

GSU Locals 1 & 2 (Viterra)



June 18, 2023

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

UPDATE #21

Bargaining Update

Hello Everyone,

On June 14, 2023, as you all know, your bargaining committee met with Viterra to continue negotiations. The company responded to the last set of proposals we presented on May 30. No agreement was reached, so we are unable to share the details of the company's response.

We can say that progress is being made, and both sides agreed to meet again next week, June 23, 2023. There are still a few items to work through, but your committee feels like the tide has turned, and we are making progress.

In these next 7 days, before we meet with the company, think back to all the hard work we have all done and all the successes.

- Members were disappointed in the company's decision to withhold the STIP and in under 2 weeks, had petitions circulated and signed by over 70% of members.
- Members shared their personal stories of what they wanted to achieve in bargaining and the effects of current company actions.
- When tension was rising, members talked with each other and listen to each other. Through it all understood they all wanted the same thing and decided to support each other and stand side by side as we demanded the STIP and fair negotiations.
- Members saw a need for additional perspective on their committee, so two additional members were added.
- The STIP was withheld and now after hard work by all involved, it is being paid out to all eligible members as of March 31, 2023.

This work and much more have gotten us all to today. Be hopeful for a new negotiated collective agreement just over the horizon, but don't let up now. Keep demanding fair pay and respectful conditions and keep talking to each other and focusing on what we need to do to get your collective agreement settled.

STIP Update

As some of you are now aware, and all of you should find out soon enough. Viterra has just communicated to members that they will pay the 2022 STIP.

Before we get into the details and questions this raises, let's take the opportunity to realize that you all made that happen. We will go through the company's communication below, but let's be serious, if it weren't for all of you speaking up and demanding the 2022 STIP, none of this would have happened.

Your petitions, stories, conversations, refusal to do extra work, constant talking about it and actively supporting the bargaining process was what made the company pay the STIP.

This communication from Viterra is welcomed and is what we all were demanding from the first day they withheld it. Pay the 2022 STIP to those eligible employees as of March 31, 2023.

We confirmed this morning with HR that all eligible employees, as of March 31, 2023, will receive their STIP. Including employees who, since March 31, have quit, were terminated or retired are

eligible for their 2022 STIP.

Make sure you all read the letter that Viterra is sending to members. It has important information about banking information what you need to do if you want it put into an RRSP. If you haven't seen the letter, ask your manager for it.

When reading the letter, also take notice of the reasons the company is citing for why they withheld and released the STIP.

- Remember, Viterra demanded that the STIP be outside the collective agreement and told no one that bargaining could affect the STIP.
- Remember when we first proposed our wage offer in November, they didn't tell your committee or you that with this offer, we will withhold the STIP.
- Remember you and your fellow members stood up, filed legal challenges, mediation was scheduled for next week, and you still maintained your requirements that this collective agreement must fairly compensate all members.
- Remember when the letter says it was the "Union's objection" that led to the company withholding the STIP. The Union is actually you and all members, don't let the company try to blame our tough bargaining for their choice to withhold the STIP.

Remember these things when you read the letter, and you can decide who was being reasonable and who is looking out for your best interests.

You didn't let the company use the STIP against you, and we are still working hard towards a new, renegotiated collective agreement.

On Behalf of your Bargaining Committee,

Steve Torgerson
GSU General Secretary

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

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.

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