



75
Years

 **UFCW**
your **VOICE** at work in Manitoba
LOCAL 832

**Representing
Manitobans
for 75 Years**

PRESIDENTIAL COMMENT

THE NEXT 75 YEARS

Now that spring is here and winter has loosened its grip on Manitoba, the staff and executive of Local 832 are ready to celebrate our 75 years of representing working Manitobans. In our January magazine, we looked back at the storied history of our union that includes disappointing defeats as well as many great successes that have led to our becoming the largest private sector union in the province.

This month is our 'anniversary edition' and it is time to look forward to future and what the next 75 years will hold.

Looking ahead at the next six months, we will be having the largest activist's conference we have ever held when we invite all of our shop stewards and health and safety committee members to The Fairmont from April 12 to 15. The event will include a huge anniversary celebration on the evening of April 13 and the weekend will provide all of our activists with an opportunity to network and share ideas to help make their workplaces better and safer.

Our International Convention takes place in August and our elected delegation will be a part of setting the goals and priorities for our union for the next five years.

But our biggest challenge over the short-term will be to renew our collective agreement with Westfair this fall in an increasingly competitive retail grocery environment.

In the next two years, we will also be renewing our contract with Canada Safeway that expires in March 2014, with Maple Leaf Brandon that is up at the end of 2014 and with HyLife Foods in Neepawa that expires in



early 2015. In all, two-thirds of our membership—over nine thousand of our members—will have a new collective bargaining agreement in the next couple of years.

But what about the next ten years and beyond...what does the long-term future have in store for our union?

Besides working to protect the hard fought gains we have made over the last three-quarters of a century, we must continue to lead the fight to improve the rights and protections of our members and all workers in Manitoba.

WE WILL be a driving force in the shaping and implementing new health and safety legislation until workplace injuries and deaths are a bad memory from the past.

WE WILL lobby all levels of government to ensure that new Canadians are offered the same rights and privileges that all workers enjoy and open up new and enhanced educational opportunities for our diverse membership through English language

training, a mature student diploma program and our activist diplomas.

WE WILL stand up for our members in the security sector and fight for all guards, both union and non-union, to have a fair wage, proper training and safer worksites, and we will stand up for our retail grocery members to ensure that they too earn a living wage with a pension and benefits that enable them to live with dignity.

WE WILL stand up for all of our members in whatever industry they work and make it clear to any employer that tries to take advantage of any of us that they are in for a fight with all of us.

Finally, **WE WILL** work diligently towards a day in the future where our staff and executive board are as diverse as our membership and where the faces of our union in the workplace are the same as the faces of those in the union office.

Together **WE WILL** build a stronger and better union—one that is inclusive and welcoming to all workers regardless of any barriers. Together **WE WILL** build an even more member-driven union in tune with the needs of workers in an ever-changing world. Together **WE WILL** make the next 75 years even better than the last.

In solidarity,

A handwritten signature in black ink, appearing to read 'Jeff Traeger', written over a horizontal line.

Jeff Traeger,
President UFCW Local 832



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Winnipeg

1412 Portage Avenue
Winnipeg, MB R3G 0V5
204-786-5055 / 1-888-UFCW-832

Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
204-727-7131 / 1-800-552-1193

Thompson

90 Thompson Drive
Thompson, MB R8N 1Y9
204-778-7108 / 1-800-290-2608

Training Centres

880 Portage Avenue
Winnipeg, MB R3G 0P1
204-775-8329 / 1-877-775-8329

530 Richmond Avenue E.
Brandon, MB R7A 7J5

204-726-8337

244 Hamilton Street
Neepawa, MB

Union Representatives: Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, Roberta Hoogervorst, Mike Howden, Blair Hudson, Jerry Kies, Phil Kraychuk, Wendy Lundy, J.P. Petit, Martin Trudel

Health and Safety Resource Personnel: Guy Sylvestre

Legal Counsel: Debra Malmquist, Garry Bergeron **Organizing:** Sonia Taylor

Education and Training: Heather Grant-Jury **Workers Compensation:** Rob Hilliard

Negotiators: Susan Hart-Kulbaba, Michelle Masserey, Heather Dezan

Communications: Blake Crothers, Dalia Chapa

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President
Jeff Traeger
Secretary-Treasurer
Beatrice Bruske

E-mail: ufcw@ufcw832.com
Website: www.ufcw832.com



WESTFAIR stewards get ready

Busy two-day training course has group preparing for bargaining.

A snowstorm couldn't stop UFCW Local 832 stewards from arriving in Winnipeg from around the province to attend an important bargaining course on March 5 and 6 at the union's training centre.

Local 832 began preparing for the upcoming Westfair negotiations, which begin next month, several months back. Scheduling this workshop and getting all of the shop stewards together was just one more step in getting ready.

"It is crucial to get the shop stewards involved early and to get them to start thinking about negotiations," said President Jeff Traeger. "They need to be well informed and prepared."

During the two-day course, the shop stewards brushed up on bargaining strategies and discussed the importance of communication. The union also introduced the 2013 union negotiating committee. The committee members are:



Derek Kidd, 9002
Kathy Brnjas, 9003
Kathie Kraychuk, 9082
Mary Toews, 9082
Romanda Martens, 1503

Vikki Allard, 1505
Dianne Gibson-Pierce, 1506
Ken Nickel, 1506
Maurice Fleury, 1508
Kim Money, 1509
Linda Miller, 1511

Audrey Foley, 1512
Kathy Coulombe, 1514
Morag Stewart, 1515
Greg Helgason, 1516

Negotiations are slated to begin in May and continue through to September. The union is hoping to garner a new deal before the September 27 expiry of the existing collective bargaining agreement.

New website and page dedicated to Westfair bargaining

UFCW Local 832 has been celebrating its 75th anniversary this year. As part of its celebration it has developed a new face for its website. There is also a special bargaining section for the upcoming bargaining with Westfair.

The bargaining page will host updates and video messages from UFCW Local 832 President and lead negotiator Jeff Traeger along with reports from the negotiating committee.

Members can check out the new website at www.ufcw832.com and the special bargaining section at www.westfair2013.com.

For those who use Twitter, we'll be using the hashtag, #westfair2013 for updates so make sure you follow us as well at @ufcw832.



Union holds proposal meetings province-wide

Westfair members discuss issues they want addressed in new agreement.



With bargaining set to start in early May, the union set up proposal meetings across the province to hear from members about what they would like to see in a new Westfair collective agreement.

UFCW Local 832 President Jeff Traeger took a new approach to how proposal meetings were held. He wanted to make it easier for the members to attend and encourage them to get more involved.

Besides setting up proposal meetings throughout the province, such as in Steinbach, Brandon, Winkler, The Pas, Swan River and Dauphin, this year President Traeger decided that instead of just having one main meeting for Winnipeg/Selkirk, there would be eight meetings scheduled on different days and in different parts of the city.

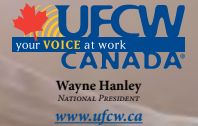
"These negotiations are going to be meaningful," stated President Traeger. "What the members have to say and their ideas of what they would like changed in their collective agreement are very important to us. That is why we decided to try something different and it seemed to work well."

The proposal meetings proved very effective as the union received many good ideas. Throughout negotiations, Westfair members are urged to visit the union's website at www.westfair2013.com for updates and other valuable information.



Got plans after work?

**Working for a living
shouldn't cost
you your life.**



APRIL 28 is the National Day of Mourning for Workers Killed or Injured on the Job. **Remember the Dead. Fight for the Living!**

**April 28 is the National Day of Mourning for
workers killed or injured on the job.**

The Manitoba Federation of Labour is holding a candlelight
memorial service on

**Sunday, April 28 at 1:30 p.m.
Main Floor Gallery
Manitoba Hydro Place
360 Portage Avenue**

Everyone is welcome
For more information call Jean-Guy Bourgeois at 204-953-2563

Remember the Dead Fight for the Living.

Income tax deadline getting close

Call to make your appointment.

You have until the end of the month to get your income tax filed. The UFCW Local 832 income tax service has been preparing income tax returns for its members since 1986.

“This is one of the most popular benefits used by the members,” said tax expert George Combiadakis. “I’m glad that we are able to offer this service, and I look forward to continuing to help the members for many more years to come.”

There are seven offices throughout Manitoba to serve you.



Tax expert George Combiadakis assisting retired Cara Operations member Americo Di Vincenzo.

WINNIPEG
Training Centre Building
(ground level)

878 Portage Avenue
204-786-5037

BRANDON

UFCW Office

520 Richmond Avenue E.

204-727-7131

1-800-552-1193

**FLIN FLON/
THE PAS**

Carol's Tax Service

204-687-3337

RUSSELL

Merril's Tax

204-773-2290

STEINBACH

H&R Block

204-326-3783

THOMPSON

Liberty Tax Service

204-778-8416

or

Sya's Tax Service

204-677-9730

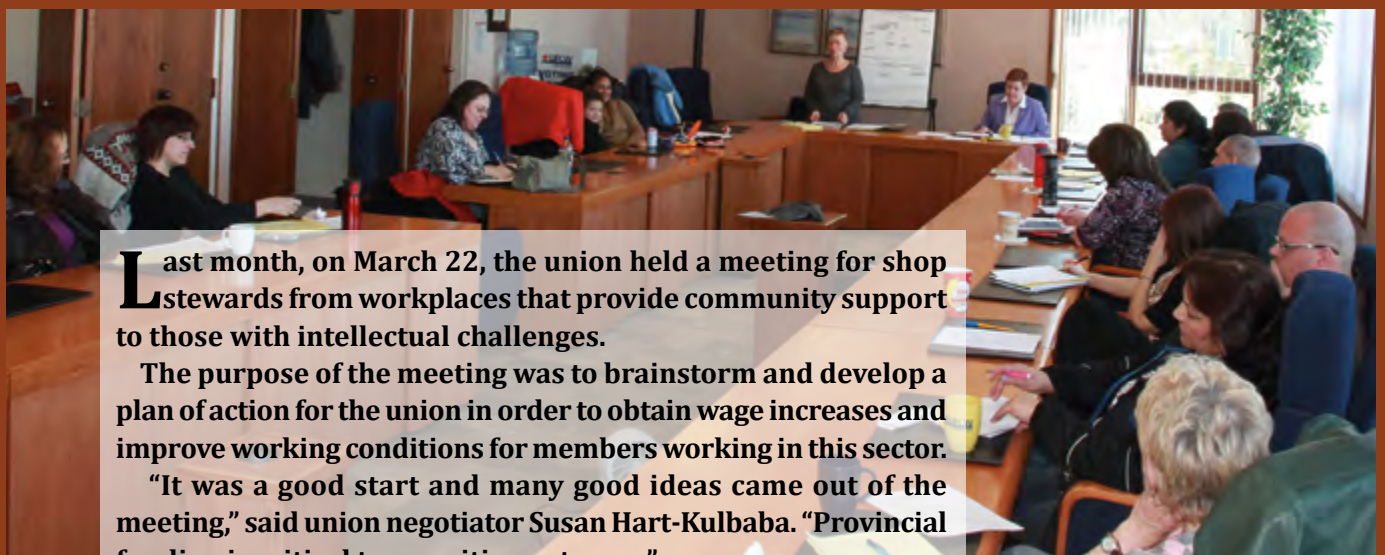
George also travelled to Neepawa, St. Malo, Portage La Prairie and Gimli last month to prepare income tax returns for Local 832 members who live in those areas.

At the very **low price of \$20 for members** and **\$35* (plus tax) for non-members**, get your income tax return completed by an experienced tax specialist and filed electronically.

This cost is for a basic return of seven information slips or less. More slips will increase the fee slightly.

** Some of out-of-town rates for non-members could be slightly more.*

Brainstorming! Community Living stewards meet.



Last month, on March 22, the union held a meeting for shop stewards from workplaces that provide community support to those with intellectual challenges.

The purpose of the meeting was to brainstorm and develop a plan of action for the union in order to obtain wage increases and improve working conditions for members working in this sector.

“It was a good start and many good ideas came out of the meeting,” said union negotiator Susan Hart-Kulbaba. “Provincial funding is critical to a positive outcome.”

Union honours Sun Gro member

Gerold Schulte retires after 52 years of service.

Sun Gro Horticulture is the leading producer of peat moss in North America. It provides peat-based and bark-based growing mixes for professional use.

Gerold Schulte started with Sun Gro in 1960 when it was still named by its original name, Western Peat Company Ltd. He was only 18 years old at the time and did not speak a word of English, as he just arrived in Canada from Germany. Since then, Gerold has experienced many changes, both personally and at work.

He taught himself English, settled in southeastern Manitoba, married and raised a family.

During his 52 years with Sun Gro, the company has changed ownership or its name about four times. It has gone from Western Peat Company Ltd. to Fisons Western Peat Moss to Fisons Horticulture until 1993 when Macluan Capital Inc. acquired Fisons and renamed it Sun Gro Horticulture. When Gerold started with the company in the bog, all work was done by hand



using a shovel. As technology changed, the company purchased tractors, excavators, harvesters, loaders, forklifts trailers and bailers, all of which are used today.

“Jobs are less physically demanding today, but you need more skill to operate some of the machinery,” said Gerold.

Gerold is a strong union supporter and his compassion, work ethic and long service made him a valuable asset for the company, the union and his co-workers. In the last couple of years, prior to Gerold retiring, he took voluntary layoffs during non-peak periods of harvesting. As he put it, other workers “need it (the job) more than I do because they have young families.”

The union honoured Gerold at a luncheon last month, which was attended by President Jeff Traeger and Secretary-Treasurer Beatrice Bruske, and acknowledged his 52 years of service, and thanked him for his support and dedication.



Gerold Schulte and his wife with Local 832 President Jeff Traeger and Secretary-Treasurer Beatrice Bruske.

***As you retire from
your work,
we wish you a life
filled with
happiness and fun.***

Happy Retirement!

UFCW LOCAL 832 RETIREES' CLUB

Winners on board!

South Beach a great success. Dates set for Thief River Falls.



Picture taken by Armand Tesoro

The UFCW Local 832 Retirees' Club hosted a trip to South Beach Casino on February 14. The trip was a great success as we had a bus full of people wanting to enjoy a fun outing and to try their luck on the slots.

The winning started on the bus with cash prize draws and continued for some, as there were several club members who won big at the casino. In total, the club gave out 10 cash prizes.

However, all the guests felt like winners as everyone enjoyed good food and great camaraderie.

Don't forget, you have another chance to join the fun, as this year's trip to the Seven Clans Casinos in Thief River Falls, Minnesota, is planned for September 18 to 20.

Watch for further details in upcoming issues of UNION.

Registration for this trip has already begun. You can call Joan at 1-204-422-6670 or e-mail sadudaj@mts.net, with your phone number and she will contact you. Don't miss out on the fun! Call today as this trip is very popular and seats fill up fast.

Birthday Wishes

Happy belated birthday wishes to Bob Whittle, who turned 80 in March, and Lila Hornby celebrated her 75th.

Annual Scholarships

This is the third year that the club has awarded scholarships to family members of associates of the UFCW Local 832 Retirees' Club. At the February 13 executive meeting, the club presented the \$500 awards for the Cyrus Lister and Denis Allard scholarships to Jody Klaus (pictured below receiving her award), who is attending the University of Winnipeg, and Chris Allard, enrolled at the University of Manitoba.

Free mature driver refresher course

Because of our varying road conditions, it is important to refresh our driving skills as we age. The mature driver workshop is designed for experienced drivers who want to brush up on their skills and enhance their driving performance.

- Increase your confidence and driving ability
- Learn about updated traffic laws and road safety rules
- Brush up on defensive driving techniques
- Learn how to compensate for changes in hearing, vision, flexibility and reaction time

This workshop is free for drivers 55 and older and is sponsored by Manitoba Public Insurance. To register, call 204-949-1085 or toll-free 1-800-661-3321.



Congratulations to both and good luck in your future studies.

Northern News

President Traeger travels to northern Manitoba to continue his commitment.

When Jeff Traeger became president of UFCW Local 832, he made a commitment that he would visit all the workplaces of UFCW members in Manitoba.

So far, he has visited 88 UFCW units. His office is located in Winnipeg, but his dedication is province-wide. The local represents members throughout Manitoba, not just in Winnipeg, which means he has travelled to places like Brandon, Steinbach, Selkirk, throughout the Westman area and northern Manitoba.

His first visit to northern Manitoba was a three-day trip that included stops

in Dauphin, Swan River and Ste. Rose. During this trip he visited members at seven different work locations. President Traeger was also able to attend general membership meetings in Dauphin and Swan River.

Both Dauphin and Swan River are communities that have members who work at Extra Foods stores. At these general membership meetings, President Traeger spent a fair bit of time talking about and answering questions on the upcoming negotiations with Westfair Foods.

President Traeger plans to return to northern Manitoba this month to continue his commitment. Northern

union representative Blair Hudson and President Traeger will be in Lynn Lake and Leaf Rapids on April 24, Gillam on April 25, Thompson on April 26, and Flin Flon and The Pas on May 2. They are hoping to meet with as many members as possible during their tour.

“Travelling and meeting with our rural and northern members, really gives me an appreciation of how wide-spread our local union is,” stated President Traeger. “It also gives me a better understanding of the geographic barriers our members have to contend with to obtain services we would see as routine in southern Manitoba. Some northern members live in excess

of 750km from Winnipeg. Those in Lynn Lake and Leaf Rapids are over 1,000km from Winnipeg and yet we have regular attendance from these two communities at our shop steward and health and safety conferences.”



President Traeger meeting with some Dauphin members.

HEY YOU!
Follow Us on
Facebook and Twitter

www.facebook.com/ufcw832

[@ufcw832](https://twitter.com/ufcw832)

You could win draw prizes!

Continuing your education?

Scholarships available to UFCW Local 832 members.

UFCW Local 832 scholarships

Over 60 scholarships, worth a total of more than \$30,000 are awarded each year to members of UFCW Local 832. These scholarships are funded through the UFCW Education and Training Trust Fund. The fund is comprised of employer contributions negotiated in collective bargaining.

In addition to 60 General Scholarships of \$500 each, there are three \$1,500 awards:

1. A member working at Maple Leaf
2. A member working at Safeway
3. A member working at Westfair

To be eligible for any of these scholarships, an applicant must:

- Be a member in good standing for one year (from August 1st annually)
- Work for an employer contributing to the Education and Training Trust Fund (check your agreement to see if your employer is a contributor)
- Be attending or planning to attend a recognized post-secondary institution on a part-time or full-time basis
- Not have previously won a Local 832 scholarship



From March to June applications are available at all Local 832 union offices, at the Training Centre at 880 Portage Avenue, or on the union's website at www.ufcw832.com, under Training Centre.

Al Cerilli MFL Scholarship

The MFL Young Members Committee presents a \$500 scholarship annually to a member of an MFL-affiliated union who is enrolled in a continuing education or post-secondary program. **UFCW Local 832 is**

an affiliate of the MFL.

The scholarship is named in honour of Al Cerilli, a long-time activist in the labour movement. Al devoted his life to improving the lives of working people in Manitoba.

To obtain an application form or more information about eligibility criteria, visit the MFL's website at www.mfl.ca or call 204-953-2563.

Application deadline for the above-mentioned awards is June 28.

Check out more scholarships

For a complete list of all scholarships and bursaries available to UFCW Local 832 members go to the union's website at www.ufcw832.com, Training Centre.

You can obtain more information about any scholarship by contacting Catherine at the UFCW Training Centre in Winnipeg at 204-775-8329 or toll-free 1-877-775-8329 or at info@ufcwtraining.mb.ca.

Supervisor/Lead Hand/Department Head/ Assistant Manager/Person in Charge

HEALTH & SAFETY

There are many names for a person in charge, and for the purposes of this article we will use supervisor. The supervisor is someone who can make the workplace safer and easier, but in some cases can create great stress and upheaval in the workplace.

A few of us have encountered difficulties with bad or new supervisors who have not had any training or their abilities are below standards. They sometimes make up rules, create their own directives and have unreasonable expectations either to impress the boss or because they just don't know any better. The high achievers will have an open mind and a willingness to learn, understand and adapt in a meaningful way. They will take the time to inform themselves and will treat their workers with respect and dignity. But, that is not to say that there will always be harmony in the workplace.

Under Manitoba law, you have a right as a worker to ask if your supervisors are trained and capable of keeping you and your fellow workers safe in the workplace. Your employer is legally required to make sure that all of its workers are supervised by a person who:

- (i) is competent, because of knowledge, training or experience, to ensure that work is performed in a safe manner, and
- (ii) is familiar with this Act and the regulations that apply to the work performed in the workplace.

This makes supervisors responsible for knowing and understanding the workings, idiosyncrasies and special needs of your workplace. They need to be trained and well versed on *The Workplace Safety and Health Act (W210)* and should keep a copy of the W210 nearby.

Most, if not all, of the union contracts have articles that deal with workplace safety and health. If your agreement does not, make sure you include it as one of your proposals when your agreement comes up for renewal.

Local 832 refuses to allow any of its members to be mistreated for doing their duties as health and safety committee members.

Even with these laws and articles in place, we have lost a number of good health and safety committee members and co-chairs over the years because of unfair pressure and mistreatment-treatment by poorly trained supervisors.

The problem still persists today in places we didn't expect.

Recently at one store it was suggested that if the co-chair didn't play ball, the supervisor would change her hours and increase her work expectations. We know that top management will not agree with the supervisor on this one. But sometimes supervisors take charge without thought to everyone's chagrin. Make no mistake, the union has taken this matter to the company, and management will consider its supervisor's lack of judgment and make the right decision. Local 832 refuses



Guy Sylvestre
Health and Safety
Resource Rep

to allow any of you to be mistreated for doing your duties as health and safety committee members.

The union encourages the committee members at each workplaces to discuss the issue of supervisor training at an upcoming health and safety meeting. Discuss your company's needs and expectations of its supervisors and make a note in the minutes to chart your progress as the health and safety committee.

If you have issues with untrained or inappropriate supervisors, let management and your committee know immediately. If you feel the issue was not dealt with appropriately, call Guy Sylvestre, health and safety resource rep, at 204-786-5055 or e-mail him at guy.sylvestre@ufcw832.com. You can also speak to your union rep.

Remember!

Send your meeting minutes to
Guy Sylvestre at
guy.sylvestre@ufcw832.com.

Keep up the great work!

Granny's pays \$1,250

Grievance results in a **WIN** for members affected.

On January 23, 2012, employees at Granny's Poultry working in the "cut-up" department arrived at work only to be told that they could not punch in, as there was a mechanical breakdown on the line. Various supervisors also told them that they needed to go to the cafeteria and wait there until the mechanical issue on the line was fixed. This took approximately one hour and then the employees were allowed to punch in and start work. A similar situation had also occurred on March 21, 2011, that the union had grieved.

The union contacted the company on this matter and inquired why the employees were not paid for the time they were required by their supervisors to sit and wait for the line to be fixed. The company responded that the collective agreement allowed them to change a shift without notice if there was a mechanical issue, which in the above-noted cases there was. The union agreed that in the case of a mechanical breakdown the company could change the shift; however,

when that occurred, the company could not then tell an employee to stay on site and wait for the breakdown to be fixed.

It was the union's position that by ordering the employees to stay in the cafeteria, the company still had care and control of the employees, as they were not free to do anything they wanted. Therefore, the union believed the employees should be paid for the time waiting as this, in effect, was working time.

The company disagreed, so the matter was forwarded to arbitration and a hearing date was set for late 2012.

Immediately prior to the arbitration the parties arrived at a settlement. Granny's agreed to pay the amount of \$1,250, which the union distributed to the employees affected by the grievances. This was done in early 2013. The company also agreed that in the event of a future mechani-

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

cal breakdown employees would be advised, via a posting on the walls of the plant, not to punch in and would also be provided with a new start time for the shift, which would allow the employees to use this time in whatever way they want.

This settlement language with regards to the notice to be given to employees in the event of a line shutdown as a result of a breakdown has now been entrenched in the new collective agreement, which was just recently ratified by the members.

Canadian Linen member compensated over 200 hours

In the summer of 2012, an employee of Canadian Linen & Uniform Service had a medical issue that resulted in the employee being off work, and who subsequently needed accommodation to return to work. The employee's physician had put the employee on a work hardening program requiring the employee to gradually work more hours each week until the employee was able to work a full shift.

The company accommodated the employee for the first week; however, it then informed the employee that as the employee's disability was not work-related (it did not happen at work), the company did not need to accommodate the employee.

Canadian Linen took the position that the employee could only return to work if the employee was able to work a complete shift.

The union immediately grieved, knowing full well that even if an employee was disabled as a result of a non-work related accident or illness the law was clear—the company still had to attempt to accommodate an employee up to the point of undue hardship.

The matter was set down for arbitration in January of 2013. Shortly before the scheduled arbitration was to take place, the company agreed to amend its position. This resulted in the employee being paid out over 200 hours as a resolve to the grievance.

Wages going up by 6.5% for Granny's Poultry members New three-year deal ratified.

Dunn-Rite contract expires June 30 Proposal meetings to be set.

As a first step in preparing for negotiations, the union meets with the members to get their thoughts and ideas of what improvements or concerns they have with their workplace and their collective agreement.

The union has assigned negotiator Michelle Masserey to head future negotiations with the company. Michelle is in the midst of setting up proposal meetings for members working at Dunn-Rite Foods, which will likely take place at the end of May. Once a meeting date is set, the union will send out a notice to members.

In the meantime, it is a good idea for the members at Dunn-Rite to review their contract and start noting their suggestions of what they would like to see in their new collective bargaining agreement.

UFCW Local 832 represents over 230 employees at the plant in Winnipeg. The current contract is set to expire on June 30.

Dunn-Rite Food Products Ltd. is a processor and distributor of poultry and poultry products.

On March 4, UFCW Local 832 members working at Granny's Poultry in Blumenort voted in favour of a new three-year collective agreement.

The new agreement contains many improvements to the existing wording and benefits. Over the three years, wages for the employees will increase by 6.5 per cent as well as monetary increases to the meal allowance of 50 cents more per meal. During the life of the agreement the tool and boot allowances will increase twice. The first increases on April 1, with another increase scheduled for April 1, 2014, at which time the tool allow-

ance will be \$300 per calendar year and the boot allowance will be \$120 once every twelve months, to be used towards the cost of CSA approved safety footwear upon presentation of the receipt.

In addition, the parties will undertake a full review of the health and welfare benefit plan. A group consisting of members from the Blumenort and Logan plants as well as the hatchery will be established for this project.

The union negotiating committee consisted of Secretary-Treasurer and lead negotiator Bea Bruske, along with Frank Manigre, Marlene Martin and Sheldon Woroniuk.

Brandon Maple Leaf shop stewards work together!



Pictured (left to right) Norbey Lopez, Guillermo Navidad, John Anderson, Joe Harding, Le Yang lin (Sunny) and Linghui Kong

Even when their regular full-time union representative Brenda Brown is away from the office, Maple Leaf shop stewards from the Brandon plant continue their regular meetings. Union relief representative, John Anderson, meet with the stewards at the union office on March 18.

Keeping the lines of communication open between the union and its shop stewards is a great way to stay on top of issues and concerns. Having these regular meetings gives the stewards an opportunity to deal with issues and concerns that arise at the plant as a group. They are also able to come up with a game plan to address these matters.

Negotiations resume with NRHA

Committees to meet again this month.



NRHA negotiating committee discussing some of the employer's proposals. Committee members are: Thompson General Hospital members Margaret Cockle, Sally Huculak, Patty Pasichnyk and Russ Sanders, Lynn Lake Hospital member Pia Morales, Burntwood Community Health member Debbie Brandt, northern union rep Blair Hudson and union negotiator Michelle Masserey.

After a long hiatus (last met in November 2012), negotiations resumed for the Northern Regional Health Authority (NRHA), formerly Burntwood Regional Health Authority.

The negotiating committees met in Thompson at the union office, on March 11, 12 and 13 and continued to discuss non-monetary issues. Unfortunately, the employer has several proposals under the category of 'standardized language' that have been borrowed from other collective agreements—some in support and some in other sectors.

The union committee has been reviewing these proposals in detail. Some of the proposed wording would cause NRHA members to lose rights they currently have and, therefore, the **union committee has adamantly said no** to these proposals.

"We appreciate that standard language would make it easier for the employers, however, our wording has evolved over time and has been working fine in practice," said union

negotiator Michelle Masserey. "There is no need to 'fix' what is not broken."

By the union taking this strong stand, at the end of the three days of bargaining, the employer had withdrawn several proposals that were problematic for the union committee. This will allow the parties to move forward onto other items at the next scheduled meeting, which is April 18.

As well, both sides are reviewing a draft "Mobility" agreement, and the draft has been forwarded to CUPE Local 8600. Since the two support unions now have one common employer, it would make sense to allow members who successfully bid on a job in what was formerly a separate RHA to keep their seniority, sick time, vacation credits, etc. when transferring. This would only happen after the employees in the "home" area have had an opportunity to bid on the job first. A similar system has worked well overall in Winnipeg for years.

The union will keep members from NRHA informed as progress is made.

Wage [↑]Increase April 1

Grace Hospital/DSM
Grace/WRHA Pharmacy
Program Grace site

UFCW Local 832 members are in the last year of a four-year agreement in the professional/technical sector in Manitoba. The final scheduled wage increase, before the contract expires, of **2.75 per cent** is on April 1. The current agreement expires April 1, 2014.

Under new Essential Services legislation, the parties must serve notice to begin negotiations for an essential services agreement at least a year prior to expiry. That has been done and the union expects discussions to begin shortly.

Members working at the Grace Hospital, DSM Grace Hospital site and WRHA Pharmacy Program Grace site are affected by the increase. Make sure you check your pay stubs to ensure you receive your pay raise.

Just a reminder, as of October 1, 2012, the long service step after 20 years of service became effective. That means if you have 20 years of continuous service and are at the top of the wage scale, you receive the additional two per cent increase. The language is contained at the end of Schedule A of the agreements.

Knowledge is power

Recently during the union representatives' visits, members at the various security companies have raised questions and concerns regarding health and safety matters. The following are several points that guards should be aware of and well informed on their related processes.

Injury Reporting

Make sure to report all injuries that occur at the workplace through WCB Green Cards. Even minor ones that do not require medical attention nor result in lost time at work should be reported in the event that you have complications in the future. Also remember that if you have to get medical attention, it is vital that you tell your doctor that you were hurt at work.

This is imperative since it assists the safety and health committee in creating appropriate policies and procedures. It is also a crucial piece of evidence if required for a WCB claim and/or an investigation.

Assignment of Duties Directly by Clients

When you are assigned extra or new duties that are outside of the company issued standing/post orders, you need to report them immediately to your employer. Your employer needs to know about them for health and safety as well as liability issues, which could lead them to disapprove of the new duties. A security officer could jeopardize his job by acting on a client directive without at least notifying his employer. However, NEVER defy or

confront the client yourself. It is your duty to report the new assignment(s) to your employer, but it is up to your employer to interact with the client. You have to maintain an impartial position.

Personal Protective Equipment (PPE)

It is each guard's responsibility to make sure they have the proper company issued PPE that is necessary to perform their duties as stipulated in the standing orders. It also has to fit and be maintained. You should NEVER have to provide your own PPE.

Site Required Equipment

Make sure you have the proper equipment: daily reports, flashlights,

reflective vests, etc. If you think you don't have the necessary equipment or it defective, contact your employer. If your employer ignores your request, contact your union representative immediately.

If you any questions regarding these or any other issues in your collective agreement or at your workplace, give your union representative a call.

Winnipeg

204-786-5055

1-888-832-9832

Brandon

204-727-7131

1-800-552-1193

Thompson

204-778-7108

1-800-290-2608

New citizen's arrest law

As you know there have been some significant changes recently to the laws regarding a citizen's arrest, which could potentially impact the expectations of clients and the public regarding your role as a security officer.

The current security officer training program does not include enough information and training regarding powers of arrests, grounds for arrests, use of force and potential legal consequences for you to perform a citizen's arrests.

Therefore, it is probably in your best interest to not perform a citizen's arrest.

Performing arrests will expose you to additional personal safety risks and sets you up for a potential lawsuit.

Also, you can be assured that if this does happen, your employer will not give you any support.

As such and despite the legislation changes, your role should remain exactly **THE SAME**, which is to **OBSERVE** and **REPORT**.



Safeway helps pay for **YOUR FUTURE**

\$1.25 per hour for **all hours** worked or paid goes to your pension

As per your collective bargaining agreement and a signed memorandum of agreement between the company and the union, Safeway makes contributions of 85 cents per hour for all hours worked or paid to CCWIPP (Canadian Commercial Workers Industry Pension Plan) on your behalf, plus 40 cents for all hours worked or paid into the CCWIPP Stabilization Fund. That is a **total company contribution of \$1.25 per hour** for each hour you work or are paid.

Did you check your last pension statement? Did you notice your top up amount has been growing from year to year? It is important to review your statement to make sure you are receiving credit for each and every hour worked or paid; eligible hours include overtime, sickness, vacation and paid leave of absence.

However, it is your responsibility to apply to have your pension credits continue while you are off work due to sickness, WCB, maternity leave, etc. by filling out a Supplementary Hours Credit form. These forms are available at your store, at the union office or through CCWIPP. It is also your responsibility to make sure that the hours reported by your employer to The Plan are correct. For full-time employees with no absences or vacation time, the hours reported should be approximately 1,924 hours per year.

Checking your pay stubs and reviewing your pension statements may seem like a tedious task, but it is an important one—it is a **negotiated benefit and YOUR money for YOUR future**. If an error does occur and you notice it right away, it makes it easier to fix it. By

staying on top of it, there will be a lot less paperwork to go through and you won't have to go back and try to remember every single day you missed work because of injury or vacation, etc.

If you have any questions regarding your pension plan or pension credits, you can contact The Plan directly at:

CCWIPP

880 Portage Avenue, 3rd Floor

Winnipeg, MB R3G 0P1

Phone 204-982-6082 or 1-800-665-1223

Another reason to check your pay stub

Last month employees in the wage progression should have received a 30-cent per hour increase while top-rated and overscale employees received an increase of 50 cents per hour. Did you receive your raise? Did you check your pay stub?

If you believe that you are being paid incorrectly or have any questions regarding your collective agreement, give your union representative a call.



Gas Bar members— get ready!

Get ready, jump to the pump and start thinking of what you would like to see in your new collective agreement.

Your current collective bargaining agreement expires on June 8. The union has tentatively set proposal meetings for May. Watch for your meeting notice in the mail and on the union's website at www.ufcw832.com.

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 beforehand.** It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.

AUTOPAC WRITE-OFFS

If Autopac says your vehicle is a write-off, call Brad Pallen at 204-284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your car's actual cash value and give you free consultation as to what your options are. If arbitration is required, you pay only \$250 in arbitration costs—a savings of \$50.

THE FAIRMONT/THE VELVET GLOVE

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

- \$175 Sunday - Thursday
- \$145 Friday/Saturday

To obtain these special rates call 204-957-1350 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.

NATURAL WELLNESS CHIROPRACTIC CENTRE

Receive 30% off chiropractic care and wellness plans offered by Dr. Robert Stitt, D.C. He is skilled at helping you with work-related injuries, headaches, neck and back pain and herniated discs. Call 204-783-1880 to book your assessment. Located at 912 Portage Avenue.

WILDER, WILDER & LANGTRY

Members can save big on legal services from Joe Wilder. If you are looking for a lawyer to help you with wills, real estate, family law or immigration contact Joe at 204-947-1456. Make sure you let him know you are a UFCW Local 832 member to receive the special rate.

FORT RICHMOND TRANSMISSIONS

UFCW Local 832 members will receive 15% off any work before taxes. This includes transmission work, drive-line, brakes and suspension. For more information members can view their website at www.frtransmission.com or call them at 204-261-7095. Fort Richmond Transmissions is located at 3096 Pembina Highway.

HY-WIRE ZIP ADVENTURES

Come and take the plunge, with a 150-foot drop, zipping across the trees in the scenic Pembina Valley. This is a two-hour adventure on five different cables ranging from 500 to 1,000 feet. There are also hiking trails and five unserviced campsites available. UFCW members receive 10% off the regular price for zipping along on this extreme adventure. To book your expedition or to find out more about zip lining or the hiking trails and campsites, go to www.hywirezipline.ca or e-mail hywireziplineadventures@hotmail.com.

KANG'S TAEKWONDO ACADEMY

Two months Taekwondo memberships & uniform for one \$99. Phone 204-947-0261. Locations:

- 435 Cumberland Street, Winnipeg
- Notre Dame De Parish, 1282A Dawson Road, Lorette

MARLIN TRAVEL POLO PARK

Marlin Travel Polo Park believes you need a vacation! Get 5% off selected packages (air and hotel) with these suppliers: Trafalgar and Globus. Contact Rosa Bertone at rosa.bertone@marlintravel.ca or call 204-944-7874. Earn Air Miles.

GERRY GORDON'S MAZDA

UFCW Local 832 Members receive:

- Preferred pricing on new and used vehicles.
- First two oil and filter changes FREE
- 15% off all parts, and accessories.

Contact Ernie Foort at 204-475-3982 for more information.

IRON FIST

At Iron Fist receive 20% off a one-year membership. Also receive 25% off women's self-defence course. Phone 204-231-3633. Locations:

- 1851 Portage Avenue
- 675 Archibald Street

EYEWEAR WINNIPEG

- Get 28% off any complete pair of regular priced eyeglasses and 5% off contact lenses. **Eye-Deal Eyewear—399 Pembina Hwy, Winnipeg—204-975-2666.**

BRANDON

- 20% off regular price on all prescription eyewear. **Scotia Optical 204-727-3661 708-10th Street.**
- At **Eye Outfitters**, receive 20% off complete pairs of prescription glass and 10% off contact lenses. Located at **1100 Richmond Avenue, phone 204-725-0943.**

RRSP FOR LOCAL 832 MEMBERS

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

GREENWOODS DENTAL CENTRES

Bring your family down for their next regular check up & cleaning and receive 1 free take home whitening kit with whitening trays (\$200 value) for a member of your family.

- Offer applies to new patients only
- Two person minimum booking per family
- One free whitening kit and trays per family per lifetime

693 McPhillips Street location only. Phone 204-774-7774.

KURIO STUDIO & GALLERY

Enjoy a \$50 product credit with the booking of any portrait photography session including personal, family, couples, maternity and high school senior portrait sessions. Members also receive a 10% discount on all wedding photography services and they have completely customized packages to meet your needs and to suit all budgets. Kurio Studio also provides personal and heirloom custom book design services. Our professionally designed, bookstore quality custom books make for unique gifts and a fabulous way to preserve your life's most important moments. Members receive a 10% discount on all custom book design services. For more information visit www.kuriostudio.blogspot.com or phone Alix at 204-791-5734.

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. 204-338-3459 or e-mail cdtgroup@shaw.ca Your entertainment source!

PERFORMANCE GOLF LEARNING CENTERS (PGLC)

Receive 20% off all services provided at PGLC as well as special pricing on golf equipment, accessories and apparel. Choose from a variety of instructional programs taught by CPGA Class A professionals using the V-1 Digital Analysis System and Accusport Vector Launch Monitor System. Located at Shooters Family Golf Centre 2731 Main Street. Phone Blake or Brad at 204-275-1155 or e-mail pglc@mts.net.

POLO PARK HEARING CENTRE

Receive a 10% discount (to a maximum of \$150) on the purchase of any hearing aid. Phone 204-788-1083. Located in Polo Park Mall.

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

CELEBRATIONS DINNER THEATRE

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn—824 Pembina Highway. Call 204-982-8282 for reservations.

BRIDGEVIEW BED & BREAKFAST

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a 5% discount during the snowmobile season. Call Louise at 204-482-7892 or www.bridgeviewretreat.com.

SDS ALARM SYSTEMS

Receive 10% off installation of a home security system when you purchase a home alarm system at SDS Alarm systems. Call Ron Tayler at 204-589-7507 or e-mail rtayler@sdssecurity.com.

MARLIN TRAVEL POLO PARK

Marlin Travel Polo Park believes you need a vacation! Get 5% off selected packages (air and hotel) with these suppliers: Trafalgar and Globus. Contact Rosa Bertone at rosa.bertone@marlintravel.ca or call (204) 944-7874. Earn Air Miles on your reservation.

For additional services and discounts visit: www.unionsavings.ca.

UFCW LOCAL 832 INCOME TAX SERVICE

Last month to get your taxes done!

INCOME TAX OFFICE LOCATIONS

\$20

UFCW Local 832 member rate for a basic return with seven information slips or less.

More slips will increase the fee slightly.

\$35

 plus tax

Non-member rate for a basic return with seven information slips or less. Outside of Winnipeg non-member rate is \$40. More slips will increase the fee slightly.

* **Dauphin**—Members can mail pertinent information to Winnipeg Office at 878 Portage Avenue, R3G 0P1.

** **The Pas**—Members can go to Carol's Tax Service in Flin Flon or mail pertinent information to Winnipeg office, 878 Portage Avenue, R3G 0P1.

**** **Thompson**—Thompson rate for non-member is \$45.

WINNIPEG

878 Portage Avenue
(ground level Training
Centre building)
Phone 204-786-5037

BRANDON

UFCW OFFICE
530 Richmond Avenue E.
Phone 204-727-7131
or 1-800-552-1193

DAUPHIN*

Members can mail in pertinent information to Winnipeg Office

FLIN FLON / THE PAS**

Carol's Tax Service
Phone 204-687-3337

RUSSELL

Merril's Tax
Phone 204-773-2290

STEINBACH

H&R Block
Phone 204-326-3783

THOMPSON****

Liberty Tax Service
Phone 204-778-8416

or

Sya's Tax Service
Phone 204-677-9730

(Thompson members can call either office or mail all pertinent information to Winnipeg office, 878 Portage Avenue, R3G 0P1, along with payment.)



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Winnipeg, MB R3G 0V5