

# LOCAL 15 (NUTRIEN) BARGAINING RESOURCE GUIDE:

Answers to Your Questions  
About Labour Law and Negotiations



**The next round of negotiations is set for September 24, 25 & 26.**

If you want to learn more about what's happening behind the scenes as we prepare to return to the bargaining table, connect with your Board of Delegates (BoD) member or GSU Staff Representative. Not sure who they are? Hover over the "CONTACT US" menu tab at [GSU.ca](https://gsu.ca) to see our "Who is my Staff Rep?" link to find out who's assigned to your location. Your Staff Rep can also tell you who your BoD member is. Your BoD is your go-to for bargaining updates, and your Staff Rep is always there to help if you're unsure where to start.

## **Make sure you are receiving bargaining updates for your Local**

One of our most consistent challenges is being able to make contact with you.

If you are not receiving bargaining updates or emails from GSU, please email [gsu@gsu.ca](mailto:gsu@gsu.ca). The best way to resolve this issue is if you email us directly to bypass anti-spam, employer server issues, and a number of other connection challenges.

### **What happens to my collective agreement once it expires?**

Even though the contract has expired, all your current rights and entitlements still apply — **nothing changes until you vote to accept a new agreement.**

If the Company ignores the contract, you still have the right to file a grievance.

**Now that our contract has expired, can the Company change my pay or working conditions?**

No — Canadian labour law includes something called a “statutory freeze.” This means **the Company can’t make changes to your pay, working conditions, or other key parts of your job just because the contract has expired.**

For example, if you received a bonus last year based on your station’s performance, the Company can’t withhold that bonus now just because we’re in bargaining. Doing so would be considered illegal — the law is there to prevent employers from using money or benefits as pressure to get workers to accept a deal.

If something at your station has changed in a way that feels off or unfair, talk to your Staff Rep. They can help figure out whether the statutory freeze applies.

**Why haven’t we seen what the Company has proposed?**

*(Short answer: we’re not allowed to share it — yet.)*

This is one of the most common questions we are asked — and it’s a good one.

While the Company has presented proposals to your bargaining committee, **labour law and bargaining rules prevent us from sharing the details** until the Company gives the go-ahead to present an offer to members or both sides reach a tentative agreement.

Think of it like intellectual property — what’s shared at the bargaining table stays there until both sides agree to make it public. If we shared it without their okay, it could be seen as bargaining in bad faith, which could stall progress or hurt our position.

We know that can be frustrating, but this is all part of the normal bargaining process. Rest assured that your elected Board of Delegates (BoD) helped build our bargaining package and they know exactly what we’re working for.

If you have questions or want to talk things through, don’t hesitate to reach out to your BoD rep or [Mason@gosu.ca](mailto:Mason@gosu.ca). That’s what we’re here for.

**What's going on in the industry? What are other employers doing?**

Nutrien Inc. may be one of the biggest players in the ag-input industry — especially with its ownership in potash — but it's not alone. **Most companies in this sector are following similar trends, and unfortunately, not many of them are worker-friendly.**

Across our industry — and many others — employers are pushing for changes that undermine workers' quality of life. Real wages aren't growing, precarious and “flexible” jobs are becoming more common, and more of you are being asked to do more with less. The result? **Workers like you are working harder and longer, while employers push you to take home a smaller share of the value you create.**

**We're also seeing more mergers and acquisitions**, with large companies buying up smaller ones to increase market power, control prices, and shape industry standards. A recent example is the merger of Viterra and Bunge, creating one of the world's largest agri-businesses — despite strong opposition from labour organizations, the Competition Bureau, and farm groups.

This is exactly why unions like GSU exist. **Without us, the only voices shaping these decisions would be the ones focused on profits, market share, and shareholder returns — not your pay, your working conditions, or your time with your family.** And as many of you are also customers of these same companies, the squeeze is coming from both directions: your wages aren't keeping pace, and your input costs are climbing.

Your GSU collective agreement, which originated from the Saskatchewan Wheat Pool agreement bargained in the 1930s, is nearly a century old — and stands as a powerful example and reminder of what workers can achieve when they stand together.

**If you have any questions about bargaining at any point in the process, don't hesitate to reach out** to your Board of Delegates member, GSU staff representative or [Mason@gsu.ca](mailto:Mason@gsu.ca). For now, we're organizing and preparing to head back to the table — united, informed, and ready to negotiate a deal that reflects your value and meets your needs.



## Have any questions?

Reach out at [Mason@GSU.ca](mailto:Mason@GSU.ca)

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