



SPRING 2024

FOCUS

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

INSIDE

- President's Message 2
- 1Q Meeting Schedule 4-5
- Secretary-Treasurer's Report ... 6
- Bargaining Updates 7
- Educational opportunities 8

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 were evacuated from P&H Milling on 33rd Street in Saskatoon on Jan. 12 after fire destroyed most of the building.

The fire spread quickly and caused significant damage to the facility, but fortunately our members suffered no physical injuries and were able to exit quickly.

The fire continues to impact each of these members, their families and our community as a whole.

Throughout its operation, the mill saw numerous name changes and organizational restructuring. Whatever the name,



Photos of the P&H Mill fire on Jan. 12, 2024. Courtesy Saskatoon Fire Department, The Star Phoenix and CBC.

Saskatoon residents new and old all knew the landmark mill at its prominent 33rd Street location.

One of the reasons P&H Milling was able to enjoy its longevity in our community is because of the skilled, dedicated and committed employees who worked there.

These employees dedicated many years to their company. More than two-thirds of employees had more than 20 years of

service, and nearly a quarter had more than 35 years of service.

Members at the Mill touched all corners of the business. They were millers, millwrights and trades people, operators, sanitation, and receivers. They worked in the lab performing quality assurance and also as technicians, and they worked in the office.

UFCW 1400 members were the foundation of this business, and it shows.



Their collective agreement contained well-earned benefits that included protections in the case of a permanent closure. Their shop stewards and unit chairs advocated every day to make sure that those benefits were never taken for granted, and our members were rewarded with one of the best severance packages we have ever negotiated in Saskatchewan — perhaps even in Canada.

As a collective bargaining unit, these members knew their jobs, performed their work diligently and contributed to the success of the company and to each other.

It was a sad but not surprising day for UFCW 1400 when the employer announced that they had made the decision to permanently close the Mill.

This bargaining unit has been a foundation for UFCW activists in the province, starting as the former Local 342, and after the Jan. 1, 2013 merger, as proud UFCW 1400 members.

I personally appreciate the leadership and guidance of former UFCW 342 president and long term UFCW Local 1400 vice-president, Nick Huziek, for always sharing the knowledge he and his members had and for al-

ways making his decisions based on what was best for the members.

UFCW 1400 mourns the loss of these jobs and we will miss these members and their impact on our local. We are grateful and stronger because they were our sisters and brothers.

I wish you all the best and know that you always have a home with us.

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

1Q 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, FEB. 25

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

MONDAY, FEB. 26

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)

4:30 PM **HUDSON BAY:** *Elk & Royal Purple Hall (203 Patricia St.)

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

TUESDAY, FEB. 27

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

7:00 PM **MELFORT:** *Kerry Vickar Centre (206 Bemister Ave. E)

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), upper floor

WEDNESDAY, FEB. 28

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

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

* indicates new venue



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

FEB. 9-10 Saskatoon District Labour Council AGM

FEB. 14-15 Shop Steward training Level 1 (Saskatoon)

FEB. 25-MARCH 7 Q1 Meetings (see schedule for details)

MARCH 2 Regina District Labour Council / Equity Conference

MARCH 8-9 UFCW annual women's conference (Saskatoon Union Hall)

MARCH 12-13 Shop Steward Level 1 (Regina office)

MARCH 14-15 Shop Steward Level 1 (S'toon training center)

APRIL 28-MAY 2 CLC /SFL Spring School (Moose Jaw Temple Gardens)

THURSDAY, FEB. 29

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

MONDAY, MARCH 4

10:00 am & 7:00 pm **REGINA:** *UFCW office (1324 McIntyre St.)

10:00 am & 7:00 pm **PRINCE ALBERT:** Coronet Hotel (3551 2nd Ave W) Laurier Room

TUESDAY, MARCH 5

7:00 PM **SWIFT CURRENT:** Coast Hotel, Harvest Rm (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, MARCH 6

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

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

THURSDAY, MARCH 7

Noon **CORONACH:** Restaurant



SECRETARY-TREASURER'S REPORT

MARILYNNE MACFARLANE



Secretary-Treasurer, UFCW 1400

Our Union Hall and offices have been busy with members taking training courses in Saskatoon and Regina.

Shop Steward training level 1 and 2, as well as collective bargaining and notetaking courses, were offered at both centres.

Bargaining is occurring at many units, and we are getting bargaining committees to participate in the note-taking and collective bargaining course so they are prepared for their upcoming negotiations.

We are continuing to use Spe-

cial Project Union Representatives (SPUR) from units in Regina and Saskatoon. The SPUR programs aims to increase member engagement within units and provide members with basic information about the union. The SPUR team also asks our members what the union means to you, what the benefits of being a union member are, and how can we improve communications with you.

This is just some of the information SPURS are gathering from units, while providing information such as who their union service Representative is.

You may wonder why is member engagement important and why we use SPURS to do this work.

As a member-driven organization, member engagement ensures workers' voices are heard in their workplaces. Nobody knows the working of a business like the people who work there.

Your union understands the importance of having strong two-way communication with the membership in order to have strong communication with employers. Without one, you can't have the other.

Engagement in a workplace provides you with an opportu-

nity to participate in a way you are comfortable with, whether you are interested in being a shop steward, a member of your Occupational Health and Safety Committee, a member of the Bargaining Committee, or just want to know what your union is doing in your community.

If you are interested in being part of the SPUR program, please contact your union service representative.

There are a number of upcoming events you may be interested in attending. Please sign up! It may be the start of your own engagement in union activities.

I want to take this opportunity to acknowledge members who have retired after years of service to their employer and as valuable union members.

We would like to say thank you for your work to engage members and provide them with assistance when needed.

Enjoy your retirement. Trust that your union siblings will continue to fight for positive workplace environments.

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

Email: marilynne@ufcw1400.ca

Call: 306-384-5787 ext. 430

BARGAINING UPDATES

RECENT SETTLEMENTS

Loblaws

Bargaining concluded in late 2023. Members accepted a contract with an immediate \$1/hour wage increase, a \$0.40/hour increase in 2024 and 2025, and a \$0.45/hour increase in 2026.

Vision Loss Rehabilitation Canada

VLRC had been bargaining with our two units (Saskatoon and Regina) since April, 2022. Members ratified the employer's offer Jan. 19 that included:

- A severance clause
- Premiums were increased
- National Day for Truth and Reconciliation was added
- Wage increases of 2.0% for 2022, 2.5% for 2023 (retroactive), a \$0.25/hour wage adjustment, 2.5% in 2024 and 3.0% in 2025.
- A lump sum bonus of \$1,250.

Canex

A memorandum will be brought to the members for a ratification vote with a recommendation by the committee.

Wheatland Regional Library

We bargained the week of Dec. 11. Members ratified the deal Dec. 21. Highlights include:

- The addition of National Day for Truth and Reconciliation
- Wage increases of \$1.25/hour in 2024, \$1.00 in 2025, and \$0.50 in 2026.

ONGOING NEGOTIATIONS

Garda Security

We have been bargaining since early 2023. The parties hired a conciliator to try to reach an agreement, but we were unable to reach a settlement. The employer provided an offer that we will take to the membership for an online vote, as this unit is spread throughout the province. If members reject the offer, the Union will ask if members are in favor of binding arbitration as opposed to job action.

SRG Security

The Employer provided an offer we will present to the membership for ratification through online voting, because this unit is spread throughout the province.

Moosomin Mill

The next negotiation date is scheduled for April 2.

Carnduff Co-op

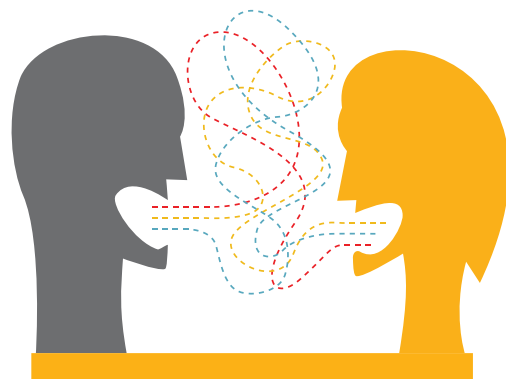
We commenced negotiations in January for three days and are looking to set further dates to try to complete bargaining.

Safeway

Bargaining has commenced for Safeway in Moose Jaw. These sessions include Safeway Extra, Safeway Gas Bar and Safeway Pharmacy.

UPCOMING CONTRACTS

- Saskatoon Co-op
- Compass TCU
- Great Western Brewery
- K-Bro Linen
- Affinity Credit Union
- Saskatoon City Employees Credit Union
- Comfort Inn Saskatoon
- Assa Abloy
- Salvation Army Waterston



Congratulations and thanks to all our hardworking members on our bargaining teams.

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/2VCzfnp.

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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[@ufcw1400women](https://twitter.com/ufcw1400women)