

ufcwnews



Connect with Telephone Town Hall meetings!



Stay tuned for posters in your workplace with the dates for the 2025 Telephone Town Hall Meetings.

If we have your current phone number on file, all you have to do is answer your phone when we call you. There will also be a reminder call the day before. If your phone number changed recently or you are a brand new member, call us at **1.888.361.UFCW** to update your file. You also have the option to dial-in to join the meeting; the phone number to call and corresponding access code are listed on the union bulletin board in your workplace.

NDF Conference 2024

The future of Retail, Hospitality, and Food Processing sectors is what UFCW Canada members make of it. That was the spirit that brought activists and members from across the country to Ottawa, Ontario, from July 13th to 16th 2024 to take part in the annual National Defence Fund (NDF) Conference. For the past 28 years, the conference has given workers in these sectors a chance to exchange experiences, share ideas, and discuss industry-specific issues and strategies.

This year, a new component has been added which includes the Distribution Centres and the role of supply chain infrastructure that impacts many UFCW sectors.

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

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

As an ever-growing discussion that potentially impacts all sectors, Artificial Intelligence (AI) industry analysts presented on future trends and potential impacts.

Additionally, UFCW Elder Eric Flett opened the conference with a humorous morning message and teaching.

Flett then held a traditional Pipe Ceremony on Parliament Hill, with 247 members joining him to learn that the most powerful way of communicating with the spirit world is to smoke tobacco in a sacred pipe.



The conference began with a warm welcome from UFCW Local 175 President Kelly Tosato. As one of the host Locals for this year's convention, alongside UFCW Local 633, Local 1006A, and Local 12R24, President Tosato thanked everyone for attending and wished all delegates a wonderful conference.

In addition, President Tosato thanked the approximately 230 members of UFCW Local 175 who work at the Westin Ottawa for their hard work throughout the convention.

UFCW Canada National President Shawn Haggerty thanked UFCW members in the room and across the country for their resilience and hard work in the face of the many challenges they face in the workplace, the bargaining table, and on the picket line.

"In these difficult times, when everyone is facing the cost-of-living crisis and demands to work harder for less pay, the NDF is more essential than ever," said Haggerty in his closing remarks to the delegates. "We all need strong, fair contracts that protect workers and provide them with security and stability. The NDF is how we get these contracts: it protects us and helps us build a better future together."

The NDF's value was fully recognized by delegates. Here are just a few things some of them had to say:

"I am very honoured to have been able to participate in this conference."

"I found the NDF conference to be educational for myself, to learn what Unions are about"

"It was inspirational and energizing and made me feel like we can make a difference."

"It was reassuring to hear that almost all divisions have the same issues, and we are not alone in our fight for better."

"I joined Elder Flett on Parliament Hill to participate in my first traditional Pipe Ceremony. It was a deeply meaningful experience that connected me to a rich cultural tradition and reminded me of the importance of honoring Indigenous practices and wisdom."

It was an informative event where, over two days, UFCW activists participated in presentations and workshops that focused on core industry issues, bargaining trends, and new tactics for empowering members as a force for positive change at work and at the bargaining table.

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Union Members are Stronger Together

Member engagement and participation are the foundations of a strong and democratic union. We see its power and importance from members standing up for their workplace conditions to members fighting for a better contract during negotiations, and so many other times in between.

To strengthen our union and continue to build upon the commitment and vision outlined during last year's International Convention UFCW Local 247 initiated our Engagement Committee recruitment drive. The purpose of this committee is to encourage active members to share their voices and unique energy to help guide the direction of the union. The Engagement Committee was formed and created and met to provide valuable feedback and advice. Through this committee, a plan was formed for a member-driven union conference "Get Empowered" exclusively for UFCW Local 247 members.

Committee members visited all member locations throughout the province to encourage all members, new to their union or long-time labour activists to apply and participate.





Throughout this process, our Engagement Committee members received very positive feedback and support from other members. While we would have liked to have every applicant attend, we were limited by venue space and resources. This conference was about creating space for members who reflected the mix of new and long-term members from across BC and from all the sectors that make up our union: retail, warehousing, food processing, and more.

It's with this in mind that UFCW Local 247 members came together to "Get Empowered" at our Local's Engagement Conference from October 20-23, 2024, in Surrey, BC. It was a conference that was all about creating a space where UFCW Local 247 union members - whether new to their union or long-time labour activists - could learn about how union members are stronger together.

The first time in a long time we've held a union conference exclusively for UFCW Local 247 members, we're especially proud that it was planned by a group of union members, our Engagement Committee, with the help and support of union staff. The Committee did an incredible job of ensuring a fair and equitable application process that resulted in a mix of new and long-term members, members from across BC and from all the sectors that make up our union, reflecting the diversity and power of our membership.

With participants hearing from and drawing on the experiences of inspiring guest speakers and, labour movement leaders, like UFCW Canada National President, Shawn Haggerty; Canadian Labour Congress President, Bea Bruske; BC Federation of Labour President, Sussanne Skidmore; and UFCW activists from across Canada, it's clear that members came away feeling empowered to help build their union and improve their workplaces.





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Message from the President

I witnessed all members actively participating in their workshops and as they gained more knowledge on mental wellness, workplace safety, collective bargaining and other topics.

This engagement conference has been all about “You, Our members, Our Union.”

Through this conference you have seen the members of our Union who; help our Union set policy, make sure we run the Local properly, representing your concerns, supporting you when you need someone there, listening to you when you just need someone to talk to and most importantly representing you to make sure you are treated fairly, with dignity and respect.

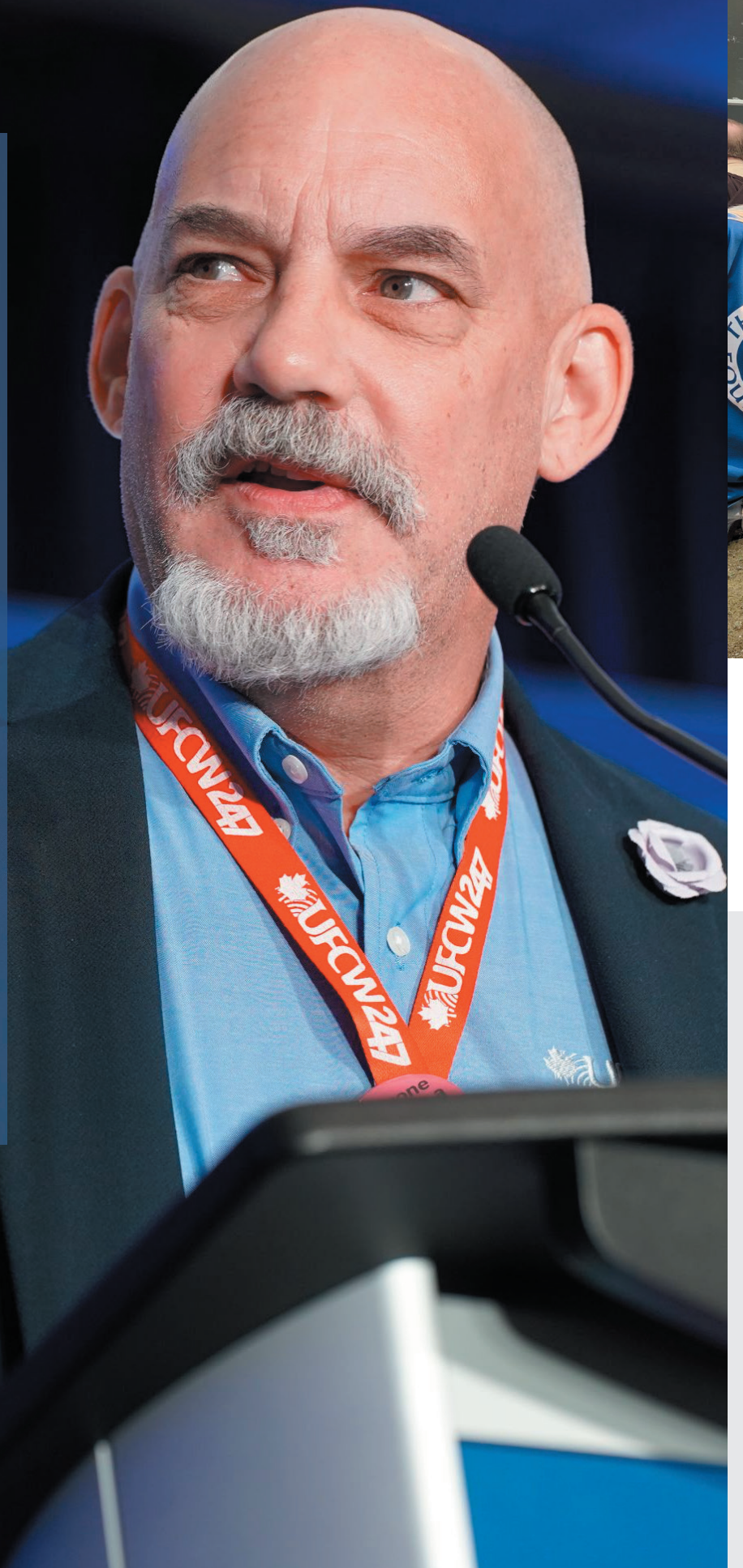
As great as this conference has been, it can't be a “one and done” where we leave and forget everything we learned.

This must be a springboard where new suggestions are gathered to launch initiatives to increase member participation. You've already started that and many of you have put forth some great ideas we need to look at. We need to give this engagement committee some work to do.

But, because it's not “my” Local, or “their” Local, but “our” Local, I'm challenging every single one of us to work together, to build each other up and not tear each other down, and to continuously commit to making UFCW Local 247 the best it can be.

So, when you go back to your grocery stores or warehouses or production facilities, talk to your co-workers, urge them to get more involved. None of us can do it alone but we can certainly do it together. Thank you all very, very much.

#Solidarity





Solidarity Matters

Pitt Meadows Loblaws Distribution Centre Community comes together

Member Diana Mowat has volunteered with the Virtue Foundation since 2014. The Virtue Foundation is a not for profit organization established in 2002 whose primary objective is to raise awareness for children who are physically, mentally or financially challenged. "The Day at the Ranch" is their biggest event which takes place at The Virtue Studio ranch in Mission B.C. The Virtue Foundation was founded by Vancouver television and film producer, director and stunt coordinator Danny Virtue. Danny was the creator and producer of one of the first locally made and longest running Television Series in Canadian history, "Neon Rider", and has been in the entertainment industry for over 50 years.

Specifically Diana volunteers at "The day at the Ranch" charity event. This event is filled with stunt shows, animal acts, wrestling, acrobats, high fall, motorcycle and special effects and a western style bbq lunch. To support this

incredible event, many donors are needed to help supply and provide the food and equipment.

"I have always wanted to help other people in need and make a difference" said Diana, "and it was definitely made for me when I came to the ranch and saw all the kids come off the busses. Some kids so sick not knowing what was in the future, so happy to have a day filled with food, entertainment, family and time away from their worries." For some of them it's a once in a lifetime experience.

Supported by her union representatives Johnny Khakh and Wojtek Rojewski, Diana approached management at Loblaws DC 1932 if they could help. Not only were they happy to, management reached out to the other DC's 1957 and 1935 to make sure everything the event needed could be donated. Loblaws donated all the food and supplies needed for the event. This generosity allowed additional activities such as a Photo Booth, more shirts for the kids, face painting and other options to make the day even better. The generosity from Loblaws also increased capacity for even more kids to come out.

Great work Pitt Meadows.

For more information on supporting the Virtue Foundation, check out www.dannyvirtuefoundation.org to learn more about the lives he has impacted throughout the lower mainland.

Shoe Memorial

Each year on December 6, the National Day of Remembrance and Action on Violence Against Women, a Shoe Memorial is held to remember and honour the murdered women and girls in BC with a set of shoes representing each victim.

Started by the late Pat Kelln, the Shoe Memorial takes place each year locally and in other communities right across the province and country - a powerful public display and a blunt reminder of how many women and girls continue to be killed as a result of gender-based violence.

Please join us for this year's event, which will be held at the New Westminster City Hall 9:00am to 1:00pm.

The names of the victims will be displayed, with a pair of shoes representing each life of a Mother, Sister, and Daughter that no longer walks amongst us, at the Shoe Memorial on December 6th, Canada's **National Day of Remembrance & Action on Violence Against Women.**

If you are interested in joining the Women's Committee or would like to participate in the Shoe Memorial this year, please contact Tima Dickerson at 604-535-8329 or tdickerson@ufcw247.com.





Pride 2024

At UFCW, we believe that every worker deserves a fair, inclusive, and supportive workplace, regardless of sexual orientation or gender identity. As part of our commitment to equality and social justice, UFCW proudly supports LGBTQ+ workers by actively participating in Pride events and advocating for inclusive labor practices.

LGBTQ+ workers face unique challenges, including discrimination, unequal benefits, and workplace harassment. By taking part in Pride events, UFCW reaffirms its commitment to fighting for equal treatment and dignity for all workers. We advocate for policies that protect LGBTQ+ members, such as anti-discrimination measures, equal benefits, and fair workplace practices.

Pride events are more than just celebrations—they are powerful platforms for raising awareness, building solidarity, and promoting community. When UFCW members and locals participate in Pride parades and festivals, we create visible support for LGBTQ+ workers, fostering a sense of belonging and strengthening our union community. It was with that in mind that UFCW Local 247 leaders, members, and staff participated in lively Pride events across the province this year.

One of UFCW's top priorities is ensuring that LGBTQ+ members feel safe and accepted in their workplaces. We've been at the forefront of negotiating contracts with inclusive language, pushing for anti-discrimination

policies, and providing LGBTQ+ training programs to make workplaces more inclusive. Additionally, many UFCW locals offer resources and support networks to help LGBTQ+ members navigate workplace challenges.

Pride is also an opportunity to raise awareness about the intersection of workers' rights and LGBTQ+ rights. During Pride events, UFCW locals have a visible presence, marching alongside members and sharing information about workers' rights, LGBTQ+ workplace protections, and the benefits of union membership. These events are a powerful way to educate both union members and the broader public about the importance of inclusivity in the workplace.

UFCW's participation in Pride events goes beyond celebration—it reflects our long-term commitment to creating fair and equitable workplaces for all. By advocating for LGBTQ+ rights and promoting diversity within our union, UFCW continues to champion a labor movement that stands for justice, equality, and respect for everyone.

As we continue to support Pride events and LGBTQ+ initiatives, UFCW remains a strong ally for LGBTQ+ workers. Together, we are building a future where every worker can thrive, free from discrimination, in a truly inclusive environment.

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.



Your Union is Listening

Members have been loud and clear that engagement needs to be at the top of the list for your Union. That's because we all know that solidarity is built when union members' voices are being heard and their opinions matter. When members are engaged they can provide valuable feedback into their needs and concerns. In turn, Union leadership and staff can provide important information to members, like how they can access health and dental benefits, online web campus courses, and education scholarships.

In the spirit of engagement, your Union has also continued with the Special Project Union Representative engagement program. This program has received a lot of positive feedback after having Union members visit store locations to speak and engage with fellow Union members.

One of those members, **Sinead Wilson**, had been booked time off from her Superstore from February 2023 to August 2024.

Announcement hire:

Sinead worked at Superstore since 1996. She was first hired at the Langley Superstore as a part time cashier and transferred to the Fraser Valley Mission Superstore as an available anytime cashier. At the Mission Superstore, Sinead received training in the different Front-End positions. When the Abbotsford

Superstore was built, Sinead applied for a full-time front-end position and has been there ever since. She became a Shop Steward in Abbotsford and has been in that role for over 10 years. Sinead has been a proud union member since day one and truly believes that our union is only as strong as our members.

Since spring of 2023 Sinead has actively assisted our local with engagement in her role as a special project union representative. With her enthusiasm and positive nature, Sinead has been taken with her new role and drive to build solidarity within the union. More recently she has taken a role in supporting the 'Get Empowered' engagement conference which was held from October 20-23, 2024.

Earlier this year Sinead took on additional duties as a temporary servicing representative and has continued to be passionate about building solidarity.

We are pleased to announce that Sinead has joined our Union as a permanent servicing representative.

"I look forward to continuing to build strength and solidarity," said Sinead. "I still believe we all have something to contribute to building "Our Union", she added.



Another important feedback from our engagement efforts was the importance of communications with our new to the union members and long-term labour activists is the need to expand our outreach through new media avenues and enhancing our existing social media platforms.

We are pleased to announce a new addition to the communications department.

Daniel Tseghay is a long-time union communication representative, having worked with both public and private sector unions, most recently with CUPE in Toronto. He's now happily back in the lower mainland, having grown up in Newton, Surrey.



"The labour movement is something I'm committed to and I look forward to playing a role in growing a fighting union in British Columbia," he said.

Daniel brings a wealth of media experience and social media communications.

Welcome to our Union!

Be Thankful I Am Here – Open Letter to Management

Starting a new job without formal training is a challenge, but it's also an opportunity to showcase adaptability, initiative, and problem-solving skills. Employers should be thankful for new hires who thrive in such environments because they bring a fresh perspective and a proactive attitude.

From the perspective of a new hire joining a retail grocery store, there was no structured onboarding. Instead, training consisted of 4 hours of orientation and shadowing another more experienced colleague for one shift. I was expected to learn the ropes independently and I was forced to seek out the resources I needed on my own. On my second day, the assistant in charge impatiently berated me and questioned me on why I did not know my role and duties and basic paging codes for the phone. This was a far cry from my experiences in school where information was a resource to be communicated and shown. As a new hire, I have encountered many helpful colleagues who have made my journey better, and management who were nice and clear in teaching me how to efficiently do my job. However, my experience with the assistant who was uncaring and dismissive led me to question why I was here and whether I wanted to continue working.

From the perspective of a long-term employee working in a retail grocery store, there has been constant cuts to hours and higher expectations on productivity. We are invaluable assets who provide experience and consistency which are keys to a smooth operation. Employers should recognize and appreciate the contributions of these employees, rather than expect more for less, because they are the backbone of company success.

Long-term employees bring a deep understanding of the business, often anticipating needs and addressing problems before they escalate. They have developed strong relationships with customers and colleagues, enhancing team dynamics and customer loyalty. This institutional knowledge and expertise save companies time and resources on training new hires, as these employees can mentor others, maintaining continuity.

Expecting more from these employees without offering fair compensation or recognition can lead to burnout, disengagement, and high turnover. Expecting workers to do more while short staffed, when a department is under renovation, or a new program is rolled out, is simply unrealistic. Respecting your workers will keep them motivated and loyal. Their experience is worth far more than what cost savings provide.

Employers should appreciate the balance between the two—long-term employees for their consistency and expertise, and short-term employees for their innovation and adaptability. Both groups are essential to a healthy, thriving workplace, and expecting more for less from either side can lead to disengagement or turnover.

Starting a job without formal training can be challenging, but it allows new hires to demonstrate adaptability, initiative, and problem-solving. Employers should value these individuals for their fresh perspectives, proactive attitudes, and ability to learn quickly, often improving processes through innovation. Meanwhile, long-term employees offer essential experience, stability, and institutional knowledge. They anticipate challenges, mentor others, and maintain key relationships, making them vital to smooth operations. Both new and long-term employees contribute unique strengths—new hires bring energy and efficiency, while experienced workers provide continuity and expertise. Employers should balance appreciation for both, avoiding unrealistic demands that could lead to disengagement or turnover.

Be thankful that I am here.

UFCW Local 247 supports the Leukemia and Lymphoma Society of Canada

UFCW Canada and Locals across the country continue to proudly support the Leukemia and Lymphoma Society of Canada. We know that, together, we can support our friends, family, co-workers, and community members who are affected by the illness.

At this year's Light The Night, UFCW Local 247 came together to show those affected by blood cancer that they are not alone, and to celebrate donors, supporters, volunteers, and loved ones we've lost.

We invited members to register to be part of our UFCW BC Team, help raise funds for this cause and join us at this year's Light The Night event.

UFCW Local 247 takes this important action on the heels of the news that President Dan Goodman is now representing UFCW Canada on the Leukemia and Lymphoma Society of Canada's National Board.

"I've been fundraising for the Leukemia and Lymphoma Society of Canada for around 30 years now, and the fact is that the longer you do this work the deeper your connection with people impacted by the illness becomes," said Goodman. "That's why I'm honored to be named to the National Board, to continue to join the rest of UFCW Local 247 at the Light the Night, and to be part of UFCW Canada, which has raised over \$51-million dollars for this important cause."

We invite you to contact us to become part of next year's UFCW BC Team and continue our support of this very important cause. Please contact ufcw@ufcw247.com to add your support or volunteer for one of our fundraising events.





Free Children's Christmas Events!

It's that time of year again and UFCW Local 247 is excited and proud to be organizing some fun events at various locations across the province for members and their family!

This year, we're inviting members and their children to watch Moana 2 at one of six locations; or to attend a Children's Christmas Party at Burnaby Village Museum.

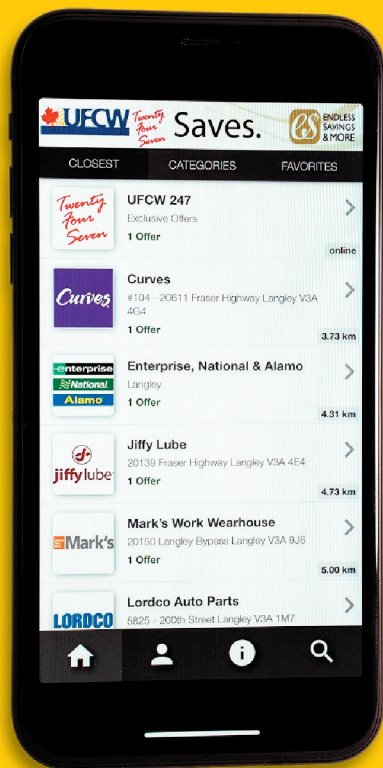
Registration is required and spots are limited!

The movies and Christmas Party at Burnaby Village Museum will be at various days and spots are limited, so please go to www.ufcw247.com to register or scan this QR code:



Last year, many 247 members braved the heavy rain to join us at the Burnaby Village Museum and, as well, attended our various Christmas Movie Nights.





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.



Connect with your Union:

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1.888.361.UFCW (8329)

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MAIN OFFICE

200 - 14936 32nd Ave.
Surrey, BC V4P 3R5

VICTORIA OFFICE

B - 3943 Quadra St.
Victoria, BC V8X 1J5

KELOWNA OFFICE

206 - 1889 Spall Rd.
Kelowna, BC V1Y 4R2

PRINCE GEORGE OFFICE

307 - 1717 3rd Ave.
Prince George, BC V2L 3G7