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## THERE’S NEVER BEEN A BETTER TIME FOR TEENS TO LAND A JOB

**Businesses are looking for young workers. So why aren’t as many applying?**

**EXCERPTED FROM CBC.CA/RADIO**

TEENS WHO WANT a summer job this year will likely find it easier than ever to land one. While youth employment took a big hit when the pandemic started, it’s rebounded completely now, along with most of the rest of the employment landscape.

The unemployment rate just hit a record low of 5.3 per cent and Canada had more than 915,000 vacant jobs in the fourth quarter of 2021, according to the most recent data available, close to the record hit in September 2021 when vacancies topped one million.

Those jobs cross all kinds of sectors, including some where teens are most likely to work — food service and retail, according to Statistics Canada labour market analyst Lahouaria Yssaad.

“The highest number of vacancies is in accommodation and food services,” said Yssaad, followed by health care and social assistance, which don’t employ many teens. “Third is the retail trade.”

A survey of Canadian businesses released in mid-April — conducted by Angus Reid on behalf of the workplace safety non-profit Threads of Life — found that 75 per cent of respondents either already have young workers on staff or plan to hire them in 2022.

“You could almost say anyone who wants to work, can work,” Tim Lang, president and CEO of Ontario’s Youth Employment Services, told CBC. He says that’s a good thing because when kids get on the employment ladder, it helps both their families and the economy.

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But because teens are less likely to pursue work than in the past, many of those opportunities will be left on the table.

The labour participation rate — the percentage of those working or actively looking for work — among teens 15 to 19 has declined in recent decades.

Statistics Canada has been gathering this kind of data since 1976.

It says teen labour participation peaked in 1989 at just over 59 per cent. In 2008, it was also really solid at 56.5 per cent. But for years it has hovered right around 50 per cent, dipping when COVID first hit. The latest number based on the first few months of 2022 puts it at 50.7 per cent, says Yssaad.

Canada's working-age population is older than ever, StatsCan says

That means if teens were as likely to work today as in 2008 there would be more than 100,000 additional workers, according to analysis of the data by Restaurants Canada, a non-profit association representing the food service industry, which has struggled with staffing shortages made particularly acute by the pandemic.

Employers that hire a lot of teens say they're competing to recruit young workers.

Cineplex offers perks like free movies and gaming, says Allison Dell, the theatre chain's head of human resources.

It employs about 9,000 part-time staff in Canada and the U.S., around 80 per cent of them between the ages of 15 to 25, to do a range of jobs from scooping popcorn at the concession to operating games at their Rec Room and Playdium entertainment venues.

"Cineplex has a long history of being a wonderful first-time employer," she



Teens who want a summer job this year will likely find it easier than ever to land one. Youth employment took a big hit when the pandemic started but has since rebounded. (GETTY IMAGE)

said, adding that the pay is competitive and that the company puts a lot of focus on having a good employee culture.

Toronto's Parks and Rec department holds workshops for prospective staff on things like resume writing and employment readiness. If the costs of the required certifications in things like first aid are a barrier, there is funding available to cover those, said Dayton. It also holds both in-person and virtual job fairs, he said.

Centreville Amusement Park, which runs every summer on Toronto Island, even hosts a semi-formal so its 400 young seasonal staffers can celebrate with their work friends.

Christine Blue got her first job at Centreville when she was 16, and today she's its head of human resources.

She recommends that applicants prepare a resume, even if they don't have much to put on it.

"If this is your first job, we're not going to expect you to have all these different places that you worked. You just need the basics," she said. "If you did a little bit of babysitting, put that on there. If

you don't have anything, then just put your activities that you do, your extra-curricular stuff that you are involved in; volunteer [work] is great to put on there and your name, your address, all that stuff."

When it's time for the interview, Blue says the key is for teens to do their best to overcome shyness and project enthusiasm.

"We want the applicant to be confident in answering the questions. You want to show that you're a problem solver ... that you're capable and able to take on talking to the public."

Asked what advice she'd give to other teens who want to land a job, Addison says it comes down to just getting out there.

"I think you just need to reach out and take a risk and take that jump because you can procrastinate all you want, like sit at home, write your resume, think about where you want to go," she said.

"But eventually you're going to have to go out and eventually you're going to have to apply to some jobs. And it's really not as bad as it seems."

# BARGAINING UPDATES

## RECENT SETTLEMENTS

### P & H Milling Group

Expiry: Feb. 28, 2021

Highlights:

- 4 year deal with increases of 1.5%, 1.5%, 1.5%, 2.25%
- Signing bonus

### Ardent Mills

Expiry: Nov. 30, 2021

Highlights:

- Premiums for some positions added to wages in grid
- Increase in boot allowance
- Training language
- No change to current Defined Benefit Pension Plan
- 3 year deal

### Comfort Inn Saskatoon

First contract arbitration decision: March 9 2022. Highlights :

- Holiday language
- Wage increases
- Floater days

## ONGOING BARGAINING

### AAA Security

No updates to report.

### Heritage Inn Saskatoon and Moose Jaw

Bargaining on hold, dates requested

### Rob and Kathy No Frill – North Battleford

Expiry: March 19, 2021

Highlights :

- Signing bonus full-time \$525, part-time \$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 held in February, offer rejected. New dates set for June 9.

### Impact Security/ SRG Security

Expiry: Dec. 31, 2020

Bargaining Dates: no new dates

Parties have moved into monetary discussion

### Broadview Cooperative Association

Expiry: July 31, 2021

Bargaining Dates: June 14 & 15

### Moose Jaw Cooperative Association

Expiry: Aug. 31, 2021

Employer refuses to recognize new Coops that moved into Moose Jaw Coop as members. Unfair Labor Practice application has been filed

No new dates for bargaining.

### Compass Corrections

Expiry: Dec. 17, 2021

Bargaining Dates: May 17 & 18

### VLRC- Vision Loss Rehabilitation Centres (Regina and Saskatoon)

Expiry: Dec. 31, 2021

Bargaining Dates: no new dates

### Saskatchewan Science Centre

Bargaining Dates: May 12 & 13

### Coca Cola

Expiry: Feb. 28, 2022

Bargaining Dates: May 10-11

### Confederation Inn Saskatoon

Expiry: Dec. 31, 2020

Bargaining Dates: No new dates set

### AgriFoods- Swift Current

Expiry: March 31, 2022

Bargaining Dates: May 24 & 25

## UPCOMING BARGAINING

McNally Robinson, Compass Group Airport, Pepsi, Richardson Milling units should watch your mail / email for bargaining proposal meeting information.

# PRESIDENT'S MESSAGE



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

I RECENTLY HAD the opportunity to facilitate the first in-person course offered through the UFCW 1400 education and training centre here in Saskatoon.

The past two years have been marked by isolation and disconnect from each other. The return to in-person courses marks a very important moment for us and I am grateful and proud of the members who attended this course from units spanning the province.

For some, this was their first Union education experience, while others were long-standing members who have participated in a number of conferences, meetings and training. The common experience for all of us was a renewed sense of engagement and connection.

We have navigated the past two years



UFCW 1400 members gathered for our first in-person course since the pandemic started. The central theme: connection and engagement.

by doing as good members do—we put one foot in front of the other and get things done. It became clear as we participated in group exercises and shared stories with each other that the positive energy from true connection has been missing from many of our lives.

During our course, we spent a lot of time discussing what it means to be part of a Union. We all have ideas about what being part of a union can mean: Increased pay, better benefits, and collective bargaining are some of the common answers. All of these are correct, but a more complete answer also includes connection.

Connection and engagement with each other is the foundation of what builds a Union. As we come together in our departments, in our workplaces, at Union meetings and at lunch room tables, we learn about each other.

Even the smallest of connections between two people creates a bond that can lead them to support each other in bigger ways.

A group of people that connect in a workplace can more easily connect during negotiations to create better collective agreements. A group of

people connected with each other at a Union conference can help plan for better advocacy in our communities, and a group of communities connected can make decisions for a better province or country. It takes a common purpose that develops into a true desire to support each other.

As we come out of hibernation, let's be grateful for the connections that we already enjoy, build on connections that we are starting to form and expand our connections to include people we have not yet gotten to know. This is how we will build a better Union and community.

I look forward to connecting with each of you, and want to encourage each of you to look for opportunities to connect and engage with your coworkers and with the Union.

Keep watching for more courses to be scheduled, and as always, feel free to help us connect by reaching out to me or your representative at any time.

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

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

# ZQ UFCW 1400 MEETING SCHEDULE

## May 29

Colonsay

7:00 PM

Colonsay United Church, basement

## May 30

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)

5:00 PM

HUDSON BAY: St. Patrick's Anglican Church

7:00 PM

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

## May 31

5:00 PM

TISDALE: Town Hall, Tisdale Room

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)

## June 1

7:00 PM

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

6:00 PM

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

## June 2

7:00 PM

ESTEVAN: Western Star (303 Kensington Ave)

## June 6

10:00 AM & 7:00 PM

REGINA: UFCW Office (845 A McDonald St)

10:00 AM & 7:00 PM

PRINCE ALBERT: Union Centre (107 8th St East)

## June 7

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: Canadian Motel (971 Hwy 16)

7:00 PM

NIPAWIN: Evergreen Centre, Jackpine Room

## June 8

7:00 PM

BROADVIEW: Happy Hours Club Senior Centre

7:00 PM

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

## June 9

Noon

CORONACH: Restaurant

\* New venue

# SECRETARY-TREASURER'S REPORT



**MARILYNNE MACFARLANE**

Secretary-Treasurer, UFCW Local 1400

A living wage and paid sick time are just a few things that UFCW Local 1400 has been striving for during bargaining.

IN PERSON education classes have returned — we are having a shop steward level 1 class in Saskatoon and Regina in the first few weeks of May. We are excited to start to offer classes again. If you are interested in taking the shop steward level 1 or level 2 class, contact your Unit Servicing representative or contact the UFCW office and we will ensure you are on the course registrants list.

Servicing by your unit representatives in person has started again. Your representative is the person you can discuss workplace issues with when they are in your unit, in person, on the phone or email.

Quarterly meetings are occurring starting May 29 and ending June 2. Plan to attend to find matters with the union, at other workplaces, and to meet new members of the Union family.

As business is starting to return to normal, employers are finding it hard to fill open positions as people are expecting a better deal. A living wage and paid sick time are just a few things that UFCW Local 1400 has been striving for during bargaining.

Organizing is also picking up momentum. With the ability to use electronic Union cards in Saskatchewan, it gives us another tool to help workers in a variety of workplaces to become union members and have the Union advantage.

Recently, UFCW Local 1400 had successful organizing drives in Swift Current, and we want to welcome the new members that work at Revera — The Bentley. We look forward to getting first contract dates and get your first Collective Agreement done.

With summer approaching, I want

to remind people of the units that are represented by UFCW Local 1400 and encourage union members to purchase products from strong Union units: Loblaws – Superstore, Real Canadian Wholesale Clubs, Your Independent Grocer, No Frills, and Extra Foods in Meadow Lake, Saskatoon Coop locations, Hometown Coop, Carnduff Coop, Ardent Mills, P & H Milling Group, New Life Mills and Ingredion.

Support the hotels we represent: Heritage Inn in Moose Jaw and Saskatoon, Confederation Inn- Saskatoon, Country Inn and Suites in Regina, Comfort Inn in Prince Albert and Saskatoon.

And finally, check out the Saskatchewan Science Centre in Regina for fun family activities, go to McNally Robinson in Saskatoon for a good read, and when you're ready to fire up the barbecue, Prairie Pride Natural Foods processes chickens and turkeys.

Don't forget about Coke Cola and Pepsi products!

Enjoy your summer. I look forward to coming to workplaces over the next months to talk to members in person.

My last opportunity to do this was at our Annual Womens Conference March 29 at the Union hall. We talked about mental health and the effect the pandemic has had on workers mental health.

Here's hoping for better days ahead.

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

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

Call: 306-384-5787

# IT'S SCHOLARSHIP SEASON!

## International Scholarship Program

Every year the UFCW scholarship program offers scholarships to UFCW members or their immediate family members who want to further their education and demonstrate a commitment to their communities and to UFCW values. Since 1958, the fund has distributed more than \$2 million in scholarships. For more information, visit [bit.ly/3OGZ4OD](http://bit.ly/3OGZ4OD)

## UFCW Canada – BDM Scholarships

Each year UFCW Canada offers 18 UFCW Canada – BDM Scholarships worth \$1,000 each 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. Complete the online application at [bit.ly/3khY0ma](http://bit.ly/3khY0ma)

## Local 1400 Scholarships

The UFCW Local 1400 Education and Training Trust makes scholarships

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 our application form at [bit.ly/3EWhW7C](http://bit.ly/3EWhW7C) or request a copy by calling 306.384.5787 ext. 221 (Saskatoon) or toll free 1.800.274.4036 ext. 221. The application deadline is May 31.

## Young Workers Internship Program

One of the premier training and education programs offered at the national level, YIP caters to young members who want to become more involved within their union and are interested in Labour History, Organizing, Globalization, and more.

Throughout Summer 2021, UFCW Canada will be holding three one-day virtual Young-Workers Internship Program (YIP) sessions.

- Western Canada & Prairies (B.C., Alta., Sask. & Man.): **July 13**
- Ontario & Atlantic Canada (Ont., Nfld., N.B., N.S. & P.E.I.): **Aug. 10**
- Quebec: **Aug. 10**

Find out more by visiting [bit.ly/3khZVHo](http://bit.ly/3khZVHo)

# MARK YOUR CALENDAR

- May 1: May Day
- May 4: Star Wars Day
- May 5: Cinco de Mayo
- May 8: Mother's Day
- May 17-18: Shop Steward training (Regina)
- May 23: Victoria Day
- June 19: Father's Day
- June 21: Summer Solstice
- July 1: Canada Day



## Not getting union updates?

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



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## 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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UFCW Local 1400  
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).