



UFCW CANADA ANNUAL REPORT 2023



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UNITED FOOD & COMMERCIAL WORKERS UNION

Food • Retail • Hospitality • Health Care
Security • Industrial • Office & Professional

2023 UFCW Canada Annual Report

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MESSAGE FROM NATIONAL PRESIDENT SHAWN HAGGERTY

The United Food and Commercial Workers union (UFCW Canada) continues to be the leading voice for our 255,000 members – and all core sector workers – from coast-to-coast-to-coast. In 2023, our union secured industry leading collective agreements in the food retail industry, redefining good, decent employment in the sector. As the affordability crisis intensified throughout much of the year we met challenges head on by mobilizing, engaging and strengthening membership resolve to deliver some of the best collective bargaining results in a generation.

Our work to organize new members in the fastest growing sectors of the economy has been second to none. The year 2023 was a first for workers in the gaming sector seeking unionization, the growth of cannabis retail and production membership has seen a steady increase while the pressures associated with the social services sector has seen many workers turn to unionization as a means to improve their working conditions.

As the national advocate for migrant workers, we managed to make historic strides in the inclusion and protection of migrant workers vulnerable to employer abuse and human trafficking. Our work to advance the Agri-Food Pilot with the federal government has been a remarkable success and getting union recognition to demonstrate work experience allows workers more freedom from employer constraints.

In 2023, we made it a priority to work across stakeholder communities to bring strategic awareness to the concerns of migrant farm workers. Partnering with governments and unions in Mexico, UFCW Canada has forged lasting partnerships to work collaboratively across borders to protect migrant workers from all forms of vulnerability.

Among some of the biggest legislative victories in 2023 was the introduction of Anti-Scab legislation at the federal level of which UFCW Canada was instrumental in advancing through parliament. Bill C-58, an Act to ban the use of replacement workers, will make it illegal for federally regulated employers to use scabs in a labour dispute.

Our efforts to secure the future of UFCW Canada members continues to be our top priority and what guides our day-to-day activities as the leading voice for workers across the country.



WHERE WE WORK AND LIVE

Where we Work



FOOD RETAIL

58% of UFCW Canada members work in food retail (147,900)

58%



FOOD PROCESSING

12% work in meatpacking and food processing (30,600)

12%



OTHER CORE INDUSTRIES

30% work in other core industries, including warehousing, hospitality, health care, security, industrial, agricultural, and office and professional services (76,500)

30%

TOTAL
255,000

Where we Live

BC & Yukon:

35,700 (14%)

Alberta:

25,500 (10%)

Saskatchewan:

7,650 (3%)

Manitoba:

15,300 (6%)

Ontario:

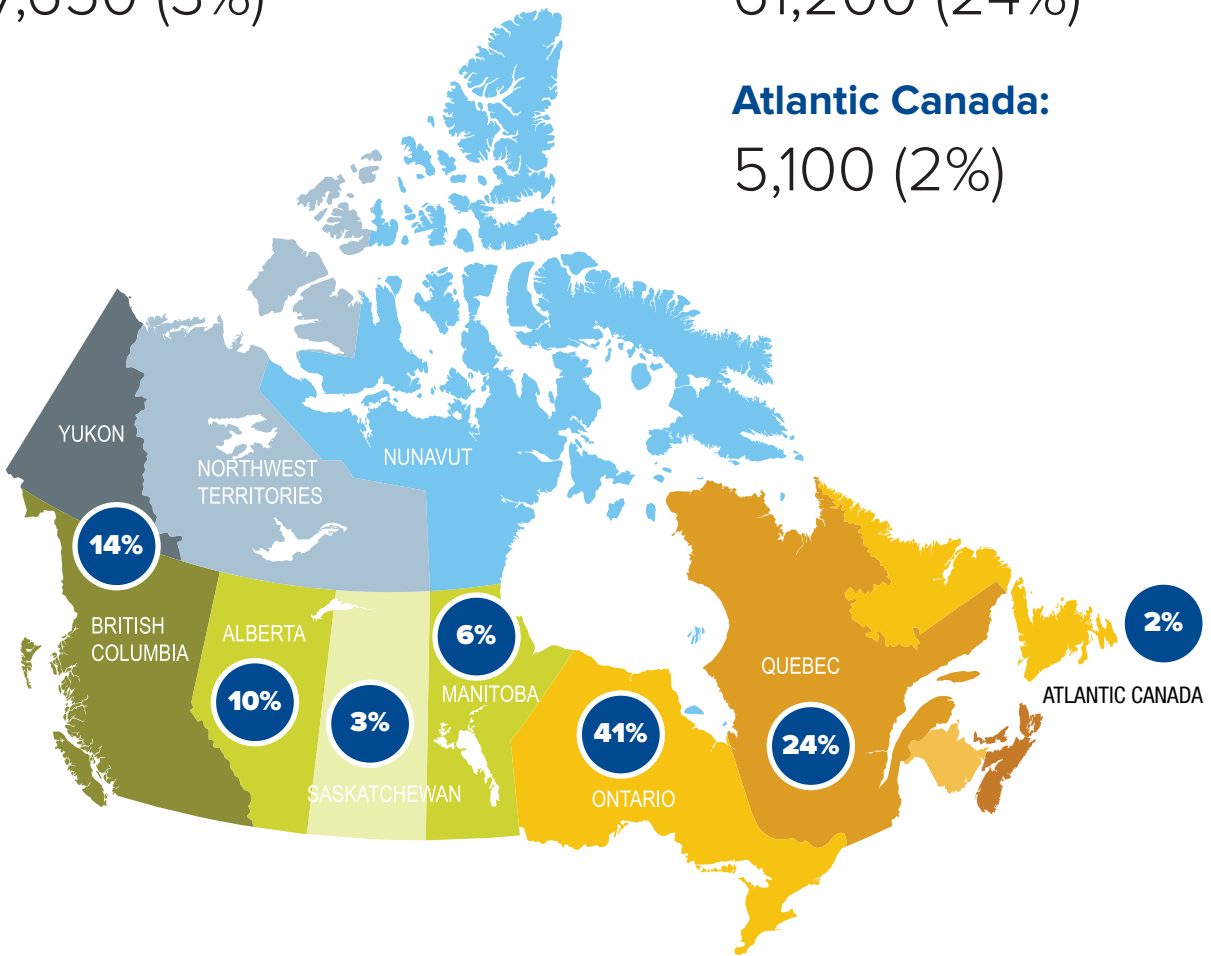
104,550 (41%)

Quebec:

61,200 (24%)

Atlantic Canada:

5,100 (2%)



ORGANIZING AND GROWTH

In 2023, UFCW Canada local unions welcomed over 2,500 new members working in some of the most innovative and ground-breaking industries in the country. Video-game developers at BioWare in Alberta that produce for companies like Electronic Arts (EA) Sports were the first to unionize in this booming industry shining a light on issues workers face from long, grueling hours to low wages and limited to no benefits coverage.

Growth within the bio-tech industry has been another recurrent theme in 2023 with organizing success at Dynacare laboratories.

Our efforts to bring a voice to cannabis workers has been a consistent theme throughout much of our organizing success in 2023. This includes several new bargaining

units across the country at cannabis retailers such as Trees Cannabis, Canna Cabana, and Seed & Stone among others. Cannabis workers continue to seek out UFCW Canada representation to help them resolve pressing concerns such as workplace safety, scheduling, hours and pay.

Core sector growth has been critical to our strategic efforts to bring the union advantage to non-union workers in the industries we represent. Building union density in core-sectors will continue to a priority area to protect the integrity of our collective agreements well into the future.

In 2023, core-sector organizing breakthroughs were achieved across several campaigns including new bargaining units formed at, Canada Royal Milk, CBCo



Alliance, Maple Leaf Edmonton, Swiss Chalet, Mountain Equipment Co-op, Organic Garage, and CBI Health among many others.

UFCW Canada continues to be the union for UBER drivers. Since reaching a national agreement with the app-based company to represent drivers on the platform, UFCW Canada has worked with hundreds of drivers to have their disputes with the company resolved. Our advocacy efforts on behalf of drivers have led to over 500 reactivations.

In 2023, UFCW Canada welcomed new members at the following workplaces:

- **Canada Royal Milk**
(Kingston, Ontario) – UFCW 175
- **Amcor Rigid Packaging**
(Mississauga, Ontario) – UFCW 175
- **Voilà**
(Montreal, Quebec) – UFCW 500
- **Exceldor**
(Saint-Anselme, Quebec) – UFCW 1991-P
- **Epic Opportunities**
(Winnipeg, Manitoba) – UFCW 832
- **Grounds for Coffee**
(Vancouver, BC) – UFCW 1518
- **Dynacare**
(Mississauga, Ontario) – UFCW 175
- **CBCo Alliance**
(Montreal, Quebec) – UFCW 1991-P
- **Canna Cabana**
(Toronto, Ontario) – UFCW 175
- **Canna Cabana**
(Innisfil, Ontario) – UFCW 175
- **Organic Garage**
(Toronto, Ontario) – UFCW 1006A
- **Seine River School Division**
(Lorette, Manitoba) – UFCW 832
- **Trees Cannabis**
(Victoria, BC) – UFCW 1518
- **Coutts Funeral Home and Cremation Centre**
(Cambridge, Ontario) – UFCW 175
- **Swiss Chalet**
(Ancaster, Ontario) – UFCW 1006A
- **Holiday Inn Express and Suites (Welland, Ontario) – UFCW 175**
- **Mountain Equipment Co-op**
(Toronto, Ontario) – UFCW 1006A
- **Contact Centre Growth Corp**
(Toronto, Ontario) – UFCW 1006A
- **Kerry's Place Autism Services**
(Pickering, Ontario) – UFCW 175



COLLECTIVE BARGAINING SUCCESS AND BREAKTHROUGHS

Food retail members across UFCW Canada local unions were in for a busy year of bargaining as many major employers were set to renegotiate contracts amidst soaring inflation. Considering the economic environment wages and cost of living weighed heavily on bargaining committees across the country.

Delivering generational change for food retail members placed a heavy burden on local unions but many rose to the challenge and exceeded expectations at the bargaining table. This includes the 26,000 members across Ontario working at Loblaws Great Food, Real Canadian Superstore and Zehrs Great Food achieving industry leading contracts.

Members at Safeway and Freshco Pharmacies in B.C. were also up for contract negotiations and managed to add 300 new full-time jobs across the banner in addition to achieving the highest top rate increase in over 25 years. Not to be outdone Superstore members in Manitoba ratified a new five-year collective agreement securing the future of approximately 3,500 members while achieving the most successful bargaining outcome in a quarter-century.

Nothing is more rewarding for union members who fought hard to organize their workplace than achieving a first collective agreement. It is the moment when determination and perseverance is rewarded through the promise of shared vision and



unity that members truly appreciate the value of union membership. This is what members at Amcor Rigid Packaging, Darling International, Epic Opportunities and Cana Cabana to name a few, were able to achieve in 2023 by ratifying their first contract.

Not all bargaining sessions were resolved on amicable terms, in 2023 members at Highbury Canco took to picket lines to secure a favourable outcome in their dispute with the company. After three weeks on strike members secured major increases to wages, benefits, RRSP and training and education.

Meanwhile, members at Heritage Inn in Saskatoon and Moose Jaw, Saskatchewan continue a bitter dispute with the company after being locked-out amidst their employer's attempt to gut their collective agreement. Members have remained positive and maintained their resolve despite an enduring lock-out that has tested their loyalty but galvanized solidarity across their union and community.

2023 highlights of UFCW Canada workplace contract ratifications:

- **Cavendish Farms**
(Lethbridge, Alberta) – UFCW 401
- **Trans-Northern Pipelines Inc.**
(Richmond Hill, Ontario) – UFCW 175
- **FreshCo**
(Winnipeg, Manitoba) – UFCW 832
- **Core-Mark**
(Calgary, Alberta) – UFCW 401
- **Source Office Furniture**
(Vancouver, BC) – UFCW 1518
- **TruHarvest**
(Toronto, Ontario) – UFCW 1006A
- **Wow! Factor Desserts**
(Sherwood Park, Alberta) – UFCW 401
- **Diageo**
(Gimli, Manitoba) – UFCW 832
- **Highbury Canco**
(Leamington, Ontario) – UFCW 175
- **Montagnais Hotel**
(Quebec City, Quebec) – UFCW 501
- **Independent City Market**
(Toronto, Ontario) – UFCW 1006A
- **Aramark Refreshments**
(Winnipeg, Manitoba) – UFCW 832
- **PepsiCo Beverages**
(Moncton, New Brunswick)
– UFCW 1288P
- **Star Egg**
(Saskatoon, Saskatchewan)
– UFCW 248P
- **Vishay Precision Kelk**
(Vaughan, Ontario) – UFCW 175
- **Life's Journey Inc.**
(Winnipeg, Manitoba) – UFCW 832
- **ASP Security**
(Calgary, Alberta) – UFCW 401
- **Desjardins Card Services**
(Montreal, Quebec) – UFCW 500
- **IGA #11**
(Vancouver, BC) – UFCW 1518
- **Darling International**
(Dundas, Ontario) – UFCW 1006A

- **Redpath Sugar**
(Belleville, Ontario) – UFCW 175
- **The Joint**
(Winnipeg, Manitoba) – UFCW 832
- **Hector Larrivée**
(Montreal, Quebec) – UFCW 501
- **Salvation Army NRO**
(Saskatoon, Saskatchewan)
– UFCW 1400
- **Perimeter Aviation**
(Winnipeg, Manitoba) – UFCW 832
- **Springhill Suites**
(Vaughan, Ontario) – UFCW 1006A
- **Municipality of East Ferris**
(East Ferris, Ontario) – UFCW 175
- **Baton Rouge**
(Ottawa, Ontario) – UFCW 1006A
- **Amcor Rigid Packaging**
(Mississauga, Ontario) – UFCW 175
- **Loblaws Maple Grove**
(Cambridge, Ontario) – UFCW 1006A
- **PepsiCo Canada**
(Ottawa, Ontario) – UFCW 387W
- **Save-On-Foods**
(British Columbia) – UFCW 1518
- **Courtyard Marriot**
(Brampton, Ontario) – UFCW 1006A
- **Epic Opportunities**
(Winnipeg, Manitoba) – UFCW 832
- **Eskasoni School Board**
(Eskasoni, Nova Scotia) – UFCW 864
- **Safeway**
(British Columbia) – UFCW 247
- **Safeway**
(British Columbia) – UFCW 1518
- **FreshCo Pharmacy**
(British Columbia) – UFCW 1518
- **Real Canadian Superstore**
(RCSS) (Manitoba) – UFCW 832
- **Darling International Processing**
(Hamilton, Ontario) – UFCW 1006A
- **Frito Lay**
(Moncton, New Brunswick)
– UFCW 1288P
- **St. Hubert**
(Saint-Eustache, Quebec) – UFCW 500
- **Mound Milk**
(Brandon, Manitoba) – UFCW 832
- **Islamic Institute of Toronto**
(Toronto, Ontario) – UFCW 175
- **Maple Leaf Pork**
(Lethbridge, Alberta) – UFCW 401
- **Loblaws Great Foods**
(Ontario) – UFCW 175/UFCW 1006A
- **Real Canadian Superstores**
(Ontario) – UFCW 175/UFCW1006A
- **Zehrs Great Food**
(Ontario) – UFCW 175

UFCW 9TH REGULAR CONVENTION

Over 2,000 delegates convened in Las Vegas, Nevada for the UFCW International 9th Regular Convention in spring of 2023. UFCW Canada delegates played an important role passing key resolutions that look to advance the International Union's vision over the next five years. Priorities such as advancing Indigenous reconciliation initiatives, promoting diversity in the union and advocating for broader social justice causes were all resoundingly passed.

Members also participated in a host of workshops around creating safe and violence free workplaces, enhancing member services, fighting disinformation and effective communication strategies across generations. Delegates continued to put their trust in the leadership of Marc Perrone who was reelected to serve another term as UFCW International President.



LEGISLATIVE BREAKTHROUGHS

The issue of migrant worker vulnerability has made headlines around the country particularly with the visit of UN Special Rapporteur Tomaya Obokata who likened Canada's temporary work programs to a breeding ground for contemporary forms of slavery. As the nation's leading advocate for migrant food workers and with a growing number of temporary foreign workers joining UFCW Canada membership, 2023 was a year of transformative initiatives.

Through on the ground networks of activists and allies, UFCW Canada managed to secure the future of many migrant workers who were left vulnerable to employer abuse. This includes a group of workers who were rescued from their employer in the Niagara Region and instead of being sent home to fend for themselves, UFCW Canada stepped in, securing them work at a union facility and keeping their dream of Canadian residency and citizenship alive.

As a result of our sustained advocacy migrant workers can now use their union to secure references as proof of work experience through the Agri-Food Pilot a hard-won reform that reduces worker reliance on employers when seeking permanent residency pathways.

A key part of our political action strategy is ensuring the political process resonates close to home and providing members with an opportunity to engage in meaningful consultation with parliamentarians. In 2023,

UFCW Canada organized strategic lobby sessions at Parliament Hill where members of parliament got an opportunity to hear from workers first-hand about the issues that affect them day-to-day.

Priority issues included developments on a national pharmacare system to ensure quality access to much needed medications, action on soaring food prices and developing a national housing strategy to address the epidemic of homelessness across the nation. UFCW Canada also had the opportunity to meet with Prime Minister Justin Trudeau and NDP Leader Jagmeet Singh to champion these issues.



SUPPORTING SEASONAL AGRICULTURAL WORKERS

In a historic move, UFCW Canada became the first union to join the annual review meeting between the governments of Canada and Mexico to evaluate the Seasonal Agricultural Worker Program (SAWP). This invitation was a first of its kind, where workers voices and concerns were heard at the annual review meeting which takes recommendations into consideration to make improvements to the program for the next season.

This invitation to present assessments from a workers perspective comes on the heels of important advocacy efforts like the Migrant Worker Representation Pilot which is studying the impact union representation services is having on seasonal agricultural

workers health and safety and awareness of workplace rights.

Collaboration agreements between UFCW Canada and Mexican-based unions has also increased our unions profile as the voice for seasonal agricultural workers. In 2023, UFCW Canada signed a historic collaboration agreement with the Confederation of Workers in Mexico (CATEM), Mexico's largest labour organization, to work in unison on the issues affecting migrant workers during their time abroad. In the agreement, both unions have committed to working on strengthening worker protections in the form of the right to join a union, open work permits and increased access to immigration status.



INDIGENOUS RIGHTS AND RECONCILIATION

Advancing the causes and initiatives of First Nation, Inuit and Métis members has been the focus of UFCW Canada's Indigenous Sub-committee since its formation nearly a decade ago. In 2023, members of the Indigenous-led sub-committee had an opportunity to bring issues close to home and have them heard on Parliament Hill. First Nation, Inuit and Métis members from across Turtle Island shared their concerns with parliamentarians about safe drinking water on-reserve, the ongoing tragedy of Missing and Murdered Indigenous Women and Girls, and ways to honour residential school survivors.

2023 was also a year of strengthened partnerships between UFCW Canada and Indigenous organizations committed to the full inclusion of First Nation, Inuit and Métis peoples in society. Our national partnership with the Native Women's Association of Canada provides an opportunity to advance Indigenous Skills and Employment Training for participants seeking relevant work experience.



WOMEN & GENDER EQUITY

The fight to improve the status of women reached historic heights for UFCW Canada sisters who participated in the 67th session of United Nations Commission on the Status of Women (UNCSW) in New York City. UFCW Canada sisters shared their voice in the call to power on efforts to make the digital world safe, inclusive and equitable as technological change impacts every aspect of society. Activists from around the world shared strategies that promote women in leadership, increase access to reproductive and health services, in addition to ending gender-based violence.

UFCW Canada sisters also brought a message of hope and inspiration to the UNI Global Union's 6th World Women's Conference in Philadelphia in 2023. Women activists across UNI affiliates gathered to address some of key challenges facing women today including, female representation in union leadership, health and safety, eliminating violence and harassment, decent work and securing the future for young workers.



DISABILITY ACTIVISM

UFCW Canada stood on the front line of support and activism for disability rights and inclusion throughout 2023 and most significantly calling on the federal government to pass Bill C-22, An Act to Reduce Poverty and Support the Financial Security of Persons with Disabilities by Establishing the Canada Disability Benefit.

Activists and allies rallied throughout the summer months to ensure the adoption of this Bill as over 6 million Canadians aged 15 and older identify as having at least one disability with 41% of disabled peoples living

in poverty and another 50% facing food insecurity.

UFCW Canada has also looked to implement its core Disability Justice Priorities throughout 2023 after seeking input from members and publishing its Strengthening Disability Inclusive Workplace Through a Union Approach document off the heels of its national membership survey results. Key priorities advanced throughout 2023 include, education and awareness, strengthening collective bargaining language, workplace policies and further advocacy.



2SLGBTQIA+

With a rising tide of hate and intolerance unfortunately taking root across Canadian communities, UFCW Canada alongside queer allies played an important role in 2023 countering hate-motivated violence targeting the 2SLGBTQIA+ community. In response to this increased climate of fear, UFCW Canada partnered with other national organizations to launch the #Act4QueerSafety Campaign to demand that governments ensure the protection and safety of 2SLGBTQIA+ people across the country.

UFCW Canada also worked with national partner Egale Canada to promote the Don't Let Them Unravel Our Pride campaign

aimed at developing safety tool kits to raise awareness surrounding anti-trans and anti-2SLGBTQIA+ violence targeting pride events and activities.

UFCW Canada also looked to provide proactive training materials to staff and activists on bystander intervention and conflict de-escalation strategies to help prevent anti-trans and anti-2SLGBTQIA+ violence in the workplace. Partnering with UFCW OUTreach, the international union's 2SLGBTQIA+ committee and UFCW Women's Network participants were equipped with critical techniques that can save lives and prevent injuries in a session led by Right to Be! workshop leaders.



YOUNG WORKERS

UFCW Canada's premier young worker internship program endearingly known as YIP has for decades inspired youth to get more involved and active as the future leaders of their union. In 2023, YIP made several stops across the country engaging a new generation of union leaders hungry to affect change. Young workers face an increasingly challenging future with the issues of climate change, automation, precarious and gig-work on the rise all creating instability and stress on younger generations.

YIP provided the ideal opportunity to share how these issues are affecting workers

from coast-to-coast and what role an active and vibrant labour movement can play in confronting these problems head on. With stops in Ontario, Quebec, the Prairies, and Western provinces the regional diversity of young members was reflected in class discussions, workshops and activities. To give young activists an opportunity to apply these learnings in real-world scenarios, select participants were brought to Ottawa as part of UFCW Canada's lobby sessions to prepare strategic briefs when meeting with parliamentarians and discussing the issues that matter most to young workers.



TRAINING & EDUCATION

In 2023, UFCW Canada increased its course offerings over its renowned training and education resource webCampus. Members and their family can now access over 220 courses, including highly popular modules in the On-the-Go platform ideal for learners who are balancing work and other competing priorities. Webcampus is continuously evolving to meet the needs of modern learners and providing the best in training and education for the skills and knowledge required in today's workforce.

Courses such as Our Environment situates the learner in the current debates surrounding climate change to help sort between noise and facts. Other courses such

as A Worker' Story: The Present, examines the current issues that affect workers and what is being done to ensure healthy and safe workplaces across global supply chains.

WebCampus is also in the process of expanding its micro-credentials offerings that give learners the opportunity to upskill in bite-sized ways. From financial essentials to horticulturalist training, webCampus continues to change the way members seek and achieve knowledge.



CHARITY AND COMMUNITY BUILDING

UFCW Canada continued its work to support the life-saving efforts of the Leukemia and Lymphoma Society of Canada (LLSC) find a cure to blood cancers. In 2023, through community support and outreach UFCW Canada raised \$1.68 million that will go towards ground-breaking research that give leukemia and lymphoma cancer survivors a fighting chance to better treat and one day beat the disease.

Since making the LLSC, the unions national charity of choice nearly four decades ago, UFCW Canada has raised a total surpassing the \$50 million mark in 2023. Community efforts continue to be a critical part of this work and member-led initiatives such as

Returns for Leukemia Bottle Drive at select The Beer Store locations and Light the Night walks bring much needed awareness to the cause and raise a significant portion of the annual funds that go towards this important cause.

In 2023, UFCW Canada was honoured to receive high praise from the United Way Centraide Canada for making their Thanks a Million recipient list as the nation's leading labour organization to have raised more than \$1 million to support the United Way's work across the country. This recognition could not have come at a more critical time as communities across the country grapple with a rise in homelessness, mental health crisis and food insecurity. The United Way Centraide Canada is at the forefront of supports needed to ensure community members can live a dignified life by addressing the root causes of poverty, hunger and isolation.



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