

ONE VOICE

Information Bulletin for Members of United
Food and Commercial Workers Local 401

SUMMER FIGHTS?

COMING INTO FOCUS...



June 2021

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more
inside**

We do what our members tell us to do...

The past year and a half has been a challenging time to take over leadership of our union. Between the pandemic and a sluggish economy, plus our own financial difficulties, the right course of action has not always been immediately clear. But there are a few principles that we have always been able to rely on in leading our union, and they have never failed to steer us in the right direction.

Openness, transparency, and democracy.

At their core, what these words mean is that we always talk to and listen to our members. This union is your union. At the end of the day, we do what our members tell us they want to do. And by following that rule, we have emerged from this challenging time stronger and more active than ever.

While other unions have hidden in their offices, we have found new ways to be visible, connect with, and represent our members safely and effectively during the pandemic. We have sought to go above and beyond our normal efforts as a union, negotiating high-quality union contracts that have given our members gains while others have faced losses at the bargaining table. We have pursued Workers' Compensation claims and grievances that have put **\$3.5 million** in your pockets. And when we've had to take on big employers to fight for what is right, we have not hesitated.

As we head into a new summer of challenges, our collective strength and solidarity are more important than ever.

Harnessing the strength of our members and Alberta's labour movement, we successfully concluded a contentious showdown in the Oil Sands. We have also bargained effectively with a number of other employers, both big and small. But some of our biggest fights are still ahead of us. We know that bargaining with Cargill will be a tough road and we still have a long way to go with Superstore. Plus, we continue to have a fight on our hands with Sobeys over their FreshCo conversions.

But we know that by sticking together we can overcome any obstacle in our path. Thank you for all that you do to keep our union strong and successful. We promise that we will continue working with you, just as you have worked with us to improve the lives of UFCW Local 401 members.

In solidarity,
Thomas Hesse, President
Richelle Stewart, Secretary Treasurer

The next two years...

The next two years facing Alberta workers are filled with both challenges and opportunities. As a labour movement, I'm not sure there has been a more pivotal time in our history. I am confident in our ability to emerge stronger than ever and work toward building a brighter future for working people in the province.

To say that the current UCP government lead by Jason Kenney is hostile to our goals is a tremendous understatement. Kenney is an ideological warrior who wants to transform Alberta in the image of the most backward Republican American states. He wants to undermine our protections at work, defund and silence our unions and weaken worker bargaining power. We simply can't let him get away with it. And with unions like UFCW Local 401, I know we can work together to defeat Kenney's destructive agenda.

For decades and to this day, your union has done miraculous things for working people in Alberta. UFCW Local 401 has been a pillar in our labour movement, consistently taking on fights with seemingly insurmountable odds and finding ways of showing others that victory is still possible. Every day, you stand up to the largest and most powerful corporations in the world to ensure that the rights of working people are protected.

Winning underdog fights isn't just a reality for your union, it is a way of life. The spirit and determination you consistently show, alongside the leadership of people like President Thomas Hesse, Secretary Treasurer Richelle Stewart, and your Recording Secretary Charmaine St. Germain demonstrate a powerful path that Alberta's labour movement can follow over the next two years.

In solidarity,
Gil McGowan
President, Alberta Federation of Labour



President Hesse, Secretary Treasurer Stewart, and Gil McGowan supporting public health care.

**NEW
COURSE**

A special invitation to an educational opportunity from President Thomas Hesse and Secretary Treasurer Richelle Stewart!



REPRESENTATION AND

LEADERSHIP

DETAILS: GOUNION.CA

IN HARD TIMES

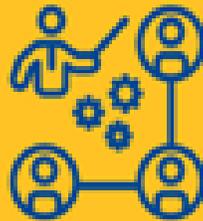
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REPRESENTATION & LEADERSHIP IN HARD TIMES

Due to COVID-19 restrictions, this course is **ONLY** offered **ONLINE** at this time.



You must have access for the entire two days to a laptop or desktop computer in order to participate in this class.



What you need to know about WCB!

Your union has a WCB Department that employs two full-time WCB Advocates whose job it is to assist you with WCB claims. But what is WCB, or the Workers' Compensation Board?

Workers' Compensation is medical and financial support that you may be eligible to receive if you are injured while at work and require assistance. The Workers' Compensation Board is the body that reviews and makes decisions on Workers' Compensation claims to determine whether support will be provided to an injured worker.

The rights and protections of Workers' Compensation are set in law by the Workers' Compensation Act. And while it is helpful and valuable to have laws that protect workers, the process of filing a claim for support and ensuring it is successful can be complicated and time-consuming.

That is why your union employs WCB Advocates. The work our WCB Advocates do in helping our members to figure out the WCB system is a vital part of ensuring our members' safety and representing their best interests in every way we can.

Our WCB Advocates have ensured that hundreds of thousands of dollars in support has been paid to our members that might otherwise have been lost. Their work improves our members' lives every day.

Here are a few facts about your rights if you are injured at work that you might not know:

1. By law, you have the right to refuse unsafe work if asked to perform it.
2. You cannot be fired or disciplined by your employer for filing a WCB claim.
3. WCB benefits are tax-free – it is not reported as income.
4. You can file a claim even if you think the injury was your fault.
5. The WCB has a contact center that is open Mon to Fri, 8 -4:30. They can give you general information about your claim. Their phone number is 1-866-922-9221.
6. You have the right to see your own physician (you do not have to see the Company doctor if your Company has one).
7. You have the right to appeal decisions made by the WCB (and we can help you with that!).
8. WCB pays 90% of your NET earnings.
9. If your work needs to be modified, it must meet your medical restrictions (not your employer's desires or expectations).
10. You have up to two years after an injury to file a claim.

Steve Westcott is our Northern WCB Advocate. Steve works out of Edmonton and has 30 years of experience with WCB. Steve has a Masters Degree in Business (MBA), is an avid golfer, and values staying fit and healthy (and keeping you healthy, too).

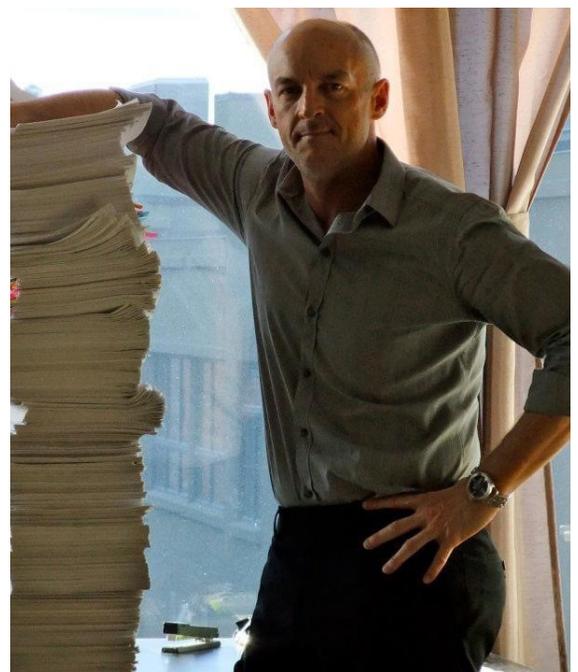
Keri Grainger is our Southern WCB Advocate. Keri works out of Calgary and has 11 years of experience with WCB. Keri joined UFCW in 2014 to help members stay safe and get the WCB representation they deserve. Keri has degrees in Kinesiology and Education, as well as a certificate in Administrative Tribunal Justice.

All of which is to say that you have two very capable and committed advocates on your side when it comes to Workers' Compensation. Steve and Keri are always available to answer your questions and help you with any issues you may have related to injuries at work.

Visit our website at <https://gounion.ca> to contact your union about receiving the help you need.



Keri Grainger, Southern WCB Advocate



Steve Westcott, Northern WCB Advocate

Sending Superstore a strong message

Superstore union members have been in bargaining with the Company for over a year. And while the Bargaining Committee has made some good progress, it is time to turn up the heat and get the Company to come around on some important issues – like wages.

This time, we have approached bargaining with Superstore differently than we have in the past. And that has been possible due to the positive relationship we have developed with the Company. Our focus has been on making progress based on mutual gains, also called interest-based bargaining.

This approach has been met with a variety of outcomes, some successful and others not. We've seen significant gains around scheduling, health and safety, and cultural accommodations that reflect a progressive workplace. But to get the contract that Superstore union members deserve with fair wage offers, we're going to have to show Superstore we mean



business.

Superstore has made a ton of money during the pandemic, and it's time they reward employees for all their hard work and sacrifices.

In the coming weeks and months, we will be engaging Superstore members on where negotiations are at, and what they can do to send a strong message to the Company about making a fair offer. Bargaining Committee members will be in stores to talk to Superstore workers about monetary issues, seek their feedback, and ensure that Superstore union members are ready to bargain strong together as we move into this key stage of negotiations. We'll also be engaging customers to let them know how hard Superstore union members have worked and what they can do to ensure that work is recognized by the Company.

Superstore has shown a willingness to bargain fairly. But push almost always comes to shove when we start talking money.

If we stick together and demand better, your union knows we can get the

Alberta's staged reopening plan and associated COVID related health restrictions

From the Government of Alberta's website (<https://www.alberta.ca/enhanced-public-health-measures.aspx>)

Albertans have an incentive to continue following public health measures and get vaccinated as soon as possible. Alberta's Open for Summer Plan safely eases restrictions in 3 stages as vaccination targets are reached and hospitalizations decline. If Albertans continue doing their part, all restrictions could be lifted by late June or early July.

The 3-stage roadmap outlines how restrictions will ease while protecting the health-care system and increasing vaccination rates in the province. COVID-19 transmission will continue to be monitored. If required, a stage may be paused to respond to trends at regional or provincial levels. Sustained reopening will require Albertans to get fully vaccinated with 2 doses during the summer to prevent future spread. These restriction changes apply provincially.

- Outdoor social gatherings – up to 20 people with distancing (indoor social gatherings still not permitted)
- Indoor recreation, entertainment and other settings (rec centres, arenas, casinos, cinemas, theatres, museums, galleries, libraries, etc.) – open at 1/3 of fire code occupancy
- Gyms and fitness studios – open for solo and drop-in activities and indoor fitness classes with 3 metre distancing
- Funeral services – up to 20 people, indoors and outdoors (receptions permitted outdoors only)
- Wedding ceremonies – up to 20 people, indoors and outdoors (receptions permitted outdoors only)
- Places of worship – 1/3 of fire code occupancy
- Personal and wellness services – resume walk-in service
- Post-secondary – resume in-person learning
- Restaurants – 6 people per table max, indoors or outdoors
- Retail – 1/3 of fire code occupancy (must maintain ability to distance)
- Youth activities (day camps, overnight camps, play centres) – resume with restrictions
- Youth and adult sports – resume with no restrictions, indoors and outdoors
- Outdoor public gatherings (concerts/festivals) – up to 150 people
- Outdoor fixed seating facilities (grandstands) – 1/3 seated capacity
- Work from home order is lifted but still recommended
- Distancing and masking requirements remain in effect



NOTICE OF NOMINATION AND ELECTION OF
UFCW LOCAL 401 OFFICERS

Notice of Nominations and Elections for the Officers of the United Food & Commercial Workers Canada Union, Local 401 in accordance with the UFCW Canada Constitution, Article 35 and in particular Article 35(A)(C)(1),(3)(4)(5)(10)(12)(13 A, B & C), United Food and Commercial Workers Canada Union Local 401 Bylaws Articles XII Section C, D, E, F, G, H, I, J, K, L, N, O and P.

Please be notified hereby that we will be conducting Nomination meetings for all of the elected Officers' positions of the Local Union.

The UFCW International Constitution and Local Union By-laws (Article XII Section A.) require that Officers of the Local Union be elected every four years. The current term of office expires on December 31, 2021.

Nominations for President, Secretary-Treasurer, Recorder and 18 Vice-Presidents for the term of office commencing January 1, 2022, and ending December 31, 2025, will be conducted in the coming weeks. Pursuant to the Local Union By-laws, the President, Secretary-Treasurer, and Recorder will be nominated by signature petition (Article XII).

To be eligible to run for Office, one must be an active member of Local 401 who has either continuous active membership in Local 401 since June 2020, or continuous active membership in the UFCW International Union since June 2020 (Article XII Section D.).

Nominations for Position of President or Secretary-Treasurer or Recorder

Nominations for position of President, Secretary-Treasurer and Recorder will be established by signature petition. To be eligible for election, the required number of nominating signatures from active members is 621 (six hundred and twenty-one) (Article XII Section E.).

How to Acquire Candidate Election Material (Positions of President, Secretary-Treasurer or Recorder)

A nomination package, including official nomination petition forms, will be available to any active member running for an elected position by contacting the Election Chairperson, Pablo Godoy, at 403-542-2366 or 587-392-6561 (Extension 1851) on or after Wednesday, July 7, 2021, until Tuesday, July 21, 2021.

Nomination Petition Forms (Positions of President, Secretary-Treasurer or Recorder)

Nominations will only be accepted when completed on the original petition forms issued by the Election Chairperson. To be eligible, all petition nomination signatures must be made by an active member of the Local Union. Each petition shall be completed in full, be orderly and legible, and also contain the following information from each active member signing the petition: full name (printed), employer name and location, social insurance number (not mandatory), and signature of member (Article XII Section E. 2.).

Properly completed nomination forms must be received at the UFCW 401 head office to the attention of the Election Chairperson by the close of nominations at 5:00 pm on Tuesday, July 21, 2021. Forms will be deemed void if they are not the original forms issued. If forms are submitted by copy, facsimile, computer, or other form of electronic transmission they will also be deemed void. (Article XII Section F. 2. 3.).

Once a member has been nominated there is a form that has to be filled out and returned to confirm that the member wants to seek election and then the Election committee reviews the nomination for eligibility.

Election Office Hours

For general election inquiries contact the Election Office at 587-392-6562 (Extension 1852)

The Election Office will be open on

Beginning July 7 through July 21, the office will be open on Mondays, Wednesdays, and Fridays from 1:00 p.m. to 5:00 p.m. On Tuesdays and Thursdays from 9:00 a.m. to 1:00 p.m. On Wednesday, July 7 from 9:00 a.m. to 5:00 p.m., Saturday, July 17, 2021, and Sunday, July 18, 2021, from 2:00 p.m. to 5:00 p.m., and on Wednesday, July 21 from 9:00 a.m. to 5:00 p.m. From August 6 to August 18, on Mondays, Wednesdays, and Fridays from 1:00 p.m. to 5:00 p.m. On Tuesdays and Thursdays from 9:00 a.m. to 1:00 p.m.

Nominations for Position of Vice-Presidents

Nomination meetings for the position of Vice-Presidents will take place from July 7 to July 14, 2021. A member may only accept nomination for one (1) position. There will be separate nominations for each Vice-President position Meeting locations and times are below. (Article XII Section H.)

The nominations will be held for eighteen (18) Vice-Presidents geographically divided throughout the province as follows:

Vice Presidents 1,2,3,4,5 - Representing Edmonton and Area.

Vice-President 6 - Local Staff Representative.

Vice Presidents 7,8,9,10,11, and 12 - Representing Calgary and Area, Canmore, and Banff.

Vice Presidents 13 & 14 - Representing Southern Alberta- Including but not limited to Lethbridge and Taber.

Vice Presidents 15 & 16 - Representing Southeastern Alberta - Including but not limited to Brooks and Medicine Hat.

Vice President 17- Representing Central Alberta- Including but not limited to Red Deer and Area, Olds, Camrose, Wetaskiwin and Lloydminster.

Vice President 18 - Representing Northern Alberta - Including but not limited to Fort McMurray and Area, Grande Prairie, Fox Creek Area, Athabasca Area and Hinton (Article VII Section A.).

A nominated person must be in attendance at the meeting to accept or if a nominated person is not in attendance at the meeting when nominated, they must supply to the meeting, in writing, notice that they accept the nomination.

All nomination meetings will last for a duration of one (1) hour.

Nomination Meeting Dates, Times, and Locations

Location	Nomination Date	Nomination Times	Where	Address	Meeting Room
Civeo Athabasca	Wednesday, July 7, 2021	1:00 PM & 6:00 PM	Athabasca Lodge	Located East of Highway 63, North of Fort McMurray	Games Room
Civeo Beaver River Executive Lodge*	Wednesday, July 7, 2021	11:30 AM & 4:30 PM	Lodge will be closed	N/A	N/A
Lloydminster	Wednesday, July 7, 2021	11:00 AM & 6:00 PM	Holiday Inn & Suites	5612 44 Street Lloydminster, AB T9V 0B6	Border City
Grande Prairie	Wednesday, July 7, 2021	11:00 AM & 6:00 PM	Holiday Inn Conference Centre	9816 107 St Grande Prairie, AB T8V 8E7	Salon C
Medicine Hat	Wednesday, July 7, 2021	11:00 AM & 6:00 PM	Holiday Inn Express	9 Strachan Bay Medicine Hat, AB T1B 4Y2	TBD
Fort McMurray	Thursday, July 8, 2021	11:00 AM & 6:00 PM	Radisson Hotel & Suites	435 Gregoire Dr Fort McMurray, AB T9H 4K7	Charlesgate Room
Camrose	Thursday, July 8, 2021	11:00 AM & 6:00 PM	Ramada Camrose	4702 73 Street. Camrose, AB. T4V 0E5	Meeting Room
Brooks	Thursday, July 8, 2021	11:00 AM & 6:00 PM	Heritage Inn Brooks	1217 - 2 Street W Brooks, AB T1R 1P7	Meeting Room A
High River	Thursday, July 8, 2021	11:00 AM & 6:00 PM	Heritage Inn	1104 11 Avenue S.E. High River, AB. T1V 1M4	Jubilee A

Civeo Anzac Lodge	Friday, July 9, 2021	11:00 AM & 6:00 PM	Anzac Lodge	Located southeast of Fort McMurray on Hwy 881, 25 km south of Anzac.	Board Room
Civeo Conklin Lodge*	Friday, July 9, 2021	1:00 PM & 4:00 PM	Lodge is closed	N/A	N/A
Hinton	Friday, July 9, 2021	11:00 AM & 6:00 PM	Holiday Inn Hinton	393 Gregg Avenue Hinton, AB T7V 1N1	Baraka Room
Athabasca	Saturday, July 10, 2021	6:00 PM	Athabasca Regional Multiplex	2 University Drive Athabasca, AB T9S 0A3	Meeting Room Combined
Lethbridge	Saturday, July 10, 2021	11:00 AM & 6:00 PM	Holiday Inn Lethbridge	2375 Mayor Magrath Dr. S Lethbridge, AB T1K 7M1	Crossroads Meeting Room
Olds	Saturday, July 10, 2021	11:00 AM & 6:00 PM	Ramada Olds	500 - 6700 46 Street Olds, AB T4H 0A2	Mountain View Room
Civeo Wapasu Creek Lodge-Main & East & West	Sunday, July 11, 2021	1:00 PM & 6:00 PM	Wapasu Main Lodge	Located 47 km east of Hwy 63, Km 42 on Canterra Road.	Wapasu Main Boardroom
Edmonton	Sunday, July 11, 2021	11:00 AM & 6:00 PM	NOVA Yellowhead	13920 Yellowhead Trail Edmonton, AB T5L 3C2	Kodiak Room
Civeo Kaybob	Sunday, July 11, 2021	11:00 AM	Kaybob Lodge	3-30-62-22-W5M Greenview MD AB	Lounge Area
Taber	Sunday, July 11, 2021	11:00 AM & 6:00 PM	Heritage Inn Taber	4830 46th Ave HWY 3, Taber, AB T1G 2A4	Salon B
Calgary	Sunday, July 11, 2021	11:00 AM & 6:00 PM	Sheraton Cavalier	2620 32 Avenue NE Calgary, AB T1Y 6B8	Alberta Room
Trochu	Tuesday, July 13, 2021	11:00 AM & 6:00 PM	Trochu Community Hall	215 Northfield Rd. Trochu, AB T0M 2C0	Sunterra Room
Canmore	Tuesday, July 13, 2021	11:00 AM & 6:00 PM	Holiday Inn Canmore	1 Silvertip Trail Canmore AB, T1W 2Z7	Nakiska
Red Deer	Wednesday, July 14, 2021	11:00 AM & 6:00 PM	Holiday Inn Express Red Deer North	6433 Orr Dr, Red Deer, AB T4P 1A6	Meeting room 1 & 2
Banff	Wednesday, July 14, 2021	11:00 AM & 6:00 PM	Banff Ptarmigan Inn	337 Banff Ave	Sundance Room

*Nominations will be facilitated at this location should the camp be re-open at the time of the election.

If an active member running for an elected position is challenged by another active member for the same position, an election will take place to have the membership decide who the successful candidate will be (Article XII Section H.). Election meetings will take place from August 6 through August 18, 2021 (see below). Meeting locations and times are listed below. Members can vote at any meeting/location they choose. Voting will be by secret ballot. Please be prepared to show a piece of ID upon arrival in order to vote.

Voting Dates, Times, and Locations

Location	Vote Date	Vote Times	Where	Address	Meeting Room
Civeo Beaver River Executive Lodge*	Friday, August 6, 2021	11:00 AM to 6:00 PM	Lodge will be closed	N/A	N/A
Civeo Anzac Lodge	Saturday, August 7, 2021	11:00 AM to 3:00 PM	Anzac Lodge	Located southeast of Fort McMurray on Hwy 881, 25 km south of Anzac.	Board Room
Civeo Wapasu Creek Lodge- Main, East & West	Sunday, August 8, 2021	11:00 AM to 7:00 PM	Wapasu Main Lodge	Located 47 km east of Hwy 63, Km 42 on Canterra Road.	Wapasu Main Boardroom
Civeo Conklin Lodge*	Sunday, August 8, 2021	11:00 AM to 3:00 PM	Lodge is closed	N/A	N/A
Edmonton South	Sunday, August 8, 2021	11:00 AM to 8:00 PM	Holiday Inn Express & Conference Centre Edmonton South	4485 Gateway Blvd Edmonton, AB T6H 5C3	Evergreen A & B
Calgary South	Sunday, August 8, 2021	11:00 AM to 8:00 PM	Glenmore Inn	1000 Glenmore Court SE, Calgary, Alberta. T2C 2E6	Glenmore West
Civeo Athabasca	Monday, August 9, 2021	11:00 AM to 6:00 PM	Athabasca Lodge	Located East of Highway 63, North of Fort McMurray	Games Room
Edmonton North	Monday, August 9, 2021	11:00 AM to 8:00 PM	NOVA Yellowhead	13920 Yellowhead Trail Edmonton, AB T5L 3C2	Grizzly Room
Lethbridge	Monday, August 9, 2021	11:00 AM to 8:00 PM	Holiday Inn Lethbridge	2375 Mayor Magrath Dr. S Lethbridge, AB T1K 7M1	Crossroads Meeting Room
Calgary North	Monday, August 9, 2021	11:00 AM to 8:00 PM	Sheraton Cavalier	2620 32 Avenue NE Calgary, AB T1Y 6B8	McKnight Ballroom

Taber	Tuesday, August 10, 2021	11:00 AM to 6:00 PM	Heritage Inn Taber	4830 46th Ave HWY 3, Taber, AB T1G 2A4	Salon B
Olds	Tuesday, August 10, 2021	11:00 AM to 6:00 PM	Ramada Olds	500 - 6700 46 Street Olds, AB T4H 0A2	Mountain View Room
Civeo Kaybob	Tuesday, August 10, 2021	10:00 AM to 4:00 PM	Kaybob Lodge	3-30-62-22-W5M Greenview MD AB	Lounge Area
Civeo Athabasca	Wednesday, August 11, 2021	12:00 PM to 4:00 PM	Athabasca Lodge	Located East of Highway 63, North of Fort McMurray	Games Room
Athabasca	Wednesday, August 11, 2021	2:00 PM to 7:00 PM	Athabasca Regional Multiplex	2 University Drive Athabasca, AB T9S 0A3	Meeting Room Combined
Grande Prairie	Wednesday, August 11, 2021	11:00 AM to 8:00 PM	Holiday Inn Conference Centre	9816 107 St Grande Prairie, AB T8V 8E7	Barcelona A + B
Medicine Hat	Thursday, August 12, 2021	11:00 AM to 8:00 PM	Holiday Inn Express	9 Strachan Bay Medicine Hat, AB T1B 4Y2	TBD
High River	Thursday, August 12, 2021	11:00 AM to 8:00 PM	Heritage Inn	1104 11 Avenue S.E. High River, AB. T1V 1M4	Jubilee A
Civeo Anzac Lodge	Thursday, August 12, 2021	12:00 PM to 4:00 PM	Anzac Lodge	Located southeast of Fort McMurray on Hwy 881, 25 km south of Anzac.	Board Room
Hinton	Friday, August 13, 2021	11:00 AM to 8:00 PM	Holiday Inn Hinton	393 Gregg Avenue Hinton, AB T7V 1N1	Baraka Room
Civeo Conklin Lodge	Friday, August 13, 2021	12:00 PM to 4:00 PM	Lodge is closed	N/A	N/A
Civeo Wapasu Creek Lodge- Main, East & West	Saturday, August 14, 2021	12:00 PM to 4:00 PM	Wapasu Main Lodge	Located 47 km east of Hwy 63, Km 42 on Canterra Road.	Wapasu Main Boardroom

Civeo Beaver River Executive Lodge	Sunday, August 15, 2021	12:00 PM to 4:00 PM	Lodge will be closed	N/A	N/A
Fort McMurray	Monday, August 16, 2021	11:00 AM to 8:00 PM	Radisson Hotel & Suites	435 Gregoire Dr Fort McMurray, AB T9H 4K7	Charlesgate Room
Lloydminster	Tuesday, August 17, 2021	11:00 AM to 8:00 PM	Holiday Inn & Suites	5612 44 Street Lloydminster, AB T9V 0B6	Border City
Red Deer	Tuesday, August 17, 2021	11:00 AM to 8:00 PM	Holiday Inn Express Red Deer North	6433 Orr Dr, Red Deer, AB T4P 1A6	Meeting room 1 & 2
Brooks	Tuesday, August 17, 2021	11:00 AM to 8:00 PM	Heritage Inn Brooks	1217 - 2 Street W Brooks, AB T1R 1P7	Meeting Room A & B
Banff	Tuesday, August 17, 2021	11:00 AM to 8:00 PM	Banff Ptarmigan Inn	337 Banff Ave	Sundance Room
Camrose	Wednesday, August 18, 2021	11:00 AM to 8:00 PM	Ramada Camrose	4702 73 Street. Camrose, AB. T4V 0E5	Meeting Room
Trochu	Wednesday, August 18, 2021	12:00 PM to 5:00 PM	Trochu Community Hall	215 Northfield Rd. Trochu, AB T0M 2C0	Sunterra Room
Canmore	Wednesday, August 18, 2021	11:00 AM to 8:00 PM	Holiday Inn Canmore	1 Silvertip Trail Canmore AB, T1W 2Z7	Nakiska

**Voting will be facilitated at this location should the camp re-open at the time of the election.*

The ballots will then be transported by Election Judges to the UFCW Local 401 Head Office where they will be counted on Thursday, August 19 at 11:00 am (Article XII Section H. 5).

In solidarity,

Pablo Godoy
Election Chairperson

NOTE: Should public health restrictions prevent holding nominations or elections, the Local Union will inform you of required accommodations as per this notice.

Decisions facing Cargill workers this summer

Bargaining is about more than just meetings and proposals. What we're really talking about is people's lives. What gets decided at the bargaining table will impact workers' lives for years to come.



President Thomas Hesse, Secretary Treasurer Richelle Stewart, and Dr. Gabriel Fabreau outside of Cargill, Winter 2021.

But bargaining with Cargill this time has been different. To put it bluntly, Cargill workers have been through hell over the past year.

As the location of the largest outbreak in North America, hundreds of Cargill workers were infected with COVID in the Plant. Some of those workers did not recover from COVID and died as a result. Those who did survive have been scarred by the experience, still fearful every time they enter the Plant. Despite this, Cargill workers have continued to come to work. They have made good on being called "essential," and they have worked to support a Company they thought cared about them.

This was what we went into bargaining thinking about. Our goal was simple: to ensure that the sacrifices and contributions of Cargill workers were recognized at the bargaining table.

Sadly, it was clear from the very beginning that Cargill does not care about its employees. In their opening remarks, Cargill did not mention COVID or the pandemic even once. They did not take a moment to acknowledge everything that Cargill workers have been through.

In every meeting, Cargill workers have brought up the issues that are most important to them: safety at the Plant, pandemic pay, and ensuring the full participation of all Cargill workers in bargaining.

When the Bargaining Committee has talked about these issues, Company representatives have rolled their eyes. They have ignored the pleas of Cargill workers to be kept safe at work and properly compensated.

Cargill is only interested in doing things that will earn them even more money than they are currently making, like exploiting temporary foreign workers rather than giving them a path to residency. It was recently reported that Cargill has made more money in the past year than they have in any other over the past 156 years.

Not only has Cargill refused to share that success with their employees, they have refused to address the struggles that Cargill workers have been

forced to take on while working so hard for the Company's success.

It's clear that getting Cargill to treat their employees fairly is going to require a fight. The Company won't do the right thing on their own, we are going to have to force them.

Your union is ready for the fight. We've never shied away from holding big corporations accountable and we won't shy away this time.

"The essential nature of your work is better recognized than ever," said UFCW 401 President Thomas Hesse. "So, whether we call it pandemic pay or essential worker pay doesn't really matter. The Company is making a ton of money and Cargill workers deserve to have more of it in their pockets and be kept safe."

But the decision to fight the Company is the workers' to make. And as is always the case, a fight involves risks.

There are those Cargill workers who are angry and ready for the fight. But we also know that there those at the Plant who are worried about taking an aggressive approach to bargaining. They are concerned about the economy is and the high rate of unemployment. And they feel that they have been through enough.

Both of these points of view are valid and understandable. Cargill workers need to decide for themselves whether they are ready to fight the Company to get a fair contract.

The decision to fight could result in a strike outside the Plant. For a strike to be effective, Cargill

workers need to be prepared to picket outside the Plant in significant numbers. Strike pay will be provided if you agree to picket. But it will not be the same as what you are making now.

Another possibility is a lockout by the Company. In this case, Cargill may refuse to meet your bargaining demands and lock their doors to stop you from working.

In either event, this will have a significant impact on your lives and your finances. We also don't know how long a fight with Cargill could last. Cargill is a giant corporation with endless amounts of money. They are bigger than us and they have more to bring to a fight than we do.

But those are odds that we are used to facing. Your union is always the underdog and we have still found ways to win those fights. We'll do the same with the Cargill if our members decide it is time to fight. Your union has your back when you make a decision, no matter what.

The Cargill logo, featuring a green leaf-like shape above the word "Cargill" in a bold, black, sans-serif font. Below the logo, the phrase "Doesn't Care!" is written in a red, handwritten-style font.



Cargill bargaining could set a precedent for JBS bargaining in the fall. Standby for updates.

The dangers of conspiracy theories

Over the past year, there has been a significant increase in the amount of time that people spend online. In October of 2020, Statistics Canada reported that 40% of Canadians admitted they were spending more time online surfing social media sites like Facebook.

In The Wall Street Journal, technology and strategy consultant Michael J. Wolf noted that those numbers are even more stark in the US.

"As recent as last fall, no one could have predicted the world-wide, all-encompassing digital experiment we have undergone. A whopping 16:06 hours a day are now being spent with digital media by the average U.S. adult, up from an already unfathomable 12:24 hours a day pre-pandemic."



President Thomas Hesse outside the Olymel Red Deer Plant.

While it might have been difficult to predict, the sharp increase in peoples' screen-time should come as no surprise to the average individual. Health restrictions in nearly all regions and jurisdictions have required differing degrees of "sheltering in place" (aka: staying home) and people have needed something to fill the time that previously had been taken up with activities outside of the home.

One of the easiest and most accessible options to fill that time is grabbing your phone to scan social media, watch a video on YouTube, or scroll through the latest news headlines. Our mobile devices are often only an arm's length away, if not resting right in our pockets. In 2020, Statista estimated that the number of Canadians who operated smartphones would reach 31.88 million in 2021. To put that in perspective, Statistics Canada estimates Canada's population to be 38.05 million in Q1 of 2021.

In other words, 84% of Canadians own and operate a smart phone. And that number only increases if you add in all the various Internet surfing devices out there.

At the same time that we are all spending unprecedented amounts of time online, academic website The Conversation identifies that conspiracy theories are multiplying and thriving.

"It is well established that conspiracy theories are more prevalent in times of crisis. Research shows us that the popularity of these ideas is not constant, and peaks during cataclysmic events and social upheaval. Conspiracy theories were prominent during previous pandemics, including the Black Death, the "Russian flu" of the late 19th century and the 1918 flu pandemic.

However, in contrast to past crises, recent conspiracy theories have been driven by the rapid change in how we communicate with each other. Of particular importance is the emergence of social media sites, which enable the rapid spread of information based on (superficially, at least) plausible information produced by what appear to be reliable sources."

To explore this phenomenon more deeply, we spoke with Political Science professor at the University of Calgary, Dr. Melanee Thomas.

"Right now is a really difficult time for a lot of people when it comes to conspiracy theories," says Dr. Thomas. "With COVID, there is so much in flux and things changing. Science is doing what science is supposed to do, saying 'This is what we think is going on,' but then updating statements as new information comes in and we better understand the situation. It makes it tough for the average individual to keep up."

Dr. Thomas identifies that conspiracy theories are a widespread phenomenon that doesn't often fall into neat categories around age, sex, or political beliefs. In any grouping of people, you will find certain conspiratorial thinking that makes its way into the information shared amongst those people. One of the key features that Dr. Thomas identified about conspiracy theories is that they just aren't true. Dr. Thomas points to modern theories like former US President Barack Obama not being born in the United States and not having a legitimate birth certificate and former US President George W. Bush having something to do with the infamous 9-11 terrorist attacks.

"If you're not linked into the things that lead to conspiratorial thinking, then these ideas seem very out there and make no sense," says Dr. Thomas. Dr. Thomas indicates that in her experience there are two major factors around people coming to believe in conspiracy theories: lack of trust and antipathy, or general feelings of anger and frustration, especially toward authorities."

When people show high levels of mistrust and anger towards sources of information that are perceived as authorities or experts, there is a greater likelihood that they will then go in search of other sources of information towards which they do not feel a lack of trust and anger.



"In my experience, it really is these two things acting together that cause someone to fall into conspiratorial thinking," says Dr. Thomas. "You can feel angry, and you can feel mistrustful. On their own, they don't necessarily mean you will start believing conspiracy theories. But put those feelings together, and that's where these theories start taking hold."

Dr. Thomas says that the possible dangers of conspiracy theories are bigger and more destructive than ever.

"In terms of COVID-19 conspiracy theories, we've all heard about people in ICUs who said, 'But I thought it wasn't true,'" says Dr. Thomas. "Or if you're looking at the 2020 US Presidential election, you have people who are prepared to throw out their entire democracy because they have lost so much trust in their institutions."

As noted earlier, the rapid spread of information means that the threats posed by the many conspiracy theories out there can have life or death consequences for average individuals and threaten the very foundation of society.

Dr. Thomas notes that these theories are also damaging on a personal level because they tend to target particular people and dehumanize them in ways that lead to violence and deeply disturbing behaviour. Dr. Thomas identifies that it is often this sort of thinking that can be found in violently racist, sexist, and homophobic actions that leave real people hurt and lives shattered. Those committing the violent acts no longer see their targets as fundamentally human.

So what can we do to better identify and combat conspiracy theories when we encounter them? Dr. Thomas says there is no clear-cut answer, but there are a few tips we can follow to better arm ourselves.

The first is to know what you're looking for. What does a conspiracy theory look like and how do you identify it? Dr. Thomas pointed us to an academic article by professors Joanne M. Miller, Kyle L. Saunders, and Christina E. Farhart that provides a pretty straightforward definition:

"Sunstein and Vermeule (2009, 205) define a CT as "an effort to explain some event or practice by reference to the machinations of powerful people, who attempt to conceal their role."

Dr. Thomas also suggests finding trusted sources of information and making sure you have good reasons for trusting those sources. There is no shortage of websites, Facebook pages, and Twitter accounts out there with a broad range of information on various topics. But where do those sources get their information? What process do they follow to ensure that the information they provide is accurate? And why are they providing that information? This leads to the final suggestion, which is to keep asking questions. This is a tricky suggestion because, of course, many conspiracy theories are based on asking unfounded questions and creating doubt in people's minds.

A philosophical principle known as Occam's Razor is useful for trying to figure out which answers to your questions you can trust and of which ones you should be wary. Occam's Razor won't work every single time, but it is a remarkably handy tool.

Put simply, Occam's Razor suggests that, generally speaking, the simplest and most straightforward answer to a question is often the correct answer. So if answering a question you pose about a theory involves a lot of complicated and out there reasoning, it could well be a sign that the answer is not based in facts and therefore unlikely to be true. Whereas, if another answer seems to make sense and presents you with easily confirmed facts and explanations, it is likely that you can trust that answer.

Lately, it seems like we are all exposed to more conspiracy theories than ever before. And the dangers associated with believing those theories are more serious than ever. It can be difficult to wade through all the information you have coming at you to figure out which of it you can trust and which of it you should ignore. Hopefully, this article has given you some tips on how to do a better job of spotting conspiracy theories and what you should do to combat them. As an open, transparent, and democratic union, we are constantly striving to give you the most reliable information possible from sources we know we can trust. When we are all the best informed we can be, we are able to make responsible decisions that improve our lives and the world around us.

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How to read your union contract...

Some tips from UFCW Local 401 lawyers

Our lawyers both think it is extremely important that all members understand their union contract to the best of their ability. They've provided a shortlist of what to keep in mind when looking at the legal contract between you and your employer.

Plain Meaning – Everyone is assumed to mean the words they agree to put in a collective agreement during bargaining. Words are given their ordinary meaning, technical or legal terms are given their technical or legal meaning, and specific (or unique) words/phrases are interpreted by looking at their context.

Contextual Interpretation – The collective agreement must be read as a whole in order to understand the relationship between the Union and the Employer. Intentions expressed at the bargaining table usually don't count unless they are written down in the collective agreement.

Negotiating History – Negotiating history and past practice can also be taken into consideration to help interpret the collective agreement, but usually only when what is written down in the agreement is unclear.

Implied Terms – Sometimes, laws may indirectly become part of a collective agreement. Examples of this are things like human rights, employment standards and legislated health/safety requirements. These create a "floor" that we build collective agreements on.

Duty of Fairness – Unless there is language that specifically says otherwise, employers have to generally act in a way that is not discriminatory.

Adeel and Mark do not expect you to become contract experts by the end of this. However, they do have some tips.

One of the most important rules to remember is that your collective agreement is read "as a whole". That means in bargaining you should think carefully about whether a change in one article will affect other rights in your collective agreement. For example, will a change to rules about breaks have an impact on scheduling? Keeping questions like this in mind during bargaining helps to avoid any nasty surprises later.

Remember that your Union is always here to help! Your Union has decades of experience in negotiating collective agreements, interpreting them, and advocating for you. Contact your Union Rep for any assistance you need in interpreting your collective agreement. They have your back.



Adeel was born in Tanzania, grew up in Dubai, then Toronto, and finally moved to Alberta for law school years ago. He has been working with UFCW since 2019 and says "I immediately knew I was home when I started working with the people here." Adeel used to be a corporate lawyer before joining our ranks.



Mark was born in Bashaw, Alberta and grew up on mixed farm and ranch. He completed his law degree at the University of Alberta after working for years as a communications specialist and campaigner for the Alberta Union of Provincial Employees. "For me UFCW is what labour is all about – working people standing up to big companies and winning. It's an honour to be a part of that" says Mark.



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