

SUPERSTORE GIVES COMPREHENSIVE PACKAGE - - -
EMPLOYEES COULD FACE ROLL BACKS ON THEIR PAYCHEQUES IF ACCEPTED!!!

You could be facing a rollback on your paycheque if Superstore gets its way and Superstore management admits it!!!

The Company has finally, after 13 months of bargaining, put a "comprehensive package" on the table in Edmonton this week. If strictly applied to your workplace today, many, many employees could face paycheque roll backs.

Let's look at an example:

If you are an available anytime Calgary or Edmonton cashier working 30 hours a week, your paycheque, in terms of gross remuneration right now, could look something like this...

Let's assume you enjoy the top contract rate of \$16.65 per hour. Let's also assume you receive a \$2.00 per hour weekend "premium" and work 16 hours on the weekends. In addition, you would receive an extra \$1.00 per hour for your Sunday work. Let's assume as well, that you work 10 hours per week for which you receive the Company's \$1.00 per hour daytime "premium". (In some stores another type of "premium" might even be available: e.g.: in some stores the Company pays an "available anytime premium" of \$2.00 per hour)

Your current paycheque would be...

30 hours	X	\$16.65	=	\$499.50 (contract wages) plus
16 hours	X	\$2.00	=	\$32.00 (weekend "premium") plus
8 hours	X	\$1.00	=	\$8.00 (Sunday Union contract premium) plus
10 hours	X	\$1.00	=	\$10.00 (daytime "premium")

Total → \$549.50 (current total weekly paycheque)

Under this "comprehensive package", if strictly applied, and if you accepted it your paycheque could look like this, as the Company has not included and guaranteed certain "premiums and incentives". Once again, they have not guaranteed those "premiums and incentives" in their contract offer and have described them as temporary and discretionary. The Company is proposing a 5 year contract with a 50 cent increase upon acceptance with no retroactive pay.

30 hours	X	\$17.15	=	\$514.50 (proposed new contract wages) plus
8 hours	X	\$1.00	=	\$8.00 (Sunday Union contract premium)

Total → \$522.50 (new total weekly paycheque if Company offer is accepted and guaranteed wage and premium is applied)

*****THIS IS A WEEKLY ROLL BACK OF \$27.00 PER WEEK GROSS!**
THE COMPANY ADMITS THIS IS POSSIBLE EVEN THOUGH ON PRIOR OCCASIONS THEY HAVE SAID THAT THEY ARE NOT SEEKING WAGE AND BENEFITS CONCESSIONS FROM CURRENT EMPLOYEES!!!

In the first 6 months of this Company's package, in this example, a cashier would take a rollback of over \$700.00 dollars from what they are enjoying now!

Subsequent increases are: 50 cents August 2008, 25 cents August 2009, 25 cents August 2010, 25 cents August 2011. But if and when the Company terminates its "premiums and incentives" - which have not been offered in the contract - these increases are obviously eroded.

In this Company comprehensive package, there are possible or actual roll backs, cutbacks, and take-aways for other Superstore Employees as well!!!!

Stand by for more details on the Company's comprehensive package
(Also fairly described as a Company insult)

Other examples will follow.
Find out about how the Company is trying to rip you off!

Ask your boss Galen Weston where your share of the Naan bread is!
E-mail him at AskGalen@loblaw.ca

Bargaining continues in Calgary from November 26th to 30th, 2007. Authorities with the Alberta Government have an application for mediation before them regarding Superstore in Fort McMurray. If accepted, the clock will begin ticking for a strike vote in that location. If the Company attempts or the Government attempts to slow this process, Union lawyers have been instructed to take legal action to protect Superstore employees' rights to determine their destiny.