



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JULY 2010



WESTFAIR ORDERED TO CHANGE CHECK STANDS

Globalizing Exploitation

UFCW Canada launches Gee.20.ca to raise concerns for workers' rights around the world

There is no question that Manitobans love a good deal. The people of this province are known for seeking out the best price on everything from their car to their home appliances, and from their shoes to their fruit and vegetables from the grocery store. But we don't always stop to consider the true cost of the items we purchase. As more and more jobs are moved overseas to countries with poor labour standards by unscrupulous employers trying to save a nickel, exploitation of workers worldwide has rapidly increased.

A recent news report out of China told a sad story about workers at the Apple iPhone plant who suffer from long hours with little pay and endure terrible working conditions. Ten of those workers felt that their situation was so bad that they committed suicide. Foxconn, the factory responsible for making the popular iPhones, reacted by increasing the wages of the workers by over 70 per cent. While this seems like an impressive response (who wouldn't like a 70 per cent wage increase), this means those same workers now make \$300 US per month...that's right...per month. In case you are wondering, iPhones cost much more than that.

The gap between the wealthy and the poor is widening in many countries as more companies set up their manufacturing wherever they can get the lowest wage rates. Companies regularly move their operations when forced to increase wages, setting up shop in another impoverished country, even though these exploited workers are usually making less than a dollar an hour. Unfortunately, globalization has opened the door for exploitation, taken away good paying union jobs from North Americans, and has moved them overseas where com-



panies have taken advantage of poor labour laws and an abundance of low paid workers.

UFCW Canada has taken a stand on globalization and its effects on workers here and abroad, and brought attention to issues that the leaders should be addressing at this summer's G20 and G8 summits in Ontario.

Leading up to the G20 summit all we heard about was the billion dollar security and million dollar fake lake the conservatives were spending our hard earned tax dollars on. We heard no mention of the lost time workers in Southern Ontario have suffered because of the disruption of the summits, nor did we hear any talk about the opportunity Canada has to lead a discussion for the rights of workers globally. It seems our government is more concerned about putting on a good show instead of dealing with any real issues.

In an effort to try to deal with some of those real issues, UFCW Canada has launched a new website to give those who cannot attend

the protests in Toronto, updates of what is taking place. www.gee20.ca is a website that is geared to give people what they are missing from mainstream media. Because I am writing this just before the G20 summit takes place, the website currently only has a few news stories and interviews with federal NDP leader Jack Layton and Ontario Federation of Labour president Sid Ryan. As events progress over the next few weeks, this website will be the place to go for those wanting to know what is really going on at the G20 summit.

For Canada to become a true global leader, we must have a government that addresses the rights of workers wherever they may be. We must demand that workers who produce the goods we import from other countries receive a living wage, have a safe and respectful working environment and are treated by their employers with dignity and a sense of fair play.

At the end of the day, Canadians can and should educate themselves about where the goods we buy are coming from, and be aware that the lower the cost of a product in dollars sometimes means the higher the cost in human suffering.

In solidarity,

A handwritten signature in black ink, appearing to read 'Jeff Traeger', written over a horizontal line.

Jeff Traeger
Secretary-Treasurer,
UFCW Local 832



DEPARTMENTS

FEATURES

OFFICES

RETIRES' CORNER

Page 7

TRAINING CENTRE

Page 8

WCB

Page 9

GRIEVANCE NEWS

Page 10

WESTFAIR

Page 11

HOSPITALITY, SERVICE & RETAIL

Page 12

PRODUCTION

Page 13

**LUCERNE BREAD PLANT VOTE
FOO STRIKE ACTION**

Page 4

**G4S MEMBERS RATIFY
FIRST AGREEMENT**

Page 4

**UFCW CANADA YOUTH
INTERNSHIP PROGRAM**

Page 5

**MFCW DENTAL PLAN
CHANGES PROVIDER**

Page 6

**NEW AGREEMENT FOR MEMBERS
AT MCKENZIE SEEDS**

Page 6

**UFCW LOCAL 832
LEUKEMIA GOLF TOURNAMENT**

Page 16

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Legal Counsel: Debra Malmquist, Garry Bergeron

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Negotiators: Susan Hart-Kulbaba, Beatrice Bruske, Michelle Masserey, Heather Dezan

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LUCERNE BREAD PLANT MEMBERS VOTE FOR STRIKE ACTION

Turn down company's last offer, hopes of a deal fading.

The Lucerne bread plant employees voted on June 20 to turn down the company's last offer and voted 90 per cent in favour of strike action.

They have been negotiating for a new collective agreement since November 2009 and after nine days of bargaining both sides are still far apart on many issues.

The company has been telling the union that they are losing money and cannot afford to do much in terms of wages. The union has requested to see the company's books to verify their finances but, so far, the company has refused.

Many of the workers are long-standing employees and most have not seen a wage increase in over nine years.

UFCW Local 832 president Robert Ziegler fears that a strike may occur but remains optimistic. "I'm pretty sure the company has been pleading poverty since I first worked



Lucerne bread plant members pack the training centre for their strike vote.

there over 30 years ago. Unless they are prepared to make a real offer, the members could be walking the picket line before the end of summer," stated Ziegler.

The union remains hopeful that a strike can be averted and the company has agreed to three additional days of bargaining

from July 13 to 15. The union negotiating committee is looking for the company to address wages and pension during these rounds of talks.

Members from the bread plant will have an opportunity to vote on the company's last offer before a strike would commence.

G4S SECURITY MEMBERS RATIFY FIRST AGREEMENT

It has been a long process but the UFCW Local 832 members working for G4S Security now have their first collective agreement.

In May 2009 the union was certified as the bargaining agent for the members and started negotiations. Realizing quickly that the company was dragging their feet, the union applied for conciliation in September. With little movement made in negotiations, the union met with the members to vote on applying to the labour board to impose a first contract in January.

"Were very difficult negotiations because the industry is cut throat," stated UFCW Local 832 president Robert Ziegler. "The members now have the frame work to build on a better contract next year."

Because the union applied to the Manitoba Labour Board for a first contract, the members will be back at the bargaining table next spring as this contract expires next June.

The members will now have language for a grievance procedure, provisions in the collective agreement for vehicle usage

and a job posting procedure. Members who haven't seen a wage increase will receive 25 cents per hour and they can accumulate sick days after finishing their second year of work.

The members voted 63 per cent in favour of a new agreement. The local represents approximately 115 security guards working at G4S in Winnipeg.

Members who have questions about their new collective agreement can speak to their union representative, Harry Mesman at 786-5055.

UFCW Canada's national *Youth Internship Program*, or YIP, has become the backbone of youth involvement in our union since its introduction in 2000.

More than 40% of UFCW Canada members are under the age of 30, and we are committed at the national level to providing young activists with new skill sets and hands-on experience that is invaluable to both the union and the participants.

In 2010, we will run four week-long regional YIP sessions across the country for as many as 48 to 60 young members, with participants returning the following year for hands-on activist training.

Many past participants in YIP training have become better activists in their local unions and their communities, union stewards, full-time union representatives, and local union officers.

By providing early training to young members we are making UFCW Canada a stronger and more inclusive activist union.

In solidarity,
Wayne Hanley
National President



the 2010 ufcw canada youth internship program

The Saskatchewan & Manitoba week-long session will include modules on:

- *Shop Steward Training*
- *Collective Bargaining*
- *Organizing*
- *Health-and-Safety Laws*
- *Labour History*
- *Labour Economics*
- *Political Action*
- *Globalization*
- *Anti-Oppression Analysis*
- *UFCW Canada 101*
- *Unions in the Community*

UFCW Canada youth activists interested in participating in the upcoming YIP session should contact their local union and submit an application. The application form can be downloaded from our website at www.ufcw.ca/yip. UFCW Canada strives to be representative of its diverse membership.

All costs of the program – including lost wages, travel, and accommodation – will be the responsibility of UFCW Canada.

UFCW Local 832 is holding only a select number of spots for members.

It's important that you contact your union representative if you are interested in applying. You must notify your union representative no later than July 16.

You can download an application from the national office website at:
www.ufcw.ca/yip.

All applications must be submitted to UFCW Local 82832 directly through your union representative.

MFCW DENTAL PLAN CHANGES PROVIDER

Notice sent to Manitoba dentists.

UFCW Local 832 members who are covered by the Manitoba Food and Commercial Workers Dental Plan (MFCW) are now submitting electronic claims through Quikcard. In the past, the plan used NexgenRX, but changed to Quikcard as of June 1.

Unfortunately, recently a few members had their claims refused because it had been sent to the wrong provider. The dental plan had sent out a notice to all Manitoba dentists regarding the change, but some claims were still sent to NexgenRX in error. If you have an outstanding claim from your dentist, you can notify your dentist that the Group Policy ID changed from "050 to "50500" should you still have problems, call the dental plan office at 982-6024 or toll-free at 1-800-952-9932 to let them know.

Members with any problems regarding a dental claim can also notify their union representative.

MCKENZIE SEEDS MEMBERS RATIFY NEW AGREEMENT

Money for pension and wages.

The members working at McKenzie Seeds in Brandon voted in favour of a new deal that will see their pension protected with money going into the Canadian Commercial Workers Industry Pension Plan (CCWIPP) stabilization fund. Upon ratification, members received a lump sum payment and will also receive a two per cent wage increase in August of this year and another two per cent in August 2011.

The negotiating committees reached the tentative deal on June 4, and the members gave the new agreement their stamp of approve by voting 97 per cent in favour of on June 21.

The contract has been a long time coming as their last agreement expired in July of 2009. With the help of government appointed conciliation officer a deal was reached.

NEWEST SHOP STEWARDS ASSISTING MEMBERS

IGA-OTINEKA MALL

Cindy Greasley

WESTFAIR

Catherine Mosiuk – Extra Foods 9081

MAPLE LEAF

Vartan Davtian – Brandon Hog Kill

Alice Jeffrey – Lagimodiere

Neil Smith – Lagimodiere

GARDA SECURITY

James Murison

NORTHERN MEATS

Errol Bochow

GRANNY'S POULTRY

Waldemar Minch

Brenda Wallentiny

INTEGRATED MESSAGING

Robyn Doerksen

IKWE-WIDDJIITWIN INC

Andrea McLeod

HOPE CENTRE

Douglas Birdwell

AMBER MEADOW

Robert D'Andrea

FIRST CANADA ULC

Christopher Dobson

Darren Henrikson

Robert Nykorak

CNIB

Brianna Fuellbrandt

SAFEWAY

Brian Heidinger – Store 359

Robert Starr – Store 591

Sandra Magyar – Store 714

Barry Dodd – Gas Bar 720

Morgyn Ahrens – Store 724

Robert MacPherson – Store 730

VISION OF INDEPENDENCE

Vincent Bell

Rose Buss

Sheila Campbell

Jozsef Nagy

Christine Olson

Therese Rossiter

Marcel Therrien

Karen Woodiwiss

Kimberly Yerex

READY TO TRY YOUR LUCK!

Casino trip scheduled to Thief River Falls for September 8 to 10.

Are you ready to try your luck at the Seven Clans Casino in Thief River Falls, Minnesota? Do you have your passport or personal identity card? If you answered yes to these two questions, then it is as simple as calling either Joan at (204) 422-6670, Lila at 837-3554 or Armand at 832-1211 to make sure your name gets on the list.

The buses leave on September 8 at 8:30 a.m. from the Safeway parking lot at McPhillips and Jefferson and return back there on September 10 at approximately 9 p.m. You will be allowed to leave your car on the lot if need be.

For the low cost of \$109 each for members of the retirees' club and spouse or \$119 each for non-members, you will receive a double-occupancy room with microwave and fridge, a \$50 rebate, two free breakfasts and two \$10 meal coupons. Plus as much fun as you want pulling on the one-arm bandit. Daily shopping trips to and from the casino in to Thief River Falls are available at no extra charge. Feel free to invite your friends or family members. Everyone is welcome!

Call today as space is filling up fast. Full payment is required by no later than July

23. You can mail it to Carmen's attention at the union office to 1412 Portage Avenue, Winnipeg, MB R3G 0V5.

If you want to join the fun, do not have a passport or personal identify card, you still have time. For step-by-step instructions on how to apply, go to www.passportcanada.gc.ca.

Golfers Tee Off!

The UFCW Local 832 Retirees' Club had an original tee off time for June 9, but had to move its annual golf tournament to June 15. On June 9 Mother Nature brought rain and cool weather but co-operated for the tournament on the 15th with no rain and some sun. It turned out to be a great day!

This year more than 25 golfers participated, with trophies going to the following:

Best Score: Janice Spak and John Skiba

Most Honest Golfer: Margaret Lerch and Walter Dressler

Best Overall Golfer: John Skiba

Putting Contest: Kathleen Whittle

Longest Drive: John Skiba and Heather Rhodes

Closest to Pin: Bob Whittle and Russ Smyrichinsky

The off the course 50/50 draw prize winner was Bruce Kinnear.

A special golf tournament, for dues paying members and spouses, is being planned for September. Call Russ at 661-4168 for details.

Spring Luncheon a Success

Once again, the membership luncheon meeting was a success. The turnout was great and everybody enjoyed the excellent meal. Our thanks to the ANAF Legion staff.

Brian, a representative, from the Age and Opportunity spoke on the ABCs of fraud. He covered many topics of interest to all of those in attendance. Fraud against seniors, not just in Winnipeg, but also all over the world is a growing concern.

Prizes:

- Tom Weselack, Emily Kokosky and Anne Blair won \$25 each.
- Bruce Kinnear, John Stokell and Herta Phiel each won a bottle of spirits.
- Joan Dudas won a bottle of wine for the 'last table called'.
- Denis Allard, Dave Sigurdson and Victor Blair won the 50/50 draws of \$30 each.

The annual fall luncheon meeting is scheduled for October 12, 2010 at the ANAF Legion at 3584 Portage Avenue. See you there.



Brian from Age and Opportunity speaking to the crowd at the luncheon.



Pictured are Norma Kinnear, retirees' club president, and tournament organizer Russ Smyrichinsky going over the rules with the golfers.

RETIRES'
CORNER

WINNIPEG, BRANDON AND NEEPAWA CENTRES BUZZING

EDUCATION & TRAINING

EAL classes will continue throughout the summer in Brandon and Neepawa.

It is hard to believe that this is the last issue until September—where does the time go! With that said, I thought this would be a good time to give everyone an update on what has been going on at our training centres over the last six months.

In Winnipeg, Brandon and our newest training centre in Neepawa, members have been attending shop steward and health and safety workshops, general session courses, English as an additional language (EAL) and grade 12 classes. It has been a busy and productive six months for all of us.

One of the highlights for us in Brandon has been the introduction of the grade 12 mature student program. We have collaborated with Assiniboine Community College in Brandon to offer this and I am pleased to report that it has gone over very well with the membership. This program is also one of the most popular courses offered in Winnipeg as well. The program will continue at both centres come this fall.

The Neepawa training centre opened this past February with English as an additional

language classes. Over the last few months, we installed a computer lab, which means we will be able to offer computer courses in the fall. I encourage all members in Neepawa, and the surrounding area, to give us a call and let us know what kind of courses they would like to see offered.



In Winnipeg, we are currently assisting laid off members from Naleway Foods and working on some new initiatives from a recent membership survey and our strategic planning session held in April.

We are creating a few new shop steward courses that will roll out in the fall and early 2011 and, of course, we continue to provide members with one-on-one literacy and essential skills tutoring. Over the summer we will be updating our website so I hope you will check out our new look in the fall.

Finally, we are in the midst of creating the fall general session training schedule and we are hoping to offer some different courses this year. To do this, we need your help. What courses would you like to see offered? Let us know. Call Wanda McGorum or me



Heather Grant-Jury
UFCW Education Director

at 775-8329 or toll-free at 1-877-775-8329 with your ideas!

On behalf of everyone at the training centre, have a great summer. See you in September.

TRAINING CENTRE NOTES AND NODS...

- The Winnipeg training centre will be closed from Monday, July 19 to Tuesday, August 3.
- English as an additional language classes will continue over the summer in Brandon and Neepawa.
- Registration for all grade 12 mature student diploma programs has started. Call Ans today at the Winnipeg training centre at 775-8329 or toll-free at 1-877-775-8329 to make an appointment.
- UFCW Local 832 scholarship awards will be presented at the Winnipeg training centre on Thursday, August 26.
- The training centre *Builds Skills for the Future*.



PREVENTION PROGRAM HAS AN UPSIDE AND DOWNSIDE

WORKERS COMPENSATION

Article submitted by Kim Shworob, union co-chair health & safety committee at Brewers Distributor

When I learned that Brewers Distributor Ltd. (BDL) had agreed to participate in the Workers Compensation Board's (WCB) Partners in Prevention Program, I was happy to participate as a representative for our union. BDL was the first company in Manitoba to join in this new initiative and actually the first company to start the process. I was offered a role as co-chair of the committee that was formed to oversee the project, which allowed me to be involved in every aspect of the program, from the initial meetings with WCB representatives to the presentation of the committee's recommendations to the upper management of the company. The project was a tremendous opportunity to learn and the chance to have a positive influence in the overall safety program at Brewers.

My fellow union members, Greg Rogers and James Walker, were also members of the committee and they played a vital role in helping to formulate recommendations that we all felt would benefit the safety of everyone in our workplace. Most of the recommendations made by the committee the employer accepted, which demonstrates that workers' initiatives and knowledge of their workplace play an integral part in successful workplace safety projects.

One important recommendation was to improve training requirements for new and existing workers. Another important recommendation the committee made was for a full-time safety co-ordinator that would help drive safety forward. As it turned out, I was selected for that role and BDL agreed to budget a minimum of 16 hours per week for that purpose. It has more than a year since the completion of the project and I am now

working 24 to 32 hours per week as the acting safety co-ordinator.

At the safety training courses and conferences that I have attended over the years, I have heard countless stories from fellow union members about dysfunctional committees, difficult management and an overall lack of commitment to safety by their employers. I know that workers, who in the course of their job duties bring forward their concerns and help identify hazards in their workplace, drive the majority of improvements in workplace safety. I believe having a union member co-ordinating safety has allowed BDL workers to have more influence and a greater chance to participate in improving safety in their workplace than other unionized companies. That is an important accomplishment.

However, it has not all been smooth sailing. A very heavy emphasis of the program is to develop an effective return to work program. There are many positives with injured workers returning to work quickly. Research shows that it actually can speed up the recovery process but my committee members and I, as well as many other workers at BDL, now have some concerns with this process. There is a great deal of pressure being put on injured workers to return to work with no lost time. It seems to most of the UFCW members at BDL that eliminating lost time is much more important to the company than providing a meaningful and effective healing process. When you see injured workers hobbling in to work the next day on crutches, visibly upset and distraught or in obvious pain doing whatever so-called "meaningful work" the company can find for them, one has to ask if this is really in the best interest of the worker or is it just the company's bottom line that



Kim Shworob

really matters. Work is not supposed to hurt but many workers come into work suffering and in pain when arguably they should be off at home recuperating before attempting to return to work so quickly. I understand that the cost of lost time injuries can be significant but a balance must be found so that all injured workers can be treated with respect when they suffer a workplace injury.

In my opinion, there are many reasons to be encouraged by the positive changes that have occurred to safety at my workplace because of the project. WCB recognized BDL in its annual report as an example of the potential for success for companies with weak safety programs. It would be a shame to spoil these accomplishments with an unbalanced return to work program.

The biggest focus should always be on the co-operation between workers and their employers, the development of a strong safety culture, and the prevention of workplace incidents and injuries so that all workers return home to their families at the end of their workday in the same condition that they left home.

AGREEMENT MAINTAINS JOB SECURITY

Members at Chalet Malouin retain and receive compensation for work contracted out.

S ometime in late 2009, management informed employees at Chalet Malouin that they would no longer be performing laundry services. In particular, South Eastman Health made the decision to have home care staff assume all laundry services at Cedarwood in Steinbach, Credit Union Manor in Niverville, and Chalet Malouin in St. Malo. UFCW Local 832 represents about 20 members at the Chalet.

South Eastman Health said the decision was because of an identified need to standardize service provisions in regional supportive housing programs. The transition of these duties also resulted in a cost saving to the employers, as laundry services would be provided at no charge. Previously there was a cost to the employers associated with this service.

The union filed a grievance on behalf of the members working at Chalet Malouin as the employees in housekeeping had always performed the laundry services. The local felt that this is bargaining unit work that was being taken away from our members. The collective agreement strictly prohibits the contracting out of work that is performed by employees in the bargaining unit.

The grievance proceeded through the grievance procedure and

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

ultimately the union referred the matter to expedited arbitration. A hearing date was scheduled, however; prior to the hearing the company and the union attended mediation and reached a resolve to the grievance.

Management at Chalet Malouin reinstated the laundry services back to the employees who had been performing the work, and further paid 105 hours to the bargaining unit as compensation for contracting out their work. The 105 hours were divided equally between all of the members affected.

GRIEVANCE NOT ALWAYS NECESSARY

Resolved reached at step one at Federated Co-op.

O n Sunday, April 25, Federated Co-op posted a notice for two hours of overtime. As per the collective agreement, the supervisor phoned all of the night shift employees on the overtime call-in list in order of seniority. At least he thought he had.

Unfortunately, the supervisor missed calling one member on the list—Evan Hurak. When Evan found out about the overtime, he spoke to his supervisor and inquired as to why he was not called in for the overtime. The company checked

into the matter and confirmed that in fact management had not called Evan and further confirmed that a junior employee had worked two hours of overtime on April 25.

Because Evan took the time to speak to his supervisor, no further steps were necessary and Federated Co-op was able to correct the violation and the company paid Evan two hours at his overtime rate for the missed opportunity.

The union encourages members to raise their concerns immediately with his or her

supervisor. Often, as occurred in this instance, a resolve is reached without the union having to file a grievance.

However, if you feel uncomfortable in speaking to management or the error goes uncorrected, remember the union is here for you. Talk to a shop steward or call your union representative immediately, they are there to help.

The collective agreement contains your rights and privileges and the union wants to make sure your employer follows it.

WESTFAIR RECEIVES ORDER TO MODIFY CHECK STANDS

Union active with health and safety committee to bring change.

Long-time union activist Shirley Diakowich was not impressed when she heard about the upcoming renovations at her Superstore. The 1512 store member, who is the driving force of her health and safety committee and a dedicated shop steward, notified the union of the company's plan to "modify" its check stands.

When she brought it to the attention of her union representative, Marie Buchan, they discussed the upcoming changes and thought it was best to wait and see if these new modifications were going to improve the ergonomics for the cashiers. Both were hopeful, but once the changes were made, it wasn't long before complaints started to come in to the union office.

"These check stands are less ergonomically correct than the old ones. The union notified the company of its concerns but the company was not willing to deal with any of our issues," stated UFCW Local 832 representative Marie Buchan. "The company's position was it would take some time for the cashiers to customize themselves to the new stands and that their bodies would adapt."

The union then sent a survey to the cashiers of store 1512 asking for specific examples and information on their injuries due to the new check stands. Of the 60 cashiers at 1512, 19 of them reported injuries and are on some type of modified work or have sought medical attention.

On April 27, UFCW Local 832 health and safety advocate Rob Hilliard, union rep Marie Buchan along with representatives from the company and the health and safety committee



Union rep Marie Buchan and Rob Hilliard, the local's health and safety director, discuss the order.

met at the store. Much to everyone's surprise, an ergonomist from the Workplace Safety and Health Division presented the company an improvement order on the check stands.

The Workplace Safety and Health Division was made aware of the problems through the joint safety and health committee minutes that were filed in January. The order only

includes store 1512 but if the changes are found to be more ergonomic, stores throughout the province could see changes.

"Shirley needs to be commended for her dedication to health and safety at her workplace. This is a prime example that when an effective health and safety committee keeps detailed notes and properly files them with the province's Health and Safety Division, that action can take place, said UFCW Local 832 president Robert Ziegler. "Unfortunately, when health and safety meetings do not take

place, or accurate information is not submitted, incidents can fall through the cracks. In this instance, this is how the process is designed to work, and it did."

The union will be monitoring the situation and making sure that the order issued by the province is followed.

THE DE-EVOLUTION OF CHECK STANDS

Since the inception of automated check stands in the late 1970s and early 80s, the rise in injuries for check stand clerks has been increasing at an alarming pace.

Data provided by the Federal Bureau of Labor Statistics in the United States ranks grocery stores fifth among their list in the number of repetitive strain injuries among all industries. Numerous studies have shown that cashiers may "flick" their wrists back and forth up to 600 times in an hour. In an eight-hour shift, it is not uncommon for a clerk to lift more than 6,000 pounds, which is three tons of groceries. This does not account for the two to three attempts that a cashier may take for a product to scan properly an item before it is placed in the bag.

FINALLY... NEGOTIATIONS RESUME AT INTEGRATING MESSAGING

Bargaining began again on June 21.

After a long delay, bargaining finally resumed on June 21 between Integrated Messaging Inc. (IMI) and UFCW Local 832. At press time, no details were available and members are urged to go to the union's website at www.ufcw832.com or watch their mailbox for updates.

Negotiations came to a standstill due to a number of labour board issues that arose between the union and the company, as well as the hiring of new personnel. Specifically, late last year, the union applied to the

Manitoba Labour Board to represent a group of supervisory employees from IMI, who had approached the union to request representation. The board ruled in favour of Local 832 being the bargaining agent for this group of employees. IMI decided to restructure its supervisors and laid off a number of these newly unionized employees. The local then filed unfair labour practice charges against IMI. The other matter that complicated negotiations was the fact that management's negotiating committee members were no longer employed at IMI and the company

was in the middle of forming a new negotiating committee.

"The union is glad to have all of these issues resolved and eager to return to the bargaining table," said Local 832 President Robert Ziegler. "Our members have been more than patient and understanding. The key to getting a deal will be retroactive wage increases." UFCW Local 832 represents approximately 115 employees working at Integrated Messaging, whose collective agreement expired over a year ago on June 17, 2009.

TENTATIVE AGREEMENT REACHED AT DAUPHIN CO-OP

Ratification meetings scheduled for July 19 and 20.



Negotiating committee members (l to r) Daniel Bertrand (Ste. Rose Co-op), Murray McLean (Dauphin Co-op), Blair Hudson (northern union rep). Missing from the photo is Bea Bruske, chief negotiator, and Ralph Zurba, Dauphin Co-op

Negotiations at the Dauphin Co-op began on April 8. During the first three days of bargaining—April 8, 20 and 21, the committees made significant progress on the non-monetary items. "It was a good three days of negotiations, but all of the monetary issues remained outstanding," said executive assistant to the president and union negotiator Beatrice Bruske.

on June 18, providing the parties with a tentative deal.

As we go to press, no details are available, as the agreement has not yet been discussed with the members of the Co-op. The union has tentatively scheduled ratification meetings for July 19 and 20 and full details of the new deal will be disclosed at that time.

The mood clearly changed once the committee shifted to the monetary items. After a long day of negotiations on June 17, the parties were able to resolve most non-monetary proposals and wage increases were agreed upon

CORRECTION NOTICE

In the June edition, we printed a statement to the effect that PIC Canada Inc. had "closed its doors". Such a statement was incorrect. We intended to refer only to the closing of PIC's facility in Malonton, Manitoba.

PIC continues to operate its business office in Winnipeg and its operations in 30 countries around the world.

We regret the error and apologize to PIC for this mistake.

SUN GRO WORKERS RATIFY FOUR-YEAR DEAL

Wages going up by almost seven per cent.



Members casting their votes at the June 10 ratification meeting.

Members working for Sun Gro Horticulture Canada Ltd. at the Manitoba plants in Elma and North Julius ratified a four-year collective agreement on June 10.

At a proposal meeting held for the bargaining unit in February, the members made it clear that they wanted to reach an agreement prior to the expiration date of the current contract, May 24, 2010. Negotiations began back in April with more meetings held in May and the union negotiating committee reached that goal with the parties attaining a tentative agreement on May 18.

It was not all smooth sailing though as one of the proposals from the company was 12-hour shifts at the perlite plant in Elma. The union held a general membership meeting on May 13 to discuss this contentious issue. The members took a strong, undivided position against the employer's position. In part, because of the group's solidarity, the company dropped the proposal.

The new agreement allows for across the board wage increases of almost seven per cent during the life of the agreement as follows:

Retroactive to May 24	1.5%
June 6, 2011	1.5%
June 4, 2012	1.75%
June 3, 2013	2%

Shift premiums for the afternoon and night shifts went up to 60 cents and 70 cents per hour respectively.

A key issue for the group was the removal of the \$10,000 cap on health care benefits. Other benefit improvements include a \$25 boost to footwear allowance per year, optional group life and accidental death and dismemberment insurance. As well, effective September 1, the vision care program will jump to a maximum of \$300 per every two-year period for

employees and their dependants. The agreement contains extensive cross-training language to promote training opportunities for the members within the plant.

The union negotiating committee consisting of lead negotiator, Heather Dezan, long-time shop stewards, Donald Knopf and Thomas Biebrich, unanimously recommended the acceptance of this new deal. "We were successful in obtaining what was important to the members," said UFCW Local 832 secretary-treasurer Jeff Traeger. "Especially with the fact that we were able to remove the \$10,000 cap on the health care benefits. It's an excellent agreement with good improvements."



Some of the Sun Gro members at the general membership meeting on May 13.

More Members = More Bargaining Power

All members, from the day they join the union, are entitled to utilize a wide range of money saving discounts and special services. Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers. Just show your membership card to receive these special discounts! It's important to make sure both you and the benefit provider understand the terms of the transaction. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/ service you will be receiving.

RRSP for Local 832 Members

The UFCW Local 832 RRSP offers members the choice of four investment options with better than average returns. To enroll in the RRSP program contact Laura Mellon at 204-926-8335.

General Paint

Members receive up to 40% off all General Paint Manufactured product, 20% off on special order wall coverings and up to 20-30% off non-General Paint manufactured products and supplies.

Brandon: 1124 18th Street 727-0295

Winnipeg:

- 1045 St. James Street 982-6300
- 1094 Nairn Avenue 982-6330
- 1-140 Meadowood Drive 982-6320

Pembina Dodge

Purchase a new Chrysler or Dodge vehicle for only \$300 above dealer net cost. Also, receive up to 15% off on parts and shop time (this does not include the dealer's regular service and maintenance offers). Call Kevin McEvoy at 284-6650 or drop by the dealership at 300 Pembina Highway to find out more information.

Polo Park Hearing Centre

Receive a 10% discount (to a maximum of \$150) on the purchase of any hearing aid. Phone 788-1083. Located in the Polo Park shopping centre.

Bridgeview Bed & Breakfast

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a comfortable, country-style setting at \$10 off the regular price. Call Louise at 204-482-7892 or go to www.bridgeviewretreat.com.

Catch-A-Tan

Come to CATCH-A-TAN SUN TANNING SALON to get back your piece of the tropics! Receive 20% off any sun tanning package and 20% off Hydro Massage Therapy (dry massage). Everyone Welcome!

6 - 1502 Rosser Avenue - Brandon. Phone 727-8266.

Cakes Unlimited

As a Local 832 member, receive a 10% discount on all cakes and products sold at Cakes Unlimited—55 Plymouth Street. Open Monday - Friday from 10 a.m. to 5 p.m. and Saturday from 10 a.m. to 4 p.m.

Gerry Gordon Mazda

UFCW Local 832 members receive:

- Preferred pricing on new and used vehicles.
- First 4 oil and filter changes FREE
- Complimentary gas card with every purchase
- **15% off** all parts, extended warranties, bodywork and accessories.

Contact Antonio at 475-3982 for more information.

Dufresne Home Centre Savings

Receive 5% better than the current price (regular or sale) on furniture, mattresses and accessories. Receive 3% better than the current price (regular or sale) on appliances and electronics. UFCW member card discounts cannot be used with any other offers or promotions.

- **Winnipeg** 880 Nairn Avenue, phone: 667-1578 or 1750 Ellice Avenue, phone: 989-9900
- **Selkirk** 374 Eveline Street, phone: 785-8191
- **Portage** 2401 Saskatchewan Ave. W., phone: 857-7803
- **Brandon** 1885-18th Street N., phone: 728-8530
- **Swan River** 1321 Main Street, phone: 734-4772

SDS Alarm Systems

Purchase a home alarm system and receive these discounts call Ron Tayler at 589-7507 or e-mail rtaylor@sdssecurity.com.

- 10% off installation of a home security system
- 25% off a 3-year monitoring contract

Active Muffler & Brake Centre

At Active Muffler & Brake Centre receive 25% off stocked parts and a shop rate of \$44.50 an hour, a savings of 20% off the regular shop rate.

601 Rosser Avenue - Brandon. Phone 727-1213 or 727-1305.

Present your union card prior to being invoiced.

CDT Production Group Inc.

At CDT Production Group, receive 15% off: TV & film production, commercials, studio production, MC services, multi-media, event management, virtual business cards, and audio production. Plus receive 20% off all music packages and 5% off lighting packages.

Call 338-3459 or e-mail cdtgroup@shaw.ca

Your entertainment source!

MEMBERSHIP DISCOUNTS

First Affinity Financial Corporation

First Affinity is a mortgage consulting service that ensures members obtain the best rates and complete guidance in all aspects of obtaining or renewing a mortgage—at no cost. For more information phone toll-free 1-866-599-9799 or visit www.unionsavings.ca.

Visions Electronics

At Visions purchase TVs, VCRs, camcorders, as well as home, car and portable audio equipment from 5 to 10 % over cost. To obtain the special UFCW price, ask for the store manager at the following locations:

Winnipeg

- 1680 Pembina Highway
- 1130 St. James Street
- 1510 Regent Avenue

Brandon

- 1120 Highland Avenue

Eye Outfitters

Local 832 members receive 20% off complete pairs of prescription glasses and 10% off contact lenses. 1100 Richmond Avenue, Brandon, call 725-0943.

UFCW MasterCard

Show your pride—carry the card! Build the MasterCard that is right for you—with rates starting as low as 12.9%. To apply or for information call 1-800-263-2263 or visit www.unionsavings.ca.

Kurio Studio & Gallery

Enjoy a \$50 product credit with the booking of any portrait photography session including personal, family, couples, maternity and high school senior portrait sessions. Members also receive a 10% discount on all wedding photography services and we have completely customized packages to meet your needs and to suit all budgets. Kurio Studio also provides personal and heirloom custom book design services. Our professionally designed, bookstore quality custom books make for unique gifts and a fabulous way to preserve your life's most important moments. Members receive a 10% discount on all custom book design services. For more information visit <http://www.kuriostudio.blogspot.com> or phone Alix at 204-791-5734.

The Fairmont/The Velvet Glove

UFCW members receive special room rates at The Fairmont Winnipeg. For a moderate room single/double occupancy pay only:

- \$135 Sunday - Thursday
- \$130 Friday/Saturday

To obtain these special rates call 957-1350 or 1-888-974-7666 and identify yourself as a UFCW member. At **The Velvet Glove** receive 10% off on all food and beverage.

Some conditions apply.

Marlin Travel Polo Park

Marlin Travel Polo Park believes you need a vacation! 5% discount on select packages (Air & Hotel) with these suppliers: Trafalgar, Globus and Westjet Vacations. Contact Rosa Bertone at rosa.bertone@marlintravel.ca or call her (204) 944-7874. Earn Air Miles on your reservation.

Celebrations Dinner Theatre

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn - 1824 Pembina Highway. Call 982-8282.

Eye wear

Winnipeg

Receive 20% off regular priced prescription eyeglasses, sunglasses or contact lenses at:

- **The Bay downtown (783-2112)**

Brandon

20% off regular price on all prescription eye wear.
Scotia Optical (727-3661) 708 - 10th Street.

Thompson

25% off regular price on all prescription eye wear.

- **City Vision Opticians (677-2020)**

Wilder, Wilder & Langtry

UFCW Local 832 members can save big on legal services from Joe Wilder. If you are looking for a lawyer to help with wills, real estate, family law, or immigration contact Joe at (204) 947-1456 and tell him you are a UFCW member and you'll receive a special rate.

Iron Fist

At Iron Fist receive 20% off a one-year membership. Plus 25% off women's self-defence course. Phone 231-3633. Locations:

- 1851 Portage Avenue
- 675 Archibald Street

Natural Wellness Chiropractic Centre

UFCW Local 832 members will receive 30% off their chiropractic care and wellness planning offered by Dr. Robert Stitt D.C. He is skilled at helping you with injuries from work-related incidents, car accidents, headaches, neck and back pain and herniated discs.

Call (204) 783-1880 to book your free assessment.

Located at 912 Portage Avenue, Winnipeg.

FOR ALL MEMBERSHIP DISCOUNTS VISIT:

www.ufcw832.com/discounts



Helping Manitobans with leukemia and lymphoma

On August 18, UFCW Local 832 along with the Health Sciences Centre Foundation (HSCF) will be holding a charity golf tournament at The Links at Quarry Oaks to help those with leukemia and lymphoma.

This is the fifth golf tournament for the local, and the third time that we are working with the HSCF. The partnership is to assist Manitobans who are seeking treatment at the Health Sciences Centre for leukemia and lymphoma.

Half of the money raised at this year's event will stay in Manitoba and be donated to the GD-6 Ward at the Health Sciences Centre to help patients who are undergoing treatment.

The other 50 per cent will be sent to UFCW Canada's national contribution, where all money raised goes directly into finding a cure. In 2009, UFCW Canada, with the help of Local 832 and all the other locals, raised over \$1.65 million for research.

To register download the registration form at:

www.ufcw832.com/golf
or visit the UFCW Local 832 office at
1412 Portage Avenue in Winnipeg.
Call 786-5055 if you have any questions.

Registration is \$150 per person.

You receive:

- 18 holes of golf with cart rental
- Barbecue lunch
- Team 5x7 photo
- Tournament gift
 - Dinner
- Lots of prizes to be won

**Must be registered by
July 23.**

