

GSU Locals 1 & 2 (Viterra)



June 8, 2023

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

UPDATE #20

STIP Update

Hello Everyone,

On April 3, 2023, GSU filed an 'unfair labour practice' against your employer. It was recognized on April 11, 2023, by the CIRB, and we asserted that Viterra's decision to withhold your STIP in the midst of renewal bargaining violated what is dubbed a 'statutory freeze' under federal labour law.

A 'statutory freeze' states that the employer shall not alter the rates of pay or any other term or condition of employment or any right or privilege of the employees in the bargaining unit where they are engaged in collective bargaining. Changes without the approval of the union, on a whim, by their employer is seen as an attempt to undermine

negotiations between the company and the union.

Recently, since we filed the ULP, the Canada Industrial Relations Board has invited GSU and Viterra to partake in mediation. GSU has agreed and your employer has also since agreed to participate.

The mediation process and date was confirmed this week, and this email is to report that **on June 22, 2023, GSU and Viterra will be participating in mediation in an attempt to resolve the ULP.**

Mediation is a structured process where a neutral third-party assists in resolving conflict between two disputing parties. Its purpose is to sit down with the parties in a shared space to hash out their dispute and cut through the fog to find an agreement. The mediator assigned by the CIRB will work with both parties on June 22 to find a resolution.

As we have committed to previously, GSU's sole purpose with the ULP is to have the 2022 STIP released and paid to all eligible members as of March 31, 2023.

It is now more important than ever that, as your representatives plan to confront your employer over this matter, you speak with your manager and company representatives to have your voice heard. It will make its way to the mediation table, and the company needs to hear that members are not convinced that after celebrating a year of record profits, with Saskatchewan facilities carrying the way, they became ineligible for their STIP.

Joining Steve Torgerson (General Secretary) at the mediation table are members from the Local 1 Board of Delegates and the Local 2 Executive Committee. That being Dave Barrett (Gull Lake), who also serves as Local 1 President, Kaylee Kruger (Head Office), as well as Mason Van Luven (Staff Representative).

After mediation, we will provide an update for the members as to the status of our collective fight to have the 2022 STIP released.

Thank you,

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: Why are the bargaining committees always asking members to help?

A: The simple answer is a bargaining committee is only as strong as the members they are representing.

Your bargaining committee has been consistently telling the company what members have been telling us, whether that be proposals, priorities, issues or concerns. But the company may not believe that the committee speaks for their employees. When the company hears the same messages from the committee and a majority of the members they have no choice but to listen and recognize that collective voice coming from their workers.

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