

Important information about Great Food Stores (GFS) and Real Canadian Superstore (RCSS) collective agreements.

In 2017, the government at the time introduced legislation in Bill 148, which provided a number of advances to the existing labour legislation. Those advancements included increases to the minimum wage and Paid Emergency Leave days.

Your Union filed grievances with your employer to protect your rights with regard to how that legislation affected your agreement. The result was that rates of pay increased for part-time end-rated employees in Real Canadian Super Stores and Great Food Stores.

At the same time, UFCW Local 1006a pursued grievances surrounding similar issues to the arbitration stage. Arbitration can be a lengthy process and over the course of 22 months, Local 1006a had only seven days of arbitration with the employer.

As the parties moved slowly through the arbitration procedure, and with some direction from the arbitrator, UFCW 1006a agreed to commence talks with the employer to amend their collective agreement.

Ultimately, Loblaws and Local 1006A reached an agreement, which that Local Union took to their membership. The Local 1006A members ratified that document on November 3, 2019.

The employer then approached your Union to have a meaningful discussion about amendments to your current collective agreement as well.

Whether through arbitration or negotiation, your Union strives to ensure the best outcome for the membership in as timely a manner as possible.

As such, your Union made the decision, which your Loblaw Union Executive Board endorsed, to move ahead with similar discussions in order to achieve good improvements and zero concessions for the membership.

We sent a posting to all affected stores in November notifying members of the beginning of these talks.

Your Union met with the employer over a number of days in the last several months and came to a recommended settlement.

Your Loblaw Executive Board has reviewed this document and endorsed it fully. As such we will be holding ratification meetings in the near future. We encourage all members to come out and attend these meetings.

Please watch your bulletin board and the Union's website at www.myunion.ca for meeting dates, times and locations. If you have any questions, please contact your Union Representative.

In Solidarity,

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