

GSU Locals 1 & 2 (Viterra)



April 20, 2023

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

UPDATE #12

Questions and Answers

When we get questions from members we provide them with answers. But these questions and answers don't often spread that far.

We have been working to gather all the questions we have been asked and our answers in one place. Here is a link to the PDF of the [Local 1 & 2 Bargaining FAQ](#) document that has this collected information. Please read it and share the information with your coworkers.

Since this will change as we answer more questions a live copy of the FAQ document can be found on our Viterra Bargaining page [here](#):

If there is a question that isn't included, email it to someone on your bargaining committee and they will get you an answer. And the question and answer will be added to the FAQ document online. So check back to the bargaining page periodically to see what questions have been asked and their answers.

STIP Update

This is not a bargaining update but an update on what has taken place since the STIP was withheld by Viterra in March.

We are happy to continue to hear from locations and members that they are taking steps to express their frustration that Viterra is withholding the STIP.

If you are your coworkers stop working past 12 hours in a shift because of the STIP, tell your manager that!

If you are doing the job for a second role and you are struggling to keep up so, you tell your manager you can't do both jobs well so you will focus on the job you were hired for, tell your manager you also want the 2022 STIP paid.

If you and your coworkers stop responding to your manager's text messages about changing shifts and instead come in to work when you are scheduled, tell your region manager that the company needs to pay the STIP.

The Unfair Labour Practice that was filed was received and processed by the CIRB. We are in the first stage of the process with Viterra having 15 days to respond and GSU will have another 10 days after that to respond. Then the appointed CIRB Industrial Relations Officer will try to work with both parties to resolve the dispute. Then if no resolution is found, the CIRB may schedule a hearing on the matter.

This is not a quick process, but it is a necessary one.

We continue to strongly encourage all members to think of what they can do to keep the pressure on Viterra to pay the 2022 STIP. If you have an idea talk to your elected Representative, they can help.

Bargaining Dates

Below are the current bargaining dates and details of what has occurred so far.

May 9, 10 and 11, 2023 - *upcoming*

April 26 & 27, 2023 - *upcoming*

April 4 & 5, 2023 - *both sides met*

Bargaining has reached a point where we are close to our limit of what you, our members, have told us to fight for. But your committee wants to report to members personally and hear what you all have to say. We will begin to plan and schedule bargaining update meetings that will begin after our next session. Regardless of the outcome of those next dates, we feel that it is time to meet.

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.

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 counter offer 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.

December 14 & 15, 2022 - *both sides 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.

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.

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

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:

"Being a full time working single mom in the position of an FA, I am not able to get ahead, I make ends meet with what I get paid with no extra left over, its sickening to me that the hardest working employees in the facilities have to get paid so little and struggle to get by. Don't get me started on train loads, we are "On call" for minimum 3 days when a train is launched, and if its over a weekend do we get paid to cancel all our plans? No. We are expected to be at Viterra's beck and call. There are some days where my child goes to Daycare, School and then to a Babysitter IN ONE DAY all because of this! So tell me how much I pay in childcare in a day. I bet you will choke. I think its time that Viterra put some money towards their hard working employees! Also, why should we have to pay any part of a branded clothing allowance? You want me to wear the everything that says Viterra, company should 100% supply it. I don't make a big enough pay cheque to live, you think I have spare funds to buy all these items of clothing that's needed?"

"I think it is stupid that I am not scheduled to load cars but I have to wait for a text from my manager for when I have to come to work. And last time I had to wait 5 hours! That wasted my time."

"OT is great when I get it paid out or use it to take time. But that was years ago.

Now I work too much OT and most of it is long days loading, drying, and buying. But when I ask for it to be paid out I get shit and told to take time off. And when I try to take the time I get denied because we are short staffed."

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

Q: What is a bargaining impasse?

A. Impasse is when a formal notice of dispute, written notification, advising the Minister of Labour that the parties to a collective agreement have reached an impasse in their

members it can be found on
your bargaining page at gsu.ca
or by clicking below.

**Past Bargaining
Updates Found Here**

efforts to enter into, renew or
revise a collective agreement
and that the intervention of a
neutral party is needed.

An impasse is when bargaining
is not moving and there is no
sign that it will progress without
outside help.

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