

BARGAINING UPDATE

SUPERSTORE

JUNE 5, 2026



GET EMAIL UPDATES!

www.ufcw247.com/connect



Momentum as We Move to Monetary

*Your union bargaining committee has worked through a number of non-monetary issues and is now **focussing on monetary priorities.***

Your union bargaining committee met with Loblaw again this week as part of our on-going negotiations for an early renewal to your Collective Agreement.

We continued to focus on non-monetary issues, and we are now moving towards what, for many, is the number one priority: money. We cover this and more in this update.

Scheduling Transparency

We've made some good progress on several key non-monetary issues. Here are just a few:

Shift Marketplace. Our union bargaining committee proposed several ideas that we felt could improve Shift Marketplace and reduce instances of abuse.

After extensive discussions with the company, including getting details on the current technical limitations of the employer's system, we were still able to achieve protections that would better respect the scheduling provisions in our Collective Agreement and push the company to deal with situations of abuse.

Cross-training. We raised many frustrations from our members around cross-training. As our discussions progressed, we focussed on members' complaints over a lack of transparency with respect to requests for cross-training and a lack of training.

Later in the week, we achieved language to ensure that there must be an established "need" for cross-training in a department, that the cross-training list will be provided to union representatives, and that appropriate training is to be provided while employees are cross-training.

Transparency and enforcement of the collective agreement. No matter what a collective agreement says, if the language can't be enforced, it loses its value.

Your union bargaining committee pushed hard to improve access to information, especially around scheduling. We achieved language that should help our union representatives more efficiently and effectively investigate scheduling issues raised by members.

Monetary Priorities

Your union bargaining committee is ramping up for the monetary phase of bargaining. We've told the company that we want monetary improvements that will get the most money for the greatest number of union members.

"The gravity of the situation is NOT lost on us," said Sharon Khan from the Grandview store. "We'll fight hard for better wages!"

Here are just some of our monetary priorities:

Minimum wage fix. We want to deal with how the legislated minimum wage increases impact our clerk scale every year. This is the wage scale that impacts the greatest number of members. We don't want this to be something that happens only once in a while. We want this to happen every time the minimum wage goes up, so members don't feel they've "lost" their earned increases because the minimum wage went up.

Reward senior employees, too. We also want the company to recognize the service, knowledge, and contributions of our senior members. That means getting them significant and meaningful wage increases.

We want to improve health benefits. There are two key aspects of our benefits discussions so far. The first is that we need to get Loblaw to increase their contributions to the Benefit Trust that funds the benefit plan. That's how we'll be able to ensure everyone at Superstore still has good access to benefits and that benefits provided by the Trust can be improved.

The second aspect of our discussions is that the company has proposed a new benefit plan for full-time employees. Our committee has been working through the details of what this change might mean for our full-time members.

"When it comes to monetary," said Jeffrey Shum from the Coquitlam store, "colleagues make the store work. The company makes the profits. It's time for us to get our share."

Preparing for

ONLINE VOTING

In the coming weeks, you may be asked to vote on a new Collective Agreement affecting your workplace.

To make voting more convenient for members, this vote will take place through a secure, third-party voting service called Simply Voting.

The vote will be conducted by online voting only, and your voting details will be provided to you by email.

To ensure a seamless voting experience, we ask all members to do the following in advance of any upcoming vote:

Make sure you are receiving our email updates

If you are, there should be no issues. If you are not, please be sure to update your contact info via www.ufcw247.com/connect

Add votes@simplyvoting.com as a contact or "Safe-Sender"

This will ensure delivery of your confidential voting credentials. More info: www.bit.ly/safe-sender

Ask for help in advance

If you do not have email or may need some other possible accommodation, we may need time to work with you on possible solutions. Don't wait!

For help, contact Mike Toal via communications@ufcw247.com or 1-888-361-8329