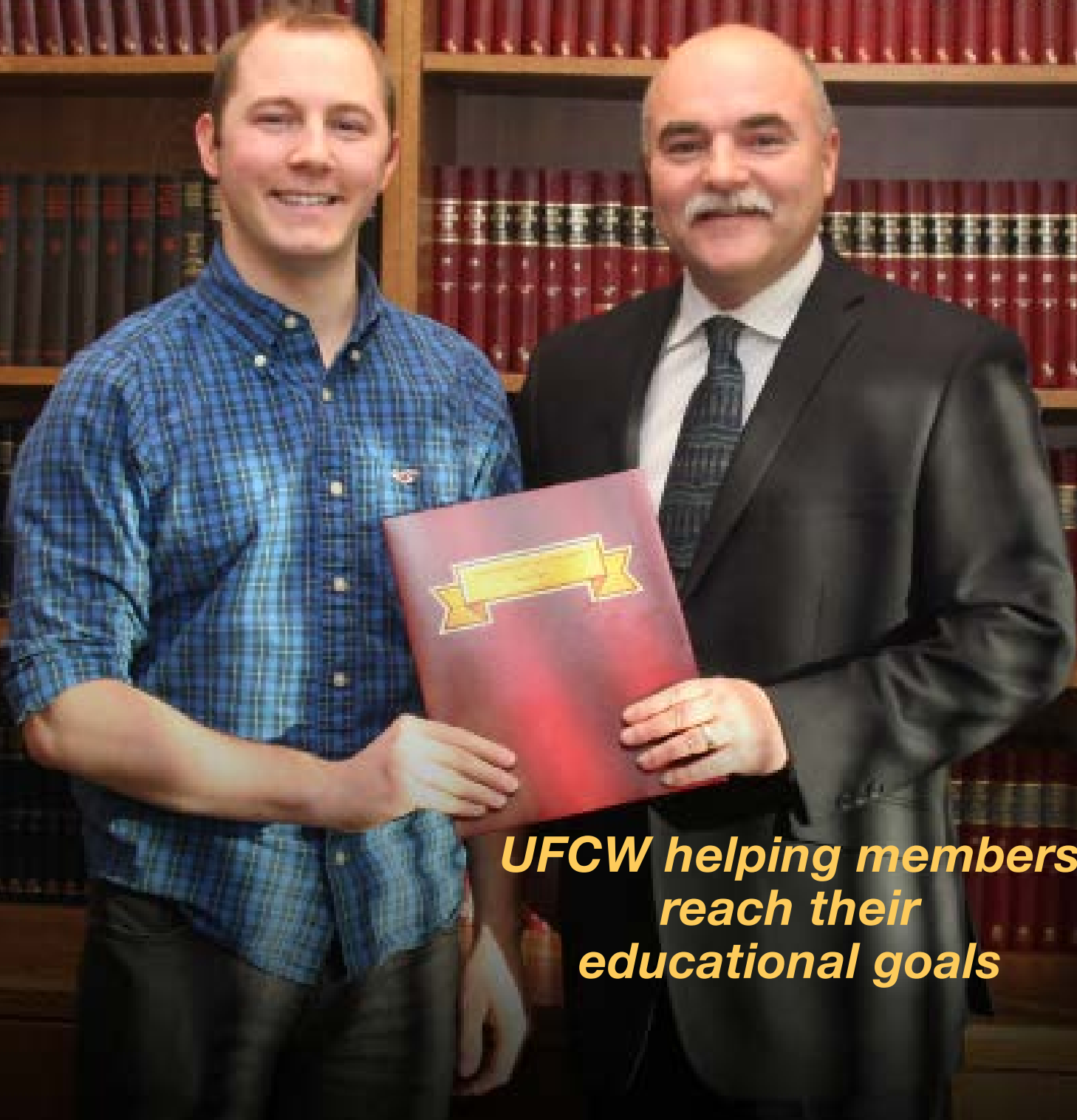




UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

FEBRUARY/MARCH 2013



UFCW helping members reach their educational goals

Election meetings for delegates to international convention

Connecting with our members one unit at a time

Continuing to tour UFCW Local 832 workplaces.

As president of UFCW Local 832 I believe it is critically important to take the time to travel the province and visit our members in the places where they work each day. Continuing to adapt and adjust to the changing needs of our members, means finding them in their workplaces and listening to their vision of the future of our union and how they think Local 832 can be better tomorrow than it is today.

In an Article I wrote last year, I committed to visiting as many of the 189 locations where we represent members as possible so that I can meet you face-to-face and listen to your concerns and ideas. To date I have visited over 70 locations where Local 832 members work and I have scheduled 45 more workplace visits before the snow melts this year.

On Tuesday January 15, I travelled with Ray Berthelette to Virden where I met many of our members who work at various locations including three co-op stores, the Association for Community Living and Fort La Bosse school division where I met administrative and educational assistants and a group of bus drivers who get an early start. I was able to share a late morning cup of coffee with our members



working at the Town of Virden before heading north to Dauphin – another strong 832 town.

In Dauphin, I met with a group of our activists taking a UFCW Training Centre course and there I met up with our northern union representative Blair Hudson who was conducting general meetings and visiting units with my executive assistant Marie Buchan. Together the three of us convened two general membership meetings, and spent the next morning touring Safeway, the Extra Foods store and four locations of co-op stores.

By the afternoon of the 16, we were all on our way to Swan River for two more general membership meetings and a tour of the Extra Foods store. The next day I made the long trek back to Winnipeg stopping in Saint Rose Du Lac to visit our members at the co-op store there.

Besides trying to meet as many of our members as I can, one of the purposes of my provincial tour this winter is to get out to every Extra Foods and Superstore in Manitoba to speak to our members about the upcoming negotiations. Contract talks are just around the corner so when I returned from my tour I spent the week of January 21– 25 visiting our members at nine Superstores and seven Extra Foods Stores in Winnipeg, Selkirk and Steinbach. Before bargaining with Westfair begins this year, I will have been to all 21 locations in the province.

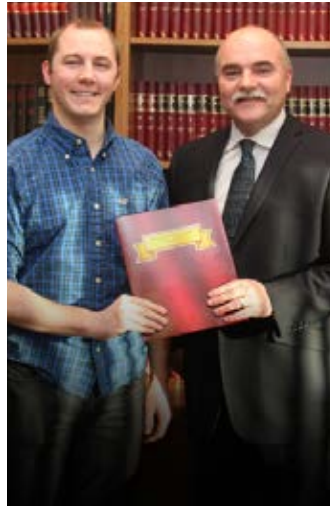
As your president, I believe it is critical to connect with our members wherever they are and to give them an opportunity to tell me about issues that are important to their community and their workplace. And as your president, I will ensure that personal communication with our members is a priority for the present and the future of Local 832.

In solidarity,

A handwritten signature in black ink, appearing to read "Jeff Traeger". The signature is stylized with a long horizontal line extending to the right.

Jeff Traeger,
President UFCW Local 832





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Winnipeg

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Winnipeg, MB R3G 0V5
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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

244 Hamilton Street
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President

Jeff Traeger

Secretary-Treasurer

Beatrice Bruske

Union Representatives: Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, 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

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UFCW helping members reach their goals

Local 832 union member Tyrone recipient of Beggs-Dowling-Mathieu scholarship.

UFCW continues to help members further their education and reach their goals. Every year, UFCW Canada National Council awards Beggs-Dowling-Mathieu scholarships to members or their dependents from various locals throughout Canada to assist them with the costs of post-secondary studies.

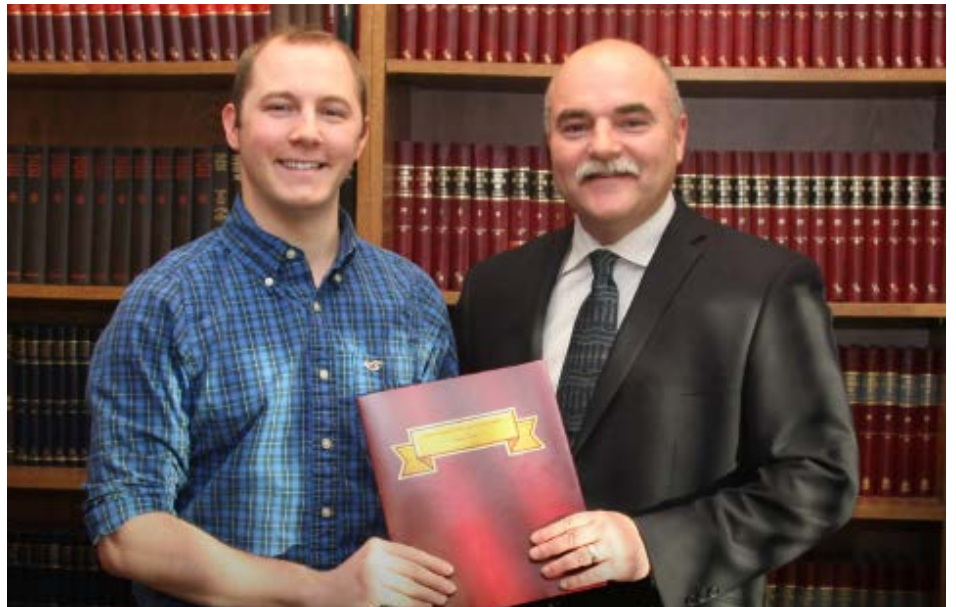
Local 832 union member Tyrone Hofer, from Superstore 1516, is one of this year's recipients. He received a cheque for \$1,000 to put toward his educational expenses.

Tyrone was born in Winnipeg, however, spent the first 20 years of his life living on a Hutterite Colony near Starbuck, Manitoba. He graduated with honors from his colony high school and also achieved the Governor General's Academic Medal. He began his post-secondary education at the Canadian Mennonite University (CMU) in Winnipeg. Tyrone had two major interests: music and business.

In his first year, Tyrone chose to focus on getting a bachelor's degree in music with a concentration in music education. However, his goals changed and he decided to pursue a path in business. He is a second-year student, but his first year as a business student in the Redekop School of Business at CMU.

Besides attending CMU and working at Superstore, Tyrone sings with the Mennonite Festival Chorus and even performed with the Winnipeg Symphony Orchestra. He also has a passion for cooking and culinary arts. He finds cooking "a relaxing enjoyment" rather than a daily requirement.

Tyrone is hoping to graduate with a bachelor in business administration and plans to stay in Winnipeg as there are many career paths he



UFCW Local 832 President Jeff Traeger presenting Tyrone Hofer, union member from Superstore 1516, with his award.

can take with his degree. Due to his passion for cooking, Tyrone wants to open up his own restaurant someday.

The Beggs-Dowling-Mathieu Scholarship is named in honour of three great union activists and labour leaders. William Beggs, Fred Dowling

and Romeo Mathieu spent many years making Canada a better place for working people.

For other UFCW scholarships and bursaries available go to the union's website at www.ufcw832.com and click on the UFCW Training Centre tab.

A piece of history ...

Former Burns Meat worker, Bernard Fillion, shares his experience

I started working for Burns Meats Ltd in 1969, then Maple Leaf after they purchased Burns. I was first a union member with UFCW 111 then Local 832 after the two locals amalgamated. During my years as a member, I was a worker, a shop steward, a health and safety committee member, and now a retiree.

UFCW helped me get my certificate at the University of Manitoba in occupational health and safety. I was able to use their resources and their office for which I'm very grateful. Obtaining this certificate helped me with the many challenges I faced over the years as a union steward and health and safety committee member. The union was always there for advice and support. Many employees would have been terminated if it had not been for the union representatives' help in dealing with the company. There definitely is a need for a union in a packing house.

I was co-chair of the health and safety committee for many years. It was always a challenge to get improvements done such as adjusting stands for

New appointments to executive board

Alice Jeffrey and John Sulyma newest vice-presidents.

Vice-presidents of the UFCW Local 832 executive board attend about six meetings a year to discuss and have input on the Local's activities and policies. It is recommended, but not required under the bylaws, that vice-presidents be selected from specific work sectors and geographic locations in the province to ensure that **ALL** members, regardless of which company they work for or what community they live, are adequately represented on the executive board.

Recently two new vice-presidents were appointed to the board. Alice Jeffrey is one the latest vice-presidents appointed to the Local 832 executive board. She works at the Maple Leaf Lagimodiere plant in Winnipeg. John Sulyma is the newest vice-president appointed to the board and he works at the Pepsi plant in Winnipeg.

There are currently 16 vice-presidents who work in various fields—health care, security, retail, production and processing plants—and who live in places such as Thompson, Neepawa, Brandon, Gimli and Winnipeg.

Local 832 President Jeff Traeger and Secretary-Treasurer Bea Bruske also sit on the board.

"It is important to understand the needs and concerns of the members when discussing policies. I feel our executive board properly represents the demographics of this union," stated President Traeger.



Maple Leaf member Alice Jeffrey (centre) being sworn in at the November 30 board meeting.



John Sulyma, from Pepsi plant, takes his oath at January 18 executive board meeting.

rience as a union member.

shorter workers to the height of the conveyer (which was at the height for a taller person), air blasting from cooling units on employees, line speed, malfunctioning equipment, etc. Due to the line speed and the strenuous workload many employees had problems with shoulders, elbows, carpal tunnel syndrome and many other work-related incidents. The Workplace Safety and Health Division was called in a few times to help resolve some problems. The committee was able to solve a lot of these issues, which have made the workplaces of workers today safer.

In 1984, after failed contract negotiations, we were on strike for a few months. That strike, though needed, was a burden on many families. With loss of pay, some members had to work somewhere else as well as walk the picket line. There were skirmishes when some people

tried to cross the picket line and the police were called in and came ready for a riot. After it was over we ended up with a loss in our pension, which is being felt today.

That is when we joined UFCW Local 832, thus making it a stronger union with more negotiating power and more resources.

In 1999, the company stopped the kill as it was opening the new plant in Brandon. We did get a buyout if we wanted to leave Maple Leaf; I took the opportunity to retire from the packing house and go into something else.



2013 UFCW international convention election meetings

The nominations for 2013 UFCW International Convention are now complete. Members who attended the nomination meetings in January voted unanimously in favour of the executive board's recommendation to send 15 delegates to this year's convention. The convention will take place August 12 to 16 in Chicago, Illinois. The board also approved 10 alternates.

18 people were nominated and elections are scheduled this month. Check the table for meeting dates and times and pick the location that is most convenient for you to go and vote.

Below are the nominees for **delegates**, in order of nomination. You are allowed to vote for up to 15 people.

Jeff Traeger
 Bea Bruske
 Marie Buchan
 Sonia Taylor
 Blair Hudson
 Michelle Masserey
 Brenda Brown
 Sandy Forcier
 Susan Hart-Kulbaba
 Blake Crothers
 Morag Stewart
 Debbie Jones
 Kathy Brnjas
 Kathie Kraychuk
 Sally Huculak
 Chad Fisher
 Dennis Schultz
 Kevin Hulsmans

If you have any questions regarding this process, call 204-786-5055 or 1-888-832-9832 and speak to Martin Trudel, election chairperson.

CITY/TOWN	LOCATION	DATE	TIMES
		FEBRUARY	
Dauphin	<i>Mail in ballot</i>		
Flin Flon			
Gillam			
Leaf Rapids			
Lynn Lake			
Swan River			
The Pas			
Thompson			
Carman		Carman Legion	19
Selkirk	Smitty's	19	10 a.m. and 7 p.m.
Steinbach	Days Inn	19	10 a.m. and 7 p.m.
Whitemouth	Rec Centre	19	3 and 5 p.m.
Winkler	Days Inn	19	10 a.m. and 5:30 p.m.
Portage	Super 8	20	12 and 5 p.m.
Russell	Russell Inn	20	4:45 and 7:15 p.m.
Stonewall	Chicken Chef	21	11 a.m. and 5 p.m.
Virден	Virден Legion	21	9:15 a.m. and 5 p.m.
Gimli	Lakeview	25	2:30 and 5 p.m.
Neepawa	Neepawa Training Ctr	25	1 and 5:30 p.m.
Brandon	Brandon Office	26	11 a.m. and 7 p.m.
Winnipeg	Training Centre	26	10 a.m. and 7 p.m.
Fisher Branch	Community Centre	28	6:15 p.m.
St. Malo	Chicken Chef	28	2 and 4 p.m.

The nominees for **alternates** are listed below in order of nomination for. You can vote for 10 alternates:

Ron Allard
 Jerry Kies
 Kim Ferris
 Heather Dezan
 Phil Kraychuk

Carino Bosica
 Dianne Gibson-Pierce
 Dean Rodwell
 Corey Kowalski

UFCW LOCAL 832 RETIREES' CLUB

Your new UFCW Local 832 Retirees' Club executive committee



Front row (l to r) Joan Dudas, President Norma Kinnear, Lila Hornby.
Back row Chuck McCormick, Hugh McMeel, Gerry Otto, Denis Allard, Nick Dudar, Armand Tesoro, Bob Whittle, and John Stokell.

Are you a Local 832 retiree and interested in becoming a dues-paying member of the retirees' club, but have not yet filled out a membership application? Give Carol a call at 204-786-5055 and let her know.

The cost is \$12 per year and entitles you to receive special pricing on the events hosted by the retirees' executive, as well as receive issues of UNION. You are also eligible to enrol in classes offered at the training centre. Events scheduled so far include:

- Spring luncheon on May 14
- Golf tournament in June (date to be determined)
- Casino trip September 18 to 20
- Fall luncheon October 15

Watch for full details in upcoming issues of UNION closer to the actual date of the event.

Socializing key to successful aging

In a new report by Statistics Canada, almost one-fourth of seniors said they would like to participate in more social activities. Here is your chance—make it your goal to try something new this year or join the retirees' club in some of their activities.

The study looked at the relationship between the number of social activities seniors did and their self-perceived health, loneliness and life dissatisfaction.

An estimated 80 per cent of the seniors polled said they were participants in at least one social activity, such as visiting relatives or friends outside the house, going to church, attending a sporting event or concert or doing volunteer work. According to the report, **seniors with a wider**

range of social activities maintain a better quality of life and better well-being.

If you have ideas on other events the club should explore, make an extra effort to come to the spring luncheon. You can share your ideas with the executive committee at that time.

Make 2013 the year you get more involved. The luncheons are a great way to meet new friends and enjoy a great meal. Golfing is very good exercise and the casino trip is always a lot of fun.

Heather Gilmour of Statistics Canada's health analysis division wrote, "Social engagement—involvement in meaningful activities and maintaining close relationships—is a component of successful aging."

What's with Sysco?

WORKERS COMPENSATION

Ken Asham, a UFCW member working at the Sysco warehouse in Winnipeg, injured his shoulder at work. After some initial difficulty contacting Ken, WCB accepted his claim. The facts of his WCB claim were very clear. Ken was working overtime when his shoulder began to bother him. He had a previous workplace injury to the same shoulder three years earlier so he made sure he reported this to his supervisor.

A couple of weeks later, his shoulder became so sore that he again reported it to his supervisor and requested that he be assigned to lighter work. A few days after that, while lifting a 60-pound bag of produce over his head, Ken's shoulder gave out and he felt immediate pain and a burning sensation in his shoulder. Again he reported this to his supervisor and then went straight to the hospital's emergency ward. The next day he saw his family doctor who referred him to a specialist at the Pan Am Clinic. The specialist ordered an MRI, which confirmed that Ken tore a muscle in his shoulder.

When the WCB adjudicator checked out the facts, she found everything Ken had reported was true. Ken's supervisor confirmed he had reported problems with his shoulder on two occasions and that he had an accident that required him to go to the hospital. The hospital confirmed he had come to emergency. Ken's doctor reported he had seen Ken the next day and referred him to a specialist. The specialist confirmed that he had seen Ken and that Ken had a muscle tear confirmed by an MRI.

Ken did everything that an injured worker is supposed to do. It was pretty

clear to any reasonable person that Ken had a workplace accident and that all the information was verified by others. The adjudicator could plainly see that and accepted the claim. This seemed like a routine claim.

The evidence was clear to everybody except Sysco management. Sysco appealed the WCB decision to accept Ken's claim but it lost its appeal at the Review Office. The Review Officer pointed out in his decision that the facts were clear. Ken had a workplace accident that was confirmed by his supervisor. He immediately went to get medical attention. He followed up with more doctor appointments and he was diagnosed with a muscle tear, which was objectively proven with an MRI. Given all of this information WCB had all the evidence it needed to accept the claim.

Sysco management still wasn't satisfied, so it appealed to the Appeal Commission. The Appeal Commission agreed with all the previous decisions and denied Sysco's appeal.

Sysco's bizarre behaviour did not end with the appeal. The Appeal Commission pays workers when they miss work to attend a hearing. It is routine and automatic. To make sure that it pays the right amount, the Commission sends a form to the employer and asks them to fill in the wage information. However, Sysco management didn't just fill out the form, it also sent in a separate note stating that the Appeal Commission shouldn't pay Ken. Sysco said Ken could have gone into work.

Ken's shift starts at 5 p.m. and ends at two in the morning. He lives in Portage La Prairie and by the time

"The evidence was clear to everybody except Sysco management."



Rob Hilliard
WCB Advocate

he drove home and then had to get up and drive back into Winnipeg for his hearing, he was able to only get two hours' sleep. The hearing ended at 11:30 a.m. and then Ken had some lunch and then met with the union's WCB Advocate to discuss some new evidence that Sysco had submitted during the hearing. After he finished with this meeting it was about 2 p.m. It would take Ken close to an hour to drive home and another hour to drive back to Winnipeg so there was no time for him to get any sleep.

Ken works driving equipment in a warehouse and he and his need to be alert on the job in order to avoid accidents. Nevertheless, Sysco management went out of its way to argue with the Appeal Commission that Ken should have come to work and not missed his shift. Sysco didn't even have to pay Ken. It is practice for the Appeal Commission to pay injured workers when they attend appeal hearings.

Essentially, Sysco wanted Ken to work dangerously and put himself and his co-workers at risk of a workplace injury. How can Sysco claim to have a good workplace safety and health program when it pressures its employees to do things like this? What's with Sysco?

Member compensated 11 hours' pay

Union wins grievance against Maples IGA.

On April 23, 2012, the union filed a grievance against Maples IGA as it had come to its attention that the company had not scheduled daily available hours by seniority, which is a violation of the collective agreement. In fact, a part-time employee lost 11 hours of pay as a result of the scheduling error.

The collective agreement states daily available part-time hours of work within the employee's home department shall be scheduled to the most senior part-time employee first and thereafter in decreasing order of seniority, providing the employee has the ability to perform the normal functions of the job and providing the employee is available and willing to work the hours.

As remedy to the grievance, the union requested that Maples IGA pay the 11 hours owing to the employee affected

and, furthermore, that the company ensure compliance with the collective agreement in the future.

Maples IGA initially refused the grievance and to pay 11 hours. The company took the position that the employees should have approached management prior to filing a grievance so that it could have changed the schedule. The union chose to go ahead with the grievance, as this was not the first time the grievor had been affected by the company's improper scheduling of available hours.

The union met with the company and argued strongly for compensation for the grievor, with no resolve. Therefore, the union referred the grievance to arbitration, with an arbitration hearing date for November 30,

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

2012. Prior to this date the company agreed to pay the grievor the 11 hours and agreed that in the future it would ensure compliance with the collective agreement.

It is important that all employees review their work schedules to ensure they are being scheduled in accordance with their union agreement. Any errors should be brought to management's attention immediately and you should also contact your union representative.

Grievance settled with Hewlett Packard

The employees at Hewlett Packard (HP) ratified their first collective bargaining agreement back in April of 2011. This agreement allows for employees' seniority to be calculated based on the length of continuous service with the employer within the bargaining unit, including any service as an agency contract worker with the employer prior to being hired by HP.

This language in the contract benefited many employees as, among other things, it also increased vacation time because vacation entitlement is determined on the basis of an employees' seniority date.

In administering the new collective agreement, the employer prorated employee's vacation during the first year of the agreement, as the contract was not ratified

until April. The company's vacation year is January to December. The union disagreed with this calculation and took the position that all employees should receive full vacation entitlement in accordance with the collective agreement.

The union filed a grievance, which proceeded through the grievance procedure and a hearing date was scheduled for September 14, 2012. Prior to this date, HP offered to settle the grievance on the basis that it would pay all employees affected for any lost vacation entitlement, without any admittance of liability.

As this issue would not affect vacation entitlements on a go-forward basis, the union agreed to the proposed resolve. Because of the union filing a grievance, five employees received payment.

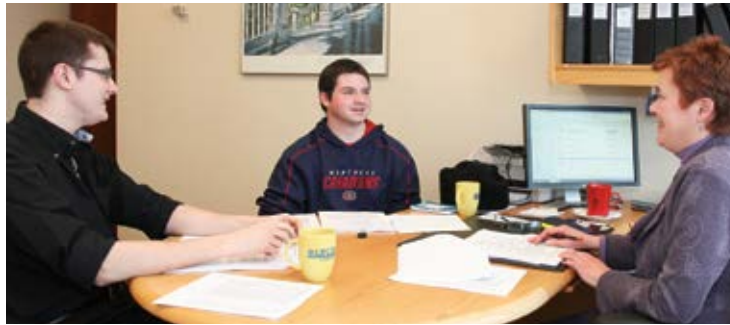
Bargaining with Staples underway

Union presents lists of proposals.

In the December 2012 issue, the union reported that the Manitoba Labour Board (MLB) certified UFCW Local 832 as the official bargaining agent for the Staples Business Depot (Leila location) employees.

The union met with the newly certified members on December 4, 2012, to hear their concerns and ideas on what they would like to see in their first collective agreement. The union negotiating committee, Michelle Masserey, Mike Saurette and Sean Allen, then met to put together a proposed collective agreement to present to the company.

As of press time, the negotiating committees had not yet commenced face-to-face bargaining, due to the employer's schedule. But the union committee did meet with a government appointed conciliation officer from the Department of Labour on



January 10. The committee presented the union's proposed agreement to the conciliation officer, who forwarded it to the employer's lawyer. The Staple's bargaining committee had committed to responding to the union's proposals prior to the first scheduled head-on meeting, which is February 1. The parties also have two more dates scheduled for bargaining—February 20 and 27.

Since this is a first contract, there are certain timelines in place. As early as 90 days after the conciliation officer was appointed, either party can apply to the MLB to have the unresolved items imposed in a one-year collective

agreement. In this instance, that date is March 10. If the parties have not made significant progress in negotiations by that date, the union intends to apply to the MLB for first contract.

The employer has also not yet agreed to an access agreement. An access agree-

ment is usually standard language, which would allow the union representative to visit and communicate with the employees at the workplace. However, Staples does not agree, insisting on restrictive language that does not exist in any other Manitoba retail contract.

Therefore, the union has also applied to the MLB to have an access agreement imposed. This way, Mike Howden, the union rep assigned to Staples can attend the store.

Members can keep updated on these negotiations by visiting the union's website at www.ufcw832.com.

Giving to a place of healing

Northern members raise money for Homeless Shelter.

The Thompson Homeless Shelter is a place of healing that provides food and a safe haven for people in need. The shelter also offers referrals and other services essential to enhancing the wellbeing of those who come to the shelter.

Local 832 represents workers at the shelter and recognizes the importance of keeping the Shelter operational. Currently, the Shelter is open 24 hours a day, seven days a week, 365 days a year. Funding for the Shelter comes from the Government of Canada and the Province of Manitoba. However, the Shelter also relies on donations

and contributions from other sources as it has faced funding shortfalls in the past and was forced to cut its hours.

In keeping with the local's belief of giving back to the community, at the activists appreciation social held in Thompson, the attendees fundraised \$2,000 for the Shelter. Pictured (left to right) is union member Miranda Halcrow, Cheralyn Poulton, Homeless Shelter Director, northern union representative

Blair Hudson and union member Paul Watts. The Shelter was extremely grateful for this donation.



Pizza Pops oozing off the shelves

'Murphy's Law' affects members at General Mills.

In July of last year, General Mills announced that due to the poor market performance of the stuffers product, it would be reducing production in Winnipeg. The company changed from the continental 12-hour shift structure to an 8-hour shift structure, which meant that the employees would now work 8 hours a day Monday to Friday.

At the same time, the company also announced that it would be laying off about 30 union members.

Well leave it to 'Murphy'. Recently, there has been an unexpected increase in purchase orders from retailers for Pizza Pops. Because of this, members worked every Saturday in December and at press time



had worked every Saturday in January.

Overall, this is great news for the company and for the members.

However, the long hours are becoming a challenge for some employees. Especially since not that long ago, they were working continental shifts of 12 hours a day for three days a week. Now they are working six days a week, which is having an impact on the members and their families. The members are grateful for the work and the job security, it is just 'Murphy's Law'.

Another reason for the increase in workloads is because General Mills is planning a two-week shut-down.

As some members have said, "We'll have two weeks to rest up."

Time to start crunching

Old Dutch collective agreement expires in April.

The union is getting ready to begin bargaining towards a new collective agreement for the members working at Old Dutch Foods. The current collective agreement is set to expire April 30, 2013. Therefore, it is time for the members at Old Dutch to start crunching and thinking about what they would like to see in their new agreement.

Local 832 President Jeff Traeger has appointed union negotiator Heather Dezan to head up the bargaining committee. She will be mailing a letter in the coming months to the members to inform them of a proposal meeting.

It is important that the employees attend this meeting, as it gives you, **the member**, a chance to be heard and bring your ideas to the table.



In the meantime, if members have any questions or concerns regarding their agreement or workplace, give union representative JP Petit a call at 204-786-5055.

Overseas company invests in Manitoba

Neepawa members gain—more jobs in future.

Itochu Corporation, headquartered in Minato-ku, Tokyo, has acquired stakes in HyLife Foods in Manitoba.

HyLife supplies safe, secure pork to markets around the world.

This investment will further strengthen HyLife's position in the global market of food production and allow it to expand its business. With this growth, hopefully, will come more jobs in the future.

Local 832 represents 840 workers at the HyLife hog processing plant in Neepawa. The plant processes around 5,700 hogs per day into primal and selected cuts for both international and domestic markets. The plant is currently in the middle of a major expansion.

Preparations for negotiations continue

UFCW locals meet to take a united stand against Westfair Foods.

In January, the local began to implement its communication strategy with the Westfair members as it gears up for the upcoming negotiations. The union started by meeting with the shop stewards, then put together a phone survey, which will be conducted by Viewpoints Research

Ltd., a polling company. Viewpoints will contact members from Westfair province-wide to get feedback on what issues or concerns are important to them and to get their thoughts on what they would like to see in their collective agreement. Members will also get a chance to voice their ideas, as the union has scheduled proposal meetings throughout the province in March (see table below). This infor-



Alberta's Local 401 bargaining committee and Locals 1400 and 832 unite in Calgary.

mation is available on the union's website at www.ufcw832.com and will be posted in all the stores.

Local 832 recognizes the importance of what other UFCW locals in Canada negotiate with Loblaws/Westfair. Therefore, in January, President Jeff Traeger and executive assistant Marie Buchan, along with Norm Nault, president of Local 1400 in Saskatchewan, met with the bargaining committee

from Local 401 in Alberta. They then met with the company in Calgary on January 9. This was the first of more planned 'united committee' meetings for UFCW locals.

"Our plan is to have a united face for Westfair bargaining," said Local 832 President Traeger. "There are other UFCW locals who are in the midst of negotiations with Westfair or are about to begin negotiations and we need to support one another because together we can bargain stronger than we can alone."

At the meeting in Calgary, the company and the union met to discuss the process for upcoming bargaining. The company presented to the union its three main issues:

1. Retail growth in Alberta
2. Health & Safety
3. General Discussion on Company Operations

UFCW focused on the struggles it has faced with the company over the last four years, since the signing of the last collective. The union presented various placards on scheduling grievances, respect and dignity, health and safety, management performing bargaining unit work and unionized vs. non-unionized Loblaws stores in Alberta.

UFCW Local 401 will continue the bargaining process with Loblaws in Edmonton on January 21 to 25. UFCW Local 832 will continue to support the other locals while continuing with its preparations for Westfair negotiations.

WESTFAIR PROPOSAL MEETINGS

City/Town	Location	Date and Time
Winnipeg-North	Canad Inn - Garden City 2100 McPhillips	Wednesday March 20 9 a.m. and 7 p.m.
Winnipeg-South	Canad Inn - Pembina 1824 Pembina Highway	Tuesday March 19 9 a.m. and 7 p.m.
Winnipeg-East	Canad Inn - Windsor Park 1034 Elizabeth Road	Monday March 18 9 a.m. and 7 p.m.
Winnipeg-West	Canad Inn - Polo Park 1405 St. Matthews Avenue	Sunday March 1 9 a.m. and 7 p.m.
Steinbach	Days Inn 75 PTH 12 North	Thursday March 21 9 a.m. and 7 p.m.
Brandon	Training Centre 530 Richmond Avenue E.	Tuesday March 19 9 a.m. and 7 p.m.
Winkler	Days Inn 395 Boundary Trail	Thursday March 21 9 a.m. and 7 p.m.
The Pas	Wescana Hotel 439 Fisher Avenue	Wednesday March 20 - 6:30 p.m. Thursday March 21 - 9:30 a.m.
Swan River	Westwood Inn 437 Westwood Road	Tuesday March 19 - 6:30 p.m. Wednesday March 20 - 9:30 a.m.
Dauphin	Canway Inn 1601 Main Street S.	Monday March 18 - 7 p.m. Tuesday March 19 - 9:30 a.m.

Westfair flowing into general merchandise

The union continues to monitor the program. Some changes made, more to come.

The union reported in the fall of 2012 that Westfair was implementing the “Flow” program in five pilot stores in Manitoba. The piloted stores are 1506, 1509, 1516, 1515 and 1512. Local 832 has been monitoring the program from the onset to ensure that there are no violations of the collective agreement.

Essentially, what Flow did was combine the grocery, beauty, natural value, and OTC (health) departments into one department—replenishment. By doing this, it radically changed how goods get broken down, spotted in the aisles and stocked on the shelves. Since implementing Flow, the company has made several changes such as not including the natural value department and only including part of the beauty department in the new replenishment department and it moved cosmetics into the Joe Fresh department. The company is also scheduling hours of work for employees in the merged department by seniority and availability, which may affect the guarantee of hours for some employees.

Now almost five months into the pilot program and with some adjustments, Westfair has indicated it plans to implement the Flow program into the remaining Superstores. As these Superstores enter Flow, there will now be two operations. There will be the replenishment department, which will consist of grocery, OTC, and beauty departments, as well as a general merchandise (GM) Flow operation that will include electronics, home and leisure departments. At press time, the company had not yet provided the union with the name of this department, however, scheduling of hours in this new merged department will also be done in accordance

with the collective agreement, by seniority and availability.

General merchandise clerks, who were transferred into the replenishment department during the pilot phase in September, will be asked if they wish to return to their previous department. If they agree, it is voluntary and they will be paid at the general merchandise clerk rate of pay that corresponds to their class hours and not the service clerk rate of pay they are receiving working in the replenishment department.

Roll out dates for the Flow program in Superstores not currently operating in the program are as follows:

JANUARY 27

1503 and 1511

FEBRUARY 10

1505 and 1508

FEBRUARY 24

1510

MARCH 10

1514

These stores will introduce both the replenishment department and GM operations on the above dates. Superstores that currently only have the replenishment department will begin the GM operations on February 10.

The union continues to monitor how the Flow program is affecting its members who work in these stores and reminds you that **you cannot work in departments other than your own** and in your own classification. If you are working in more than one department or know it is happening in your store, you need to let the union know of the details—who, when, where, and any witnesses.

At press time, the company had announced a few more changes to the Flow program. Members should watch UNION for further updates on Flow.

UFCW Youth helping in the community!



Peyton Veitch, Gabriel Bako, Ashley Morello and Kellyn Randall from the UFCW Local 832 Youth Committee volunteer to wrap presents.

Membership discounts—it pays to belong!

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 and it is a good idea to call ahead. For a complete list go to www.ufcw832.com.

RRSP FOR LOCAL 832 MEMBERS

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

GENERAL PAINT

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

Brandon:

1124 18th Street 204-727-0295

Winnipeg:

- 1045 St. James Street 204-982-6300
- 1094 Nairn Avenue 204-982-6330
- 1-140 Meadowood Drive 204-982-6320

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 204-284-6650 or drop by the dealership at 300 Pembina Highway for complete details.

CELEBRATIONS DINNER THEATRE

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

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.

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.

DUFRESNE HOME CENTRE SAVINGS

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

- Winnipeg 880 Nairn Avenue, phone 204-667-1578 or 1750 Ellice Avenue, phone 204-989-9900
- Selkirk 374 Eveline Street, phone 204-785-8191
- Portage 2401 Saskatchewan Avenue W, phone 204-857-7803
- Brandon 1885-18th Street N., phone 204-728-8530
- Swan River 1321 Main Street, phone 204-734-4772

GREENWOODS DENTAL CENTRES

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

- Offer applies to new patients only.
 - 2-person minimum booking per family.
 - One free whitening kit and trays per family per lifetime.
- This offer good at only the 693 McPhillips Street location. Phone 204-774-7774.

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, Globus and Westjet. Contact:

Rosa Bertone at rosa.bertone@marlintravel.ca or call 204-944-7874.

Earn Air Miles on your reservation.



“Because winning is almost as fun as getting an excellent insurance rate!”

Exclusive Insurance Rates for UFCW Members

Apply today and discover the benefits of group insurance through the UFCW home insurance program. You'll benefit from discounted rates and excellent service.

Contact us today to start saving!

Get a no-obligation home insurance quote by **February 28**, and be automatically entered to win a Blackberry Playbook!



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info@csib.org



www.csib.org/ufcw

UFCW LOCAL 832 INCOME TAX SERVICE

Program starts February 8. Brandon begins February 25.

\$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.

*** *Neepawa*—Training Centre on February 24, March 3 and 17 or members can go to the Brandon office or mail in pertinent information to the Winnipeg office, 878 Portage Avenue, R3G 0P1.

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

INCOME TAX LOCATIONS

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.)

NEEPAWA***
(at UFCW Training
Centre)

February 24
and
March 3 and 17
9 a.m. - 3 p.m.


ST. MALO
(at RRWS)

March 10
9 a.m. - 3 p.m.

**PORTAGE
LA PRAIRIE**
(at Canad Inn)
March 24
9 a.m. - 4 p.m.

GIMLI
(at Viking Inn)
March 31
9 a.m. - 4 p.m.

**TO BOOK YOUR
APPOINTMENT
FOR THESE
FOUR LOCATIONS
CALL THE WINNIPEG
TAX OFFICE AT
204-786-5037.**


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

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UFCW Local 832
1412 Portage Ave.
Winnipeg, MB R3G 0V5