



# UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

MAY 2009

## CALGARY OLD DUTCH WORKERS LOCKED OUT AS WINNIPEG OPENS NEGOTIATIONS

# WE WILL HELP THE WORKERS AT WALMART

UFCW Canada continues to fight Walmart in court.

It has been a long time coming. On April 8, after more than four years of legal challenges, negotiations and mediations 180 Walmart workers in St-Hyacinthe, Quebec now have a collective agreement.

The new collective agreement includes seniority rights, wage increases, and a grievance procedure that will now provide stability, fairness and dignity in the workplace for the members.

UFCW Canada national president Wayne Hanley stated in a press release, "Because of their determination and Quebec's progressive labour laws, the workers have made history, but it was hard won. It's been a long, difficult road for the St-Hyacinthe members and their families."

The path to representing Walmart workers is a hard one to follow. Fear has been gripping the workers across the country after a successful organizing drive at the Jonquiere, Quebec store in 2005. Then suddenly negotiations derailed and the company unexpectedly closed the store stating that it was not profitable to stay open.

It was déjà vu for the Tire & Lube Express employees at the Gatineau, Quebec Walmart who were out of work after an arbitrator handed down a collective agreement in



August 2008 that Walmart said would jeopardize its "business model".

Our local has also been in the fight, starting back in 2003 with a strong organizing drive in Thompson, Manitoba. Unfortunately, the union was only a couple votes shy from being the first local in Canada to represent Walmart "associates".

UFCW Canada continues its fight in courtrooms to represent Walmart workers. In January, UFCW Canada presented its final

arguments to the Supreme Court of Canada regarding the closing of the Jonquiere store. The court should issue its decision in the fall of 2009.

First contract negotiations are also underway for a main store and Tire & Lube Express in Hull, Quebec and for another main store located in Weyburn, Saskatchewan.

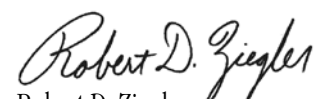
On April 18 and 19 UFCW activists and union representatives went to Walmart stores across Canada handing out information cards and to let the associates know that there is a union out there for them to join. UFCW Canada rolled out a new website to inform the associates at [www.walmartworkerscanada.ca](http://www.walmartworkerscanada.ca)

The struggle to help Walmart "associates" gain the right for UFCW to represent them will get easier as arbitrators and hopefully the Supreme Court of Canada rule in favour of UFCW and Walmart starts putting its employees ahead of its profits.

The fight is far from over and we will not give up. If you are a Walmart "associate" reading this article or you know someone who works at Walmart let them know there is strength in numbers. UFCW Local 832 has an organizing department that would be more than happy to talk to you. Call Jerry Kies at 786-5055 or 1-888-832-9832.



In solidarity,

  
Robert D. Ziegler,  
President, UFCW Local 832



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**WINNIPEG**

1412 Portage Avenue  
Winnipeg, MB R3G 0V5  
786-5055  
1-888-UFCW-832

**BRANDON**

Unit 1, 759 1st Street  
Brandon, MB R7A 2X5  
727-7131  
1-800-552-1193

**THOMPSON**

90 Thompson Drive  
Thompson, MB R8N 1Y9  
778-7108  
1-800-290-2608

**TRAINING CENTRE**

880 Portage Avenue  
Winnipeg, MB R3G 0P1  
775-8329  
1-877-775-8329

**President**  
Robert D. Ziegler  
**Secretary-Treasurer**  
Jeff Traeger

**E-mail:** [ufcw@ufcw832.com](mailto:ufcw@ufcw832.com)

**Website:** [www.ufcw832.com](http://www.ufcw832.com)

**Union Representatives:** Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, Blair Hudson, Darcel Lecocq, Wendy Lundy, Michelle Masserey, Harry Mesman, Sonia Taylor  
**Resource Personnel:** Guy Sylvestre

**Legal Counsel:** Debra Malmquist, Garry Bergeron  
**Education and Training:** Heather Grant-Jury

**Workers Compensation/Safety and Health:** Rob Hilliard  
**Organizing:** Jerry Kies

**Negotiators:** Susan Hart-Kulbaba, Mary Johnson, Beatrice Bruske

**Communications:** Blake Crothers, Dalia Chapa



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## WHAT DOES UNFAIRNESS TASTE LIKE?

Old Dutch members locked out in Calgary as Winnipeg members start negotiations.

So what does unfairness taste like? Just ask the 170 UFCW Local 401 members in Calgary who have been walking a picket line since March 22 after the company locked them out. Now, Local 832 members are wondering what the company has in store for their negotiations, which started on April 27. Due to time restrictions, this magazine went to press prior to the April 27 negotiations. Members are encouraged to check the union's website for current negotiations updates, [www.ufcw832.com](http://www.ufcw832.com).

While the 170 members in Calgary are locked out, they've been asking the public through radio ads not to buy Old Dutch chips and those of President's Choice, No Name, Great Value, Compliment and Safeway Blue Bags as these brands are also produced at that Calgary facility.

UFCW Local 401 President Doug O'Halloran stated in a recent press release that the negotiating committee isn't looking for huge pay raises, just stability. "We told the company we didn't want a work stoppage; that we wanted to keep bargaining, but

they chose to take a hard line. In fact, our negotiating position is a response to the recession. We asked for some guaranteed minimum hours of work, so our members know from week-to-week what kind of money will be coming in."

Due to the lockout, Local 832 members working at the plant in Winnipeg have to work lots of overtime. Usually members welcome the added work, but not when it's at the expense of their brothers and sisters west of them. "If we could refuse the work without being disciplined we would," stated shop steward J.P. Petit. Under Manitoba labour law, the government allows workers to refuse to do work for another employer who is on strike. However, it has to be another employer and in this case, the work is for the same employer so the employees cannot refuse the work.

On the heels of the lockout, Local 832 President Robert Ziegler sent a letter to the



*Shop steward J.P. Petit talks with UFCW Local 832 President Robert Ziegler during a recent plant tour.*

company. He stated that the local is very concerned that Old Dutch is forcing our members to perform work that our brothers and sisters in Calgary should be doing and the negative message it is sending our members for our own negotiations. Without hesitation, the company fired back a response denying any wrongdoing.

President Ziegler repeated an earlier statement that Locals 401 and 832 will remain unified to make sure the members receive the best possible contract. Negotiations for UFCW Local 832 members will resume in June.

# LORETTE MARKETPLACE MEMBERS TAKEN TO HOSPITAL AFTER CHEMICAL LEAK

Company quick to take action and fix problem.

It was no laughing matter on April 1, as UFCW Local 832 members arrived for work at the Lorette Marketplace and began to feel sick within several minutes of being there. Employees were complaining of an odour in the bakery/deli area, which they originally thought was sewer gases rising. Then members started to complain about nausea, headaches and some even developed rashes. As soon as the company became aware of this, they immediately called 911. Along with ambulances and fire trucks, Manitoba Hydro was also called in to see if it was a possible natural gas leak.

After six people were sent to the hospital by ambulance and two others went on their own, Leonard Fehler, duty manager/ meat manger sent the rest of the members home and kept the store closed until they could determine what made everyone sick.

UFCW Local 832 President Robert Ziegler praised the company for its quick action in notifying emergency services and for keeping the store closed until the problem was solved. “You can’t fault the company for taking the appropriate action. This is a good example on how a company should react when a work hazard occurs,” stated Ziegler.

Workplace Safety and Health arrived at the store and through their investigation determined that a “proofer” in the bakery department had a leaky coil and it emitted a gas called “R22”. The “proofer” refrigerates dough overnight and at a certain point in the morning heats up the unit to allow the yeast and dough to be the process of rising. Although the “proofer” was only four years old it corroded and developed holes in the lines. The “R22” gas would seep out and travel along the floor and through the ventilation system in the bakery.

The Manitoba Workplace Safety & Health division set up a number of monitors to ensure that there is no longer a danger to the members in this department. A follow up inspection occurred a week later and the monitors did not pick up any of the “R22” in the area. While this situation has been addressed, the union will be working closely with the stores safety and health committee to make sure that the members affected by this have no long-term effects.



*Duty manager Leonard Fehler explains to union representative Darcel Lecocq and shop steward Linda Fulmore how the gas leak occurred.*



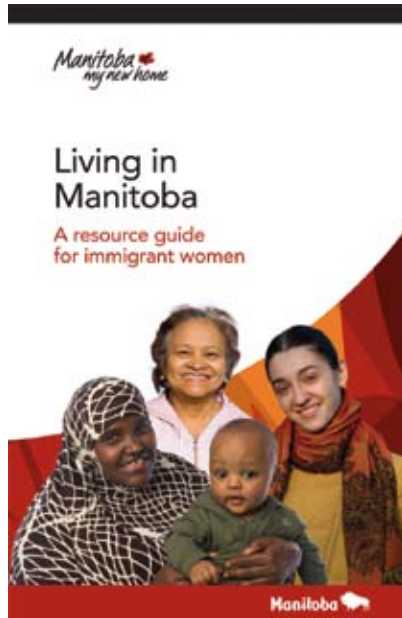
## UFCW MEMBERS WALK IN SOLIDARITY

On March 3, UFCW members in Brandon walked in support of CUPE 2096 members who work at the Brandon Clinic. The 57 members went on strike February 10 seeking wage parity with support staff providing similar services at regional health association facilities across the province. The members ratified a new agreement on March 12.

## WOMEN OF LOCAL 832

# PROVINCE LAUNCHES NEW GUIDE FOR IMMIGRANT WOMEN

Publication first of its kind in Canada and it's free.



Labour and Immigration Minister, Nancy Allen, who is responsible for the status of women in the province, presented a new guide to immigrant women in the province.

Titled, "Living in Manitoba: A Resource Guide for Immigrant Women", the guide is designed to assist immigrant women in their transition into their new life in Manitoba.

Available online at [http://www.gov.mb.ca/msw/publications/immigrant\\_guide.pdf](http://www.gov.mb.ca/msw/publications/immigrant_guide.pdf), the book provides invaluable information on housing, child care, legal rights and even in dressing for our climate. The guide is also available at community-based organization, adult learning centres or government services.

## RETIRES' CLUB REMINDER!

This is a reminder to make sure you have the following dates marked:

- May 12 — Spring luncheon at ANAF Hall - 3584 Portage Avenue. Cost \$5\* or \$8\*\*.
- June 9 — Annual Retirees' Club golf tournament. Cost \$20\* or \$26\*\*. Price includes 18 holes of golf, lunch (smokie or hamburger) and beverage. Call Russ at 661-4168 or Norma at 663-5102.
- September 9 to 11 — Casino trip to Thief River Falls. Cost \$109\* or \$119\*\*, receive a rebate at casino of \$50 and \$20 towards meals. Call Lila at 837-3554 or Armandat 832-1211.

Everyone is welcomed to participate in the golf and trip - bring a friend too!

\* UFCW Local 832 Retirees' Club dues paying member.  
\*\* Non dues paying member.

## TWO NEW MEMBERS ELECTED TO LOCAL EXECUTIVE BOARD

At the March 20 UFCW Local 832 executive board meeting, President Robert Ziegler and Secretary-Treasurer Jeff Traeger, along with the rest of the executive board members, welcomed newly elected executive board members, Frank Kirouac and Ursula Jehle.

Frank is a longtime UFCW Local 832 member who works at the Maple Leaf Lagimodiere plant in Winnipeg. He has been a shop steward for six years, three of which as chief steward, and was involved on the health and safety committee. Frank was also active on the negotiating committee, which saw two sets of negotiations for the plant in the last three and a half years.



Frank Kirouac and Ursula Jehle take the oath of office by UFCW Local 832 president Robert Ziegler.

Ursula Jehle has been working at Hope Centre in Winnipeg since October 2007. She has been active in the union being a shop steward and as well as on the negotiating

committee. It was Ursula's second time being a UFCW Local 832 member; in 1998, she worked at Pillsbury Pizza Pops, which is now General Mills.

# UNION WINS TIMELINESS ARGUMENT AGAINST CARA

Commencing in February 2008, *The Employment Standards Code* of Manitoba established Louis Riel Day as a statutory holiday and honours it on the third Monday of the month. Shortly after the first Louis Riel Day, the employees at Cara Foods realized they were not paid for the day, nor were the employees who had worked on the day paid overtime as per the Code.

Therefore, the union filed a grievance. Numerous discussions took place between the union and the company regarding the issue, but discussions were delayed because Cara changed management at their head office as well as the unfortunate illness and subsequent death of the union representative at the time, Cyrus Lister. Cara's position is that the Code only obliges the employer to provide eight

statutory holidays and that the union contract already pays for ten. The union took the position that the Code specifically refers to Louis Riel Day and the employees should have the right to have it off with pay or, at the very least, if obliged to work on the holiday pay them overtime for it.

A hearing date was set for March 18. Three days before the hearing the company claimed it just noticed that the grievance was filed a few days late and, as a result, they were going to argue the grievance was out of time and, therefore, void as per the terms of the collective agreement.

## GRIEVANCE NEWS



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

The grievance was filed slightly out of time, however as the union rep was no longer alive, the union could not verify the reasons why it was filed late. Consequently the union's position was that in Manitoba the law is quite clear that in circumstances such as this an arbitrator has the right under *The Labour Relations Act* to extend time limits. Because of the employer's preliminary argument, the parties had to use the March 18 date to deal with their argument. The arbitrator agreed with the union that the law in Manitoba is clear and that in a situation such as this, time frames can be extended.

The arbitrator considered the following in arriving at his decision:

- The relatively short delay in the grievance being issued,
- There was no prejudice to the employer as a result of the delay in that the evidence will be straightforward,
- The issue was an important one,
- There was a significant delay in the company raising the preliminary argument regarding timeliness, and
- The parties will have to deal with the issue sometime, as Louis Riel Day is ongoing.

Because of the arbitrator's decision, the parties are again in the process of setting dates so that they can actually deal with the real dispute.

## EMPLOYEES AT VISIONS OF INDEPENDENCE JOIN LOCAL 832

On December 12, 2008, as a result of a successful organizing campaign, the union filed an Application for Certification with the Manitoba Labour Board (MLB) for a group of about 100 employees at Visions of Independence Inc. Visions primarily operates group homes for persons with cognitive disabilities in the Winnipeg and Portage la Prairie regions.

At the planning meeting for the vote, the employer indicated that they believed a large number of individuals, who the union had signed up, were persons in managerial positions and should not be in the union. Visions stated that approximately 35 employees were managerial. The union, obviously, took a different view, as it believed that it was not logical for that many individuals to be managerial. The

MLB's view is employees are only managers if, amongst other things, they have an actual say in the hiring and firing of employees. As a result, the certification vote took place but the MLB sealed all the ballots until it could determine the status of the individuals in questions. The board then scheduled a three-day hearing for the end of March, to deal with the issue of whether or not these employees were managers.

A few days prior to the hearing, the employer's counsel informed the union that the employer was withdrawing its objection regarding the managerial status of the numerous employees. The MLB then ordered the sealed votes be opened and counted. The result being that the Union won the vote and Local 832 will now represent the employees at Visions of Independence.

# SAFE WORKERS OF TOMORROW EDUCATION & TRAINING

New tenant moves into the Training Centre.



If you have been to the Training Centre over the past month, you may have noticed lots of activity on the main floor. That is because we have a new tenant. SAFE Workers of Tomorrow moved to the main floor of the Training Centre on April 1. SAFE Workers provides UFCW members with the majority of health and safety training that the Training Centre offers so the move was a natural fit. We are pleased to have them and hope they will be happy here.

“Happy is an appropriate word to describe how we are feeling about this move,” said Ellen Olfert, executive director of SAFE Workers of Tomorrow. “We feel as though this is the

place we were always supposed to be. UFCW Local 832 and the Training Centre did not hesitate one minute when they found out we needed a new home and have welcomed us with open arms. Local 832 President Ziegler even picked up his tools and helped do many of the renovations.” Olfert concluded, “We love the natural fit with the Training Centre and look forward to working with them to bring the safety message to as many workers as possible.”

Since 1997 SAFE Workers of Tomorrow has been providing information and creating awareness for safe and healthy workplaces in Manitoba.



## TRAINING CENTRE UPDATE

Maple Leaf members utilize the career transition services.

Since the closure of the Maple Leaf Warman Road plant last year, many Local 832 union members have accessed the services available to them through the Training Centre. Shirley Lamboo, career transition coach, has met with many of our laid off members from Maple Leaf. Eddie Calisto-Tavares, labour market consultant with Options for Success, continues to work with the members to help them assess and upgrade their skills in preparation to market themselves to potential employers.

As of the end of March, 67 members found employment at various other companies, including many workplaces represented by UFCW Local 832. Fifty-four members are pursuing further training and a new career path, while 12 individuals enrolled in a job creation program where they are upgrading their essential skills. An additional 178 employees found employment by themselves.

Eddie and her team are continuing to work with laid off workers from Maple Leaf. If you are one of these people and have not accessed the service, call Eddie at 989-0141.

## 2009 SPRING/SUMMER SCHEDULE

Course Name	Registration Fee	Start Date	Day and time	End Date
<b>Winnipeg</b>				
Excel	\$15* / \$30**	May 6	Wed. 6 - 9 p.m.	Jun. 10
Powerpoint Workshop	\$15* / \$30**	May 23	Sat. 9 a.m.- 4 p.m.	May 30
CPR	\$35* / \$40**	Jun. 6	Sat. 9 a.m.- 4 p.m.	Jun. 6
Digital Camera Workshop	\$15* / \$30**	Jun. 6	Sat. 9 a.m.- 4 p.m.	Jun. 13
<b>Brandon</b>				
Intro to Computers	No Fee	May 10	Sun. 1 - 4 p.m.	Jun. 28
EAL	No Fee	Jul. 11	Sat. 8:30 - 11:30 a.m.	Sept. 12
EAL	No Fee	Jul. 11	Sat. 8:30 - 11:30 a.m.	Sept. 12
EAL	No Fee	Jul. 11	Sat. 12:30 - 3:30 p.m.	Sept. 12
EAL	No Fee	Jul. 11	Sat. 12:30 - 3:30 p.m.	Sept. 12
EAL	No Fee	Jul. 11	Sat. 4:30 - 7:30 p.m.	Sept. 12
EAL	No Fee	Jul. 11	Sat. 4:30 - 7:30 p.m.	Sept. 12
Open lab	No Fee	Jul. 11	Sat. 11:30 a.m. - 4:30 p.m.	Sept. 12
*Union member in Education & Training Trust Fund				
**Union member not in Education & Training Trust Fund				



# WCB IS NOT A SOCIAL PROGRAM

## WORKERS COMPENSATION

Quite a few workers believe that WCB is a social agency that helps injured workers obtain wage loss benefits and appropriate medical care and generally help them with their problems when they are hurt at work. WCB pamphlets and literature unwittingly contribute to this illusion with slogans like, “If you are hurt at work we are here to help”.

Because of this perception of WCB, many injured workers expect WCB officials to behave like social workers and help them with their problems. Instead, WCB personnel often act like insurance investigators by asking many questions about the worker’s health, how they got hurt and sometimes doubting what the injured worker is telling them. That is because WCB personnel work for an insurance system not a social agency.

It would be wrong to say that the WCB does not help injured workers because this does happen and it happens often. However, that is not all WCB does and there are certainly times when injured workers feel that WCB is no help at all. Premiums fund WCB, just like any other insurance system. Employers all over Manitoba pay the premiums. WCB also wants to make sure to pay out premiums correctly. The commitment to Manitoba employers is that they will protect the employers’ money. WCB’s slogan to employers could be, “If you pay premiums to WCB we will protect your money”.

WCB plays the dual role of helping injured workers and protecting employers’ money. That means WCB developed a whole bunch of rules to make sure that benefits to workers are paid out correctly. These rules are not always easy to follow and there is no doubt that results in

some injured workers not getting the benefits they should. This would happen less often if injured workers realized that rules exist at WCB to ensure benefits are paid correctly and if these rules are ignored, the consequence may be that the claim is denied even though there was a workplace injury.

One of the rules that must be satisfied is that the injury happened at work. The most effective way of proving that is to report the injury to a supervisor right away (on the same day that the injury occurs), report it to WCB (or fill out a Green Card at work) and go see a doctor right away. Almost all of the time, this will be enough proof to establish that the injury did occur at work.

A way to create problems for a claim, and probably have it denied, is to report the injury several days later. When this happens, WCB will want proof that the injury happened at work and not some other place. Strained backs, hernias and pulled muscles can happen anywhere, any time. WCB does not have to prove that an injury occurred somewhere else. Injured workers have to prove that the injury happened at work and if they cannot do this then WCB will deny the claim.

Recently I have had several members request my help with their WCB claim because they did not report their injury for several days and WCB denied the claim. When this happens, it is necessary to have co-workers, or a supervisor, be a witness by signing a statement saying that they saw the accident or they talked to the injured worker just after the accident and they know it happened. This always takes time and makes the decision making process much longer. It also isn’t always successful because



sometimes there are no witnesses or a witness is reluctant to step forward. When this happens there is not much that anybody can do to get the claim accepted even though the accident may well have happened at work.

This column has preached this message in the past but some members still make this mistake. Reporting your injury on the day it happens is VERY IMPORTANT!!!!

### **Please follow these simple steps.**

- 1) If you are hurt at work but you do not think it is too serious, fill out a Green Card, sign it, have your supervisor sign it, keep one copy and give one copy to your supervisor. The Green Card does not go to WCB unless the injury becomes more serious and you have to see a doctor.
- 2) If you are hurt badly enough to see a doctor, report it to your supervisor (or at least a co-worker if no supervisor is around) and report it to WCB (954-4100) on the same day that the injury occurs. Do not wait to tell your supervisor or a co-worker. Do it on the same day!

Remember you will have to prove that you were hurt at work. WCB is not a social agency. It is an insurance system.

**“WCB is not a social agency. It is an insurance system.”**

# SECURITY

## NO CHASING

Detect, deter and report.

One of our security members incurred what could have been a serious head injury last month when he slipped and hit his head while giving pursuit to a purse-snatcher. While the inclination to go after someone who is observed committing a crime is understandable there are numerous reasons why this is something security officers should never do.

“Detect, deter and report” can sum up the basic role of security personnel. To go beyond this description is to invite unnecessary risk and possible injury as well as creating the potential for criminal and civil action. The



best and only thing to do when observing someone fleeing the scene of a crime is to note all you can of the crime scene and the alleged perpetrator of the crime. You should also call for assistance if need be, see to the immediate needs of any victims and proceed to record all that you can (time, date, details of the crime). Detailed, accurate notes of what you saw, did and heard can greatly aid in the investigation of a crime.

Security is all about prevention. If, for any reason, you find yourself in a situation where the time for prevention is past and the crime has occurred it is not the role of the security guard to catch the criminal. There are far too many stories of would be heroes whose lives have been destroyed by the consequences of stepping outside the boundaries of their role as security personnel.

The job is dangerous enough without pursuing danger. Remember . . . work safe!

## DID YOU GET YOUR SIGNING BONUS?

The thirty days were up for Impact Security.

The current collective agreement with Impact Security Group ratified by the membership on December 17, 2008, along with other improvements, calls for a signing bonus of \$50 for full-time employees and \$25 for part-time employees.

Members were to receive this amount “within thirty days of ratification” but union representative, Harry Mesman, discovered that not all employees received their bonus.

As a result, a grievance was filed on February 27 and on April 6, the employer committed to paying all those employees who qualified for payment and did not receive it in December or January. The employer stated that this would occur by the end of May.

So, if you are an Impact Security member check your pay stubs this month to make sure you receive your signing bonus. If by the end of May you have not yet received it, call Harry at 786-5055.

## WANTED HEALTH & SAFETY COMMITTEE MEMBERS

Impact and Avion members  
need to act now.

In Manitoba it is law that all workplaces of twenty or more employees have a joint health and safety committee (JHSC) and these committees are conferred numerous rights under *The Workplace Safety and Health Act* (find it at [www.safemanitoba.com](http://www.safemanitoba.com)). At Impact Security and Avion there are presently no union appointed members. Therefore, we are seeking interested members at these workplaces to serve on the JHSC. The employer is obliged to pay for the training that committee members will need to be effective.

Security work is filled with risks and hazards. The JHSC is a proven way to identify these dangers and, if they can't be eliminated, to control them. The law on workplace health and safety is based on the right to participate, the right to know and the right to refuse. The last two rights usually result from workers like you making the decision to exercise the first one – the right to participate. So, if you are interested in learning the ways and means to ensure that you and your co-workers come home from the job in the same condition that you arrived contact your union representative, Harry Mesman, and let him know. It's your health and your safety that is at stake.

NOTE: The number of worker members of these committees at Impact and Avion is limited to two so not everyone who expresses an interest will necessarily be appointed.

## MORE EMPLOYEES TO RECEIVE MORE HOURS

Approximately 250 part-timers no longer restricted to 30-hour cap.

Because of the new collective agreement, which the membership ratified in March, some part-time employees are no longer restricted to the 30-hour cap per week. Effective last month, approximately 250 part-timers, excluding courtesies clerks and

Starbucks coffee bar servers, are now eligible to receive up to 37 hours a week.

On a community basis calculation (e.g. Winnipeg/Selkirk, Brandon, Thompson, Dauphin, Neepawa and Steinbach), the top

one-third most senior part-time employees can now be scheduled or called in more than 30 hours a week. As the list of the top one-third of tier 2 could change due to retirements, terminations, etc, the company must calculate it quarterly and send a copy to the union.

## ARE YOU ENTITLED TO A PREMIUM?

Remember to mark it on your time sheet.

Premium pay is probably one of the most dealt with issues by the union reps who service Safeway. In order to try and help you better understand premium pay below are the different types of premiums that you should be compensated for.

### Night Shopping Premium\*

You must work 22 hours or more in the week to be eligible for this premium. You will receive 65 cents per hour for every ¼ hour worked after 6:30 p.m.

For example if you work 3 to 11:30 p.m., you should receive five hours of night shopping premium.

### Night Shift Premium\*

You do not need any minimum hours in the week to claim this premium. If the majority of your shift falls after 10 p.m. or your shift starts prior to 5 a.m., you are entitled to \$1 per hour more for all hours worked on that shift.

For example if you are scheduled 11 p.m. to 7:30 a.m., you will receive an extra \$1 per hour for 8 hours.

### Sunday Premium

You are paid an extra \$1 per hour for all hours worked on Sunday.

**You must write all premiums in the "premium" column on your time sheet in order to make sure that you receive your correct pay.**

\*You cannot combine night shopping and night shift premiums.

If you are not in the top one-third, there is still hope of receiving more your hours. Two possible ways you can exceed your 30-hour cap is by either making yourself available for call-ins on Sunday or if you are scheduled to work on Sundays.

Remember that some tier 2 have the ability to work more than 30 hours, however the company is not obligated to schedule more than 30 hours.

## WAGES JUMP AT THE GAS BARS

Check your pay stub to make sure you received increase.

Effective April 12 all gas bar employees received a 15-cent an hour wage increase. Some employees will see an additional increase of 25 cents an hour due to the provincial minimum wage increase on May 1. The Safeway gas bar agreement has a provision that states there must be a differential between the minimum wage and the contract wage for some employees.

Another wage jump for some gas bar employees will take place on October 1, as minimum wage is set to increase by another 25 cents.

The union sent the gas bar members a revised wage

scale. If you have not received one, contact your union representative.

### Winnipeg Office

786-5055/1-888-832-932

### Brandon Office

727-7131/1-800-552-1193

### Thompson Office

778-7108/1-800-290-2608



It is everybody's responsibility working at the plants.

**F**ood processing plants in Canada have a high standard of food safety and regulations to protect everyone from the consumer to the employees producing the food products. Last month, a local distributor voluntarily recalled some ground beef from a national retailer's stores because of possible contamination with E. coli. An employee at a food processing plant in Ontario was charged

with one count of common nuisance under the criminal code after sewing needles were found in some packaged products at a local store in Guelph, Ontario.

everyone working at a food processing plant. Food tampering or a listeria outbreak affects us all. In some cases, it could be the difference between life or death, job or no job.

Local 832 stresses that food safety is everybody's responsibility. Whether it is intentional as in the Ontario case or a hidden problem deep in the equipment, food safety is the job of

If you spot a potential problem, speak to a shop steward or a health and safety committee member at your workplace or your union representative.

## LEADING BY EXAMPLE

Maple Leaf Brandon leadhands receive training.

**S**ince 2005, Local 832, the UFCW Training Centre and Maple Leaf Foods have teamed up to provide a skill development training program for leadhands. A number of members graduated from this course, which addressed key issues such as leadership, occupational health and safety, productivity, quality, training, and culture within Maple Leaf. The outcome of this program has been first-rate that the parties once again presented this program.

Training Centre building in the fall of 2008, Zara Pople, UFCW Westman training co-ordinator, has been busy assisting in ensuring that the classes run smoothly. She works closely with the union representatives in Brandon to make sure the union addresses needs of all members in the Westman region.



Last month, twenty members participated in a four-day skill development training program, which took place at the union's new Westman training centre in Brandon. Besides the key issues, also discussed were - why unions are important, the union's role in contract negotiations, and how leadhands can help reduce grievances and complaints.

At the end of the four days, leadhands and trainers left the program feeling that they were more prepared to handle situations at the plant. "These programs help everyone involved," stated Local 832 President Robert Ziegler. "Ensuring that our leadhands receive the best training possible not only makes them better union members but they will also work safer and lead by example."

Since the purchase of the UFCW Local 832

## MEETING YOUR DRIVING NEEDS

MPI assisting members at Springhill Farms.

**I**f you are a new residents or Canadian in Manitoba, you have three months to change over your driver's licence before your home country one expires. In Neepawa, the driver's licence test is only offered on Fridays during the day. This means that many of our members at Springhill Farms would have to take time off work in order to do this, which would result in them losing wages and their attendance bonus.

Local 832, Springhill Farms and Manitoba Public Insurance (MPI) met to discuss the situation and MPI is willing to accommodate the new residents by offering evening testing or possibly tests on Saturday in a large group. Springhill put together a list of how many members need the test immediately and approximately how many new immigrants will need the test in the future. MPI will also get together an informational package, which should be ready by the end of the month for the new arrivals.

"This is a fantastic service for our new Canadians and MPI needs to be recognized for their efforts," said union representative Brenda Brown.

# MEMBERS RATIFY NEW 3-YEAR AGREEMENT IN ST. MALO

EPIC/SMILE (Workshop) wages going up by 8%.



**U**FCW Local 832 members working at EPIC/SMILE of St. Malo Inc, formerly Red River Workshop ratified a new three-year deal by 100 per cent.

All classifications received an across-the-board wage increase of two per cent on April 1. In years 2010 and 2011 of the agreement, employees will receive a further wage raise of three per cent. Employees at the workshop will see their wages go up by a total of eight per cent over the life of the contract.

The union negotiating committee was able to bargain employer paid contributions of

20 cents an hour for all hours worked into the Canadian Commercial Workers Industry Pension Plan (CCWIPP) stabilization fund. This is in addition to the 60 cents per hour that the employer contributes into the CCWIPP for each member in the bargaining unit.

There are approximately 10 workers who are employed at EPIC/SMILE of St. Malo in the workshop who are UFCW Local 832 members. EPIC/SMILE is an organization committed to delivering supports and services that provide individuals with intellectual disabilities opportunities for personal growth and development within the community.

## DEAL REACHED AT LA RESIDENCE

Ratification meet held late last month.

**L**ast month the bargaining committees reached a tentative collective agreement for UFCW Local 832 members working at La Residence de St. Malo. As we go to press the ratification meeting scheduled for April 27 has not yet taken place. Therefore, no details of the new agreement were available but the union negotiating committee unanimously recommends the new deal to the membership.

For the outcome of the ratification meeting go to the union website at [www.ufcw832.com](http://www.ufcw832.com).



*Union bargaining committee members Bernadette Philippot (l) and Marilyn Shepit (r).*

## DO YOU HAVE A FLOATER?

Don't forget to use it or you might lose it.

**I**n addition to the traditional general holidays (New Year's, Labour day, etc) some UFCW Local union agreements contain a "floater" holiday. A floater is an additional day off with pay scheduled at a mutually agreeable time between the employer and employee.

Most workplaces ask members to try to book their floater at the same time as when they book their vacation request and before the company finalizes the vacation planner for the year (which is usually around this time in the year). This is not a bad idea. That way you will be sure to use it and you will not be disappointed at the end of year if you lose it because you forgot to use it.

EPIC/SMILE of St. Malo Inc and Reh-Fit Centre employees enjoy two floater holidays in a year. If you do not have a "floater" holiday in your collective agreement, you may want to add it to your list of proposals for your next round of negotiations.

Remember—it is your collective agreement. Only with your input can Local 832 negotiate the best possible contract that will benefit you and your co-workers at your workplace. Get involved in your negotiations and let your voice be heard.

# More Members = More Bargaining Power

All members, from the day they join the union, are entitled to utilize a wide range of money saving discounts and special services. Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers. Just show your membership card to receive these special discounts! It's important to make sure both you and the benefit provider understand the terms of the transaction. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/ service you will be receiving.

## RRSP for Local 832 Members

The UFCW Local 832 RRSP offers members the choice of four investment options with better than average returns. To enroll in the RRSP program contact June Baldoke at 204-926-8335.

## General Paint

Members receive 40% off all General Paint Manufactured product, 20% off on special order wallcoverings and 20-30% off non-General Paint manufactured products and supplies.

**Brandon:** 1124 18th Street 727-0295

### Winnipeg:

- 1045 St. James Street 982-6300
- 1094 Nairn Avenue 982-6330
- 1-140 Meadowood Drive 982-6320

## Pembina Dodge

Purchase a new Chrysler or Dodge vehicle for only \$300 above dealer net cost. Also receive up to 15% off on parts and shop time (this does not include the dealer's regular service and maintenance offers). Call Kevin McEvoy at 284-6650 or drop by the dealership at 300 Pembina Highway to find out more information.

## Polo Park Hearing Centre

Receive a 10% discount (to a maximum of \$150) on the purchase of any hearing aid. Phone 788-1083. Located in Polo Park Mall.

## Bridgeview Bed & Breakfast

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a comfortable, country-style setting at \$10 off the regular price. Call Louise at 204-482-7892 or [www.bridgeviewre-treat.com](http://www.bridgeviewre-treat.com).

## Phoenix Real Estate

Call Jennifer Okaluk at 771-0981 and receive:

- \$150 cash back on the completed sale of a home or condo
  - Up to 20% off legal fees
- Access to the best mortgage rates.

## Cakes Unlimited

As a Local 832 member, receive a 10% discount on all cakes and products sold at Cakes Unlimited—55 Plymouth Street. Open Monday - Friday from 10 a.m. to 5 p.m. and Saturday from 10 a.m. to 4 p.m.

## Catch-A-Tan

Receive a 20% off any hydro massage therapy. Packages are transferable to family members. 6-1502 Rosser Avenue, Brandon, Call 727-8266.

## Terry Ortynsky KIA

UFCW Local 832 Members receive:

- Preferred pricing on new and used vehicles.
- First 4 oil and filter changes FREE
- Complementary Gas Card with every purchase
- 15% off all parts, extended warranties, body work and accessories.

Contact Antonio at 663-3542 for more information.

## Dufresne Home Centre Savings

Receive 5% better than the current price (regular or sale) on furniture, mattresses and accessories. Receive 3% better than the current price (regular or sale) on appliances and electronics. UFCW member card discounts cannot be used with any other offers or promotions.

- **Winnipeg** 880 Nairn Avenue, phone: 667-1578  
or 1750 Ellice Avenue, phone: 989-9900
- **Selkirk** 374 Eveline Street, phone: 785-8191
- **Portage** 2401 Saskatchewan Ave. W., phone: 857-7803
- **Brandon** 1885-18th Street N., phone: 728-8530
- **Swan River** 1321 Main Street, phone: 734-4772

## SDS Alarm Systems

Purchase a home alarm system and receive these discounts call Ron Tayler at 589-7507 or e-mail [rtayler@sdssecurity.com](mailto:rtayler@sdssecurity.com).

- 10% off installation of a home security system
- 25% off a 3-year monitoring contract

## Active Muffler & Brake Centre

At Active Muffler & Brake Centre receive 25% off stocked parts and a shop rate of \$44.50 an hour, a savings of 20% off the regular shop rate. 601 Rosser Avenue - Brandon. Phone 727-1213 or 727-1305. Present your union card prior to being invoiced.

## CDT Production Group Inc.

At CDT Production Group receive 15% off: TV & film production, commercials, studio production, MC services, multi-media, event management, virtual business cards, and audio production. Plus receive 20% off all music packages and 5% off lighting packages. 338-3459 or e-mail [cdtgroup@shaw.ca](mailto:cdtgroup@shaw.ca) Your entertainment source!

## First Affinity Financial Corporation

First Affinity is a mortgage consulting service that ensures members obtain the best rates and complete guidance in all aspects of obtaining or renewing a mortgage—at no cost. For more information phone toll-free 1-866-599-9799 or visit [www.unionsavings.ca](http://www.unionsavings.ca).

### Visions Electronics

At Visions purchase TVs, VCRs, camcorders, as well as home, car and portable audio equipment from 5 to 10% over cost. To obtain the special UFCW price, ask for the store manager at the following locations:

#### Winnipeg

- 1680 Pembina Highway
- 1130 St. James Street
- 1510 Regent Avenue

#### Brandon

- 1120 Highland Avenue

### Eye Outfitters

Local 832 members receive 20% off complete pairs of prescription glasses and 10% off contact lenses. 1100 Richmond Avenue, Brandon, call 725-0943.

### UFCW MasterCard

Show your pride—carry the card! Build the MasterCard that is right for you—with rates starting as low as 12.9%. To apply or for information call 1-800-263-2263 or visit [www.unionsavings.ca](http://www.unionsavings.ca).

### PowerUp Computers

At PowerUp Computers save 10% off complete computer systems and 5% off hardware and software purchased separately. 1119 Corydon Avenue. Phone 453-0638 or e-mail [sales@powerup.ca](mailto:sales@powerup.ca).

### The Fairmont/The Velvet Glove

UFCW members receive special room rates at The Fairmont Winnipeg. For a moderate room single/double occupancy pay only:

- \$135 Sunday - Thursday
- \$130 Friday/Saturday

To obtain these special rates call 957-1350 or 1-888-974-7666 and identify yourself as a UFCW member. At **The Velvet Glove** receive 10% off on all food and beverage. Some conditions apply.

## MEMBERSHIP DISCOUNTS

### Aviva Traders Home Insurance

A group home insurance program exclusively for UFCW members. This program is tailored to meet your personal insurance needs by providing competitive group rates on home, condominium or tenant packages. Request a free, no-obligation quotation on-line at [www.avivacanada.com](http://www.avivacanada.com) - click on "free quote" under Aviva Traders and enter the password "grquote". If you prefer, call 1-866-921-5768.

### Celebrations Dinner Theatre

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn - 1824 Pembina Highway. Call 982-8282.

### Eye wear

#### Winnipeg

25% off regular priced prescription glasses, non-disposable contact lenses, contact lens cleaning solutions, accessories and sunglasses. As well as 5% off disposable contact lenses and all sale items at:

- **Zellers Grant Park (452-6844)**
- **Zellers Kildonan Place (661-9360)**

Receive 20% off regular priced prescription eyeglasses, sunglasses or contact lenses at:

- **The Bay downtown (783-2112)**

#### Brandon

20% off regular price on all prescription eye wear.  
**Scotia Optical (727-3661)** 708 - 10th Street.

#### Thompson

25% off regular price on all prescription eye wear.  
**City Vision Opticians (677-2020)**

### Law Protector Plan

Law Protector Plan is a legal assistance plan specially designed to help UFCW members get the legal service they need - easily and affordable with negotiated savings on legal services of up to 60%. Call 1-866-660-6628 or visit [www.unionsavings.ca/lpi.shtml](http://www.unionsavings.ca/lpi.shtml) for a list of all the services offered.

### Jet Car Wash

Get your vehicle cleaned, inside and out, for 25% off the regular price at Jet Car Wash. 532 St. James Street. Phone 783-0258.

## SPECIAL FOR UFCW LOCAL 832 MEMBERS

Broad Strokes Painting and Design is offering local 832 members a 25-40% discount off their regular rates depending on the size of the job. They paint interior and exterior and offer personalized colour palettes for clients. If you are interested, call 219-2850.



# KEEP MOVING IN 2009

**MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS.**

Passes are effective June 1, 2009, and are available in either a 6-month or a 1-year plan.

**You can choose between:**

6-month facility pass \$145  
12-month facility pass \$243

6-month combo pass \$234  
12-month combo pass \$469

**A Facility Pass** allows you to use weight rooms, track, pool and sauna.

**A Combo Pass** allows you to use the weight rooms, track, pool, sauna, and selected fitness classes at no additional charge.

Passes are valid at any City of Winnipeg Pool, Fort Rouge Leisure Centre, Freight House Gym or Peguis Trail Health and Fitness Centre.



**To Order Your Pass:**

download form at  
[www.ufcw832.com/recpass](http://www.ufcw832.com/recpass)  
or call 786-5055.

Send form and cheque made out to  
UFCW Local 832 by May 22.

Passes will be activated on **June 1, 2009.**

**Limit two passes per member.  
No refunds or exchanges.  
Please try before you buy.**

**All forms can be mailed or  
dropped off with payment to:  
UFCW Local 832  
1412 Portage Avenue  
R3G 0V5**



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