

# GSU Locals 1 & 2 (Viterra)



November 21, 2022

To: All Local 1 (Viterra Country Operations) and Local 2 (Viterra Head Office) members

## UPDATE #5

### Bargaining Dates

Below are the current bargaining dates.

- November 16 & 17, 2022 - finished
- November 24 & 25, 2022
- December 14 & 15, 2022

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### November 16 & 17, 2022 bargaining

Last week your bargaining committee met on November 16 & 17 with Viterra's bargaining committee in Regina. Your committee presented and explained the package of bargaining proposals that were created from input from all members over the past 4 months. This bargaining package is not your bargaining

committee's, it belongs/is to you and your co-workers.

Being that this was the first two days of negotiations there is not a lot to report on. Your bargaining committee spent a good portion of time explaining to the Company why we presented the proposals we did and what we were told by the members to accomplish.

- Quality of life with a balance between home and work
- Safe workplaces and healthy employees
- Fair pay for a fair day's work
- Respect in the workplace

This week we will be meeting again with the Company on November 24 & 25, 2022 and we will continue to negotiate.

### **Your Bargaining Proposals**

Now that we have presented our proposals to the Company we are able to send them out to all members. Your bargaining committee is asking everyone to do two things with the proposals found at the link below.

1. Read them through and if there are any questions or any clarification needed just reach out to anyone on the committee to ask.
2. Talk to your coworkers about the proposals. Discuss how these proposals could help release some of the pressure employees are feeling in their wallets and home life.

### **[Local 1 & 2 bargaining proposals](#)**

### **Proposed new Step Salary System**

As you will see one proposal we have is a new step pay system that is better at rewarding employees than the current pay for performance. The proposed new step pay system pays employees an annual cost of living adjustment and annual increases on employee's anniversary dates to reward them for their hard work.

Employees deserve a pay system that works for them.

Because the proposed new step pay system is very different than what we currently have it can be a bit confusing. We are working on an online calculator where members can input their current information and see how the new step pay system would work for them. We hope to have that ready as soon as possible and will let everyone know when it is ready for them to use.

**We have heard members when they say that the current pay for performance system does not take into account the cost of living. And if it won't do that then we need to change it!**

On Behalf of your Bargaining Committee,

Steve Torgerson  
GSU staff representative

*Your GSU bargaining committee members are Local 1 - Jim Brown (Balgonie), Wilfred Harris (Carnduff), Shannon Antonenko (Lloydminster), David Barrett (Gull Lake) and Travis Brewer (Saskatoon); Local 2 - Sheila Tran, Howard Wilson and Kaylee Kruger; assisted by GSU staff representatives Steve Torgerson and Mason Van Luven.*

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Local 1 & 2 (Viterra) members will be the first to hear about what is taking place at the bargaining table. Email updates will be issued before the information is released in our *Tuesday Members' Memo*.

Please share these updates with fellow GSU members who may not be on our bargaining update or Tuesday Members' Memo email lists, and encourage them to sign-up for updates by contacting their GSU Staff Representative or their Local representative.

## More Information



If you are looking for past bargaining updates or any information provided to members it can be found on your bargaining page at [gsu.ca](http://gsu.ca) or by clicking below.

**Past Bargaining  
Updates Found Here**

**Q: Where can I find a phone number for my staff rep?**

**A.** If you don't have your GSU staff representative's number you can find out who is your staff representative and their contact information on our website. [www.gsu.ca](http://www.gsu.ca)

Follow the links below to see who your [\*\*staff representative\*\*](#) is and what their [\*\*contact information\*\*](#) is.

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