

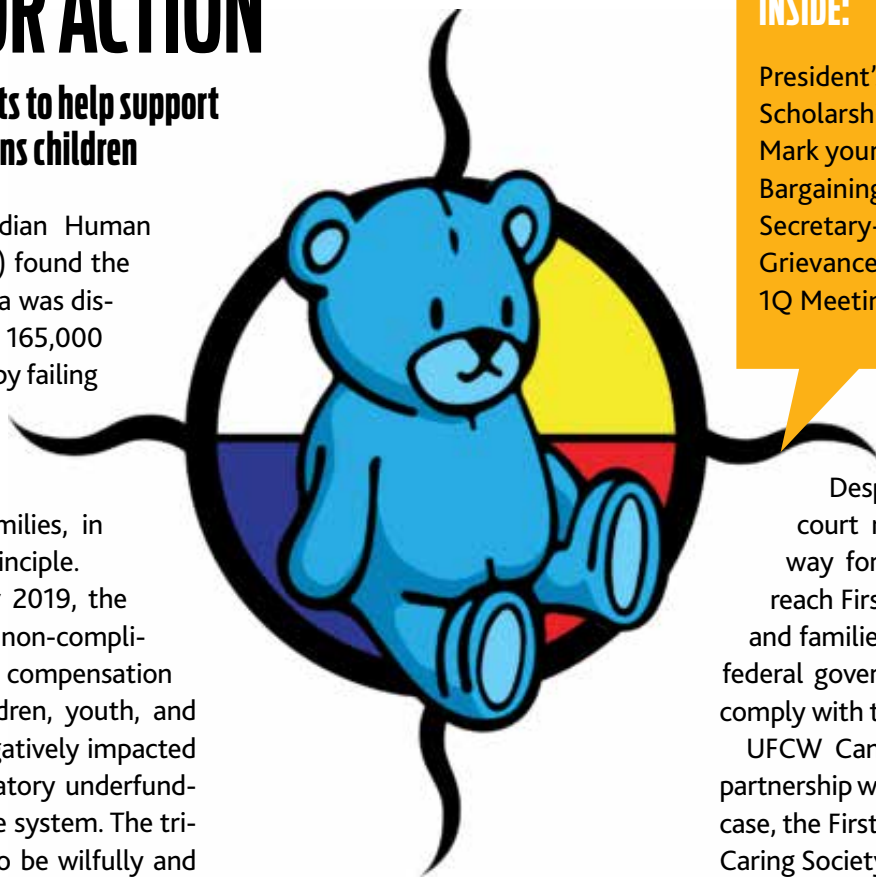
## A TIME FOR ACTION

### UFCW calls on activists to help support justice for First Nations children

In 2016, the Canadian Human Rights Tribunal (CHRT) found the Government of Canada was discriminating against 165,000 First Nations children by failing to provide equitable funding, services, and supports to Indigenous children and families, in violation of Jordan's Principle.

Then, in September 2019, the CHRT issued its ninth non-compliance order regarding compensation for First Nations children, youth, and families who were negatively impacted by Canada's discriminatory underfunding of the child welfare system. The tribunal found Canada to be wilfully and recklessly discriminating against First Nations children. The government responded by filing for a judicial review with the federal court against this mandate, opting to fight First Nations children in court instead of paying fair compensation.

In response, UFCW Canada joined organizations like Amnesty International and the Child Welfare League of Canada in calling on the government to withdraw its request for a judicial review of the CHRT decision.



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Despite a November 2019 court ruling that paved the way for compensation to finally reach First Nations children, youth, and families, as of January 2020, the federal government is still refusing to comply with the CHRT decision.

UFCW Canada has a long-standing partnership with the lead plaintiff in this case, the First Nations Child and Family Caring Society (Caring Society), and we are urging members, activists, and allies to support justice for First Nations children by telling the government to comply with the CHRT ruling, cease discriminatory funding to First Nations Child and Family Service Agencies in Canada, and fully implement Jordan's Principle.

# PRESIDENT'S MESSAGE



**NORM NEAULT**

President, UFCW Local 1400

It is a slap in the face to workers, and a gift to multinational companies operating in this province, to have the lowest minimum wage in Canada.

2020 could be the year of positive change for Saskatchewan workers.

This coming October, we have the opportunity to elect a government that would support and elevate the prosperity for middle class income workers, the unemployed, workers with income below the poverty line and every worker in between.

In a province that heralded its booming economy in 2004, we are fast becoming a have-not province for workers in 2020.

Clearly, the budget and legislation changes implemented over the past 12 years have been detrimental to the prosperity of Saskatchewan workers.

I have not witnessed this kind of labor unrest in Saskatchewan since the 1980s — look no further than our own local and the disputes we have had over concessions in the past 10 years and the fights we needlessly had to endure as a result.

It is a slap in the face to workers, and a gift to multinational companies operating in this province, to have the lowest minimum wage in Canada. Millions of dollars that could fuel our economy are being sent to shareholders instead. Labor laws that govern the safety and security of workers have either regressed or remained stagnant.

This election will have many issues and I would suggest asking candidates what their intentions are for workers' rights and prosperity.

Imagine a government that would enforce and protect workers' rights, rather than let employers take them away. A living minimum wage, full time jobs, paid benefits, anti-scab laws and pay equity (no tiers) are just a few examples of issues this government has neglected to address while allowing employers to establish precarious workplaces.

We can change this on October 26. I challenge all of you to be informed and

get involved in positive change.

The local, in collaboration with the National office, will host political action training beginning in April. Please consider attending. As well, all other conferences held this year will have a political action component to engage the membership. Our time has come.

I encourage all of you, particularly members who reside in Regina, Moose Jaw and surrounding area, to visit our brothers and sisters on the picket line at the Co-op Refinery in Regina during the dispute with Federated Co-op over concessions to their pension. Not unlike the disputes our Moose Jaw and Saskatoon Co-op members were involved in, Federated Co-op has risen to new heights to exercise their corporate greed.

As owners, we should exercise our right end the greed, ask the questions and demand the answers from our Co-op boards at their next General Meetings.

On behalf of UFCW1400, I extend my gratitude to Barb Logan, Executive Vice President of Local 1400, for her many years of service she has provided on the Executive Board and as Chief Steward of the Saskatoon Coop unit. Barb has dedicated more than 38 years as a labor activist and leader, involved in her workplace and on the Executive Board for many years as Secretary-Treasurer and Executive-Vice President. She is to be commended for her work as a political activist and advocate for women's rights. Thank you, Barb. Enjoy your retirement.

If you have any comments about this article or questions or concerns in general, please contact me at the office.

In solidarity,

Email: [norm@ufcw1400.ca](mailto:norm@ufcw1400.ca)  
Call: 306-384-5787 ext. 223

# SCHOLARSHIPS AVAILABLE!

UFCW 1400 members and their children are eligible for a number of scholarships each year. UFCW 1400 and the UFCW 1400 Education Training and Trust Fund provides for the following scholarships:

- **UFCW 1400 Youth Committee Scholarship Award** (\$1,000) open to any young member in good standing and who is presently enrolled in, or accepted to attend, a post secondary institute in the fall of the current year.
- **UFCW 1400 Scholarship Award** (\$1,000) is open to any member of Local 1400 in good standing (or their children).
- **UFCW Local 1400 Albert Tholl Scholarship Awards** (\$1,000)

Eligibility for these scholarships is limited to members of UFCW Local 1400 (with Collective Agreements) that are in the Education Fund.

In addition, there are number of Provincial, National and International scholarships available to members of UFCW 1400.

Details of each of these scholarships with links to download applications or to apply on line can be found at <http://ufcw1400.ca/scholarships/>



## MARK YOUR CALENDAR

- **MARCH 6 – 7:**  
UFCW 1400 Annual Women's Conference
- **APRIL 29 – MAY 1:**  
UFCW Provincial Council AGM
- **JULY 20 – 25:**  
UFCW Canada Young Workers Internship Program – Prairie Region
- **OCT. 2 – 4:** UFCW 1400 Biennial Shop Steward Conference – all shop stewards invited and welcome to attend. Contact your Union Representative or the Office as soon as possible to ensure your attendance at the conference.



# BARGAINING UPDATES

## RECENT SETTLEMENTS

### Garda – Province wide

Members voted Jan 13 – 16 to accept the memorandum of agreement. Highlights include: Language to limit the number of out of scope mobile guards, language added that requires the employer to provide a list of new hires with their locations within 30 days of hire to allow for the Union reps to offer new hire orientation. New safety shoe language that provides for employees required to wear the Metatarsal protection boots to combine two years of entitlement to a total of \$300 for the shoes allowance. Maternity/Adoption leave changed to reflect for members taking longer than 12 months of leave. New language re: Family Responsibility Leave. A three-year deal with increases of 1.5% in each of the years of the agreement and 2% increases in each of the years for members in the Primary Care Paramedic classification. We were successful in deleting the language that allowed the employer to delay any increases if the contract expired within the first 6 months of the year. Increases to the Dental Plan and the Health and Benefit Plan.

### KBro Linen – Province wide

The parties attended binding arbitration on Dec. 18. The Arbitrator made an order dated Dec. 19, 2019 and made the following changes to the Collective Agreement: An expanded definition of immediate family in the bereavement clause A more comprehensive extended health

plan that includes, for the first K-Bro in Canada, a sick leave supplement. An increase in the boot allowance. A signing bonus of \$500 to all employees as of April 1, 2019. An immediate increase of 10 cents/hour to the Dryfold/Ironers classification along with the following increases enjoyed by all classifications: April 1/19 – 2.75% April 1/20 – 2.75% April 1/21 – 2.75% April 1/22 – 3% April 1/23 – 3.25% The minimum wage gap language remains.

### Cornerstone Credit Union

On Dec. 6, members voted to accept the memorandum of agreement. Highlights include the removal of the cap on sick leave that can be used for family related medical needs; An increase on the cap on total severance entitlement; a three-year deal with increases of 1.7%/1.8%/1.9% fully retroactive to the expiration of the agreement.

### Parrheim Foods

On Dec. 16, members voted to accept the memorandum of agreement. Highlights include a \$500 signing bonus; Four-year deal with annual increases of 2%/2%/2%/2.5%; Added premium for on call maintenance personnel; An extra Floater Holiday added to existing Stats; Increase to the boot allowance.

### Carnduff Coop

On Dec. 12, members voted to accept the employer's offer to settle. Highlights include: Increase in shoe allowance; Four-year deal with increases of 1%/1%/1.5%/1.5% in each of the years.

### Pepsi

On Dec. 3, members at Pepsi Regina voted to accept the recommended memorandum of agreement. Highlights include: An increase in the safety footwear allowance from \$125 to \$135 (2 times a year); Increases in their shift premiums, meal allowance, lead hand and relief premium; Bereavement Leave expanded the definition of immediate family (five days leave with pay) to include grandparent; Deleted language that held employees responsible for collecting customer cash accounts; Added language that tools replaced by the employer will be of the same quality and value as the tool that was being replaced; Three-year deal: Year 1 – Employer will begin covering the full cost of the LTD benefit (approx. \$0.55/hour value to members) and \$0.20 increase to all hourly rates of pay retroactive to the expiration of the CBA; Year 2 – All rates of pay increase by \$0.60 (between 2% - 2.7% depending on your rate of pay); Year 3 – all rates of pay increase by \$0.60 (between 2% - 2.7% depending on your rate of pay.)

## CONTINUING BARGAINING

### Heritage Inn Saskatoon

Bargaining dates: Oct. 23 – 25, Nov. 20-21, 2019, March 23 – 27, 2020

### Heritage Inn Moose Jaw

Bargaining dates: July 22 – 26, 2019, March 9 – 13, 2020

### Safeway Extra Moose Jaw

Bargaining Dates: Nov. 7 – 8, 2019, Jan. 20 – 21, 2020

### Safeway Moose Jaw (Corp) Pharmacy

Bargaining Dates: Nov. 13 – 14, 2019, March 4 – 5, 2020

### Safeway Moose Jaw (Corp) Gas Bar

Bargaining Dates: Jan. 16 – 17, 2020

### Comfort Inn Saskatoon

Bargaining dates: June 26-27, Oct. 28, 2019. The Union is applying to the Labour Board for first contract assistance, which will provide a conciliator to help the parties to reach an agreement.

### Securitas Security Saskatoon

Bargaining Dates: Jan. 16, Feb. 6-8, 2018

### Plainsview Credit Union

Bargaining Dates: Jan. 28 – 29, 2020

### Salvation Army Waterston Centre

Bargaining Dates: March 2 – 4, 2020

### Affinity Credit Union

Bargaining Dates: April 8 – 9, Apr. 21 – 22, 2020

### Saskatoon City Employees Credit Union

Bargaining dates: May 25, July 30, Nov. 25, 2018, March 8, Oct. 31, Nov. 1, 2019

The Union has declared an impasse and has notified the Minister.

The bargaining committee is waiting for the appointment of a conciliator to assist the parties in reaching a resolution.

The members have voted unanimously to engage in Strike action in order to support the bargaining committee during bargaining.

## UPCOMING BARGAINING

### Anavets

Expiry: Dece. 31, 2018  
Bargaining Rep: Rod Gillies

### Securitas Security Regina

Expiry: Nov. 5, 2019  
Bargaining Rep: Rod Gillies,  
Lucy Flack Figueiredo

### Securitas Security Estevan

Expiry: June 30, 2019  
Bargaining Rep: Rod Gillies,  
Lucy Flack Figueiredo

### Salvation Army NRO

Expiry: March 31, 2020  
Bargaining Rep: Rod Gillies

### Assa Abloy

Expiry: March 31, 2020  
Bargaining Rep: Rod Gillies

### Great Western

Expiry: March 31, 2020  
Bargaining Rep: Rod Gillies

### POS Biosciences/Keyleaf

Expiry: April 30, 2020  
Bargaining Rep: Rod Gillies



# SECRETARY-TREASURER'S REPORT



**LUCY FLACK FIGUEIREDO**

Secretary-Treasurer, UFCW Local 1400

2020 is quickly becoming an important year for UFCW 1400.

Not only are we at the start of a new year, but we have moved into the beginning of a new decade.

As is often the case, this provides us with the opportunity to evaluate our paths and to initiate new habits and programs that will place us in the best positions going forward.

2020 holds the promise of even more member engagement, communication and outreach through a number of initiatives that we will be implementing throughout the year.

Many of these initiatives will involve member engagement through servicing.

UFCW 1400 has always recognized the important role that servicing has. It is through servicing that members become engaged, and knowledgeable of their rights, and the processes used to enforce those rights.

Servicing is also the first contact that each worker has with our local Union, and it is a priority for us to ensure that from first contact and throughout each members time worked at a UFCW 1400 represented workplace that members connect with us.

Both a personal connection with the Union Representatives, or shop stewards in the units, and a connection with the local and the principles that define our movement are important in developing the relationships that are necessary for relevant and effective communication between us.

In 2020, members can expect to experience more “face time” with their representatives, and more opportunities to provide us with the feedback needed to continue to develop programs that

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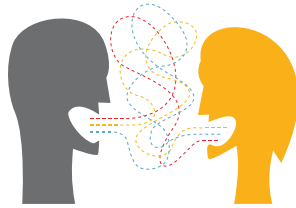
add value to the lives of each member we represent.

This communication model will also allow us to provide content at our conferences and courses that is tailored specifically for our members.

UFCW 1400 Women’s, and Young Workers will be hosting their annual conferences, with speakers and workshops designed to address specific concerns of workers in the workplace, and 2020 is also the year for the UFCW 1400 Biennial Shop Steward Conference.

The conference will be held October 2 to 4, 2020 and with the number new shop stewards that have completed training last year, added to our list of existing shop stewards,

(CONTINUED ON NEXT PAGE)



# GRIEVANCE REPORT

we anticipate another successful weekend of networking and engagement for all.

We encourage our members to contact their Union Representatives to take advantage of the opportunity to attend any and all of these conferences.

With the focus on member engagement and servicing with more active involvement in each workplace, members can look forward to more effective bargaining, grievance resolution and continuing education in 2020.

Encourage your coworkers to attend meetings and conferences with you, but to also provide input into how we can best represent each of member.

I look forward to these conversations with each of you and to the prospect of a great 2020 for each of us and UFCW 1400.

In Solidarity,

Email: [lucy@ufcw1400.ca](mailto:lucy@ufcw1400.ca)  
Call: 306-384-5787 ext. 227

## FOOD

### Extra Foods:

- An employee claimed the employer was not paying the right rate of pay. It was found that they were improperly paid for approximately seven months. When the wage was corrected, the member received the difference of \$1,396.73.

### Wholesale Club:

- Several employees alleged they received the wrong lump sum from the employer. After recalculation, one employee was entitled to an additional \$350 of pay.

### Superstore:

- An employee claimed they were unjustly terminated. The grievance was settled for \$500 in damages.
- An employee was suspended and later terminated after exercising their right of refusal for work they considered to be unsafe. They came to the union claiming this was unjust. These grievances went to arbitration, however were eventually resolved with a large monetary settlement.

### Loblaw Distribution Centre:

- An employee was not called in for an overtime shift. The grievance was settled and the employee was paid eight hours' pay at the overtime rate.

## COOPERATIVES

### Moose Jaw Co-op:

- A member was terminated and they claimed it was unjust. The settlement through arbitration, prior to reaching the arbitration date, the parties resolved the grievance with a large monetary settlement.

## INDUSTRY

- Service
- SRG Security Resource Group:
- An employer did not give an employee notice when a contract was lost nor did they allow the member to bump. The settlement before deductions was \$2,104.48.

## NEED TO REACH US?

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

REGINA OFFICE  
700H-4400 4th Ave  
Regina, SK S4T 0H8  
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



@ufcwcanada1400  
@ufcw1400women

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

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

CANADA POST  
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# 2020 1Q MEETINGS

DATE	LOCATION	DATE	LOCATION
Feb. 23 7:00pm	<b>COLONSAY:</b> Colonsay United Church, basement	Feb. 26 6:00pm	<b>CARNDUFF:</b> *Dean Fraser Community Centre (301 4th St E)
Feb. 24 10:00am & 7:00pm	<b>SASKATOON:</b> Union Office (1526 Fletcher Rd)	Feb. 27 7:00pm	<b>ESTEVAN:</b> Western Star (303 Kensington Ave)
Feb. 24 10:00am & 7:00pm	<b>MOOSE JAW:</b> Union Centre, Wagner Hall (1402 Caribou St W)	March 2 10:00am & 7:00pm	<b>REGINA:</b> UFCW office (845 A McDonald St)
Feb. 24 7:00pm	<b>MELVILLE:</b> Community Works, Meeting works Rm (800 Prince Edward St)	March 2 10:00am & 7:00pm	<b>PRINCE ALBERT:</b> Union Centre (107 8th St East)
Feb. 25 5:00pm	<b>TISDALE:</b> *RecPlex, Salopian Rm	March 3 7:00pm	<b>SWIFT CURRENT:</b> Coast Hotel, Harvest Rm (905 N Service Rd E)
Feb. 25 7:00pm	<b>MELFORT:</b> Canalta (100 Stonegate 500 Hwy 6)	March 3 3:00pm (local time)	<b>LLOYDMINSTER:</b> Royal Hotel, Boardroom (5620 44th Street)
Feb. 25 10:00am & 7:00pm	<b>YORKTON:</b> Home Inn & Suites (506 Broadway St W)	March 3 7:00pm	<b>NORTH BATTLEFORD:</b> Best Canadian Motor Inn (971 Hwy 16)
Feb. 25 7:00pm	<b>WEYBURN:</b> CUPE office (46-3rd St NE)	March 3 7:00pm	<b>NIPAWIN:</b> Evergreen Centre, Jackpine Room (300 Evergreen Dr)
Feb. 26 7:00pm	<b>HUMBOLDT:</b> *Pioneer Hotel (627-9 St)	March 4 7:00pm	<b>BROADVIEW:</b> Happy Hours Club Senior Centre
Feb. 26 5:00pm	<b>WOSELEY:</b> Woseley Town Hall, lower meeting room	March 4 7:00pm	<b>MEADOW LAKE:</b> Super 8 (702 9th Street West)
Feb. 26 5:00pm	<b>HUDSON BAY:</b> St. Patrick's Anglican Church	March 5 Noon	<b>CORONACH:</b> Restaurant

\*indicates new venue

