



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JUNE 2014



Vantage Foods
Building on their success.

Harper **needs** to use the **Manitoba** PNP Model to fix the TFWP



Over the last few months, media has been reporting stories of employers abusing the Temporary Foreign Worker Program (TFWP). Canadians have heard how fast food chains, coffee shops, mines and even financial institutions use this program to displace Canadians in favour of workers brought to Canada through the TFWP. There have also been reports of employers refusing to honour the contracts signed with these workers and putting them in horrible working conditions that we all find hard to believe exist here in Canada.

While I think we can all agree that the TFWP is broken, there are different schools of thought on how to fix it.

Those who think that simply scrapping the program altogether is the solution are ignoring the fact that such a move would have a drastic effect on the agri-food business in this country. Like it or not, some employers rely on this program to staff necessary jobs that domestic workers simply do not apply for. Most companies do everything they can to find Canadian workers and only use the TFWP as a last resort. Scrapping the program would also close a much-needed road to permanent residency.

Maple Leaf and HyLife are two Manitoba examples of companies that rely on the TFWP and do not abuse it. The success of the program in Manitoba is largely due to unionization, good wages, benefits, and working conditions. The workers these companies recruit are covered by the same collective agreement as their co-workers. Arguably, if these were non-union plants, people would leave in large numbers for the bigger cities—chasing better benefits. The majority of workers who have successfully

completed the PNP have made Brandon or Neepawa their home, rather than leaving for larger centres.

Both of these companies sponsor the workers so that they have a real possibility of becoming Canadian citizens—thanks to the Manitoba Provincial Nominee Program (PNP).

This program is the pathway to citizenship for foreign workers. Since the PNP works so well in Manitoba, it would seem that the solution to the TFWP nationally is to implement the Manitoba model that has been successfully bringing workers that are needed here and turning them into Manitobans, and new Canadians. The Conservative government in the '90s originally implemented the Manitoba PNP, and over the last decade the current NDP government has improved the program.

It would effectively create a federal immigration stream to bring workers here that are needed—not temporarily as the program name suggests, but permanently. After all, the need to staff the huge hog processing plants in Western Manitoba that help keep our economy thriving and growing is anything but temporary.

In solidarity,

A handwritten signature in black ink, appearing to read 'Jeff Traeger'.

Jeff Traeger

President, UFCW Local 832

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On the cover: Vantage Foods members in Winnipeg working the line.

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Taking ad-Vantage

After years of struggling Vantage Foods is ready to grow.



It has been a busy time at Vantage Foods in Winnipeg, Manitoba. Over the last several years, the facility on Paquin Road has had a tough time keeping busy, but now, with new customers and a potential new certification, its years of investment will be paying dividends.

In the '90s, the facility was home to Redi-Foods—a poultry plant, but in 2002 it was bought by Vantage Foods and completely overhauled to a red meat plant.

Vantage Foods has recently brought on Giant Tiger and Walmart in Manitoba as a client and welcomed back Alberta, Saskatchewan, Manitoba and Ontario Safeway to prepare their “over wrap” meats.

What has been the success of Vantage Foods is the quick turnaround of orders. The company receives its orders from the stores in the morning and immediately begins production. Orders are being shipped out late that same afternoon and are arriving to the stores the very same day. It's this niche market that has enabled Vantage to retain its employees and offer overtime, when in the past this wasn't the case.

Also, what has assisted Vantage is its attention to detail and providing a “defect free” product that the client and the customer can both enjoy.

Longtime union member Joanne Peters said, “While there is some confusion as to how each client wants their product presented, the days of going home early are gone. Once the company moved to an over wrap system as opposed to the vacuum-sealed product, we've been much busier, and the workforce is happier too.”





Dreams Can Become Realities

Portage Friendship Centre in Portage la Prairie unveils mural.

The Portage Friendship Centre began its operation in 1966; it was originally called the Indian & Métis Friendship Centre. In 1970, the Centre was incorporated as the Portage Friendship Centre.

Today the Friendship Centre strives to provide timely and necessary services to the Aboriginal population in Portage la Prairie and surrounding areas. The Centre offers a variety of programs including life-coping classes such as Setting Healthy Boundaries, Assertive Communications and Positive Parenting.

A few years ago, the Centre had a dream of creating a mural that would portray people of all colours and nationalities working together in unity for the betterment of all people. **It is no longer a dream!**

With the help of various sponsors and volunteers, including students from grades 8 to 11 from various schools in Portage la Prairie (Yellowquill, Arthur Meighen, Portage Collegiate and West Park) who painted the mural, **this dream became a reality.**

On May 23, the Centre proudly unveiled the mural at a ceremony featuring drumming by the Prairie Sage Singers. The mural focused on the Aboriginal Seven Sacred Teachings:

- **Buffalo** (Respect)
- **Eagle** (Love)
- **Bear** (Courage)
- **Sabe** (Honesty)
- **Beaver** (Wisdom)
- **Wolf** (Humility)
- **Turtle** (Truth)

The Friendship Centre is pleased with this history-making project and the beautification of the neighbourhood, which promotes Portage la Prairie as a safe and desirable place to live and raise a family.

Staff at the Portage Friendship Centre want to say thank you to everyone who took part in this project. Without everyone working together, this vision would not have been possible. A special thanks to Constable Shannon Neff from the Portage la Prairie RCMP, who was instrumental in taking the Centre's vision and turning it into reality.

Local 832 represents approximately 10 employees at the Portage Friendship Centre who work as mentors, counsellors, coordinators, and in maintenance.

Local 832 Represented



Union delegates from across the country converged for the 27th Triennial Canadian Labour Congress (CLC) convention in Montreal. The CLC is the umbrella organization that represents over 3.3 million union workers from approximately 52 affiliating unions.

Every three years, Local unions send delegates to the CLC convention with proposed resolutions that are presented to the convention floor. These resolutions are debated amongst the members of the labour movement at the convention. From these resolutions, the CLC adopts policies, which are put into an Action Plan.

This year, during the convention, elections were also held and the delegates elected a new CLC executive committee.

The delegates voted unanimously for the CLC to condemn the kidnapping of girls in Nigeria. Equity-seeking groups came together at forums to discuss common goals and possible solutions, as well as have honest conversations about the challenges parents face when trying to find childcare in this country.

Delegates stressed that the CLC needs to protect and work to improve issues on access to safe, publicly funded, universal, non-profit, fully accessible early childcare. They also want the CLC to mandate support and encourage affiliated unions and their members to support **Sisters In Spirit**, and to call for a public inquiry into our missing and murdered Aboriginal sisters.

After convention, the delegates left Montreal confident that the labour movement will have a progressive voice speaking for our rights on a national and international level.

President Traeger and Executive Assistant to the President Marie Buchan, along with three Local 832 members, Debbie Jones (Garda Security), Sally Huculak (Thompson Hospital) and Gabriel Bako (Sobeys) attended the convention. The union members who attended felt that it was an eye-opening, yet empowering, experience. They also said they now realize that besides the CLC executive, it is regular union members, stewards, and health and safety activists who make up the Canadian Labour Congress.

This year's convention had its largest number of delegates—over 4,800. It made CLC history. What was especially refreshing was the large number of young delegates who attended.

Engaging Youth

It was young workers who kicked off the convention on May 4. Delegates under the age of 30 met to discuss the importance of building youth involvement in the CLC campaigns and to gain a better understanding of the convention's structure. They participated in a strategy session about engaging young people politically and in the labour movement.

Local 832's CLC National Young Worker Representative Gabriel Bako said, "I felt fortunate to be able to participate at the convention. My overall experience was amazing. There are many things I learned that I will be able to share with my union to try to effectively engage the large number of young workers that it represents."

Youth had a huge impact at the CLC convention.

at the CLC Convention



The weeklong convention was very empowering. Especially noteworthy is:

Together Fairness Works initiative, which is being rolled out through TV and other media-based marketing. This initiative is to help reshape Canadians' opinions of unions. It reminds us what **unions have done for all society and what they continue to do**—parental leave, paid vacation, workplace health & safety, just to name a few.

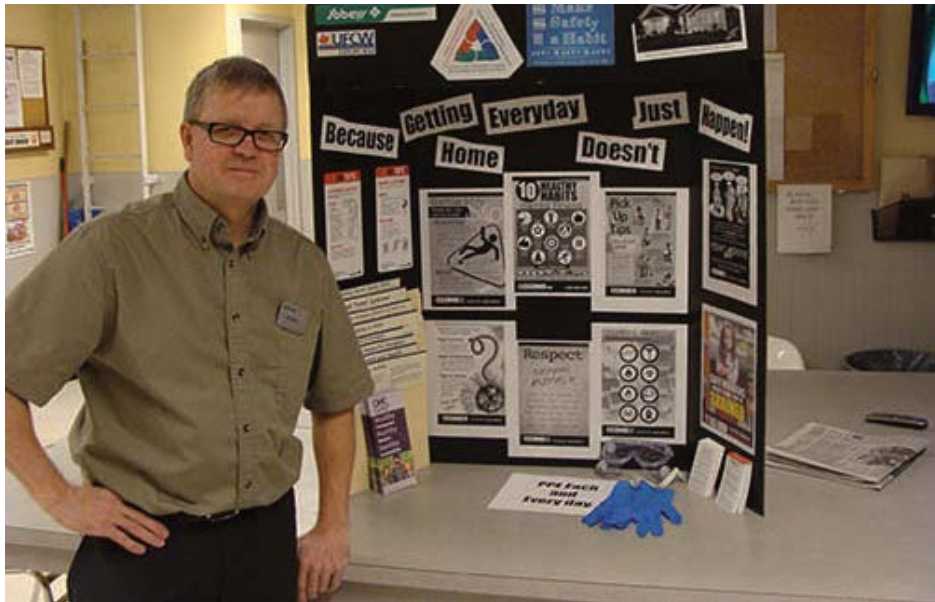
And the two incredible young women from Halifax—**Baristas Rise Up**—who unionized Second Cup Coffee locations throughout the city of Halifax, a traditionally non-union sector that is largely youth dominated.

It was the 22nd anniversary of the Westray disaster and the CLC delegates remembered the miners who tragically died at that mine. Ken Neumann, USW national director for Canada, asked delegates to keep pressuring governments to enforce the law and prosecute negligent employers. "Stop the killing. Enforce the law."



Health and Safety a Priority Nation-Wide

HEALTH & SAFETY



Guy Sylvestre
Health and Safety
Resource Rep

UFCW Local 832 wants to ensure health and safety is a priority at all of its workplaces. That is why UFCW Local 832 health and safety resource rep Guy Sylvestre continues to work closely with the unionized workers on the safety and health committee.

As a new initiative, the union is backing North American Occupational Safety and Health Week (NAOSH) and shares its goals and efforts. NAOSH is a joint venture involving Canada, the United States and Mexico, who are represented in the three arms of its logo. NAOSH focuses on the importance of preventing injury and illness in workplaces, at home and in the community. This year NAOSH week was May 4 – 10. Here in Winnipeg it kicked off with a Steps for Life Walk, held at Kildonan Park.

UFCW wants to encourage all of its workplace safety and health committee members to consider participating in NAOSH next year and to put NAOSH as a topic of discussion for its meetings.

Local 832 member, Don Burroughs (Sobeys 586), brought awareness to his fellow workers. In fact, with the support and permission of management, he put together an exhibit for his workplace, which is on display in the lunchroom. Great work, Don!

Everyone should share the same vision of safer workplaces. If you are interested in finding out more about NAOSH or wanting to get involved in ensuring that your workplace is safe, call Guy Sylvestre at 204-786-5055 or e-mail guy.sylvestre@ufcw832.com.



Summer Finally Here

With summer arriving this month, so does worker discomfort with increased temperatures. In Manitoba, there is no legislated maximum allowable temperature above which would cause work to cease. However, employers are required to establish and maintain thermal conditions in an indoor workplace that are appropriate for the work being done.

If your workplace becomes uncomfortable, there are certain measures you can take—use fans, wear light and loose-fitting clothing, and drink water. Your safety and health committee may recommend the company permit less physically demanding activities during peak temperature periods or even adjust working hours to cooler periods of the day or night.

Should you find yourself in an intolerable situation, continue working but contact your union rep immediately. It's your health, you have a right to protect it.



GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

A Deal is a Deal!

Grievance results in Maple Leaf member retaining his rate of pay.

In March, a union member working at Maple Leaf, who was hired back in 1999, received notice from his employer that during a recent audit, the company discovered that based on his qualifications, he was being overpaid. Specifically, the employer said the employee was being paid the “trades with a licence rate” when he did not have his trade papers and should have been getting paid the “trades without a licence rate.” This was a difference of approximately \$6 an hour.

The member who was affected explained that even though he did not have his trade papers, he had always been paid the higher rate since his first day of employment with Maple Leaf. In fact, that was what was agreed to when the company initially hired him.

Local 832 immediately filed a grievance and since the parties did not reach a settlement during the first stages of the grievance procedure, the union filed for expedited arbitration. A hearing date was set for May 5.

Maple Leaf maintained its position that the grievor was being paid the higher rate by mistake and that it had the right to rectify any such mistake.

During its investigation, the union talked to the grievor’s retired supervisor, who had actually been involved in the hiring of the grievor. The supervisor explained that in 1999 it was difficult to find and retain journeymen with licences. Therefore, the employer approved three individuals, who may not have necessarily qualified for a trade with a licence rate, to be paid the higher wage rate. The grievor was one of the three individuals hired on this basis.

Then in 2003, the company appointed a new manager. The new manager was not overly pleased with the arrangement and discontinued it on a go-forward basis. He did, however, agree to keep the three who benefited from the arrangement at the “trades with a licence” wage rate. This meant that three individuals, including the grievor, continued to receive the higher rate.

Over the years, two of the three members moved on and only the grievor was left working for Maple Leaf. He continued to be paid the higher wage rate until March of this year when Maple Leaf abruptly stopped paying him the higher rate.

The union provided the retired supervisor’s information to the employer’s counsel and also advised that it would be the union’s position at arbitration that the company was estopped from reverting back to the strict interpretation of the Collective Agreement until, at least, the start of negotiations for a new collective agreement. The union also advised that the retired supervisor was being subpoenaed and would be testifying at the arbitration hearing.

As a result of this information, the parties entered into serious discussions and were able to arrive at a settlement the day before the hearing was to have commenced.

Amongst other things, the company agreed to immediately return the grievor to his previous rate and pay him retroactively to the date that the company reduced his pay. The parties also agreed that the grievor would be provided with a period of time to get his papers so that he could be paid the “trades with a licence rate” as set out in the collective agreement.

Big Crowd at Luncheon

RETIREE NEWS

If it ain't broke, why fix it! That is why again, the retirees club chose to once again hold its annual spring luncheon at the ANAF Legion on May 13. There was a record-breaking crowd who attended the luncheon last month.

The attendees enjoyed socializing, eating the delicious buffet and listening to UFCW education director Heather Grant-Jury talk about the union's plan to raise money for the Leukemia & Lymphoma Society of Canada—Light the Night Walk.

As usual, the club gave out door prizes and cash draws. The winners are:

Door prizes—Bob Whittle, Wayne Hacking, Art Zaluski, L. Hacking, June Peterson, Irene Genvick, Thomas Weselak and Ed Peters.

Cash Draws—Rose Roskwich, Phyllis Zaluski, Julie Osadchuk, Jim Heppner, Art Zaluski, Elizabeth Stornel, Margaret Hlady, V. Blair, Barb Schick and Bev Beckman. Congratulations to all the winners!



Don't forget to dust off your golf clubs for the annual retirees' golf tournament on **June 10**, this year. If you have not yet registered, call Lotte at 204-786-5055 to see if there is still room. It is always a fun time, whether you are an expert golfer or not. There are lots of prizes to be won!

Bus Over 2/3 Full!

Casino trip filling up fast.

The bus is filling up fast and there are only a few seats left. If you are planning on coming to the **Prairies' Edge Casino Resort in Granite Falls, Minnesota**, from September 15 to 18, you need to call and register as soon as possible before there are no more seats available. Seats are on a first-come, first-serve basis.

To register, call Lila at 204-837-3554, Armand at 204-832-1211 or Joan at 1-204-422-6670, or e-mail Joan at sadudaj@mts.net. You must **register by July 26**.

The cost of this trip is \$145 each for dues-paying members and spouse or \$155 for non-members. This price is based on double occupancy (add \$20 for single occupancy). Remember, your registration is not complete until your full payment is received. **Send in your payment** to the attention of Lotte at UFCW Local 832, 1412 Portage Avenue, Winnipeg, MB, R3G 0V5 **by no later than August 8**.

As well, remember that you need a valid passport to cross the border. So if you don't have a passport or it has expired, you still have time to get things in order.

Recipe of the Month

Banana Coconut Loaf

2 eggs
1 cup sugar
½ cup melted butter
3 medium mashed bananas
½ tsp. almond flavouring
1 ½ cups flour
½ cup medium grind coconut
1 ½ tsp. baking soda
½ tsp. salt
½ cup walnuts (optional)
½ cup raisins (optional)

Beat eggs, add sugar and melted butter and mix well. Stir in mashed banana and flavouring. In another bowl, put in the remaining ingredients and stir until well mixed. Pour in egg mixture and stir just to combine. Spoon into greased 9x5x3 loaf pan and bake for one hour in 350° degree oven or until toothpick comes out clean. Let stand for 10 minutes before removing from pan.



Dunn-Rite Members Say Yes

Wages going up by 6.5% during life of three-year agreement.

On May 7 members at Dunn-Rite strongly said yes to a new three-year collective agreement by 90 per cent. The union held three presentations, in four different languages (English, Vietnamese, Mandarin and Cantonese) for the members prior to the vote.

“Accommodating the members’ needs and ensuring they understand what they are voting on is our priority,” said union negotiator Michelle Masserey. “I’m sure that is the reason for the higher than normal turnout at the meeting.”

Bargaining was particularly difficult this round, as it was the first time the new British Columbia owners, Sunrise Poultry Processors Ltd., were involved in talks for the Winnipeg plant. Although Sunrise management did not attend the Winnipeg negotiations, they tabled many concessions that would have taken money directly out of the pockets of our union members. Not good timing on the company’s part, as it did this at a time when the

company was just finishing a \$26-million renovation and expansion.

During the life of the new agreement, wages will increase by 6.5 per cent, with the first two per cent wage increase being retroactive to July 1, 2013. On top of negotiating a good wage increase, the union bargaining committee did not accept any concessions, and was able to bargain improvements to job posting and job vacancy language. Employees will now have an additional month to get their spring vacation requests in, and shop stewards will be able to accompany the union representative on the shop floor during the rep’s visit. The union committee also added new language on family responsibility leave, creating new classifications, and the evening/night shift premium will now be paid to those who start prior to 5 a.m.

UFCW Local 832 represents approximately 240 workers at Dunn-Rite Foods.

Krown Produce Shelves Start of Negotiations

The bargaining committees were set to begin negotiations on May 12 and 23, however, Krown Produce postponed talks as the company's lawyers were no longer available on those days.

Krown Produce is a privately-owned distributor of hundreds of fresh products, and UFCW Local 832 represents approximately 30 workers at the Winnipeg plant.



The parties have rescheduled bargaining for June 3 and 27. Although the contract expired on May 3, the current agreement remains in place until a new deal is ratified by the membership.

Local 832 will keep its members at Krown Produce informed as negotiations develop. It also invites the members to visit the union's website at www.ufcw832.com for the most up-to-date news on bargaining and all of the local's activities.

Signs of Change

Canada Safeway as we know it, has gone through many changes this past year. It began when Sobeys finalized the purchase of Canada Safeway in November 2013. As part of the deal, Canada's Competition Bureau ordered Sobeys to sell four of its Manitoba stores.

Red River Co-op purchased these stores and the four former Safeway stores are now operating under the Red River Co-op banner. The four locations are:

1441 Main Street
77 Vermillion Road
850 Dakota Street
1120 Grant Avenue

With the purchase of Canada Safeway, Sobeys inherited the over 3,000 UFCW Local 832 members along with their negotiated union agreement. From the over 3,000 Local 832 members, approximately 420 of them now work at one of these four Co-op stores.

Co-op will continue certain services that Safeway customers are accustomed to such as pharmacy deli, and floral, and will be featuring meat counters with full butcher services at each of its stores.



Sobeys and Red River Co-op Members

Effective June 1, Tier 2 has been completely eliminated. This means that anyone hired before April 1, 2002, has daily seniority and anyone hired on or after April 1, 2002, has weekly seniority in the scheduling of hours. Stay tuned for further details in the next issue of UNION.

Letter Required if Opting Out of Union



With all of the transitions occurring because of the sale of Safeway to Sobeys and Red River Co-op, there have been a lot of employees moving from one store to another or from one position to another.

The union wants to remind you that if you are a union member who

is moving into a management position or any other position that is non-union, it must be done in writing. You need to write a letter to the company and union expressing your wishes to become a non-unionized employee.

After becoming non-union, you have 13 weeks from the day you first became non-union to decide whether

or not you want to remain out of the bargaining unit or return to the bargaining unit.

Any Sobeys or Red River Co-op member who has questions or concerns regarding moving into a position outside of the union, should speak to a shop steward or call their full-time union representative.

SAFE WORK AWARDS

Congratulations to SAFE Workers of Tomorrow (SWOT) and Cindy Strath from Granny's Poultry who received SAFE Work Awards on May 8.

The SAFE Work Award Program started in 2013 as a way for SAFE Work Manitoba to recognize outstanding contributions and dedication to SAFE work. This year there were four nomination categories, Worker, Educator, Committee and Employer. One award is given province-wide for each category. This year SWOT received the award for Committee. Many of you are familiar with SWOT and the diverse Training and Awareness they provide across our province. SWOT is a one-of-a-kind program that many other jurisdictions in Canada envy.

With nearly 20 years of tireless work in Manitoba, there is no doubt that SWOT has earned this award. Cindy Strath is a supervisor at the Granny's Poultry plant, and was nominated by a worker member of the Health and Safety committee. Cindy has shown dedication to health and safety in her workplace and goes above and beyond when it comes to members with language barriers. This is a difficult task in the Granny's plant, something Cindy has excelled at. This year, Cindy received the award for the Worker nomination.

Again, congratulations to both SWOT and Cindy for their outstanding contributions to health and safety. To find out more go to www.safemanitoba.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.

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

Phoenix Real Estate

Call Jennifer Okaluk at 204-771-0981 and receive:

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

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.

Dufresne Home Centre Savings

Receive 5% better than the current price listed on furniture, mattresses and accessories. Receive 3% off the current price listed on appliances and electronics. These 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

**For a complete list of UFCW Local 832
membership discounts go to:**

www.ufcw832.com/discounts





GET IN SHAPE IN 2014

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

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

You can choose between:
6-month facility pass \$165
12-month facility pass \$308

6-month combo pass \$222
12-month combo pass \$433

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

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

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


To Order Your Pass:
download form at
www.ufcw832.com/recpass
or stop by the union office.

Send form and cheque made out to
UFCW Local 832 by July 4, 2014.

Passes will be available for pick up
at any City of Winnipeg recreation
facility on July 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



**ATTENTION
ALL
UFCW
LOCAL 832
MEMBERS!**

**ANSWER
THE
PHONE!**

On June 10 at 7 p.m.

UFCW Local 832 will be holding its first
General Membership meeting via
Telephone Town Hall.

We will be calling you to update you on recent events at the Local.

You can ask questions or just listen.

Those who stay on for the **entire** meeting will be entered into
a draw for a pair of **2014/15 Winnipeg Jets tickets**.

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

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