



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832
NOVEMBER / DECEMBER 2015



Labour Strong!

Canadians Vote for Change



As the aftershock of the Liberal red surge that swept across Canada on October 19 has stopped, I have had some time to reflect on the results and ponder what is in store here for the working people of Manitoba. As a proud New Democrat, I was disappointed to see the outcome but, as they say, life moves on.

This election reminds me that we have to look at the silver linings. A country voted out Stephen Harper. After nearly ten years as Prime Minister, I won't be sad to see his style of politics come to a close. I am sad because in this election, voters said goodbye to some strong NDP Members of Parliament who lost in the election. Great leaders like Peggy Nash, Paul Dewar, Megan Leslie and here in Manitoba, Pat Martin. However, I look at Niki Ashton, who fought hard in Northern Manitoba to retain her seat, and Daniel Blakie in Elmwood-Transcona, who won back the riding his father once held.

While the seat count in the province federally remains the same, Daniel and Niki will have to be our voice in Ottawa to help protect labour from regressive policies.

I am reminded that the federal Liberals ran an election, which sounds pretty familiar. When you look at the promises made by our new Liberal prime minister, they sound a lot like what our Manitoba NDP has been doing over the last four years. Investing in infrastructure, providing the necessary funding for healthcare that in the past has been cut by the Harper government.

It's amazing when you look at the similarities, maybe Manitoba has been ahead of the curve on how to deal with a faltering Conservative driven economy. The Liberal campaign openly denounced balanced budgets to ensure the services Canadians rely on are there. The same thing our Manitoba government has been doing for the last few years.

The final silver lining in the October 19 election is no more Stephen Harper. But, while I appreciate every politician who runs and serves public office, when their personal agendas and campaigns create a culture of fear and divisiveness in our country, I am happy to see voters wise up and say enough is enough.

Let's hope Manitobans remember the reasons they voted Liberal in the federal election and realize they have been enjoying these policies in Manitoba for a number of years.

In solidarity,

A handwritten signature in blue ink that reads "Bea Bruske". The signature is fluid and cursive, written over a light grey background.

Beatrice Bruske
Secretary-Treasurer

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On the cover: Local 832 President Traeger joins other activists in the WLC Labour Day March.

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Light The Night

Local 832 presenting sponsor of event.



UFCW has been an advocate of raising money for the Leukemia & Lymphoma Society of Canada (LLSC) for many years. Local 832 chose Light The Night Walk, for the third year in a row, as its primary fundraiser.

Light The Night Walk is an event held in different cities across Canada to raise funds for LLSC. In Winnipeg, the five-kilometre walk began and ended at The Forks and took place on September 26.

With the help from numerous supporters and participants, the UFCW Local 832 team raised over \$61,000 for cancer research. To date UFCW Canada has raised more than 33.9 million dollars for LLSC.

“On behalf of the Local and the executive board, I want to thank our sponsors and everybody that walked,” said Local 832 President Jeff Traeger. “I’m proud to say that the Local 832 team was one of the top fundraisers.”

For the complete list of sponsors, check out the back page.

MFL Women's Workshop Held in September

A Woman's Vote Counts.



(L to R) Catherine Huys—Maple Leaf Brandon, Sylvia Aeichele—Superstore Brandon, NDP MP Niki Ashton, Patti Bolduc—Northern Spirit Manor Thompson, and Pia Morales—Lynn Lake Hospital.

The Manitoba Federation of Labour (MFL) Women's Committee held a workshop at the UFCW Training Centre on September 11. At the workshop, sisters from all MFL affiliates, including Local 832, attended a one-day course entitled, A Woman's Vote Counts.

The workshop agenda included keynote speakers Barb Byers, the

Canadian Labour Congress secretary-treasurer and, NDP MP for Churchill Niki Ashton. There was a discussion panel—comprised of Local 832 education director Heather Grant-Jury, Lynne Fernandez, from the Canadian Centre for Policy Alternatives, retired executive director of the MFL Occupational Health Centre Sonia Kowalewicz and activist

Suzanne Hrynyk—followed by a 'Q & A' period.

UFCW Local 832 members from Winnipeg, Westman and Northern Manitoba attended the workshop, some of whom are pictured above with NDP MP Niki Ashton.



Pictured (L to R) Lynne Fernandez, Heather Grant-Jury, Sonia Kowalewicz and Suzanne Hrynyk





IMI Members Vote "No" on Company's Offer Vote "Yes" for Strike Mandate

In other news around the table

FASD

Union members at FASD Life's Journey provided the bargaining committee with a strong strike mandate. This means that if the parties are not able to reach an acceptable agreement, a strike will commence on November 6 at 8 a.m.

However, the fact that the union committee can go back to the table with an exceptional strike vote, allows them to be in a much better position to negotiate with the company. It shows the members are united and gives them the power to lobby the government in an attempt to make positive changes to the current funding process.

The Local has scheduled membership meetings for November 4 and 5. At these meetings, the members from FASD will get a final vote on whether or not to accept the company's last offer.

ACL Virden

The bargaining committees for the Association of Community Living (ACL) in Virden will begin bargaining this month. The union committee—led by Martin Trudel, Valerie Leronowich and Judy Horn—will present the list of proposals to the employer on November 17. The parties will continue talks on November 18.

Following these talks, the union will provide the ACL Virden members with an update on the status of their negotiations.

Garda Security

Negotiations are gearing up at Garda Security. The first round of bargaining was held last month, October 14, 15, 28 and 29. At the first meeting, the union committee, comprised of union negotiator Martin Trudel, Debbie Jones and Oledé Oloko, exchanged proposals with the company regarding improvements to contract language and wages.

The union committee also discussed a potential new benefits package, as well as the incorporation of all former CORS employees.

UFCW Local 832 represents about 390 security officers at Garda Security.

Grace Hospital/DSM/ Pharmacy Program

At press time, the union had scheduled October 30 to meet with the management of the Grace Hospital, Diagnostic Services Manitoba (DSM) and the Pharmacy program to continue the negotiation process.

Negotiations had ground to a halt back in June. At that time, the management team advised the union that it did not yet have a monetary mandate from government, which resulted in the lag over the last few months.

About a month ago, UFCW was informed that a final mandate was being worked on, which should be ready for when the parties resume negotiations. Further dates are scheduled in November.



Five-Year Deal at Canada Bread

The rise and fall and then rise again of the Canada Bread negotiations began in May. The parties had more bargaining dates scheduled in June, which were cancelled by the company. However, the parties did meet in August and September.

After only nine days of bargaining, on September 17, the company served the union with a lockout notice effective September 26 at 12:01a.m. The notice stated Canada Bread would be locking out its members working at the Winnipeg plant on September 26 if a deal was not reached.

Then on Tuesday, September 22, in the late afternoon, Canada Bread notified the union that it was preparing a final-offer settlement. The company further stated that it understood in order for the union to schedule a meeting and have a proper vote on the acceptance or rejection of the company's final offer, it would delay the lockout date to Tuesday, October 6 at 12:01a.m.

UFCW scheduled a meeting for October 2 so that the members of Canada Bread could review and vote on the company's final offer. Canada Bread shut down its opera-

tions from 12 to 3:30 p.m. on that day to give all of the members the opportunity to attend the meeting.

On October 2, faced with a final offer from their employer, the members met to go over the terms of their proposed collective agreement. By a vote of 92 per cent, the members said yes to a new five-year deal.

Canada Bread is the leading producer and distributor of packaged fresh bread and bakery products. UFCW Local 832 represents approximately 70 workers at the Winnipeg plant.

TEXT
UFCW832
TO 8444

and keep informed on events at the local



It's Voluntary and It's Law!

The topic of working on Sunday, and the fact that it is voluntary, has once again emerged at some of the Loblaw stores.

Recently, the union has received calls from members stating that they are being threatened by management to open up their availability to work on Sundays. In one store, the manager has gone as far as stating, "If you don't make yourself available to work Sundays, you will be working every Saturday night."

This is totally unacceptable! Sunday work is voluntary!

"Threats against our members and using the schedule as a weapon will not be tolerated," declared UFCW Local 832 President Jeff Traeger. "The collective agreement and the laws in Manitoba, give our members the right to refuse to work on Sunday."

Furthermore, an employer cannot penalize an employee for refusing to work on Sunday. The union encourages any member who is being threatened or intimidated

to work on a Sunday, to contact their union rep immediately. The union is here to help you, but it can only help you if it knows about your situation or concern.

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Call 204-989-6653 or go to ww.mitt.ca/ptbridge for more information.

Jets Ticket Winner!



Congrats to Victor Palmer, who is a member at Impact Security. Victor took part in the September General Membership Telephone Town hall.

Members who participate in these town halls are entered to win tickets to upcoming events.

I Do Declare!

Declarations of Availability very important.

UFCW Local 832 wants to remind all Sobeys West/Safeway and Red River Co-op employees the importance of filling out a Declaration of Availability form.

The Declaration of Availability lets the company know what days you are available to work and whether or not you wish to take any call-in shifts.

Under the collective agreements, ALL part-time employees are required to submit their availability by noon of the second Tuesday of each four-week accounting period (for the following four weeks). However, **if you fail to fill out a new availability form changing your availability by the stated deadline, your existing declaration will automatically remain effective.**

There have been issues where members will call the union because the company has scheduled them for a certain shift that they are not available for. But then looking at their Declaration, they have not filled out a new availability. In a situation like this, there is not much that the union can do, as the company did not violate the collective agreement.

Full language on Declaration of Availability can be found in Articles 18.16 and 18.17 (pages 75-76) of your collective agreement.

Below are the deadlines for submitting your Declaration of Availability for the remainder of 2015. A new list of deadlines for submitting your declaration for the 2016 calendar year should be out shortly.

Due Date	For Period	Upcoming Holiday
Nov. 10	Nov. 29-Jan. 2	Christmas - Dec. 25
		Boxing Day - Dec. 26
		New Year's Day - Jan. 1
Dec. 8	Jan. 3 - Jan. 30	

Any member who has a question or concern regarding Declarations of Availability, or any other workplace issue, should contact their union representative.

OFFICE NUMBERS

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

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

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

Safeway Member Receives Full Back Pay

Last year, management at Safeway disciplined a produce manager for an alleged negative interaction with a second assistant. Then a week later, the company demoted the union member (produce manager) due to alleged 'performance issues'.

The produce manager had a medical issue, which the company had failed to appropriately accommodate him on.

As such, the union grieved both issues. However, just before the arbitration date, the company agreed to re-instate the employee to the next available produce manager position. Management further agreed to pay the member with full back pay for all hours missed and to remove the discipline for the negative interaction from his file.

During the grievance investigation, it also came to light that

the evidence the company was trying to use to support the performance issues were from two years ago, which was totally unacceptable.

The collective agreement is in place to protect you at your place of work. The union encourages all of its members to peruse their agreement and get to **know all of your rights and privileges.** If you need assistance or have a concern, call your union rep.

JOURNEY TO THE NORTH

HEALTH AND SAFETY



At the tour of the new Dauphin Co-op store. Pictured (l to r) northern rep JP Pettit, Ralph Zurba, Stacey McIntyre, James VanDongen and Phil Kraychuk



Phil Kraychuk

Director of Health & Safety

In August, I had the privilege of travelling to some workplaces in the North where Local 832 members work. My objective as the Local's health and safety director is to visit **every unit** we represent, including the Westman area and Northern Manitoba.

On August 4, JP and I left Winnipeg to begin our journey. Our first destination was the city of Dauphin. Once we arrived in Dauphin, we were able to visit members at a number of Co-op locations in and around Dauphin, the lumberyards, service stations and a grocery store. We were even lucky enough to take a special tour of the new Dauphin Co-op store a day before it opened! What an amazing store—it has a better and more modern open concept than the previous store, as well as improved lighting.

"This store is absolutely beautiful, it will definitely be more of a treat when I come to service the membership," said JP.

While in Dauphin, JP and I also visited the Extra Foods and Safeway stores.

We left Dauphin, heading further north to Swan River. The town of Swan River is situated along the Swan River, which flows into Swan Lake. It is believed the town is named for the swans that frequent the lake. At Swan River we got the chance to talk to members working at the Extra Foods.

Then back in the car we go and off to The Pas. The next morning, we spent time at the Extra Foods and the IGA stores in The Pas. UFCW Local 832 represents approximately 55 workers at the IGA and about 50 at the Extra Foods.

After servicing, we pulled into Timmy's, grabbed a coffee, and hit the road to go to our final destination—Flin Flon. In Flin Flon, JP and I spent a few hours walking a picket line in support of our brothers

and sisters from the International Association of Machinists and Aerospace Workers Local No. 1848, who were on strike against their employer Hudson Bay Mining & Smelting. On behalf of Local 832, we presented the president of Local 1848, Rene Beauchamp, with a small donation. The strike has since been resolved.

On Friday morning, August 7, JP and I visited the members at the North of 53 Co-op and Arctic Drugs. Before heading to the airport, we spent our last hour back at the picket line.

In continuing with my goal of visiting every unit the Local represents, I will be doing another northern tour in the New Year, in either January or February. Since my last tour was in the summer, I missed a lot of people who were on vacation.

I've pulled out my hat, mitts, snow boots and am planning my next trip. I'm looking forward to meeting more of our northern members and visiting their workplaces.



Health information is among the most sensitive types of personal information. This is why many employees are hesitant in responding to requests for medical information from their employers. However, failing to provide the requested information often results in threats to wages or benefits. So when you are asked by your employer to provide private medical information, you need to know what information you are obligated to provide and what information may be kept private.

When requesting sick pay, short-term disability, a return to work or an accommodation, it is generally expected that you provide your employer with information that is **reasonably necessary** to substantiate the illness or injury or to make an informed decision about a return to work or an accommodation. What is reasonably necessary differs from case to case.

Employers are not entitled to all the details of your medical condition. This is why blanket policies for requests for medical information are usually found to be unreasonable.

More specifically, and dependent on the language in your collective agreement, at the initial stages of absence, you may be obligated to provide the following medical information:

1. Confirmation from a qualified medical doctor that you are unable to work due to illness or injury;
2. Expected return to work date;
3. Prognosis;
4. Functional abilities;
5. Whether you are following a recommended treatment plan;

If an absence is suspicious, extensive, or if you are requesting a return to work from a lengthy absence or an accommodation, more medical information is often required. Information such as the nature of illness, an opinion as to your ability to perform certain tasks, cognitive or physical limitations may be required.



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Medical Information — What is My Employer Entitled to Know?

Any medical information released to your employer requires your consent and all information released must be kept strictly confidential. **Do not sign** a consent form that allows your employer to speak directly with your doctor, without first speaking to your union representative.

Actually, if you are unsure about any requests for medical information from your employer, the union encourages you to contact your union rep immediately. Also, **you should be concerned** if your employer is requesting information such as your diagnosis, treatment details, medications you may be taking, the causes of your condition or forms of therapy. This information may be required in some cases, but mostly it is considered private and your employer has no right to require you to provide it.

Remember, if you are unsure, call your union representative, as your rep will be able to advise you what information your employer is entitled to.

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NORTHERN EXPOSURE



UFCW Represented at Thompson Labour Day Event

Despite a little rain, there was a good turnout at the Labour Day festivities in Thompson, Manitoba. UFCW Local 832 northern union representative J.P. Petit attended the event.

The United Steelworkers President Les Ellsworth, Honourable Steve Ashton, Minister of Infrastructure and Transportation, and NDP MP for Churchill Niki Ashton all addressed the devoted crowd.

TRAINING CARRYING ON FOR NORTHERN MEMBERS

In September, UFCW Local 832 held two training courses at its Thompson office.

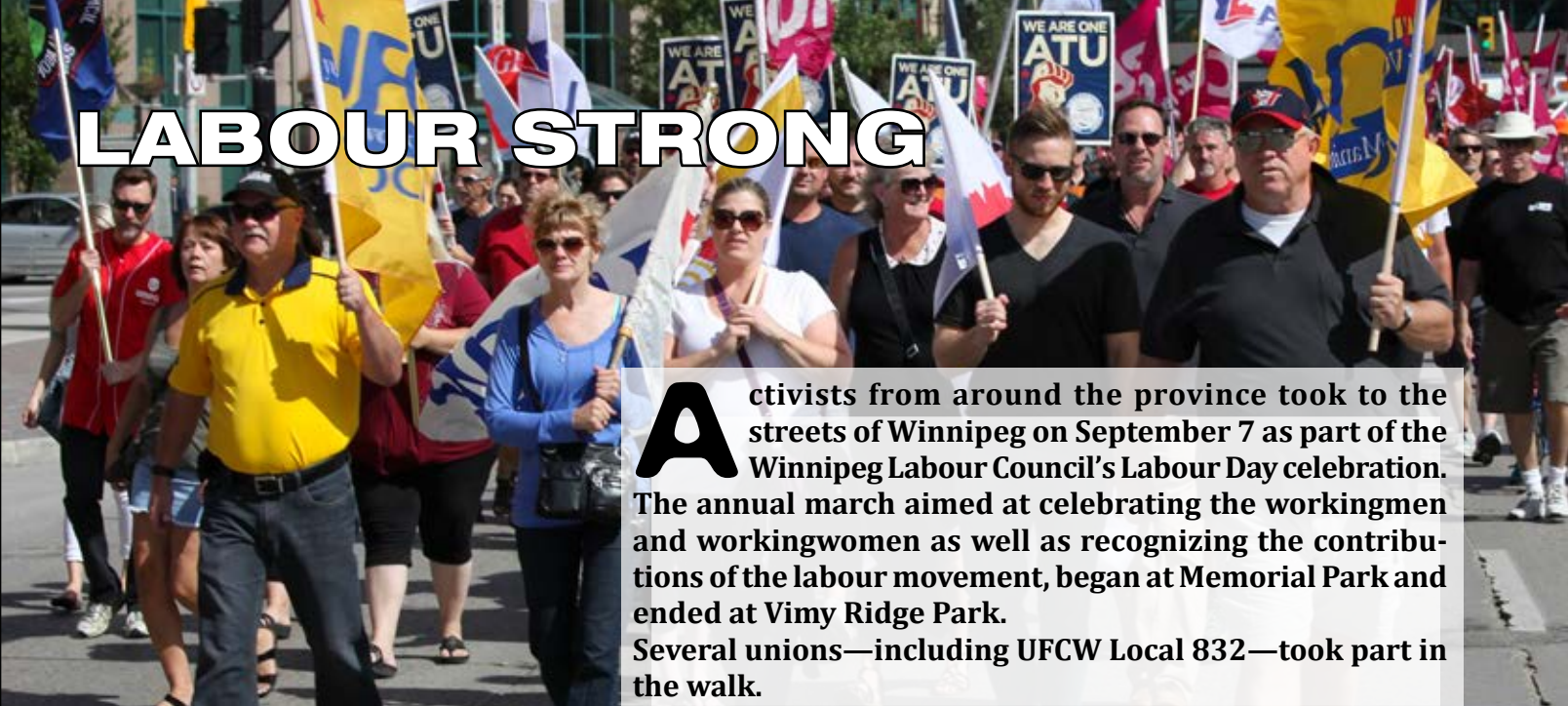
On September 21 and 22, members from various workplaces in Flin Flon, Gillam, Lynn Lake and Thompson attended the Level 1 health and safety course.

UFCW Local 832 organizing director Kim Ferris travelled to Thompson to facilitate a shop steward course called "Organizing". On September 23 and 24, shop stewards from Flin Flon, Gillam, Leaf Rapids, Lynn Lake, The Pas and Thompson participated in this class.

Northern union rep J.P. Petit said, "The members really enjoyed attending these courses. The activists are looking forward to sharing their experience and new information with their coworkers."



LABOUR STRONG



Activists from around the province took to the streets of Winnipeg on September 7 as part of the Winnipeg Labour Council's Labour Day celebration. The annual march aimed at celebrating the workingmen and workingwomen as well as recognizing the contributions of the labour movement, began at Memorial Park and ended at Vimy Ridge Park. Several unions—including UFCW Local 832—took part in the walk.

45 Years of Union Membership!

Breakfast celebration held September 18 for retiring members.



Every year, the Local recognizes members who retired the previous year. This year, the union held a retirement appreciation breakfast at the Canad Inn Polo Park on September 18.

Both UFCW Local 832 President Jeff Traeger and Secretary-Treasurer Beatrice Bruske attended the celebration, along with the Local's executive Board.

President Traeger thanked the newly retired members for their dedication and years of service to Local 832.

Barb Jones, a Communications, Energy and Paperworkers Union CEP retiree who is currently the president of The Manitoba Association of Union Retirees (MFUR), spoke to the crowd about MFUR and its purpose. She also talked about the importance of planning and being prepared for retirement.

"It is never too early to start planning for this day," Barb said to the retirees. "I keep telling my grandson that everyday."

There were 43 UFCW Local 832 members who retired last year. Of

those 43 union members, Andre Manaire, retired with 45 years of service. He was a union member at the Pepsi plant in Winnipeg. Andre is pictured above (plaid shirt) with (from left to right) executive board member John Sulyma, Secretary-Treasurer Beatrice Bruske and President Jeff Traeger.

ANY MEMBER RETIRING FROM THEIR WORKPLACE, SHOULD LET THEIR UNION REP KNOW.

The Local also has an active Retirees' Club—see page 14 for information on the Club.

Recipe of the Month

Cheddar Soup

3 tbsp. butter
1/4 cup chopped onions
1/4 cup diced carrots
1/4 cup flour
1 tbsp. chicken bouillon
1/2 tsp. paprika
1/2 tsp. dry mustard
4 cups milk
2 cups grated cheddar cheese

In a medium saucepan, melt butter and sauté onions and carrots until tender. Blend in flour, bouillon, paprika and mustard. Gradually stir in milk. Cook, stirring frequently, over medium heat until mixture boils and thickens. Remove from heat and still in cheddar cheese until melted. Serves 4.

FOOTNOTES

Remember to take a few minutes on **NOVEMBER 11** to honour the members of our Armed Forces who have died in the line of duty.

Birthday wishes to
Mary Evans - 85
Margaret Bakker - 80
Juliu Galambos - 80
Audrey Brechka - 75
Doreen Bryan - 65

Celebrating a special event—
let us know.

Jackpot Winners!

Seven Clans casino trip a success.

This year's casino trip, September 14 to 16, to the Seven Clans casinos in Warroad and Thief River Falls, Minnesota, was an adventure. The casino trip to the United States has become one the Retirees' Club most-popular events, and this time it was no different—the bus was full.

Two people enjoyed the trip a little more than the rest of the group, as they came home big winners. Doris Fillion won \$1,000 and Patricia Kernot won \$962.

The Retirees' Club is planning a trip to either the Sand Hills Casino in Carberry, Manitoba, or the casino in Warroad, Minnesota for the New Year. Watch for full details in the upcoming issue of UNION.

Good Meal, Good Socializing

The turnout for the fall Retirees' Club luncheon on October 13, was once again terrific.

Everyone relished the hot meal and got a chance to socialize with one another. The winners of the cash draws were Bernie Fillion, Judy Wickens, Dwaine Nicholson, Kay Ipapo, Wayne Hacking, Elizabeth Stornel, Chuck McCormick, Lila Hornby, Emily Kokolsky, and Peter Kyryluk. The winners for the door prizes were Diana Bergunder, Chris Lazarko, Roger Morier, Americo

Di Vincenzo, Helen Skinner, Doris Fillion, Linda Tesoro, Richard Bristol, Claudette Doerksen, Keith Blackburn.

This is just a reminder that if you have not yet sent in your 2016 membership renewal form for the Retirees' Club, you must do so by the end of December. If you are interested in becoming a member of the UFCW Local 832 Retirees' Club, but did not receive a membership application, call Denise at the union office at 204-786-5055.

*Season Greetings and
Happy Holidays
to All our Members ...
from the Retirees' Club Executive Board*



GET IN SHAPE IN 2016

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

Passes are effective January 15, 2016, and are available in either a 6-month or a 1-year plan.

You can choose between:
6-month facility pass \$171
12-month facility pass \$317

6-month combo pass \$228
12-month combo pass \$443

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

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

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

To Order Your Pass:

download form at
www.ufcw832.com/recpass
or stop by the union office.

Send form and cheque made out to
UFCW Local 832 by January 4, 2016.

Passes will be available for pick up
at any City of Winnipeg recreation
facility on January 15, 2016.

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

Minimum Wage Went Up October 1!

On October 1, the minimum wage in the province of Manitoba went up to \$11.00. Most UFCW Local 832 collective agreements, particularly in the retail sector, have wording regarding minimum wage adjustments, which protects members in entry-level classifications.

Specifically, if the provincial minimum wage changes during the life of an agreement, **the new start rate for these entry-level positions will go up.** For example, if you are a sales serve clerk working at a Red River Co-op or Superstore, you should not be earning less than \$11.25 per hour.

For those who work in the security sector, the new security guard minimum wage also took effect on October 1.

UFCW Local 832 was instrumental in the development of this new minimum wage and members in this sector should be receiving \$11.75

Check your collective agreements, especially members who work in retail, to see if your agreement contains a minimum wage gap clause. You should also check your pay stub after October 1 to make sure your employer is paying you correctly.

If you have any questions regarding the increase to minimum wage, call your union representative or a shop steward at your workplace.

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Thank You!



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