

WINTER 2025

FOCUS

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

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

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@ufcw1400women

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PRESIDENT'S MESSAGE

LUCY FLACK FIGUEIREDO



President, UFCW 1400

These are challenging times for working families here and across the country. It's more important than ever for us to stand together to ensure that workers' rights, fair wages, and job security remain a priority.

IN 2025, WE NEED TO FOCUS on unity — as union members, as neighbours and as Canadians.

When you ask our members what issues worry them most right now, they say it's concerns about the rising cost of living and the direct impact inflation has on their ability to afford food, shelter and other life essentials.

What isn't always clear is the direct impact that the decisions made by the people we elected into power have on our day-to-day lives.

I'm troubled by the events unfolding in the United States since the presidential inauguration. If you listen to some of the propaganda spread on various platforms by the U.S. President and even Saskatchewan's premier, you might think the main reason for the imposition of tariffs on Canada is the influx of drugs and immigrants flooding into the U.S. from our country.

Don't fall for this lie. It's just noise, intended to distract you from the real agenda: power.

BASED ON THE INFORMATION we've learned in the last few weeks, we know the U.S. trade war with Canada will have devastating effects for workers and businesses — *in the United States*. Many of the raw materials, products and supplies U.S. industries need to operate come from Canada.

For example, 60 percent of Texas refineries have been designed to refine only Canadian crude oil. Adding a tariff to the cost of shipping this valuable resource means those refineries will have to cut costs elsewhere.

Our members in UFCW workplaces in the United States know this will result in job losses and create even greater vulnerability

to the U.S. economy and workers in all affected industries.

SO WHY WOULD the U.S. government risk driving its own economy into a recession?

The Republican administration is relying on fear, chaos and confusion to help it solidify power.

It has already eliminated thousands of federal jobs, cut taxes for the wealthy and made judicial appointments that may impact collective bargaining rights for U.S. labour unions.

It has also banned diversity, equity and inclusion (DEI) policies in workplaces. It's an astonishing attack on groups ranging from people of color to people in the LGBTQ+ community and even to women.

These sweeping and devastating cuts, regressive changes to laws and tariff announcements ripple across the country and the world.

HERE AT HOME, the Canadian Human Rights Act, Employment Equity Act, Pay Equity Act, Saskatchewan Employment Act and your collective agreement all work to protect workers from discrimination.

But a flood of misleading information manufactured by far-right spin doctors is oozing through social media channels. And it's being picked up and parroted by some power-hungry people on this

THE NOISE

The Republicans point fingers at Canada while they steal from American workers to give tax breaks to the ultra-rich. Don't listen to their noise. And don't believe it when you hear it parroted here in Canada.



side of the border, all with the agenda to divide and conquer their enemy: good working people and their families.

DON'T THINK IT CAN'T HAPPEN HERE. A change in federal leadership in Canada could leave working families unprotected from similar assaults.

Remember, the noise about tariffs and trade is designed to deflect from what's really happening: one of the wealthiest men in the U.S. is trying to steal as much wealth and power as he and his billionaire cabal can get their hands on, while blaming everyone else (including Canada) for the catastrophic repercussions he's causing.

Many of us are already facing challenges as the rising cost of living outpaces wage increases, making it harder for families to afford basic necessities.

Our union continues to fight for fair wages that keep up with inflation. But we need our provincial and federal governments to provide meaningful legislative protections, and for employers to cooperate to make lasting change.

WE MUST NOT LET HATRED, fear and stubborn ideology drive us apart.

It's time to reclaim our Canadian identity and focus on what makes us great: our willingness to step in and help out, our empathy, our courage and our tenacity to get the job done in the face of adversity.

These are hard times and it's natural to worry and to want to withdraw and unplug from the news and from everyone outside our own bubble.

Be the change you want to see in the world. Snooze the news if it's affecting your mental health, and have coffee

with a neighbour instead. Volunteer for a group that could use your skills. And be sure to attend your next union meeting, where you'll learn how to be a strong voice at work (and beyond), meet new people and expand your skill set.

And please: support local, buy Union and buy Canadian. Our products are better, our homegrown food tastes better and you help your local community with every dollar you keep in Canada.

We are stronger together. We must learn from what's happening south of the border — and ensure we don't make those same mistakes.

In solidarity,

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. 23

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

MONDAY, FEB. 24

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:** Home Inn & Suites, Meeting Room, (506 Broadway St. W)

3:00 PM **TISDALE:** RecPlex, Salopian Rm (800 101st St)

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

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

TUESDAY, FEB. 25

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

4:30 PM **HUDSON BAY:** Elks Hall (203 Patricia Street)

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

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

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

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

WEDNESDAY, FEB. 26

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

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

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

THURSDAY, FEB. 27

10:00 am & 7:00 pm **REGINA:** UFCW office (845A McDonald St)

Noon **CORONACH:** Restaurant

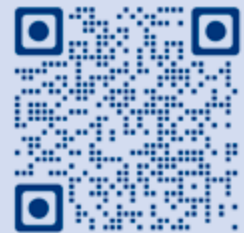
7:00 PM **BROADVIEW:** Happy Hours Club Senior Centre

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

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



DON'T MISS YOUR UNION UPDATES!



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



WANT TO APPLY FOR SCHOLARSHIPS?

LOCAL 1400 SCHOLARSHIPS

Scholarships are available to Local 1400 members and their children. To be eligible, members must work for a participating employer and be accepted into a recognized public education facility for post secondary training or education.

Download the application form at bit.ly/40LITGF 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

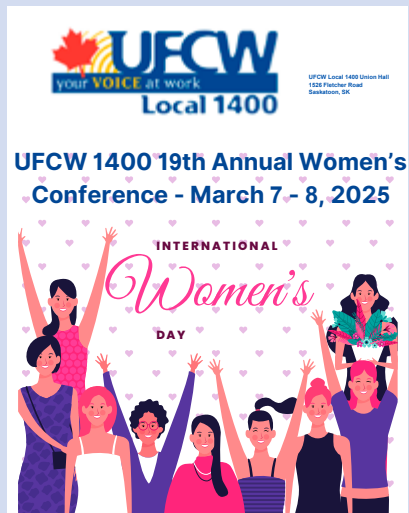
Scholarships are available for UFCW members/immediate family members furthering their education.

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 us at bit.ly/40LITGF



DATES & EVENTS

- FEB. 12 SFL Mass Committee meeting
- FEB. 17 Family Day in Sask. (statutory holiday)
- MARCH 7-8 Annual Women's Conference - UFCW Union Hall
- MARCH 10-14 Shop Steward Classes
- APRIL 18 Good Friday (statutory holiday)

IN THE WORKS (DATES TO BE DETERMINED):

- OHS training (local office)
- Political lobbying (Regina)
- We're updating our webpage! Watch for an announcement when it launches.

SECRETARY-TREASURER'S REPORT

MARILYNNE MACFARLANE



Secretary-Treasurer, UFCW 1400

Here are just a few things that are going on at the local level:

WE'VE SURPASSED 500 DAYS of the Heritage Inn lockout in Moose Jaw and Saskatoon. Please, when you are able, come out to the lockout lines to offer your support to these determined workers. They're fighting to preserve the bargaining unit.

Not sure what the difference is between a strike and a lockout?

During a strike, the two sides bargained but couldn't reach an agreement to settle a new collective agreement. Affected union members vote to withdraw their services to the employer and set up a picket line.

In this case, the Heritage Inn

has locked out its workers, will not return to the table to negotiate and will not provide an offer for the members to vote on. It seeks to destroy the bargaining unit.

WITH THE U.S. ANNOUNCING a temporary 30-day halt on tariffs against Canada on Feb. 3, there's still uncertainty about what comes next. While this pause provides some short-term relief, history has shown that tariffs can be reinstated just as quickly as they're removed. That's why supporting Canadian-made products remains as important as ever.

Buying Canadian doesn't just protect our economy—it protects jobs, wages, and the industries that union workers rely on.

Whether it's groceries, raw materials, or manufactured goods, paying attention to labels and choosing "Made in Canada" or "Product of Canada" helps strengthen our supply chains and keeps our industries resilient.

We also need to continue diversifying our trade relationships, ensuring Canadian goods reach global markets and reducing dependence on any one partner.

Visit our UFCW Canada website at bit.ly/3Ejyla4 for a list of Canadian-made products.

I DO HAVE POSITIVE NEWS to share: please join me in welcoming workers at the new

No Frills in Moose Jaw to UFCW Local 1400.

Do you want to learn more about our union? Ongoing shop steward training courses are offered at our Regina and Saskatoon union offices. Contact your rep or email us at ufcw@ufcw1400.ca to enroll. We are considering other training opportunities—watch for updates!

Our annual Women's Conference is set for March 7–8, packed with conversations and issues that are unique to women within their union. If you missed the registration deadline, contact the office.

And finally, I'm pleased to report some of our recent agreements have had good yearly increases and other improvements around sick time and family leave, just to name a few. We will continue to work hard to ensure that overall collective agreements entrench benefits for members.

DURING THESE TIMES of uncertainties, know that your local will soon be talking with affiliate groups, politicians and leaders to ensure these people don't forget they were elected to help working people, and workers will hold them accountable at the polls.

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

Email: marilynne@ufcw1400.ca
Call: 306-384-5787 ext. 430

BARGAINING UPDATES

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

ROD GILLIES



Director of Negotiations

This is what we've been busy with since October 2024:

AFFINITY CREDIT UNION'S CBA expired March 31, and parties commenced bargaining Aug. 20. We bargained nine days and resumed on Jan. 28. The committee is Avril Morrison, Jolene Teskey, Mikaela Harelkin and Parosh Mouhamad.

We started bargaining **K-BRO LINEN** on April 22. Our bargaining committee is Adam Duret, Kyle Froese, Darryl Sanderson, Marion Gnam and Tai Nguyen. We continued bargaining until May 16, when the committee decided to exercise their right to go to binding arbitration.

After the hearing commenced, the arbitrator encouraged the parties to negotiate. The employer provided an offer, which was rejected at ratification meetings on Sept. 20. The arbitrator was contacted to schedule new hearing dates on Feb. 4-5.

Unfortunately, the employer applied to the board for a "board-ordered vote" on the same offer. The Union has filed opposition to this application.

The board ordered a vote in December, but has been waiting for the employer to provide some requested information. The arbitrator has set backup hearing dates in March.

MOOSOMIN PLANT commenced bargaining April 2, and continued until July 10, wherein the employer announced that it was shutting down the plant Oct. 11.

The Union filed a section 56 application and negotiated a Workplace Adjustment Plan, which included severance packages. The parties continued to bargain the first contract on Oct. 16-17.

The employer provided an offer to the Union, which was ratified on Nov. 1 and provided a full contract to members.

SASK SCIENCE CENTRE commenced bargaining on Jan. 13 and continued Jan. 14, 20 and 21.

The committee is Seth Ives

Forrester, Josh Ross and Dave McCreary. The parties have come to a memorandum of agreement and we are in the process of setting up voting day and times.

PRAIRIE PRIDE is set to commence bargaining on Feb. 19. The committee is Maria Mecate, Aris Liagkos, Jaimie Prang and Shambhu Nath Thakur.

INGREDION gave notice that it is shutting down operations. Notice was given Jan. 6. The Union has set up a meeting with the employer to negotiate a Workplace Adjustment Plan. Negotiations commenced Jan. 23.

THE JOINT has been bargaining a first contract since Oct. 15. The Union made a Section 6-27 SEA request to the Minister and a conciliator has been appointed to assist the parties in bargaining. The committee is Danielle Ohi and Stephan Swaan.

UPCOMING:

COMFORT INN PA, AGRIFOODS and **BORDERLAND CO-OP** all have collective agreements that will be coming up for renewal.

Email: rod@ufcw1400.ca
Call: 306-384-5787

RETURN UNDELIVERABLE
CANADIAN ADDRESSES TO:
UFCW Local 1400
1526 Fletcher Rd
Saskatoon, SK S7M 5M1

CANADA POST
PUBLICATIONS
MAIL AGREEMENT
No. 40036005

CANADA'S BEST PROGRAM FOR YOUNG WORKERS

UFCW CANADA

YOUNG WORKERS YIP INTERNSHIP PROGRAM

EMPOWER YOUR FUTURE. SHAPE YOUR WORKPLACE.

UFCW CANADA's Young-Workers Internship Program (YIP) is your chance to dive into the issues that matter most to young workers today.

Gain hands-on experience in organizing, labour history, union politics, health & safety, and the power of collective bargaining. Learn how to create real change—both in your workplace and in your community.

If you're ready to stand up, speak out, and build a stronger future, this program is for YOU!

2025 UFCW CANADA YOUNG-WORKERS INTERNSHIP PROGRAM (YIP) DATES:

Atlantic Region (N.B., N.L., P.E.I. & N.S.): May 4 - 9 (Halifax, N.S.)
Ontario: June 8 - 13 (Niagara-On-the-Lake, Ont.)
Prairie Region (Man. & Sask.): June 22 - 27 (Saskatoon, Sask.)
Western (B.C. & Alta.): July 20 - 25 (Vancouver, B.C.)
Quebec [SAJ]: August 17 - 22 (Saint Sauveur, Que.)

SCAN THE QR CODE TO LEARN MORE

Contact your Union Representative to learn more.



CONNECT WITH US:
@UFCWYIP
WWW.UFCW.CA/YIP

NEED INFORMATION OR WANT TO REACH US? HERE'S HOW TO GET IN TOUCH:

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
PENSION PLAN: 1-800-665-1223
DENTAL PLAN: 1-800-665-0122

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