

NEW COLLECTIVE AGREEMENT FOR MEMBERS AT MAPLE LEAF IN BRANDON



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

JANUARY / FEBRUARY 2020

2020
TELEPHONE TOWN HALL

GENERAL MEMBERSHIP MEETINGS

Tuesday, February 11

Tuesday, May 12

Tuesday, September 15

Tuesday, November 10

**Join the meeting by phone!
It's easy – we'll call and invite you in!**

If you don't receive a call by 7:10 p.m. on the day of the meeting, call 1-877-229-8493 and enter ID Code:112418 to join the meeting.

The President's Report, Secretary-Treasurer's Report and the minutes will be online before the meeting for you to review.

UFCW832.com/GMM



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Jeff Traeger

Secretary-Treasurer

Beatrice Bruske

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Kathy Brnjas,
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Negotiators

Blake Crothers
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UNION OFFICES

Winnipeg

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

Brandon

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

Neepawa

342 Mountain Avenue.
Neepawa, Manitoba
R0J 1H0
204-717-8318

TRAINING CENTRES

Winnipeg

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

Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
204-726-8337

IMPORTANT NUMBERS

**Jointly Trusted Health and Welfare
Plans (PBAS): 204-982-6070**

CCWIP: 1 (800) 387-3181

MFCW Dental Plan: 1-800-952-9932



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Bea Bruske
Secretary-Treasurer

What Do I Get for the Dues That I Pay?

Many members have questions about how their Union is funded and how the dues that members pay are used to pay for the activities and the services that the Union provides. The follow-up question then is, "What do I get for the dues that I pay?"

Dues that UFCW 832 members pay (including the staff) are the only income that the Union receives. Which means everything your Union does has to be paid for out of the dues collected.

On the opposite page, the categories of costs are listed, but I also want to outline what you specifically get for the dues that you pay because paying dues is more than just buying a service. Some members feel that the Union is simply an insurance service there to protect them when they personally have a problem at their workplace. Your Union is much more than that, and if you only choose to see your Union membership as an insurance service, you are missing out.

Your Union advocates on your behalf with our provincial and federal governments to ensure that legislation impacting you at work is fair. This includes health and safety standards, pension and benefits legislation, etc. It's important to remember that governments determine how workplace safety and health are funded, and this directly impacts how many workplace health and safety officers are employed to enforce workplace safety and health rules. That work requires research and working in partnership with other unions and non-profit organizations that advocate for the same things.

Your Union also provides an extensive amount of learning and training opportunities to you. We have extensive online learning through our web campus program at webcampusmenu.ufcw.ca. It is completely free for yourself and your family, and some of the courses even offer university credit. This is of course in addition to our in-class learning on a wide variety of variety of topics, our high school program and our annual scholarships.

The majority of the costs that your Union pays for is the work that the staff does to represent you in your workplace. That means workplace visits, the filing and processing of grievances, arbitration, and Labour board hearings, as well as contract negotiations and meeting with non-unionized employees calling us on a regular basis, who ask to become unionized so that they can have a fair and respectful workplace. All of those tasks take a significant amount of time, research, planning and scheduling. And when our members decide that a strike is necessary to get a fair deal, it also means funding strike pay and strike-related costs.

So while we are there to file a grievance on your behalf if you have a personal problem at work, your dues pay for so much more. Being a Union member gives you a voice at work. But only if you choose to use it. That means getting involved in your Union and in your workplace committees.

Lastly, it is important to note that your dues are income tax-deductible. So ensure that when you are filing your taxes, you claim your dues as a deduction.



There will be no general increase in dues in 2020!

The executive board continues to work hard to ensure that dues are as fair as possible.

Each workplace has its own wage and benefit structure and varying hours of work, which determines an appropriate rate for their dues.

Some workplaces are paying less in dues than they are categorized for. In this situation, members could see an increase in their dues, but only to a maximum of 50 cents more per week.

5% – Arbitration

Costs associated with referring grievances and other legal matters to arbitration or the MB Labour Board.

3% – Automobiles

Car allowance for Local 832 staff who must travel throughout Manitoba to service members.

5% – Communications

Covers two staff, all costs associated with the magazine and our online presence (web, social media).

2.7% – Conferences and Education

Union staff and members are trained in numerous aspects of labour relations, including the shop steward/health and safety conference. This category pays lost wages for those members whose employers are not part of the Education and Training Trust Fund (ETTF).

2.5% – Financial Services

Three staff members are dedicated to running the finances and keeping the dues as low as possible. Also covers the popular UFCW Income Tax Service provided to members and their families at a great rate.

30.6% – Per Capita And Other Membership Fees

The Local pays membership costs to UFCW Canada, UFCW International Union, Manitoba Federation of Labour and other regional labour groups and councils.

.5% – Rental Equipment

Includes the rental, maintenance and repair of photocopiers, postage meters and other equipment.

5% – Offices and Buildings

Covers our office expenses at both Winnipeg locations and in Brandon, including: rent expenses, utilities, property taxes, insurance and maintenance.

7% – Negotiations

Getting the best possible contracts for members is one of the most important things for Local 832. This category includes four full-time staff.

2.7% – Office/IT

Covers supplies such as paper, pens, postage, couriers, computers and software for all three offices.

33% – Servicing & Organizing

Servicing members and putting in the efforts to organize new ones takes up the largest portion of our budget. This includes salaries and all other costs involved with sending our Union representatives around the province to the various work locations. This section also includes our organizer, the health and safety co-ordinator, support staff personnel and our Union president.

1% – Strikes and Lockouts

Our strike fund ensures our Union members can afford to stand up to their Employer and fight for their rights when the time comes.



Blake Crothers
Negotiations

Don't Let Others Vote For You

In the November/December issue, I wrote about how being a member of the bargaining committee is about being an active participant in the process. In this article, I talk about everyone else in the workplace and how they can participate in the bargaining process. Let's start with a breakdown of how the bargaining process works:

Proposals

Your shop stewards, along with your union negotiator, host a meeting. This is where we start to lay out our plan of what changes you would like to see at your workplace.

These proposal meetings play a vital role in the negotiation process and we ensure that times are scheduled so that everyone can attend.

In some cases, proposals are accepted online or can be mailed in, but the in-person meeting is the most valuable of these options. The discussion that comes out of a meeting gives the negotiators and the bargaining committee a better understanding as to why issues raised are important.

Bargaining Committee

To form the committee, members put their names forward. The Union will run an election in the workplace if there are too many names.

In most cases, collective agreements state that it is the shop stewards who form the bargaining committee, as they are usually the ones most familiar with the process.

Bargaining

Bargaining takes place over a series of meetings at an agreed-upon location. During this time, everyone else in the

workplace who is not on the committee is entrusting the committee to get the best deal possible. This also means that the bargaining committee members are the only people to know the details of how bargaining is progressing.

Tentative Agreement

After all of the back and forth at the bargaining table, a tentative agreement is reached, and it's time to vote. If your committee recommends the agreement, this means they believe they've done all that they can do to get you the best deal possible.

If your committee does not recommend the tentative agreement, this will either mean that they want you to make an honest and open decision about your agreement, or they may think you should turn it down.

Ratification Vote

This is where you will vote on your tentative agreement.

If you and the majority of those who show up vote yes, then your tentative agreement gets ratified! If your current contract is already expired, then the terms in your new contract start immediately. Otherwise you need to wait until the current contract expires.



Strike Vote

If you turn down your tentative agreement, you will often be asked to follow up with a strike vote. Voting yes means you set a strike date, depending on language in the collective agreement, and you prepare to go on strike.

Voting no means you do not go on strike, but this will have repercussions at the bargaining table.

If a tentative agreement is turned down, and a strike vote is turned down, you are then left in a bad position. A strike is leverage. If you are not willing to go on strike, then you are not willing to fight for gains, and the Employer will almost always offer you less than what you just voted on. They will leverage those who don't want to strike against the improvements you are trying to get.

Whether you are voting on a tentative agreement or it is a strike vote, your attendance is incredibly important! If you are not at the meeting to vote, then you are letting others speak for you, you may get a deal that you aren't happy with, or you may end up on strike without knowing why.

Strike Mandate

If bargaining is going poorly, your bargaining committee will invite the membership to have an early strike vote. This will give your bargaining committee a strike mandate at the table.

At a meeting you will be told why bargaining is going poorly, and why the committee needs a strike mandate. By voting yes to a strike mandate, you are giving your bargaining committee extra leverage at the bargaining table.

This does not mean you go on strike, you will still have another vote before you would walk a picket line.

Common Problems:

Scenario One: Your bargaining committee has fought hard for gains and has reached a tentative agreement for your next contract. But someone contacts the negotiator, bringing up a new, very important issue that they didn't submit as a proposal.

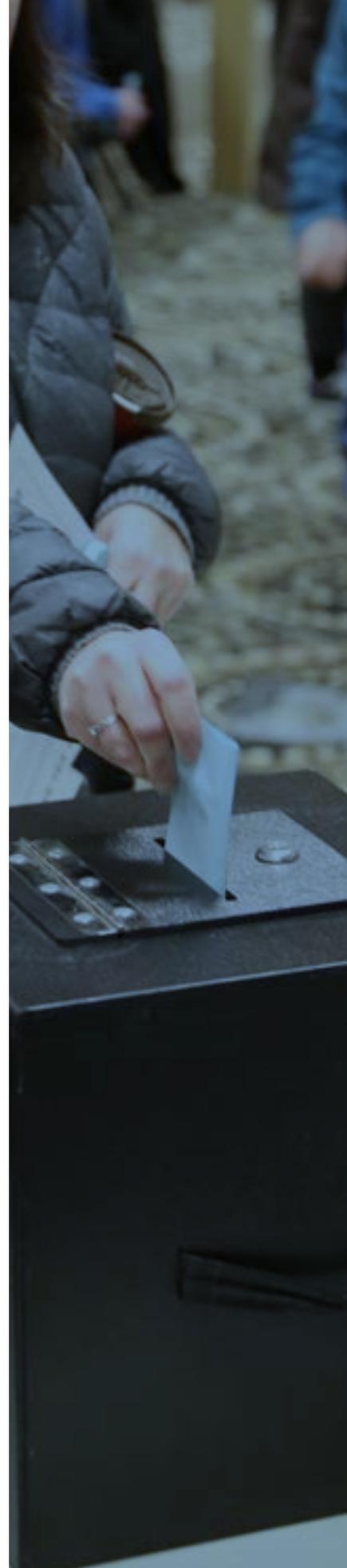
This puts the negotiator and bargaining committee in a tough position. Even if this is an important issue, because it wasn't proposed at the beginning, it can't be added into the conversation now.

Scenario Catch twenty-two: A proposal **was** submitted but it didn't make it into the tentative agreement, and now the member is mad at the committee.

There are a few reasons why a proposal doesn't make it: a committee may have withdrawn it in order to get an employer to withdraw one of their proposals, it may have been too big of a request, and we had to modify it, or it was simply not possible to get. Ultimately your committee has to make a decision on whether or not they think you would be willing to walk a picket line for this request, and, if we walked for the full amount of time, would an arbitrator award us this item at the end of a strike if we didn't reach a deal?

We have a good idea of what an arbitrator will award based on what others in similar industries receive. So we have to keep that in mind when making decisions.

Not showing up or participating in meetings is the same as not voting in a civic, provincial or federal election and complaining about who was elected. Take the time, let your negotiator know what you would like to see in your agreement and make sure your coworkers join you!





Garry Bergeron
Legal Counsel

Health Information

What is my Employer entitled to know?

Health information is among the most sensitive types of personal information. This is why many employees are hesitant in responding to requests for medical information from their Employers. However, failing to provide the requested information often results in threats to wages or benefits. So when you are asked by your employer to provide private medical information, you need to know what information you are obligated to provide and what information may be kept private.

When requesting sick pay, short term disability, a return to work or an accommodation, it is generally accepted that you need to provide your Employer with information that is reasonably necessary to substantiate the illness or injury or to make an informed decision about a return to work or an accommodation. What is reasonably necessary differs from case to case. Employers are not entitled to all the details of your medical condition. This is why blanket policies for requests for medical information are generally found to be unreasonable.

More specifically, and dependent on the language in your collective agreement, at the initial stages of absence you may be obligated to provide the following medical information:

1. Confirmation from a qualified medical doctor that you are unable to work due to illness or injury
2. Expected return to work date
3. Prognosis
4. Functional abilities
5. Whether you are following a recommended treatment plan.

If an absence is suspicious, extensive, or if you are requesting a return to work from a lengthy absence or an accommodation, more medical information is often required. Information such as the nature of the illness, an opinion as to your ability to perform certain tasks, or cognitive or physical limitations may be required.

Any medical information released to your Employer requires your consent and all information released must be kept strictly confidential. Do not sign a consent form that allows your Employer to speak directly with your doctor without first speaking to your Union representative.

If you are unsure about any requests for medical information from your Employer, contact your Union representative immediately. You should be concerned if your Employer is requesting information such as your diagnosis, treatment details, medications you may be taking, the causes of your condition or forms of therapy. This information may be required in some cases, but generally it is considered private and your Employer has no right to require you to provide it. Your Union representative will be able to advise you when such information is required.

Editor's Note: Sadly, this will be Garry's last article in the UNION magazine. Garry is retiring as of January 10, 2020.

He's not going far, though. He will still be doing some work with us in retirement, but we won't be graced with his happy demeanor every day in the office anymore.

Congratulations on your retirement, Garry!

Going Back to School in the New Year?

It's time to put those New Year's resolutions into action, and if going back to school is one of yours, your union can help!

Applications will be accepted between February 1, 2020 – May 31, 2020 for UFCW 832 scholarships. Other scholarships offered outside our local may have different application dates. Visit www.ufw832.com/scholarships for details.



Erin Selby
Education & Training

UFCW 832 Scholarships for ETTF members

UFCW Local 832 offers a number of scholarships for our ETTF members. These are employers who pay into the UFCW Local 832 Training and Trust Fund.

Every year, ETTF members and their dependants are eligible to apply for the following scholarships:

\$1,000 GENERAL SCHOLARSHIP

There are 18 given away in Manitoba to members presently employed by a company making contributions to the Education and Training Trust Fund.

BURSARIES

ETTF members can also apply for a once-in-a-lifetime Bursary of up to \$450 for any work related training.

WORKPLACE SPECIFIC SCHOLARSHIPS

Each year some of our employers give out scholarships specific to their members or their dependents.

- \$2,000 Loblaws Companies
- \$2,000 Maple Leaf
- \$2,000 Sobeys West
- \$2,000 Red River Coop

WESTMAN GRADE 12 SCHOLARSHIP

Each year a \$1,000 scholarship is awarded to an ETTF Westman member graduating from our adult high school program in Brandon.

ADULT GRADE 12 SCHOLARSHIP FOR ETTF MEMBERS

Each year UFCW Local 832 awards four scholarships to ETTF members graduating from our high school programs. Two are awarded in Winnipeg and two are awarded in Brandon.

Scholarships available to all members or their dependents:

UFCW CANADA SCHOLARSHIPS

UFCW Canada offers 18 BDM Scholarships worth \$1,000 each in honour of three past leaders of our Union: William Beggs, Fred Dowling, and Roméo Mathieu.

UFCW INTERNATIONAL SCHOLARSHIP

UFCW International annually offers a scholarship of up to \$8,000 to one UFCW Canada member and their unmarried children or dependents. Scholarship recipients will receive an annual payment of \$2,000 for each year they are enrolled in an accredited college or university as a non-probationary student for up to four years.

AL CERILLI MFL SCHOLARSHIP

This is a \$500 award presented annually by the MFL Young Members Committee to a member enrolled in a continuing education or post-secondary program.

Correction Notice:

In the previous issue, there were some mistakes in the article titled, "Why We Walk to Support the Leukemia and Lymphoma Society of Canada"

We apologize to Diane for these mistakes and have corrected the online issue on the website.

Territory Changes for Union Reps

WINNIPEG UNION REPS



Ron Allard



Geoff Bergen



Sandy Forcier



Sharon Grehan



Kim Ferris



Jason Hawkins



Roberta Hoogervorst



Curt Martel



J.P. Petit

WESTMAN UNION REPS



Brenda Brown



Wendy Lundy



Morag Stewart

NORTHERN UNION REP



Joe Carreiro

Due to the loss of UFCW 832's members in health care, the Union has reshuffled the territories to better serve our members.

Many of the territories did not change, but please refer to the chart on the following pages to find your workplace and see who your Union rep is.

EMPLOYER NAME	STORE / DEPARTMENT	CITY	REPRESENTATIVE
A.E. McKenzie Co-Office & Plant		Brandon	Morag Stewart
ACL Interlake		Stonewall	J.P. Petit
ACL Virden		Virden	Morag Stewart
Agropur		Winnipeg	Sharon Grehan
ATU Local 1505		Winnipeg	Curt Martel
Aramark-CFB 17th Wing		Winnipeg	Jason Hawkins
Aramark-Refreshment Services		Winnipeg	Jason Hawkins
Arctic Co-Op Ltd		Winnipeg	J.P. Petit
Arctic Drugs		Flin Flon	Joe Carreiro
Aryzta Limited		Winnipeg	Curt Martel
Avis Budget Car Rental Canada LLC		Winnipeg	J.P. Petit
B.C.O.		Brandon	Morag Stewart
Bearskin Lake Air Services LP		Thunder Bay	Ron Allard
Brewers Distributor Ltd		Winnipeg	Ron Allard
Bunge Canada		Russell	Brenda Brown
Burntwood Legion		Thompson	Joe Carreiro
Canada Bread Company Ltd		Winnipeg	Sharon Grehan
Canadian Linen		Winnipeg	Ron Allard
Carberry Distribution Centre		Carberry	Wendy Lundy
Celebrations Dinner Theatre		Winnipeg	Jason Hawkins
Chalet Malouin Inc		St. Malo	J.P. Petit
Coca-Cola Canada Bottling Ltd		Brandon	Morag Stewart
Coca-Cola Canada Bottling Ltd		Winnipeg	Jason Hawkins
Compass Group Canada Ltd		Winnipeg	Curt Martel
Dauphin Consumers Co-Operative Ltd		Dauphin	Joe Carreiro
Diageo Canada Inc		Gimli	Jason Hawkins
Dunn-Rite Food		Winnipeg	Ron Allard
Epic Opportunities Inc		Winnipeg	J.P. Petit
Epic/Smile Of St. Malo Inc		St. Malo	J.P. Petit
Esit Canada		Winnipeg	J.P. Petit
Exact Graphics & Promotions		Winnipeg	Curt Martel
Faroex Ltd		Gimli	Jason Hawkins
Federated Co-Operatives Limited		Winnipeg	Ron Allard
Fort La Bosse School Division		Virden	Morag Stewart
FreshCo		Winnipeg	Kim Ferris
G4s Secure Solutions (Canada) Ltd		Winnipeg	Sandy Forcier
Garda Canada Security Corp		Winnipeg	Sandy Forcier
Garda Canada Security Corp		Thompson	Joe Carreiro
Gate Gourmet Canada		Winnipeg	Curt Martel
General Mills Canada Corporation		Winnipeg	Ron Allard
Gillam Co-Op Ltd		Gillam	Joe Carreiro
Granny's Poultry-Blumenort		Blumenort	Jason Hawkins
Granny's Poultry-Hatchery		Winnipeg	Jason Hawkins
Group NB		Winnipeg	Ron Allard
Heartland Livestock Services		Brandon	Morag Stewart
Hitek Print Management Inc		Winnipeg	Curt Martel
Holiday Inn Hotel & Suites		Winnipeg	Curt Martel
Homestead Consumers Co-Op Ltd.		Carman	Curt Martel
Hylife Foods/Freezerco		Neepawa	Wendy Lundy
Ikwe-Widdjiitiwin Inc		Winnipeg	Sharon Grehan
Impact Security Group		Thompson	Joe Carreiro
Impact Security Group		Winnipeg	Sandy Forcier
Instabox Winnipeg Ltd		Winnipeg	Sandy Forcier
Integrated Messaging Inc		Winnipeg	J.P. Petit
IBEW Local 2034		Winnipeg	Curt Martel
JC Foods Ltd		Winnipeg	Curt Martel
Kwik Kopy Printing		Winnipeg	Curt Martel
Krown Produce		Winnipeg	Curt Martel
Leaf Rapids Co-Op		Leaf Rapids	Joe Carreiro

Territory Changes for Union Reps continued

EMPLOYER NAME	STORE / DEPARTMENT	CITY	REPRESENTATIVE
Life's Journey Inc		Brandon	Morag Stewart
Life's Journey Inc		Winnipeg	J.P. Petit
Life's Journey Inc-Office Workers		Brandon	Morag Stewart
Life's Journey Inc-Office Workers		Winnipeg	Curt Martel
Loblaw Companies Ltd	Extra Foods-9079	The Pas	Joe Carreiro
Loblaw Companies Ltd	Extra Foods-9081	Swan River	Joe Carreiro
Loblaw Companies Ltd	Superstore-1503	Steinbach	Geoff Bergen
Loblaw Companies Ltd	Superstore-1505	Winnipeg	Geoff Bergen
Loblaw Companies Ltd	Superstore-1506	Winnipeg	Roberta Hoogervorst
Loblaw Companies Ltd	Superstore-1508	Winnipeg	Geoff Bergen
Loblaw Companies Ltd	Superstore-1509	Winnipeg	Geoff Bergen
Loblaw Companies Ltd	Superstore-1510	Winkler	Curt Martel
Loblaw Companies Ltd	Superstore-1511	Winnipeg	Roberta Hoogervorst
Loblaw Companies Ltd	Superstore-1512	Winnipeg	Geoff Bergen
Loblaw Companies Ltd	Superstore-1514	Winnipeg	Roberta Hoogervorst
Loblaw Companies Ltd	Superstore-1515	Brandon	Morag Stewart
Loblaw Companies Ltd	Superstore-1516	Winnipeg	Roberta Hoogervorst
Lorette Marketplace		Lorette	Kim Ferris
Malteurop Canada Ltd		Winnipeg	Ron Allard
Manitoba Cardiac Institute (Reh-Fit) Inc.		Winnipeg	Curt Martel
Manitoba Nurses Union		Winnipeg	Curt Martel
McCain Foods		Carberry	Wendy Lundy
MFL Occupational Health Centre		Winnipeg	Curt Martel
Maple Leaf-Lagimodiere		Winnipeg	Sharon Grehan
Maple Leaf-Brandon		Brandon	Brenda Brown
Mound Milk Trans Co-Op Ltd		Killarney	Morag Stewart
Naleway Foods Ltd		Winnipeg	Ron Allard
No Frills	All Locations in Winnipeg	Winnipeg	Roberta Hoogervorst
No Frills	No Frills 3449 - Dauphin	Dauphin	Joe Carreiro
North Of 53 (Flin Flon) Co-Op		Flin Flon	Joe Carreiro
Northern Meats		Winnipeg	Sandy Forcier
Npf Shilo Canex		Shilo	Morag Stewart
Old Dutch Foods Ltd		Winnipeg	Ron Allard
Pepsi Bottling Group		Brandon	Morag Stewart
Pepsi Bottling Group		Winnipeg	Jason Hawkins
Portage Friendship Centre		Portage La Prairie	J.P. Petit
Red River Co-Op Ltd	All Locations	Winnipeg	Kim Ferris
Rolling Dale Enterprises Inc		Rivers	Morag Stewart
Rw Consumer Products Ltd		Winnipeg	Curt Martel
Securitas Canada		Brandon	Morag Stewart
Securitas Canada		Winnipeg	Sandy Forcier
Shoppers Drug Mart-Regent		Winnipeg	J.P. Petit
Sobeys Extra		Winnipeg	Kim Ferris
Sobeys Retail Support Centre		Winnipeg	Jason Hawkins

Contact Your Union Representative at

1-888-UFCW-832

(1-888-832-9832)

or in Westman, call 1-800-552-1193

UFCW832.com

Facebook.com/ufcw832

Twitter.com/ufcw832

Instagram.com/ufcw832

Territory Changes for Union Reps continued

EMPLOYER NAME	STORE / DEPARTMENT	CITY	REPRESENTATIVE
Sobeys West Inc. (Safeway)	Gas Bar-Store 14822	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Gas Bar-Store 14828	Selkirk	Kim Ferris
Sobeys West Inc. (Safeway)	Gas Bar-Store 14829	Brandon	Morag Stewart
Sobeys West Inc. (Safeway)	Gas Bar-Store 14842	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Gas Bar-Store 14847	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Gas Bar-Store 14851	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Gas Bar-Store 14853	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Gas Bar-Store 14856	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Gas Bar-Store 14859	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4821	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Store 4822	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4823	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4824	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4826	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Store 4828	Selkirk	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4829	Brandon	Morag Stewart
Sobeys West Inc. (Safeway)	Store 4830	Neepawa	Wendy Lundy
Sobeys West Inc. (Safeway)	Store 4832	Thompson	Joe Carreiro
Sobeys West Inc. (Safeway)	Store 4833	Dauphin	Joe Carreiro
Sobeys West Inc. (Safeway)	Store 4842	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4844	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Store 4847	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Store 4848	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Store 4849	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4851	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Store 4853 Pharmacy	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4854	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4855 Pharmacy	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4856	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Store 4857	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4859	Winnipeg	Kim Ferris
Sobeys West Inc. (Safeway)	Store 4867	Winnipeg	Geoff Bergen
Sobeys West Inc. (Safeway)	Store 4899	Winnipeg	Kim Ferris
Souris Valley Foods		Souris	Morag Stewart
SRG Security Resources Group Inc		Winnipeg	Sandy Forcier
SSP Can Fd And Airport Svcs Inc		Winnipeg	Ron Allard
Stellas-Osborne		Winnipeg	Roberta Hoogervorst
Stellas-Sherbrook		Winnipeg	Roberta Hoogervorst
Sun Gro Hort Inc		Elma	Sharon Grehan
Sun Gro Hort Inc		Ramsay Bog	Sharon Grehan
Syn-Tex		Winnipeg	Curt Martel
Sysco Food Services		Winnipeg	Ron Allard
The Fairmont Winnipeg		Winnipeg	Curt Martel
The Marketplace At Selkirk		Selkirk	Kim Ferris
Thompson Homeless Shelter Inc		Thompson	Joe Carreiro
Town Of Virden		Virden	Morag Stewart
Ukrainian Farmers Coop Ltd		Fisher Branch	Kim Ferris
Unicity Taxi Ltd		Winnipeg	Curt Martel
Valleyview Consumers Co-Operative Ltd.		Virden	Morag Stewart
Versacold Grp Svcs Ulc-Dawson		Winnipeg	Jason Hawkins
Versacold Transport Svcs Ulc		Winnipeg	Jason Hawkins
Vision Loss Rehabilitation Canada		Winnipeg	Curt Martel
Visions Of Independence		Carman	Curt Martel
Visions Of Independence		Winnipeg	J.P. Petit
Vista Park Lodge		Winnipeg	Curt Martel
Viterra Inc		Ste. Agathe	Ron Allard
Westburne Electric		Winnipeg	Jason Hawkins
Western Glove Works Ltd		Winnipeg	Jason Hawkins
Wings Of Power		Pine Falls	J.P. Petit
Winnipeg School Division		Winnipeg	Ron Allard
Winnserv Inc		Winnipeg	J.P. Petit



Darlene Kernot

Member Profile

Darlene works in customer service and is also a cashier at Safeway (owned by Sobeys). Darlene had worked at Dominion Stores, and then Safeway for ten years when Michelle Masserey (a shop steward at the time) noticed how she would speak out on issues and stand up for herself. So Michelle told her she should get more involved with the Union, and she did!

In 2017, she ran and was elected to the executive board of the Union. "I wanted to be on the board to see the whole picture," said Darlene. "To get a different viewpoint and see the problems other workplaces have and how they can relate to retail."

Today, Darlene is a dedicated Union activist, always quick to help her coworkers understand the contract, point out what the Union does for them, and she's quick to point out when a coworker is skipping their breaks and working for free. Darlene says that the Union is important to her because the Union takes time to work through problems. She appreciates how the Union never takes the company's opinion of a problem at face-value and how the Union always stands behind the workers.

Darlene isn't the type to just sit around when she's not working though. When Darlene's not working, she's volunteering in the community! She has volunteered with the Winnipeg Blue Bombers for the past 15 years, she was there for the Grey Cup, and she volunteered for the Brier.

Her volunteering goes beyond sports, though. In 2019, Darlene cut off all her hair for Locks for Love – a community group that makes wigs for cancer and for the past two years, she has also been active with Handbags of Hope and Bags for Hope.

These two organizations take purses and fill them with necessities for women who use city shelters and services. This past year, Darlene put together 35 purses with the help of her friends.

"I looked around at all of the extras we have lying around and thought of how it would be better in someone else's hands," said Darlene.

Darlene reached out to her friends to help collect everything. After receiving wool from one friend, her mother helped by knitting together mitts and toques. This went along with new pairs of socks for everyone, along with facecloths, soap and hair ties, and she topped them all off by making sure each purse had some candies, treats and chocolates.

"It's a feel-good moment, and we just have so much," said Darlene.

As an added bonus to all of this, Darlene's cousin started up a new group called Backpacks for Men. They will be looking for hats, mitts, socks and some basic necessities to help out men in need.

Darlene laughed when she said she doesn't throw anything away, and she makes sure that others don't either. She is always certain to make sure that items aren't wasted, and they end up where they will do the best good for those who have less.

If any other members want to see how they can help out, they can visit the organizations at the links below:

www.locksoflove.org

www.facebook.com/handbagsofhopewpg

Fighting for Fairness for Security Guards

When the PC Government removed the Security Guard Minimum Wage in 2017, they effectively took over \$2,000 out of the pockets of every full-time security worker. Your Union is fighting to get that back for members like you. Last year UFCW initiated the Security Guard Empowerment Project to better equip guards with the right tools to be safer at work and build capacity to improve the industry. The project is still identifying activists who will work to improve guard working conditions, wages and guard training. Your Union needs your participation so we can push for these changes. We need 40 guards to step up as project team leaders and activists.

The strategy is to build public understanding and support for the role guards play in creating safer communities where we all live and work. More training and education, will lead to more respect and recognition, leading to better, living wages. Training examples being discussed, include de-escalation situations, cultural sensitivity, responding to people with

addictions and mental health crisis. Security guard training has not been assessed for 20 years and a lot has changed in our communities since then. Guards are often the first on the scene in an emergency or put into situations that could get violent if the proper response isn't taken. The goal is for guards to have a range of skills and options to respond to critical incidents.

The project seeks to raise awareness about the role of security guards, clarify expectations about how security officers can intervene to avoid assault, theft or worse. In the end we want more guards to be Shop Stewards, Health and Safety Committee Members, and leaders who can help each other out.

To find out meeting information, fill out our security guard survey, and other project opportunities such as helping with the phone bank you can:

- Contact your Union rep
- Call 1-888-557-7008
- Visit UFCW832.com/security
- Visit [Facebook.com/UFCW832](https://www.facebook.com/UFCW832) and join the security group.



Local 832 Brings Home Strength in Solidarity Award

At the Brandon District Labour Council Christmas supper on December 18, Kirk Carr, President of the BDLC, presented UFCW 832 with a Strength in Solidarity Award. The award was presented in recognition of UFCW's commitment to the labour movement in the Westman area. Whenever a labour event is happening, UFCW is quick to allow the use of our facilities, and always has volunteers ready to chip in and help.

UFCW 832 is proud to receive the award and to continue our support to the labour movement in the Westman area.



Left to Right: Karla Budynski, Catherine Huys, Morag Stewart, Kirk Carr, Brenda Brown and Bea Bruske



UFCW 832 Members and Staff Serving the Community

On December 12, staff from UFCW 832 were incredibly fortunate to join in with members working at Life's Journey for the Life's Journey annual Christmas holiday meal. This is a day where a great Christmas meal is prepared for all the participants.

Not all participants at Life's Journey are food secure, and there was an enormous amount of food prepared. Everyone was able to eat until they were full, and take a care package home for later.

UFCW 832 represents the Direct Support Professionals and office staff at Life's Journey Inc. Our members offer residential, outreach, and fostering programs with adjunct services, including cultural supports, clinical resources, addictions and wellness programming opportunities.

Health and Safety Changes at the Local

As of 2020, your Union will have a new process for Health and Safety. Your Union will no longer have a single position dedicated to Health and Safety. Going forward, every union rep will be directly involved in health and safety issues, and each workplace now only need to have a single point of contact to deal with issues and concerns.

Going forward, Health and Safety Committees will still need to email the minutes from meetings to h-s-minutes@ufcw832.com. You no longer need to send in your minutes to the province.

If you have any concerns in your workplace, or any questions about the changes happening at the Local, please contact your union rep.



Members at Maple Leaf Ratify New Contract

The room was in cheers on Sunday, January 12, as UFCW 832 members working for Maple Leaf voted yes to ratify their new contract by 89%.

“Our bargaining committee did an outstanding job during negotiations,” said Jeff Traeger, President of UFCW Local 832. “This new contract will directly address many of the issues that our members were concerned about in the plant, and bring meaningful steps towards fixing the culture of the workplace.”

The membership at Maple Leaf turned down a recommended tentative agreement in early December. But this time after addressing the main concerns, the membership happily accepted the new offer.

Workers at Maple Leaf come from all over the world, and with that brings some language challenges. The union has been offering English as an Additional Language for many years at its Brandon Training Centre, but there are still many members who feel most comfortable in their home language. To answer that challenge, at this meeting, instead of translated documents, the union brought in simultaneous interpreters for the primary six languages present in the plant: Spanish, Mandarin, Hindi, Amharic, Tigrinya, and Ukrainian. The new meeting format gave everyone a chance to hear the content at the same time, in the members’ language of choice.

The new contract brings in many improvements including:

- Wages that are well above the rate of inflation.
- An additional \$500,000 to go towards the reclassification of jobs.
- Over \$1.4 million in new pension payments that will complete the repayment from the previous pension plan.
- For the first time ever, workers at Maple Leaf will be able to bank their overtime to be used as personal days, and any unused days will be paid out at the end of the year. This is the first of its kind at any Maple Leaf plant in Canada.
- A new joint employment project that will where persons with disabilities will be hired and supported. The first of its kind in the pork-production industry.

UFCW 832 represents 1900 workers at Maple Leaf who work on the kill and cut operations.



Member Discounts

UFCW Local 832 membership entitles you to substantial discounts and special offers from numerous merchants and service providers. It's a good idea to call ahead to make sure you and the benefit provider are on the same terms as to what discount/service you will be receiving. Discounts may change without notice.

Discounts available at:

Property Insurance Program with
Keystone Insurance Agencies

UFCW MasterCard &
Union Savings

RRSP for Local 832 Members

American Income Life

Anna's Denture Clinic

Brad Pallen

Brandon Chrysler Dodge

Bridgeview Bed & Breakfast

Celebrations Dinner Theatre

Centennial Concert Hall

Chapel Lawn Funeral Home
& Cemetery

Endless Savings and More

EverFit Training

Eye-Deal Eyewear

Eye Outfitters

Fort Rouge Auto Centre

Greenwood Dental Centre

Holiday Inn

Mcnaught Cadillac Buick GMC

M-pire Auto Detailing

Natural Wellness
Chiropractic Centre

NRG Athletes Therapy Fitness

Park'N Fly

Pembina Dodge

Polo Park Hearing Centre

River City Ford and Carman Ford

Sargent Jeans

Selkirk GM

Scotia Optical

SDS Alarms

SoftMoc

Spirit 1 Taekwondo Academy

SureFire Auto

The Fairmont and Velvet Glove

True North Sports +
Entertainment

Visions

Wilder, Wilder, Langtry

Winnipeg Rec Pass

Work Authority

Work Boot Factory Outlet
Store Ltd.

Winnipeg Blue Bombers

 UNION SAVINGS

30th
Anniversary
SWEEPSTAKES

UFCW MEMBERS

ENTER TO WIN!

\$10,000

GRAND
PRIZE

+

TRIP FOR 2 TO LAS VEGAS
MONTHLY \$1,000 CASH PRIZES
ADDITIONAL MONTHLY PRIZES
BONUS ENTRIES AND MORE!

JANUARY 6 - JUNE 30, 2020

HOW TO ENTER
Visit www.unionsavings.ca



The UFCW Retirees' Club Believes in Giving Back

The UFCW Retirees' Club annually awards scholarships to children or grandchildren of members of the club. The winners of the 2018/2019 Cyrus Lister, Denis Allard and Gerry Otto scholarships each received \$750. Congratulations to Emily Funk, studying at Okanagan College, Amy Spearman at the University of Winnipeg and Zachary Crossland, enrolled at Red River College.

RETIRES' CLUB

UPCOMING UFCW RETIREES' CLUB EVENTS:

SOUTH BEACH CASINO

April 22 & 23

Dues-paying members and spouse \$50 each

Non-members \$55. each

Based on double occupancy (single occupancy add \$20)

Price includes:

- Transportation
- Overnight accommodations
- \$20 in free play each day
- Half-price lunch buffet each day

Register with Joan at 1-204-422-6670 or Armand Tesoro at 204-832-1211.

Mail payments by Feb. 28, 2020

UFCW Retirees' Club c/o Joan Dudas box 18 Grp.
34 RR2 Ste. Anne MB R5H 1R2

Pick up location #1

Safeway corner of Ste. Anne's and Fermor
Bus arrives 9:00 a.m. and leaves 9:15 a.m. parking is available northwest corner of the parking lot

Pick up location #2

Freshco at McPhillips and Jefferson Bus arrives 10:00 a.m. and leaves 10:15 a.m. Parking is northeast corner of lot behind the Thunderbird restaurant.

Spirit Lake Casino

September 8-10

Dues-paying members and spouse \$125 each

Non-members \$135 each

Based on double occupancy (single occupancy add \$20)

Price includes:

- Transportation,
- Two nights' accommodation
- \$40 in free play each day
- Meal discounts that the hotel offers

Register with Joan at 1-204-422-6670 or Armand Tesoro at 204-832-1211.

We stop at both the duty free shops and will stop for shopping in Devil's Lake. Spirit Lake now allows liquor in your room.

This trip was sold out by February last year as it is very popular.

For this trip only we will accept a post-dated cheque up to July 30, 2020 only.

You can bring cheques to the May luncheon or mail to UFCW Retirees' Club c/o Joan Dudas box 18 GRP.34 RR2 Ste. Anne MB R5H 1R2

Both of these trips are first-come first-serve. Your seat is guaranteed when payment is received.

BIRTHDAYS

Marlene Syrenne 86
Edwin Unrau 86

Elizabeth Halladay 84
Valentine Wittmann 83

Adelaida Dela Cruz 82
Kay Ipapo 75

Pan Lambert 75
Joan Wendt 65

IT'S TAX TIME!

DON'T MISS OUT ON THE INCREDIBLY POPULAR
UFCW TAX SERVICE!

\$20 FOR UFCW
MEMBERS
This price includes taxes!

- + \$25 - if you are a family member
- + \$6 - for more than 5 slips
- + Slight increase - more than 14 slips

Non-member rates
may vary depending on
location of services.

TIMES AND LOCATIONS AROUND MANITOBA

WINNIPEG

February 7 - April 30

UFCW Training Centre
204-786-5037

BRANDON

February 21 - April 30

UFCW Office
204-727-7131 or
1-800-552-1193

FLIN FLON

February 21 - April 30

Carol's Tax Services
204-687-3337

NEEPAWA

February 23 and March 1,
15 and 29 (if needed)

Old Co-op Building
204-786-5037

PORTAGE LA PRAIRIE

March 22

Canad Inn
204-786-5037

RUSSELL

February 7 - April 30

Merril's Tax
204-773-2290

ST. MALO

March 8

RRWS
204-786-5037

THOMPSON

February 7 - April 30

Sya's Tax Service
204-677-9730

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5