intouch

UFCW 247

VOLUME 24 | ISSUE 16 | FALL 2026

ufcwnews

Members Bargain Strong Together

Though 2026 is far from over, it is already a year of major progress for UFCW Local 247. We secured excellent gains for members through a strong, member-driven approach to bargaining (sometimes referred to as union contract negotiations). We're excited to share with all UFCW Local 247 a few of the major transformations we've undertaken as a union.

Bargaining has taken place across many sectors and with our major employers. We achieved new agreements for food processing members at FG Deli and Centennial Food Solutions, warehousing members at Sobeys and Loblaw Distribution Centres, and retail members at No Frills, Your Independent Grocer, Safeway, and Superstore.

"Each round of bargaining is unique, and we often focus on the result more than the process. But how we get there matters, too. Bargaining is an opportunity to engage members on the issues affecting their workplaces and to show them how their union can help."

– UFCW Local 247 President Dan Goodman

Every survey, bargaining update, and ratification meeting is a chance to learn what members want to change about their workplace, explore creative solutions to persistent problems, and encourage members to get more involved in their union.

Whether through larger and more diverse bargaining committees, member-to-member updates delivered direct from the bargaining table to the workplace, or introducing online voting options, we grow stronger the more we innovate and try new ways of doing things.

One of the most visible and impactful innovations has been empowering bargaining committee members to be more active and engaged. Union members who serve on bargaining committees do much more than attend bargaining meetings. They help shape proposals, share updates, and keep members connected throughout the process. They make a big difference for their coworkers, and their leadership helps to build a stronger union.

In this edition of InTouch, we hope one common thread stands out: our local's transformation is in full display at the bargaining table and in our workplaces.

With engaged members like you, our union is stronger.



Superstore bargaining committee member, Barb Harris (Metrotown), shares an update direct from the bargaining table during negotiations with Loblaw.



Bargaining committee members spend long hours at the bargaining table representing their fellow union members in talks with employers.



Members from FG Deli selected a large bargaining committee to ensure there was representation from as many shifts, departments, and classifications as possible.

Connect with Telephone Town Hall meetings!



We hold quarterly General Membership Meetings by Telephone Town Hall, open to all UFCW Local 247 members. Hear union news, ask questions, and participate. The next meeting is happening on **Thursday, November 26 at 7 PM PT.**

If we have your current phone number, we'll call you. All you have to do is answer. For full details on how to connect, see the 'News' section at **www.ufcw247.com**.

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Loblaw Early Bargaining 2026: A





Conference participants discuss proposal themes at the bargaining conference. These discussions formed the basis for the union's proposal priorities in bargaining with Loblaw.

In early July, UFCW Local 247 members working at 28 Superstores and three Loblaw Distribution Centres voted to ratify a new collective agreement by a margin of 87.4%. The agreement followed nearly a year of member surveys and workplace events, and it delivered one of the strongest agreements we have negotiated at this scale, including some of the largest wage increases achieved by retail union members in Western Canada.

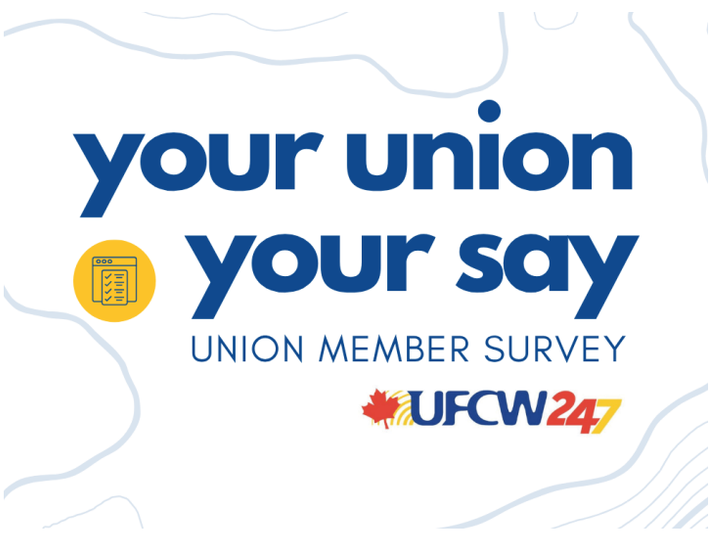
Early bargaining with Loblaw triggered several transformations at our local, some visible and others less obvious. Here's how we got there...

Asking what members want

We started surveying members about bargaining in the summer of 2025, two years before the Superstore and DC Collective Agreement was set to expire. We wanted to understand which issues mattered most so we could focus our resources, and we wanted members' input on how the bargaining process should unfold. The result was clear.

Members wanted:

- A large and diverse bargaining committee
- More communication throughout the process
- More ways for members to participate at the store level
- More information about key topics like wages, benefit improvements, how the pension actually works, and more.



Opening up the agreement early

Knowing that Loblaw had recently agreed with unions in Ontario to bargain before the expiry of their agreements, President Dan Goodman began discussing the possibility for a similar process in BC.

One the one hand, if it was successful, members would get raises a year earlier than planned, taking advantage of the compounding impact of increases. But if it didn't work out, the company needed to know that our local would be building towards a dispute in 2027.

While Loblaw had rejected our initial call to open the agreement early in 2024, with the Ontario experiences in mind, the company ultimately agreed to early bargaining in BC in early 2026.



Members working at BC Superstores and Distribution Centres discuss the advantages and risks of engaging in early bargaining with Loblaw at the Bargaining Conference in April 2026.

Gathering priorities and leaders

In February 2026, members were asked to complete another survey, this time going into greater detail about their bargaining priorities. Members were also asked if they would like to apply to serve on the union's bargaining team. In promoting survey responses, union representatives fanned out across the province, holding more than 100 events in workplaces across BC to encourage member awareness about bargaining.

More than 300 members applied to join the bargaining team, and union leadership selected roughly 70 to attend a bargaining conference in early April. It was our largest bargaining team ever, with members from nearly every location, department, and seniority level. Some had participated in bargaining before, but the vast majority were new to the process and brought fresh energy and perspectives.

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Member-Driven Bargaining Campaign





More than 70 members were selected to serve on the Union Bargaining Team, our largest and most diverse group ever.

Holding a bargaining conference

On April 8-10, 2026, members from Superstores and DCs across BC gathered in Surrey for the UFCW Local 247 Loblaw Bargaining Conference.

Members heard presentations covering topics ranging from the economic landscape of bargaining, how bargaining actually works in practice, key info about our benefits and pension plans, and how we were planning to structure bargaining around increased communication and member engagement.

Most of the discussions at the conference covered the member survey results, and key bargaining proposal topics were debated and discussed. These discussions formed the basis for determining bargaining priorities and proposals.

"We want bargaining to be member-led. We didn't hold this conference with proposals prepared by staff in advance with no member input. Instead, we brought up the issues and themes and let member discussions determine the priorities."

– UFCW Local 247 President Dan Goodman

Wages, Benefits, Respect: Bargaining with the company

Our bargaining committee brought forward more than 60 bargaining proposals to the company. Topics covered everything from scheduling and unjust discipline to health and safety concerns and, of course, wages. Our demands were summed up by our campaign buttons: wages, benefits, respect!

At each meeting, bargaining committee members spoke up and gave examples of situations that justified our need for certain provisions in the collective agreement.



There were memorable and sometimes heated exchanges around issues like some managers' use of WhatsApp as a way of communicating – and in some cases shaming – staff. Another involved pressure faced by members to push surveys on customers and achieve unrealistic and unfair goals.

If members wanted an issue raised, our committee raised it. That set the tone for bargaining.

Our in-going bargaining proposals were also shared with all members by email and on our website.



Our UFCW bargaining committee negotiating improvements for members at Loblaw Distribution Centres.

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Bargaining committee members raised issues at the bargaining table and brought updates directly to members in their stores.

Engaging members along the way

A key difference in this round of bargaining was our communications and member engagement work. While email is convenient, we know one-on-one communication is more effective. For this process to be member-driven, our communication also had to be member-to-member.

At the end of each week of bargaining, we shared updates with members direct from the bargaining table. These updates were developed by the bargaining committee, and they were also delivered to members in their workplaces by members.

In addition to these visits by the bargaining committee, union representatives continued to hold events in the workplace, where they shared bargaining updates and were available to answer questions.

Accessible voting

At our telephone townhall General Membership Meeting in May, we announced that voting on the collective agreement would be made much more accessible to members than in the past. We wanted to ensure that, as long as a member wanted to vote, they should have a good opportunity to do so.

Union leadership contracted an independent online voting provider, SimplyVoting, to administer the ratification vote. This was the same third-party provider used by the BC Labour Relations Board, major political parties, and nearly every other major union in the province.

Instead of requiring members to attend a meeting away from their workplace, members only needed an email address to receive their ballot and an internet connection to cast their vote.

Throughout the voting period, which was held over four days, union staff set up a call centre for members to ask questions about the deal and work through technical challenges.



"It is our feeling that online voting was a great success and is something for us to build on. We want to hear from members about how they felt about the bargaining process, whether the changes we implemented made a difference. We're working on a way to do that."

– UFCW Local 247 President Dan Goodman

There is little doubt that our approach to bargaining helped shape the outcome. The company saw a more engaged and assertive membership and bargaining committee, while members had a clearer understanding of the issues being negotiated and could make an informed decision. The process showed how engaged members can make a stronger union.



Our Superstore bargaining committee after reaching a tentative agreement with Loblaw on June 18, 2026.

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Safeway Members Ratify Wage Review Agreement

On June 25, 2026, UFCW Local 247 members working in Meat, Deli, and Seafood departments at BC Safeway stores voted to ratify the terms of their wage review by 92.7%.

Wage review negotiations were held in early June under a Letter of Understanding in the current collective agreement between Sobeys and UFCW Local 247, which covers union members in the Meat, Seafood, and Deli departments in BC.

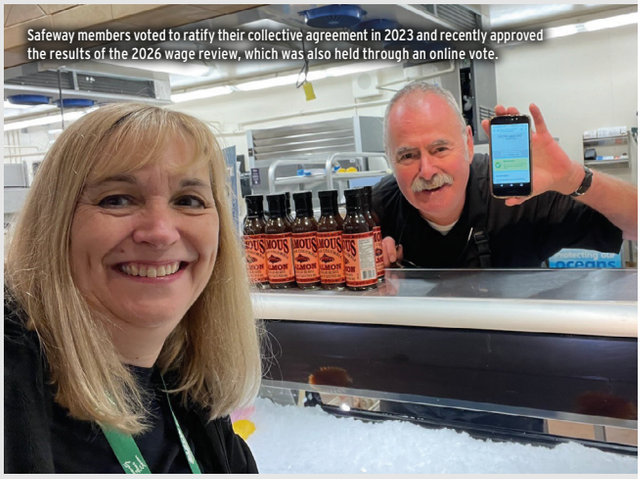
The wage review agreement ensures wage increases of 6% for members over the last two years of the agreement.

There was strong participation from the membership in the ratification vote, which was held online using the same SimplyVoting platform the Loblaw group would use the following week.

"We are pleased with the results of the ratification vote," said UFCW Local 247 Secretary-Treasurer, Cathy Shannon.

"We will now work to ensure the terms of the wage review are implemented by the company. Both in terms of the wage review agreement and the process of engaging our members in the stores over the past while, we feel we are better positioned than ever before for a strong round of bargaining when the time comes. We are setting our sights on preparing for the next round of full negotiations with Sobeys in 2028."

"We wish to thank all the members who participated in this process, including those who served on our bargaining committee and worked hard to ensure members were able to get the information they needed to participate in the voting process," concluded Shannon.



Safeway members voted to ratify their collective agreement in 2023 and recently approved the results of the 2026 wage review, which was also held through an online vote.

UFCW Local 247 represents over 1,000 members working in the Meat, Deli, and Seafood departments in Safeway stores across BC.

FG Deli Members Ratify New Collective Agreement

In early August, UFCW Local 247 members at FG Deli Group in Langley voted in favour of a new collective agreement. The five-year agreement includes the largest annual wage and premium increases achieved in this collective agreement in years.

Members at the plant, which produces familiar brands such as Grimm's and Freybe, will also see major improvements in terms of benefits, seniority, and vacation selection processes.

UFCW Local 247 members fought hard for these improvements. On May 19, 2026, FG Deli members overwhelmingly rejected the company's offer for a renewed collective agreement. Then, on June 20, 2026, they voted 96% in favour of authorizing UFCW Local 247 to take strike action if necessary.

With this strike mandate, the union bargaining committee pushed the company back to the bargaining table and reached an improved offer with the assistance of a mediator. Members sent a strong message to the company that would push them to improve their offer. That offer was approved by a membership vote on August 8, 2026.



FG Deli bargaining committee began negotiations in October 2025 and concluded with a ratified collective agreement in August 2026.

Major features of the new collective agreement include:

- Wage increases that far exceed any increases achieved in previous collective agreements
- Premiums based on job functions that will, in some cases, double, while also creating new premiums for certain job functions
- Retroactivity for all wage and premiums for current members going back to December 7, 2025
- Members will continue to enjoy industry-leading paid sick leave and accumulated paid time off provisions that are now harmonized with the injury and illness leave provisions of the BC Employment Standards Act
- Benefit improvements to increase vision maximums and major dental coverage, modernized access to mental health coverage, and sustainable benefit coverage levels for employees
- Boot and tool allowance increases
- A better vacation selection process and a shorter "prime time," making it easier to book vacation time off
- Better access to overtime based on plant-wide seniority
- Integration of a maintenance apprenticeship program

"Our members at FG Deli have worked hard over many years to steadily improve their collective agreement," said UFCW Local 247 President Dan Goodman. "This has included difficult rounds of bargaining where committees had to grapple with differences related to the merger of a unionized and non-union facility."

"In this round of negotiations, whether it was rejecting an agreement they felt wasn't good enough or voting strongly in favour of taking strike action to get the job done," Goodman continued, "FG Deli members were consistently strong. They showed up in big numbers, were attentive to the key issues, and most importantly, they made their collective decisions through the democratic processes of their union. That is something to be proud of and to build upon."

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Union Summer BBQs a Huge Success

Having a strong union starts with spreading union awareness! In the weeks leading up to Labour Day, we planned 25 barbecues across the province exclusively for UFCW 247 members.

While the wildfire in the Okanagan resulted in us cancelling two of our events, the rest went offwithout a hitch. Our largest turnout was at Marine Drive, where 160 members joined us for great food, refreshments, and chats about all things union!

Interested in helping us organize events in your area? Reach out to our Engagement Coordinator, **Ximena Mastrodonato** via training@ufcw247.com or **1-888-361-8329**.









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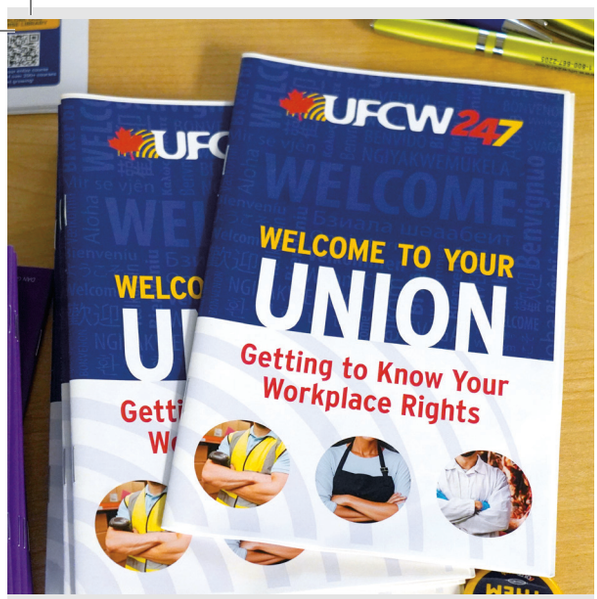








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Recognizing Member Milestones

Since early 2025, Union Representatives across the province have been delivering membership pins, recognizing those with 20, 30, |and 40 years of membership in our union.

"This pin symbolizes not just years of membership," remarked UFCW Local 247 President Dan Goodman. "It represents the |countless hours of effort, the challenges faced, and the victories won in securing better working conditions for all."

Whether or not you have reached a milestone yet, we recognize and thank all those members who, for many years, have helped build the strength and solidarity of our union. Let's keep building a union with an empowered and engaged membership, and let's keep recognizing each other as we do so!

Have you reached a 20, 30 or 40-year milestone but have not received a pin from us? It's possible we've been trying to get a hold of you. Contact your union representative by calling **1-888-361-8329**.





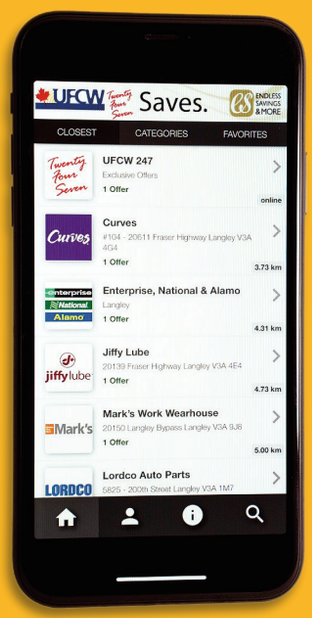
Stewards' Corner: Welcoming New Members

Did you know that UFCW Local 247 has resources aimed at letting new members know their basic rights when they become a union member? If not, you've got to see our New Member Booklet.

In these booklets, we cover general information about UFCW Canada, the role of a Shop Steward and other key resources for union members in their workplace, and education and scholarship opportunities for members. Equally important is the contact information for the UFCW Local 247 representative assigned to your workplace.

All of these topics are great conversation starters when getting to know your newest coworkers.

If you are a Shop Steward looking for ideas and tools to engage new members, contact your Union Representative to talk about how to go about it. Getting a stack of New Member Booklets might be a great place to start.



Endless Savings & More (ESM): Discounts for UFCW 247 Members

As a UFCW 247 member, you and your family members have free access to discounts from hundreds of businesses with the Endless Savings & More App.

UFCW 247 members save on:

- Travel & Vacations
- Insurance & Financial Services
- Shopping, including phone plans
- Dining & Food

How to Access Endless Savings Discounts:

1. Search for the "Endless Savings" or "ES" App on your smartphone
2. Use the Organization Code "ufcw247" during registration
3. Allow Location Services to automatically show you offers close to you

Connect with your Union:

Call: 604.535.8329 or 1.888.361.UFCW (8329)

Email: ufcw@ufcw247.com

Visit: www.ufcw247.com

Social: @ufcw247

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