



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

JANUARY / FEBRUARY 2017



**A Message from the
Secretary-Treasurer**

Beatrice Bruske

LET'S NOT LEAVE ANYONE OUT WHEN WE EXPAND THE CPP

Right now for many Canadians the Canada Pension Plan (CPP) is the only retirement plan they will have. Our federal government has been working with the province to expand it, which in the long run will help out Canadians who are going to rely on it.

As a point of interest, this expanded portion of our CPP is not merging with the existing CPP, it's separate and sits on top of the current system as a system of it's own with it's own calculations.

It is a fairly similar process, in which the number of years people contribute to the plan is used to calculate how much they will be entitled to when they reach retirement age. The original CPP, however, lets you leave out the years that you have removed yourself or "dropped out" from the workforce to look after your growing children (under the age of 7). When you don't have to count those years, your average income comes up and you get a higher overall pension. This new expansion doesn't allow for that.

NDP Leader Thomas Mulcair questioned the Liberal Government on this "flaw". Since women are still not being paid equally for equal work and are making less than men, and they are often the primary caregivers for children, this is really a step backwards. As Mulcair said, "To see the government actually proposing changes that go backwards in protecting women's rights is, frankly, astonishing."

Not having this drop-out provision could mean monthly payments of 18 per cent less for people who look after their children. That money adds up when you are not bringing in a lot to pay the bills during retirement.

There is also a drop-out provision for Canadians with disabilities that was also missed in the expansion of the CPP.

It's interesting to note here that it was Pierre Trudeau's government who introduced this original "drop-out" and now his son Justin has either missed this or left it out. Either way it's not easy to fix now, making changes to the CPP requires collaboration with all the provinces.

As I said back in the summer, I'm happy that Harper is gone, but so far this new government has been doing a lot of talking about how they are going to make life better for Canadians, but not much of the walking.

A handwritten signature in blue ink that reads "B. Bruske". The signature is fluid and cursive, written over a white background.

Beatrice Bruske

Secretary-Treasurer
UFCW Local 832

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 Roundtable discussions at our Policy Conference this past November.

UNION OFFICES

Winnipeg	Brandon
1412 Portage Avenue	530 Richmond Avenue E.
Winnipeg, MB R3G 0V5	Brandon, MB R7A 7J5
204-786-5055	204-727-7131
1-888-UFCW-832	1-800-552-1193

TRAINING CENTRES

Winnipeg	Brandon
880 Portage Avenue	530 Richmond Avenue E.
Winnipeg, MB R3G 0P1	Brandon, MB R7A 7J5
204-775-8329	204-726-8337
1-877-775-8329	

HEALTH CARE OFFICE

296 Marion Street
 Winnipeg, MB R2H 0T7
 204-943-1869

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

PRESIDENT

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SECRETARY-TREASURER

Beatrice Bruske

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 Carmela Abraham
 Ron Allard
 Aline Audette
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 Geoff Bergen
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 Kim Ferris
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 Mike Howden
 Wendy Lundy
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 Morag Stewart

LEGAL COUNSEL & WORKERS COMPENSATION

Garry Bergeron, Director
 Debra Malmquist

EDUCATION AND TRAINING

Erin Selby, Director

ORGANIZING

J.P. Petit, Director

NEGOTIATORS

Martin Trudel, Director
 Sonia Taylor
 Blake Crothers

HEALTH & SAFETY

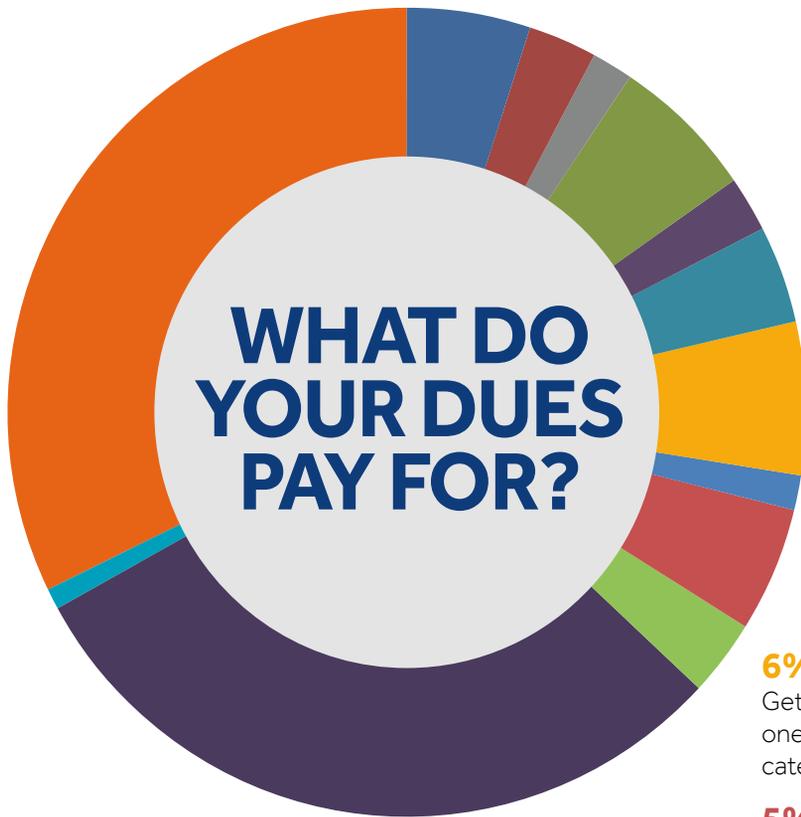
Phil Kraychuk

COMMUNICATIONS

Chris Noto, Coordinator
 Dalia Chapa

Canadian Mail Publications Sales Agreement #40070082





There will be no increases in dues in 2017

The executive board continues to work hard to ensure that the 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, up to a maximum 50-cent-per-week increase.

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 the members.

1.5% – CAMPAIGN FUND

The landscape for unions is changing and we need to be ready to have our voice heard by the provincial government, the general public and you the members.

6% – COMMUNICATIONS

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

2% – 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).

4% – FINANCIAL SERVICES

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

6% – 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.

5% – OFFICES AND BUILDINGS

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

3% – OFFICE/I.T.

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

30% – 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.

1% – RENTAL EQUIPMENT

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

32% – 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 the director of organizing, the health and safety director, support staff personnel for three offices and our union president.

1.5% – 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.

ORGANIZING

ORGANIZING THE UNORGANIZED JUST GOT MORE DIFFICULT



J.P. Petit
Organizing

On June 15, 2016, the new Conservative government in Manitoba introduced Bill 7, an amendment to The Labour Relations Act. This amendment aimed to eliminate the automatic certification process when organizing a new workplace.

Previously under The Labour Relations Act, if 65 per cent or more of the workers sign a union membership card, the Manitoba Labour Board, after ensuring that all other aspects of the law had been upheld, automatically certified the union as the official bargaining agent. If 40 to 65 per cent of the employees signed a union membership card, then the Labour Board conducted a secret ballot vote and certification would be determined after the count.

Now under Bill 7, even if 100 per cent of the workers say they want union representation and they have signed a membership card, a vote will still be required.

UFCW lobbied against Bill 7. In fact, during government hearings held between October 27 and November 3, several staff spoke out about the negative impact this Bill would have on labour and in the organizing process. Local 832 President Jeff Traeger and Secretary-Treasurer Beatrice Bruske addressed the blatant attack on unions. I spoke about my personal experience. As an organizer I have witnessed the all too common examples of employees being intimidated by their employer, especially in the days leading up to a vote. I have seen certification votes drastically change on the day of the vote because of fear of retaliation from their employer. When employees find the courage to come to a union and ask for help and request representation, that is already a big step for them. When fear is compounded by intimidation, it makes it far more difficult and stressful on the employees.

Now we have to add to an already tough situation the fact that the Conservative government feels that 100 per cent of the workers' wishes is not good enough. This is wrong! If 100, or even 65 to 95, per cent of employees sign a membership card asking to be represented by a union, **their desires should be acknowledged.**

UFCW will not let this blatant attack deter them. If you know someone who works in a non-unionized workplace and is looking for help and wanting to join a union, contact me at 204-786-5055 or 1-888-832-9832 to let me know.

INCOME TAX SERVICES

Start on February 9

Take advantage of one of the most popular membership services available. To get your taxes done and e-filed

Members pay \$20*
Non-members \$45*

**Some conditions apply.*

For complete details go the union's website at www.ufcw832.com.

Services are available at the following locations:

WINNIPEG

UFCW Training Centre
878 Portage Avenue
204-786-5037

BRANDON

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

FLIN FLON

Carol's Tax Services
204-687-3337

RUSSELL

Merril's Tax
204-773-2290

THOMPSON

Liberty Tax Service
204-778-8416

Sya's Tax Service
204-677-9730

GITA IS AN INCREDIBLY DRIVEN WOMAN



GITA SHARMA
Member Profile

GITA SHARMA was born in Penang, Malaysia and moved to Canada in 1992. Since 2002 she has called Winnipeg home. Her journey to Canada was not easy but to call Gita an achiever is an understatement.

Because of the struggles she faced when moving to a new country, she now volunteers in helping new Canadians adjust and enjoys helping make their transition easier. Two of the main issues most new Canadians face is language barriers and cultural differences, which is one reason Gita chose to volunteer at the Immigrant Centre in the language bank services and in the New Comer Program. Her volunteer work doesn't stop at these two services, which are very time consuming; she also volunteers translating and supporting individuals involved in domestic violence and in other translating services. Gita speaks six languages—English, Hindi,

Punjabi, Urdu, Malay and Hokkien Chinese.

Besides all her volunteer work, Gita works three jobs. Gita has been a Local 832 union member since 2011 when she started working at Superstore on St. James street as a hostess and where she is presently in the Joe Fresh department. She also works as a security officer for Garda, a Local 832 unionized workplace, and at another security company. At Garda, Gita sits on the labour/management health and safety committee. Just recently, Gita expanded her union involvement to include sitting on the health and safety committee at her store and is also a shop steward.

When asked how she does it, she simply smiled and said, "You just manage it, you just do, I succeeded and I love seeing other people succeed too."

DO YOU WORK IN SECURITY?

WE NEED ACTIVISTS

There is openings for both **shop stewards and health and safety committee members** at the following locations:

- SRG
- Securitas
- Impact
- G4S (WPA & Physical Security)

If you are interested in becoming more involved in your union and want to help your fellow guards, call Curt Martel at 204-786-5055 or 1-888-832-9832.

Activists are the eyes and ears of the union at your workplace and play a very important role.

Training is provided.

CHECK YOUR PAY STUB

Effective October 1, 2016, the minimum wage for security guards has gone up to \$12.50 per hour.

This increase affects all members currently working as security officers/guards in Manitoba.

Make sure you check your pay stub to ensure you are being paid correctly.

If you feel you are not receiving your correct wage, contact your union representative, Curt Martel.
204-786-5055 or 1-888-832-9832
e-mail: curt.martel@ufcw832.com.

ACTIVISM ON THE RISE



Mark Hudson
UMFA President



UMFA AND FACULTY REACH AN AGREEMENT

In November, the Local held an informational session for members who were impacted by the recent University of Manitoba Faculty Association (UMFA) strike.



Ruby Lavallee

Ruby Lavallee, an UMFA member, was on hand to discuss the reasons for the strike and to share her experiences walking the picket line.

There were multiple issues that led to the UMFA membership walking off the job. Concerns that the administration would use performance metrics that disadvantage academics that aren't researching flashy or exciting topics to determine departmental funding was the first. These performance metrics also tend to disadvantage female professors as the work of male academics is cited more often than

their female counterparts. Through the bargaining process, UMFA was able to limit the university's ability to use these flawed metrics in assessing faculty performance.

The UMFA bargaining committee also had to deal with the steadily increasing workloads of many UMFA members. In the Faculty of Arts alone, instructors had seen a 30 per cent increase in teaching workload. UMFA was able to bring in a new system for determining workloads and increase the level of support for faculty so as to free up time for more research and class preparation.

Support from the broader labour movement, the public, and students were crucial to the overall success of the strike. Local 832 was there standing with their fellow union members, participating in UMFA rallies and walking picket lines in solidarity.

UNDERSTANDING PROGRESSIVE DISCIPLINE



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

The union has received numerous questions from members about how progressive discipline works and when it is to be applied. The initial response is to have the member review their employer's policies, as invariably most unionized employers have a policy laying out their progressive disciplinary procedure.

Individual employers' progressive disciplinary policies all have slight variances from each other, but, for the most part, the following is a generalized introduction to progressive discipline and how it applies.

Firstly, progressive discipline is a disciplinary system in place that applies to most, if not all, unionized work locations and is a system of discipline where the penalties increase with repeat occurrences.

The belief behind progressive discipline is that rather than firing an employee for a first or small infraction, there is a system of increasing disciplines intended to correct the bad behavior rather than punish the employee.

As stated, the degrees of discipline are generally progressive and are used to ensure that the employee has the opportunity to correct his or her performance. The various rungs on the progressive disciplinary ladder usually include the following:

1. Counselling or a verbal warning;
2. A written warning;
3. Suspension or demotion; and
4. Termination

Obviously, exceptions exist and progressive discipline does not always have to be strictly followed. When a serious offense happens such as fighting, theft, violence or abuse of alcohol on site, suspension or termination of an

employee's employment may be the first and only disciplinary step taken. Other factors that may influence or limit progression or movement on the disciplinary ladder are:

- Is the new offense similar or the same as a previous discipline imposed on the employee? If not, it may be inappropriate to advance the employee to the next disciplinary stage.
- How much time has elapsed since the imposition of previous discipline? Most collective agreements have a "sunset" clause, which usually states that previous discipline will come off an employee's record if they have not re-offended during a specified amount of time. Even if there is no "sunset" clause in a collective agreement, the lengthier the time between disciplinary incidents reduces the ability of the employer to rely on the previous discipline to advance the employee on the progressive discipline ladder.

Keep in mind that if you do not grieve a discipline imposed upon you and have it reduced or removed from your file, then you have, for all intents and purposes, **agreed that the incident happened as the employer said it happened.** You further **agree that you deserved the discipline imposed.** This could result in serious consequences down the road. If you don't grieve, then you will not be able to claim at a later time that the incident you were previously disciplined for did not occur. This could result in you receiving a greater disciplinary penalty than you should have based on where you are within the progressive disciplinary ladder.

So if you are disciplined make sure you contact your union rep to discuss it and to see what your options are.

DO I HAVE TO BE ACCOMMODATED?



Phil Kraychuk
Health & Safety

This is a very common question that has been coming up more frequently from our membership. The question of accommodation is never an easy one and it is never the same answer. Every injury is different and could require a different accommodation.

There are two types of injuries: injuries that happen at work and injuries that happen outside of work. Both types of injuries fall under the employer's duty to accommodate. *The Manitoba Human Rights Code* states employer are obligated to accommodate employee's needs up to the point of undue hardship. However, what exactly constitutes an undue hardship for one employer may be quite different from another. In establishing whether or not there is an undue hardship on an employer to accommodate an employee, the following things are taken into consideration but not limited to:

- financial costs of accommodation
- business efficacy
- health and safety concerns
- interchangeability of employees and facility
- disruption of operations,

Other factors that come into play when an accommodation is in question are:

1. What types of jobs are available that fall within your restrictions?
2. How do we modify this job?
3. Are there any pre-existing conditions or other accommodations in addition to the new one?
4. What are the skill sets and can this worker do the job?
5. What are the medical restrictions and are they clear?

More often than not employers want to treat the two types of injuries differently. Some companies try to push workers who were injured outside of work towards benefit plans because of fixed

premium rates. Alternatively when a worker is injured in the work place they are bullied back to an aggressive, unsafe return to work plan so that employers can save on workers compensation premiums. This is wrong!

At the onset, both injuries should be handled the same and the very first piece of an accommodation is the **involvement of the worker**. It is very frustrating to hear of a member that returned to work and had no participation in the process, or told there is no job for them because they were injured outside of work and the employer does not have to accommodate them.

A good employer will involve the worker from the onset and build a plan that focusses on what the worker is able to do instead of what the worker is not able to do. The goal of a good plan is to return back to full duties as soon as medically possible.

Another matter that could effect your accommodation is medical information. Medical information is very important and it **needs to clearly outline all restrictions**. Your employer generally will not accommodate if you don't have medical information. If this information is detailed correctly, it makes the accommodation process much easier for all. But if not, it could leave you in a position where disability benefits or WCB benefits might be jeopardized. Also, keep in mind that more often than not, someone who might not have the best idea of exactly what your job is or what your duties entail sets up your accommodation.

The bottom line is, if you have any questions or concerns about an accommodation or if you believe your employer is taking advantage of your accommodation or not accommodating you properly, talk to your union representative.

Your union is here to help you!



Healthcare Negotiations

Starting Soon

Healthcare bargaining has always been challenging, but this year the union is getting ready for a fight.

If you've read the Winnipeg Free Press or have been reading news on the CBC Manitoba website, you would have seen that our new Conservative Provincial Government has a very different set of priorities than the previous NDP Government.

They want to put a hold on increases in wages for everyone else, but Premier Pallister thinks it's okay for him to take a 20 per cent raise.

Pallister even talked to the Winnipeg Free Press about reopening bargaining agreements and cutting back wages.

The road ahead is going to be a rough one, but your union will be here to fight for you and to get you the best deal possible.

Marie Buchan, executive assistant to the president and union negotiator, will be in charge of healthcare negotiations. Assisting Marie on the bargaining committee will be union representatives J.P. Petit, Aline Audette and Carmela Abraham, along with the members of the committees shown on the opposite page.

Marie and Aline have already started laying the groundwork for negotiations. They travelled to Thompson last month and met with northern union representative J.P. Petit, union member Sally Huculak and retired northern union rep Blair Hudson to strategize for the Northern Regional Health Authority negotiations.

Last month, Carmela hosted a meeting with the St. Boniface Hospital shop stewards and elected two new members to their bargaining committee.

It is going to be very important that our members stay well-informed during this process. The Local will do its best to make sure this happens throughout the negotiations process.

Keep an eye on our website and social media for updates as we move forward, it will be very important for you to stay engaged.

The stronger our members are, the stronger our fight will be in these difficult times.



Fill out a survey!

Help us by giving us valuable feedback that will determine your bargaining priorities.

You should have received one in the mail already, if you haven't, fill one out online at: UFCW832.com/HealthCareBargaining



Upcoming Proposal Meetings

Northern Regional Health Authority

Wednesday, January 18

1:00 or 7:00 p.m.

Thompson Legion, 101 Elizabeth Rd., Thompson, MB

Monday, January 23

12:00 p.m.

Council Chambers Room, Leaf Rapids, MB

Monday, January 23

5:00 p.m.

Bronx Hotel, room 4, Lynn Lake, MB

Wednesday, January 25

5:00 p.m.

Gillam Rec Centre, room 2, Gillam, MB

Winnipeg Regional Health Authority

Monday, January 16

2:00 p.m.

Canad Inn Garden City, 2100 McPhillips, Winnipeg, MB

St Boniface Hospital & Diagnostic Services Management

Tuesday, January 17

8:00 a.m. or 12:00 or 7:00 p.m.

Norwood Hotel, 112 Marion st., Winnipeg, MB

(Members only need to attend one meeting)

Bargaining Committees

Northern Regional Health Authority Committee

Thompson General Hospital:

- Sally Huculak - Rehab Department
- Debbie Brandt - Thompson Clinic
- Patti Bolduc - Northern Spirit Manor
- John Blaber - Maintenance
- Lindsay Jacobs - Northern Consult Clinic
- Julia Pitre (alternate) - Medical Records
- Asnakech (Asni) Melake (alternate) - ABI Unit

Lynn Lake Hospital:

- Pia Morales

St Boniface Hospital & Diagnostic Services Management

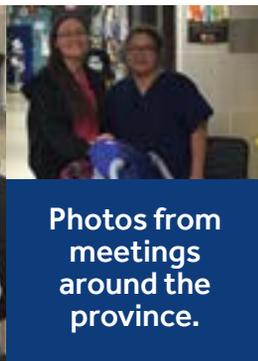
Nellie Minville Eric Flett Jennifer Mitchell Irelan Mendiola



WRHA Committee

Gerry Irving

Joseph Fernandez



Photos from meetings around the province.

The Union or **My** Union?



Erin Selby
Education & Training

Do words matter? Does it make a difference if you refer to UFCW Local 832 as “the” union or “my” union? I think it does.

When we refer to UFCW as “the” union it sets it apart from ourselves. It implies UFCW is a thing on its own, that it’s some kind of large beast that makes decisions and rolls along under its own force. Unions don’t get their strength from the number of staff they employ, unions are strong when their members feel part of something larger than just themselves.

By saying “my” union we reinforce the belief that UFCW Local 832 isn’t just our reps and negotiators, UFCW is a family of members, staff, and the communities we work and live in.

Unfriendly governments will often refer to “the” unions. It’s a way to depersonalise them and make it seem like unions are only working for themselves. When governments try to slash labour laws that protect working people they will often categorise opposition as “big union looking out for themselves”. Governments have a lot harder time passing laws that take away the rights of people than the rights of “the unions”.

UFCW Local 832 has over 19,000 members. People. Families. I still catch myself saying “the” instead of “my” union sometimes but I’m working hard to fix that. Words do matter. My union helps to protect workers, steps in when a family is facing hardship and gives back to my community. I’m proud of my union.

UPCOMING COURSES FOR SHOP STEWARDS AND HEALTH & SAFETY COMMITTEE MEMBERS

WINNIPEG

SHOP STEWARDS

- January 11 & 12 Collective Bargaining
- February 1 & 2 Mental Wellness
- February 15 & 16 Collective Bargaining
- March 1 & 2 Mental Wellness
- April 27 Table Talks
- May 10 & 11 Organizing
- May 24 & 25 Public Speaking
- June 7 & 8 Organizing
- June 28 & 29 Public Speaking

HEALTH & SAFETY

- February 8 Vulnerable Workers
- February 23 Incident Inspection
- May 3 & 4 Moving Beyond Basics
- May 17 & 18 Ergonomics
- June 14 WHMIS

BRANDON

SHOP STEWARDS

- January 18 & 19 Collective Bargaining
- February 6 & 7 Mental Wellness
- February 21 & 22 Collective Bargaining
- March 8 & 9 Mental Wellness
- May 17 & 18 Organizing
- June 14 & 15 Public Speaking

HEALTH & SAFETY

- February 1 & 2 Effective Committees
- March 1 Vulnerable Workers
- March 15 Incident Inspection
- March 22 & 23 Effective Committees
- May 24 WHMIS
- June 7 WHMIS

NORTHERN

Courses TBA

If you are interested in attending any of these courses, let your union rep know.

ATTENTION



UNION MEMBERS

*Submission for Plan 2 Reimbursement
Deadline is January 31*

This is a reminder to all Sobeys West Inc/ Safeway and Red River Co-op union members.

PLAN 2

All of your medical expenses, including prescription drugs, **must be submitted to the health and welfare plan for reimbursement by January 31.**

PLAN 1

Members in Plan 1 have until March 31 to submit their claims for medical expenses and until June 30 for prescription drugs.

Claim forms are available on the Local's website, www.ufcw832.com, under Benefit Info or through the health and welfare plan directly. The Plan contact information and mailing information is as follows.

**MANITOBA SAFEWAY/UFCW
LOCAL 832 HEALTH & WELFARE**

3rd Floor, 880 Portage Avenue
Winnipeg, Manitoba
R3G 0P1
204-982-4177 (in Winnipeg) or
1-877-982-4177 (outside Winnipeg)

UFCW members can also always contact their union representative with questions or concerns. Union offices numbers are:

WINNIPEG

204-786-5055
1-888-832-9832

BRANDON

204-727-7131
1-800-552-1193



DECLARATIONS OF AVAILABILITY

Has your life schedule changed and it is affecting your work availability? Remember, as per the collective agreement, you are allowed to change your Declarations of Availability (DOA) four times in a year:

- First Sunday in September
- Three other times in the year

It is important to understand and use your DOA, as **employees are required to work according to their DOA**. Below are a few important points.

- **Students can change their DOA in January** if their class schedule changes without it being considered a DOA change.
- Amendments to your DOA **must be**

submitted two weeks prior to the required change.

- Changes in your availability take effect on Sunday, provided two weeks' notice is given.
- Restricted part-time **employees with more than 10 years of service can restrict their hours of work on Saturdays.**
- Available anytime employees can block off a period of up to 24 consecutive hours between Sunday midnight and Friday at noon.
- The company sends copies of all DOAs to the union.

For full language on Declarations of Availability, go to article 19.15 of the Loblaws union agreement.

NEW STAFF AT OUR LOCAL



Michelle McHale

Union Representative

Michelle has worked in public and mental health in rural Manitoba for the last 12 years and sits on the MB Federation of Labour executive council as the solidarity and pride vice-president. She has always fought against discrimination and inequity by advocating for those who haven't felt safe or included.

Michelle was the lead organizer for the Steinbach Pride March for Equality and was recognized for this work in Chatelaine magazine as one of 2016's 12 Women of the Year.



Chris Noto

Communications Coordinator

Originally from Brandon, Chris has nearly 20 years of experience working in the technology, print and news media industry.

Most recently he worked with the Provincial Government and as support staff to the NDP MLAs here in Manitoba, producing communication tools and developing strategy.

POLICY CONFERENCE 2016



Whether or not we are ready for it, change is a constant way of life. Look at the changes that have been made around us in the past two years. We have a new Prime Minister of Canada, a new Premier of Manitoba and the night before our policy conference, the citizens of America elected Donald Trump as their new president.

Change and how we anticipate it and react to it was a hot topic of conversation at the Local's policy conference, which was held this past November. The last policy conference took place in 2014, as the 2015 policy conference had to be cancelled because of the weather.

Local 832 has had many positive changes since our last conference. President Jeff Traeger touched on some of those positives in his report at the conference. One has been the success of the Town Hall general membership meetings. The member participation has been great, an increase from the physical meetings. Another highlight was the merger with Local 1869, which brought St. Boniface Hospital members back to Local 832, making Local 832 the only UFCW Local in Manitoba. The negotiating department focused on bargaining the best possible agreements for over 9,500 members and settled 86 contracts over the last two years, including four of the Local's bigger units.

Our Local dealt with some challenges in the past year as well. There is no denying that labour will continue to deal with the ramifications from the provincial election that saw the Progressive

Conservative Party come into power in Manitoba. Gone for now are the days of a government that appreciates the importance of a union. Also, with mixed emotions it was decided that we should close our Thompson office. We will still work hard to make sure our Northern Members get all the support they want and need.

UFCW Local 832 President Jeff Traeger expressed to the delegates, "Together we can face the challenges and by working together build an even better Local."

Our union was fortunate to have Michael Champagne as our keynote speaker, he spoke with great passion about how he started AYO – Aboriginal Youth Opportunities and how it evolved from an anti-gang into a movement, and why that was so important. AYO is a group of young people who volunteer and are committed to helping provide Aboriginal youth with more opportunities and take leadership roles to empower their communities.



After lunch, each table was tasked with discussing and providing feedback on what Local 832 does well, what it needs to improve on, how to communicate more effectively and how to better engage members. The union received great ideas and suggestions and will do its best to implement as many of these ideas as possible in the new year.



NEGOTIATIONS 101



Martin Trudel
Negotiations

As you all know, the very essence of a union is the collective agreement. Your agreement is the result of all the work your union has done to provide you with the best overall working conditions.

In order to achieve this goal, there is a lot more involved in the negotiations process than what the majority of people think and I wanted to point out certain aspects of the process that often get overlooked.

Proposal Meetings:

The biggest misconception is that participation in proposal meetings has no importance. **This could not be more wrong!**

As your representatives, we need to hear your suggestions and get your input so that the union can draft your proposals accordingly. This is **your contract** and what is being proposed in terms of improvements needs to come from you.

Most contracts are renewed every three to four years. Taking an hour or two to attend a proposal meeting and giving some suggestions as to how we can help improve your daily work life should be important to you, it is to us.

Bargaining Committees:

It is the bargaining committee that is making recommendations on behalf of the rest of their

co-workers to your lead negotiator in terms of where the focus needs to be. Your lead negotiator is a union staff with experience and knowledge in the negotiations process. The lead negotiator also oversees the progression of bargaining and is responsible for all of the administrative parts,

The negotiator will give advice and leadership to the bargaining committee members, but ultimately **it is them, who have the last say** in every potential amendment to your collective agreement that is presented at the ratification vote.

Ratification Votes:

There is strength in numbers! The lower the attendance at ratification votes, the weaker your union is when it comes time to reject a sub-standard contract offer by an employer. You should make every effort to attend a ratification meeting since the result of the vote directly determines your new working conditions.

You are the only one who can cast your vote as to whether or not you accept or reject the proposed tentative collective agreement. If the majority of the people in attendance at the ratification meeting vote "yes", then those are the terms and conditions that you have for the life of the contract.

We cannot achieve greatness alone; we need you since **you are the union!**

UNITS CURRENTLY IN NEGOTIATIONS

- Agropur
- Aryzta
- B & L Homes for Children
- Pepsi Winnipeg
- Vantage Foods
- Unicity Taxi
- Healthcare (see page 8)

Members working at these units are encouraged to show their support and solidarity to their bargaining committees. Remember it's your collective agreement.

For the latest news on negotiations, members can also visit our website.

www.ufcw832.com



The 2017/2018 Retirees' Club Executive Board

SOUTH BEACH CASINO TRIP

is booked for Monday, **February 17**

This is a very popular trip and the bus will fill fast!
Seats are on a first-come, first-served basis.

The cost is \$25 (cheque payable to UFCW Retirees Club)

This includes transportation, a buffet lunch, a day of fun and hopefully some luck.

Meet at Safeway

McPhillips & Jefferson at 9:00 a.m.

Parking is available on the north side of the parking lot by the Thunderbird.

The bus leaves at 9:15 a.m.

The bus departs from the casino at 3:00 p.m.

Arrive back in Winnipeg around 4:00 p.m.

To register or for additional information call:

Lila at 204-837-3554 or

Armand at 204-832-1211 or

Joan at 204-422-6670

Mail your payment to:
UFCW Retirees Club
1412 Portage Ave.
Winnipeg MB R3G 0V5
Attention: Melissa

**Cut-off date is January 27, or
when the bus is full.
Everyone is welcome!**

RECIPE OF THE MONTH

Stove Top Rice Pudding

1-1/2 cups of cooked rice
2 cups milk (save 1/2 cup for later use)
1/3 cup sugar
2/3 cup raisins
1/2 tsp salt
1 tbsp butter
1 egg - beaten
1/2 tsp vanilla

Combine rice, 1-1/2 cups of milk, sugar and salt. Cook over medium heat stirring occasionally until thick & creamy (15-20 mins). Blend remaining milk and egg and stir into rice, add raisins (soften with hot water, drain) and cook for an additional 2 minutes and add butter & vanilla. Sprinkle with cinnamon and nutmeg if desired.

NOTES & NODS

Happy Birthday!

Sharon Capparelli (70), Jarmila Palicka (70),
Valentine Wittmann (80), Elizabeth Halladay (81),
Eva Hladik (81) and Marlene Syrene (83)

Keep a look out for all upcoming events in 2017—
Casino trips, luncheons and golf tournament!

Membership Discounts

Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers.

Conditions do apply, so it is a good idea to call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.

Everfit Training

All members and their families receive 25% off our fitness boot camp and personal training packages.

1370 Grosvenor Ave., Wpg,
Phone 204-298-7126
www.everfitness.ca

Dakota Chiropractic

20% discount on chiropractic care and adjustments.

1056 St. Mary's Road, Wpg
204-257-7685

RRSP for Local 832 Members

The UFCW Local 832 RRSP offers members the choice of four investment options with *better than average returns*.

Contact Laura Mellon
204-938-4907

Work Authority

Save 15% on safety boots and clothing. Two locations:

305 McPhillips St. Wpg
204-772-3433

or

1639 Kenaston Blvd. Unit F2, Wpg
204-489-0064

Polo Park Hearing Centre

10% discount (to a maximum of \$150) on hearing aids.

Located in Polo Park Mall
204-788-1083

SureFire Auto

10% discount, to a maximum of \$100 on all of your auto repairs and maintenance, excluding oil changes.

555 Archibald Street, Wpg
204-233-2504

The Fairmont Winnipeg

Special room rates! For a 'Fairmont' room single/double occupancy pay only \$175 Sunday to Saturday.

2 Lombard Ave., Wpg
957-1350 or 1-888-974-7666

The Velvet Glove

10% off all food and beverage.

Some conditions apply.
The Fairmont Winnipeg
2 Lombard Ave., Wpg
204-957-1350

Anna's Denture Clinic

15% discount for any complete or partial dentures that they fabricate.

1681 Main St., Wpg
204-339-2422

Natural Wellness Chiropractic Centre

30% off chiropractic care and wellness planning offered by Dr. Robert Stitt D.C. Call Dr. Stitt to book your free assessment.

912 Portage Ave., Wpg.
204-783-1880

Fort Richmond Transmissions

Receive 15% off any work before taxes. Some conditions apply.

3096 Pembina Highway, Wpg
204-261-7095

Pembina Dodge

Pay \$300 above dealer net cost with the purchase of a new vehicle. Receive up to 15% off on parts and shop time. Some conditions apply.

300 Pembina Hwy., Wpg
284-6650

General Paint

40% off General Paint products, 20% off special order wall-coverings and 20 to 30% off non-General Paint products and supplies. Locations

1124 18th Street, Bdn
204-727-0295

1045 St. James Street, Wpg
204-982-6300

1094 Nairn Ave., Wpg
204-982-6330

1-140 Meadowood Drive, Wpg
204-982-6320

Brandon Chrysler Dodge

Pay \$300 above dealer net cost with the purchase of a new car. 15% off any service contract.

3250 Victoria Ave., Bdn
Blake Manser
204-728-3396

Wilder, Wilder & Langtry

Save on legal services. Call Joe Wilder.

1 Lombard Ave., Wpg
204-947-1456

Anytime Fitness

15% discount on a 6- or 12-month membership.

2361 Ness Ave., Wpg
980 Lorimer Blvd., Wpg
300 - 2415 Main St. Wpg
3000 J Victoria Ave., Bdn

SDS Alarm Systems

10% off installation, with purchase of new system. Plus 25% off a 3-year monitoring contract.

Call Ron Tayler
204-589-7507

Rick's Driver Training

Receive a *10% discount*. Gift certificates also available.
Call Rick
204-995-5046

Sargent Blue Jeans

15% off safety boots and clothing.
1136 Sargent Ave., Wpg
(204) 772-8145

Greenwoods Dental Centres

With your next regular check up and cleaning, receive one free whitening kit and trays per family per lifetime, with a 2-person minimum booking. Offer applies to new patients only.
693 McPhillips St., Wpg
204-774-7774

Dufresne Home Centre

5% better than the current price on furniture, mattresses and accessories. *3% better* than the current price on appliances and electronics. Some conditions apply.
880 Nairn Ave., Wpg
204- 667-1578
1750 Ellice Ave., Wpg
204-989-9900
374 Eveline St., Selkirk
204-785-8191
2401 Saskatchewan Ave. W., Portage
204-857-7803
1885-18th St. N., Bdn
204-728-8530
1321 Main St., Swan River
204-734-4772

Autopac Write-offs

Pay only \$300 for an insurance arbitrator.
Call Brad Pallen
204-284-5664

Bridgeview Bed & Breakfast

Receive *5% discount* at during the snowmobile season.
Located in Selkirk.
Louise Machinski
204-482-7892.

Performance Golf Learning Centers (PGLC)

20% off all services, equipment and accessories. Call Blake Russell or Brad.
Shooters Family Golf Centre
2731 Main St.
204-275-1155

Visions Electronics

Pay from *5 to 10% over* cost on most of your purchases. Some conditions apply. Talk to the store manager at the following Winnipeg locations:
1680 Pembina Highway
1130 St. James St.
1510 Regent Ave.

Celebrations Dinner Theatre

Save *25% off* regular price.
Located in the Canad Inn
1824 Pembina Hwy., Wpg
204-982-8282

Eye-Deal Eyewear

28% off a complete pair of regular-priced eyeglasses. *5% off* contact lens.
399 Pembina Hwy., Wpg
204-975-2666

Eyewear

20% off regular-priced eyewear. As well as *5-10% off* disposable contact lenses and all sale items

The Bay downtown

450 Portage Ave., Wpg
204-783-2112

Scotia Optical

708 - 10th St., Bdn
204-727-3661

Eye Outfitters

1100 Richmond Ave., Bdn
204-725-0943
Some conditions apply.

Phoenix Real Estate

Get \$150 cash back on completed sale of your home or condo and Up to *20% off* legal fees.
Jennifer Okaluk
204-771-0981

Iron Fist

20% off a 1-year membership. *25% off* women's self-defence course.
1851 Portage Ave., Wpg
675 Archibald St., Wpg
204-231-3633

UFCW MasterCard

Reward yourself with the BMO Union Savings MasterCard at a special union rate.

Union Savings

Offers exclusive discounts and savings for union members and their families on home insurance, life insurance, mortgages, hotels and much, much more. Visit www.unionsavings.ca for a complete list.



Facebook.com /UFCW832

Instagram.com /UFCW832

Twitter.com /UFCW832

SOCIAL MEDIA SOLIDARITY

UFCW Local 832 is hosting a



Wednesday, February 22, from 9:00 a.m. to 5:00 p.m.

At the UFCW Training Centre - 880 Portage Avenue in Winnipeg

An event focused on training and education for our physical security officers.

Guest speakers will be presenting on:

- assisting the Winnipeg Police
- workplace health and safety
- history and importance of the security guard minimum wage
- and more!

Register by phone at 204-775-8329 or online at UFCW832.com

Deadline for registration is February 1

You will be paid for the day
Lunch will be provided

For more information contact union rep Curt Martel by phone at 204-786-5055 or toll-free at 1-888-832-9832 or e-mail him at curt.martel@ufcw832.com



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Please return undeliverable Canadian addresses to:

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1412 Portage Ave.

Winnipeg, MB R3G 0V5