

GSU Locals 1 & 2 (Viterra)



May 2, 2023

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

UPDATE #14

Local 1 Board of Delegates & Local 2 Executive Board

Last night the Local 1 Board of Delegates met via video conference, and the agenda was bargaining. They had a bargaining update from the committee and contemplated our next steps.

They decided that it was a good time to set up membership meetings. These meetings will provide a more detailed bargaining update to members with ample time for questions and answers. Most importantly, your bargaining committee wants to hear from members about where they want to see these negotiations going.

Your bargaining committee has based their activity at the table on the feedback and ideas brought forward by members last year.

This formed the mandate that they took to the bargaining table with Viterra. They want to hear from members to ensure they are fighting for the right things, things that matter to all members.

Members will have many opportunities to hear the report and provide feedback. Please plan to attend a meeting that works for you.

Sub-Local Meetings

In Person, Sub-Local Meetings are being arranged, and we expect they will be completed by May 26, 2023. Talk to your GSU staff representative and your elected Board of Delegate representative for information about the meeting in your area.

ZOOM Town hall meetings

Monday, May 8 @ 12:00 p.m.

Time: May 8, 2023 12:00 PM Saskatchewan

Join Zoom Meeting

[https://us06web.zoom.us/j/81438295985?](https://us06web.zoom.us/j/81438295985?pwd=ODdVTFBxcVNSYzc0ZkVjZ05Va3BEZD09)
[pwd=ODdVTFBxcVNSYzc0ZkVjZ05Va3BEZD09](https://us06web.zoom.us/j/81438295985?pwd=ODdVTFBxcVNSYzc0ZkVjZ05Va3BEZD09)

Meeting ID: 814 3829 5985

Passcode: 108090

One tap mobile

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Dial by your location

+1 613 209 3054 Canada

+1 647 374 4685 Canada

Monday, May 8 @ 7:00 p.m.

Time: May 8, 2023 07:00 PM Saskatchewan

Join Zoom Meeting

[https://us06web.zoom.us/j/84266716113?](https://us06web.zoom.us/j/84266716113?pwd=dGgxOHp6dWgySUIKN0tIMzZjMEVFQT09)
[pwd=dGgxOHp6dWgySUIKN0tIMzZjMEVFQT09](https://us06web.zoom.us/j/84266716113?pwd=dGgxOHp6dWgySUIKN0tIMzZjMEVFQT09)

Meeting ID: 842 6671 6113

Passcode: 293205

One tap mobile

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Dial by your location

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+1 587 328 1099 Canada

Tuesday, May 9 @ 6:00 p.m.

Time: May 9, 2023 06:00 PM Saskatchewan

Join Zoom Meeting
[https://us06web.zoom.us/j/85433636620?](https://us06web.zoom.us/j/85433636620?pwd=TxWS3VQcm8yWm5rUy9uRUovaDI5QT09)
[pwd=TxWS3VQcm8yWm5rUy9uRUovaDI5QT09](https://us06web.zoom.us/j/85433636620?pwd=TxWS3VQcm8yWm5rUy9uRUovaDI5QT09)

Meeting ID: 854 3363 6620
Passcode: 995660
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Letter from your Bargaining Committee

Hello everyone,

Information and Solidarity is our Strength

Members are talking with one another, visiting new stations to gather perspectives, as well as reaching out to their union staff representative or nearest bargaining committee member. Our strength is built on engagement with one another, so it is exciting to know that it is happening. Continue to ask questions, to reach out to coworkers you may have never spoken to, and consider this an open invitation to reach out to the bargaining committee and the staff representatives on it.

Since we began bargaining with Viterra Inc. in November, the nature of your work and your issues have evolved. When we first started collecting bargaining proposals, members voiced that inflation had reduced their purchasing power, that inconsistent schedules, staffing shortages, and excessive overtime had eroded time away from work, and that annual pay increases were unpredictable, unfair, and inequitable. The value of collective bargaining is that workers can sit across from company representatives as equals to come to solutions to address these issues and, if necessary, demand better. We hoped that once we engaged with the company, they would hear, listen, and act on all the issues their employees had to share. However, as of May 1 (May Day), your company has rejected the most current and all previous packages proposed by your bargaining committee. No matter the amount of work or attempts we made to meet the company in the middle, they have stayed firm to their mandate.

Our April 26, 2023, bargaining proposals

Also, in November, we were expecting amicable negotiations to take place with the company. Only days after our last bargaining session, on March 15, 2023, management began advising members that they would be holding back your STIPs. They decided to withhold them without notice or discussion. All the while, we had

proposed different compensation models which would enable the company to include merit-based pay with guaranteed minimums, as long as those minimums consider inflation. This, along with other proposals around safety, time away from work, and improvements to benefits and pension plans, have all been rejected.

Our most recent set of proposals that we sent to members last week is the latest in a string of attempts to find common ground and reach a settlement. We have heard concerns that these proposals “sold out” the STIP for a one time 7.5% increase for all.

This proposal, as many others have been, was an attempt by your committee to see if there is room where both sides can meet in the middle. This rejection provided insight and information your committee can use to help reach a settlement.

Proposals like that test the positions that parties find themselves in and can help dislodge negotiations. But, not surprisingly, the company is not willing to consider anything other than their compensation structure.

Now what?

This isn’t the end of negotiations, but an important step along the way. We have asked for changes that will make the industry sustainable, safer, and a career choice for workers looking to work in agriculture. We also want it to be a career where people don’t just get frustrated and quit, thinking they have no ability to make the job better.

Don’t stop questioning, don’t stop talking to each other and don’t lose sight of the goal. We all want a collective agreement that has fair raises, improvements to hours or work, and a better work life balance, and that is not at the expense of others.

Everyone does better when EVERYONE does better.

Signed,

Your Local 1 & 2 Bargaining Committee

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: Can I attend a ZOOM Town hall on my phone?

A: Yes, you are able to attend the ZOOM call on your phone in one of two ways.

You can using your smartphone attend with the ZOOM app and have your video and audio available on your phone.

Or you can connect via a phone number, just as if it was a conference call. You won't be able to see the video but you can participate with your audio.

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