



Loblaws, RCSS, Loblaw Great Food 2010 Contract Proposal Package

Contract Expiry: July 1, 2010

This package has been prepared to assist your union bargaining committee in the preparation of contract proposals for the renewal of the Collective Agreement between Loblaws Supermarkets Limited and UFCW Canada, Local 1000A, covering Loblaws, RCSS and Loblaw Great Food stores.

Included in the attached questionnaire are several core issues that have been developed by the Solidarity Committee which is made up from leaders of UFCW Locals 175/633, 1977 and of course your Local 1000A.

The four locals represent over 30,000 members employed in Ontario at Loblaws, Zehrs, RCSS, Great Food and Fortino's. The Locals have signed a "Solidarity Pact" uniting our members to bargain collectively – giving us strength in numbers.

Speak Up and Have Your Say

These packages will be circulated to our members employed at Loblaws, RCSS and Loblaw Great Food throughout the months of November and December 2009.

Please take the time to complete both sides of the enclosed questionnaire and return it by mail, or by fax or email to the union office.

UFCW Canada Local 1000A
70 Creditview Road, Woodbridge, Ontario, L4L 9L4
Fax: (905) 850-0839 Email: ufcw@ufcw1000a.ca

Completed questionnaires can also be given to your union staff representative.

It is very important that we receive your completed questionnaire. The union's contract proposals will be drafted from your input, and reviewed with the membership during membership meetings in January and early February 2010.



Following that review, the proposals will be finalized by your local union bargaining committee, which is made up from the elected Divisional Officers (part-time and full-time workers) employed at Loblaws, RCSS and Loblaw Great Food as well as full-time union staff representatives and officers.

The multi local bargaining committee will review the proposals of each local in March 2010 to determine which proposals are common to all 4 locals and which proposals will be addressed through sub committee with the various employers as "local specific" proposals. (Proposals that may apply only to a specific local and store banner).

Stay Informed

Bargaining is expected to commence with Loblaw Co. in April 2010.

- ✓ Check the website www.ufcw1000a.ca for updates
- ✓ Watch your bulletin board for meeting notices
- ✓ Attend membership meetings in your area
- ✓ Talk to co-workers about workplace issues



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Please complete *both sides* of this questionnaire and return it by mail or fax **(905.850.0839)** to the union office, as soon as possible. Completed forms can also be given to your staff representative.

Please identify the importance to you the following “*core issues*” with a check mark in the appropriate box

Core Issue	Very Important	Somewhat Important	Not as Important
Substantial wage increase			
Improve part-time and full-time wage progression scales			
Improve RCSS/Loblaw Great Food part-time scheduling provisions			
Improve Hours of Work and Availability provisions (including 24 hour operation issues)			
Improve Benefits and benefit eligibility requirements			
Improve Pensions			
Increase full-time jobs			
Department managers and non food assistant department managers to be included in the bargaining unit			
Improve RCSS/Loblaw Great Food vacation entitlements			
Negotiate an Emergency/Communicable Disease Policy			
Add an additional paid holiday (ie: Family Day/Loblaws or Civic Holiday/RCSS & Great Food)			
Establish/improve “return to work/duty to accommodate injured worker” provisions			
Negotiate a “Loss Prevention Protocol” that provides for, in part, fair treatment, dignity and respect of workers by Company Loss Prevention Personnel			

FAX: 905.850.0839

Other Monetary Items: such as hours of work, overtime, night premiums, and bereavement leave.

I suggest the following: _____

Non Monetary Items: such as grievance procedures, seniority rights, union security

I suggest the following:

Specific Group Insurance Benefits and/or Pension Improvements:

I suggest the following: _____

Term of Agreement: How long would you like to see for the term of the collective agreement:

___1 Year ___2 Years ___3 Years Other ___ Years

Other Comments: _____

(Additional comments or proposals may be included and submitted with this questionnaire on a separate page)

Tell us about yourself

Please complete the following:

Name (optional): _____ FT _____ PT _____

Store Location: _____ Job Title/Positon: _____

Current Hourly Wage/Rate: _____

Would you like to be placed on our email list to receive updated information about negotiations?

Yes _____ No _____ If yes, email adress: _____