

UCCE News & Views

Spring 2026

MORE BARGAINING UPDATE

Negotiations are currently focused now on monetary issues, and attention directed on the pay scales. Although the employer initially proposed a five-year deal, the Union rejected it, and both parties have moved toward a two-year agreement. The employer has presented a wage proposal of 1.5% in the first year and 2% in the second year. This offer does not reflect the reality and struggles of the rising costs being faced every day by our members. Our focus remains on securing a fair compensation that members deserve. The Union has proposed improvements and is looking to address the inequality of wages specifically for the Gas Bar, Cannabis, and Liquor Classifications.

In addition to these, our broader proposals include across-the-board wage increases. We have also proposed a compression in the Group 3 wage scale to reduce the 21 steps.

We are working hard to bridge the remaining gaps at the table. However, an agreement has not been reached. Mediation will be the next step. Following that, we will turn to the membership for direction.



BARGAINING UPDATE

We regret to report that bargaining has reached an impasse. The Union's February 3 proposal went unanswered until March 9, when the Employer advised they had no counterproposal. We believe our offer was fair and reasonable, making this outcome particularly disappointing.

It appears that the bargaining budget is being directed by Calgary Coop's CFO Paul Harrison. It remains unclear whether the Board of Directors or the new Executive Leadership Team are involved, however all indications suggest the same decision-makers continue to control the process.

The Employer's most recent offer provides only minimal improvements and fails to address employees' needs after more than five years without meaningful progress. The Employer has also stated they do not intend to lead within the grocery industry, and all indicators point to the plan to follow Sobeys/Safeway exclusively. The effect of this approach is to keep retail grocery workers' living standards well below poverty level, raising serious concerns about accountability within an independent cooperative and the broader industry.

Meanwhile, employees continue to face exorbitant rising living costs, (including food price increases to date already up to approximately 33% since the last round of bargaining), forcing many workers to rely on food banks.

At the same time, significant spending continued on acquisitions, developments, advertising, and management and executive compensation, while little is directed towards unionized employees. Acquisitions include Willow Park Wines and Spirits, Community Natural Foods, and Care Pharmacies at an estimated total cost of approximately \$400 million. The Chief Negotiator's claim that Calgary Co-op operates on a 0.5% profit margin raises serious concerns about the company's long-term viability. There are also unanswered questions regarding how these acquisitions were financed, whether Calgary Co-op assets were used to leverage debt, and the resulting impact on the long-term security of member equity.

Additionally, many employees, both in and out of scope, report a workplace culture in which they do not feel safe speaking openly and honestly with senior leadership on these issues.

We urge Calgary Co-op's leadership and Board of Directors to engage in meaningful dialogue, address these concerns, and work toward a fair resolution. Further Steps and updates will be provided as they become available.

In Solidarity
Your Bargaining Committee

this issue

BARGAINING UPDATE

MORE BARGAINING UPDATE

WHO'S BEHIND THE NAME TAG?

ARTICLE 14 – EMPLOYEE
DISPLACEMENT

ALREADY WORKED IN THAT
CLASSIFICATION?

DID YOU KNOW?

Did you know...

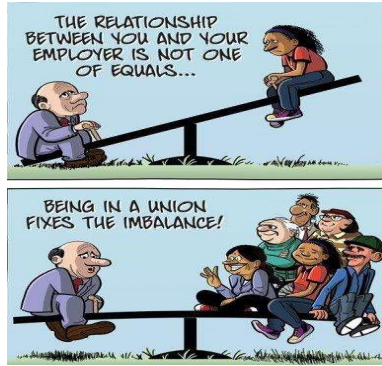
😊 Your email address isn't just used for union communications – it's also how you'll receive the [voting link for the contract ratification](#). Make sure your email on file is up to date so you don't miss your chance to vote online!

😊 Article 9 in the Collective Agreement deals with the scheduling procedure. Call us as soon as you identify a scheduling issue and do not wait until the last minute. This will better assist us in having it corrected in a timely manner. Don't ignore scheduling violations!

😊 When the Supervisor and the Department Manager cannot be on vacation at the same time, the Supervisor is permitted to choose vacation week(s) first before the Department Manager. While selecting your vacation during round 1 and round 2, your Manager cannot deny you as a Supervisor because it is the same time as your Department Manager's vacation. Refer to Article 20.06 of the CA.

😊 A and B Employees shall not have their guaranteed hours scheduled in more than five (5) days in a row in any combination of weeks. Article 9.12

😊 Employees may initiate or start their bereavement leave within seven (7) days from the death of their loved ones. For clarification, it does not have to be on the day of the passing. Refer to Article 18 of the CA.



WHO'S BEHIND THE NAME TAG?

You may have noticed contracted cleaners helping customers locate items or tending to the displays such as watering plants. Some cleaners look like unionized employees wearing company's name tag, cap and apron. However, it is important to clarify that these are contracted cleaners. While extra hands might seem like a win for customer service, the reality is far more complex. By wearing company uniform and performing unionized tasks, these contractors are directly impacting our collective workforce.

When contracted staff perform unionized work, it creates a "slippery slope". We've seen contracted cleaning staff performing unionized duties such as assisting customers and watering plants. Every hour a contractor spends watering a plant or helping a customer is an hour **taken away** from a unionized employee.

This practice doesn't just cut into available shifts, it undermines the hard-won protections, and wage scales our Union has fought for. If the company can use lower wage,

contracted labour to perform the core duties of the members, those specific Classifications are put at risk.

Ultimately, wearing a name tag does not make someone a part of the Bargaining Unit. Please stay vigilant to protect the integrity of our contract. If you witness a contractor performing tasks outside of their cleaning scope, please note the **time, date, and specific activity**. Let us know at the Union Office as soon as possible.

ARTICLE 14 - EMPLOYEE DISPLACEMENT

We know the recent announcements regarding the closures of Centre 17, Hamptons, Centre 27, Sage Hill, along with the elimination of the E-Commerce Classification at Centre 13, Crowfoot and Centre 14, Shawnessy, have brought a lot of uncertainty and disruption. Navigating these transitions is never easy, and we want you to know that your Union is here to support you. We hope that every member who has been displaced feels welcomed in their new location and is able to transition into their new workplace as smoothly as possible.

We also requested a temporary freeze on all job postings to facilitate the bumping process. Postings should now resume in all classifications.

You can find full details of Employee Displacement in Article 14 of the Collective Agreement. For questions and clarification please reach out at the Union Office.

ALREADY WORKED IN THAT CLASSIFICATION?

"Employees who have successfully completed a Classification trial period in a Permanent or Temporary position shall not be required to repeat the trial period in the Classification for a period of twenty-four (24) months after leaving the Classification". Article 11.06 of the CBA.

For example, this means that if you were to move to the Deli, pass probation, and then switch to Cashier, you would have two (2) years after switching to Cashier to apply for the Deli and not have to do the Class Trial Probationary period again. You'll even be considered as a Transfer rather than a Selection for six (6) months after leaving the position.



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