

ufcwnews



Safeway Negotiations: DEAL RATIFIED

In the early hours of Friday, October 13th, 2023, our bargaining committee reached a tentative agreement with Sobeys over a new contract for our members working in Safeway Meat, Deli, and Seafood departments across BC.

Thanks to you, we came into meetings with the company with a 99% strike authorization vote, an amazing expression of our members' strength and solidarity. Without a doubt, our talks with Sobeys were also positively impacted by the progress made by UFCW Local 1518 on some key issues in their negotiations. That solidarity was a powerful thing this time around.

After months of meetings and mobilizing, Sobeys tabled a comprehensive offer intended to get us to an agreement. This was a big move, though there were still some key issues that needed to be addressed. We kept pushing until we got something we felt we could bring back to you.

Our committee worked hard to achieve an agreement that they strongly recommended to UFCW Local 247 members.

Safeway members showed amazing solidarity and support over the last several months without your support we would not have been able to achieve this agreement.

Also, recognition should be given to the hard work and long hours put in by your bargaining committee: Margaret Robins, Joanne Lipp, Wendy Dewhurst, Kirste Hawgood, Oenone Bain, Erin O'Leary, Doug Insley, Brian Taylor, Nick Tomaine, and Alicia Whitehead.

It was because of the workers' collective voice and vigilance that we were able to achieve these results.

"This agreement brought in the highest top rate increases in 25 years, increased premiums, improved Grid B wage scales, access to New full-time Grid B, improved growth and mobility opportunities for Grid B, vacation improvements, maintained ATO's" said Cathy Shannon Lead negotiator, "there were no concessions or takeaways to member's wages, pension, medical, or dental benefits."

We are thankful for your support and participation shown during this process and congratulations to all Safeway members who voted and ratified your new collective agreement.

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 2024 Telephone Town Halls are:

- February 15, 2024 @ 7pm
- May 30, 2024 @ 7pm
- August 29, 2024 @ 7pm
- November 14, 2024 @ 7pm

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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International convention

The historic UFCW 9th Regular Convention ended with a renewed focus on UFCW's unity and values across North America as our union looked towards a "Better Future" - the theme of this convention.

Each day explored a theme, beginning with a recognition of the 'essential' work members of UFCW performed everyday, the 'value' that members bring to their workplaces and communities, the 'strength' everyday workers coming together to demand respect through collective action, and finally the 'future' to adapt to the rapidly changing economy and workforce through increasing technology usage and communication tools to create a united voice.

Essential: while the UFCW has always known our members are essential, the recent pandemic truly highlighted just how essential our members are to communities across the U.S. and Canada.

Value: UFCW members bring value to their workplaces and communities every day

Strength: when workers stand together as a union, they have a collective voice that they simply don't have when they're not unionized.

Future: the future of working families and the middle class depends on a united voice that can stand up to powerful corporate and political interests.

The week also highlighted the diversity and strength of our union. It also showcased the advocacy work of the various committees: Women's Network, Minority Coalition, United Latinos, and UFCW OUTreach.

More than 2,000 delegates and attendees participated in the four-day convention to debate issues, pass resolutions to strengthen our union, help make constitutional amendments and elect International Officers.

UFCW Canada delegates were active on the convention floor speaking to numerous resolutions and praising the union's work across Canada in fighting for fairness at the workplace and beyond. Attendees also stopped by to support UFCW Canada

campaigns at the UFCW Canada booth which was located inside of the convention's Unity Hall.



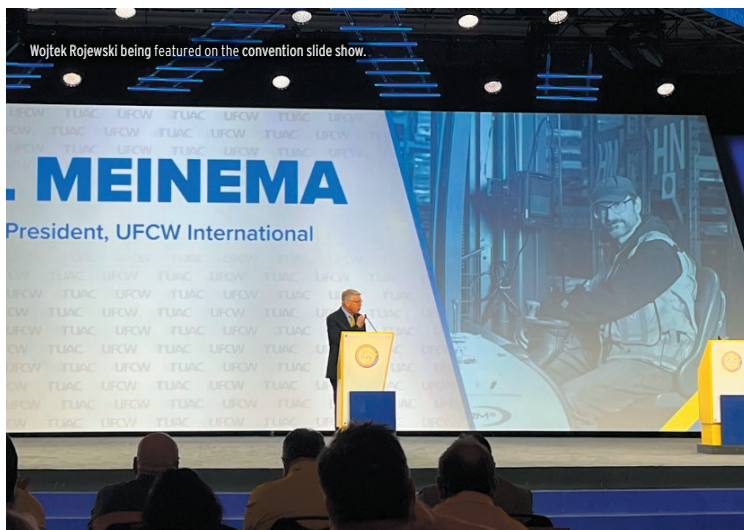
UFCW Canada Caucus meeting.
Left to right: Anouk Collet, Barry Sawyer, Paul Meinema, Dan Goodman, Lucia Flack Figueiredo.

Pictured UFCW Canada delegates met to discuss priorities for Canada. As well, following the theme of essential, members from the U.S. and Canada joined the convention to celebrate and represent the diverse industries and backgrounds of our union.

247 members Bjorn Clavecilla was one of our members who went on the stage for recognition from the convention delegates. His video was also featured in the member videos that were put on display throughout the convention (see above).

247 members Nalini and Wojtek were also featured on the convention slide show (see next page, bottom row).

The work continues, together we are going to build a Better Future.



UFCW Canada: NDF Fund Conference

July 16-18, 2023

UFCW Canada activists and members from across the country gathered in Winnipeg, Manitoba, from July 16th to 18th, 2023, to take part in the annual National Defence Fund (NDF) Conference, which for the past 27 years has given workers in the Retail, Hospitality, and Food Processing sectors a chance to exchange experiences, share ideas and discuss industry specific issues and strategies.

"The NDF has been making employers take careful notice at the bargaining table for over two decades," says UFCW Canada National President Paul Meinema. "Time and again the NDF has demonstrated that it can be a very convincing tool in securing a fair deal for UFCW Canada members."

The conference aims to foster solidarity and address common issues faced by UFCW members.

As part of the conference a strategic researcher also provides the UFCW and NDF with industry specific data and trends as a resource for union negotiators and potential union negotiating committee members.

During the conference, delegates engage in dynamic discussions with many workshops centered around the core objectives of the National Defence Fund.

This includes keynote speakers within the labour movement such as Manitoba NDP Leader Wab Kinew who at the time of this writing became the first Anishinaabe premier. This is notably historic as Wab Kinew is the first, First Nations premier of a Canadian province in our 156-year history.



As well, industry experts and UFCW representatives provided insights into emerging trends, legislative updates, and strategies to address workplace issues that affect UFCW members nationwide.

Interactive sessions and panel discussions offered a platform for members to share their experiences, exchange best practices, and propose innovative solutions to the challenges encountered in each sector. The conference facilitated networking opportunities,

enabling participants to connect with like-minded individuals and build valuable relationships across different regions and sectors.

Solidarity is built through open dialogue, collaboration, and knowledge sharing. 247 participants left the conference equipped with new strategies, inspiration, and a renewed commitment to making a positive impact within their sectors and workplaces.

Solidarity Event FG Deli

Having a strong union starts with knowing you have one. At a recent union workshop in Abbotsford, your UFCW Shop Stewards at FG Deli discussed ways to help to build union awareness among members at the plant.

They wanted to do something visible that would allow members to express support for their union and remind everyone - new members and the employer alike - there's a union here!

Soon after, we launched a "solidarity" hardhat sticker campaign at FG Deli. The stickers have been incredibly popular. UFCW Local 247 Steward Grace Kelly was asked what "solidarity," the message on the stickers, means.

"It means we all stick together as a union to fight for what we believe." she answered.





Indigenous Culture and Activism – Elder Eric Flett

UFCW 247 acknowledges that our head office is located on the traditional and unceded territory of the Coast Salish Peoples, specifically the Semiahmoo First Nation.

In ongoing support of UFCW 247's commitment to support and take steps that UFCW activists and community members can advance reconciliation.

As one of those many steps, shop stewards from the province gathered to participate in a 2-day Indigenous Culture and Activism course, led by UFCW Canada's Resident Elder Eric Flett, who is Ojibway of the Ebb and Flow First Nation.

This was an introduction to Indigenous Peoples, their rich culture and their history on Turtle Island.

"We learned that Reconciliation cannot be possible without Truth and that Truth can be reached through gentle education that offers a clear understanding of

the injustices endured by our Indigenous brothers and sisters." – Elder Eric Flett

All members who are interested in building a better understanding of Indigenous Peoples and some of the issues we hear in the news, UFCW Canada with guidance from Elder Eric Flett created an online course that is available on webCampus. For details and to register visit: <https://webcampusmenu.ufcw.ca/course/874/indigenous-rights-activism>

This course, offered through UFCW Canada's webCampus, is a hybrid learning experience that we hope you will enjoy and be inspired from. In this online course, you will benefit from discussions about the course material with Indigenous activists. You will also enjoy time learning at your own pace with the online materials, coming back to the main group intermittently for discussion. It is in these face-to-face

online discussions where you will be able to share your experiences, thoughts, and have an opportunity to ask any questions you may have with our knowledgeable and dedicated facilitators.

This is an introductory course that aims to create a greater awareness of the key issues that impact Indigenous Peoples, both historically, and today. This course is meant to focus on key elements with limited explanations rather than a comprehensive historical accounting and excess documentation. What that means is this course will inform participants on important issues, yet not dive deeply into all the factors that affect them. Participants may be inspired to continue learning, developing stronger understandings of Indigenous issues, as well as gain practical tools to help you with your own personal reconciliation.



Since 1985, our UFCW Canada family of members and Local Unions made a pledge to work together to support the efforts of the Leukemia & Lymphoma Society of Canada (LLSC). This collaboration has put UFCW as the largest annual fundraising organization for the LLSC.

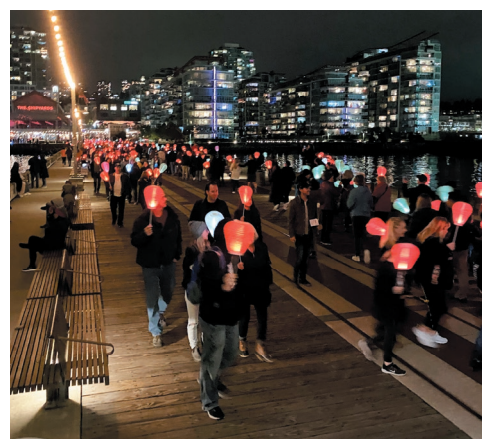
The money raised annually by UFCW Canada activists and Local Unions across Canada is used to support lifechanging research and programs to find a cure, provide better therapies and patient support, and raise public awareness of leukemia, lymphoma, and other blood cancers.

Light the Night

As part of our ongoing annual fundraising activities, we have again submitted a Team to the annual Light the Night event. This year's event held on October 21st had some changes, the event still featured the lantern lighting ceremony and opportunities to connect with others in the blood cancer community.

While the venue changed from Stanley Park, the new location was at the Shipyard Commons in North Vancouver which allowed for an indoor space. The closing ceremony was still held outside, and the full impact of the lit lanterns was an inspirational sight to see.

An exciting new addition included a community corner for lantern decoration and dedication, as well as a research station to learn about the impact of your support.



Pub Night

Always a fun night, another sold out Pub Night to raise funds was also held in Surrey. Prizes were donated from the community and raffled off. Ever so popular, the toonie toss champion from last year was dethroned and a new champion emerged. This event could not have been successful without the organizer Tima Dickerson and all the volunteers who took time out of their day to set up the prizes and volunteer to sell raffle tickets throughout the night.



Leukemia fundraising has such a positive impact on the lives of those affected by the disease. It supports research, provides resources and support for patients, and brings communities together in the fight against leukemia. While UFCW is LLSC largest fundraising supporter, our union often supports other charitable causes that align with our members' interests and values.

If you are interested in setting up your own event in your community or if you would like to find out more on how you can support an event in your community, please email ufcw@ufcw247.com.

Solidarity matters.

Give a Little, Help a Lot Campaign

The annual Loblaw Give a Little, Help a Lot campaign also was a huge success. A huge shoutout to all the participating stores and members who have supported this campaign. Store participation this year was simply amazing, and we are grateful for all the efforts of our members, store management and community who generously donated and supported this campaign.

While everyone is a winner, special recognition to the top 2 fundraising stores, Chilliwack and Abbotsford Superstore should be mentioned.

"We are grateful for the support we receive from Loblaw Canada Brands Ltd, UFCW members and the generosity of their customers to support the LLSC through the Give a Little, Help a Lot campaign," said Alicia Talarico, President, LLSC. "This campaign makes a difference in the lives of those affected by a blood cancer and their families. It ensures they receive assistance through every step of their blood cancer experience."



Top leukemia fundraising store Chilliwack



Left to right: Diane, Sinead, Chantal



Second top raising store Abbotsford. Left to right: Georgia, Chantal, Jaspal, Aiden, Kenny, Diane, Inderjit, Parm, Sinead, Johnny

Customer violence is not part of our job

As was written in the spring edition In Touch magazine Customer Abuse - Open Letter to Management, your Union has been aggressively advocating to ensure that proper processes are put in place and member safety measures are treated as a high priority. That said, we called upon all levels of management to use their capacity as Leaders in the workplace to do their part in protecting their staff in the workplace.

Since then, more customer violence incidents have been reported to the Union and our members on the front line are feeling increasingly frustrated and fearful.

Customer violence is not part of our job.

The customer is not always right. Increasingly, retail workers are subjected to violence and abuse from customers. Some retail employers have been slow to back our members up in these situations. Dealing with customer violence and abuse should never be seen as normal or just part of having a retail job. Retail workers deserve dignity and respect from customers, and they need to know someone has their backs.

There are practical steps retail workers can take when customers become violent. This includes:

1. Getting to safety
2. Contacting management or emergency services
3. Getting First Aid
4. Reporting the incident to the authorities, including your Union, WorkSafeBC, and your employer, and
5. Getting help to deal with the trauma-related impacts of workplace violence.

Your Union wants you to know that we have your back!

Please check out the Customer Violence campaign details under the Health and Safety section of our website.



Pride Vancouver

UFCW Supports **PRIDE!**

Your Union supports our LGBTQ+ members and participated in the Surrey Pride event **FESTIVAL ON THE PLAZA** and the Pride Vancouver annual Festival parade event held in Vancouver. These events celebrate and raises awareness of the LGBTQ+ community. The Surrey **FESTIVAL ON THE PLAZA - (CIVIC PLAZA)** was held this year in front of City Hall on June 24th 2023. We hosted a booth and had UFCW members visit us to show their solidarity.

This year's Pride Vancouver Festival event was held on August 6th 2023. The event included a parade, live entertainment, educational and cultural activities, and a festival that provided a platform for LGBTQ+ individuals and allies to come together and promote inclusivity, diversity, and equality.

Pride Vancouver promotes social acceptance and celebrates the diversity of sexual orientations and gender identities. This event aimed to create a safe and inclusive environment for LGBTQ+ individuals to express themselves, connect with their community, and advocate for their rights. This event is an opportunity for allies and supporters to learn more about the LGBTQ+ community and show their support.

This year, a new parade route was chosen to better accommodate accessibility for both the supporters and the walkers. The BC Federation of Labour continues to support the LGBTQ+ union members by organizing a Multi-Union Pride contingent to walk in

Solidarity during the Vancouver Pride. Union members across industries show off their amazing support and enthusiasm throughout the parade and participated in the activities and festival.

Union President Dan Goodman and union representatives Eric Seto, Steve McAusland joined BC FED Secretary Treasurer Hermender Singh Kailley along with members Alicia Whitehead, Dawn Stevenson, Fen Williams, office manager Anny Kukovica-Goodman showed their solidarity!

"I appreciate your support at this Pride Event. A true Leader is someone who shows their support through actions. I am thankful for your support and our Union in supporting my friends and our members. Solidarity means walking with you. WE supported our 2SLGBTQ+ 247 members today," said union representative Eric Seto.

The weather and the event were amazing and there was massive turnout in support. While the Surrey Pride and Vancouver Pride are large events, many members have also shared their stories on their workplace events and activities.

Take union representative Mike Toal who participated in the Comox Valley Pride in the Park event with member Victoria.

"It was great to attend Comox Valley Pride in the Park in Courtenay on behalf of UFCW Local 247. What a great and positive event, where members in the community expressed their sense of pride and welcomed me as an ally. I can't wait to work with members in our north island stores to have a presence on behalf of our local at next year's event." said Mike Toal.



We intend to participate in Pride 2024 and if you are interested in joining us in to walk in the parade or assist in our volunteer booth, please email ufcw@ufcw247.com to let us know. If you would like to ask us to join and support you at your workplace event or activity please contact us to find out how we can show solidarity in your workplace.

As Canada's most progressive union, UFCW Canada plays a leading role in advocating for full equality and opportunity for the LGBTQI2S community.

To learn more about UFCW's LGBTQI2S initiatives, visit www.ufcw.ca/pride



Purple Shirt Campaign: Overdose Awareness

International Overdose Awareness Day - August 31

Overdose affects people and our communities in many ways. According to data released by the BC Coroners Service this summer, about 12,500 British Columbians have died since the public health emergency was declared in 2016, with more than 1,200 of them happening in the first six months of 2023. This is an epidemic that does not discriminate.

The theme for this year's International Overdose Awareness Day (IOAD) is "Recognizing those people who go unseen". UFCW Local 247 honours the people whose lives have been changed by overdose. They are the family and friends grieving the loss of a loved one, workers in healthcare and support services, our compassionate co-workers, friends, and bystanders who selflessly assume the role of lifesaver. Theirs are the voices we often forget and need to amplify; too often they are left to bear the burden of this crisis alone and in silence. August 31st does not only provide

an opportunity to publicly mourn our loved ones in a safe environment without feeling guilt or shame, but it also creates a space for us to acknowledge and support the people in our communities who go unrecognized, by raising awareness on the hidden impacts of overdose and promoting education on overdose response.

We also take this opportunity to emphasize the importance of treating everyone with dignity and respect - this includes people who use illicit substances. Stigma makes people feel judged and alone, which can prevent them from asking for help. Treating people with respect can lead to less stigma and shame, which can save lives.

This August 31st, UFCW Local 247 showed support by attending an IOAD community event being held at [Douglas Park in Langley](#). The event started at 5pm, with a memorial and awareness walk that took place at 6pm. Thank you to all our union members and friends who joined us in support!



Your Union is Listening

You may recall, as part of the member feedback your Union has received, increased engagement has consistently been at the top of the list. Solidarity is built when union members feel that their voices are being heard and that their opinions matter. Through engagement, feedback can provide valuable insights into the needs and concerns of our members. Through our feedback process, access to Union benefits such as: health and dental, online web campus courses, and education scholarships are under utilized. It is important for all members to access the hard-fought benefits your Union has achieved.

We are please to report that the updated store Union Notice Bulletin Boards have been well received. Members have provided great feedback on the content and appreciate the increase in content.

We are also pleased to report an increase in response to our Social Media presence through Facebook and Instagram. If you haven't already checked us out, please search out UFCW Local 247 on one of the platforms or visit our website at www.ufcw247.com and click our social media links.

Focus has also been put on updating our website with some improvements expected later this year.

The feedback that we have received about Special Project Union Representative engagement program has also been very positive. This program will continue as Union members visit store locations to speak and engage with fellow Union members. To continue this engagement, Shop Steward Dawn Stevenson has been booked time off from her Superstore.

"I have been with the Superstore for 28 years. I started in the Front End as a cashier. I then became a trainer (my favorite thing to do) and I trained and help open several new stores such as Whitehorse, Guildford, and Abbotsford. I was a Front-End Supervisor for about 15 years and have now moved to PC Express where I definitely get my steps in! I also sit as chair on my store's Health and Safety Committee.

As a longtime member I have always been active in my union. I currently sit on the union's Executive Board as an elected Vice President, I have sat on the Superstore Bargaining Committee, and I am also a Shop Steward.

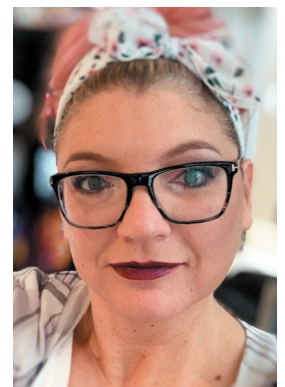
I became a Steward because I didn't just want to sit on the sidelines. If you know me, I like to be involved and to keep busy. As a Shop Steward, I was introduced to what the union has to offer our members. I found out that we had a Training Centre committee and a Women's Committee. I joined these committees and I found out that it was much easier to help others when you are working with like-minded folks!

Our Women's Committee does a lot for our community: we make emergency kits for women and families, we have hosted a Mother's Day BBQ, baked Christmas Cookies at women's transition homes, and of course our annual Shoe Memorial on December 6th raising awareness and action on violence against women. This will be my eighteenth-year volunteering for this very important event.

If you do attend this year's Burnaby Village Kids Christmas party, you might also see me disguised as one of Santa's helpers.

Everyone has a voice. OUR UNION is our voice. It can be as loud as US UNITED make it."

- Dawn Stevenson



UFCW Kids Christmas 2023

Last year, many events were held for members across the province from movie nights to the annual Burnaby Village Museum Kids Christmas Party.

The Museum was again decorated in its seasonal and festive splendor.

Many UFCW families enjoyed the entertainment, refreshments, and surprises for the children. Always special, Santa and his two helpers visited to spread some Christmas cheer. Last year included a surprise elf taking UFCW Family photo's, which were emailed out.

This year the Burnaby Village Museum Kids Christmas party will be held on December 4th 2023.

This year we also hope to expand our events to include other geographical areas.

Stay tuned for more updates which will be announced on our website.



Understanding your Union Benefits

Benefit Trust Fund – Loblaw Superstore, DC, Extra Foods

The UFCW 247 Benefit Trust Fund is a health and welfare fund that provides benefits to eligible union members and their dependents. The Benefit Trust Fund is one of the ways in which the UFCW supports its members by providing various benefits, such as dental care, vision care, death benefit, and other wellness-related benefits.

These benefits are funded through contributions made by contributing employers, and the fund is administered to ensure that eligible members and their families receive the agreed-upon benefits.

These benefit contributions are negotiated with the participating employers as part of your union collective bargaining agreements. The trust fund is administered by a board of trustees, which includes both labor union representatives and employer representatives. This board is responsible for managing the fund and making decisions about benefit offerings, investment strategies, and other administrative matters.

The trustees are responsible for maintaining the health of the benefit plan and to ensure that there are sufficient

funds to provide all plan members the benefits to which they are entitled to receive. One example of the important responsibility the trustees have is to review the annual fee guide increases and to ensure that the plan has sufficient funds to pay out claims.

To do this, the trustees will utilize an Actuarial consultant to cost out the potential impacts of usage plus fee guide increases. An actuary is a professional who specializes in assessing and managing risk and uncertainty, particularly in the fields of finance, insurance, investments, and pensions. Actuaries use mathematics, statistics, and financial theory to analyze and predict the financial impact of uncertain events. Their primary goal is to help individuals, organizations, and governments make informed decisions that involve financial and risk management.

A dental fee guide, also known as a dental fee schedule or fee reference, is a document or resource that outlines the recommended or standard fees for various dental services and procedures. Dentists use fee guides as a reference to determine appropriate fees for their services.

The British Columbia Dental Association (BCDA) publishes a dental fee guide specific to the province of British Columbia, Canada. This fee guide is known as the "British Columbia Dental Association Suggested Fee Guide."

Typically, the BC Dental fee guide takes effect February 1 in the calendar year. Various different procedures may have different increases. To analyze the impacts of these changes, the consultant will review the costing changes and compare them with the historical claims' usage. This will provide an

estimated financial impact, or simply how much more the changes will cost the plan.

Trustees from the Union and the Company will then meet and review in order to approve or deny the proposed increases. For example, the 2023 Dental Fee guide was adopted and approved to be effective July 1st, 2023. It does take time for the full fee guide to be released and analyzed prior to when the trustees can meet.

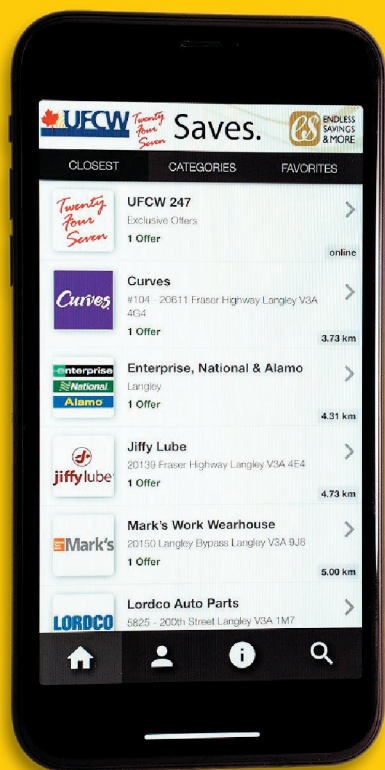
Trustees are also reviewing additional improvements to the plan and also to determine if there are any other improvements that can be made and also to evaluate the potential costs.

Some of you may remember when the Benefit Trust Fund implemented the new Drug and Dental card which allowed the providers to electronically submit on your behalf. The trustees of the plan voted and approved this change and monitored the usage and the additional costs associated with the move to electronic pay-direct system as the MDM the claims processor does charge an additional administration fee.

The great news is that this resulted in an overall increase of 127% claims!

This means that more members accessed their union negotiated benefits. This also means that there is an overall increase in costs to the plan funds which means the additional costs will need to be reviewed before any additional changes may be made.

If you have any questions about your union benefits, please visit our website to look up which benefit plan you are part of.



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



webCampus: Free online courses for members and their families!

webCampus is UFCW Canada's online learning program that allows UFCW Canada members and their family members to access their favourite online courses - free of charge - on all tablets, smart phones, laptops, desktops, and Apple computers and devices, meaning participants can complete courses whenever and wherever they want.

webCampus courses focus on everything from personal development to health and safety to computer skills, and are available to all UFCW Canada members and family members at no cost.

To learn more about webCampusPLUS, please go to ufcw.ca, and follow the webCampus links.

Follow UFCW 247 on Facebook & Instagram

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

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



Update your Information

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