

TENTATIVE AGREEMENT SUMMARY

LOBLAW DC - 2026



We've Got Wages, Benefits & Respect

*With our **largest bargaining team ever**, among other improvements, we've won our **strongest collective agreement ever**.*

A Message from Your Union Bargaining Committee

After intense negotiations over the past several weeks, we are proud to share with you this summary of the tentative agreement we reached with Loblaw for BC Superstores.

See the full Memorandum of Agreement at www.ufcw247.com/superstorebargaining

Our goal in bargaining early with Loblaw was to help members achieve immediate gains in a challenging economic environment, knowing that getting more money now would have a compounding effect over the term of any agreement. We did just that!

This agreement includes **some of the most significant financial gains achieved by union members** in the retail grocery sector in Western Canada in recent years.

There are also significant changes to benefits for full-time employees, and numerous improvements on a variety of issues raised by members in surveys.

We fought hard for this tentative agreement and worked tirelessly to get as much as we possibly could for members.

The result is an agreement that we believe is not only an excellent deal; **it will give more money to more members much sooner.**

That's why our committee is proud to unanimously recommend members vote YES to approve the tentative agreement and start making more money NOW!

Your Union Bargaining Committee

Christine Abbott 1932 Pitt Meadows

Dave French 1932 Pitt Meadows

Eric Nielsen 1935 Marine Drive

Vito Loconte 1935 Marine Drive

Skyler Budden 1935 Marine Drive

Tony Nguyen 1957 South Surrey

Bryce Kusel 1957 South Surrey

Summary of Improvements

The following is a brief summary of the improvements in the tentative agreement. Full details are available on our website (scan the code below)

WAGE INCREASES

Distribution Specialists

Top rate as of Aug 2, 2026: \$30.00, then \$31.00 (2027), \$32.00 (2028), \$33.00 (2029), \$34.00 (2030), \$35.00 (2031)

Surrey Janitor

Top rate as of Aug 2, 2026: \$26.60, then \$27.10 (2027), \$27.60 (2028), \$28.10 (2029), \$28.60 (2030), \$29.10 (2031)

OTHER KEY IMPROVEMENTS

NEW Full-time benefits plan for members and dependents.

Short-term sick plan. Improved access
Vacation entitlement increases for DC 1957 effective January 2029.

Boot allowance. Increased to \$125 (Jan 2027) and then \$175 (Jan 2031)

Maintenance Mechanics. No longer a premium. Now it will be a wage rate.

First Aid Premium. Improvement to qualification rules

Vacation selection process. New option to break up 1 week of vacation into single days with no years qualifier.

Shift Bid process at 1957 improved.

Funeral and Bereavement Leave process improved.

Sick Leave process for part-time employees clarified.

VOTING DETAILS

A ratification vote on the tentative agreement will be held online from Tuesday, June 30 at 10 AM PT until Friday, July 3 at 12 PM PT. You can vote at any time, day or night, during the voting period. All you need is a personal email address and internet connection.

Note that @loblaw.ca email addresses will not work for voting.

Provided we have your personal email address, you can expect to receive your voting credentials and information via email when voting opens on June 30.

Voting details will be sent from our secure, third-party voting service, SimplyVoting (vote@simplyvoting.com).

If you haven't received your voting information by Noon on June 30, please be sure to check your Spam/Junk folder. If you find you did not receive your voting information, please contact us for support.

Union staff will be available to assist members with their tentative agreement questions and voting issues from **9 AM to 9 PM PT** throughout the entire voting period. Contact us at **1-888-361-8329** or by email at ufcw@ufcw247.com.

Visit our website for our updates and full voting and support details.



www.ufcw247.com/superstorebargaining