

UFCW 1006A Members at Loblaws Great Food & Superstore Vote to Ratify New Union Contract



December 22, 2023

UFCW 1006A members at Loblaws Great Food and Real Canadian Superstore voted to ratify a historic industry-leading agreement with Loblaw. The vote took place over four days, from December 19 to December 22. The new agreement covers approximately 13,000 grocery workers at 60 stores across Ontario.

“This is the best agreement reached in the grocery retail sector in decades,” said President Wayne Hanley. “We faced intense and difficult negotiations, but with the strong support and participation of our membership, we achieved an unprecedented level of improvements for our members.”

Your negotiating committee, which included 14 rank and file members and local union executive board members who work full-time and part-time at Loblaws Great Food and RCSS and union staff, pushed the company to its limit over 10 days of bargaining.

The agreement includes all gains and no concessions. Here are some of the many highlights:

- The best wage increases achieved in decades for full-time and part-time, gains that surpass all recent negotiated contracts in the industry.
- Over the five-year term of the agreement, members will see increases of:
 - \$4.60/Hour for full-time at top rate,
 - \$4.95/Hour for full-time department managers at top rate
 - \$3.70/Hour for long-service part-time at top rate (hired before July 9, 2015).
- Retroactive pay of \$0.65/Hour for all hours worked from Oct. 1, 2023 to Dec. 22, 2023 for full-time at end rate. This ensures full-time workers also benefit from the October 2023 minimum wage increase, which part-time already did thanks to existing contract language.
- Lump sums for all workers working full-time and part-time at date of ratification. This includes \$1000 for all full-time, \$500 for part-time at top rate, \$200 for part-time (with more than 2000 hours) and \$100 for part-time (with less than 2000 hours).
- A \$2.15/Hour increase in the first 7 months of the contract for full-time at end rate. There will be a \$1.50/Hour increase for part-time at top rate (hired before July 9, 2015) during the same time frame, leading to more money immediately in members' pockets.
- Over the term of the agreement, these monetary improvements means an estimated \$36,700 more for full-time workers at or above end rate & an estimated \$38,300 more for full-time department managers at or above the end rate. This is not including the \$1000 lump sum for full-time or the estimated \$300 in retroactive pay for full-time at end rate.
- If you are a part-time employee (hired before July 9, 2015) working 20 hours a week, these increases may result in you earning an estimated \$14,000 more over the term of the collective agreement.
- If you are a part-time employee (hired before July 9, 2015) working 24 hours a week, these increases may result in you earning an estimated \$16,800 more over the term of the collective agreement.
- As of date of ratification, full-time workers are now included in our industry leading minimum wage gap language, which protects members' historic wage gains when minimum wage is increased. This language had previously only applied to part-time workers.
- Zero Tolerance Policy of Customers Abusing our Members – signs will be visibly placed in the workplace providing members with enhanced protection.
- Significant improvements to full-time benefits providing greater coverage (i.e. chiropractor, osteopath, chiropract/podiatrist, naturopath, speech therapist and massage therapist) and increased compensation (\$70 a visit to a maximum of \$700 every calendar year versus \$10 a visit previously). Vision care goes up to \$300 from \$200 previously.
- Improvement to bereavement leave for full-time and part-time (5 days for immediate family members instead of three).
- Increased safety shoe reimbursement for full-time (\$150/year from \$75 previously) & part-time (\$100/two years, up from \$50 previously)
- Significant reduction to part-time scheduling availability requirements & Improved part-time vacation pay language
- Job Security for full-time and part-time for the term of the contract.

UFCW 1006A thanks all our members for participating in the negotiations process, from submitting proposals, attending proposal meetings, joining the telephone town halls and for voting. If you have any questions regarding negotiations, please contact your Union Representative.