



Local 1 & 2 Bargaining Update #10 - March 10, 2023

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Reply-To: steve@gsu.ca

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GSU Locals 1 & 2 (Viterra)



March 13, 2023

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

UPDATE #10

Bargaining Dates

Below are the current bargaining dates and details on what occurred.

November 16 & 17, 2022 - both sides met

Local 1 & 2 provided their full proposal package. Viterra provided some of their proposals but nothing about money or wages. We said we wouldn't change or withdraw any of our proposals until the company brought their entire package, including money and wages.

November 24 & 25, 2022 - both sides met

The company still didn't bring money or wages to the table. Your committee again said we wouldn't negotiate until the company brings their money. We shared why we are asking for what we proposed because members told us they want and need these changes to the collective agreement.

December 14 & 15, 2022 - both ideas met

The company still did not bring any money or wage proposals but advised that they would next time. The company presented additional information about their proposals submitted, and your committee again said they wouldn't bargain with themselves and was frustrated about the time it has taken as we wait for the company to come to bargaining prepared.

January 31 & February 1, 2023 - both sides met

The company brought their money and wage offer and presented it to your committee. Your committee worked to review the offer and prepare a counteroffer which was presented to the company on the second day. Your committee took a thoughtful approach and their counteroffer still maintained the focus and goal of achieving real gains for members. Including real wage increases and no aggregate pay, better hours or work language, clarity on car loading and understanding of the impact on workers and health and safety.

March 7 & 8, 2023 - both sides met

The company and your committee each presented offers to bring both sides closer together but still not close enough. We kept up and reinforced that even though the company might not like certain proposals, they all came from you, the members, as a result of frustrations and anger about the current state of affairs.

March 21-22, 2023 or during the week of April 3-7, 2023

We should confirm our next set of dates early next week.

Update from March 7, 8 & 9, 2023

This past Tuesday, Wednesday and Thursday we resumed bargain and your committee was prepared and waiting for the company to reply to our last set of counter proposals on February 1, 2023.

As with all collective bargaining (or almost any negotiations like buying a new vehicle or house), proposals go back and forth and hopefully you end with a deal that works best for you. Your bargaining committee has been fierce in their standing up for what members have told us last Summer and Fall and for speaking up to support these bargaining positions when challenged by the company.

During these three days, your committee made proposals and offers that we think are reasonable and productive all the while still holding true to the focus that members needed changes on.

Your bargaining committee wants all members to know how they are approaching bargaining and what they have committed to do to

get the best negotiation collective agreement they can. They want to share this with everyone so you can see what they will do to support the member's needs and ask that members continue to stay in touch, ask questions of the committee and the company and keep pushing and demanding that workers not get left behind.

Watch for an email next week from your bargaining committee.

Local 1 & 2 Stories

Below is another collection of stories for you to read. These stories keep getting submitted and it is a powerful thing to read them as they come in. Members are telling their personal stories about hardship, frustration, hope and fight. Know that the stories you submit will be seen and they do make a difference.

We also hope that sharing your story is helpful to you, saying what needs to be said and getting it out there can help.

If you haven't sent in your story or need to share a recent 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

"Coming on 35 years of service to this company. Last year I received .75% increase in wage increase. When I approached them about this they said. "Oh your making to much now for your wage classification." I feel they prob think He's not going anywhere now anyway. I was thinking I would give them many more years of service but prob not now."

"Recently there have been repeated train loading taking place on weekends days. Each weekend all staff are required to be available to load these trains. As staff we are aware of the importance to load cars to keep the business successful. However, when an event comes up and we would like to attend there is no guarantee to get the weekend off, do to the reason of being short staffed. Plans are always left in limbo causing stress on employees and their families. As well if another employee asks first, then you for sure cannot attend. Even though it is a scheduled day off. Plans are not always able made months in advance."

"Cost of living has risen so much its hard to afford anything. The cost of gas to get to work is 400 a month. And cost of parking isn't cheap either. If we could even save by working from home some days (hybrid) we could save on gas that way or we need to increase wages. "

"thank you " I am struggling to write this. For years I have worked for SWP and Viterra and I know the business and what we have to do but the way it is now is disappointing. My work schedule is almost worthless, it changes so often my family knows always asks "are you home tonight?" I know the work needs to be done but for me it is being done at the expense of my family. "

"I don't really know where to start with this, there are good and bad with every company you work for but it seems more and more around here Viterra only cares about production. It's always production above all else. We are always short staffed that people are coming to work sick or when they don't feel safe driving on the highway because ""we are already short staffed we need you to come in"". At the facility I work at, we have to commute, often times in the winter, the highway is in very bad condition or even closed and we have to choose between using bank or vacation, or risk our lives driving on the highway to come to work. there has even been times where there is no power which means no place to warm up, no place to use the washroom, no way to work, and they expect us to use bank or vacation or come in even when the highway itself was closed. The cost of living is up, and its up for everyone, but often times we have to pick between putting gas in our vehicles or paying bills, that includes food. it is more expensive to come to work now than ever before. Viterra preaches safety above all safety first yet they expect us to drive on horrible roads even closed roads to come to work and that in itself is just wrong. we get questioned almost to the point of interrogation when we try to use sick time, so often times people come to work sick just so they don't have to deal with management questions, or pressured due to being under staffed. the aggregate pay system in itself is a fail of a system instead of the hard workers getting raises it goes to the lower paid workers and the new workers. the people that actually work hard feel penalized because they get the lower raises. it feels like no matter how hard you work on not you will not get a raise based on your work ethic but rather you'll get a raise based on your wage, so the longer you are with the company the less you make. It has nothing to do with your work ethic. In the past round of raises some workers that were new or lower paid got 6 percent raises while the people that work here for longer or get paid more only got 2 percent or less, how is that fair. It often seems that when people leave instead of hiring a replacement person they just put the extra work on everyone else so we keep getting more and more work and no more pay. we are expect to do work that in my opinion should be maintenance such as opening frozen bin gates or doing patches on leaks. management has FA2s checking FA1s ""take 5 books"" and reporting on them so essentially making them out to be the bad guys or the tattle tales so to speak. They make us take training on

equipment such as skid steer or loader so that they can use us as yard people instead of hiring a replacement yard person that quit over a year ago, so more work and no more money. they send us to take grading training so we have to grade without giving us the graders wage. we are expected to fill in for people that are sick or on holidays without any extra money, so more work more responsibility more stress with no benefits to us. they have no clue how to show appreciation for the work that we do, for going above and beyond. they preach safety safety safety but when it effects production then safety goes out the window. such as loading rail with only 2 people or in crazy bad weather, or forcing people to miss the monthly safety meeting to keep the plant running or to dump trucks. They will get people to run the facility alone because ""Your not alone when you have a radio on"" I'm there is more that I'm missing or forgetting about but I think that 99 percent of our issues can be traced back to wages, understaffed, and management. I hope this helps."

"So if my story was to continue... it would read how I truly feel....Rage is probably the top. . I was requested to attend an Admin meeting mid November this year in Saskatoon. So first thing I did was question the time of the event. I am elderly and do not highway drive in winter especially in dark. Well a fellow employee had expressed her worries and was basically told that if she didn't attend for the full agenda that it she wouldn't be recognized... not really sure what TF that meant, but seemed fairly serious. So I watched the weather Channel and worried constantly about traveling to this, last minute, Admin meeting. F...I wish I would have called in sick. We finished at 3:30 pm...got to [town] then headed south. Roads were okay for awhile. Then a shitshow. Had nearly zero visibility and safely followed a semi, that actually stopped on the road cause he couldn't see. We finally made it home, but took an extra hour.

How can a company that strives on safety send a bunch of women out on the road in November to a f'n worthless meeting. I said I would never do that again

How does a company, that shoves safety down our throats get away with this. You know , the last time I drove in the winter and in the dark was when I got a call from the hospital that my sister was dieing... that was 15 years ago....so I f'n risked my life for Viterra???....my last mistake."

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



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 or by clicking below.

**Past Bargaining
Updates Found Here**

Q: Do Canadians want to work from home?

A. Yes depending on the industry lots of Canadians do think working from home is beneficial and would like to work from home to some degree.

A recent Abacus Data survey indicates;

- Flexibility is key when it comes to current employment and future opportunities, especially for women.
- When asked to choose between money and several other factors, being able to work from home had the biggest pull.
- Canadians welcome many of the changes caused by

the pandemic with open
arms because they made
their lives better overall,
not just their working life.

To read more about the results
of the survey you can find it
here, [Abacus Data - Work
Flexibility Survey](#)

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