



hen President Jeff Traeger and I were elected to represent the members of Local 832, we made it our goal to meet with as many members as we could by attending general membership, proposal and ratification meetings. We also decided to visit the workplaces and training sessions where our members are. We wanted to hear of ways we can better communicate and work for you and with you.

My recent trip to The Pas, is another example of ways we want to reach out to communities and engage our members and keep them informed. Even the way we have negotiated our last two major agreements with Safeway and Loblaw saw us utilize our social media and website to reach out to our members. The benefits we saw from this were impressive. The number of members at the strike vote and ratification meetings was notable and the level of involvement from the members increased. This is why on June 10, we will be holding our first ever general membership meeting telephone town hall. Members will be called at 7 p.m. June 10 and they will have the ability to listen in and participate with the 15,000 UFCW Local 832 members. You will be able to ask us questions, hear about your local and then after you can go to our website at www.ufcw832.com and

click on the "Tell us what you think" button and give us feedback on how the telephone town hall worked. Good, bad or indifferent those who participate will be entered to win some gift cards at UFCW Local 832 represented grocery stores.

Another idea that has come out of meetings with members, is the ability to have an App for their smartphones. The local is currently working on a beta app that should be ready by the end of the year and based on your feedback, we will look at ways to improve it.

Our union will only become stronger with your help. With your help we will continue to offer strong collective agreements and be able to fight on your behalf.

In solidarity,

Beatrice Bruske

Secretary-Treasurer, UFCW Local 832

Beg Brusse

NEW WINNIPEG OFFICE HOURS

Effective Immediately the new Winnipeg
Office Hours are

8:30 a.m. to 4:30 p.m. Monday through Friday

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On the cover: Local 832 visits The Pas and surrounding area meeting with members.

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290 Davidson Street Neepawa, MB



Touring The Pas

Representatives from Locals 832, 1869 and the national office talk to members up north.

estled away on Highway 6 is a progressive town called, The Pas. Located about six and a half hours northwest of Winnipeg, the town has had several names over the years. It was originally known as W'passkwayaw then it was changed to Opasiquia and now it is The Pas. It's been known as "The gateway to the north" and over the years the town of around 5,500 has built a reputation of forward thinking and breaking down barriers that exist between the town and the Opaskwayak Cree Nation, a reserve that is located just across the bridge.

From April 21 to 23, UFCW Local 832 Secretary-Treasurer Beatrice Bruske along with Emmanuelle Lopez from UFCW Canada and Eric Flett from UFCW Local 1869 toured The Pas and surrounding area to meet with members and stakeholders. The union's goal was to investigate ways to better service the members in The Pas and to engage those who live on the reserve.

The group met with Gord Landriault, the constituency assistant to Churchill MP Nikki Ashton. Gord who lives close to The Pas, travels around the north and was a great resource about the history of the area. Gord discussed how the late Oscar Lathlin, the provincial MLA for The Pas, was someone who helped to breakdown barriers within the community. While The Pas has been a NDP strong hold both federally and provincially, Oscar was the first provincial MLA elected to the Manitoba legislature from the Opaskwayak Cree Nation. In 1995, Oscar narrowly won his first election. NDP MLA Harry Harapiak had won most, if not all, of the polls in this area in the previous

years. The community was not quick to support Oscar; but after each election from 1999 to his last election in 2007, Oscar won the respect of residents in both The Pas and Opaskwayak Cree Nation.

The group toured the IGA store on the reserve where UFCW Local 832 members work. They heard stories from the members on how they prepare food orders from northern communities to ship groceries up by rail two times a week. The northern business has become important for the store to keep members busy. The store has under gone a renovation that will be wrapping up soon. It increased its frozen foods and produce sections as well as putting up more racks giving a greater choice to the residents. OCR investment trust built the mall in which IGA is located. As told by Russell Constant, the President and CEO of the Paskwayak Business Development Corporation an initial investment into a trailer park grew into a gravel pit to more investments including the mall.







With housing being at a shortage on both the reserve and in the town, Russell said one of the future goals of the band is to build multi-unit housing. He sees project like the hotly contested bi-pole 3 project as a way to create jobs in the near future. When the band makes an investment, they look at ways to increase jobs in the local economy. Each project highlights needs in the community not just the reserve.

The group visited The University College of the North (UCN) and spoke with the director of communications. Jim Scott, who is also a town councilor for The Pas. Jim explained that the UCN works with employers in the North to address labour needs and adapting courses to meet those needs. Jim outlined that many of the students are parents and most are single without strong support systems in place. Specialized housing helps address some of those concerns, but more subsidized housing is needed to address this. The college works on educating students who are in the workforce earning minimum wage jobs, learning a skill and then finding employment earning \$18 to \$20 an hour. Jim mentioned numerous success stories of students succeeding and the smaller class sizes and more attention the students receive at UCN as one of the main reasons for the success rate of the graduates.

An evening general membership meeting was held at the Kikiwak Inn and a group of members from the IGA and the Extra Foods came to hear from Secretary-Treasurer Beatrice Bruske on the finances of the local and to also offer advice on ways to improve communication to the members in the north and across the province.



New 2-Year Contract Achieved at Chalet Malouin

Wages increasing by 5%.



FCW Local 832 members working at the Chalet Malouin in St. Malo ratified a new two-year deal on March 20.

The new collective agreement expires March 31, 2016, and contains a 2.5% wage increase for all employees retroactive to April 1, 2014, with another 2.5% wage increase effective April 1, 2015. The weekend premium will increase by 10 cents over the life of the agreement and a fifth week of vacation is now achieved after 14 years of service instead of 15 years. The bargaining committees also negotiated changes to the income protection language, clarifying that non-occupational injury will also be covered, to a maximum of 15 working days per injury.

Local 832 negotiator Michelle Masserey commented that, "This was a tough round of bargaining. As a non-profit, the Chalet has financial constraints and there is only so much money to go around."

The union is hopeful that in two years time the employer will be in a better financial position. Chalet Malouin is an assisted living/supportive housing/55-plus facility in St. Malo. The 17 UFCW members who work at the Chalet provide meals, housekeeping and laundry services for the residents.



Hours' Pay for Scheduled or Called-in Shifts

Article 9.05 of the Loblaw agreement says so.

nder the LOBLAW's collective agreement, the company cannot schedule or call you in to work for less than four hours a day!

Recently, the union has received several calls from shop stewards stating that in some stores management has been scheduling members for three-hour shifts or asking them if they would mutually agree to only work for three hours. This is a violation of the collective agreement.

In fact, the company must also pay you four hours if it cancels your eight-hour shift and you happen to show

up for work because you did not receive proper notification of the cancellation. Or, if management sends you home after working only two hours of your scheduled six-hour shift, you get paid for four hours.

If you work at Loblaw and are being scheduled three-hour shifts or management is asking you to agree to work and be paid for three hours, **do not agree**. Know your rights. Your **union agreement says you are entitled to four hours' pay**. Members who have any questions or concerns regarding four hours' pay should speak to a shop steward or call their union representative.

Fairmont Negotiations Move Along

More dates scheduled for next month.



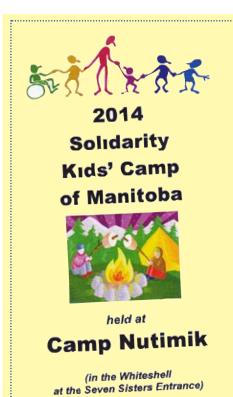
ocal 832 represents approximately 170 employees at The Fairmont Winnipeg, who work in reservations, front office, guest services, housekeeping, laundry, stewarding, culinary, banquets, inroom dining, lounge and at the Velvet Glove Restaurant.

The members' collective agreement expired on January 31. The

union negotiating committee—spearheaded by Marie Buchan, Lizarosa Angala, Lynn Bandlow, Jeff Lesany, and Efren Pagaduan—most recently meet with the company during April 22 to April 25. The committees did make some significant progress and agreed on several non-monetary proposals. The parties have scheduled additional

bargaining dates in June, August and September. Both sides are confident that a tentative agreement will be reached by September.

The union will continue to keep the members updated and encourages members to check the local's website at www.ufcw832.com for the most recent news on these negotiations.



he Canadian Labour Congress (CLC) sponsored 2014 Solidarity Kids' Camp of Manitoba will be held at Camp Nutimik in the Whiteshell from August 17 to 22. Some of the events during the week will be typical summer camp activities—swimming, crafts, sports, games, campfires and lots more.

Solidarity Kids' Camp is open to young people from 11 to 15 years of age who are the son or daughter of a union member. This camp includes all appropriate and necessary staff to ensure campers have a safe, educational and fun time. The weeklong camp focuses on subjects relevant to young people. It addresses challenges, which include social justice and equality issues. It combines learning with cooperative activities and loads of excitement.

Parents can drop off their kids between 3 and 4 p.m. on Sunday, August 17, and pick them up on Friday, August 22 between 12:30 and 2 p.m.

The cost is \$350 per camper, and the full registration is payable upon confirmation of camp attendance. UFCW Local 832 President Jeff Traeger announced the local would sponsor 10 kids this year. If you are interested in registering your child, forms are available at the union office or from your union rep.

For more information on the Solidarity Kids' Camp contact Cindy Murdoch, CLC representative, at 204-947-9494 or cmurdoch@clc-ctc.ca. Registration deadline is June 1, and space fills up fast. There is a limit of about 50 campers.



haka, Bangladesh—April 2014—One year after the horrific Rana Plaza factory collapse that claimed hundreds of lives in the Greater Dhaka Area of Bangladesh. UFCW Canada is travelling to Dhaka to meet with trade unionists, health and safety experts, and survivors of the Rana Plaza tragedy to express solidarity with the building collapse victims and demand better health and safety protections for textile workers everywhere.

Following the Rana Plaza tragedy, in which more than 1,100 factory workers were killed and 2,500 others injured. when their workplace building collapsed, UFCW Canada worked closely with international partners and leading retailers like Loblaw and H&M to secure an agreement that seeks to prevent similar tragedies from occurring in the future.

Known as the Accord on Fire and Building Safety in Bangladesh, the binding agreement requires some of the world's largest retailers and clothing manufacturers—who together operate more than 1,000 production facilities globally—to implement life-saving health and safety standards and put people before profits at their factories in Bangladesh.

But Walmart and other large corporations operating in the country have refused to sign the Accord, and there is still progress to be made among the agreement's signatories in areas such as factory inspection, workers' compensation, and workplace health and safety requirements.

To honour the workers who were killed and injured in the Rana Plaza building collapse, UFCW Canada's National President Paul Meinema is travelling to Bangladesh on a factfinding mission where he will meet with Rana Plaza survivors and see what has changed and what has not changed in the wake of the disaster. Brother Meinema will also be joining with allies to call on companies that have not signed the Accord to protect textile workers' health and safety, and will be reporting his findings to the Canadian labour movement at the Canadian Labour Congress (CLC) Convention later this month.

"The Rana Plaza tragedy highlighted garment retailers' complacency in protecting workers' rights and safety in Bangladesh and elsewhere, and UFCW Canada was proud to play a leading role in prompting corporate accountability on this issue," says Meinema. "However, Walmart, YM Inc. and others have yet to take real action to ensure that the events of last April never happen again, and these companies need to sign the Accord to demonstrate that they are serious about protecting all workers' health and safety."

BDL and Union Work on Deal

n April 2, the union and Brewers Distributor Ltd (BDL) began negotiating towards the renewal of a new collective agreement. The current collective agreement expires on May 31.

Negotiations are continuing this month and both sides are optimistic that they will reach a tentative deal prior to the May 31 expiry date.

Since the last set negotiations six years ago, a lot has changed at BDL They moved into a new

larger facility and long-service senior members of the core are beginning to retire. Another change is the faces who are sitting across the table from the union negotiating committee representing the company. The union



committee members feel that these talks have been more respectful and professional.

BDL members can keep checking the union website at www.ufcw832.com for further updates.

Local 832 Joins the Walk

National Day of Mourning April 28.



he National Day of Mourning was recognized on April 28. UFCW Local 832 joined the walk in support of workers killed and injured on the job.

Everyone has the right to a safe and healthy job, and the most effective way to guarantee a safe working environment is to join a union to secure binding health and safety language through collective bargaining. Our governments also need to hold corporations criminally responsible for workplace deaths, so that companies and managers know they'll be brought to justice for neglecting worker safety.

As members of Canada's leading union, it is essential for us to make clear to our governments and employers that even one worker death is too many, and that's why our union will continue to fight for safe jobs and healthy working conditions across the country.

RETIREE NEWS

What's on your calendar for the next few months?

Add these fun activities to the list.

he UFCW Local 832 Retirees' Club has a few exciting activities coming up in the next few months.

SPRING LUNCHEON

By now most retirees should have received their invitation to the annual spring luncheon scheduled for Tuesday, May 13, at the ANAF—3584 Portage Avenue for 12 p.m. The cost is \$6 each for dues-paying members and spouse, and \$9 for non-paying members. If you have not yet RSVP'd, call Carol today at 204-786-5055 as we need an accurate count for the food.

GOLF TOURNAMENT

Next is the **Retirees' Golf Tournament** on Tuesday, June 10, at Shooters Family Golf Centre. Again this year it is a shotgun start at 9 a.m. sharp.

This tournament is restricted to those 50 years of age and older. The cost for dues-paying members and spouse is \$22 per person or \$35 for non-members. This includes 18 holes of golf, lunch (hotdog or smokie, fries and a soft drink). Carts are available for rent.

There is a limit of 36 golfers; call Carol at 204-786-5055 or 1-888-832-9832 to register as a single, double or a team. Your registration is not complete until your full payment is received. Make your cheque payable to the UFCW Local 832 Retirees' Club and mail it to the attention of Carol at the union office—1412 Portage Avenue, Winnipeg, MB, R3G 0V5—by no later than May 30.

Come out for a fun filled day of golf and sunshine. There are course prizes and cash draws up for grabs! If you



CASINO TRIP

at 204-253-8839.

Last but not least, this year the Retirees' Club is making its way to the Prairies' Edge Casino Resort in Granite Falls, Minnesota, from September 15 to 18.

The cost of this trip is \$145 each for dues-paying members and spouse or \$155 for non-members. This price is based on double occupancy (add \$20 for single occupancy) and includes: a daily cash rebate (\$30 on day one and \$10 on days two and three), meal discounts and lunch specials for \$0.99 on each day. All first-time guests will receive an additional \$5. We will also be stopping to shop at Duty Free.

There are two pick-up locations and the buses will leave Safeway McPhillips at Jefferson at 7:15 a.m. and Safeway 2155 Pembina Highway at 8 a.m. You are allowed to park your car for the weekend on the north side of the parking lot away from the store at both locations.

To register for this exciting trip, call Lila 204-837-3554. Armand 204-832-1211 or Joan 1-204-422-6670, or e-mail sadudaj@mts.net by no later

full payment by **August 8** to the attention of Carol at UFCW Local 832, 1412 Portage Avenue, Winnipeg, MB, R3G 0V5 (Note: the postal code was inadvertently listed as R3K 1G4 in the last magazine. Remember, seats are on a first-come, first-serve basis.

RECIPE OF THE MONTH

POUND CAKE

1 cup butter

3 cups sugar

1 cup sour cream

3 cups all purpose flour

½ tsp. baking powder

6 eggs

1 tsp. vanilla pinch salt

Sift dry ingredients together. Cream butter and sugar until light and fluffy, add sour cream, stir in alternately flour and eggs to butter mixture. Add vanilla and salt. Pour into Bundt or loaf pans and bake in preheated oven at 325F for 1 hour and 20 minutes or until toothpick comes out clean when tested.

TOULTRY FARMERS COOR

\$2,500 **Awarded to Members** at **Granny's**

'n 2013, there were several occasions at Granny's where employees showed up at work, only to find out they could not commence their shift, as there had been a breakdown of machinery. The company advised employees of the breakdown along with a new start time by way of a notice posted at the plant.

The union took the position that the employer did not reasonably attempt to contact the employees prior to the commencement of their shift to advise them of the shift's new start time. The employer responded that it was not able to do so as the mechanical breaks occurred a relatively short time prior to the start time of the shift. However, the union was advised that certain individuals, who had the good fortune of having relatives or friends in supervisory or managerial positions, had been notified of the new start times prior to coming in to work. In the union's view, it considers that Granny's should have advised all of the employees affected in a similar manner. Because of this, the union filed three grievances relating to the non-notification.

During discussions with the company, it became apparent that the manner in which the employer is to notify employees in situations such as this was unclear. Therefore,

GRIEVANCE NEWS



the parties, in arriving at a settlement of the issue, agreed to implement the following procedure when there is a breakdown of machinery or other emergency that will delay the commencement of employees' scheduled shifts.

The company will reasonably attempt to communicate with the employees, be it through telephone, e-mail, etc., to advise them of the delay to their scheduled shift as well as advise them of the new start time to their shift.

If the company is unable to communicate the new start time to the employees prior to their arrival at their originally scheduled time, the company will provide the union with the reasons why it could not do so.

If the company is not able to communicate the new start time prior to the employees' arrival, the practice of advising them of the new start time when they arrive by way of posting so that they can then chose to leave and return at the new start time will continue.

It is the union's belief that this will put the onus on the company to contact employees prior to the commencement of their shift if it is going to be delayed. Then again, there may be occasions when a breakdown occurs at the last moment and the company will not be able to contact employees. In situations like that, Granny's will have to provide the union with the reasons for its inability to contact the employees and the union will then decide if the reason was reasonable. If not, then a grievance will be filed.

Additionally, as part of the resolve, the company paid to the union the sum of \$2,500 dollars, which it will distribute respectively to the employees affected by the company's actions.



s the hog industry is in a state of flux in Canada, Maple Leaf Brandon members prepare to start bargaining for a new collective agreement. Now one of the major employers in the province, Maple Leaf is facing a hog procurement issue with its Brandon plant only running at 67 per cent capacity when HyLife in nearby Neepawa is running at over 100 per cent.

Last month, the union held a one-day meeting with all of the Maple Leaf shop stewards in Brandon to review the current collective agreement and to talk about issues that the union has raised, which would be brought forward in negotiations. The stewards offered insight and ideas that lead to the April 27 meeting at the Keystone Centre. The union held five membership meetings in five different languages.

UFCW Local 832 President Traeger said, "It is important to us to hear from all of our members and that the members understand exactly how the negotiations process works. I'm impressed with those who came out."

After nearly 12 hours of meetings, the union now has a lot of proposals that it will bring to the company on May 29 when both sides are set to meet.

President Traeger further commented, "At the last round of negotiations, we worked with the company on translating the collective agreement into four different languages. This has helped educate our members on their rights and benefits in their collective agreement and with that comes more input from the members." said President Traeger.

Updates on negotiations will be available in future magazines and online at www.mapleleaf2014.ca





MAPLE LEAF BRANDON BARGAINING

2014-



MEET YOUR NEGOTIATING COMMITTEE



Jeff Traeger UFCW Local 832 President



Beatrice Bruske UFCW Local 832 Secretary-Treasurer



Brenda Brown UFCW Local 832 Representative



Elsa Alvardo By Products a.m.



Jason Cameron Shipping a.m.



Norma Fluker Ham Bone a.m.



Oleksandra Grechaniuk Clean Kill a.m.



Catherine Huys R & D a.m.



Jorge Johnson Sanitation p.m.



Kim Knox-Powers Picnic a.m.



Jose Martinez Lozano Loin Line a.m.



Sam Matiowsky Powerhouse/WWT



Ann McLellan Belly Line a.m.



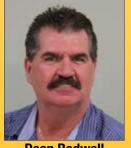
David Morley Stomach Chits a.m.



Kalpesh Prajapati Cryovac p.m.



Alfredo Reyes Belly Line p.m.



Dean RodwellChief Shop Steward

No Picture Available

Korry Rothwell Maintenance a.m.



Glenn Skipper Dressing Floor a.m.



David UrrutiaPicnic a.m.



Picnic p.m.



More Members=More Bargaining Power

Il 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 beforehand. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.

Autopac Write-offs

If Autopac says your vehicle is a write-off, call Brad Pallen at 204-284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your car's actual cash value and give you a free consultation as to what your options are. If arbitration is required, you pay only \$300 in arbitration costs—a savings of \$100.

The Fairmont/The Velvet Glove

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

- \$175 Sunday Thursday
- \$145 Friday/Saturday

To obtain these special rates, call 204-957-1350 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.

Wilder, Wilder & Langtry

Members can save big on legal services from Joe Wilder.
If you are looking for a lawyer to help you with wills, real estate,
family law or immigration, contact Joe at 204-947-1456. Make sure
you let him know you are a UFCW Local 832
member to receive the special rate.

Fort Richmond Transmissions

UFCW Local 832 members will receive 15% off any work before taxes. This includes transmission work, drive-line, brakes and suspension. For more information members can view their website at www.frtransmissions.com or call them at 204-261-7095. Fort Richmond Transmissions is located at 3096 Pembina Highway.

Kang's Taekwondo Academy

Two-month Taekwondo memberships and uniform for only \$99.

Phone 204-947-0261. Locations:

- 435 Cumberland Street, Winnipeg
- · Notre Dame De Parish, 1282A Dawson Road, Lorette

For a complete list of UFCW Local 832 membership discounts check the union website at www.ufcw832.com/discounts









GET IN SHAPE IN 2014

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

Passes are effective July 15, 2014, and are available in either a 6-month or a 1-year plan.

You can choose between: 6-month facility pass \$165 12-month facility pass \$308

6-month combo pass \$222 12-month combo pass \$433

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

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

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



Scan this page

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

Send form and cheque made out to UFCW Local 832 by July 4, 2014.

Passes will be available for pick up at any City of Winnipeg recreation facility on July 15, 2014.

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

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



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