

ufcwnews



Bargaining Update

On April 7th, after 16 days of negotiations, the Loblaw's Distribution Centre bargaining committee presented a comprehensive offer of settlement. A day later, after 25 days of bargaining, the Loblaw's Retail bargaining committee also presented a comprehensive offer of settlement to your committee.

These offers addressed many of the union's key bargaining issues that were raised by our Distribution Centre (DC) and Superstore members. Your union's bargaining committee reached a tentative memorandum of agreement and unanimously recommended acceptance of the proposed offer of settlement.

At time of printing, explanation meetings and voting times were being organized in every geographic area. It was of great importance to ensure ample time for members to hear the details of the tentative settlement agreement and ask clarification questions. All the details regarding explanation and vote meetings were to be announced via our website, social media pages, bulletin boards, text and email.

A tentative settlement agreement is one that has come together through the negotiating process. The union and the company both tabled proposals at the

beginning of negotiations; these were debated with many exchanges of positions from both parties (often called passes) taking place for several months. In time, your union and the company reached agreement on many proposals and/or amendments to proposals. The final document, known as a tentative memorandum of agreement, was unanimously recommended to the membership by your union negotiating committee for acceptance and ratification.

We anticipate that by the time you receive this newsletter, the ratification results have been announced.

We take this opportunity to thank all the members who took the time to let us know their bargaining priorities, especially those who participated as bargaining committee members representing the membership at large. Your input shaped the proposals and drove the focus in negotiations.

For the most up to date information regarding bargaining and other relevant news, visit www.ufcw247.com.



Scan here for UFCW Local 247 news.

Big Win for Workers

BC NDP's Ministry of Labour Harry Bains has introduced Bill 10 which will ensure single-step certification when at least 55% of the employees in a workplace sign union support card.

This is an impressive step forward for workers' rights with BC returning to a system that certifies the workers' choice to join or form a union when at least 55% of a workplace's employees sign union cards saying they wish to do so.

Often through Union organizing drives, we hear of stories where employers intimidate and pressure workers with "information meetings", promise of change, or threaten to close their business.

This change will create a card check system and reduce the ability for employers to intimidate employees out of joining a union.

Unions are the collective voice of workers, giving them a legal say in their working conditions.

Unions level the playing field, so workers can speak to employers as equals.

Unions are a great equalizer in our workplace. A collective agreement provides both pay transparency and pay equity for workers, helping to eliminate gender and racial pay gaps.

A single-step process reduces the chance of employer interference or intimidation. It provides an opportunity for workers who have been left out for far too long to choose to join a union.

Are you a non-unionized worker? Or you know of a non-unionized worker interested in unionizing your workplace? You can start by contacting a UFCW 247 organizer (in complete confidence).



Connect with Telephone Town Hall meetings!



UFCW Local 247 has members living in every corner of B.C., and beyond. To better connect our widespread membership with the latest news and information from the union, we use Telephone Town Hall calls about 4 times per year.

The next Telephone Town Hall is May 26th, 2022.

If we have your current phone number, we'll call you and all you have to do is answer your phone. You can also dial in by calling **1.877.229.8493**, with **ID #116389** and following the prompts.

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Union members from the meat and deli departments at the Safeway in Nelson.



Union members from the deli department at Safeway in Richmond.



Union members at the Cranbrook Superstore.

Pink Shirt Anti-Bullying Day

This year, Pink Shirt Day, or Anti-Bullying Day, fell on February 23.

The 2022 Theme: Lift Each Other Up

"Today our diversity is becoming more visible than ever as people continue to embrace their cultures, identities, and true selves in more open and direct ways; making the need to Lift Each Other Up and have greater acceptance, respect, and inclusion for everyone so important." - CKNW's Pink Shirt Day

So what is Pink Shirt Day, exactly? It is a day when people come together by wearing pink shirts to school or work to show they are against bullying.

Earlier this month we made the announcement that a limited number of Pink Shirts were available for members to join in our collective effort to spread the message that "Bullying Is Not Ok".

On February 23, UFCW Local 247 was proud to see the show of solidarity shared by our union members during the anti-bullying campaign. Pictures were shared on our social media stories throughout the day, everyone did their part and took the time to spread this important message on Pink Shirt Day. Part of this campaign included a Bullying and Harassment course for shop stewards to get a better understanding of existing legislation and steps to follow. The one-day campaign may be over now, but our commitment to take a stand against bullying must continue and go beyond February 23.

Sadly, many types of bullying continue to exist to this day, not only in schools, but in our workplaces and communities overall.

New Servicing Territories Announced



Michael Toal

During the last telephone town hall membership meeting, President Dan Goodman provided an update on staffing changes that came into effect March 1.

The announcement included the hiring of former UFCW National staff, Michael Toal. As a national rep, Mike assisted UFCW local unions across Western Canada (including Local 247) with negotiations, organizing, servicing and education. He was also involved with organizing and bargaining for migrant agricultural workers in BC, working in English and Spanish. In 2016, Mike was hired by UFCW Local 1118 in Edmonton and led negotiations with companies like Cargill High River, Sofina Foods, and Safeway/Sobeys. When Local 1118 merged with Local 401, he was assigned to be part

of a major retail bargaining session and was also Communications Coordinator for Local 401.

His hiring has had a bit of a domino effect on our Local needing to review the union representatives' servicing territories and switch some of the units our reps service. "It's common for us to review the territories from time to time and there were various reasons that have prompted us to make some alterations" said President Goodman.

As we continue to expand our communication and engagement efforts, Eric Seto will be taking on a communication role, in addition to dealing with WCB appeals and also servicing some units. Eric has assisted the Local with website updates and developing written materials from time to time, so we view this move as an easy transition for him. As Assistant to the President, Cathy Shannon's role in the Local is also expanding. In addition to serving as our Sobeys' point person, she will also be the "go to" person for our union reps on internal and day-to-day servicing issues.

Now that the new territories have come into effect, reps will continue to deal with any outstanding grievances they may have been filed while servicing their former units. Members should have already seen their existing rep introducing them to their new rep in recent store/unit visits. We hope this will make for a smooth transition in getting to know your new union representative. The bulletin boards have also been updated with a poster showing who your new union rep is, along with other relevant posters that fill the bulletin boards. Members can also see who their union rep is on our website, www.ufcw247.com.

"My directive to the staff is that the priority for them is to reach out and contact their new shop stewards as greater communication with stewards is a key focus for us, specially during this transition period. We need to find new ways to engage with stewards, arm them with the information and tools they need and make them aware of the importance of their role within the Local", added President Dan Goodman.

Canadian Labour Congress Appeal

Stand in solidarity with the people of Ukraine and help support the ITUC's emergency fundraising appeal.

Globally, allies and supporters are standing in solidarity with the people of Ukraine to condemn Russia's horrific assault on a sovereign nation. The world is watching in shock at the massive displacement of people fleeing the violence and as civilian casualties mount.

The International Trade Union Confederation (ITUC) is working closely with its Ukrainian member organizations the Federation of Trade Unions of Ukraine (FPU) and the Confederation of Free Trade Unions of Ukraine (KVPU) as they provide support to workers and families in need of assistance.

Trade unions in neighbouring countries, including Poland, Slovakia, Hungary, Romania and Moldova are supporting the increasing number of refugees, providing food and water provisions, medical supplies and hygiene items.

The UFCW National Council recently donated \$25,000 to this fund. At the same time, our Local's Executive Board approved a donation of \$2,500 to the Red Cross Ukrainian Humanitarian Crisis Appeal. Here is the website to donate through the Red Cross: www.redcross.ca

UFCW Local 247 encourages you to support these initiatives and donate, if you are able.



Scan here to donate to the Red Cross.

Follow UFCW 247 on Facebook & Instagram

UFCW Local 247 has an active Facebook page, and we are now on Instagram!

Follow us on Facebook for the latest news and information from the union, and check us out on Instagram as well.



Shop Steward Education

Stewards across the province have the opportunity to participate in education sessions that focus on relevant issues and help support the work that must be done in their workplaces.

This season, these are the courses being offered:

Introduction to Stewardship

- April 20-22, Surrey or
- May 31-June 2, Penticton

Mental Health First Aid Certification

- April 27-28 or May 11-12, Surrey
- May 3-4, Kelowna
- June 7-8, Vancouver Island

Bullying & Harassment

- April 29, Surrey
- May 5, Kelowna



Benefit Improvements

Are you a Loblaw member working at a participating store?

The UFCW 247 Benefit Trust Fund is a benefits plan which is financed from negotiated employer contributions. The amount and the timings of those contributions are specified in collective agreements between the union and the participating employers. In turn, the records of contributions are the basis upon which employees become plan members. The trust fund is governed by a joint board of employer and union trustees, who control every aspect of the trust fund and the plan.

You may have been contacted recently by text to prompt your registration into the plan as part of our campaign to raise awareness of these benefits

Currently a surplus has been identified by the Trustees and the benefits administrator has been directed to determine the viability and costs of improving or simplifying member access to these benefits.

Stay tuned for some exciting announcements to come!



Scan here to check out the benefit booklet.

The Role of a Union Shop Steward

Having a union shop steward is one of the important benefits you gain from belonging to a union.

Your shop steward is one of your co-workers who volunteers their time to help employees with any number of issues that come up at work. A steward helps bring your collective agreement to life and give it meaning by making sure your boss holds up their end of the deal. In doing so, they ensure that union members receive everything they're entitled to under their agreement.

The most important job of the shop steward is to build an active, united membership in their workplace. Our ability to defend and improve conditions will always depend on the collective power of our membership. It is just as important that shop stewards work closely with the union representative to build understanding and create connections that contribute to a better contract and workplace.

Your shop steward is someone who will speak to your boss on your behalf, they are your mediator. If something happens at work or you notice a problem, your steward is there to help.

Our union is committed to building these relationships and we work hard to offer the support that all union members deserve.

While it may seem easier to put focus on the issues that go wrong, building unity is the hard work that needs to be done. We look to build that unity, build upon our shared victories, and stand together.

Remember, we are United and Strong when we are Together.





webCampus: Free online courses for members and their families!

webCampus offers all UFCW members and their family members access to a vast library of online courses covering a wide array of topics including digital skills, mental health, food safety and much, much, more - free of charge! These courses are designed for you to learn at your own pace, anytime, anywhere, and on any device connected to the internet.

To learn more about webCampus and to register for free courses, please go to www.ufcw247.com, under "Education".



Scholarships & Education Grants for members and their dependents

Each year between July 1 and September 30, up to ten \$1,500 Iorio Scholarships and up to eight \$750 Education Grants are available for members and their dependents who are enrolled in post-secondary education.

The application process is simple and opens **July 1**. All the information you need to apply for these and other scholarship opportunities can be found at www.ufcw247.com, under "Education".



Endless Savings & More (ESM): Discounts on your smart phone for UFCW 247 Members

Download a UFCW 247 version of the Endless Savings & More App to save on everyday purchases from hundreds of businesses including national chain retailers, service and travel providers. Powered by Endless Savings & More (ESM), this program is available to UFCW 247 members and their families.

How It Works

- Install the UFCW 247 version of the ESM App on your smart phone
- GPS automatically shows merchants and savings that are closest to your current location
- Tap on a merchant to view offers & tap on an offer for redemption details

- You typically show the offer on your smart phone at payment in physical locations or enter a code for online purchases

Getting Started

- Go to your app store (Google or Apple) on your smart phone
- Search for: ESM or Endless Savings & More
- During registration you will be asked for an "organization code": Your code is: ufcw247
- Allow location services. ESM uses "locations services" or GPS to automatically show you offers that are closest to your current location first

How to Save Hundreds

- Check out the UFCW 247 "Exclusive Offers" and save hundreds on your smart phone & plan from Rogers. UFCW 247 "Exclusive Offers" always appear first when you tap the ESM App
- Check out the "Travel and Play" category on the ESM App to save hundreds on your next travel
- When in the mall or your shopping district, always "Tap the ESM App" to save additional hundreds per year

Update your Information

To help us keep you informed, please make sure we have your current address and telephone number.

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