



SUMMER 2024

# FOCUS

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

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

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# PRESIDENT'S MESSAGE

LUCY FLACK FIGUEIREDO



President, UFCW 1400

Contrary to what one Saskatoon labour lawyer says, there is a tangible difference between an employer offer and a tentative agreement.

By the time this update reaches you, it will have been eight months since the Heritage Inn Hotel and Convention Centre LOCKED OUT its employees in Saskatoon and Moose Jaw, with no desire to negotiate an agreement.

The employer has put workers — and themselves — in an unresolvable dilemma. They have proposals on the table, and an “offer” in Saskatoon that will be impossible to get ratified. Employees still working right now are eligible to



vote. If the document was presented as-is, with \$2/hr. wage decreases, deletion of paid bereavement and overtime thresholds (meaning more hours worked at straight time), and a reduction in benefits, workers both inside and on the picket line would reject it.

CKOM talk show host Evan Bray recently interviewed Steve Seiferling, the lawyer representing the Heritage Inn, on the ongoing labour dispute between the Scott Moe government and the Saskatchewan Teachers' Federation, and Seiferling commented on the difference between a tentative agreement and an employer offer:

“...those terms are not mutually exclusive. There's not necessarily a conflict. ... So, 'tentative agreement,' all that would mean is that the union has agreed to take this to their members for a

vote.” He added that what is important is whether or not the STF recommends its members vote in favour of the offer.

These comments illustrate what is wrong with the current state of labour negotiations.

Not only is this inaccurate — there is a tangible difference between an employer offer and a tentative agreement — it emboldens employers to believe they don't need to seek agreement from their workers to conclude negotiations.

I doubt Mr. Seiferling will pay attention, but in case it's helpful for our members:

A **tentative agreement** is reached when both parties present concerns and proposals, and have fulsome discussions about each proposal. They investigate the implications of the positions held by each side and mutually



come to an agreement through this negotiation process.

An **employer offer** is a document presented to the workers by the employer as a final picture of what the employer is willing to provide.

In some cases, unions bring employer offers to the membership to vote on, usually if some outstanding items have been resolved, but there are employer amendments the union cannot agree to. The union bargaining committee decides whether they will recommend for the membership to accept or reject the offer, or they may choose to remain neutral. If the employer offer is accepted by the members, the new changes are incorporated into the collective agreement.

Traditionally, both tentative agreements and employer offers have been negotiated, and voted on as a resolution to collective bargaining.

There is an unsettling shift in labour relations, where the importance of

mutual agreement to conclude bargaining is deliberately ignored by employer representatives.

Employers who use the terms tentative agreement and employer offer interchangeably are not doing so because they misunderstand the differences, but because they do not feel the need to reach any agreement with the workers.

Instead, they dictate the terms they want in a new collective agreement, and in the case of the Heritage Inn, they lock the workers out with the goal to force the union to capitulate or until workers abandon the bargaining unit.

This is union-busting, plain and simple. It must be stopped.

We are proud to stand with the workers at the Heritage Inn to fight against this abandonment of good faith negotiation. This employer and their representative have been found guilty of bargaining in bad faith by the Saskatchewan Labour Relations Board.

Your union will continue to demand that this employer engages in true, active negotiations with their workers — meaning that they must consider, discuss and negotiate to reach a tentative agreement.

If they refuse, the Union will continue to take the employer to the Labour Board, and any other tribunal or court necessary to ensure that the Heritage Inn — and all employers — understand what negotiations really mean.

I encourage all of you to visit the picket lines and talk with our sisters and brothers walking for a fair deal. You will see they stand on the front line of defence against a trend we do not want other employers to follow.

Negotiations mean something. Let's make sure our employers know that.

*L. Figueiredo*

Email: [lucy@ufcw1400.ca](mailto:lucy@ufcw1400.ca)  
Call: 306-384-5787 ext. 431

# 2Q MEETING SCHEDULE

## SUNDAY, MAY 26

1:00 PM COLONSAY: Colonsay United Church, basement

## MONDAY, MAY 27

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)

10:00 am & 7:00 pm YORKTON: \*Holiday Inn Express (63 7th Ave. N)

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

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

## TUESDAY, MAY 28

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: \*Kerry Vickar Centre (206 Bemister Ave. E)

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

7:00 PM NORTH BATTLEFORD: Comfort Inn (610 Carlton Trail)

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

\* indicates new venue





Are you or your children enrolled in post-secondary education? Apply for our scholarships! The application deadline is **MAY 31!**

### ALBERT THOLL SCHOLARSHIP

TEN **\$1,000** scholarships available for eligible members\*  
 FIVE **\$1,000** scholarships available for the children of eligible members\*.

### UFCW 1400 SCHOLARSHIP

TWO **\$1,000** awards available to any member of Local 1400 in good standing, or their children.

### UFCW 1400 YOUTH COMMITTEE SCHOLARSHIP

ONE **\$1,000** scholarship open to any member aged 30 or under enrolled in, or accepted to attend a post-secondary institute in the fall. The application must include an essay\* and proof of enrollment.

### WEBCAMPUS SCHOLARSHIP

An opportunity for Local 1400 members who completed their certificate in Occupational Health and Safety and/or Labour Studies.\*

**\*For full details on all available scholarships and application forms, call us or visit our website.**

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

### WEDNESDAY, MAY 29

10:00 am & 7:00 pm	<b>PRINCE ALBERT:</b> Coronet Hotel (3551 2nd Ave W) Laurier Room
7:00 PM	<b>HUMBOLDT:</b> Humboldt Uniplex, Multi-purpose room (619 17 St)
7:00 PM	<b>ESTEVAN:</b> Western Star Energy City Boardrm (303 Kensington Ave)

### THURSDAY, MAY 30

10:00 am & 7:00 pm	<b>REGINA:</b> *UFCW office (1324 McIntyre St.)
Noon	<b>CORONACH:</b> Restaurant
7:00 PM	<b>NIPAWIN:</b> Evergreen Centre, Jackpine Room (300 Evergreen Dr)
7:00 PM	<b>BROADVIEW:</b> Happy Hours Club Senior Centre
7:00 PM	<b>MEADOW LAKE:</b> Super 8 (702 9th Street West)

# SECRETARY-TREASURER'S REPORT

MARILYNNE MACFARLANE



Secretary-Treasurer, UFCW 1400

I plan to enjoy our warm spring weather and look forward to talking with our members while travelling to various units over the next few months.

Longer days, warmer temperatures and flowers starting to bloom are clear signs that spring is finally here.

Spring is a busy time for both Mother Nature and UFCW.

Many members of Local 1400 have attended training courses, conferences, and workshops. We offer courses in our union halls in Regina and Saskatoon, ranging from Shop Steward Lev-

el 1 and 2, to Note taking and Collective Bargaining.

The annual UFCW Women's Conference was held in Saskatoon in conjunction with International Women's Day on March 8.

More than 40 women attended this event, which kicked off with a group activity on Friday night. The conference covered topics and issues relevant to women in the workplace such as worker engagement, diversification and mental health.

Our participants always bring different perspectives and experiences to our conferences, and I am always impressed by how informative and beneficial it is for everyone.

Delegates are registering to attend UFCW Saskatchewan Provincial Council Annual General meeting May 9-10. Members from three Saskatchewan UFCW locals participated in workshops — we were happy to welcome Marv Funk from the UFCW National Office, who facilitated one of the workshops.

Our UFCW community garden is available again this year. If you are interested in tending a plot, reach out to the Saskatoon office and we can arrange to have a spot set aside for you. We have eight plots for individuals and a community area where we plant vegetables like potatoes and

beets, then harvest them to give out to those who need them at Labour Day celebrations this fall.

The Local has a number of young activists attending the Youth Internship Program in Winnipeg this summer. The program runs for a week and provides a variety of topics the young workers can learn about.

In this edition of FOCUS, there is a list of ongoing bargaining and recent settlements of collective agreements. Bargaining with Saskatoon Co-op has already begun, with a number of days booked in May.

In Solidarity,

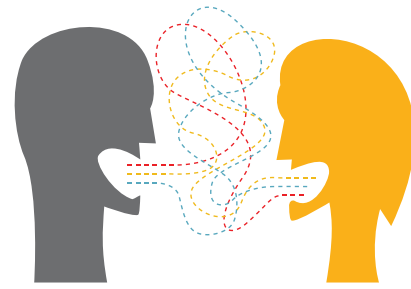
A handwritten signature in cursive script that reads "M MacFarlane".

Email: [marilynne@ucfw1400.ca](mailto:marilynne@ucfw1400.ca)

Call: 306-384-5787 ext. 430



# GRIEVANCE REPORT



## NEED HELP? UFCW IS HERE FOR ITS MEMBERS

- An employee was paid for 120 hours after the employer didn't follow layoff recall procedures
- A Loblaws member was paid for hours owed after scheduling errors.
- A security company paid one of our members for \$2,500 in lost wages, agreed to provide retraining and put the member put back on schedule.
- Loblaws agreed to pay three weeks of wages to a member who was suspended while the investigation was pending.
- Members who were not provided with the correct amount of notice when layoff recall occurs received compensation from the employer.
- A member received payment of four weeks of wages owed by the employer.

# BARGAINING UPDATES

We recognize the work that all of our bargaining committee members do in our efforts to negotiate new contracts. **THANK YOU!**

We went to binding arbitration with **GARDA SECURITY** on April 5 and received an award on April 17 including an expansion of the term "hazardous work sites;" an increase in safety footwear to includes winter boots; wage increases of \$1, \$1 and 3% to Regular Guards, increases of 5%, 3.5% and 3.5% to PCP's, and increases of 4%, 1.5% and 1.5% to Special Pay Site Guards.

**CARNDUFF CO-OP** members ratified their contract Feb. 16. Highlights included a significant wage adjustment (between 6-11%), and subsequent increases of 2%, 1.75% and 1.75%. National Day for Truth and Reconciliation was added, and footwear allowance was increased and the definition of footwear expanded.

**SAFEMART PHARMACY** ratified on

March 19. National Day for Truth and Reconciliation was added to the CBA. A signing bonus was added, along with hourly wage increases of \$1, \$0.40, \$0.40, \$0.45 and \$0.40.

A ratification meeting for **SAFEWAY EXTRA** was held May 1. The Memorandum is being recommended by the Bargaining Committee. Results unavailable as of press time.

**SASKATOON CO-OP** has its next session May 21.

We started bargaining the **SAFEWAY GAS OUTLET** in February, and will resume in early May.

**SASKATOON CITY CREDIT UNION** commenced negotiations on April 11.

**SASKATOON COMFORT INN** negotiations start May 27.

Bargaining for **GREAT WESTERN**

**BREWERY** started on March 26, and will continue on May 7.

**SALVATION ARMY WATERSTON** bargained on April 15 and 16. A memorandum was reached and ratification votes will occur soon.

We began bargaining with **K-BRO LINEN** on April 22.

**BIO-SCIENCES** bargaining began on April 9. New dates will be set soon.

**SRG/IMPACT** CBA was ratified on Feb. 16, after a province-wide virtual ratification meeting was held.

**MOOSOMIN PLANT** was bargained on April 2-3, and will continue May 7.

Lastly, **COMPASS TCUP** commenced bargaining in February. We have had five days of bargaining so far and the parties will be selecting new dates soon.

# TRAINING OPPORTUNITIES

## SHOP STEWARD CONFERENCE SEPT. 13-15

This year marks the 20th anniversary of our first shop steward conference.

Although the venues have changed over the years, the focus on the empowerment through shared knowledge and the engagement of our members has remained consistent.

Long serving shop stewards have valuable knowledge and experience while our newest shop stewards help us focus our direction in the issues that are affecting our members today.

If you are a shop steward and would like to attend our conference from Sept. 13-15 at Blackstrap Youth Camp, scan this QR code.

If you are not a shop steward yet,

contact the union office or your representative to get added to the next class.



← SCAN THIS CODE

## ADDRESSING VIOLENCE IN THE WORKPLACE

Many of our members experience workplace violence and are forced to navigate customer abuse and management neglect. Workplace violence is more than a physical threat. It also 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)

UFCW Canada has resources for members and those on Occupational Health and Safety Committees at our workplaces. Access these resources at [bit.ly/4b4BFRr](https://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 below. We are also revamping OH&S training so members get a refresher on how these committees should function. **If you are witnessing or experiencing any kind of harassment, violence or physical harm, fill out the form and report it.**





← SCAN THIS CODE

## 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](mailto:ufcw@ufcw1400.ca)  
VISIT: [ufcw1400.ca](http://ufcw1400.ca)  
PENSION PLAN: 1-800-665-1223  
DENTAL PLAN: 1-800-665-0122

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@ufcw1400women