

APPENDIX “B”
PARTICULARS TO MERGER AGREEMENT

1. EXECUTIVE BOARD

The current Local 1400 Executive Board shall have a maximum of eleven (11) Vice-Presidents. The positions of President, Secretary-Treasurer and Recorder shall be in addition for a total Executive Board of fourteen (14) members.

Effective Date of merger, two (2) of the existing Vice-President positions will be held by a member from the former Local 649 (one (1) of which shall from the Home Office and one (1) of which shall be held from the warehouse).

In the event the position of Recorder becomes vacant prior to the conclusion of this term (December 31, 2027), the position will be filled as per the Local By-laws with one of the existing Executive members from the former Local 649 unit.

At the conclusion of the existing term, all Executive Officers will be subject to the by-laws of the Local, the UFCW Canada Constitution and the International Constitution regarding nominations and elections to the Executive Board.

	Member	Unit
President	Lucia Figueiredo	Salvation Army Thrift Store
Secretary-Treasurer	Marilynne MacFarlane	Affinity Credit Union
Recorder	Judy Hrycuik	RCSS
Vice President #1	Rick Johnson	GWB
#2	Lawrence Hinke	BDL
#3	Rick Erhardt	Coke
#4	Teri Holstein	RCSS
#5	Ben Pederson	Saskatchewan Science Centre
#6	Justin Liebrecht	Ardent Mills
#7	Jeremy Goring	Richardson Milling
#8	Amanda LePage	Saskatoon Coop
#9	Vacant	FCL Warehouse
#10	Tammy Neff	RCSS
#11	Vacant	FCL Home Office

2. BYLAWS

The bylaws of the new Local Union shall be the bylaws of Local 1400 as attached in APPENDIX “A”.

3. **OFFICES**

The Head office of the merged Local shall be 1526 Fletcher Road, Saskatoon, SK.

4. **UNION DUES**

Effective date of merger, the dues for the former Local 649 members will be ~~the~~ as per the Local 1400 dues structure, plus a deduction for the National Defense Fund and any other assessments. The current Local 1400 dues structure is:

Weekly Earnings	Dues per Week
\$820 and up	\$16.00
\$720 – 819.99	\$15.50
\$620 – 719.99	\$15.00
\$580 – 619.99	\$14.50
\$540 – 579.99	\$14.00
\$500 - 539.99	\$13.50
\$460 - 499.99	\$13.00
\$420 – 459.99	\$12.00
\$380 – 419.99	\$11.00
\$340 – 379.99	\$10.00
\$300 – 339.99	\$9.00
\$260 – 299.99	\$8.00
Less than \$260	\$7.50

5. **NEGOTIATIONS**

Negotiations will continue to be organized and conducted under the direction of the membership, shop stewards, unit chair(s) of the Federated Cooperative Unit. The composition of the committee will be as per the Sub Rules. Members will have full access to any resources available from the newly merged Local 1400, when requested.

6. **SERVICING**

Brant Palko, the former President of Local 649, will be assigned to service the former Local 649 unit(s) for the duration of this agreement and thereafter. The priority of the Service Representative will be to service the FCL units specifically and if reasonable, some of the Saskatoon Cooperative

Units in the City of Saskatoon and surrounding area that have relevant overlap both in labour relations and industry knowledge.

Priority for any future service representatives for the FCL units will be given to members from within the unit who have indicated interest in representation duties, have been engaged in the various levels of responsibilities in the unit, and have shown through their activism that they exhibit knowledge about FCL specific concerns and represent the interests of all members working at FCL.

7. SHOP STEWARD MEETINGS

- I. There will be a Unit Chair and/or Chief Shop Steward elected/appointed in each of the Units formerly represented by Local 649 as per the unit sub-rules. One (1) or two (2) in Home Office and one (1) or two (2) in the Warehouse.
- II. Existing Shop Stewards of former Local 649 will be recognized as duly authorized to act in the capacity of Shop Steward as representatives after the merger.
- III. Existing Shop Stewards of former 649 shall have an opportunity to attend and participate in Local 1400 Shop Steward Education Programs.
- IV. Additional Shop Stewards may be elected/appointed and trained as needed.
- V. Shop Steward (Unit Executive) meetings will continue to be conducted as per the existing schedule and practice prior to merger.

8. EDUCATION

- I. Shop Stewards and other designated members of former 649 shall be given the opportunity to participate in the Health & Safety educational programs.
- II. All members of former Local 649 will be entitled to participate in any and all courses offered to existing Local 1400 members. Attendance, and expenses to be reimbursed subject to the Local 1400 Policies.

9. SCHOLARSHIPS

Effective date of merger, former Local 649 members will be entitled to apply for the Local 1400 Scholarships available to all members of Local 1400.

10. CONVENTIONS/CONFERENCES

Former Local 649 members shall be entitled to attend any conferences for which the newly merged Local 1400 Executive Board provides approval for members to attend.

In addition, members of the former Local 649 will be entitled to at least the same number of delegates to which they had been previously entitled at the time of the merger.

11. GENERAL MEMBERSHIP MEETINGS

Under the direction of the Service Representative, and under the advisement of the Unit Chair(s) of the Federated Cooperative Unit, General Membership meetings will continue to be scheduled as they have been prior to the merger until such time as the membership decides otherwise. The cost of the hall rental for these meetings shall be borne by Local 1400.

12. CREATION OF LOCAL 649 TRUST

The Current bank balance (net of any liabilities) plus the current investments of Local 649 will be transferred to a separate fund at UFCW Local 1400.

The purpose of the fund is to promote and encourage education and activism within the former Local 649 membership.

In addition, the funds may be used to continue to provide for benefits listed in the former Local 649 “Sub-Rules” that Local 1400 is unable to operationally provide i.e. honoraria, committee per diems, benefits, tuition reimbursements, and meeting incentive cheques.

A committee made up of five (5) former Local 649 members, one of which is the Unit Chair, and at least one (1) member from the Warehouse and one (1) member from Home Office will meet at least two (2) times per year to review the Local 649 Trust Account and determine the allocations from the account.

The first committee convened after the merger will be tasked with revising the Sub Rules, that includes the specific benefits and entitlements that they intend to maintain and establishing the process that future committee members will be appointed or elected.