

Date: October 13th, 2026

BARGAINING UPDATE – Unifor local 414, Part-time Warehouse workers

Greetings,

The Union is writing to provide you with an update on our recent negotiations with Metro and the next steps in the bargaining process.

On September 22, 2026, your Bargaining Committee met to review the proposals submitted by the membership, both in writing and at the proposal meeting, and to prepare for bargaining with the Employer.

The Union and the Employer met for three days of negotiations on September 23, 24 and 25. Unfortunately, the parties were unable to reach a renewal collective agreement and reached an impasse on September 25.

As a result, the Union requested a meeting with the Conciliation Officer assigned to our bargaining unit by the Ministry of Labour. On October 1, the Union, the Employer and the Conciliation Officer met for the purpose of the Union formally requesting a No Board Report.

The No Board Report is expected to be issued on October 19, 2026. This will place the parties in a legal strike or lockout position on November 5, 2026 at 12:01 a.m.

The Union and the Employer have agreed to return to the bargaining table for one additional day of negotiations on Wednesday, November 4, 2026.

While we remain committed to reaching a fair renewal collective agreement at the bargaining table, the Union also needs to be prepared in the event that we are unable to reach an agreement.

The Union has prepared a strike schedule, including strike shifts and Strike Captains, which will be shared with the membership in advance of any potential labour disruption.

We will also be holding a membership meeting on October 29th, 2026 at 3pm to provide information about strike pay, benefits, strike duties and what members can expect in the event of a labour dispute. We will also make sure there is plenty of time to answer your questions and address any concerns you may have.

We strongly encourage all members to attend.

Your Bargaining Committee appreciates the continued support and solidarity of the membership as we work to advance the priorities you identified and achieve a fair collective agreement.

We will continue to keep you updated as bargaining progresses. In the meantime, if you have any questions or concerns, please feel free to reach out to your local staff representative at Jsteeves@uniforlocal414.ca

For further updates please provide your email to the local Union at 414contact@uniforlocal414.ca

In solidarity,

Your Bargaining Committee