

BARGAINING UPDATE

SUPERSTORE

MAY 15, 2026



Respect, Rights, and Fair Scheduling

*Our union bargaining committee spent the second week of bargaining **finding solutions** to members' everyday problems.*

Our union bargaining committee was back at the bargaining table with Loblaw this week.

Our plan for this week included building on our discussions from the first week of meetings on non-monetary items. We talked about **workplace rights** and **respect** and started the difficult topic of **fairness in scheduling**.

We covered a variety of issues set out in our proposals, such as **members' treatment in the workplace** (by customers and management), their **right to representation** in discipline situations, the **right to certain leaves of absence** from work, and much more. There was good progress on these issues.

"I thought there was a lot of collaboration on the problems we were raising," said **Logan Kreiser from the Coquitlam store**. "Sometimes, both sides were seeing the same problem, but they both came at it with different solutions. It was good to see us find that common ground and get commitments to work on actual solutions on an on-going basis."

At times, solutions involved agreeing to a change in Collective Agreement language, but in other instances, we found other solutions – like committing to making the existing rights in the agreement more accessible to members.

Dealing with Everyday Issues



We had union proposals dealing with some managers' use of group chat apps, like **WhatsApp**, to communicate with members, sometimes in ways that are either inappropriate or intrude on a member's personal time.



Heading into bargaining, we heard numerous complaints about the pressure members feel with respect to **OSAT** surveys. We raised these issues and provided some impactful examples.

"We are speaking up and being heard," said **Michelle Drysdale from the Chilliwack store**. "Our proposals come from our members' concerns in the day-to-day, and we are getting responses from the company on these issues. That gives us a lot of

confidence when dealing with issues back in the stores.”

Our committee was effective in getting the company’s attention on these issues by giving real life examples. Eventually, we reached a clearer understanding with the company on the use of social apps in the workplace and OSAT.

Scheduling, Shift Marketplace, and Cross-Training

By the end of the week, both the Union and the Company committees began working through some very important issues, like scheduling, Shift Marketplace, and Cross-training.

Our impression is that these are going to be very difficult issues to resolve, but we are gearing up to work more on scheduling issues at our next meetings in June.

“We want members to know that, even though we are having difficult discussions, we are not giving up on the things we feel we need,” said **Aisha Sabourin from the Duncan store.** “We are getting pretty clear on our priorities as our committee learns from each other.”

“Through the bargaining process, we are actively involved in how the language in our collective agreement is developed,” said **Barb Harris from the Metrotown store.** “Every word is discussed, and we are learning so much not just about what we’re trying to change but also about what we already have. This is empowering for everyone.”

We expect the next week of meetings (June 1-5, 2026) will get further into the difficult issues of scheduling, Shift Marketplace, and Cross-training. It is also possible that we could be moving towards monetary discussions.

Please stay connected to the process and stay tuned for more bargaining updates.



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