



THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JULY / AUGUST 2013

SAFEWAY



SOLD

The 5.8-Billion Dollar Deal

Sobeys

The National Defence Fund

On June 3 and 4, I had the great privilege of attending the National Defence Fund (NDF) conference in Moncton, New Brunswick. I like to refer to it as our 'insurance fund', as a portion of our dues are put aside each week. This contribution makes sure that in the unfortunate likelihood your company has a strike or lockout, you will receive additional picket pay. Talk to your union representative about the fund. In my opinion, it is a very worthwhile endeavour.

My visit to Moncton was, to quote Dickens' opening line from *A Tale of Two Cities*, "It was the best of times. It was the worst of times".

The best time because it gives all members from across Canada the chance to reconnect with each other, and for many of us to meet for the first time. We were about 250 strong, from the retail sector, Safeway and Westfair, to poultry and red meat plants, just to name a few. It is an excellent way to learn about each other's collective bar-



gaining agreements. It is also a great way to discover new solutions to old problems. Sharing these ideas is surely one of the best ways of serving our members.

The hardest part of the convention- "the worst of times" - as it were, was meeting with my brothers from the Maple Leaf plant in Moncton. Their misfortune is a gain to my Maple Leaf plant here

in Winnipeg. When our bacon plant is running to full capacity, the Moncton plant will close. Many will take early retirement or some will hopefully be able to find something else. I wonder how many will feel they have to move away from the area entirely? The fact is it's never easy when you are faced with losing your job. I would like to thank our brothers and sisters of Local 1288P in Moncton for all their hard work in making this convention a great success despite this difficult time for them.

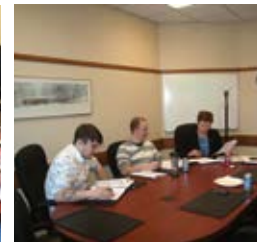
Recently, Westfair closed some of its Extra Foods locations in Winnipeg, and Sobeys bought Safeway. I can only imagine how our brothers and sisters are feeling about their uncertain futures.

In closing, I truly feel that now is the time for us to rally behind local President Jeff Traeger and Secretary-Treasurer Beatrice Bruske. With their proven leadership, I know we can face these difficult time together.

In solidarity,

Alice Jeffrey,
Local 832 Executive Board





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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

Thompson

90 Thompson Drive
Thompson, MB R8N 1Y9
204-778-7108 / 1-800-290-2608

Training Centres

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

530 Richmond Avenue E.
Brandon, MB

290 Davidson Street
Neepawa, MB



President

Jeff Traeger

Secretary-Treasurer

Beatrice Bruske

Union Representatives: Ron Allard, Ray Berthelette, Brenda Brown, Kim Ferris, Sandy Forcier, Roberta Hoogervorst, Mike Howden, Blair Hudson, Jerry Kies, Phil Kraychuk, Wendy Lundy, J.P. Petit, Martin Trudel

Health and Safety Resource Personnel: Guy Sylvestre

Legal Counsel: Debra Malmquist, Garry Bergeron **Organizing:** Sonia Taylor

Education and Training: Heather Grant-Jury **Workers Compensation:** Rob Hilliard

Negotiators: Susan Hart-Kulbaba, Michelle Masserey, Heather Dezan, Marie Buchan

Communications: Blake Crothers, Dalia Chapa

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



Safeway set to **check out** of Canada

On June 12, the union received news that the Empire Company (Sobeys) entered into a tentative deal with Safeway to purchase all of Safeway's holdings in Canada. While it caught the union by surprise, UFCW Local 832 President Jeff Traeger understood why the move made sense from the standpoint of the two companies.

"If there was ever a so-called 'perfect fit', Sobeys and Safeway probably make the most sense because they are both dominant in each of their regions—Safeway in Western Canada and Sobeys in the East," commented President Traeger.

Senior officials from both companies quickly released statements reporting that current collective agreements would be recognized, and for the time being, there would be no immediate changes for the employees of Safeway. Changes cannot take place until the \$5.8-billion sale has been approved by the Competition Bureau, which may take several months to complete.

UFCW Canada represents about 23,000 Safeway members working at the 213 stores from Thunder Bay to British Columbia and 18,000 Sobeys members in Canada, mostly

located in the East. The deal boosts Sobeys into direct competition with Loblaw (Superstores and Extra Foods in Manitoba), which has 1,058 stores across Canada and \$32 billion in revenue. When the deal is complete, Sobeys will have 1,538 stores and \$24 billion in revenue, placing it second in market share behind Loblaw. Currently Sobeys has around 1,300 stores across Canada that also fall under the IGA, Foodland, FreshCo and Thrifty Foods banners. The company also has a network of 23 distribution centres across the country.

Of the 213 Safeway stores that Sobeys will purchase, the heaviest concentration is in Alberta and British Columbia where 168 stores are located. In Manitoba, 34 Safeway stores will be part of the purchase along with the gas bars and Lucerne bread and milk plants in Winnipeg.

While Safeway employees and the union have many unanswered questions, it is believed that until the sale is finally approved, and potentially even longer, the impact this will have on Local 832 members working at Safeway will remain unclear. As information becomes available, the union will keep the members informed.

Inquiries you need to know

Safeway members have lots of questions.

The union representatives, who service Safeway, have been bombarded, and understandably so, with questions about the recent announcement that Sobeys purchased all of Canada Safeway.

Some of the most frequently asked questions are:

Will my wages go down to Sobeys wages?

NO... The wages and pay increases you are receiving are covered under your collective bargaining agreement under Appendix B. Legally, Sobeys has to pay you what your collective agreement says.

The collective agreement expires March 2014. Will we be non-union after that?

NO... Sobeys bought a unionized company and therefore must recognize the agreement and the bargaining commitments that come with that agreement. Sobeys bought a business and intends on operating it as a business,

which is a grocery store. *The Manitoba Labour Relations Act* says an employer that purchases a unionized business must honour the rights, obligations and privileges associated with the collective bargaining agreement. **Just because the agreement expires does not mean that the union is out of the workplace.** The bargaining agent certificate lasts as long as the business operates as a grocery retailer.

Will my store be closing?

At time of press, the union had not met with Sobeys officials, however, feels it will be business as usual until the company decides how or when it will implement changes, **if any**. Safeway is a brand name that has been around for years. Any proposed changes should be discussed between the company and the union. The union also believes any changes should be phased in, so there is little or no interruption to the customers who shop there and to the union members who work there.

How will this affect my pension?

Contributions to your pension plan **are a negotiated benefit** outlined in your collective bargaining agreement. Sobeys must continue to honour the collective agreement.

Will I lose my benefits?

NO... The benefits you are currently enjoying were negotiated for you. Your benefits are part of your collective agreement, which as you know Sobeys must continue to adhere to. These **benefits cannot be changed during the life of the agreement and stay intact until a new collective agreement has been reached and ratified.**

UFCW wants to remind the Safeway members to read the letters, which the union representatives posted on the bulletin boards last month. Local 832 wants to make sure you receive only the facts and as soon as the union knows more facts, the union will relay them to you.

Each coin has two sides

Local 832 represents over 200 Sobeys members in Manitoba.

Presently, Local 832 represents over 200 Sobeys members working at four different locations in Manitoba. There are two stores in Winnipeg, an IGA in The Pas, and the Sobeys Grocers Warehouse in Thompson.

How are these members going to be affected? What are some of their concerns?

Most of the Sobeys members were surprised to hear that their employer had bought Safeway. Some of the comments that the union has been hearing from its Sobeys members are that they are worried about their job security.

Certain members are wondering if this means their store will close, especially since there is a Safeway across the street. They feel like they are a small fish in a big pond, and Safeway is the big fish.

Certain members commented that they don't want to get over shadowed by the sale, as they have negotiations coming up soon and their negotiations are just as important as Safeway's. The collective agreements for Sobeys Burrows and IGA Maples expire in January 2014 and June 2014, respectively.

When talking to some of the members up north in The Pas, they are not concerned as their store is an independent grocery store operated by the Opaskwayak Cree Nation.

For the members working in Thompson at the Sobeys Warehouse, it might even mean more work.

"The number of members in a unit is not really that relevant," said President Traeger. "We represent all members equally and will keep our members at Sobeys informed on issues that affect them due to the sale. As of now we know of none."

Calm before the storm

Union meets with Safeway shop stewards to discuss new contract.



Little did anyone know that within 72 hours of the union holding a one-day meeting for Safeway shop stewards to discuss negotiations that the announcement of Sobeys purchasing Safeway would be revealed.

At the meeting, held June 10, President Traeger welcomed the activists and talked about some of the challenges the members working at Westfair are having with their negotiations. He highlighted the fact that Safeway would be watching the Westfair negotiations closely. Union representatives spoke about outstanding grievances, including the minimum wage gap. It was also stated that Safeway is eager to estab-



lish negotiation dates. Northern union representative Blair Hudson told the stewards how operations have changed in Thompson since Westfair closed down the Extra Foods and how Safeway has been extremely busy.

The union is now in a holding pattern until more information about the sale of Canada Safeway is finalized. President Traeger had hoped to begin bargaining as soon as December of this year. However, as the magazine goes to print, no dates with the company had been scheduled.

As soon as dates are set the union will let the members know.

Progress being made

Westfair negotiations moving along.

After another three days at the bargaining table, both sides are moving towards resolving outstanding issues for a new collective agreement. Comments heard by the committee members have been positive and constructive. The case can be made that both sides have yet to dive into the weighty issues such as wages, health and welfare and pension.

UFCW Local 1400 Secretary-Treasurer Darren Kurmey sat in on this last



round of negotiations; as his local in Saskatchewan along with Local 401 are again working with Local 832 to ensure the best collective agreements

are reached through 'unity bargaining'.

While the heavy lifting won't start until late August, local union President Traeger hopes that both sides can continue working towards a deal at the next round of talks scheduled for July 9.

Members are encouraged to check out the union's negotiations page at www.westfair2013.ca for updates and videos from the committee.

Training continues for northern members



Local 832 continues to accommodate the northern members with shop steward and health and safety training as well as the activists in the Westman and Winnipeg area.

"Union membership doesn't stop here in Winnipeg, so, it is extremely important to make sure we schedule courses for our northern members too," said Local 832 President Jeff Traeger.

On May 13 and 14, the local held a Workplace Safety and Health Ergonomics course in Thompson. Eleven union members from Lynn Lake, Gillam and Thompson attended. The instructor, Andrew Dohly, defined what ergonomics is and why it is important to all workers.

The 11 health and safety committee members then worked on finding solutions to issues they have come across at their workplaces. Their goal — to make their jobs more ergonomically healthy. The group also reviewed the relevant ergonomic legislation and how it affects the workers.

Pia Morales, union committee member who works at the Lynn Lake Hospital, stated, "This course was well worth the trip. Working as a health care aide we often do heavy lifting and some of the issues we discussed will hopefully make things easier. I will definitely take this information back to the hospital with me and share it with my co-workers."

UFCW Local 832 Retirees' Club

Change of venue and dates for casino trip

Shooting Star Casino - September 16 – 18

Note that the dates and place for the upcoming casino trip have changed. The two-day getaway will now be to the **Shooting Star** in Mahanomen, Minnesota, instead of the Seven Clans casino in Thief River Falls. **The new dates are September 16 to 18** and you get a better deal too!

The cost for dues-paying members and spouse is **now only \$104 each and \$114 each for non-members**, for double occupancy. If you want single occupancy, add \$35 to the cost.

Included in the cost is a \$100 casino rebate as well as meal coupons. The bus will stop at duty free and in Grand Forks on the way home so you can do a little bit of shopping.

The pick up and drop off locations remain the same:

1. Safeway McPhillips at Jefferson—bus ready to load at 8 a.m., departs at 8:30 a.m.

2. Safeway 2155 Pembina Highway— bus ready to load at 9 a.m., departs at 9:30 a.m.

Parking is available at both locations on the north side of the lots, away from the store.

Call today, as space is allocated on a first-come, first-serve basis.

To make sure your seat on the bus is guaranteed, once you have registered by calling either Lila (204-837-3554), Armand (204-832-1211) or e-mail Joan at sadudaj@mymts.net, make sure to send in your cheque (made payable to UFCW Retirees' Club) to the attention of Carol, UFCW Local 832, 1412 Portage Avenue, Winnipeg, MB R3G 0V5. **Your full payment must be received by no later than August 23.**

EVERYONE IS WELCOME, you don't need to be a retiree to come have some fun!

A good day on the golf course

The UFCW Local 832 Retirees' Club held its annual golf tournament last month. It was another successful tourney and a great day for golfing.

As in past tournaments, the club held on-the-course contests as well as cash draws and other gifts.

After golfing, the participants enjoyed lunch in the club house and the prizes were awarded. The overall 'Grand Trophy' winner was Wayne Lafournie. The other trophy winners at the tournament were:

- Wayne Lafournie (60)—lowest score male
 - Janice Spak (70)—lowest score female
 - Germaine Wall—most honest female
 - Alex Dadey—most honest male.
- Besides the above winners, prizes

were awarded for closest to the pin at holes 9, 13 and 18. Bob Orzeckowski won hole 9, with Irene DeGagne taking hole 13 and Wayne Lafournie winning

hole 18. Les Van Don Bush was the winner of the putting contests and was awarded a golf bag.

See you all next year.

Healthy Lifestyle Tip from the Reh-Fit Centre

Do you stand up straight? When it comes to posture were you reminded to stand up straight and stop slouching?

Your spine is strong and stable when you practice healthy posture but if you slouch your muscles and ligaments struggle to keep you balanced, which can lead to fatigue, back pain, headaches and other problems. Good posture minimizes strain on your muscles, which can prevent aches and pains.

What is good posture? When standing keep your chest held high and your shoulders back and relaxed. Try not to

tilt your head forward, backward or sideways. Pull in your abdomen and buttocks. Relax your knees; keep your feet parallel and your weight balanced evenly on both feet. Something so simple as good posture can make someone look taller, slimmer and more confident.

Celebrating a milestone birthday this month is Retirees' Club executive board member Joan Dudas. Happy 70th, Joan!

First contract bargaining dragging

Selkirk Marketplace certified October 2012.

In October 2012, the Manitoba Labour Board awarded UFCW Local 832 as the bargaining agent for employees at the Selkirk Marketplace.

The union immediately began preparations towards negotiating a first collective agreement for its new members. To date, there have been nine days of bargaining with the parties agreeing on most of the non-monetary issues. Unfortunately, due to the employer's limited availability to meet, the process has taken longer than anticipated.

During the last bargaining session, on June 19 and 20, the negotiating committee dealt with the most difficult part of bargaining—the monetary items. Although the parties came close to concluding a contract, no agreement was reached. The union plans to apply to the labour board to have the remainder of the contract imposed.

Even though the contract is not yet in place, there have been several positive improvements in the store, as the



Union negotiating committee members and lead negotiator Michelle Masserey, Linda Shaw (left), Terry Porayko and Todd Pinfold.

management team adjusts to working with a unionized group. Selkirk Marketplace falls under the Co-op umbrella, although they are not run as a co-operative (corporate store).

The union negotiating committee is spearheaded by negotiator Michelle Masserey and assisted by members Todd Pinfold, Terry Porayko and Linda Shaw.

HP members say yes to new deal

Wages increasing by 3.5 per cent.

UFCW Local 832 union members working at Hewlett Packard (HP) have a new two-year deal. On June 11, the members ratified their second collective agreement, with their first contract expiring on April 26.

HP members received a wage increase of 1.5 per cent, retroactive to April 26, plus a \$200 signing bonus. In the second year of the agreement, the employees will receive an across-the-board wage hike of two per cent.



The employer had many concessions on the table, but because of the hard work of the union negotiating committee (pictured above), none of these concessions made it into the new two-year deal.

Under the new agreement, probationary employees are now eligible to take bereavement leave with pay. As well, the benefit premiums freeze was eliminated, and beginning January 1, 2014, members at HP will see some increases to their premiums, which will bring them in line with the rest of HP Canada.

Local 832 represents about 60 employees working as customer or technical solutions representatives at Hewlett Packard.

Crushing for the environment

BDL invests in its recycling program.

When you were a kid growing up, at some point you probably collected beer cans or bottles to return for extra spending money. Some people horde their empty collections, almost as sense of pride or accomplishment. Many of these people

are post-secondary students, filling their apartments or dorm rooms.

But, when owned by the two largest breweries in Canada, you are going to have a lot of empties to return. Brewers Distributors Limited (BDL) handles the distribution and collection of empties from vendors in Manitoba. Two shareholders—Molson and Labatt Breweries—own BDL, and its warehouse in Winnipeg is stacked high with tasty beverages and thousands of dollars worth of empties.



and crushed into 'biscuits'. There are roughly 900 cans in a biscuit and they are then strapped together to a pallet. Sixty-four biscuits make a bail and each bail is weighed and stacked.

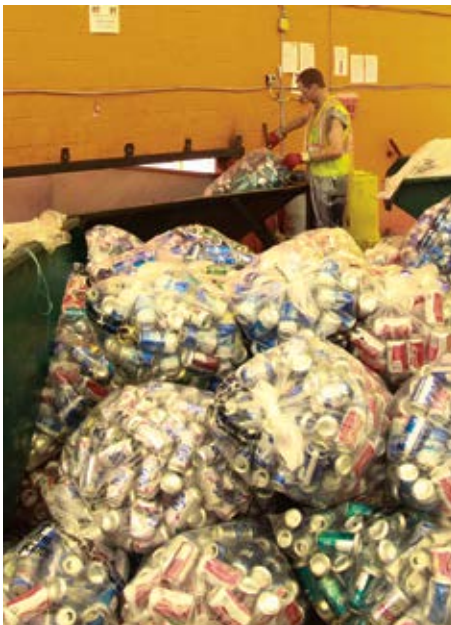
Once the employees have 20 bails, they then load up a rail car and ship the bails down to the recycling mills in the United States.

Dealing with returns is tricky. Bottles have to be sorted much more diligently than the aluminum cans do and it is something that the over 90 UFCW Local 832 union members deal with on a daily basis.

However, last September, the company bought a new compactor to help the workers with the return processes for cans. The cans are returned to the plant in clear bags from vendors, the bags are then cut open and the cans are emptied into the compactor

Alistair Marks, BDL manager of operations, said, "There are a lot of risks associated with this job. We have preventative measures in place and safe work procedures to protect the workers."

UFCW Local 832 has always stressed the importance of working together for safer workplaces. BDL is a good example of how the joint health and safety committee members are working together for the betterment of all workers.



PROTECT YOUR privacy

Westfair will use new 'Functional Abilities Form' to request medical information.

As most Westfair members know, recently the union and the company have been at odds regarding Westfair's inappropriate requests for medical information from members. In fact, the union filed grievances on the matter.

The improper requests included the company asking a member's doctor for a diagnosis, what course of treatment the member is prescribed—for example physiotherapy, chiropractic, or massage therapy, as well as asking for the member's clinical records, etc. At some Westfair stores, management was even requesting members to sign an authorization form that would allow the company to ask for the member's medical history or contact the doctor directly. None of this information is relevant or needed for the company to accommodate a medically restricted employee. These inappropriate requests are actually violations of *The Personal Health Information Act* and *The Manitoba Human Rights Code*.

Because of the union filing the grievances and proceeding through the steps of the grievance procedure, a resolution to this matter has been reached. Specifically, the parties agreed that Westfair would immediately start using the mutually established 'Functional Abilities Form' for non-occupational injuries.

This new form makes it easier for the member's doctor to advise the company of the member's physical restrictions and limitations. The restrictions and limitations listed by the doctor is what Westfair requires to determine the appropriate accommodation in the workplace, and the **form is not intrusive or invasive on your privacy rights**.

The company will give the employee the new 'Functional

Abilities Form' prior to them going to the doctor to document restrictions whenever possible. It must be noted that it is the member's responsibility to provide appropriate medical information, which this form will provide. If the company requests further clarification of such medical information, then it is the company's responsibility to pay for it.

If you are having any issues with the company's medical requests, you should contact your union representative. The union further advises its members that at no time should they sign an authorization

form to release their

medical information to the

company. If you are unsure of what

you are signing or if the company's request is appropriate or not, call your rep or speak to a shop steward at your store.

Functional Abilities Form for Non-Occupational Injuries

COLLEAGUE IDENTIFICATION:
 Last Name: _____ First Name: _____
 Date of Injury: _____ Area of Injury: _____
 Store/DC #: _____ Corporate Colleague: ☐ Yes ☐ No

Colleague: Please Complete this Section For Non-Work Related Injuries Only:
 By signing below, I am authorizing any health professional who treats me to provide me and my employer with information about my functional abilities on the Functional Abilities Form.
 Name in Full (Print): _____ Signature: _____ Date (dd/mm/yyyy): _____

TREATING HEALTH CARE PROFESSIONAL:
 Date of Assessment: _____ (dd/mm/yyyy)
☐ Patient is capable of returning to work with no restrictions
☐ Patient is capable of returning to work with restrictions
☐ Patient is physically unable to return to work at this time

Please indicate ABILITIES and/or RESTRICTIONS that apply:

Walking: <input type="checkbox"/> Yes <input type="checkbox"/> No	Standing: <input type="checkbox"/> Yes <input type="checkbox"/> No	Sitting: <input type="checkbox"/> Yes <input type="checkbox"/> No	Stair Climbing: <input type="checkbox"/> Yes <input type="checkbox"/> No	Ladder Climbing: <input type="checkbox"/> Yes <input type="checkbox"/> No	Kneeling: <input type="checkbox"/> Yes <input type="checkbox"/> No	Squatting: <input type="checkbox"/> Yes <input type="checkbox"/> No
Distance: _____	Duration: _____	Duration: _____	Duration: _____	Duration: _____	Duration: _____	Duration: _____
Lifting (floor to waist): _____ kg	Lifting (waist to shoulder): _____ kg	Pushing: _____ kg	Pulling: _____ kg	One handed duties: <input type="checkbox"/> Yes <input type="checkbox"/> No	Two handed duties: <input type="checkbox"/> Yes <input type="checkbox"/> No	Operate motorized equipment: <input type="checkbox"/> Yes <input type="checkbox"/> No
Limited use of hands: <input type="checkbox"/> LT <input type="checkbox"/> RT	Gripping: <input type="checkbox"/> Yes <input type="checkbox"/> No	Piercing: <input type="checkbox"/> Yes <input type="checkbox"/> No	Back: <input type="checkbox"/> Avoid Bending <input type="checkbox"/> Minimize trunk rotation	Modified hours: _____	Graduated hours: _____	Start date (dd/mm/yyyy): _____

Recommendations for work hours and start date:
☐ Regular full-time hours
☐ Modified hours
☐ Graduated hours
 Hours: _____ Date (dd/mm/yyyy): _____

Date of Next Assessment: _____

Please provide: name, address, telephone number, fax # of your office: _____

Signature of treating professional: _____

Colleague is to return the original copy of the completed Functional Abilities Form to the store/site manager.

Union Offices Phone Numbers

Winnipeg Office

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

Brandon Office

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

Thompson Office

204-778-7108 or 1-800-290-2608

Grievance results in resolve

Faroex **member compensated** sick leave benefits.

Management at Faroex Ltd denied a member the right to accrue sick leave benefits while off on an authorized leave of absence. The sick leave language in the collective agreement states that paid sick leave benefit shall accrue to each full-time employee at the rate of four hours per full month of continuous service until a maximum of 80 hours has been accrued.

Based on the above language, the union took the position that sick leave benefits were to continue to accrue during all authorized leave of absences, as an employee's service remains continuous while on a leave. The employer disagreed with

the union's interpretation and as such the union filed a grievance.

The grievance proceeded through the steps of the grievance procedure and an arbitration hearing date was scheduled for June 10. However, prior to the hearing date, the parties resolved the matter.

Faroex confirmed it agreed with the union's interpretation that sick leave benefits continue to accrue during leave of absences. The company also resolved to compensate the member

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

affected with the appropriate sick leave benefits and wages lost.

UFCW Local 832 represents approximately 30 workers at Gimli plant. Faroex manufactures composite components.

Late Christmas gift for Brandon cafeteria workers

Maple Leaf reimburses 70 hours in overtime pay.

In December of 2012, because of the Christmas holidays, there was an increase of work in the cafeteria located at the Maple Leaf Brandon plant; however, the company did not have sufficient workers to deal with the increase.

Maple Leaf chose not to post the temporary vacancies throughout the plant nor did they offer overtime to the existing employees working in the cafeteria. Instead the company decided to hire employees through a temporary hiring agency. The employment agency sent two employees to work at the plant. These two temporary employees worked side by side with the unionized Maple Leaf employees in the cafeteria throughout the holiday season.

As soon as the union was advised of this, it filed a grievance. It was the union's position that at the very least the company should have offered the work to present employees covered by the collective agreement.

The matter went to mediation and Maple Leaf agreed to settle the matter by agreeing to pay the two most senior bargaining unit employees who would have been available to perform the cafeteria work. The two union members affected each received 35 hours at the overtime rate.

Grievances bring results!

That is why it is important that you know your rights and benefits. Take the time to read your collective agreement.

If you have been treated unfairly at work or you know the company you work for is violating one of the clauses in the collective agreement, call your union representative or talk to one of your shop stewards.

The union negotiated these benefits and privileges to protect you and to better your working life.

Petrie Recommendations Released By Government

Last fall, the provincial government announced it had contracted with an expert, Paul Petrie, from British Columbia to review Manitoba WCB's method for establishing the premiums that employers pay to WCB.

Why does this matter to working people in Manitoba? Why should we care how much each employer pays into WCB? As long as there is enough money to pay workers when they are hurt at work, why should we care how much each individual employer pays?

The answer is we really wouldn't care if there was no effect on injured workers. Unfortunately, there is a negative effect on workers and that is why we care.

The premium setting system that WCB uses is called experience rating. Employers who have fewer and less expensive WCB claims pay less to WCB and employers who have more claims pay more. The system was established this way to encourage employers to invest in health and safety and reduce workplace accidents, which would cause their premiums to go down.

Research on this topic concluded that this usually does not happen. Mr. Petrie's review in Manitoba found the same thing. He found that instead of trying to prevent workplace accidents, many employers focus more on controlling the cost of a WCB claim after an accident happens.

Some employers are unethical in the way they try to control the cost of these claims. They harass injured employees to return to work against the recommendation of the worker's doctor. They ask injured workers to sign a form that allows the employer to get private, confidential medical information from the worker's doctor.

They tell injured workers to go to a particular clinic or doctor instead of the worker's own doctor. They fight their own employees when they report an injury to WCB by trying to persuade WCB to deny the claim. They convince injured workers to go on private insurance plans instead of WCB. When a worker appeals a WCB decision that denies them benefits, the employer fights the appeal and tries to prevent the injured worker from getting these benefits.

All of these tactics are bad for injured workers. Employers who stoop to these practices clearly care more about the premiums they pay to WCB than their own employees.

Mr. Petrie's report states the WCB premium setting system "rewards employers who engage in these activities." As a consequence, the purpose of WCB is being undermined and many injured workers do not get the WCB benefits that they should.

He observed that despite the fact that claims suppression activities by employers are illegal, the Manitoba WCB has never, in over 90 years of its history, penalized a single employer for this offence. He recommended that the WCB investigations staff be increased; they be required to investigate every accusation of claims suppression and they be required to produce a written report with their recommendation to prosecute or not. This recommendation could then be appealed by the employer or the worker if they disagreed with the recommendation.

Mr. Petrie also recommended that the very small fines that are now in the law be substantially increased. He recommended that Green Cards (for incidents that don't immediately require

a WCB claim) be required in every workplace. He further proposed that employers who have so-called safety reward programs that give prizes or money to workers who do not have lost time accidents be penalized for having these programs because they discourage workers from reporting workplace accidents.

Mr. Petrie also recommended that employers who have effective safety and health programs and who make serious commitments to reducing workplace accidents get their WCB premiums reduced. He proposed that employers, who have fair and safe return to work programs that involve the worker in setting them up, also get their WCB premiums reduced.

Many of Mr. Petrie's recommendations make a lot of sense and would definitely improve the way WCB operates. UFCW and many other unions believe that experience rating should be eliminated altogether, but Mr. Petrie did not make that recommendation. Nevertheless if his suggestions are implemented, WCB would be a much more balanced and fair system.

We now are waiting to see what the provincial government will do with Mr. Petrie's report.



Rob Hilliard
WCB Advocate

LOCAL 832 strong at NDF conference

Six Local 832 members, along with President Jeff Traeger and Secretary-Treasurer Beatrice Bruske, attended the National Defence Fund (NDF) conference in Moncton, New Brunswick, on June 2 to 4.

UFCW locals formed the NDF about 27 years ago to provide financial support to UFCW members during a strike or lockout.

As one of the founding members, Local 832 recognized the value of establishing this fund and it currently has 15 workplaces that belong to the NDF. Members at these workplaces currently pay an additional \$2 per week into the fund, and as a result would **receive extra strike benefits to reduce the impact that a strike or lockout would have on them and their families.**

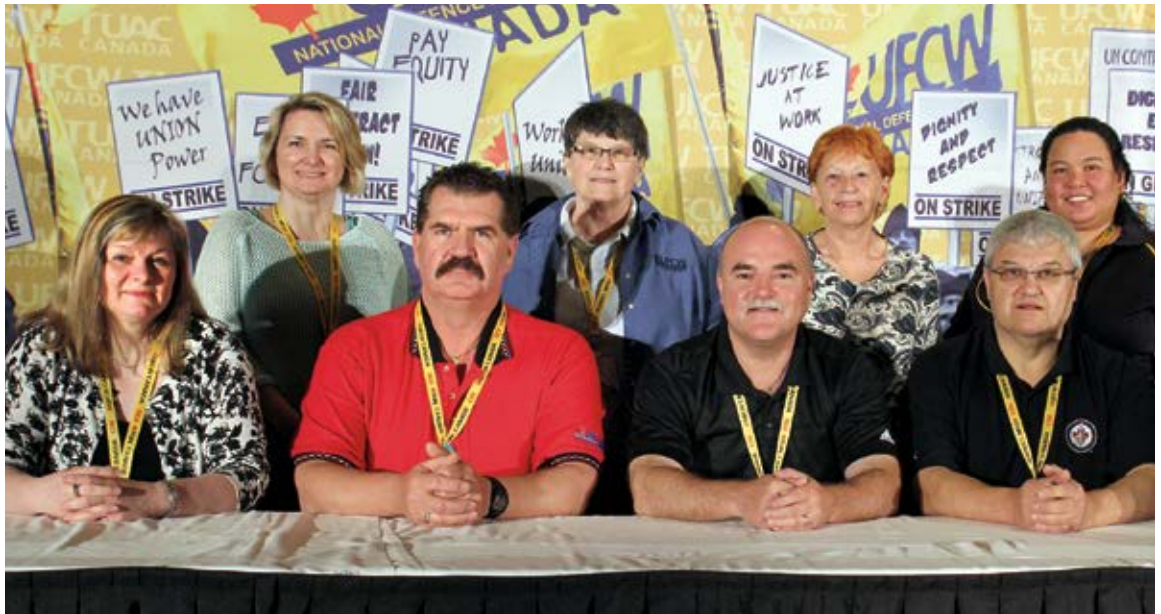
At the conference, the group held sector meetings to discuss changes to labour legislation in the various

provinces and in the U.S., as well as other important topics related to the fund. The six Local 832 members then gave a presentation in their sector group about their own workplace. They talked about current grievances and issues that they are discussing with their employers.

Union members from all across Canada also had the opportunity to network with other members working for the same employer in other provinces or working in the same

industry in other provinces. They also had a chance to exchange information about negotiations in the retail, soft drink, meat processing industries and trends that are occurring across the country.

"Knowledge and solidarity are key in having a successful union," said UFCW Local 832 President Jeff Traeger. "Attending this conference with the members is one way of ensuring we keep united on issues that affect us all."



UFCW Local 832 delegates at the NDF conference were: First row (l to r) Dianne Gibson-Pierce (Westfair), Dean Rodwell (Maple Leaf Brandon), President Jeff Traeger, and Carino Bosica (Safeway), Second row (l to r) Secretary-Treasurer Beatrice Bruske, Alice Jeffrey (Maple Leaf Consumer Foods Lagimodiere), Marlene Martin (Granny's) and Liberty Macatimpag (HyLife Foods).



Liberty Macatimpag



Marlene Martin

LABOUR DAY FAMILY PICNIC



Face Painting



Free Hot Dogs
and
Music, Games,
Bouncy Castle &
Children's Entertainment

Vimy Ridge Park

821 Preston Avenue

Monday, September 2, from 3:30 to 5:30 p.m.



Canadian Labour Congress

Congrès du travail du Canada

**Please contact Dave Sauer at
204-942-0522 or
Cindy Murdoch at
204-930-4829
for more information.**



A swimmer wearing a black swim cap and goggles is swimming in a pool, with water splashing around their head.

GET IN SHAPE IN 2013

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

Passes are effective July 15, 2013, and are available in either a 6-month or a 1-year plan.

You can choose between:
6-month facility pass \$161
12-month facility pass \$299

6-month combo pass \$216
12-month combo pass \$419

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

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

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



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

Send form and cheque made out to
UFCW Local 832 by July 10, 2013.

Passes will be available for pick up
at any City of Winnipeg recreation
facility on July 15, 2013.

Limit two passes per member.
No refunds or exchanges.
Please try before you buy.

All forms can be mailed or
dropped off with payment to:
UFCW Local 832
1412 Portage Avenue
R3G 0V5



ARE YOU A UFCW MEMBER ENROLLED IN COLLEGE OR UNIVERSITY? WANT \$2,500?



**Make a Short
Video**



Write an Essay



Record a Song

Scholarship Contest Details:

In celebration of UFCW Local 832's 75th anniversary, three \$2,500 scholarships will be open to all active UFCW members who are enrolled or will be enrolled in an accredited post-secondary institute for 2013. In order to qualify for a scholarship, you must make a 3 to 5 minute video, **or** write a 1,000 word essay **or** write and record a song about one of the following topics:

- **The importance of unions in today's society**
- **How can unions engage youth in the labour movement**
- **Why health and safety legislation is important**

The Fine Print:

All submissions become the property of UFCW Local 832 and may be used on the local's website and magazine to announce the winners or runner-ups. Should the local wish to use your submission further, a separate agreement will be signed. Entries will not be returned. Submissions must arrive at the local union office 1412 Portage Avenue, Winnipeg, Manitoba, R3G 0V5, by no later than **Friday, September 6, at 3 p.m.**

This contest is only open for active UFCW Local 832 members. This does not extend to family members, or other UFCW locals.

**Should you have any questions contact Blake Crothers at
blake.crothers@ufcw832.com or 204-786-5055 or 1-888-UFCW-832**



Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

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1412 Portage Ave.
Winnipeg, MB R3G 0V5