **HUDSON BAY:** St. Patrick's Anglican Church

TUESDAY, JUNE 6

- 7:00 PM **SWIFT CURRENT:** Coast Hotel, Harvest Room (905 N Service Rd E)
- 3:00 pm (local time) **LLOYDMINSTER:** Royal Hotel, Boardroom (5620 44th Street)
- 7:00 PM **NORTH BATTLEFORD:** Comfort Inn (610 Carlton Trail)
- 7:00 PM **NIPAWIN:** Evergreen Centre, Jackpine Room (300 Evergreen Dr)

WEDNESDAY, JUNE 7

- 7:00 PM **BROADVIEW:** Happy Hours Club Sn Centre
- 7:00 PM **Meadow Lake:** Super 8 (702 9th Street West)

THURSDAY, JUNE 8

- Noon **CORONACH:** Restaurant

- MAY 25-26 **UFCW Sask. Provincial AGM**
- JUNE 1 **New office opens in Regina**
- JUNE 7-8 **Bargaining with Loblaws – Superstore, Real Canadian Wholesale Clubs**
- JUNE 25-30 **YIP in Winnipeg**
- JUNE 10 **Regina Pride Parade**
- JUNE 17 **Saskatoon Pride Parade**
- JUNE 21-22 **Shop Steward Level 1**



SECRETARY-TREASURER'S REPORT

MARILYNNE MACFARLANE



Secretary-Treasurer, UFCW 1400

The union movement fights for fairness and equity, improved working conditions and a better work environment for current and future members.

As a union member, your voice is powerful when you serve at the bargaining table, on the Occupational Health and Safety committee or as a shop steward or unit chair.

Your engagement in your workplace is the first step to be part of the voice of change.

At the bargaining table, we seek improvements to sick time benefits, health and welfare

benefits and time off provisions to ensure the balance between work and family is enforced and respected by employers.

Through our ongoing education courses such as shop steward training, note-taking, collective bargaining, or through WebCampus you can build connections and learn about other workplaces.

Another way to engage is to volunteer in your community.

Find what inspires you: help out at community clean up day, volunteer time with your Community Association or help at your local animal shelter.

Your time helps your community but also gives you the knowledge that you are helping are making things better for everyone.

On March 7 and 8 we held our Annual Womens conference attended by women from more than 30 locals.

Delegates listened to speakers, and participated in workshops themed around diversity and inclusion within the workplace, and we learned that equity and equality are not the same.

Our members have also recently attended other events, including SFL conferences, the Day of Mourning ceremony, the Saskatoon District Labour Council, and CLC/SFL Spring School.

There are more events coming

up soon: the UFCW Saskatchewan Provincial Council AGM in Saskatoon, Prairie School for Union Women and Pride celebrations in Regina, Saskatoon and Moose Jaw.

The Youth Internship Program is set for June 25-30, where young workers learn leadership skills. The Youth Internship Program level two should be scheduled soon.

If you are interested in attending conferences, or conventions, contact the Union office or your representative to sign up.

And finally, as we head into summer, remember to shop at union locations when planning your time with family and friends — grocery locations such as Loblaws, Co-ops, Hometown Co-op, Coca-Cola, Pepsi, Great Western Brewery and Prairie Pride Natural Foods.

I look forward to seeing you all at the upcoming Quarterly meetings.

In Solidarity,

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

Email: marilynne@ufcw1400.ca

Call: 306-384-5787 ext. 430

GRIEVANCE REPORT

UNION LEAVE PAID

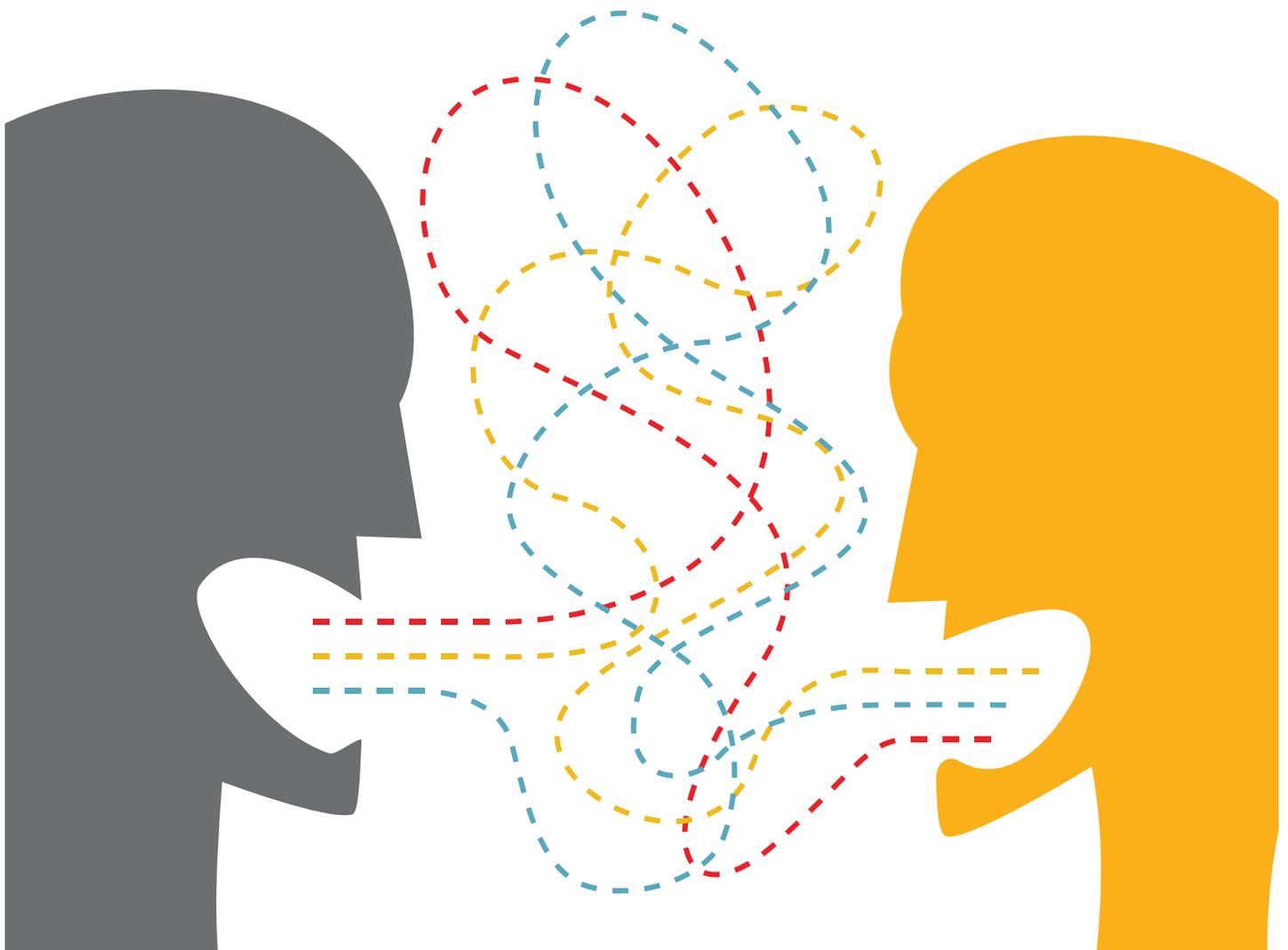
- Employer denied union leave: we resolved a grievance and the employer paid the union member for the time that the leave was denied and made a payment into that unit's educational fund so more members will be able to attend training opportunities in the future

WORKERS' COMPENSATION CLAIM RESOLVED

- A union member was not treated with dignity and respect while on a WCB claim. The union resolved a grievance with the employer, who acknowledged that what occurred was not appropriate and made a settlement.

DISCIPLINARY NOTE REMOVED

- A member with attendance policy concerns had a disciplinary note placed in their employee file. The union resolved a grievance with the employer and the note was removed.



EDUCATIONAL OPPORTUNITIES

COURSES AT WEBCAMPUS

WebCampus is a vast library of on-line courses covering a wide array of topics including digital skills, mental health, food safety and much more.

Courses are available for FREE to UFCW Canada members and their families. Many of the courses connect workers with the skills required to grow professionally within UFCW Canada's core sectors and beyond.

Our courses are designed for you to learn at your own pace, anytime, anywhere, and on any device connected to the internet. To enroll in courses on webCampus, visit bit.ly/2VCzfpn.

LOCAL 1400 SCHOLARSHIPS

Scholarships are available to Local 1400 members and their children. To be eligible, members must:

- work for a participating employer,
- be accepted into a recognized



public education facility for post secondary training or education

Download the application form at bit.ly/42mxmg1 or request a copy by calling 306.384.5787 ext. 221 or toll free 1.800.274.4036 ext. 221. Application deadline is May 31.

INTERNATIONAL SCHOLARSHIP PROGRAM

Scholarships are available for UFCW members or their immediate family members who want to further their

education and demonstrate a commitment to their communities and to UFCW values.

UFCW CANADA – BDM SCHOLARSHIPS

18 UFCW Canada – BDM Scholarships worth \$1,000 each are available to active members and their family members for post-secondary study.

If you are a UFCW Canada member in good standing, and the student is attending full-time studies at a Canadian university, college, or other recognized post-secondary institution, then you, your spouse and children are eligible to apply for the union scholarship.

To learn more about these scholarships or to apply online, visit bit.ly/3p5vydd

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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