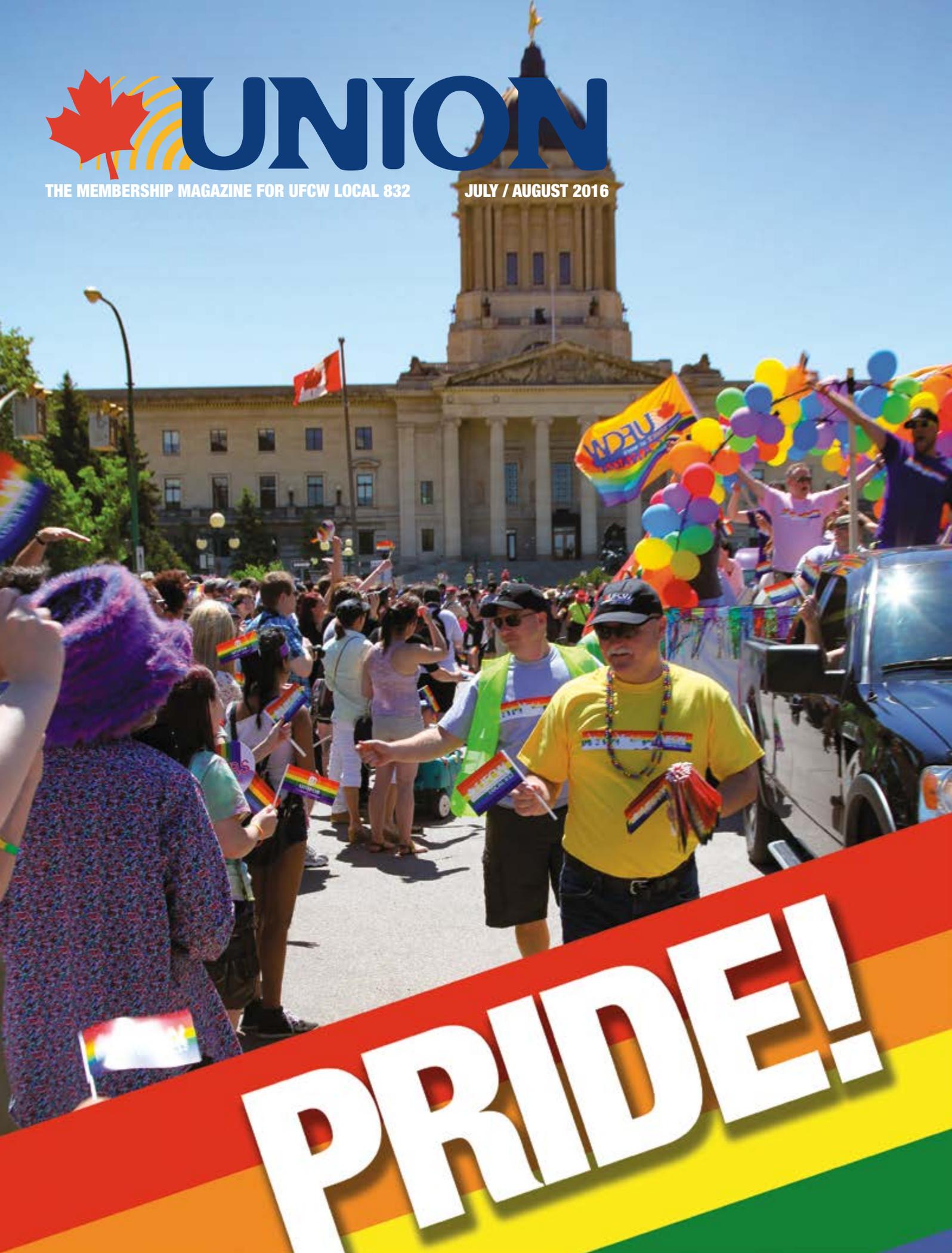




# UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JULY / AUGUST 2016



**PRIDE!**

# A More Inclusive Union

MESSAGE FROM THE  
PRESIDENT



**D**uring our last telephone town hall general membership meeting in May, a member asked why our union is involved with the Winnipeg Pride parade and why union dues are used to support these types of events.

I have to admit that I was taken aback by this question for a couple of reasons. The first is that UFCW Local 832 sponsors numerous social justice initiatives and community organizations from the Canadian Museum for Human Rights to the Safe Workers of Tomorrow and from the International Women's Network to Habitat for Humanity and the United Way.

Most recently, we joined with UFCW Canada and the rest of the country to help support the residents of Fort McMurray who lost their homes in the tragic fire last month, and I've never been asked why we do these things...until now. The short answer is that we are citizens of our community and our country and we believe it's

important to support our fellow citizens in their search for equality, social justice and equity.

The second reason I was surprised by the question is that our membership is incredibly diverse and we have always celebrated that diversity and have no reason to be ashamed of it. Local 832 members are young and old, men and women, urban and rural, disabled, lesbian, gay, straight and many came from dozens of countries and many have dozens more cultural backgrounds. What we all have in common is that we are working Canadians who have a home in a union that believes everybody should be included.

As a father, I always stressed to my children that they should strive to be whoever they are or whoever they want to be and to do what makes them happy and fulfilled - and to respect that same right for others. As I walked in Pride Winnipeg this year I saw many of our members from the LGBTQ community come to the

realization that they were not walking alone and that their union is with them.

Some may say that Local 832 has it wrong and our only business is to file grievances, negotiate contracts and conduct arbitrations, but I would have to respectfully disagree. We do have to do all those things, but we also have to be good stewards of our community and seek equality, equity and justice every step of the way.

For me, it's all connected. We, as a community and as a union, are stronger not only for the difference we can make in a workers daily life but also for the gains we can help make toward a more inclusive, and welcoming society.

I look forward to building that culture of acceptance with you in the future.

In solidarity,

A handwritten signature in black ink that reads "Jeff Traeger". The signature is fluid and cursive, with a long horizontal line extending from the end.

Jeff Traeger  
President UFCW Local 832



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**On the cover:** Local 832 marches in the 2016 Winnipeg PRIDE Parade.

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# Full of PRIDE

**U**FCW Local 832 joins thousands in Winnipeg to celebrate PRIDE. Local 832 definitely stepped up its PRIDE celebration for the June 4 Winnipeg Pride parade. After marching in the 2015 celebration and the positive feedback from members and those in attendance, UFCW Local 832 president Jeff Traeger challenged the staff and members to up our participation.

Staff and union activists assembled a float that featured our very own DJ, Just Ice. Just Ice is the 13-year-old son of union representative Sandy Forcier. Just Ice kept those celebrating grooving while the float made its way around the parade route. Thousands of Manitobans were on hand to help celebrate and support the LGBT community.

“Labour organizations have been at the forefront of human rights. I can’t think of a better cause to celebrate and let everyone know that we are an inclusive union and welcome everyone into our labour family,” stated 832 president Jeff Traeger.

Plans are already underway for next year’s float. We will be inviting members to participate again in 2017.



## ...and in Brandon

On June 18 Brandon held it's PRIDE parade and UFCW Local 832 was there as an ally. Thanks to Brenda Brown, Wendy Lundy, Morag Stewart, Kim Knox Powers, Zara Pople, Alexander Stewart and Breanna Powers.





## Join us on Labour Day

Traditionally, Labour Day was an occasion to campaign for and celebrate workers' rights during parades and picnics organized by trade unions. This tradition continues today with the Winnipeg Labour Council/Canadian Labour Congress Labour Day March and Barbecue.

**On September 5, members are encouraged to meet at Memorial Park at 1:30 p.m. We will march down Memorial Boulevard and then on to Central Park where a barbecue will take place from 2:30 to 4:30 p.m.**

UFCW Local 832 has participated in this event in the past and will do so again this year. If you are interested in joining the festivities, please come out.



## UFCW Locals dig deep for Leukemia Fundraising

The combined fundraising efforts of UFCW Canada activists, family members, and Local Unions were once again highlighted at the 27th Annual UFCW Canada Leukemia Gala, held on June 17 in Toronto.

UFCW Canada National President Paul Meinema announced that the fundraising efforts of Canada's leading union in support of the lifesaving research efforts of the Leukemia and Lymphoma Society



of Canada (LLSC) have raised \$2,472,013 dollars over the past year. UFCW Local 832 raised over \$64,000.

The money raised goes toward supporting LLSC research, raising awareness of leukemia, lymphoma, Hodgkin's disease, and other blood cancers, and reaching out to those suffering from blood cancers.



## BBQ at WRHA Laundry

On June 13, UFCW Local 832 President Jeff Traeger, Secretary-Treasurer Beatrice Bruske along with staff and executive board members held the annual bbq at the WRHA Laundry facility. This has been a long standing tradition by the former union, UFCW 1869. For more pictures of the event, check out the locals Facebook page at [www.facebook.com/ufcw832](http://www.facebook.com/ufcw832)



## Local 832 Present at Women's Network Convention

**V**ancouver – May 16, 2016 – More than 300 UFCW members, officers, staff, and community allies from across the continent recently gathered in Vancouver for the 12th Biennial UFCW Women's Network Convention. The theme of this year's convention was Turning Passion into Action. Along with UFCW Canada's National Women's Advisory Council, the UFCW Women's Network focuses on motivating and encouraging UFCW women to become more active in their union and their communities across Canada and the United States.

Delegates at this year's convention were welcomed with opening remarks by UFCW Women's Network International Chair Rhonda Nelson, UFCW Canada National President Paul Meinema,

and UFCW International Secretary-Treasurer Esther López. Alberta Premier Rachel Notley also delivered a message of solidarity via video. Over the course of the four-day convention, activists engaged in several panels and presentations focusing on organizing, the political power of women, building better contracts for women and families, mentoring, and speaking up for your union. The event also served as a chance to highlight the challenges and opportunities that UFCW sisters are facing across Canada and the United States today.

"The Women's Network Convention is an opportunity for UFCW women from all across Canada and the United States to meet, share knowledge, and leave recharged and empowered to make positive change in their union,

workplaces and communities," says Nancy Quiring, UFCW Canada director for the Western Provinces, chair of the National Council Women's Advisory Committee and executive vice-president of the Women's Network. "You could definitely feel the excitement and positive energy built at this convention. UFCW women are being challenged to find their passion and turn it into action and they are rising to the challenge!"

"You are my heroes," remarked UFCW International Secretary Treasurer Esther Lopez to the energetic crowd. "You will exceed all of our expectations and create a dynamic and welcoming union community and build the UFCW of the future."

"Working women must stand together to let employers, politicians, and their communities

know what they need on the job," said UFCW Women's Network International Chair Rhonda Nelson. "With the efforts of the Women's Network, the story of UFCW members will be told and help shape future policies for working women."

UFCW Local 832 President Jeff Traeger, union representative and healthcare co-ordinator Aline Audette, and Marie Buchan, executive assistant to the president attended the convention. Marie also facilitated one of the workshops.

Aline stated, "As a delegate I was moved by what the speakers had to say. I was most impressed with a woman by the name of Lucia Misch. Her talent to write and present her poetry was amazing."

Lucia is a poet, musician, and arts educator with a decade of writing and performance experience. Lucia has written and presented spoken word pieces for organizations including Human Rights Watch and the United Food Workers Union Women's Network.

"The convention re-inspired me and emphasized that I need to continue to speak up on women's issues and work towards positive change for women," said Aline. "I encourage all members to find an issue they are passionate about and turn their passion into action."

UFCW Women's Network aims to empower women through leadership training and mentoring, while encouraging UFCW women to actively participate to help bring a stronger voice to the bargaining table, in organizing campaigns, and in the political arena. To learn more about the UFCW Women's Network talk to your union representative.

## Did You Know Local 832 Has a Young-Member Committee?

The UFCW Local 832 Young-Member Committee meets at 5 p.m. on the second Monday of each month at the Training Centre—880 Portage Avenue.

If you are a Local 832 union member aged 30 or under, you are invited to drop in. It is young workers building relationships with young workers and talking about how to engage youth into being more involved with their union.

In addition to having a number of conversations about workplace rights, the committee also focuses on understanding issues related to the economy, politics and on what it means to be a union member, as well as looking for new methods and strategies for young people to positively impact their communities.

**The next young member committee meeting is scheduled for July 11 at 5 p.m. at the Training Centre.**

UFCW Canada also offers a Young-Workers Internship Program (YIP). YIP has become one of the premier training and education programs offered at the national level.

To find out more about the Local's young-member committee or YIP, contact Curt Martel at 204-786-5055, 1-888-832-9832 or [curt.martel@ufcw832.com](mailto:curt.martel@ufcw832.com).



# The OHC and Workplace Psychological Health and Safety, 2015 - 2016

For those of us fortunate enough to be employed, it is no surprise that we spend most of our waking hours hard at work. Given this fact, the quality of one's work environment has the potential to either help or hinder individual mental health and well-being. In some cases, toxic workplaces directly cause mental injury and psychological trauma. The statistics on workplace mental health are sobering.

According to the Mental Health Commission of Canada (MHCC) during any given week more than 500,000 Canadians will not go to work because of a mental illness. Due to these increasing burdens, the OHC chose in 2015 to prioritize workplace psychological health and safety (WPHS) in its strategic planning. We kick-started this initiative last October by joining forces with the MHCC having been awarded a unique partnership to develop innovative programming that will bring the new National Standard for Workplace Psychological Health and Safety to organizations across Manitoba. Our goal is to become a provincial leader in delivering high quality outreach and training programs helping organizations assess, plan and implement solutions aimed at protecting the psychological health of its workforce at all levels.

Last fall, at the MFL Health and Safety Conference in Winnipeg, the OHC partnered with the Manitoba Government & General Employees

Union (MGEU) delivering a two-day workshop on WPHS with very positive results. In February 2016, the OHC invested in advanced training offered by the Canadian Mental Health Association (CMHA) to further expand staff expertise in this area. In late April 2016, we conducted our first ever full-day workshop introducing the National Standard to a wide public audience and together with participants explored ways to secure leadership commitment, engage stakeholders and increase awareness around stigma, mental illness and employee accommodation.

Through continued workplace assessments and coordinated communication, the OHC is currently building an intersectoral "community of practice" aimed at dealing with challenges shared by many industries. The OHC also sits on multiple advisory committees at

both the community and provincial level devoted to expanding awareness of the National Standard and WPHS. Having committed to building a strong foundation with the help of our partners at SafeWork Manitoba, the MHCC and CMHA, the OHC is confident that the new fiscal year will bring with it many more achievements in the rapidly expanding field of WPHS.

If you would like more information on the National Standard for Workplace Psychological Health and Safety, or are interested in booking a presentation please contact the OHC at: [mflohch@mflohch.mb.ca](mailto:mflohch@mflohch.mb.ca)

The MFL Occupational Health Centre is an accredited non-profit community health centre that is funded through the WRHA. We provide workplace injury assessment and education to workers and workplaces across Manitoba.



Local 832 director of health and safety Phil Kraychuk and union rep Curt Martel attend the Workshop on the National Psychological Safety Standards



# CLICK AND COLLECT ARRIVES IN WINNIPEG

The new Loblaw Click and Collect program arrived in May to the Bison Drive and Portage Avenue Superstores. The program has been in the works for some time in other provinces.

People can now go to the [shop.superstore.ca](http://shop.superstore.ca) select the date that they want to pick up their order and then scroll through the virtual aisles to do their shopping.

While not everything is available online, the majority of what you need is. Union representatives were given a tour of the Bison store's operation in late May and the success of the new project has exceeded expectations

Store manager, Rod Hill said, that the Bison Drive location is fortunate because it is close to bedroom communities, and shoppers would come from out-

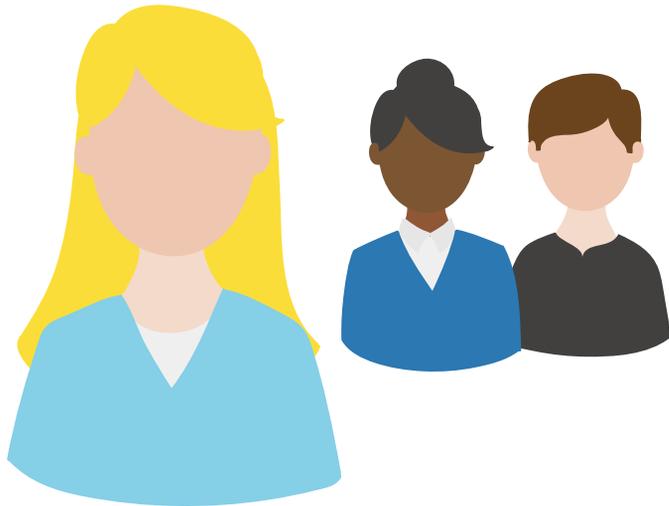
side of the city and spend an hour or two shopping, where now, they are ordering online, driving in and just picking up their order and heading home.

Mr. Hill says that the success of program is largely because the staff have worked hard familiarizing themselves with all of the products. "For this program to succeed, we need our staff to understand produce. People have the ability to select a soft or hard avocado when they place their order, its up to our staff to get that order right."

What Loblaw is banking on is convenience, with the website connected to your PC Points the low cost of \$3 to have someone do your shopping and bagging seems like a winning idea.

More stores are slated to offer this service in the coming months.

**1**  
**3** of working **Canadians**  
have experienced  
domestic violence.



## KNOW YOUR RIGHTS

**Any Manitoban** who's experiencing domestic violence now has **the right to take leave from work and get help**, without fear of losing their job. It's the law.

Manitoba   
**Federation  
of Labour**

[www.MFL.ca/leave](http://www.MFL.ca/leave)

Follow your MFL:  [mfl.ca](http://mfl.ca)  [@MFLabour](https://twitter.com/MFLabour)  [fb.com/ManitobaLabour](https://fb.com/ManitobaLabour)

# Employment Leave for victims of domestic violence

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The Manitoba Federation of Labour and the MFL Women's Committee have long pushed for the right to leave from work, for victims of domestic violence. This spring, Manitoba's NDP government passed the first law of its kind in Canada.

## How it works

In Manitoba, if you are a worker and you are the victim of domestic violence, you have the right to take leave from work (including up to five days with pay) in order to get help.

Effective June 1, 2016, changes to Manitoba's Employment Standards Code ensure any worker who is the victim of domestic violence (regardless of gender) has the right to access employment leave. Domestic violence employment leave can be used for one or more of the following purposes:

- To seek medical attention for the worker or her/his children related to domestic violence;
- To obtain services from a victim services organization (e.g. abuse shelter);
- To obtain psychological or other professional counselling;
- To relocate (either temporarily or permanently);
- To get help from law enforcement or to seek legal assistance (including preparing for, or participating in, related civil or criminal proceedings); or
- For other purposes that may be prescribed in Regulation.

You can take up to 10 days of employment leave all at once or as you need it. If you need more time, you can take a further leave of up to 17 weeks in one continuous period. A worker must have been employed by the same employer for at least 90 days to qualify, and must give the employer as much notice as is reasonable and practical in the circumstances.

You are entitled to be paid for up to five (5) days of domestic violence employment leave; any other leave taken will be unpaid. It is the worker's responsibility to notify the employer of which days (up to a maximum of five) are to be paid. When taking paid leave, the worker must provide verification of the need for the leave. Employers may also require verification when unpaid leave is taken.

Employers are required to maintain confidentiality with respect to all matters related to accessing domestic violence leave.

For more information, you can contact the **Manitoba Employment Standards Branch:**

 204-945-3352 / 800-821-4307 (Toll free)

 [EmploymentStandards@gov.mb.ca](mailto:EmploymentStandards@gov.mb.ca)

 [www.gov.mb.ca/labour/standards](http://www.gov.mb.ca/labour/standards)

# Reclassifications Completed at Maple Leaf Plant in Winnipeg

**D**uring the last round of bargaining for a new collective agreement for Local 832 members working at the Maple Leaf Consumer Foods in Winnipeg, the parties agreed funds would be designated toward improvements to reclassifications. The union conducted its review of reclassifications and based on information it received from shop stewards and members, the union provided suggestions of specific changes and/or additions to some of duties being performed at the plant.

After a thorough review and many discussions with the company, the parties agreed on a total of nine jobs to be reclassified, specifically:

POSITION	DEPARTMENT
Service Line/Scalers	Bacon
Service Lines	Plant
Machine Operators	Packaging
Blending Operator	Curing
Inject Operator	Bacon
Batching Station Grind	Curing
Stuffing Line Coordinator (Scaler previously)	Stuffing
Knife Room Helper ( clean and sanitize duties)	Sanitation
Whiz Knife Operators	Ham Boning

The company posted detailed notices regarding these reclassifications in both lunchrooms at the plant. As well, the members affected should have received their adjustments in pay by the end of May. In total, including the nine new listed reclassification, 91 positions at the Lagimodiere plant have been reclassified to date. Of these, two positions were assigned new job titles, based on the duties.

At the completion of this analysis, a small amount of funds remained in the bank from the negotiated amount designated for reclassifications. The union and the company agreed that **the remaining amount would be divided amongst current employees and appear on their paycheque as a small bonus.**

Any Maple Leaf Consumer Foods member at the Lagimodiere plant, who has questions about a reclassification or if they did not receive their proper pay or bonus, should contact their **union representative Kim Ferris at 204-786-5055 or via e-mail at [kim.ferris@ufcw832.com](mailto:kim.ferris@ufcw832.com).**

UFCW Local 832 represents over 1,200 works at the Winnipeg plant, whose current collective agreement will expire on December 31, 2020.

## Picking Up More Hours in the Security Sector

**O**ne of the questions raised most frequently by members in the Security Sector is, "How do casual and part-time guards go about picking up additional hours?"

All of the UFCW collective agreements in this industry contain similar language regarding the assignment of additional hours of work and the provision that these hours are assigned in accordance with seniority and availability.

So, if you are working in the Security Sector and are looking to

pick up additional hours of work on a casual basis, you need to contact the relevant scheduling department on a regular basis in order to make the schedule writer aware of your availability to work. If you are looking to find permanent shifts, you should contact your respective scheduling department and job posting line/website, as any open positions should be listed there.

Any security guard with a question or concern related to picking up additional hours or any other



work-related matter, should contact union representative Curt Martel at 204-786-5055 or toll-free 1-888-832-9832 or via email [curt.martel@ufcw832.com](mailto:curt.martel@ufcw832.com)

# Long-Standing Steward Reflects on New Store Opening

Federated Co-op held its new grand opening on May 27 in Dauphin, as the new grocery store was opened to the public. The new store was built behind the old store that was opened in 1968.

During the grand opening celebrations, long-standing shop steward, Murray Maclean, was asked to speak at the opening and shared his memories of when the first store opened and how there was free pop offered in the cafeteria for the first three days. Murray was hired part-time in 1977 in the grocery department. Back then, there were four aisles of groceries, a section for produce, hardware, pharmacy, sporting goods and clothing. Over the years, Murray said departments were weaned out for more grocery space.

“I care for the co-op and what it stands for, its appreciation for its workers, the community and the



customers on a day-to-day basis,” said Murray during his speech at the grand opening.

Upon touring the new store, UFCW Local 832 President Jeff Traeger and the executive board,

were impressed with the layout and size of the store.

“This is great, the place is packed with shoppers and it looks fantastic. Dauphin really stepped up here,” commented President Traeger.



# Sexual Harassment at the Workplace

**S**exual harassment is a form of discrimination and is illegal and prohibited in Canada. It can occur in any profession and to men or women, but statistics have shown that women are much more likely to become a victim.

Sexual harassment is defined as harassment in a workplace, or other professional or social situations, involving the making of unwanted sexual advances or obscene remarks. It includes:

- Suggestive or sexist remarks, propositions or lewd comments;
- Unwanted touching, petting or cornering;
- Requests for sexual favours; and
- Display of pornography;

Sexual Harassment can occur through looks, touches, jokes innuendos, gestures, or direct propositions. It usually occurs repeatedly, but can also be one serious incident.

Under the law, the key elements of sexual harassment are as follows:

- Acts or comments with sexual or sexist connotations;
- Lack of consent;
- Repeated advances despite the lack of consent (or one serious incident);
- The conduct has the effect of reasonably interfering with an individual's work performance and well-being;

**Employers have an obligation under the Workplace Safety and Health Act and the Human Rights Code to provide employees with a harassment free workplace.** As such, Employers must investigate all allegations of harassment and are responsible for taking all necessary actions to stop any harassment in the workplace.

If you feel that you are being sexually harassed in the workplace, you need to make it clear to your harasser that his/her actions are unacceptable and unwanted, keep written records of all incidents, including dates, times and exact details, speak to



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel



potential witnesses, approach your employer and the union. If you are uncomfortable with any of the above, talk to your union representative and he/she will help you through the process.

If you have already brought forward a complaint to your Employer and feel that it has not been dealt with appropriately, contact your union representative.



**Phil Kraychuk**

Director of Health & Safety

# Stay Safe— Know the Symptoms

**W**ith the hottest months of year upon us, it is important to remember the hazards that come with working in the hot, humid prairie summers. Much like in winter, the summer months provide their own unique set of hazards, particularly for those who are working outside.

Many UFCW members perform some work, if not all, of his or her job duties outside, and the union wants to alert its members of the hazards and warning signs.

One of the most common hazards that we don't even think about as a risk is sunburn. A mild sunburn causes minor pain and redness, while severe burns may cause blisters or a rash and have serious repercussions. According to the Skin Cancer Foundation, even one blistering sunburn can

more than double the chances of developing melanoma.

Other hazards during the summer months are heat exhaustion, heat stress, and dehydration. These are all possible affects while performing any sort of strenuous activity during the summer months. Many of these affects can last many days if not treated properly and could result in difficulty performing your job duties and in some cases performing them safely.

Be on the lookout for symptoms such as nausea, dizziness, headache, fatigue, heavy sweating, confusion, and excessive thirst, as these can all be signs that your body is overheating. See a doctor if your skin blisters or any of these symptoms persist.

Note that the sun rays are strongest between 10 a.m. and 4 p.m.,

but these hazards are not limited to those hours, nor are you less at risk on cloudy days. It is important for us to take steps to minimize the dangers posed by sun and heat—wear a hat, use sunscreen of at least a SPF 15 (don't forget your ears and your scalp), drink lots of water, and wear lightweight, light-coloured, loose-fitting clothing.

If you are being assigned to work outside during the summer months, know your rights and read your collective agreement. In most units where members are required to work outdoors, the collective agreements may contain specific language that requires employers to take steps to keep members safe.

The union always encourages its members to contact their full-time union representative with any questions or concerns.

# A Whole New Training Experience

**W**elcome to the UFCW Training Centre! Many of you have already been here for training but I am excited to welcome all of you again and hopefully see some new faces in our classrooms as well. I have just started as the new director for our Training Centre and I'm excited to share some of the changes coming to our centre.

Over the years we have trained many shop stewards and health and safety representatives on how to best support our members, but we've heard your feedback as well. Courses that were relevant a few years ago are starting to feel a bit out-of-date. Teaching styles have evolved and we need to as well and that is why our UFCW Training Centre is getting an extreme makeover.

To start with, our teachers are going back to school. Our facilitators do an excellent job of sharing their wisdom and experience in the classroom but learning is a lifelong pursuit and even our teachers need to keep their skills up. This summer our facilitators will take training on how to best serve our students' needs. Everyone has a different style of learning and we are going to figure out the best way to reach each student. As director, I practise what I preach, and I'll be doing the facilitator training as well.

It's a whole new world—of courses that is. Our union reps have told us they want to see more shop stewards and health and safety reps get trained. We are looking at new ways to offer more courses and revamping our existing courses. With help from our UFCW National Office, we are putting together all new courses that we hope will be more interesting and more relevant to your workplace. We will start offering the newly rewritten courses this fall and I'll be eager to hear your feedback.

The UFCW Training Centre has always offered more than just union training. We have grade 12 classes, ESL and classes on every-

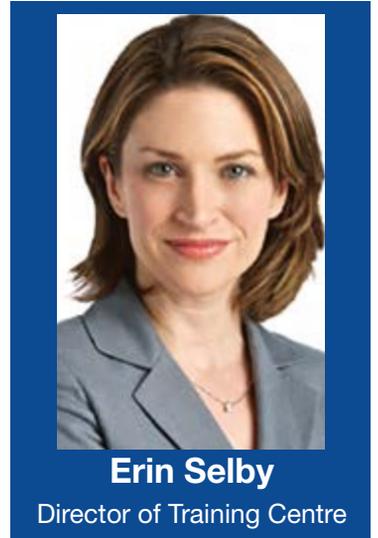
thing from First Aid to learning computer skills. Those classes are important to our members, and we will keep offering them, but what else would you like to see? Is there something specific to your workplace that would help you get ahead? Maybe there's an area of study you have always been interested in knowing more about? Perhaps you would like to learn more about planning for your retirement or how to make a household budget? I want to hear your ideas.

If I've gotten you excited about learning and you can't wait until our fall sessions begin, don't forget we also offer a variety of courses online. Just log onto [www.ufcw832.com](http://www.ufcw832.com) and go to the Training Centre tab. It's free and you can even earn credits towards a post-secondary degree!

Also don't forget about all of the scholarships awarded each year to Local 832 union members. On the following page is a list of this year's recipients of the Local 832 Scholarships.

You can obtain all of the necessary information on all of the scholarships available by going to the Local's website, under the Training Centre tab, or contacting the UFCW Training Centre in Winnipeg directly at 204-775-8329 or toll-free 1-877-775-8329 or by e-mailing [info@ufcwtraining.mb.ca](mailto:info@ufcwtraining.mb.ca)

I'm excited about the future of the UFCW Training Centre and I can't wait to hear what you think of the changes. Hope to welcome you to our classroom soon!



**Erin Selby**

Director of Training Centre

# SCHOLARSHIP RECIPIENTS 2016

	Last Name	First Name	Employer	Scholarship	Post Secondary Institution
1	Deng	Peter	GARDA CANADA SECURITY CORP	\$1,000 General Scholarship	University of Winnipeg
2	Esguerra	Regalado	MLCF-LAGIMODIERE	\$1,000 General Scholarship	Winnipeg School Division Life Long Learning
3	Jassal	Kulwant	GARDA CANADA SECURITY CORP	\$1,000 General Scholarship	Red River College
4	Krosney	Alexander	SOBEYS WEST INC	\$1,000 General Scholarship	University of Manitoba
5	Navoa	Jean Khristine	LOBLAW COMPANIES LTD	\$1,000 General Scholarship	MITT
6	Shymanski	Andrew	SOBEYS WEST INC	\$1,000 General Scholarship	University of Manitoba
7	Vega	Apple	LOBLAW COMPANIES LTD	\$1,000 General Scholarship	MITT
8	Venuto	Alex	LOBLAW COMPANIES LTD	\$1,000 General Scholarship	University of Manitoba
9	Boniello	Rocco	LOBLAW COMPANIES LTD	\$1,000 General Scholarship-dependant - Alyssa Boniello	University of Manitoba
10	Brick	Theresa	SOBEYS WEST INC	\$1,000 General Scholarship-dependant - Kayla VanLaeken	University of Manitoba
11	Chudley	Jennifer	SOBEYS WEST INC	\$1,000 General Scholarship-dependant - Eric Chudley	University of Winnipeg
12	Kuipers	Patricia	SOBEYS WEST INC	\$1,000 General Scholarship-dependant - Rebecca Kuipers	Pensacola Christian College
13	Mendrun	Donald	SOBEYS RETAIL SUPPORT CENTRE	\$1,000 General Scholarship-dependant - Drayton Mendurn	University of Manitoba
14	Patel	Mayank	MCCAIN FOODS	\$1,000 General Scholarship-dependant - Mansi Patel	University of Lethbridge
15	Sandhawaliala	Amardeep	GARDA CANADA SECURITY CORP	\$1,000 General Scholarship-dependant - Shubhkaran Singh Sandhawaliala	University of Manitoba
16	Song	Ying Jun (Charlie)	MLF-BRANDON	\$1,000 General Scholarship-dependant - Ziwei Song	University of Toronto
17	Yang	Zheng (Andy)	MLF-BRANDON	\$1,000 General Scholarship-dependant - Guang Yang	U of Calgary
18	Zhao	Ke Jun	MLF-BRANDON	\$1,000 General Scholarship-dependant - Nan Zhao	Langara College
19	Tseggay	Harnet	MLF-BRANDON	<b>\$1,000 Westman Scholarship</b>	Assiniboine Community College
20	Kowalchuk	Crystal	LOBLAW COMPANIES LTD	<b>\$2,000 Loblaw Scholarship</b>	University of Manitoba, Continuing Ed & Prof
21	Reina	Maritza	MLF-BRANDON	<b>\$2,000 Maple Leaf Scholarship</b>	Assiniboine Community College
22	Trias	Stephen	SOBEYS WEST INC	<b>\$2,000 Sobeys Scholarship</b>	Wellington College of Remedial Massage
23	Abrehie	Rahwa	B.C.O.	\$500 Gr 12 Grad	Assiniboine Community College
24	Getachew	Markos	SRG SECURITY RESOURCES GROUP	\$500 Gr 12 Grad	MITT
25	Sousa	John	WINNIPEG SCHOOL DIVISION	\$500 Gr 12 Grad	

# Around the Table

## Wings of Power

The negotiating committees for Wings of Power met in May for four days and talks were very productive. The parties were able to deal with all non-monetary items, as well as touch on a few monetary proposals. Negotiations will continue on July 8 and the union is hopeful that an equitable contract will be reached. Following the completion of the July 8 negotiations, union negotiator Martin Trudel will provide the members at Wings of Power with an update regarding negotiations.

## Canadian Linen

The union has found a few wrinkles while bargaining at Canadian Linen.

“Negotiations at Canadian Linen have been disappointing,” stated Erin Selby the new Education and Training Director at the Training Centre. “The company doesn’t even seem interested in trying to iron out a fair and reasonable collective agreement for our members.”

With Erin Selby’s new position with the Local, union negotiator Sonia Taylor will be taking over these negotiations. Sonia is in the midst of obtaining further bargaining dates and as soon as dates are confirmed she will update the members at Canadian Linen.

## Selkirk Marketplace

Negotiations at Selkirk Marketplace are progressing and the parties will be dealing with the monetary issues during the next bargaining session. Union negotiator Sonia Taylor will also be taking over these negotiations from former negotiator Erin Selby. Sonia will advise the members of bargaining dates as soon as the dates are confirmed.

## Sobeys West Gas Bar

Round one of gas bar negotiations completed. The union negotiating committee—union negotiator Erin Selby, Dustin Rogers (Brandon) and Barry Dodd (Winnipeg)—are dedicated to getting the best possible collective agreement for members working at the gas bars. The current contract expires on October 1, 2016, however, the parties are pumped to start addressing monetary issues such as leaves of absence, wages and benefits at the meeting.

## Sobeys Burrows

The union and the company negotiating committees met in March and April, with the parties agreeing on a number of issues on the list of proposals. The next round of bargaining is scheduled for this month (July), and the parties will start addressing the key subjects, including wage increases.

Union negotiator Erin Selby said, “It has not been easy at the bargaining table, however, and the union committee has been a strong voice for the members.” The Local will update the members at Sobeys Burrows after the July session.

## Agropur

The collective agreement for members working at Agropur expires on July 16. The parties began negotiations to renew the contract on June 21. The union negotiating committee consists of negotiator Sonia Taylor and members Don Fraser, Brad Siemens, and Dave Perron

## Diageo

With the negotiating committees at Diageo unable to reach an agreement on several of the monetary issues like wages, vacation, sick time, benefits and pension, the parties agreed to the arbitration process.

As such, the union and the company’s legal counsels met with the government-appointed arbitrator on May 17 and have set out the following time frame:

- June 28: parties exchange Briefs
- July 13: parties exchange Reply Briefs
- July 28: arbitration hearing date
- August 23: Arbitrator's decision will be issued on or before

The union will update its member working at the Diageo plant in Gimli as progress is made.

## Reminder to Northern Members

The Thompson office officially closes on July 28, all members can reach your union representative,



JP Petit at 1-888-832-9832 or by e-mail at [jp.petit@ufcw832.com](mailto:jp.petit@ufcw832.com)

# Only a Few Seats Left!

This is your last chance to sign up for the Warroad/ Thief River Falls casino trip scheduled for September 12 to 14.

As the magazine went to print, there were only about eight seats left on the bus for this fun-filled trip.

This trip is essentially free! How you ask? The cost of the trip is \$119 per person for dues-paying members and spouse or \$129 for non-members. For single occupancy the cost is \$149. However,

**EVERYONE IS WELCOME , YOU DO NOT HAVE TO BE RETIRED TO JOIN US!**

between the two casinos, you will receive about \$180 in free play and meal coupons. The plan is to spend two days (Monday and Tuesday, September 12 and 13) at Warroad and Wednesday, September 14, at Thief River Falls.

For complete information on this upcoming excursion or to see if there are still any seats available, call Lila at 204-837-3554 or Armand at 1-204-832-1211.

Remember, to cross the border you will need your passport.

## Spring Luncheon a Bash

At the annual spring luncheon held on May 10, the retirees in attendance enjoyed a great meal and listened to guest speaker Cory Guest, Supervisor from Emergency Medical Services (EMS), talk about the importance of an advanced care plan/goals of care. He also distributed Emergency Response Information Kits (ERIK), which help you plan for your future medical care.

The door prize winners from the luncheon are: **Lucien Komean, Jim Swaile, Nina Park, Marjorie Boulet, Vid Kalic, Carol Stawlerski, and Richard Bristol.** The cash draw winners are: **Claudette Doerksen, Bruce Kinnear, John Stokell, Richard Bristol, Linda Claire, Joyce Dion, Thomas Weselak, Chuck McCormick, Antonio DiGeromino, and Nick Dudar.**

You can also mark October 11 on your calendar, as is the date for the fall luncheon.

On another note, **if you are a dues-paying member of the UFCW Local 832 Retirees' Club and want to take advantage of any of the special discounts and/or services offered to union members, you need to have a union membership card.** If you do not have your membership card, call the union office at 204-786-5055 or 1-888-832-9832 and ask for Melissa.

## RETIREE NEWS

### Recipe of the Month

#### DIABETIC FRIENDLY SALSA POTATO SALAD

1 lb. red potatoes  
2 tbsp. mayonnaise  
3 tbsp. plain nonfat yogurt  
½ cup tomato salsa  
Salt and pepper to taste

Wash potatoes, do not peel, and cut into 1" cubes. (Microwave method: Place potatoes in a microwave-safe bowl, cover and microwave 3- 4 min. on high till cooked.) On the stove-top, put your cubed potatoes into a pot and cover with cold water. Bring the water to a boil over high heat and then cover and simmer for 15 minutes or until potatoes are cooked. Mix mayonnaise, yogurt and salsa together in a serving bowl. Drain potatoes if using stove-top and add to the serving bowl. Add salt and pepper to taste. Toss well, making sure potatoes are covered with sauce.

## FOOTNOTES

### *Birthday Wishes To*

Peter Kyryluk 92  
Rodger Morier 89  
Denis Allard 86  
Mary Smith 86  
Ann Blair 75

Lorna Reykdal 75  
Lisete Galucho 70  
Henry Colon 65  
Gary Gibbons 65

### CONDOLENCES

Our deepest sympathies to Barbara Schick on the passing of her husband Eric.

Joyce Hunter on the passing of her husband Jack. He was a meat cutter for 37 years at Safeway.



# CONGRATULATIONS TO THE 2016 HIGH SCHOOL GRADUATES!



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