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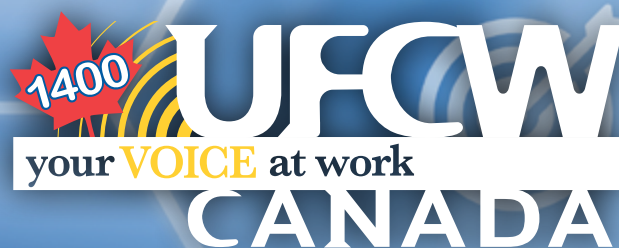
FALL 2026

THE VOICE OF UNITED FOOD & COMMERCIAL WORKERS **LOCAL 1400**

WORK SAFETY

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UFCW Canada Local 1400



@ufcwcanada1400
@ufcw1400women

PRESIDENT'S MESSAGE

LUCY FLACK FIGUEIREDO



President, UFCW 1400

Think OH&S isn't an issue at your workplace? Think again.

ON AUGUST 6 in Saskatoon, a construction worker went to work and didn't make it home. On August 11 in Regina, two more workers were injured on the job.

These aren't just news headlines or statistics. They are local workers, co-workers and neighbors. They are a heartbreaking and sobering reminder that occupational health and safety is never just someone else's concern.

It's easy to fall into the trap of believing safety rules only matter on heavy construction sites or high-risk industrial plant floors. The truth is that safety matters everywhere.

Whether you work on a grocery store floor, in a hotel, as a security guard, in a bottling plant, or behind a desk in an office, hazards exist. Heavy lifting, slippery floors, broken equipment, repetitive strain, poor lighting, or rushed shifts can turn an ordinary day into a life-altering injury in a split second.

Every worker in Saskatchewan is protected under provincial law with three major rights:

- The right to know about workplace hazards and receive the proper training to protect yourself.
- The right to participate in health and safety decisions and activities on the job.
- The right to refuse work that you reasonably believe is unusually dangerous to yourself or your co-workers.

Preventing injuries starts with **staying alert** on the job and **speaking up** the moment something feels off or unsafe

You should never feel hesitant or guilty about using these rights. Preventing injuries starts with staying alert on the job and speaking up the moment something feels off or unsafe.

Employers have a strict legal duty to provide a safe working environment. That responsibility rests firmly on their shoulders. But as your union, our role is to hold them accountable and make sure those safety rules are actually followed on every single shift.

That's why your local Occupational Health and Safety (OH&S) committee is so vital. If you don't know who sits on your workplace OH&S committee yet, make today the day you find out. Learn their names, keep their contact info handy, and report your safety concerns to them right away. Knowing what to do to prevent and report hazards before an injury happens can save a life tomorrow.

At the end of every shift, the ultimate goal is simple: everyone goes home safe and whole to the people who love them. Let's look out for one another.

A handwritten signature in dark ink that reads "L. Figueiredo".

Email: lucy@ufcw1400.ca
Call: 306-384-5787 ext. 431

SECRETARY-TREASURER'S REPORT

MARILYNNE MACFARLANE



Secretary-Treasurer, UFCW 1400

Everybody is feeling the squeeze at the grocery store, at the pump, and everywhere in between. When the cost of living keeps climbing, getting a raise isn't just a nice bonus, it's essential to stay afloat.

But for workers across the country, keeping up with inflation is only half the battle.

SEARCH SHOWS THE GAP between union and non-union wages is widening. Without the collective power to negotiate, non-unionized workers are left behind, while unionized members use bargaining — and when

RE-

necessary, strike action — to fight for real pay increases that actually outpace inflation.

To protect paycheques against inflation, some unions have negotiated cost-of-living (COL) clauses into their contracts. These adjustments are a great tool to keep wages aligned with rising costs, but they don't come free. Often, securing a strong COL clause means making trade-offs during bargaining, which can result in lower overall percentage wage increases down the line. It is a balancing act, but having that protective layer makes a world of difference when inflation spikes.

This summer has made one thing clear across Saskatchewan and Canada: workers have had enough of the status quo. Labour unrest is rising because people are tired of watching their purchasing power shrink while decision-makers look the other way.

Holding elected officials accountable isn't optional, whether you work in the private or public sector. Look at our health care workers. Members across four different unions — SUN, SEIU-West, SGEU, and CUPE — have spent four long years without a pay increase while bargaining drags on with the Saskatchewan Health Authority. Going years without a raise isn't acceptable for anyone, no matter what job you do.

Labour Day is our chance to gather, reflect, and celebrate the collective strength of workers. Join in on Monday, September 7 at one of the community events hosted by your local District Labour Council:

- **REGINA:** Gathering at the Legislative Building
- **SASKATOON:** Gathering at Victoria Park by the Riversdale Pool
- **MOOSE JAW:** Gathering at the Union Centre

Check your local District Labour Council page for exact start times and details. Bring your family and friends out to celebrate!

The bi-annual **Shop Steward Conference** is coming up September 11-13, 2026, at the Shekinah Retreat Centre near Waldheim. It is going to be a great weekend filled with interactive workshops on member engagement, diversity and inclusion, organizing, and bargaining.

Take a look at the upcoming events section on page 5 to see what else is happening over the next few months, and be sure to register early if you're interested in attending.

M MacFarlane

Email: marilynne@ufcw1400.ca

Call: 306-384-5787 ext. 430

10 SKILLS YOU BUILD AS A U (THAT YOU CAN USE ANY

Volunteering to be a shop steward, on your local bargaining team or as part of the OH&S committee isn't just about protecting workplace rights. It's a masterclass in building skills you can take anywhere life leads you.

Whether you're eyeing a promotion, starting a side hustle, or simply want to be a better problem-solver at home, here's how those union skills translate into real-world superpowers:

1 Negotiation & conflict resolution

When you help to bargain a collective agreement, you sharpen your negotiation skills. These same tactics can help you:

- Get a better deal on a new car
- Navigate family disagreements without drama
- Land better terms with a contractor or service provider

2 Public speaking & presentation

Talking to a room full of members or presenting to management builds confidence. You'll use this skill when you:

- Deliver a speech at a wedding or community event
- Participate in parents' day at your kid's school
- Pitch a new idea to a future employer

3 Leadership & team management

Organizing a bargaining update meeting or a local event trains you to delegate, motivate, and keep people moving toward a shared goal. This comes

in handy when you:

- Lead a volunteer project in your community
- Organize a fundraising event
- Manage projects in a future role

4 Policy interpretation & critical thinking

You've read contracts, safety codes, and legislation — and made sense of them. That skill helps you:

- Understand rental agreements or mortgage contracts
- Advocate for yourself in medical or insurance situations
- Make informed decisions when voting or joining organizations

5 Problem-solving & decision-making

Whenever you help handle an OH&S issue or document a grievance, you learn to analyze facts and find workable solutions. You'll use that when you:

- Plan travel during bad weather
- Solve unexpected issues in a renovation project
- Decide how to allocate a tight household budget

6 Emotional intelligence & empathy

Helping coworkers through challenges teaches you to listen and respond thoughtfully.

This benefits you when you:

- Support a friend going through a tough time
- Handle tense family conversations
- Work in customer service or people-focused roles

7 Collaboration & consensus building

Committee work teaches you how to bring people with different viewpoints together. You'll draw on this when you:

- Plan events with neighbours or community groups
- Work with diverse teams in other jobs
- Build partnerships for a small business



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8 Written communication skills

Meeting minutes, reports, and contract proposals sharpen your writing. That helps you:

- Draft clear, persuasive emails
- Write grant applications or funding proposals
- Create compelling posts for social media or marketing

9 Time management & organization

Balancing volunteer duties with work forces you to prioritize effectively. This pays off when you:

- Juggle kids' activities and work schedules
- Plan a large event like a wedding or reunion
- Stay productive in a fast-paced job

10 Advocacy & representation

Speaking up for others is a skill that transfers to:

- Serving on a school board or community council
- Supporting friends or family in legal or medical situations
- Championing causes you care about

"Serving on your union executive, bargaining team, or OH&S committee doesn't just make your workplace stronger, it makes you stronger," says Marilynne MacFarlane, UFCW1400 Secretary-Treasurer.

"The skills you gain are portable, powerful, and ready to be used wherever life takes you next. Your union is here to provide you with the free training you need to gain those skills."

Contact our office today to learn about our training opportunities and how you can volunteer for your local.



DATES & EVENTS

SEPT 7 Labour Day (activities held across the province)

SEPT 8 International Literacy Day

SEPT 11-13 UFCW bi-annual shop steward conference

SEPT 17-18 SFL Occupational Health & Safety Conference

SEPT 21 Join the UFCW1400 Quarterly meeting at 10 am or 7 pm. Attend in person at the Saskatoon or Regina offices or virtually with this QR code.



SEPT 30 National Day for Truth & Reconciliation

OCT 12 Thanksgiving

NOV 11 Remembrance Day

NEED INFORMATION OR WANT TO REACH US?

SASKATOON OFFICE
1526 Fletcher Rd
Saskatoon, SK S7M 5M1
306-384-5787 | 1-800-274-4036

REGINA OFFICE
1324 McIntyre Street
Regina, SK S4R 2M8
306-791-4881 | 1-888-886-9016

EMAIL: ufcw@ufcw1400.ca
VISIT: ufcw1400.ca



Congratulations to these lucky

SCHOLARSHIP RECIPIENTS



Albert Tholl Scholarship

8x\$1,000 awarded to members or children of members:

- Mohammad Bilal
- May Anne Obiena
- Dhanush Krishna Parthiban
- Dhruvil Gadhavi
- Krish Solanki
- Abdul Hashmi
- Mary Grace Carolino
- Debhina Christy George

UFCW Local 1400 Scholarship

5x\$1,000 awarded to members or children of members:

- Amina Malik Boersma
- Dante Alldred
- Babanjot Singh
- Ananna Arna
- Shouvik Bhadra

UFCW LOCAL 1400 YOUTH COMMITTEE SCHOLARSHIP AWARD

2x\$1,000 awards

- Abul Hossain Nayan
- Mykhaylo Marmanovsky



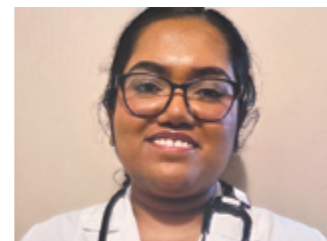
Mary Grace Carolino



Krish Solanki



Shouvik Bhanda



Ananna Arna



Muhammad Bilal



Abul Hossain Nayan



Debhina C George

CONGRATULATIONS



Babanjot Singh



Dharmil Gadhavi



Dhanush Krishna Parthiban

ULATIONS!

DIDN'T APPLY THIS YEAR? IT'S OKAY.

MARK YOUR
CALENDAR FOR
MORE SCHOLARSHIP
OPPORTUNITIES.

DID YOU MISS ENTERING for this year's UFCW Local 1400 scholarships? Make sure you're ready for 2027! Scholarships are available to Local 1400 members and their children.

To be eligible, members must work for a participating employer and be accepted into a recognized public education facility for post secondary training or education.

Download the application form at bit.ly/4cgLf6U or call to get a copy of the application at 306.384.5787. Application deadline is **May 31, 2027**.

UFCW CANADA –
BDM SCHOLARSHIPS

THERE ARE 18 UFCW Canada – BDM Scholarships worth \$1,000 each available to active members and their family members for post-secondary study. If you are a UFCW Canada member in good standing, and the student is attending full-time studies at a Canadian university, college, or other recognized post-secondary institution, then you, your spouse and children are eligible to apply for the union scholarship.

To learn more about these scholarships or to apply online, scan this code:



ORGANIZING UPDATE

BY KEITH TSANG, UFCW1400

OUR LOCAL CONTINUES to build strong momentum in our efforts to bring more workers into the union movement.

In recent months, workers at **STEEP HILL CO-OP** stood together and voted unanimously to join the union—a powerful demonstration of solidarity and a clear message that workers want a voice in their workplace.

We also successfully organized workers at **NORMAN'S NO FRILLS** in Emerald Park, where employees once again voted unanimously in favor of joining the union. These victories represent workers from different workplaces coming together around a common

goal: a stronger voice, greater fairness, and the power to stand together.

Our organizing efforts are continuing to move forward. At **FYI DOCTORS** in Saskatoon workers have cast their ballots, which remain sealed pending a Saskatchewan Labor Relations Board hearing.

Workers at **PRAIRIE PRIDE HATCHERY** have also cast their ballots, with the outcome awaiting the Board process.

If you know anyone who is frustrated about their work, ask them if they thought about forming a union. Then pass my contact information along — they can reach me at 306-370-5925.

BARGAINING UPDATES

ROD GILLIES



Director of Negotiations

This is what we've been busy with since May:

SETTLED:

THE JOINT: Members ratified their first agreement June 15. Highlights: guaranteed 10-hour gap between shifts, quarterly scheduling availability changes, seniority-based scheduling, 4-hour minimum shift lengths, Coughlin health coverage, and a "minimum wage plus" grid.

THE BENTLEY: Ratified August 10. Highlights: improved discipline language, new shoe allow-

ance, higher weekend premium, increased sick time, and a new RRSP (Jan. 2027). The 3-year deal includes average wage increases of ~6% (Yr 1), 1.5% (Yr 2), and 1.75% (Yr 3), alongside reduced hours for faster step progression.

TRAVELODGE: Ratified June 4. Highlights: extra cleaning time for Social Services rooms, 5 paid bereavement days for Aunt/Uncle, and a \$75 shoe allowance every 2 years. Wages increase 6% over 3 years, plus a \$1,500 signing bonus.

NORMANVIEW YIG: Bargained July 6–10; Memorandum ratified July 21. Highlights: increased Department Manager Relief Premium, optional separate vacation pay bank account, higher employer health contributions, lump sums (\$700 FT; \$100–\$500 PT by hours), 11 Trainees moved to Specialist scale, end rate annual increases (\$1.00, \$0.40, \$0.35, \$0.35, \$0.30, \$0.35), and a \$0.35 grid increase at expiry.

COMPASS YXE: Ratified August 6. Highlights: more shop stewards and negotiation committee reps, consecutive breaks (with approval), meal program opt-out option, guaranteed proper uniforms, five

personal days (up from three), increased shoe allowance, night shift premium, massage, and eye/glasses coverage, plus a new RRSP. Annual wage increases: 3.5%, 3%, 3%, and 3.5%.

ONGOING:

MCNALLY ROBINSON: Reached impasse May 13; a conciliator was appointed. Membership will vote to ratify an offer on August 23.

Upcoming:

Bargaining commences soon for:

- **SASKATOON PULSE PLANT**
- **PEPSI**
- **ESTEVAN NO FRILLS**
- **CANEX**
- **SCECU**
- **KEYLEAF**
- **WHEATLAND LIBRARY**
- **HUDSON BAY CREDIT UNION**

LEARN MORE:

Anyone interested in joining a bargaining committee is encouraged to register for note-taking and bargaining classes.

And as always, a huge thank you to all bargaining committee members for their hard work!