



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

DECEMBER 2013

Crown Royal

De Luxe
Canadian Whisky Canadian
The Crown Royal Distilling Company
TORONTO • ONTARIO • CANADA

MANITOBA
MADE



'Tis the Season to give

I am always impressed when I see our members giving back. They have done it during the United Way campaigns in Winnipeg and Brandon where members have joined to help their communities, or during our Leukemia and Lymphoma inaugural Light the Night Walk that the local participated in this past fall. Unfortunately, much of it goes unnoticed so I want to recognize it now, and good on you for giving back.

UFCW, including Local 832, supports various causes. Recently, our executive board made a motion to donate \$1,500 for the Philippines typhoon relief. Typhoon Haiyan has affected more than 11 million people and the Filipino people are in need of food and clean water.

As well, during our policy conference last month, we held a 50/50 draw. Usually these draws go toward our annual donation to the Leukemia and Lymphoma Society of Canada. This year, however, as many of our members were affected by the tragic events in the Philippines, we decided to include the proceeds of our 50/50 draw to the \$1,500 donation for the Philippines typhoon relief.

The amount raised by the members was nearly \$500. HyLife Foods shop steward Roland Street was the lucky member. He could have put his half in his pocket and had a fantastic weekend with his family, but instead he quietly walked up to the front of the room and said he would like to donate his amount to the relief effort.

Roland said many of his co-workers have received sad news from back home of missing loved ones and loss of homes.

I know many of us live paycheck to paycheck, especially during this time of year, and money becomes tight. Not everyone can donate in times of need, but I think we can all spend a little extra time and pitch in to help those who need a hand. I believe we all have a little something in us that wants to give to the less fortunate—it can be money, it can be your time, it can be a smile—'tis the season.

In solidarity,

Beatrice Bruske

Secretary-Treasurer UFCW Local 832



President Jeff Traeger with HyLife steward Roland Street

INSIDE THIS ISSUE OF UNION:



Pride of Gimli

Page 4

Executive Board Elections Concluded

Page 5

Retiree News

Page 6

Grievance News

Page 7

WCB

Page 8

Safeway Members Meet and Prepare

Page 9

Having a Say

Local advisory board meets in Winnipeg

Page 10

Bargaining on Hold for Lucerne Bread

Page 11

Negotiations Underway at General Mills

Page 12

I Did Call

Granny's members should make sure to call sick line

Page 13

Getting a Daycare Spot Shouldn't Feel Like Winning a Prize

Page 14

MFL Women's Conference

Page 15

On the cover: A bottle of Crown Royal made in Gimli, Manitoba, by UFCW Local 832 members since 1968.

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Pride of Gimli

Premium beverage union made in Manitoba

layar
INTERACTIVE PRINT

Since 1968, Gimli, Manitoba, has been home to the production of Crown Royal. The premium Canadian rye whiskey is one of the most recognizable brands in the world. It's also known for its iconic, distinctive shaped bottle, and famous purple bag. The design of Crown Royal's purple, gold-trimmed bag is actually a federally registered trademark.

Seagrams president Samuel Bronfman introduced Crown Royal in 1939 to King George the VI and Queen Elizabeth on a visit that year. As the story goes, the king and queen enjoyed their drink and the gift was well-received and gained popularity.

Bronfman immigrated to Canada—first in Saskatchewan

and then spent time in Brandon, Manitoba. The Bronfman family bought hotels in Manitoba and quickly learned of the higher profit margins of alcohol. The Bronfmans created a distillery outside of Montreal and in 1928 purchased the Seagrams distillery and renamed it Joseph E. Seagram & Sons Inc.



Corey Kowalski *preparing casks to be filled.*



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In 1933, once prohibition ended in the United States, many competitors were making millions selling whiskey, but Bronfman took a different approach. He started to age his whiskey, creating a more refined taste. That philosophy still holds true today. The aging process is actually the alcohol “breathing” inside the oak casks (barrels) pulling the oak flavour into the whiskey.

By the 1940s, Seagrams became the biggest distillery in North America. As the years passed, Bronfman expanded his empire into other areas, but the alcohol business was always close to his heart. Three years before his death, in 1968, because the demand outgrew his location in Waterloo, Bronfman came back to Manitoba selecting Gimli, Manitoba, as the new location to distill and age his Crown Royal rye.

One interesting fact was Crown Royal remained only available in Canada until 1964.

While technology has advanced over the last 45 years, the process remains very true to the original way Crown Royal was developed. If anything, technology has allowed the product to remain consistent so each bottle has the same flavour and aroma regardless of where you buy it.



Dwayne Kozlowski, quality manager, is performing sensory tests prior to shipping.

In 2000, the global conglomerate Diageo purchased Seagrams for over \$8 billion, propelling the company to the top of the spirits business. Now Crown Royal is the number one Canadian Whisky brand in the world selling over 5.5 million cases world-wide a year.

Earlier this year, UFCW Local 832 members at Diageo ratified a new three-year agreement ensuring the product will continue to be produced in Manitoba. Over 1.4 million casks are aging in the warehouses around the plant waiting to be shipped off by rail car for bottling and arriving on store shelves around the world.

Executive Board Elections Concluded

Two new executive board members

UFCW Local 832 members are pleased and satisfied with the existing executive board and the direction that the local is heading under the leadership of President Jeff Traeger and Secretary-Treasurer Beatrice Bruske. The current executive board consists of a president, a secretary-treasurer, a recorder and 16 vice-presidents.

Of the 16 vice-president positions, there were only two chal-

lenged positions and two vacant positions that required nominations and elections.

The results are now in and congratulations to incumbents Kay Wetherill (Safeway) and Corey Kowalski (Diageo). Newcomers to the executive board are Tom Biebrich (SunGro) and Frank Manaigre (Granny's Poultry). The following vice-presidents continue by acclamation: John Sulyma, Morag Stewart, Dean Rodwell, Kathie Kraychuk, Kathy Brnjas, Liberty Macatimpag,

Sally Huculak, Marisa Pasquarelli, Carino Bosica, Dianne Gibson-Pierce, Jeremy Miller, and Alice Jeffrey. Executive board recorder Debbie Jones also won by acclamation.

Nominations and elections, as well as the counting of ballots, were conducted in accordance to UFCW Canada Local 832 bylaws and the Constitution of the United Food and Commercial Workers International Union.



RETIREE NEWS

Your body needs the right nutrients

Stats show seniors are not eating right.

The Canadian Community Health survey reports too many seniors are not able to afford enough healthy food. Of the 15,669 seniors who responded to the survey, the majority said they rarely eat fruits and vegetables, avoid cooking and sometimes skip entire meals.

A statistics Canada survey shows that seniors with poor dental health are more likely to eat poorly. Your body needs the right nutrients in the right amounts to maintain good bone mass. Protein is an essential part of a diet to maintain balanced nutrition. One serving of protein contains an adequate amount of the essential amino acids that should be incorporated into your diet. Foods that are considered complete protein are meat, fish, poultry, cheese, eggs, yogurt and milk.

South Beach Trip Booked, Seats Go Fast!

The trip to the South Beach casino is booked for February 17, 2014, and the cost is \$20 per person, which also includes the lunch buffet. Seats are on a first-come, first-serve basis with **full payment due by January 22, 2014.**

The bus will leave from the Safeway store at McPhillips and Jefferson at 9 a.m. sharp and will leave the casino at 3:30 p.m., arriving back in Winnipeg at about 4:30 p.m. You are allowed to leave your car on the north side of the parking lot away from the store.

To register you can call Lila (204-837-3554), Armand (204-832-1211) or Joan (204-422-6670). Mail your payment to UFCW Retirees Club, attention Carol, 1412 Portage Avenue, Winnipeg, MB, R3G 0V5.

RECIPE OF THE MONTH

Holiday Entertaining Yummy Meatballs

2 lbs ground beef
1/2 to 3/4 cups crushed crackers
1-1/2 tsp garlic powder
1-1/2 tsp chili powder
Salt & pepper to taste

Sauce:

Mix 2 cans of mushroom soup with 1 cup sour cream.

Mix the first six ingredients together and roll into 1-inch balls. Place them on an ungreased cookie sheet and bake until almost done, turning only once (approximately 25 minutes). Put meatballs into an oven-proof casserole dish.

Pour sauce over meatballs and bake at 350 degrees for approximately 1 to 1 1/2 hours.

Bon appétit!

If you have a recipe you want to share, give Joan (204-422-6670) a call.

Season's Greetings and Happy New Year!

Wishing you all the best in 2014.

From your UFCW Local 832 Retirees Club Executive Board



GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Union Filing Grievances and Threat of Arbitration Bring Winning Results

Maple Leaf Brandon members paid overtime.

On July 25, the union filed a policy grievance on behalf of cafeteria workers at the Maple Leaf plant in Brandon alleging that the senior employee was not offered overtime for three separate shifts as per the collective agreement. The supervisor had given the overtime to a junior employee on the three days in question.

In a similar situation, the union filed two policy grievances on behalf of senior maintenance employees at the Brandon plant who were not offered overtime as per the collective agreement. Specifically, on two occasions, the August long weekend and the September long weekend, the employer, despite warnings from the union, chose to assign overtime of these holidays to junior maintenance employees. This affected

approximately 14 senior maintenance employees at the plant.

The parties went through the various steps of the grievance procedure for all three grievances, with the employer refusing to budge off its position, which the union believed was a clear violation of the overtime provisions. The parties then proceeded to mediation with a government-appointed mediator in an attempt to resolve the grievances. This was also unsuccessful.

A couple of weeks before the cafeteria grievance was to be heard, Maple Leaf contacted the union and indicated that it wished to settle the grievance. The company agreed to pay the senior cafeteria employee who was available to perform the work a total of 23.5 hours of overtime (time and a half).

Then again, just prior to arbitration for the maintenance grievances, the company contacted the union with an offer to settle. After several discussions between the company, the union and the parties' legal counsels, a settlement was reached. The union agreed to withdraw the maintenance grievances on the grounds that the company would pay on a without prejudice basis the 14 maintenance workers a total of 128 hours of overtime (time and a half) for the two missed overtime opportunities.

It is the union's position that these matters could have been settled much earlier in the process if the employer had been reasonable and thus resulting in the parties being able to avoid the arbitrator's cancellation fees. That being said the process eventually worked in **the members' favour.**

If You Don't Report Your Accident...

WORKERS COMPENSATION

When you are hurt at work and your employer pays you and covers your medical costs, does it really matter if you don't report your accident to WCB?

A Safeway member now knows the answer to this question but she had to find out the hard way.

About 13 years ago, this member had a serious workplace accident while working for a fast food restaurant. She slipped and fell and damaged two discs in her back. She had surgery on her back and missed six months of work, but her employer paid her while she was off work and

also covered all her medical expenses. **NOBODY reported this accident to WCB.**

After she left this employer, her back started to bother her but she was able to work and live her life normally, most of the time. However, each year her pain got a little bit worse.

She started working for Safeway and while she often had a sore back, she was able to do her work without too much difficulty. Until January, 2013 that is. In January she went to work with a sore back as she often did. Throughout her workday, her back got worse and worse. The next day

she could barely walk. She phoned in and said she could not make it into work that day.

Her back did not get any better in the days following. In fact, it continued to get worse and eventually her doctor told her that she should not return to her job because her back was too damaged to do that kind of work anymore. She has now been off work without a paycheque and without any WCB benefits for almost all of 2013 and it is not known if she will ever be able to return to work.

This Safeway member has this serious back problem now because of her workplace injury almost 13 years ago. WCB will not cover her for her back problems. The reason WCB will not cover her now is because her accident was never reported to WCB. If it had been she would have her missed time from work covered; she would have her medical expenses covered; and if she needed to be retrained for other work, WCB would pay for this and cover her wages while she was being retrained.

The union has been stressing the importance of reporting a workplace injury for quite some time now and this is an example of why you should report your workplace injuries to WCB.



Rob Hilliard
WCB Advocate





Safeway Members Meet and Prepare for Upcoming Talks

With bargaining set to begin in January 2014, the local started the process of holding proposal meetings province-wide, with the last one wrapping up on November 17 at the Winnipeg Convention Centre. Members arrived armed with questions regarding the sale to Sobeys and also about the four stores that have to be divested. President Traeger said the union would hold meet with the members in the divested stores on December 15 at 7:00 p.m. at the Training Centre, 880 Portage Avenue.

Then on Wednesday, November 20, shop stewards from across the province met to discuss the outcome of the proposal meetings and to begin strategizing for the upcoming negotiations. At this meeting President

Traeger announced the 15-member bargaining committee that he will be leading into negotiations. The other union negotiating committee members are:

Leslie Addison - 720
Gabriel Bako - 791
Carino Bosica - 791
Darrin Clinton - 624
Lorraine Collins - 623
Wesley Connell - 725
Maureen Cousineau - 628
Heather Davis - 604
Darlene Dolinski - 334
Chad Fischer - 701
Darlene Kernot - 731
Leanne Kordalchuk - 603
Jackie Sim - 622
Kay Wetherill - 720

Updates on bargaining will be available at www.safeway2014.ca





Having a Say

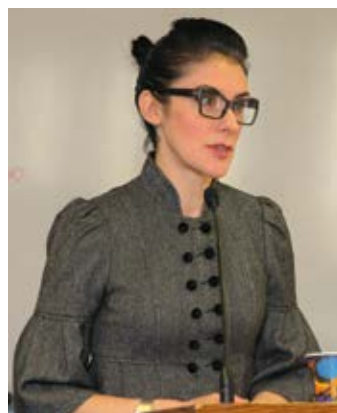
Local advisory board meets in Winnipeg.

On November 15, UFCW Local 832 members from around the province that sit on the local's advisory board met at the Winnipeg training centre. During the one-day event, members heard from President Traeger on the past year's challenges and accomplishments, Secretary-Treasurer Beatrice Bruske discussed the 2014 budget and how increases to per capita and negotiations of Loblaw in 2013, Safeway and Maple Leaf in 2014 will make next year's budget very tight.

Deanne Crothers, MLA for St. James and Special Envoy for Military Affairs, spoke to the members about the provincial consultations on childcare she's been facilitating on behalf of the government. She noted while the NDP have made significant gains, with the growing population and demands on workers, there is still more work to be done to offer quality childcare in Manitoba.

Minister Kevin Chief brought two leaders from Winnipeg Aboriginal Achievement Centre's (WASAC) Summer Kids Camp, who gave thanks to UFCW for helping fundraise a trip of students to Washington to visit Canadian Ambassador to the United States Gary Doer.

The policy conference was a chance for executive board member Kathie Kraychuk to say goodbye to members as she will be moving to Egypt in the new year. Kathie has been a tremendous help to the local and will be missed.



Deanne Crothers, MLA



Kathie Kraychuk, Extra Foods



Kathy Coulombe, Superstore



Joanne Peters, Vantage Foods



Bargaining on HOLD for Lucerne Bread Plant

Dates to continue bargaining towards a new bargaining agreement for the members at the Lucerne Bread Plant were cancelled. Safeway informed the union that **negotiations are on hold** until Sobeys (the new owner for Canada Safeway) has had the opportunity to review the operations of the plant and give their direction on a bargaining mandate.

The union understands the members' frustration and concerns during this time of uncertainty. Unfortunately, this is a very unique situation with Safeway being sold to Sobeys in the middle of negotiations.

Safeway did advise the union that as soon as this review is concluded and a bargaining mandate given, it

will contact the union to set dates to resume negotiations.

Some members have asked, "Is the plant closing?" To date, the union has not received any information or confirmation that the plant is closing and it is business as usual. As soon as the union hears anything further, it will relay that information to the membership as soon as possible.

Members working at the bread plant are encouraged to watch their mailbox and/or union bulletin board at their workplace for updates. Members can also go to the local's website at ufcw832.com or call union negotiator Marie Buchan at 204-786-5055 or e-mail her at marie.buchan@ufcw832.com.

Stay Up-To-Date on Current Events

Have you added us to Twitter? [@ufcw832](https://twitter.com/ufcw832)

Liked us on Facebook? www.facebook.com/ufcw832

If you haven't you could be missing out on Jets Tickets!

Negotiations Underway at General Mills

The union negotiating committee for General Mills (Marie Buchan, Paul Dutra, Rosemarie Fleury and Mike Moyny) exchanged proposals with the company on October 31. Both parties brought a number of proposals to the table, as well as a number of issues that need to be looked at, including changes to the existing contract language, pension, benefits and wages. The committees will continue negotiations in the New Year, with meetings scheduled for January 6 to 10 and January 20 to 23.

Lead negotiator Marie Buchan will send out an update to the General Mills members after the January meetings. In the meantime, any member with questions regarding these negotiations can call Marie at 204-786-5055.

UFCW Local 832 represents approximately 100 employees at the Winnipeg plant. The Winnipeg plant is well known for the processing of one of Canada's favourite snacks—Pillsbury Pizza Pops. Pillsbury is



one of General Mills most recognizable brands. Other General Mills brands include Cheerios, Betty Crocker and Green Giant.

Scholarship Winners Announced



Derek Resech, *Canada Safeway*



Patrick Olutunmogun, *Visions of Independence*



Nana Marmah, *Unicity Taxi*

During this year's policy conference, the three members who won the local's 75th Anniversary Scholarships received their \$2,500 cheques. Derek Resech from Safeway, Nana Marmah from

Unicity Taxi and Patrick Olutunmogun from Visions of Independence were selected for the one-time award. These awards were in addition to the over \$30,000 that the local awarded this past summer.



I DID CALL!

Recently, a union member at Granny's Poultry received a one-day suspension for allegedly not phoning the company's sick line to say he would be away sick. The employee was adamant he had called, but he got the suspension anyway.

When he got his phone bill, it clearly showed that he did in fact call the Granny's sick line on the day in question. As soon as the company was provided with this information, Granny's agreed to pay back the member for his one-day suspension plus overtime hours he missed that day.

This is not the first time the company has handed out warnings to employees for not calling the sick line, when they did!

In order to protect yourself from a situation like this and the unnecessary stress, the union is encouraging all union members working at

Granny's to make sure they call the company's sick line (204-326-8816) **at least one-half hour before your scheduled start time** if you are going to be away sick, taking a family responsibility day or cannot attend work for whatever reason.

Note, it is a good idea:

- If you have a cell phone, use your cell phone to call in. This way you have a record that you made the call.
- If you live outside the Steinbach calling area, keep your phone bill statement to confirm you made the call.
- If you need to call from a local phone, record the time and date you called, and if possible have somebody witness your call.

Members at Granny's with questions or concerns regarding this matter or any other workplace issue should talk to one of their shop stewards or call union rep Roberta Hoogervorst.

Roberta can be reached at:

OFFICE

204-786-5055

toll-free 1-888-832-9832

E-MAIL

roberta.hoogervorst@ufcw832.com.

Granny's Shop Stewards

Marlene Martin
Kevin Krahn
Danielle Pennings

Getting a Daycare Spot Shouldn't Feel Like Winning a Prize



I also noticed that because of the lack of licensed daycares, there are many unlicensed home-based daycares in the city of Winnipeg. These daycares are not required to provide child-abuse and criminal background checks and there is no guarantee the care providers have any medical training. They are often just policed by the parents who use these daycares. I know many mothers that are paying more than \$30 day for daycare and even pay for a full-time spot to hold it until their child can go there.

I was fortunate that I had an understanding manager at Safeway, who allowed me to work mostly evenings and weekends until I found daycare or the situation changed. After 10 months of never really seeing my husband and never tucking my son into bed, we found a local country daycare and luckily they could take him at 11 months of age. Daycare allowed him to learn independence, sharing, speaking, playing, and socializing skills and many more things that I never could provide him myself at home. It has

Nobody tells you when you are pregnant that you should start to look and sign up for childcare. I found out the hard way.

Four years ago, I was in the bliss of being pregnant with my first child. With all the doctor appointments and congratulations from everybody, childcare was the last thing on my mind. During my maternity, again, I never gave childcare much thought, as I was so busy being a first-time mom. I fussed over every detail of his life except where he would go when I was back at work.

It was almost time for me to go back to work at Safeway when I panicked. I began scrambling for childcare. I didn't have family within three hours of Winnipeg and my husband worked 10-hour days, four days a week. As I looked for childcare, I found that not very many facilities accommodate a one-year-old. Most licensed daycare centres are for ages two and up and most retail shifts fall outside of traditional daycare hours. Have you heard of a daycare open at 11 p.m. or on weekends?

been an invaluable service. I was so lucky that I got a spot, let alone a part-time spot. I know many moms that are unable to find part-time care or not able to have the choice of staying at home.

As of the end of March, 10,708 kids in Manitoba were waiting for daycare spaces according to the online childcare registry.

UFCW is taking steps to alleviate these issues by encouraging all local unions and individual members to join the Child Care Advocacy Association of Canada (CCAAC). CCAAC is leading the fight for publicly funded and accessible childcare in Canada by advocating a universal, high-quality, and affordable childcare system that meets the needs of children, families, and communities. It is also calling on local unions and members to support the Childcare Is a Right project, which addresses Canada's failure to improve access to childcare. Childcare is a right.

Written by Kay Isokauppila Wetherill, UFCW Local 832 Executive Board Member



Local 832 Present at MFL Women's Conference 2013

Fight continues for women's and human rights.

On October 17, 18 and 19, the Manitoba Federation of Labour held a women's conference, welcoming sisters from all over the province. The UFCW Training Centre hosted this 3-day event, themed 'Women's Rights are Human Rights.'

Special guest speakers at the conference included MFL president Kevin Rebeck, CLC executive vice-president Barb Buyers, MLA for St James Deanne Crothers, Lynne Fernandez, from the Canadian Centre for Policy Alternatives, and Gertrude Hambira, who shared her personal story of coming to Canada from the General Agricultural and Plantation Workers Union of Zimbabwe after learning her government had threatened her life, simply for doing her job and representing the interests of her members.

UFCW Local 832 President Jeff Traeger also showed his support at the conference, not only for the Local 832 members in attendance, but for all of the strong women gathered there to engage in one goal—women's rights.

The conference offered four classes: *Cultural Comfort*, *Stop Bullying*, *Human Rights in the Workplace* and *Stress & Mental Health in the Workplace*. Throughout the week-end, tickets were sold for the training centre's current fundraisers; a draw for a basket of UFCW Local 832 75th

Anniversary apparel with proceeds going to the United Way Winnipeg and Me to We Water Rafiki Friend Chains. Each \$10 beaded chain sold provides one year of clean water for a person in Africa.

It seemed that the general consensus was that spending time with sisters from different backgrounds and industries, who are ready to change their world for the better, was positive and empowering. Local 832 union members share their experience.

"I had the opportunity of attending the MFL Women's Conference. One of the workshops was a huge eye-opener. Hearing about human rights issues from 20, 50, 100 years ago still occurring today made me take a step back and ask how are we going to fix this? How are we going to get millions upon millions of people to realize that discriminating against ancestry, nationality, sex, sexual orientation, physical or mental disability, religion, social disadvantage, political belief, marital or family status, source of income, and age is not ok. We all need to take a minute to look around us not to be afraid to fix it."

-Ashley Morello *Old Dutch Foods*

"It was a truly memorable experience. The topics were very relevant and the speakers had very powerful speeches. The workshops were also very informative. I came away from the conference feeling empowered and enlightened. There is something that can be done if we all work together."

Terry Porayko *The Marketplace Selkirk*

"I found the conference very useful and I had the honour of participating in the Stop Bullying workshop, which I loved. It was empowering yet sad to see that bullying does happen in most workplaces and it is usually due to lack of self-awareness combined with the sense of power and control. Thank you very much to my union for giving me this opportunity for increased knowledge and growth."

Satira Duval *FASD Life's Journey*

A swimmer in a pool, wearing a black swim cap and goggles, is captured in a dynamic pose, likely performing a butterfly stroke. The water is splashing around their head and arms, creating a sense of movement and energy. The swimmer's face is partially visible, showing determination and focus.

GET IN SHAPE IN 2014

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

**Passes are effective January 15, 2014,
and are available in either a 6-month
or a 1-year plan.**

You can choose between:
6-month facility pass \$164
12-month facility pass \$305

6-month combo pass \$220
12-month combo pass \$428

**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.**



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To Order Your Pass:
download form at
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or stop by the union office.

**Send form and cheque made out to
UFCW Local 832 by December 20, 2013.**

**Passes will be available for pick up
at any City of Winnipeg recreation
facility on January 15, 2014.**

**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

