

GSU Locals 1 & 2 (Viterra)



August 18, 2023

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

UPDATE #26

Bargaining Dates have been confirmed for August 31, with more dates to be determined for September if our next session with the Company is not fruitful.

Since your Board of Delegates rejected the tentative agreement, your bargaining committee has been in consistent contact with the company to schedule our next sessions as soon as possible. We have been clear that our availability is open so we can accommodate the company's schedule, and, once again, remind them that the membership's elected body has been clear: what they are offering is not enough.

What did the Viterra Canada Inc. members in Alberta and Manitoba receive in wage increases for 2023?

The company has been vocal that their preferred compensation

structure is “aggregate pay for performance” and that this model is being applied across their whole organization, even in the other facilities that are unionized elsewhere. This was their justification for withholding your 2022 STIP because unlike the other provinces and out-of-scope management, we were the only group pursuing improvements to the aggregate system, making you disqualified from receiving the STIP. As you already know, this was an unprecedented decision by your employer, as they have never before tied your STIP to the aggregate system.

Traditionally, your co-workers in the other provinces are the benefactors of the union advantage - that after we have pursued and negotiated wage gains, the company matches it and provides it to them in the aggregate system. However, we have heard from members that their peers on either side of Saskatchewan have not only received wage increases, but those wage increases were blanket, across the board wage increases. If that is the case, your company has lied to you and your bargaining committee because we’ve been told they are all under the company’s aggregate pay system.

If you can provide us with some evidence that this is the case, them withholding your STIP, and the reason they gave, were unfounded, and your bargaining committee needs to confront the company appropriately. This would also nullify their hostility to guaranteed wage increases that have bogged down the bargaining process and provide GSU members the buffer they need to recuperate from an inflationary crisis.

What does your bargaining committee need from you?

Trade unions fundamentally derive their power from their membership, and the relationships members have not only with one another, but their community. Unlike a lot of different employers, you are of and from the communities you service. You grew up with your customers and coworkers, have children on the same sport teams, and you all support your local economy by buying from local businesses. This is why a long time ago workers grew tired of companies coming into their communities who were unwilling to provide sufficient wages and benefits to support themselves, let alone their families and communities.

Your bargaining committee needs to hear from you, and for you to continue being active in your workplace by communicating with your fellow members, customers, and telling management that you deserve better. We started bargaining at a time when all workers were facing inflationary pressures not experienced since the 1970s, and a time where the drought upended or nearly bankrupted local producers and businesses. Inflation has cooled, but not shrunk, and the recovery from these tough economic times is not coming to the working class.

You deserve a standard of living where you can support your yourself, family, and community, while your company boasts and

brags about record breaking profits.

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), Dale Lysitza (Lloydminster), Broc Goodwin (Moose Jaw) 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](#)

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