

# FOCUS

WINTER 2022

THE VOICE OF UNITED FOOD & COMMERCIAL WORKERS LOCAL 1400

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## Highlights:

- 5-year national agreement.
- Support for Uber drivers/delivery persons who deactivate their account and for account-related disputes up to and including third party arbitration.
- No reprisals for any Uber drivers/delivery persons who bring forward issues.
- UFCW Canada and Uber to advocate for enhanced working standards including wage guarantees, benefit funds, and ability to organize.
- Quarterly meetings with senior management to raise concerns.
- Joint health and safety meetings with Uber drivers, UFCW Canada and Uber representatives.



## UFCW CANADA, UBER CANADA REACH HISTORIC AGREEMENT

Deal gives more than 100,000 workers on the Uber platform access to union representation

TORONTO – On Jan. 27, Uber Canada and the United Food and Commercial Workers Canada (UFCW Canada) hammered out a historic national agreement to provide more than 100,000 drivers and delivery people on the Uber platform with strong representation and supports government reforms to provide drivers and delivery people

new benefits and preserve the flexibility of their work. Uber Canada is a Canadian leader for on-demand rideshare and delivery technology.

UFCW Canada is Canada's largest private-sector union in the food, retail, and service sectors.

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# PRESIDENT'S MESSAGE



**LUCY FLACK FIGUEIREDO**  
President, UFCW Local 1400

We as a collective recognize when there is an injustice and we intervene to ensure all of our coworkers are safe.

ALTHOUGH THE BEGINNING of 2022 brings with it a feeling of déjà vu as we continue the battle to control the spread of COVID, it also brings a renewed confidence in our ability to adapt to ever changing risks.

We began the year here at the office by reminding employers how proud we are of each member working in our units during these vulnerable of times, and demanding that employers recommit to the highest health and safety protocols and recognize the pressure our members face at work by immediately instituting pandemic pay bonuses or premiums.

Our challenges extend beyond just the workplace.

Our children have returned to schools amid little regard to the transmission rates of the Omicron variant, placing families at risk of frequent absences from work as a result of infection or because of their children's exposure in the classrooms. Workplaces are short-staffed while remaining workers take on more responsibility and pressure to juggle their duties.

The government's solution is to reduce isolation periods, causing some workers to have to return to work when they otherwise would have isolated. Sick pay or benefits should be provided so no worker feels compelled to return to work. Self-monitoring and self-regulation is not adequate to contain the spread of this virus, and most definitely does not work if workers cannot afford to lose a day's pay. Legislated paid

sick days are not only important for all workers, but necessary.

Our members have proven to be strong and resilient. We as a collective recognize when there is an injustice and we intervene to ensure all of our coworkers are safe. Our members have long known the advantages their union contracts can bring. Now, thanks to a recent Labour Board decision, the opportunity to join a union will be easier with the use of electronic union cards.

UFCW Canada has recently announced the historic agreement with Uber to represent Uber drivers and delivery people across Canada.

Unprecedented times provide us with opportunities to create unprecedented solutions. We will continue to bargain improvements to collective agreements, train and empower our members, resolve workplace conflicts and sign up new members in non-unionized workplaces who seek the benefits of being in a union.

I look forward to the upcoming year, confident it will be filled with opportunity. I ask each of you to share your solutions, your plans and join with us to strengthen our workplaces, our collective agreements and our communities.

As always, if you have any questions, ideas or concerns please contact me.

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

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



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“This national agreement with Uber is just a start in advancing a better future for app-based workers,” said Paul Meinema, National President of UFCW Canada.

“Over the past three years we have worked with and advocated for thousands of drivers across the country regarding their rights, health, and safety. Labour and gig-based companies like Uber have a shared responsibility in addressing these concerns and we are committed through this new agreement with Uber to make it happen for drivers and delivery people.”

“In a quintessentially Canadian manner, we’ve come together to find common ground and blaze a new trail towards a better future for app-based workers,” said Andrew Macdonald, Senior Vice President of Global Rides and Platform for Uber.

“Through this agreement, we’re prioritizing what drivers and delivery people tell us they want: enhancing their flexibility to work if, when, and where they want with a stronger voice and new benefits and protections.”

Through this agreement, UFCW

Canada can provide representation if requested by drivers and delivery people facing an account deactivation or other account dispute issues, including representation throughout the existing third-party dispute resolution process.

These representation services will be made available at no cost to drivers and delivery people. UFCW Canada will engage with drivers and delivery people and meet with Uber Canada on a regular basis to discuss health, safety, and other related issues.

Uber Canada and UFCW Canada have also agreed to press provincial governments to enact reforms that provide new benefits and preserve worker choice on when, where, and if to work. Uber Canada and UFCW Canada will jointly advocate for these industry-wide legislative standards — like minimum earnings standard, a benefits fund, and access to workers’ rights — across the country.

“This agreement is an important first step for drivers and delivery people on the Uber platform and across the app-based platform industry,” said Macdonald. “Working with UFCW, we’re committed to getting this done.”

Through this agreement, we’re prioritizing what drivers and delivery people tell us they want: enhancing their flexibility to work if, when, and where they want with a stronger voice and new benefits and protections.

**ANDREW MACDONALD**

Uber Senior Vice President of  
Global Rides and Platform

“I want to assure drivers and delivery people that UFCW Canada is here for you, and ready to listen to your priorities,” added Meinema.

As Canada’s leading private sector union, UFCW Canada has worked directly with drivers to organize and advocate for improvements, including before labour boards in Ontario and British Columbia. Uber Canada signalled their interest in engaging on these topics, having released a series of policy and research papers on the future of app-based work. This national agreement is a result of discussions between Uber Canada and UFCW Canada.

See the news release at [bit.ly/3422clQ](https://bit.ly/3422clQ).

# BARGAINING UPDATES

## RECENTLY RATIFIED

Your Independent Grocer – Michaels and J Lynns

Highlights:

- Signing bonus
- Clerk increases \$1.30 per hour and a lump sum
- Specialists increase \$1.25 per hour and a lump sum
- Move to Division 1 Health and Welfare benefits

Country Inn & Suites Regina

Highlights:

- 12 hours sick pay carry over each year
- 1.75% as of date of ratification
- Signing bonus
- 1 year agreement from ratification which will be Nov, 13 2022

Affinity Credit Union Hudson Bay Advise Centre

Highlights:

- Commitment to hire another part time staff member
- Define Banked Overtime language
- 5 year deal with guaranteed increases in year 4 and 5 of 1% per year
- Ability to agree to bargain after year 4-5 or have a roll over agreement year by year
- New language regarding vacation schedule and what positions are on what vacation calendar

Cornerstone Credit Union Vibank Location

Highlights:

- Rolled into the current Cornerstone Tisdale agreement
- Wage increase as per Tisdale agreement
- Overall better benefit package under Tisdale agreement
- Personal days 4 per year
- 1 year, expires Dec. 31 2022

## CONTINUING BARGAINING

Comfort Inn Saskatoon

First contract, arbitration date Feb. 9 -10

Heritage Inn Saskatoon and Moose Jaw

Bargaining is on hold

P & H Milling Group

Bargaining continues under Impasse language. A federal conciliator is appointed and will be present March 1-2

Rob and Kathy No Frill – North Battleford

Highlights:

- Signing bonus FT 525 PT \$400
- Increase of \$1.00 over the term of agreement with lump sum (\$400 and \$250)
- Increase in dental and health and welfare benefits

Ratification vote is in February 2022

Impact Security/ SRG Security

Parties have moved into monetary discussion.

Broadview Cooperative Assoc. No dates set yet

Moose Jaw Cooperative Assoc. Employer refuses to recognize new Co-ops that moved into Moose Jaw Co-op as members. Unfair Labor Practice application has been filed.

Ardent Mills

Bargaining has moved into the monetary proposals, and parties have applied for Federal Conciliator to assist. New bargaining dates are Feb 2022

Compass Corrections

Bargaining Dates: April 12, 13, 20, 21, 2022

Vision Loss Rehabilitation Centres (Regina & S'toon)

Bargaining Dates: April 4, 6 2022

Saskatchewan Science Centre

Bargaining Dates: April 26-27

Coca Cola

Bargaining Dates: March 22-24

Confederation Inn Saskatoon

No new dates set

## UPCOMING BARGAINING

Members at the Comfort Inn Prince Albert, McNally Robinson Book Store Saskatoon, AgriFoods Swift Current, Compass YXE Saskatoon Airport should watch for information regarding upcoming bargaining.

# 1Q UFCW 1400 MEETING SCHEDULE

## Feb. 27

7:00 PM COLONSAY: Colonsay United Church, basement

## Feb. 28

10:00 AM & 7:00 PM SASKATOON: Union Office (1526 Fletcher Rd)

10:00 AM & 7:00 PM MOOSE JAW: Union Centre, Wagner Hall (1402 Caribou St W)

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

5:00 PM HUDSON BAY: St. Patrick's Anglican Church

## March 1

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 (506 Broadway St W)

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

## March 2

7:00 PM HUMBOLDT: Humboldt Uniplex (619 17th St)\*

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

## March 3

7:00 PM ESTEVAN: Western Star (303 Kensington Ave)

## March 7

10:00 AM & 7:00 PM REGINA: UFCW Office (845 A McDonald St)

10:00 AM & 7:00 PM PRINCE ALBERT: Coronet Hotel (3551 2 Ave W) MackenzieKing Room\*

## March 8

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: Best Canadian Motor Inn (971 Hwy 16)

7:00 PM NIPAWIN: Evergreen Centre, Jackpine Room

## March 9

7:00 PM BROADVIEW: Happy Hours Club Sn Centre

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

## March 10

Noon CORONACH: Restaurant

\* New venue

# SECRETARY-TREASURER'S REPORT



**MARILYNNE MACFARLANE**

Secretary-Treasurer, UFCW Local 1400

Engaging with fellow members provides insight about the different struggles we face daily. Together, we are able to make workplaces better for all members.

WITH SPRING APPROACHING, we all look forward to the longer days, warming temperatures, the time of renewal, being able to be outside. No matter where you live in the province, each area has its own unique beauty.

Two years ago, no one could have imagined the way our daily routine would differ to what we do today. Thorough these challenging times, you as members of UFCW Local 1400 have provided communities with the essential services we need. From every aspect of the food chain to services that keep us safe at our workplaces, you have stepped up and while doing that, become a stronger voice.

There are many activities that have continued at the local level, including the organizing of new units and bargaining renewals of existing collective bargaining agreements. We are actively organizing from leads that came from inquires and existing members.

For many workers, now is the time to look at the benefits that come from being a union member. A new agreement between UFCW Canada and Uber Canada opens an opportunity for employees in the gig economy to have the benefits of being a union member. We look forward to the opportunity to look at other gig workers to join our union.

We are continuing to bargaining for new collective agreements with employers such as Ardent Mills, P & H Milling Group, Confederation Inn Saskatoon, Rob and Kathy No Frills in North Battleford, SRG and Impact Security.

New agreements have been recently ratified at Hudson Bay Advice Centre, and Affinity Credit Union, and new

bargaining sessions start soon for other units.

Provide your bargaining proposals and become engaged in the process in your bargaining unit. This is an opportunity to gain positive changes in your working conditions.

We will be having a virtual Women's Day Conference in conjunction with International Women's Day on March 8. Watch for information on how to register.

There are also many learning opportunities through WebCampus, which is free to all UFCW members and their families. Have a look and see what there is to offer there. There will be more conferences coming, so please look on the UFCW web page or contact your unit representative for more information.

Remember that we are having quarterly meetings in person starting on Feb. 27 and running until March 10. They are listed in this newsletter, and we hope you will come to the meeting, talk with your union representative and discuss any workplace concerns. Engaging with fellow members provides insight about the different struggles we face daily. Together, we are able to make workplaces better for all members.

I look forward to spring and seeing you all soon.

In Solidarity,

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

Email: [marilynne@ufcw1400.ca](mailto:marilynne@ufcw1400.ca)

Call: 306-384-5787

# MARK YOUR CALENDAR



- **FEBRUARY** is Black History month
- **FEB. 1:** Chinese New Year
- **MARCH 8:** International Women's Day
- **MARCH 21:** International Day for the Elimination of racial Discrimination
- **MARCH 22:** World Water Day
- **APRIL 3:** Ramadan begins
- **APRIL 13:** International Pink Day
- **APRIL 15:** Good Friday
- **APRIL 17:** Easter Sunday
- **APRIL 22:** Earth Day

- **APRIL 28:** Day of Mourning
- **MAY 1:** May Day- International Workers Day
- **MAY 2:** Ramadan ends
- **MAY 17:** International Day Against Homophobia, Transphobia and Biphobia

## BRIEFS

### Employment insurance help

Check the Government of Canada website to see if you qualify for various programs if you're not working regular hours at [bit.ly/3rf2K09](https://bit.ly/3rf2K09).

### Pay protection

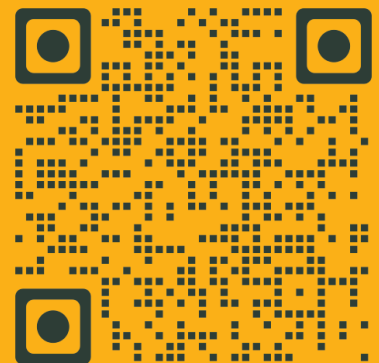
Loblaws employees, are you aware of your employers Pay Protection Program? If not, please contact your shop steward in your location or contact your Union Representative for details.

### National Committee for Workplace Safety Facebook page

This national committee has a Facebook page for those interested in Workplace Rights and Workplace Safety. On this Facebook page there is information from other Union family members that discuss workplace safety issues across the country. If you are interested in being a member of this Facebook page, please go to UFCW Canada Health and Safety Network and ask to join, then answer the questions.

### Not getting union updates?

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



### NEED TO REACH US?

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

REGINA OFFICE  
A-845 McDonald Street  
Regina, SK S4N 2X5  
306-791-4881 | 1-888-886-9016

### OTHER INFORMATION

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

 UFCW Canada Local 1400

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

THIS NEWSLETTER WHOLLY WRITTEN, PRODUCED AND PRINTED BY UNIONIZED WORKERS USING PAPER FROM RESPONSIBLE SOURCES.

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1526 Fletcher Rd  
Saskatoon, SK S7M 5M1

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# EDUCATIONAL OPPORTUNITIES

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

## We encourage you to enrol in courses such as:

- Skilled trades: pre-apprenticeship programs
- On-The-Go: resolving discrimination, solving problems, mental health check-in and more
- Digital skills: Excel, Word, Outlook and SharePoint
- Health & Safety (the office work environment)

To enroll in courses on webCampus, visit [bit.ly/2VCzfpn](https://bit.ly/2VCzfpn).