

2024 Bargaining Conference

READY

SET

GO!

UFCW

401

A better workplace.
A better world.





Bargaining Strong Together

Ready: Preparing for Bargaining



Join at slido.com
#4081271



Introductions & Workshop Overview



What is Bargaining?



UP's	Article Number	Language
Article 2 - Union Shop		
UP 1	Entire	Discussion orientation.

UP's	Article Number	Language
Article 5 - Hours of Work - Work Schedule		
UP4	5.1	Amend the current language to read as follows: 5.1 <u>Basic Work Week</u> (a) The basic work week for regular full-time employees shall consist of forty (40) thirty-eight (38) hours to be worked in five (5), eight (8) hour days as scheduled by the Co-operative. Employees will be scheduled two (2) days off per week exclusive of General Holidays. The above paragraph does not apply to the Agro Centre, Bulk Petroleum and Gas Bars . For these departments, the basic work week for regular full-time employees shall consist of forty-two and one half (42 1/2) hours to be worked in five (5) eight and one half (8 1/2) hour days as scheduled by the Co-operative. (b) Daily hours of work shall be consecutive with the exception of rest and meal periods. No split shifts shall be worked. (c) Employees shall not work longer than their regular scheduled work day, unless requested to do so by Management. (d) Daily hours of work shall be fairly rotated amongst all staff. <u>Full-Time Employees - Days Off</u> The Co-operative will schedule full-time employees two (2) consecutive days off (Saturday-Sunday) once every four (4) weeks. (e) No employee shall be required to work more than six (6) days in succession in any period of time without being allowed to take a day off if he/she so desires. Delete all reference in the Collective Bargaining Agreement to a forty-two (42) hour and 40 hour work week and replace with thirty-eight (38) hours.
<input type="checkbox"/> Monetary <input type="checkbox"/> Non-Monetary Time: ____:____		
Date Agreed to: ____/____/____ Date Amended and Agreed to: ____/____/____ Date Withdrawn: ____/____/____		

UP's	Article Number	Language
Article 13 - General		
UP25	13.15	Amend the current language to read as follows: <u>New Employee Member Orientation</u> The Co-operative agrees to give to all new employees a copy of the Collective Agreement, supplied by the Union during orientations. The Co-operative also agrees to give a DVD or other HR HR that is supplied by the Union that introduces the new employees to the UFCW Union. An authorized representative of the Union or Shop Steward shall be entitled to a maximum of one half (1/2) hour with each new hire group on Employer time for the purpose of providing a Union orientation. The location of the orientation will be on the work premises in a suitable location arranged by the Employer.
<input type="checkbox"/> Monetary <input type="checkbox"/> Non-Monetary Time: ____:____		
Date Agreed to: ____/____/____ Date Amended and Agreed to: ____/____/____ Date Withdrawn: ____/____/____		

UP's	Article Number	Language
New Proposal		
Add new the following language to <u>Dignity and Respect</u> The Employer recognizes the vital success of the business. The rights to only hire, maintain, and promote the importance of diversity. The Employer agrees that each unit should be treated with		
<input type="checkbox"/> Monetary <input type="checkbox"/> Non-Monetary Time: ____:____		
Date Agreed to: ____/____/____ Date Amended and Agreed to: ____/____/____ Date Withdrawn: ____/____/____		

Proposals

slido

Please download and install the Slido app on all computers you use



What would be your number 1 proposal today?

① Start presenting to display the poll results on this slide.

slido

Please download and install the Slido app on all computers you use



Other than wages, benefits and hours, what else would you propose?

① Start presenting to display the poll results on this slide.

2024 Bargaining Conference

**READY
SET
GO!** **401**
UFCW
A better workplace.
A better world.



Bargaining Strong Together

2024 Bargaining Conference

**READY
SET
GO!** **401**
UFCW
A better workplace.
A better world.

Building Relationships



slido

Please download and install the Slido app on all computers you use



How long have you worked at your workplace?

① Start presenting to display the poll results on this slide.

slido

Please download and install the Slido app on all computers you use



How many employees work there?

① Start presenting to display the poll results on this slide.

slido

Please download and install the Slido app on all computers you use



Do you know at least one person in each department/area/line?

① Start presenting to display the poll results on this slide.

2024 Bargaining Conference

**READY
SET
GO!** **401**
UFCW
A better workplace.
A better world.



Making Connections

2024 Bargaining Conference

READY

SET

GO!

UFCW

401

A better workplace.
A better world.

