



To All UFCW Local 649 Members,

As we step into 2025, I want to take a moment to share some of our plans for the next few years.

As most of you are aware, our current collective agreement expires on October 31, 2026. As we prepare in our fight to achieve a fair contract, we know that we have ground to make up. Over the past 3 years, we have faced challenges that have impacted our wages and benefits. Now, more than ever, we must stand together to ensure we recover what has been lost and to secure the future we all deserve.

We are committed to pushing for meaningful improvements that reflect the value of our contributions, but we can't do this alone. We need your support, solidarity, and engagement throughout this process. Staying informed is one of the most powerful ways to protect our rights and strengthen our union. Knowledge is key to making sure we stand together and move forward as one.

We understand that balancing work, family, and personal time is challenging, and we appreciate the dedication you bring to your job every day. To make it easier for you to stay informed and engaged, we are making changes to our General Membership Meeting times, as well as how we structure our paid incentives for attending meetings.

GENERAL MEMBERSHIP MEETINGS 2025:

Wednesday February 26 at 7pm, Sutherland Hall.

Every member who attends this meeting or submits a valid meeting exemption (such as working the night shift) will receive \$30 on their year-end assessment cheque.

Wednesday May 28 at Sutherland Hall.

There will be multiple meeting times throughout the day at the hall to accommodate all shifts. There will be no exemptions for this date. Anyone who attends will receive \$50 on their year-end assessment cheque.

Wednesday August 27 at 7pm, Sutherland Hall.

Every member who attends this meeting or submits a valid meeting exemption (such as working the night shift) will receive \$30 on their year-end assessment cheque.

Wednesday November 26 at Sutherland Hall.

There will be multiple meeting times throughout the day at the hall to accommodate all shifts. There will be no exemptions for this date. Anyone who attends will receive \$50 on their year-end assessment cheque.

Anyone who attends all 4 meetings or attends the May and November meetings and has submitted valid exemptions for the February and/or August meetings, will receive an additional \$40 on their year-end assessment, for a total of \$200. *All members MUST have attended at least one meeting in 2025, or they will not be paid for February/August exemptions.*

Your awareness and participation make a difference. Together, we can ensure that every member has a voice in shaping our future. Let's stay informed, stay united, and keep fighting for what we deserve.

In Solidarity,

B. Palko

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President, UFCW Local 649