



Bargaining Report

Update on negotiations between Unifor Local 414 and Metro

April 2022

Strike action at the Metro distribution centre locations in Etobicoke began April 2, after the membership voted to turn down the tentative agreement reached with the company.

Your bargaining committee has requested that Metro return to the negotiating table with the goal of resolving this strike.

In advance of the resumption of bargaining, below are the details of Metro's last offer:

HIGHLIGHTS:

- ✓ Significant wage increases for all members
- ✓ Benefit improvements for all members
- ✓ Pension increase for all members with service after April 1, 2001
- ✓ No concession on language of the collective agreement: all members continue to benefit from existing conditions

WAGES:

Four-year tentative agreement includes the best maximum rate and fastest progression in the industry. Wage increase paid retroactively to October 24, 2021.

FREEZER AND WEEKEND PREMIUMS:

Freezer: **increase to \$1.00 hr** from \$0.60 as of date of ratification

Weekend: available to **all employees** hired before date of ratification.

Employees at max rate

Total increase over 4 years: \$3.75 (13.9% on average)

- Year 1: **\$1.50 (5.6% on average)**
- Year 2: **\$0.75 (2.6% on average)**
- Year 3 **\$0.75 (2.6% on average)**
- Year 4: **\$0.75 (2.5% on average)**
- **Max rates at ratification (+retro): \$28.21 to \$29.04**
- **End rates in October 2024: \$30.46 to \$31.29**

Employees in progression

- New start rate: **\$21.75**
- **Max rate after 3,300 hours** instead of 7,700
- Employees currently in progression move to new rates as of date they reached number of hours required since October 24, 2021
- Example: if a selector reached 3,300 hours on January 15, 2022, their new rate will be \$21.75 from October 24, 2021 to January 14, 2022 and will move to \$28.36 as of January 15, 2022

PENSION INCREASE:

Significant pension increase, with replacement ratio well above level recommended by financial planners.

- **\$1 per month per year of service** for all service after April 1, 2001 – **from \$71 to \$72**
- **Replacement ratio remains well above 80%** for employees retiring after a 35-year career

BRIDGE BENEFIT PACKAGES:

40 new bridge benefit packages are available to eligible members who elect to take them.

This includes 20 packages made available in 2022 (10 on July 1, 2022 and 10 on November 1, 2022).

The remaining 20 packages will be available over the life of the contract, including 10 packages available on November 1, 2023 and 10 packages available on November 1, 2024.

Members who are 55 years of age or older, and have 30 years of service or more, are eligible for packages.

Benefit package includes:

- \$1,200/month from age 55 to 60
- \$500/month from age 60 to 65
- Extended health care and optical continue until age 65 for eligible employee and spouse

Access to the 40 bridge benefits packages is not tied to layoffs or transition events. These packages do not affect the 5 remaining bridge packages tied to the Transition Agreement (i.e. available in the event of lay offs or transition event).

OPTICAL:

Glasses: increase of \$100 to new \$400 max

Eye exam: increase of \$50 to new \$100 max

PARAMEDICAL:

Improvements in paramedical: per visit max removed + combined use of physio, chiro and massage to new max of \$1,100

PSYCHOLOGIST:

Increase of \$300 for psychologist to new max of \$800

BOOTS:

\$225 until December 31, 2022

\$275 as of January 1, 2023 (Freezer employees \$300)

JOINT MARKET SURVEY FOR TRADES:

Trades: building maintenance, maintenance mechanic, stationary engineer (all classes), mechanic first class


Every two years to determine if wage adjustments are required.


BEREAVEMENT LEAVE:

Day of the funeral no longer required as one of the three days

One day can be taken at a later date up to one year after the passing.

How this Tentative Metro Warehouse Settlement Compares with Other Similar Warehouses in Ontario

	Metro Warehouse Previous Contract	Metro Warehouse Tentative Agreement	Sobeys – Whitby Unifor	Loblaws – Ajax Unifor	Loblaws – Cambridge UFCW
Current Wage Rate Selector (per hour)	\$26.86	\$28.36	\$27.00	\$27.00	\$27.50
End of Contract Wage Rate Selector (per hour)	-	\$30.61	\$29.00	\$29.00	\$28.00
Wage Scale Length	7700 Hours	3300 Hours	8000 Hours	48 Months	20,800 Hours
Afternoon Premium (per hour)	\$0.65	\$0.65	\$0.80	\$0.40	\$0.55
Night Premium (per hour)	\$0.65	\$0.65	\$0.80	\$0.50	\$0.65
<ul style="list-style-type: none"> Night Premium (Fri-Sat) (per hour) 	+\$0.25	+\$0.25	-	-	-
<ul style="list-style-type: none"> Night Premium (Sat-Sun) (per hour) 	+\$0.60	+\$0.60	-	-	-
<ul style="list-style-type: none"> Weekend Premium (Sat+Sun) (per hour) 	+\$3.00	+\$3.00	-	-	-
Freezer Premium (per hour)	\$0.60	\$1.00	\$0.95	\$0.40	\$0.40
Vacation	1 yr – 2 weeks 5 yr – 3 weeks 9 yr – 4 weeks 16 yr – 5 weeks 23 yr – 6 weeks	1 yr – 2 weeks 5 yr – 3 weeks 9 yr – 4 weeks 16 yr – 5 weeks 23 yr – 6 weeks	>1 yr – 4 hours pay 1 yr – 2 weeks 5 yr – 3 weeks 10 yr – 4 weeks 18 yr – 5 weeks	>1 yr – 4 hours pay 1 yr – 2 weeks 5 yr – 3 weeks 10 yr – 4 weeks 15 yr – 5 weeks	>1yr – 1-10 days (scale) 1 yr – 2 weeks 5 yr – 3 weeks 10 yr – 4 weeks 18 yr – 5 weeks 25 yr – 6 weeks

 Denotes highest rates among comparable, unionized grocery distribution centres in Ontario.

