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## Local 1 & 2 Bargaining Update #7 - December 16, 2022

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Grain and General Services Union <steve@gsu.ca>

Fri, Dec 16, 2022 at 3:15 PM

### **GSU Locals 1 & 2 (Viterra)**



December 16, 2022

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

#### **UPDATE #7**

#### **Bargaining Dates**

Below are the current bargaining dates.

- November 16 & 17, 2022 - finished
- November 24 & 25, 2022 - finished

- December 14 & 15, 2022 - finished

## **December 15 & 16, 2022 bargaining**

This week we had both days scheduled with presentations from the company. The major topics of discussion were grain and rail transportation, employee benefits review, sick leave and short term disability and Pay Equity. These were necessary to discuss and understand more where both sides are at and where we will be headed with negotiations in the new year.

As we are progressing in these negotiations we are getting closer and closer to receiving the company's monetary proposals. We have been told that when we meet in January the company will present their full monetary package.

No dates have been agreed to for January yet but I expect we will nail some down next week. Once we have them we will let members know.

## **We heard from you!**

In the last update we asked members to share their stories or how they are being affected by wages not keeping up with the rising cost of living, how working from home can be beneficial for members and the company, how uncertain schedules affect members and how long hours and not enough rest periods have negative physical effects on people.

And you all delivered!

*"I haven't been able to follow through with my holidays, have had to cancel scheduled plans due to uncertainty with car loading."*

*"I remember when NO ONE EVER quit Viterra."*

*"Something has to change. Everyone has had enough. We are all at our breaking point. ❤️"*

We received dozens of stories from all over the province, from long service members to newer members and from Head Office and Country Operations. The above quotes are from some of the stories quoted below.

We want to begin sharing these stories with all members as we continue to get them coming in. Below is the first collection of a few of the personal stories we have received and we thank everyone who has contributed so far.

If you haven't sent in your story please follow the link below.

**[Share your Story](#)**

Any stories submitted will have any names or information removed to keep the member anonymous.

## Local 1 & 2 Member Stories

"I've worked 240hrs of overtime to date covering two locations and working 6 days a week. My hours are 7am-4pm but I work 6:30am-10pm most days as it is expected for me to be on standby. I haven't been able to follow through with my holidays, have had to cancel scheduled plans due to uncertainty with car loading. We do not hear from operations until Friday at 4-5pm if they are loading cars."

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"Work-life balance is hard when you don't get flex hours at work. I have 2 kids in extracurricular activities that start as early as 5 Pm. I don't get home until 5 pm. I have to make alternate arrangement for rides and can't be there for some events to help out. Having to take an hour for lunch is unnecessary for some people, and would be nice if you could choose to take 30 min or 1 hr."

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"Thank you GSU, and thank you for the proposed pay system, it is better pay proposed system compare to previous years, and one thing also i would like to share my story  
Work in Viterra for more than 12 years and my salary vs my expenses is short it does not balance, the price of grocery is going up, it look like we are just work for Viterra  
(Regarding rail car loading) we are all screwed up all the time when they spot rail cars specially weekend, we cannot make a plan for our family specially weekend, because of tentative and always push back the spotting date, so that is hard for our side and instead spend time our family  
And one more thing regarding car loading we should have deferent rate pay for those who are working on loco motive because of the high risk:  
if we d-rail the cars  
if hit vehicle because of 12 street crossing  
if get struck or heart from doing switches there is more hazard in doing car loading when working both weekend and night we should have get both weekend and night premium.

I would like to request if we do loading all the time during week days so every body can make plan for there family while there kids is still young and those single person that work in viterra "

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"I wish that Viterra understood that the money i receive to pay my bills shouldn't be determined by how hard the company thinks I work and even then I get less because I made the "mistake" of working there for over 10 years. We all deserve to be paid fairly. My costs have gone up thsi year just like it has for Viterra, but the

difference is they make deals to make more money but I am stuck hoping for 1.5%."

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Everyday I see fellow employees quitting and going to the competition, or just saying they have had enough. I remember when NO ONE EVER quit Viterra. How can a company that cares and values your work, just let you go. I just don't get it. Hey Kyle, how do you sleep at night. I remember you as a young nothing...and this is the ship you sail.

Something has to change. Everyone has had enough. We are all at our breaking point. ❤️

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If you have any questions about bargaining, specific bargaining issues or about sharing your story reach out to your staff representative or anyone on your bargaining committee.

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.*

**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



### Q: What is Pay Equity?

- A. Pay equity is also known as equal pay for work of equal value. That means if two different jobs contribute equal

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**

value to their employer's operations then the employees in those positions should receive equal pay.

Canadians have the right to experience workplace compensation practices that are free from gender-based discrimination. Pay equity aims to ensure that employers provide you with equal pay for doing work of equal value.

On October 29, 2018, the federal government introduced the Pay Equity Act (Act) in Parliament as part of Bill C-86.

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