



**STRENGTHENING OUR
SECURITY MEMBERS**



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

MARCH / APRIL 2017



A Message from our President

Jeff Traeger

FINDING THE RIGHT BALANCE

It has almost been a year since the Conservatives formed government here in Manitoba. It didn't take them long to show their true colours by making aggressive cuts to services that will hurt Manitoba families.

Manitobans like you and I value our public services, but government has stated that they need to cut those services to control spending, reduce the deficit, and pay off long-term debt. While they ran on a platform that they would achieve this over eight years and promised to protect front-line services in the process, they now seem to want to do it all at once and all in the name of austerity.

A quick recap of the record during their short-term in office shows they have cut \$1-billion in health capital expenditure, closed a quick care clinic, and laid off 900 hydro workers. They have made it abundantly clear that these cuts are only the beginning of many more to come.

Pallister has publicly stated that legislated wage freezes, workforce reductions and forced unpaid leave are all on the table. He has even hinted that his government would be willing to open existing contracts and reduce wage increases that have already been agreed to.

Some still argue that we need to tighten our belts, but it seems as though this government is looking to achieve savings solely on the backs of working Manitobans and their families. Pallister has called for "everyone to chip in" but so far what that has meant is that people that provide front line services need to bear the brunt of the pain.

Under the Conservative plan, what part do large corporations or the wealthiest of Manitobans play in helping us achieve financial stability? The short answer is none, in fact there are planned tax reductions that will only serve to make the finances of the province worse as less money will be going into government's coffers.

We all want to see Manitoba's budget return to balance, but it should be done with a balanced approach that doesn't put things that you and I care about at risk and is fair for everyone.

Manitoba's economy was previously growing faster than the Canadian average due to investments in healthcare and infrastructure. The recent conference board numbers has Manitoba's growth dropping down to "at or below the forecasted average" so now is the not the time for hasty cuts, now is the time for a balanced approach.

We need to tell Pallister that our public services matter to all of us and our children and show him that we will not stand by quietly and watch them cut in the name of austerity.

A handwritten signature in blue ink, appearing to read "Jeff Traeger". The signature is fluid and stylized, with a long horizontal stroke extending to the right.

Jeff Traeger

President
UFCW Local 832

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SECURITY SECTOR CONFERENCE

FIRST SECURITY SECTOR CONFERENCE A SUCCESS

UFCW Local 832 held its first Security Sector Conference on February 22, at the UFCW Training Centre. Over 60 members from G4S, Garda, Impact, Securitas, SRG, as well as in-house security officers from the St. Boniface Hospital were in attendance.

Members got to hear and ask questions from guest speakers from the Department of Justice, the Myers Weinberg Law Firm, who spoke about the process of becoming a licenced security officer in Manitoba and use of force and staying on the right side of the law.

Our own Local 832 staff presented on a variety of topics including the long efforts that were taken by the union to establish a minimum wage and to establish security as one of the high-risk jobs in Manitoba, which allows for extra training and rights as a worker.

Personal safety was also a key issue, but most important was that the security guards and physical officers learned the importance of being involved in their union and the benefits it can provide.

"I've been working security for ten years, it was great to see everyone coming together,"

- Marcel Scholte (Securitas)

It was a great opportunity for the members to ask questions and hear more about the industry, their rights as security officers and union members, as well as identify more with each other's roles and experiences.

Because of your overwhelming response, we will be hosting more security-focused events soon.

HELPING OTHERS! CYCLING FOR HOPE

This year, the **Habitat for Humanity Cycle of Hope** is celebrating 24 years of helping low-income families achieve the enjoyment of owning their first home, through fundraising efforts by the participating cyclists.

UFCW member Daniel Savchuk will again be participating and riding through the Rockies, beginning in Edmonton on July 3 and ending in Winnipeg on July 13. His goal is to raise at least \$3,000 for this worthy cause. The Local will be assisting him to reach his goal by holding a 50/50 draw at this year's Activist Conference scheduled for April. Daniel, a guard at Securitas Security, is probably the oldest Local 832 shop steward, but as he puts it, "Age is not age it's just a number."





JEFFREY LESANY

Member Profile

Jeffrey Lesany and his wife came to Canada about 33 years ago, right after they got married. He, as well as a lot of his friends, left Spain in about 1983 to try to find, as Jeffrey puts it, 'fame and fortunate', which he is still waiting to find. However, he did find his passion for cooking with his first job in Toronto. After about six months in Toronto, they decided they were moving to Vancouver to be by the ocean. But on their way there, they stopped to visit some friends here in Winnipeg and the rest is history.

Jeffrey and his wife made Winnipeg their home and have raised their four boys here. He found work as a cook at another restaurant before being hired on at the Westin (which is now the Fairmont) in October 1985. In 1996, Jeffrey's association with the UFCW began; he was one of the original organizers in bringing the union to the Fairmont. In those days, the employee/employer working relationship was not that great. The company started cutting hours, job security was being threatened, and employees were just a number. It was all about money for the Westin. It took a long time, but it was all worth it.

Jeffrey was ecstatic, "Good thing we won the vote because I'm sure the Westin had my pink slip ready for me and we had just bought our first house and we had our four boys."

After becoming unionized the workers felt more secure in their jobs and started enjoying their new benefits. Jeffrey became a shop steward and noticed that management began listening to employees and abiding by the collective agreement. Today, relations are good between the workers and management. There is mutual respect and they work together to rectify situations as they come up.

Today, Jeffrey is the day chef — or as he prefers to be called the 'executive egg flipper' — and cooks the breakfasts and lunches at the hotel from Monday to Friday. After 32 years, he says he deserves to work his preferred shift. He feels pride in the part he played in the hotel becoming a unionized workplace. Employees sometimes still come up to him and thank him for being union members.

NEW HIRE FOR WESTMAN AREA



Claudia Colocho
Union Representative

UFCW Local 832 President Jeff Traeger is pleased to announce the hiring of Claudia Colocho as a relief union representative for the Westman area. Claudia will be assisting the union members at McCain Foods and CDC Warehouse.

Claudia's association with UFCW began in 2005, when she moved to Brandon from El Salvador to work at the Maple Leaf plant under the Temporary Foreign Worker Program. Prior to joining UFCW as a full-time staff, Claudia worked at the Occupational Health Centre as the project co-ordinator for the First Language Health and Safety Training for Newcomers in the Food Processing Industry, Claudia had also been doing contract work for UFCW as the Spanish interpreter at the Brandon office since 2010.

CULPABLE vs. NON-CULPABLE ABSENTEEISM



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Every year we receive numerous inquiries regarding Attendance Management Programs (AMPs). This article aims to address some of the more common issues that generally arise with these programs and absenteeism in general. There are two types of absenteeism: **Culpable** and **Non-culpable** (also, referred to as innocent).

CULPABLE absenteeism is when the cause of an employee's absence is the employee's fault. Examples are: arriving late for work, leaving early, no call/no show, or abuse of sick leave benefits. Discipline is the likely result for culpable absenteeism, but it must be in accordance with the collective agreement and can be grieved.

NON-CULPABLE absenteeism is when the cause of the employee's absence is out of the employee's control. Some examples are: sickness, injury, disability, or family emergency. Employees cannot be disciplined for non-culpable absenteeism. It is a human rights violation to discipline for non-culpable absenteeism. If an employee's non-culpable attendance rate rises beyond what is expected by the employer, the employee will generally be placed on an AMP.

AMPs are programs put in place by employers for the purpose of monitoring the attendance of employees with high absenteeism rates. Once on an AMP, an employee's attendance will be reviewed on a regular basis with the employer. This is done to notify the employee about concerns with their attendance levels and to offer assistance, such as an employee assistance program (EAP), and/or training to employees in need. Employees on an AMP may also be required to produce medical documentation to support future absences. This requirement usually occurs after extended absences or a high amount of single-day absences. Employees required to produce medical documentation must be clearly advised of the requirement and the consequences for failure to adhere to the requirement, as the consequences are usually disciplinary in nature.

During the first step of any AMP, the employer is required to make clear its attendance expectations, and the potential consequences of the failure to live up to those expectations. If an employee's absenteeism record does not improve, there usually will be several more steps in the program where the parties meet again to reiterate the employer's position. Eventually, if attendance does not improve, the employee will be warned that termination could occur if absenteeism is not reduced. This type of termination is non-disciplinary.

The rationale for termination in these circumstances is that, because the **employment relationship is contractual, both parties need to live up to their end of the contract** or the contract can eventually be broken. So, because the employer has hired an employee to provide work for them, it has the right to expect that work will be provided. As such, in certain situations it has been recognized that the employer has the ability to end the contract, notwithstanding the blamelessness of the employee.

However, there is a test that must be met by the employer prior to termination. The test is three-fold. The employer must establish the following **(1)** the employee has had serious problems with their attendance in the past; **(2)** the employee has been notified of the problem and the employer's expectations, yet continues to have serious attendance problems; and **(3)** the employee's attendance is not likely to improve in the foreseeable future.

AMPs vary from employer to employer, but generally follow the statements outlined above. If you have specific questions about an AMP in your workplace or you are currently on an AMP and have questions, please contact your union representative.

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UPCOMING REVIEW OF THE WORKERS COMPENSATION ACT



Phil Kraychuk
Health & Safety

For the first time in nearly 12 years, the Manitoba government opened The Workers Compensation Act (WCA) up for review. Since the PCs took house, this highly anticipated review would be the first specific review of an act that has such a high impact on workers across Manitoba. The current government does not hold a reputation of being labour-friendly and often workers' rights, safety, and compensation are set aside in favour of more loose laws favorable to employers and profits. This will be a major test for our government and for us to see how serious the PCs are about the safety and well-being of working Manitobans.

In mid-November, the review committee notified stakeholders across Manitoba that the 90-day consultation for submissions on the WCA was now open. That gave everyone an opportunity to provide feedback and recommendations on *The Act*. The 90-day public consultation period would close on February 15, and the review committee should have its report out by June 30.

Although the review was not unexpected, some of the topics that the minister asked for feedback on are deeply concerning. The Growth, Enterprise and Trade Minister Cliff Cullen asked the committee to consider the following:

The establishment of a maximum assessable earnings level: This means that the WCA would have a cap on the amount of earnings WCB can pay to an injured worker. It means that the **WCA would no longer be a fair system**. It means **it would treat injured workers differently and not equally**. It means that **the system would essentially be penalizing some workers** for getting injured at work, as they would no longer be receiving 90% of their earnings, but rather 90% of the cap. This is very worrying because if a cap

on compensable earnings is set, it **could mean that injured workers may not file a claim, as they could lose substantially more income**.

The creation of an employer advocate office: This is just offensive. We currently have a worker advisor office in Manitoba. This office provides advocacy to workers who are attempting to appeal WCB. This is a vital piece to the WCB system as it provides workers with a tool to navigate a very difficult system. The worker advisor office was created in an attempt to even the playing field. Employers have more resources and control than workers. Workers, when injured on the job, become extremely vulnerable and are left with little to no help. Although we have a worker advisor office, it is understaffed and under resourced. The money is there to run it properly, the government just refuses to do that and some of the funding is moved to different areas of government. An employer advocate office gives employers yet another tool to suppress WCB claims and fight the very system that is supposed to provide no-fault, no-liability coverage for injured workers.

These are just two examples of what the Minister asked the committee to consider. **If this is the direction our government is looking to go then we are all in serious trouble.**

UFCW Local 832 has been documenting issues and concerns with the WCB system for many years in anticipation of this review. We have provided a lengthy submission to the review committee on behalf of our 19,000+ union members.

If you have any questions or would like a copy of UFCW's submission on the WCA review, please do not hesitate to contact me directly at 204-786-5055 or 1-888-832-9832.

A reminder to health and safety committee members to e-mail your H&S minutes to h-s-minutes@ufcw832.com or fax to 204-786-3175

THE IMPORTANCE OF ORGANIZING



J.P. Petit
Organizing

Organizing is the existence of a union in the sense that more members signifies strength. Belonging to a union connects employees together to establish one strong voice when dealing with your employer on issues that affect you at your workplace.

A union is key when it comes to bargaining your wages and benefits. Instead of you dealing with your employer one-on-one, **you now have the union and all of its membership behind you.** UFCW Local 832 fights on your behalf, to get you higher wages, benefits, and better working conditions.

UFCW Local 832's practice is to hold proposal meetings to hear suggestions from the members as to what they would like see in their union agreement. After a tentative agreement is reached with your employer, a ratification meeting is scheduled where you receive and review all of the details on the deal prior to voting. You, as a union member, would still have all the say on whether or not to accept the collective agreement.

Another advantage of being a union member is job security. Unionized workplaces also recognize seniority and seem to have lower employee turnover. Unions fight and lobby for equality and fairness in the workplace, better training for employees and ensure all of its members work in a safe and harassment-free environment.

Support is one of the biggest benefits of joining a union. Besides the negotiators, Local 832 has staff that represents its members and ensures the collective agreement is being enforced. Union representatives are there to assist you in issues of discipline or dismissal or other matters of concern at your workplace. Unions are also important advocates of human rights and democracy.

Anyone interested in knowing more about becoming a union member, or interested in improving their workplace, can call me at 204-786-5055. 1-888-832-9832. or contact me by e-mail at jp.petit@ufcw832.com.



Next Generation of Leaders Learn about the Importance of Unions

Earlier in February, we welcomed students Cole, Tash and Cooper from the Red River College Business Admin program. They met with President Jeff Traeger and Secretary-Treasurer Bea Bruske to talk about the roles of unions in Canada.

NEGOTIATING

INCLUDING LEGISLATED LEAVES INTO COLLECTIVE AGREEMENTS



Martin Trudel
Negotiations

As Manitobans, we are very fortunate to have had a labour-friendly government that has implemented strong labour laws over the past two decades. These laws have been of tremendous benefit to the workforce.

We often take these laws for granted because they have been in place for quite some time and we fail to realize that they can be taken away at any time should a new government come into power. For example, now that the Pallister government is in power, it could decide to move the pendulum back towards providing corporations with more control and undoing the good done by the NDP.

This is the reason why we work extremely hard to try to incorporate certain legislation into collective agreements during the negotiation process. A perfect example of some of the important legislation we work hard to ensure is: Compassionate Care Leave, Domestic Violence Leave, Child Disappearance Leave, Organ Donor Leave, as well as improvements to Bereavement Leave.

Presently, all these leaves are currently legislated and part of The Employment Standards Code, which an employer has to observe regardless of whether or not it's in your collective agreement. However, it is still extremely important to include the leaves language into the body of your collective agreement

because if these laws were to be de-legislated, you could lose these privileges. But, if your agreement has wording regarding Compassionate Care Leave or Child Disappearance Leave, your employer would still be legally bound to accommodate you as per the collective agreement.

These are all leaves that have a significant impact in your respective lives should you ever be faced with a situation where you would need them. This is an example that shows a collective agreement encompasses a lot more than simply fighting for higher wages.

We are trying our hardest to improve your working conditions on all fronts. The union fights on your behalf to guarantee certain rights such as the aforementioned leaves and to retain benefits you enjoy today. This is why we need your continuous support and involvement during the negotiation process.

As I have previously mentioned, the core function of the union is negotiating collective agreements on behalf of its members. YOU, the members, decide what gets negotiated into your collective agreement. Once a tentative agreement is reached between the union and your employer, YOU, the members vote on whether or not to accept the deal.

A DONE DEAL!

On January 24, the members working at **Vantage Foods** in Winnipeg voted in favour of a new three-year collective agreement. The new deal contains a six per cent wage increase over the life of the agreement and some improvements to premiums. The focus in this round of bargaining was ensuring language in the agreement would help the members to receive their full complement of hours.

With improved language on job rotation and the cross-training program, senior full-time members will soon have the ability to maximize their hours on other lines.

Vantage Foods members will now be moving into the company's pension plan, so they should be on the lookout for the registration forms.



Healthcare Negotiations

Talks with the government are ongoing and we will be updating all members affected as things progress. But, we wanted to take a moment to share some experiences that your union has had in the past and what can happen when you show up, stay informed and get involved.

As an activist I have always been interested and taken part in what is happening with my union, because I recognize the outcome of negotiations, campaigns, etc.... will have a direct impact on not only my work life but my home life as well.

I have also been involved in many rounds of negotiations and have seen it first-hand when the membership gets behind the negotiating team and supports the committee in fighting for things like contracting out, wages, attacks on casual wording and many other concessionary proposals. We have always been able to count on our members to give us a very strong strike vote, which in turn gives us more power at the bargaining table. Our members know that when we stick together we are much stronger.

A very good example of that is our frozen food fight in the 1990s. We had many demonstrations and many campaigns where our membership came out and helped. Leafleting different MLA ridings, hammering in signs on Broadway, rallies at St. Boniface Hospital and many other locations. That was a very successful campaign because we had the involvement of our members and the members helped the union make the issue a public issue. To this day St. Boniface Hospital does not have frozen food. I would say that is a perfect example of the membership making the difference.

Aline Audette

Union Rep, UFCW 832

We here at UFCW took on the Conservative government back in the '90s when they proposed to bring in frozen food to several facilities within the WRHA. This would have potentially taken away hundreds of jobs in the entire Winnipeg Regional

Health Authority (WRHA). Many full-time and part-time positions at the St. Boniface Hospital would have been deleted, affecting over 100 UFCW members.

So we fought back. We went door-to-door, to let the people know that the government wanted to start serving disgusting food to their family members while they were in need of good, proper care. We put up picket signs along Broadway on a regular basis on the way to the legislative building for the public to read on their drive to work. We held mass pickets in front of the hospital and at the new building's proposed construction site. We were making headlines in the media and Manitobans began to pay attention, as they understood their family members could be affected if they were hospitalized.

Our members and the community came to realize that this would affect all of us here at St. Boniface, not just our kitchen workers. Everyone began buzzing about the privatization and the disgusting frozen food products that the government was trying to feed to our patients.

Patients then became aware and they asked their caregivers, our members, what was happening with the frozen food. We suggested to our members to encourage the patients and their families to write or call their MLAs to give their opinions on this issue.

Our members were engaged with this campaign by understanding the effect it would have on themselves and potentially their families if the government was successful at the time.

Knowledge is power. If you know what's going on and you get involved it is possible to fight back and win!

Carmela Abraham

Union Rep, UFCW 832

Helping Members Move Forward

In 2015, the St. Boniface Hospital provided notice to UFCW regarding deletions in the purchasing department, as the Winnipeg Regional Health Authority (WRHA) would be centralizing its purchasing services to one location. Since that time, there have been many delays along the way, however, the hospital has now informed the union that this transfer of services will take place effective April 3, 2017.

There will be seven union members affected—six buyers and one clerk V. These members were responsible for the purchasing of products for the hospital. We have already met with the employer to confirm the following options for the employees affected:

1— MOVE TO THE NEW NON-UNIONIZED LOCATION

The WRHA has specified that it will offer a position to these seven members at its non-unionized location. The member will have the option of whether or not to accept a position with the WRHA at its 5 Donald street location.



Hôpital St-Boniface Hospital
RECHERCHE • RESEARCH

2— BUMP

As per the provisions of the collective bargaining agreement, union members whose jobs are displaced can:

- Exercise his/her seniority to bump into any position within the scope of this agreement, provided he/she possesses the required qualifications to perform the job;
- Accept layoff or;
- Be placed on the appropriate casual roster.

The union will continue to meet with the hospital and the members about their options and assist them with this transition. The union will also post information on the union bulletin boards when or if bumping occurs.

Any member affected by this, who has any questions or concerns, can contact reps Aline Audette at 204-943-1869 or e-mail aline.audette@ufcw832.com or Carmela Abraham at 204-943-1869 or e-mail at carmela.abraham@ufcw832.com.

Increasing Number of Payroll Errors

In the last several months, the members at Winnipeg Regional Health Authority (WRHA) facilities and the St. Boniface Hospital have received a higher than normal volume of overpayment notices.

Typically, the Human Resources Shared Services (HRSS) issues a notice to the member who has been overpaid and sends a copy to the union. In the notice, the member is informed of the error and a repayment plan to the HRSS.

If you have received a letter from the HRSS for an overpayment, we encourage you to contact your union representative. Members in Winnipeg can contact either Carmela Abraham or Aline Audette at 204-943-1869. Northern Manitoba members

should call JP at 1-888-832-9832. They would more than happy to assist you.

Under the UFCW healthcare collective agreements there is language in regards to overpayments, which outlines the process. For full details, check your agreement and familiarize yourself with this language.

It is also important for the members to know that, legally, the employer cannot make any deductions from your wages unless authorized to do so. However, when an error is made, the employer has the right to recover the overpayment in a fair and reasonable manner. Remember, your union is here to help you!

Think You Have What it Takes?



Erin Selby
Education & Training

UFCW Local 832 is looking for members who are interested in facilitating our shop steward courses. Those who are selected will attend Facilitator Training to learn how to manage a classroom, how to engage members and how to make learning fun. You do not have to be a Shop Steward to apply.

A member who would be a 'good fit' for this position has the following:

- Comfortable speaking to large groups
- Comfortable using and learning new technology
- Enjoys connecting with others and supporting their educational goals
- Enjoys contributing ideas and thinking creatively
- Is well organized
- And most importantly has a positive attitude!

Would be helpful (but not essential):

- Experience public speaking
- Active in our union
- Familiar with labour law, their own collective agreement

To be considered, please complete the following assignment;

In 500 words, double spaced (about 2 pages), please explain how you would encourage more of your co-workers to attend a UFCW proposal meeting.

We are looking for you to use your imagination and we are looking for details. What would you do to encourage more people to share their ideas on how to improve your collective agreement? What would you do ensure the quieter people are heard from? Do you have a new way to catch their attention? How could you make the meeting meaningful and fun?

Please e-mail your assignment to Erin Selby, Training Centre Director at erin.selby@ufcwtraining.mb.ca along with your contact information.

Note: Interviews will only be conducted with those eligible and aligned with this project. Not everyone will be interviewed.

Those who are selected will be contacted directly.



UFCW LOCAL 832
2017 Activist Conference
TAKING ACTION
April 18-20 2017

Our webpage is your resource

Important information about the conference will be posted on our website.

Please use it as a resource for your conference information.

ufcw832.com

If you have any questions about the conference, please call the training centre at 204-775-8329 or 1-877-775-8329 or e-mail info@ufcw832.com

**Enrolment is now closed*

Together, We Can Achieve



In January, President Jeff Traeger, Secretary-Treasurer Beatrice Bruske, union staff Phil Kraychuk, Ron Allard, Michelle McHale and Chris Noto toured the Granny's Poultry plant in Bluemnort, as the company had expanded its facility and installed new equipment. The Granny's plant added 25,000 sq. ft. and renovated 12,000 sq. ft. with new state-of-the-art machinery, better lighting, more room and improved working conditions for the members. This brings the plant to a total size of 185,000 sq. ft.

A few years ago, when the name Granny's Poultry came up, the union representative would have probably cringed. There was a long list of outstanding grievances and workplace concerns.

"The rapport that we experience today is a far cry from where we were at several years back," stated President Traeger. "With both sides diligently working together through issues and engaging new activists who brought a different perspective, the workplace culture has improved."

Today, it is a healthier workplace for the members. The union and the company work together to try to

resolve concerns before they become a grievance and talks at the bargaining table were smoother during the last round of bargaining.

Of course, we don't agree on everything, but we are able to maintain a positive relationship and move through issues constructively. Union representative Ron Allard visits the workplace to make sure the company is abiding by the collective agreement and deals with any concerns the members may have.

Granny's Poultry is a farmer-owned co-operative and the largest poultry producer in Manitoba. UFCW Local 832 is pleased with the upgrades Granny's has done and the work its members do at the plant. So next time you are shopping look for these Granny's products—Fresh Tray Pack Chicken, Slow Cooker Roast, Seasoned Stuffed Whole Turkey or a Fresh Chicken Raised without the use of antibiotics. All these products and more can be found at your nearest Safeway, Sobeys or Loblaws stores.

Let's support all of our brothers and sisters and whenever shopping look for union-made, union-produced items.

THANK YOU EQ3! From the staff and executive board here at UFCW Local 832.

For your generous donation to one of our members in need. Your quality product made a huge difference in their life. It's actions like this that bring smiles and hope.

MEMBERS WAGES ON THE RISE

Effective March 19, union members working at **Sobeys West, Inc and Red River Co-op** stores, who were on the payroll at the start rate or in the progression scale on March 23, 2014, will receive a 25-cent-per-hour wage increase. All members hired after March 23, 2014, will continue up the wage progression scale until they reach top rate in their classification.

Members who are already at the top rate or over the wage scale will receive a 50-cent-per-hour raise starting on March 19.

In addition to the increases noted above, 25 cents will also be applied to the **top rates in the wage scales.**

The current collective bargaining agreement for Sobeys West and Red River Co-op members is set to expire on March 17, 2018. Therefore, these will be



the last negotiated wage increases scheduled under your agreement. However, UFCW Local 832 has already begun to prepare for upcoming bargaining in early 2018 with the employers. Members will be notified as things evolve.

The union encourages members working at these stores to double-check their pay stub, especially at the end of March, to make sure they are being paid correctly. Should you have a question regarding your pay or any other issue at your workplace, contact your union representative.

Winnipeg Head Office

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LOBLAW UPDATES DRESS CODE

The union has received several calls from its members since the new Loblaw nation-wide dress code policy went into effect on January 2. One of the main concerns from the members is would they be able to get extra shirts, so that if they are working four or five shifts a week, they don't have to wash their uniform shirt every night. Another common question was whether or not they can wear a sweater over the top of their uniform (event) shirt if the temperature is cold.

The **answer to both questions is yes.** The company has assured the union that you can ask for more work shirts as needed. For cool temperatures, you are allowed a black cardigan over your event shirt, or a long-sleeved or turtleneck shirt under your event shirt.

Take the time to review the attached updated dress code, which is also posted at your workplace, and if you have any questions or concerns, contact your union representative. Or, if you request an extra uniform shirt and you are denied for whatever reason, call your rep immediately.



DRESS CODE POLICY – REAL CANADIAN SUPERSTORE

Colleagues of the Real Canadian Superstore are required to adhere to the following dress code:

- Company-supplied event shirt: clean and pressed. Shirts should be tucked in, or alternatively, must not hang below the hip.
- Colleague name must be clearly written in the space provided on event shirt.
- Black, clean, pressed dress pants.
- Black, clean, polishable shoes - no open toes or heels, or "Croc" type slip-on footwear. CSA approved safety shoes must be worn by all colleagues operating pallet jacks or power equipment.

In addition to the above, all colleagues are required to adhere to the following requirements:

- Clean half-aprons, as supplied by the Company, may be worn by colleagues.
- **Food Production Departments** - Clean aprons/smocks or whites (as designated by the specific department) worn in all food production departments. Aprons and smocks to be worn over event shirt and removed when in customer/public areas of the store, including the sales floor.
- Hair to be kept neat, clean and away from the face. A hair net and beard net is required in food production departments. Hair must be kept to natural colours and a conservative style while at work.
- Male colleagues must be clean-shaven or have a neatly trimmed beard or moustache.
- Visible body and facial piercings are permitted within the following parameters:
 - Earrings: Maximum of 3 per ear, studs or hoops not exceeding 1.5 centimeters in diameter or hanging down more than 3.0 centimeters. Ear gauges not to exceed 10 mm.
 - Single, small, nose stud not exceeding 3 millimeters in diameter (no septum or rings).
 - All other visible body piercings must be removed while on shift.
- No facial or neck tattoos are permitted. Any other body art must not be hateful, lewd, or contain offensive language or graphics.
- Colleagues requiring door access must carry access cards, issued by the Company, in the manner prescribed by the employer.

Cool Temperature Options:

- Black cardigan over event shirt, or long sleeved or turtleneck shirt under event shirt, allowed for cool temperatures.

Variations of this dress code may be stipulated in your specific department and may include specifications to meet Food Safety requirements such as hair and beard nets. Exceptions may be allowed for bona fide religious reasons.

All colleagues have an obligation to present themselves in a neat, clean, and professional manner to our customers. As a colleague of the Company, you are expected to adhere to all aspects of this Dress Code as it allows the Real Canadian Superstore to maintain a positive relationship with our customers. Failure to comply may result in the colleague being sent home to change; repeated incidents may result in disciplinary action.



Recently, the union has been dealing with a lot of questions regarding members working at the **MAPLE LEAF CONSUMER FOODS plant in Winnipeg** not receiving their correct vacation entitlement. This seems to be mostly affecting members who moved to the Lagimodiere plant from the Warman Road plant when it closed.

When the Marion Street and Warman Road facilities closed, the parties signed a Letter of Agreement stating **members** moving from these two plants to the Lagimodiere facility **would be credited with combined total service for vacation entitlement.**

Therefore, as per the collective agreement, vacation entitlement for **full-time employees** is as follows:

1+ years of service:

Two weeks' vacation with pay

5+ years of service:

Three weeks' vacation with pay

10+ years of service:

Four weeks' vacation with pay

19+ years of service:

Five weeks' vacation with pay

Employees must have their full year by April 1 to receive the above listed weeks of vacation. Maple Leaf's vacation period is April 1 to March 31.

Part-time employees receive vacation pay allowance based on their previous year's total wages earned January 1 to December 31 and is paid during the month of April of each year. Entitlement will be based on years of seniority with the company to December 31 of each year as outlined below:

Less than five years: 4%

Five years but less than 10: 6%

Ten years and more: 8%

Additional improvements to the agreement regarding vacations with pay that were negotiated during the last round of bargaining also include that union members, who have more than two weeks' vacation, can now **withhold booking one week of their vacation entitlement, and request those as single days throughout the vacation year.** The days must be pre-approved by management and are subject to business needs, availability on the vacation schedule, or whether or not the company can accommodate the request. One-day vacation requests are based on a first-come, first-served basis and employees can also use those vacation days to make up for lost days when work is slow. Plus, **employees can also now request to carry over two weeks' vacation with pay from year to year.** Requests to carry over vacation must be in writing and received by human resources by no later than December 1.

Vacation requests must be submitted by March 1, and the union encourages all of its members working at the Lagimodiere plant in Winnipeg to make sure they are receiving their correct vacation entitlement. The **company must post the approved vacation schedule by April 1.** For complete language on Vacations with Pay, members can go to Section 14 of the collective agreement, page 75.

UFCW Local 832 union members working at the Maple Leaf Consumer Foods plant in Winnipeg, who have any questions about their vacation entitlements or any other workplace concerns can contact their union representative Kim Ferris at 204-786-5055, toll-free at 1-888-832-9832 or via e-mail at kim.ferris@ufcw832.com.

Remember, the union negotiates these benefits for you, the member. Make sure you are receiving what you are rightfully entitled to. If you do not have a copy of your collective agreement, let Kim know and she will have one sent out to you.



Compass Group Loses Contract

After 10 years, Compass was unsuccessful at renewing its contract for food services in the Atrium at the St. Boniface Hospital. The members' last day was on January 31.

UFCW Local 832 is helping its members in every way that we can, and they are free to call their rep at any time, now or in the future.



INCOME TAX DEADLINE IS APRIL 30

Time is running out on taking advantage of getting your income tax done for the **union-advantage low price of \$20*** for members and \$45* for non-members.

There are six locations throughout the province—Winnipeg, Brandon,

Flin Flon, Russell, and two in Thompson. For complete details and a list of the locations, go the union's website at www.ufcw832.com or call the Income Tax Service in Winnipeg at 204-786.5037.

***Some conditions apply.**



The Retirees' Club Awards Scholarships

The UFCW Local 832 Retirees' Club would like to congratulate the latest recipients of the Cyrus Lister and Denis Allard Scholarships.

Each year, the Retirees' Club grants scholarships for \$750 to children or grandchildren of retired Local 832 members to help them accomplish their educational goals. This year's winners are:

Austin Jaques, grandson of retired Old Dutch member Jonell Jaques, is in his second year of his Bachelor of Arts degree at the University of Manitoba.

Melanie Lynn Arseny was unable to attend. Her grandmother Sylvia Hawryshko, retired Superstore member, accepted the award on her behalf. Melanie is in her first year of Electrical Engineering at Lakehead University.

Ashleigh Otto, granddaughter of Retirees' Club member Gerry Otto, is attending the University of Manitoba and studying Engineering.

Income Tax Services: A pamphlet mailed to you, incorrectly states, "Receive \$20 off preparation of Income Tax...". It should have said; **dues-paying members of the Retirees Club pay only \$20** (does not include spouse) to get their income tax done at the UFCW Income Tax Services. Call 204-786-5037 to make an appointment.

NOTES & NODS

Happy Birthday!

Jean Thompson — 86
 Don Berry — 85
 Alda Hanna — 84
 Bob Whittle — 84
 Reinhold Gall — 81
 Norma Kinnear — 80
 Robert Hilliard — 70

Spring Luncheon Date Set

Mark May 16, on your calendar. Invitation notices going out soon. Watch for yours in the mail.

SEVEN CLANS CASINO SEPTEMBER 11 TO 13

The trip is booked and the bus is ready to go to the Seven Clans Casino in Warroad, Minnesota! Call today to make sure you reserve your seat, they are on a **first-come, first-served** basis.

***\$119** (dues-paying members and spouse)
 *\$129 (non-members)

*Based on double occupancy, Single rooms \$149

To register or for more information, call either:
 Lila 204-837-3554,

Armand 204-832-1211, or

Joan 204-422-6670.

At Casino

Arrive on September 11. You will receive **\$70 of free play**, a \$10 meal credit and a \$5 credit for seniors' day. On Tuesday (September 12) you will get **\$50 of free play** and two \$10 meal credits. On Wednesday you get a \$10 meal credit for breakfast.

One more stop at the Duty Free Shop. Estimated time of arrival in Winnipeg is 7:30 p.m. on September 13.

Total rebates equal \$165!

Membership Discounts

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

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

Everfit Training

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

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

Dakota Chiropractic

20% discount on chiropractic care and adjustments.

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

RRSP for Local 832 Members

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

Contact Laura Mellon
204-938-4907

Work Authority

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

305 McPhillips St. Wpg
204-772-3433

or

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

Polo Park Hearing Centre

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

Located in Polo Park Mall
204-788-1083

SureFire Auto

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

555 Archibald Street, Wpg
204-233-2504

The Fairmont Winnipeg

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

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

The Velvet Glove

10% off all food and beverage.

Some conditions apply.

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

Anna's Denture Clinic

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

1681 Main St., Wpg
204-339-2422

Natural Wellness Chiropractic Centre

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

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

Fort Richmond Transmissions

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

3096 Pembina Highway, Wpg
204-261-7095

Pembina Dodge

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

300 Pembina Hwy., Wpg
284-6650

General Paint

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

1124 18th Street, Bdn
204-727-0295

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

1094 Nairn Ave., Wpg
204-982-6330

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

Brandon Chrysler Dodge

Pay \$300 above dealer net cost with the purchase of a new car.

15% off any service contract.

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

Wilder, Wilder & Langtry

Save on legal services. Call Joe Wilder.

1 Lombard Ave., Wpg
204-947-1456

Anytime Fitness

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

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

SDS Alarm Systems

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

Call Ron Tayler
204-589-7507

JETS TICKET WINNERS



LOUISE EMBURY won Winnipeg Jets tickets. She works at St. Boniface Hospital and took part in the December General Membership Telephone Town Hall. Members who participate in the TownHalls are entered to win tickets to upcoming events.



LAURIE YOUNG is the latest member to win Winnipeg Jets tickets. She works for Sobeys West at the Kildare Safeway store #4857. Laurie took part in the February General Membership Telephone Town Hall. Could you be our next winner?

Rick's Driver Training

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

Greenwoods Dental Centres

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

Bridgeview Bed & Breakfast

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

Autopac Write-offs

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

Visions Electronics

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

Celebrations Dinner Theatre

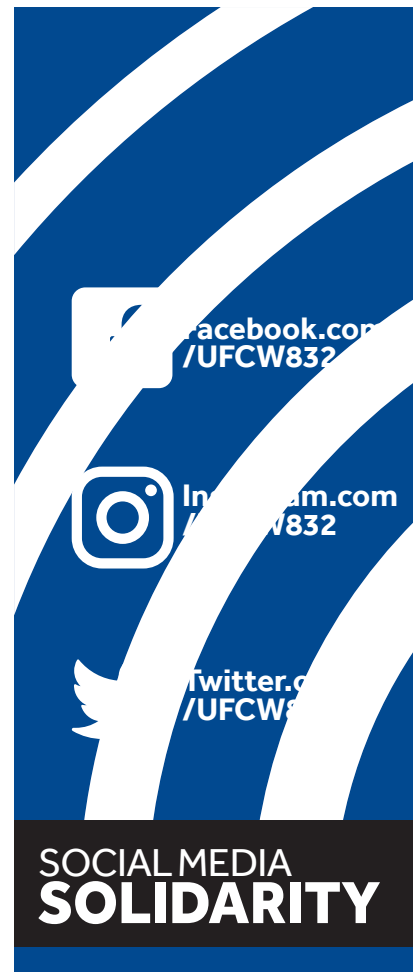
Save *25% off* regular price.
Located in the Canad Inn
1824 Pembina Hwy., Wpg
204-982-8282

Eye-Deal Eyewear

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

Sargent Blue Jeans

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



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SOCIAL MEDIA SOLIDARITY

Take part in Canada's #1 Labour Youth Program!

2017 UFCW CANADA YOUNG WORKERS INTERNSHIP PROGRAM

July 16 - 21 for the Prairies

To register, contact **Curt Martel**
204-786-5055 or curt.martel@ufcw832.com



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Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5