

SUMMER 2026


FOCUS


THE VOICE OF UNITED FOOD & COMMERCIAL WORKERS **LOCAL 1400**

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 UFCW Canada Local 1400

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PRESIDENT'S MESSAGE

LUCY FLACK FIGUEIREDO



President, UFCW 1400

In times like these, it's easy to feel weighed down.

ACROSS CANADA, working families are facing rising costs at the grocery store, higher bills at home, and uncertainty about what tomorrow may bring. Beyond the financial pressures, many of us are also witnessing a world that feels increasingly divided by politics, religion, identity and fear.

Headlines can leave us anxious. Social media can amplify anger. And sometimes, it may feel like the things pulling us apart are louder than the values that bring us together.

But here's what I want to re-

mind every UFCW Local 1400 member: we are stronger than division.

Our union has always been built on one simple but powerful truth: working people from all walks of life achieve more when we stand together. Our members come from diverse backgrounds, beliefs, and experiences, yet we share common goals: safe workplaces, fair wages, dignity on the job, and a better future for our families.

That common ground matters.

In retail workplaces across Saskatchewan, you serve your communities every day. You help neighbours. You support families. You keep essential services running. That work connects us more deeply than political rhetoric or social division ever could.

When the world feels unstable, the answer is not fear or isolation. It's community.

Check in on your coworkers.

When the world feels unstable, the answer is not fear or isolation. **It's community.**

Offer kindness to your neighbours. Listen, even when opinions differ. Protect your peace by focusing on what you can control: supporting your family, caring for your mental well-being, and contributing positively to your workplace and community.

Solidarity is not just a union principle. It's a life principle.

We do not need to agree on everything to respect one another's humanity. We do not need to live in fear of difference. And we do not need to carry the weight of the world alone.

As union members, we know that collective strength has always been the path forward. Together, we weather uncertainty. Together, we advocate for fairness. Together, we create hope.

So as we navigate these challenging times, I encourage you to focus on what unites us: hard work, compassion, fairness, and community.

Take care of yourselves. Take care of each other. And remember, no matter how uncertain the world may seem, solidarity remains one of the strongest forces we have.

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

Email: lucy@ufcw1400.ca

Call: 306-384-5787 ext. 431

LOCAL SNAPSHOTS



TOP: UFCW members headed to the Regina Legislature for Lobby Day — read the story on page 6 for more details.

MIDDLE, LEFT: UFCW1400 President Lucy Figueiredo was a panel member at a recent Saskatoon & District Labour Council meeting. RIGHT: Flowers were laid by UFCW 1400 and other unions at City Hall in Regina to remember and honour workers who have been injured, made ill, or lost their lives because of their job.



BOTTOM: Elder Flett (left) provides information to UFCW 1400 members (RIGHT) who attended an Indigenous training seminar on April 23-24 in Saskatoon.



BARGAINING UPDATES

ROD GILLIES



Director of Negotiations

This is what we've been busy with since January:

ONGOING:

Bargaining at **THE JOINT** in Regina began Apr. 16, with additional dates on Apr. 22 and May 14.

THE BENTLEY began bargaining Jan. 15, 16, 28 and 30. New dates are set for June 11-12, but we are trying to get earlier dates.

MCNALLY ROBINSON began bargaining Jan. 27 and 29 and continued on March 3, 4 and April 7.

SETTLED:

An offer from **GARDA SECURITY** was ratified on March 6.

The new agreement improves site removal protocols by eliminating culpable removal language and establishing pay protection for guards removed by clients.

Key financial gains include increased meal per diems, shoe allowances, and alarm response premiums, alongside enhanced family leave, transportation access and better hours for part-time staff.

Wage structures are strengthened with 2% annual increases for special pay sites and minimum increases of 2.2% in the first two years and 2% in the third for regular pay sites. Both pay structures include a guarantee that if client contracts or Saskatchewan minimum wage rates provide for a greater increase, the higher amount will be applied.

CANADA CARTAGE ratified an agreement on March 2.

Highlights included the provision of full schedules to be emailed to the drivers on a daily basis, doctor's notes reimbursed by the Employer up to \$25, increases to Dental Benefits contributions, a training premium of \$1 per hour, a bonus of \$500 and increases of 3.5%, 3%, 3%.

An offer from **COMPASS CORRECTIONS** was ratified March 2 and includes a 13.5% wage increase over four years, including a 4% raise retroactive to December 28, 2025. Key enhancements feature an improved shoe allowance, better vision and massage coverage, two additional sick days, and the introduction of an employer-sponsored RSP. Members also gain the ability to sign up for shifts at multiple locations, the option to carry over one week of vacation, and the addition of National Day for Truth and Reconciliation as a statutory holiday.

An offer from **VLRC** was ratified on March 10. Highlights include annual wage increases of 4%, 3%, and 3%, plus a new grid that builds an additional 1.5% into those rates. Alongside a \$500 signing bonus, the agreement increases night premiums, meal per diems, and clothing allowances. Key benefit updates include the ability to carry over five sick days and an extra day of bereavement leave for those serving as a pallbearer.

The **BROADWAY YIG** memorandum ratified April 9 features annual wage increases of 6.5%, 2.5%, 2%, 2%, 1.75%, and 2%. Financial highlights include lump sum payments ranging from \$100 to \$700 based on hours worked, increased Health and Welfare Benefit

DATES & EVENTS

MAY 18 Victoria Day (statutory holiday)

MAY 25 UFCW1400 Quarterly meeting (Hybrid)

MAY 25-26 Shop Steward training Level 1 (Saskatoon)

MAY 28-29 UFCW provincial council AGM

MAY 31: Scholarship deadline: Visit ufcw1400.ca/education or scan this code to see how to apply for scholarships!



JUNE 15-17 Shop Steward training Level 2 (Regina)

JUNE 21 National Indigenous Peoples Day

JUNE 28 Saskatoon Pride Parade

JULY 1 Canada Day (statutory holiday)

JULY 12-17 Young Workers Internship Program (YIP) Prairies — Saskatoon

JULY 26-28 National Defence Fund conference (Calgary)

AUG 3 Civic holiday

SEPT 11-13 UFCW bi-annual shop steward conference

SEPT 17-18 SFL Occupational Health & Safety Conference

NEED INFORMATION OR WANT TO REACH US?

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

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

EMAIL: ufcw@ufcw1400.ca
VISIT: ufcw1400.ca



contributions, and a higher Department Manager Relief Premium. Additionally, six Clerk Trainees transitioned to Clerk Specialist roles, while members gained the option to use a separate bank account for vacation pay.

UPCOMING:

The following units will commence bargaining soon:

- **CONFEDERATION INN**
- **NORMANVIEW YIG**
- **TRAVELODGE**
- **SASKATOON PULSE PLANT**
- **COMPASS YXE**

HOW TO LEARN MORE

As part of our ongoing commitment to training, the Union will provide classes in note taking and bargaining in the upcoming months. We encourage anyone who wishes to be on a bargaining committee to register for these classes.

As always, we extend a huge thank you to all bargaining committee members for all their hard work at the table.

UFCW LEND THEIR VOICES AT SASKATCHEWAN'S FIRST LOBBY DAY

SASKATCHEWAN'S legislative halls had some new voices in the gallery on April 28. Members from UFCW Locals 1400, 248P, and 649 headed to Regina for the inaugural SK UFCW Lobby Day. This wasn't just a tour of the building, it was an opportunity to put member concerns directly in front of the province's decision-makers.

Our delegation held productive meetings with representatives from both the Saskatchewan Party and the New Democratic Party. We didn't hold back on the issues that matter most to you, including:

- Front-line safety: Pushing for better health and safety standards, with a major focus on the mental health of our members.
- Worker protections: Highlighting specific concerns for security guards and general labour rights.
- Truth and Reconciliation: Formally calling for September 30 to be recognized as an official statutory holiday across Saskatchewan.

The day carried extra weight as our team sat in the Speaker's Gallery for the Day of Mourning ceremony, honoring those injured or lost on the job, followed by an afternoon observing the heat of Question Period.

A huge shoutout goes to the Local 1400 members who stepped up to lead this charge: President Lucy F, Marilynne M, Adam L, Shawn B, Jeremy G, Kayla C, and Kayden A.



We were also proud to stand alongside our brothers and sisters from 248P (led by President Pat H) and 649 (led by SK Provincial Council President Tammy G), with expert support from Mark Hennessey, Emma Haggerty, Georgette Morris and Lily O from the National office.

This was only the beginning. We are

already gearing up for a second round of meetings and lobbying efforts this fall. If you want your voice heard or want to learn how to get involved in advocacy, reach out to your representative today.

Our power is in our numbers and our stories. Let's keep the momentum going.

20 YEARS OF STRENGTH: UFCW LOCAL 1400 WOMEN'S CONFERENCE HITS A MILESTONE

POWER, PROGRESS and perspective were on full display in Saskatoon this past March 7-8 as we celebrated the 20th annual UFCW Local 1400 Women's Conference. With 53 union women in attendance, the energy was electric as we looked back at two decades of history and focused on the work still ahead.

The weekend kicked off early on Thursday night with a high-impact panel co-sponsored by the SFL. Leaders from across the labor movement joined our own President Lucy Figueiredo to tackle the tough issues facing unions today. We heard from:

- Tracey Sauer (President, SGEU)
- Lisa Zunti (President, SEIU-West)
- Jacqueline Morris (PSAC)
- Brahm Enslin (President, CUPW Local 824)

On Friday morning, the conference officially opened with an inspiring keynote from Judy Darcy. As a former CUPE President and BC Cabinet Minister, Judy shared her deep experience on dismantling the barriers women face in the union movement. Members even had the chance to grab a signed copy of her book, *Leading from the Heart: The Battles of a Feminist, Union Leader and Politician*.

HONORING OUR ROOTS, BUILDING OUR FUTURE

The highlight of the 20th anniversary celebration was an afternoon panel featuring the women who started it all. Original committee members Marjorie

Huard, Barb Logan, Stacey Landin, Laurie O'Connor and Lucy Figueiredo took the stage to share the "why" behind the Women's Committee. They reminded us how far we've come in advancing working conditions for women in our community and what it takes to keep that momentum going.

The takeaway? We aren't just talking about barriers — we're breaking them. Over the day and a half, we shared strategies on how to encourage every member to step forward into leadership roles within their workplaces and the union.

READY TO LEAD?

The Women's Committee is always looking for fresh perspectives. Reach out to your representative to see how you can get involved in the next chapter of our story!



Participants at the UFCW 1400 Women's Conference made donations of products to Period Promise, a United Way and labour initiative that aims to provide products to those who need them.



Participants at the 20th-annual UFCW 1400 Women's Conference had the opportunity to share experiences and find inspiration and knowledge over this impactful two-day conference.

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Saskatoon, SK S7M 5M1

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Quarterly meetings are coming!

YOUR UNION, YOUR VOICE.

Real updates, real voices, real union power.

Show up, speak up and help shape what happens in your workplace.

Here's when we will hold meetings in 2026:

May 25 at 10 AM or 7 PM

Sept. 21 at 10 AM or 7 PM

Nov. 23 at 10 AM or 7 PM

Attend in person:

Saskatoon Office
1526 Fletcher Road
Regina Office
1324 McIntyre Street

Or virtually:

