



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

NOVEMBER / DECEMBER 2019



A Message from the President

Jeff Traeger

A Tough Time To Bargain

In June of this year, we opened negotiations at our Western Manitoba office with Maple Leaf Foods in Brandon. The plant has approximately 1,900 UFCW members working under one roof, and their contract will expire on December 31.

In late October, we opened negotiations with Hylife Foods in Neepawa. That plant has about 1,400 members, and their contract will expire on January 31, 2020 – just one month after Maple Leaf.

Regular updates for both of these negotiations can be found on our website at ufcw832.com. There is a Hylife update that can be found in this issue.

The pork processing industry makes a very important contribution to the economy of our province, and that's why it was so concerning that on the very day we opened negotiations with Maple Leaf – June 26 – China announced that they were closing their borders to Canadian pork.

An unscrupulous broker had tried and failed to pass off their product as Canadian pork and forged the veterinary certificates to make it look like the meat had come from our country when, in fact, it hadn't.

The Chinese government acted appropriately by closing their border until the fraud was investigated, and in the past, that border would have been opened quickly after the matter was sorted out, and with protections put in place to ensure it couldn't happen again.

But in today's highly politicized and tense climate between the governments of Canada and China, four months have passed, and still, the border remains closed. The Chinese market was the largest single market for Maple Leaf's pork and a very large market for Hylife, who sell much of their fresh, chilled product to Japan as well.

Both companies have done very well finding alternate markets for their product, but if the border stays closed for an extended period of time, it will undoubtedly have an effect on our members working in this industry.

As if that wasn't enough, most of Asia, Africa and Europe are currently seeing a porcine epidemic known as African Swine Fever (ASF). This disease, while not harmful to humans, is fatal to pigs – there is no known vaccine or cure, and the animals often die within ten days of contracting it.

It's estimated that China alone has had to euthanize 150 million of their 440 million pigs as ASF spreads across their country. While no cases have been reported in North America yet, the threat to the industry here in Canada is extreme and both Hylife and Maple Leaf are taking extensive measures to protect their herds and their facilities.

All of this means that we're bargaining in the worst climate imaginable. However the opportunity to increase production and sales to China once the border is open is the silver lining in the dark cloud. We believe that a better day is just around the corner as the need for Canadian pork in Asia and elsewhere is bound to increase dramatically.

Whatever happens, Local 832 is determined to see that the employers recognize the contribution our members make to the success of Manitoba's pork industry. Both at Maple Leaf and at Hylife our goal is to achieve good contracts that allow the company to be successful in the marketplace and keep our members at the forefront when it comes to being compensated for the hard work they do each and every day.

INSIDE THIS ISSUE:



On the cover: UFCW 832 raises funds to support the Leukemia and Lymphoma Society of Canada

- UFCW 832 says Goodbye to Healthcare Members... 4
- Why We Walk to Support LLSC 7
- Grand Opening at Red River Co-op 8
- Our Relationship with Stella's Management so Far... 9
- Successful Grievances: A Year in Review 10
- A Well-Run Committee is Best for Everyone 11
- Gillam Co-op's Hectic Summer..... 12
- Hylife Bargaining Just Starting up 13
- Member Profile - Theresa Holfeld..... 14
- Are the robots going to steal my job?
- Only if we let them..... 16
- Bargaining More Than Just a Free Lunch 17
- Retiree's Page 19

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UFCW 832 says Goodbye to Health care Members

The Health Sector Bargaining Unit Review Act (known as Bill 29) was introduced in 2017 by our provincial Conservative government.

Bill 29 was introduced as a way to reduce the number of bargaining units in health care across the province, and supposedly make bargaining more streamlined. In actuality, instead of trying to work with the unions and the front line to address any concerns, the government created a system to pit unions against each other and distract unions from opposing our government's agenda of cuts and austerity. As an extra undemocratic twist, the provincial government timed the Health care votes to run at the same time as our provincial election, making it very difficult and exhausting for union members to also get involved in the provincial campaign against these cuts.

While UFCW 832 is the largest private-sector union in Manitoba, our numbers in health care were not as large the other public sector unions. As a result, UFCW was not successful in the

results of the votes, and we will greatly miss our members that we have worked with for so long.

UFCW 832 put forward a campaign that we are all very proud of. We stayed true to our values, we didn't hand out any false information, and we ran our campaign without any negativity towards the other unions involved in the vote. For that, we should all be proud!

To all of the members and staff who worked with us on this campaign, we want to take this opportunity to thank you for your assistance, support, and hard work. It did not go unnoticed and was always appreciated.

Special thanks to Erin Selby, our training centre director and campaign coordinator and her team at the call centre (Tim, Charlene, Sophie & Andrea) for running a fantastic campaign. Chris, for all the extras and for working with me before the "official campaign" began, and an extra special thank you



to our health care reps, Carmela, Joe, Mike and Jason for campaigning for weeks on end while continuing to help out members on a daily basis.

And last, but not least, to our health care members, we want to wish all of you great success with your new unions. CUPE & MAHCP are very lucky to be representing some amazing members with a true understanding of what it means to be in a union.

In solidarity,

Marie Buchan



UFCW Helps raise funds to fight blood cancers



On September 28, UFCW Local 832 joined families, friends and neighbours in Winnipeg, and again in Brandon on October 5th, for another Light The Night Walk to support the Leukemia & Lymphoma Society of Canada (LLSC) to help the fight against blood cancers.

UFCW wants to thank everyone who took part both in Winnipeg at the Forks and in Brandon at the Riverbank Discovery Centre.

Since 1985 the UFCW Canada union family of members, activists and Local Unions have altogether raised over \$43.7 million over the past three decades for The (LLSC). UFCW is proud to raise funds in support of the vital research, outreach and education work of the LLSC.



Brandon (Left) Alyxis Stewart (survivor) with her cousin Paisley.

(Right) UFCW member from Sobeys, Bonnie Poets Sharpe, her husband (survivor) Steve Sharpe, his daughter Julie Sharpe and her boyfriend Cole.



Why We Walk to Support the Leukemia and Lymphoma Society of Canada

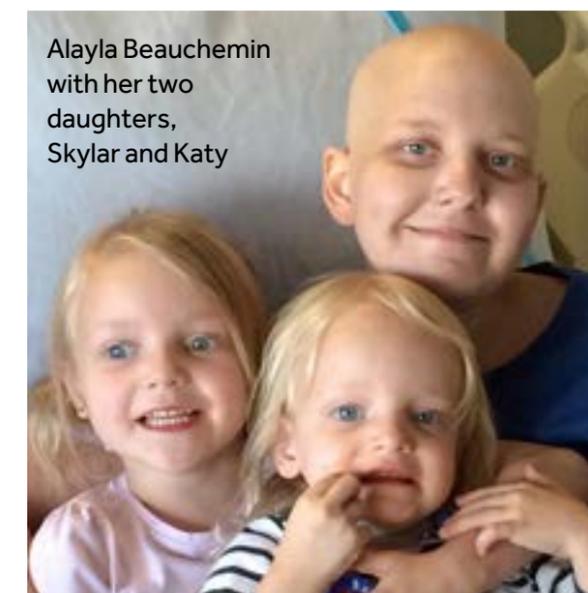


Erin Selby
Education & Training

Every year UFCW locals across Canada take part in the Leukemia and Lymphoma Society's (LLSC) Light the Night campaign. An estimated 138,100 people in Canada are living with, or are in remission from, some type of blood cancer. Sadly, nearly 3,000 Canadians die from leukemia each year. Alayla Beauchemin was one of them.

Alayla's mom, Diane Kehler, is a UFCW Local 832 member working in the Tuxedo Safeway. Her 23 year old daughter, Alayla, was diagnosed with leukemia November 12, 2016. Diane knew leukemia was bad, but she didn't expect how quickly it would steal Alayla from her family.

It started out as a simple sore throat. Alayla's doctor thought it was tonsillitis but she wasn't getting better and was increasingly tired. After testing her blood, the diagnosis was obvious; Alayla had an aggressive form of leukemia and began treatment almost immediately.



Alayla Beauchemin with her two daughters, Skylar and Katy

In the months that followed Diane was either by Alayla's bedside or looking after her two granddaughters Skylar (7 years old) and Katy (5 years old). There were several times Diane didn't think Alayla would live through the weekend but Diane says her daughter kept fighting, "She was fighting for her daughters, that's what kept her going".

Alayla fought long enough to go into a short remission but unfortunately her body was too weak to fight off a lung infection that ultimately took her life. With family by her bedside, on May 20, 2018 Alayla lost her battle with cancer.

Since 1955, LLSC has been on the forefront of blood cancer advances such as chemotherapies and stem cell transplantation, treatments that are saving thousands of lives today. Donations to LLSC help to fund 41 active research projects all working to find a cure for blood cancer and with a cure, other families won't need to suffer like Diane's does, "I shouldn't be burying my daughter and have her two little ones having to watch her being sick".

Diane knows it's too late for her daughter, Skylar and Katy's Mom, but says donations can make a difference for another family, "Without the donations there's no research. And with research there could be a cure".

If you'd like to help families like Alayla's, please consider sending a donation as part of the UFCW Local 832 team to:

**The Leukemia & Lymphoma Society of Canada
#590, 1212 31 Ave NE, Calgary, AB T2E 7S8
(Memo line "UFCW Local 832 LTN")**



Back row, left to right: Bernie Antonation, Diane Dheilly, Kim Swistun, Marilyn Davis, Erin, Benjamin Bawdon, Aaron Hiebert, Marina Halligan, Sharon Potter, David Garnett
Front row, left to right: Tracy Barker, Tracy Morgan, Sue Henry, Cathy Kenny, Cam McQuat (Shop Steward)

Our Relationship with Stella's Management So Far...

Stella's first joined UFCW Local 832 in December of 2018, right before Christmas. This came after the incredibly eye-opening #NotMyStellas Instagram account launched, sharing hundreds of complaints from staff both past and present about harassment and inappropriate behaviour by the Stella's management.

Every employer that is newly unionized reacts differently. Some are willing to acknowledge the reasons why they were unionized and actively work towards fixing the problems in their workplace. However, many of them are resentful of their staff. It really highlights the lack of appreciation that most management has for their staff, and this is all the more reason why employees need to band together to build one collective voice. Regardless, Stella's fell into the category of management who are resentful of their staff for speaking out. Even after all the negative media, they were not willing to listen or compromise on many of the key issues.

While this very public campaign was going on, a group of employees still working at both the Sherbrook and Osborne locations wanted to stay working at Stella's, but also wanted ongoing protections. So they reached out to UFCW and started an internal campaign to join the union, and in December of last year, they were successful in that campaign!

Thankfully, here in Manitoba, as part of the Labour Relations Act, we can apply to have the first contract imposed by the Manitoba Labour Board. This helps everyone to move the process along, and it helps avoid strikes before the first contract is put in place. Essentially, both sides get to start getting back to normal, but with the addition of a collective agreement and grievance process that will help improve many things in the workplace. It also holds management's feet to the fire with the grievance process.



Following that, the Union proceeded with the normal tasks of hosting meetings and creating online forms so that the new members at Stella's could submit bargaining proposals and form a bargaining committee. It was the Union's hope that we could meet with the Employer and actually work out solutions through fair bargaining. But, instead of acknowledging the problems that still need to be worked out, management resented their staff for standing up for themselves. They would not move on many of the issues that would help make their staff members' working lives better, and therefore improve their overall company image.

So in September, the UFCW members at Stella's finally got their first contract. This was a victory in itself, but it was short-lived, as management is taking a unique interpretation of the contract in order to hold back wage increases for everyone.

As of the publication of this magazine, UFCW has filed five grievances - a record number in the first month - and an unfair labour practice. Our plan is to get those wage increases for the new members by Christmas.

Management is fighting against us every step of the way, spending thousands of dollars to avoid giving out wage increases, and to fight against basic respect and dignity in the workplace.

We will continue to fight to improve the lives of our members at Stella's.

Grand Opening at Red River Co-op

With the renovations at the Grant Park location finally complete, the management and membership were able to celebrate a grand opening! The new store looks great, and the members should be proud of all the hard work they've done to help the get new store up and running!

The grand opening was an all-day event on October 5th, with lots of activities throughout the day and a pancake breakfast, live music and entertainment.



John Mort (Health and Safety) and Vin Ablack, (Shop Steward)



Benjamin Bawdon, member

Successful Grievances: A Year in Review



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

As 2019 comes to a close, we thought we would take this opportunity to do a total of the awards that UFCW has won for the membership. But first, we want to quickly go over the grievance process for those who have not had to go through it.

The Grievance Process in Four steps:

1. The union rep will attempt to meet with the company to resolve the matter.
2. If the settlement discussions with the company fail, and if the union rep believes they have a legitimate case against the company due to a breach of the collective agreement, the grievance file will be forwarded to the Union's legal department.
3. The legal department will review the grievance file based on the facts, the collective agreement language and previous arbitration decisions. They will make a final determination as to whether or not the grievance should be sent to arbitration.
4. If forwarded to arbitration, an arbitrator will then be appointed and the parties, through their lawyers, will set dates for an arbitration hearing.

The vast majority of grievances are settled in our members' favour prior to the arbitration hearing taking place. This is primarily achieved through ongoing settlement discussions between the UFCW 832 legal department or Union rep and the company or their legal counsel. However, there were still a fair amount sent to arbitration.

Unfortunately, referring a file to arbitration is not cheap. Even though the vast majority of matters were settled prior to an actual hearing taking place, the Union still paid out approximately \$100,000 in arbitrator fees so far this year.

HIGHLIGHTS:

371 grievances were filed against employers (as of November 1)

212 of those were resolved directly with the employer before sending to legal.

159 cases were sent to legal, 44 of them were able to be resolved without referral to arbitration.

90 cases were resolved after referral to arbitration.

Some other highlights of the Union's successes in this process were that the Union was able to have approximately 40 disciplinary notices, be it warnings or suspensions, reduced or totally removed from our members' personnel files. This includes having six members reinstated to their positions after the Employer terminated the member's employment.

And finally, through the arbitration process, the Union was able to put over a **quarter of a million dollars back in our members' pockets.**

A Well-Run Committee is Best for Everyone



Curt Martel
Health & Safety

Manitoba's Workplace Safety and Health Act is based on an Internal Responsibility System (IRS), which acknowledges that workers, supervisors, and managers all have a crucial part to play in keeping the workplace safe and healthy.

UFCW 832 is happy that we do not have much conflict with employers when it comes to making sure Health and Safety (H&S) Committee meetings happen. But just because meetings are happening doesn't mean that they can't be run better.

I often get calls from H&S committee members with concerns about a specific issue in their workplace, and the first question I ask is whether the issue has been brought up in a committee meeting.

Unfortunately, the answer is frequently no.

If there is a health and safety issue in the workplace, it needs to be brought up and discussed during a joint workplace health and safety committee meeting. If a health and safety issue is not documented in the committee's minutes, it may as well have never been discussed at all. It is also important to ensure the minutes accurately reflect what was discussed in the meeting. Make sure to take the time to check for any inaccuracies. If they are not accurate, the worker co-chair should not sign off on the minutes, and should instead request the appropriate corrections.

Under the Safety and Health Act, an H&S committee needs to meet at least four times per year, and the role of chairperson should alternate from meeting to meeting between the worker and employer co-chairs.

Both the worker and employer co-chairs are empowered to call committee meetings to address any urgent matters. The committee should also be conducting regular workplace inspections in order to identify hazards in the workplace.

No matter how good or bad the workplace relationship is with the employer, it is important to remember that both the worker and employer committee members are equals on a health and safety committee. If the committee cannot reach a consensus on an issue, the worker co-chair can make a written recommendation to the employer. The employer must respond to the recommendation within thirty days, and their response should include a timeline to address the issue and any temporary solutions that the employer will be implementing. Or, if the employer disagrees with the recommendation, they must outline any reasons why in their response. The health and safety committee then has the ability to forward the response to a Manitoba Health and Safety Officer if they are unsatisfied with the employer's response.

A functional committee, where all parties are working together toward a safe and healthy work environment, is the best way to keep workers safe on the job. If you are worried about how your workplace committee is functioning, discuss these concerns at the next meeting and let your union representative know!



Summer, 2018 - Gillam Co-op during their 50th Anniversary Celebration

Gillam Co-op's Hectic Summer

As seen in the media, earlier this summer two BC homicide suspects were confirmed to be in the Gillam area. While the RCMP were in the area and on the search for the suspects, Gillam Co-op made the right move and amended their work-alone policy so that no employee was ever left alone during this period.

Rides were available for the membership to and from work for those that didn't feel comfortable walking alone. For the first few days, some members were not comfortable leaving their house, and this was understood by management. Unfortunately, due to the manhunt, and in combination with a flu bug that was going around, the Co-op found that they weren't able to keep all locations open during regular hours and ensure staff safety. The convenience store closed four hours early one evening, and the liquor location closed for a full day. When the liquor location reopened, it was on reduced hours for about a week.

After a few days, and with no confirmed sightings within the town, the amended work-alone policy still stayed in place, but the community as a whole felt more comfortable. Members felt more at ease coming back to work and hours returned to normal.

Finally, on August 1st, it was announced that the fugitives were found deceased, nearly bringing the

whole ordeal to an end, but then came the media attention. Now that the location was confirmed and there was no longer an interference in the investigation, reporters from across Canada flew in to report on the story.

As members of the community, the membership and management were already working closely with the RCMP, so the members and management set up a system so that all media requests were forwarded to management.

"The staff were fantastic at redirecting all questions to me," said Karen Donnellan-Fisher store manager at Gillam Coop. "But they found it exhausting having to field their constant requests for their opinions on where they thought the fugitives might be, or what they might be planning. There was definitely a sense of relief when the fugitives were found, but we were prepared for staff to have delayed reactions to the huge stress of the situation."

Then, A few short weeks later...

If that wasn't enough excitement for one summer, a skunk somehow found its way into the store. On August 27th, the meat manager was in shortly after 6 a.m. completing her order when she saw

something black out of the corner of her eye. She jumped when she realized it was a skunk on the sales floor and ran out the front door without her keys, phone or jacket, where she waited until the store manager arrived half an hour later. Once the store manager arrived, they were able to log into the security cameras and watched as the skunk explored the store, helping himself to some bread on a low shelf.

After a quick phone call to the local Sustainable Development officer, the officer arrived with live traps, and the three of them ventured into the store, finding the skunk hiding in the deli area. Everyone was kept away from that area, partially to avoid scaring the skunk and avoiding a spray, but also in the hopes that he would be lured into the trap. Unfortunately, he didn't cooperate, so the store remained closed for the day.

The traps were checked every few hours in the hopes of finding him caught, but being a nocturnal creature, the little guy decided to sleep the day away, and he avoided the traps for the entire day.

With the long weekend coming up quick, everyone was concerned with the store remaining closed. Thankfully when the traps were checked at 5:30 the following morning, he was fast asleep in the trap.

The local conservation officer came and picked up the intruder, and after throwing out some bread, and thoroughly sanitizing the store, they reopened for business having only lost one day!



Hylife Bargaining Just Starting up



Tim and Ted from the Hylife Bargaining Committee

There are over 1,100 UFCW 832 members working at Hylife in Neepawa, and bargaining has just begun with the Employer.

Members at HyLife have three main issues they are going into bargaining with:

Better wages and brackets

Hylife has added 23 new positions that need to be sorted out and added into the contract

Better hours of work

Members currently work 37.5 hours and want to increase that to 40 hours.

Improved benefits

Members are looking for better coverage, sick pay, patient care, vision, and especially dental.

Beyond the three main issues, there will of course be other language cleanup, and we will need to deal with whatever issues the employer brings forward, but we are optimistic that members at Hylife will get a fair deal from their Employer, even with the operational difficulties Hylife has had to deal with since China closed its borders to Canada's pork. As President Traeger stated in his column, this has been an issue that has been affecting pork sales in Canada, but both Maple Leaf and Hylife have been doing a good job of adjusting to the new reality.

The agreement with Hylife expires on January 31, 2020, and we hope to have an agreement in place with the Employer before the deadline.

Continued on next page



“Don’t be afraid to take on who you are. I did that for a better part of my life.”

Theresa Holfeld Member Profile

Theresa has worked at Agropur Dairy Cooperative for seven years, and she is currently a Clean in Places (CIP) Operator doing sanitation on pre-processing equipment, storage silos and processing lines. Agropur Dairy Cooperative is a distribution and production centre for Lucerne and Natrel dairy products.

Today, Theresa is also a strong and active spokeswoman for the transgender community, both in TransManitoba (a non-profit representing all of Manitoba’s trans and gender fluid folks) and any place it seems necessary to correct and educate. Growing up in the ‘70s was a different time, though. Back then, she grew up known as Trevor.

Theresa always knew who she was on the inside, but growing up as a boy wasn’t easy.

“My confidence was rock-bottom growing up as a male, because of having to hide who I was,” Theresa said.

She went through struggles and awkward moments growing up. Theresa recalled a time when she was caught playing with her grandmother’s clothes, and her grandfather, being a minister, told everyone at the dinner table so that he could shame her in front of the entire family.

“Even after getting embarrassed in front of everybody, I got the wrath from my father later,” said Theresa. “I get the fact that term ‘gender dysphoria’ didn’t exist back then, but so what! Support your child.”

As Theresa grew into adulthood, she continued to fill the traditional role of a man and was even married with children, twice.

“My relationships all came to an end because of this. Because I had to hide this, because I wasn’t sure they’d accept this,” said Theresa.

Theresa’s last relationship ended after she no longer saw herself in the traditional male role. She was deeply depressed about who she was, and finally, after being given an ultimatum in her last relationship, and after some encouraging words from a family member, Theresa finally made the decision to put herself first. It was time for Theresa to find happiness and the ability to live her life the way she wanted to live.

“I will never forget one of the statements that got me thinking that transition was the right thing,” said Theresa. “‘You’ve gotta stop living in denial and accept your true self.’”

Shortly after this moment, she reached out to a clinic to begin her transition.

“I felt so much relief just in phoning,” she said. “I haven’t look back, and I have no doubts. Nobody is talking me out of this.”

When Theresa finally got the call to begin, they asked if she was sure. She said, “Oh hell yeah.”

In March of 2018, Theresa called up Union representative Jason Hawkins, because she wanted to arrange a meeting with management. Theresa no longer identified as Trevor in her personal life, and it was time for her to make these changes at work.

Jason arranged this meeting at the Union office between himself, Theresa and the Agropur plant managers. The point of the meeting was to see how management would accommodate Theresa. What was most important was to no longer be called “Trevor” on all of her uniforms, and for all of her records to be changed over to “Theresa.”

Management was accommodating of Theresa’s needs. They updated all of her paperwork and uniforms, and they’ve created a dedicated space for Theresa to change while she’s going through the transition.

Following this, there was a meeting arranged with coworkers to let them know about the transition. Everyone was handed a letter and asked that they now only identify her as Theresa. Her old name was no longer who she was.

Theresa wants to give special thanks to her coworker Brad Siemens, who took the extra letters and handed them out to coworkers who were not at the meeting. Brad went around to every other coworker, gave them a copy of the

letter, and told them what is expected of them from here on out. Theresa found this to be a huge benefit. Today, most of her coworkers are nothing but supportive of her transition, which was a huge support to Theresa.

“I know that there are many, many guys in that plant that are very supportive of me and only wish my transition the best,” said Theresa.

While this may not be the experience of every workplace, Theresa’s work transition has been mostly positive. There are still a few “oops” moments when someone calls Theresa by her old name, but there is always a quick apology and an understanding that it was purely out of habit. Even those coworkers who did not initially appear open to Theresa’s transition are now coming around.

Theresa has found strength in who she is now and is building confidence that she never had growing up.

She still does face some challenges, including being misgendered in the odd retail situation. This doesn’t make Theresa ashamed or embarrassed anymore. Now she takes the opportunity to talk to people and educate them.

When asked if Theresa had a message to other workers, she said this:

“If there are people struggling with who they are, this can be a very first, positive, inviting step. Don’t be afraid to take on who you are. I did that for the better part of my life. You’re not going to love yourself until you do.”

Continued on next page

Are the robots going to steal my job? Only if we let them.

Scott Price
UFCW Local 832
Oral History Project



On October 23, 2019, CBC published a news article about Sobeys introducing Canada's first "smart" grocery cart. These carts essentially allow for a customer to scan and weigh all the products themselves as they go through the store. It then charges a credit card on file after they are done their shopping. This, of course, was met with the common question: so what's going to happen to people who work in grocery stores?

Sobeys says this new technology is not about displacing workers and it will allow workers more time to interact with customers.

In this article, I'll put aside the problem of theft increasing under these kinds of systems, and the increased need for customer surveillance rather than customer service. Instead I'll focus on the fear of mass job loss due to automation. One has to understand a little bit more about the history of automation and economics to see that it is not as clear cut as many make this issue out to be.

First, the issue of automation is not new under capitalism. Usually technological advances are framed as being like a weather pattern that we can do little to stop. But looking at the history we see a trend of employers trying to use technology to weaken workers' rights.

The first "self-service" shopping technology in retail dates back to the '50s in New York state. Many department stores in the northeastern US introduced self-service machines that allowed customers to check themselves out without seeing a clerk. They were not very efficient (much like the ones today) and they did not last but these did not come out of a vacuum. In fact, the main reason why department stores introduced them was in response to the union organizing that had been going on through the '40s and '50s. Management used this technology to increase their control of the workforce, cut labour costs and weaken worker and union demands.

A similar case can be seen in meat packing, where throughout the early 20th century companies turned meat packing work into assembly line work. This meant they could rely less on skilled butchers and more on unskilled labour. These kinds of changes can be traced back to an increase in worker organizing and agitation. Meat packing companies' move to deskill the job was in direct response to butchers being effective organizers on the shop floor.

In these cases we see how technology is used to both increase the pace of work, thus increasing productivity and profits for a company, while lowering labour costs and disciplining workers into submission. Technology, and how it is used, is never neutral.

We hear a lot of doom and gloom about mass layoffs due to automation these days. We hear a lot about mass layoffs due to automation, but new technology that deskills or destroys some jobs creates new jobs somewhere else.

Automation can also simply shift labour to another part of the process. A good example of this is fast food kiosks. Yes, they take away the need for cashiers, but they also require more kitchen staff to fill the orders coming in through the kiosks, the drive-thru, online ordering apps and orders at the till.

What is being obscured in the discussion around automation is not only the continued need for human labour but also who this new technology will serve. Workers should not submit to the narrative that automation is like a weather pattern (it can only be prepared for) and instead see the process of automation as part of a wider system where they still hold significant power by creating the profits through their labour.

Bargaining More Than Just a Free Lunch



Blake Crothers
Negotiations

For those of you who have participated in bargaining at your workplace, you'll agree that it can be a pretty intense process. It usually involves putting six to twelve people in the same room, representing two sides, who have opposing views but share the same goal: getting to a recommended settlement.

Unfortunately, to cross that finish line, you have to have a lot of in-depth conversations—within your own bargaining committee and with the employer.

Bargaining today has come a long way from years past, when usually only two people negotiated at the table. Each side would have a spokesperson and rarely did anyone else speak. Opposing sides had the opportunity to "caucus," meaning that they could break into their own groups to hash out a point, then everyone would reconvene for lunch. It was a slow, cumbersome process that always felt like moving in quicksand.

Today, things have changed. More unions and employers are using interest-based bargaining, which focuses on finding "win-win" agreements based on what matters most to each side. This style of negotiating isn't new per se, but it has now replaced the old positional-style process, which more often led to compromise or an inability to come to an agreement.

Interest-based bargaining involves a more active committee, more collaborative discussions, and, if both sides are honest about their goals and intentions, a stronger collective agreement. This hopefully results in a healthier, less combative workplace.

If those workplaces have joint-labour-management meetings, they're ideally more productive going forward, since a collaborative bargaining effort should continue after the ratification of a settlement. I say "should" because sometimes new managers or shop stewards come into a workplace who do not have the history of the bargaining process, and that working knowledge gets lost.

Now, don't get me wrong. There are times when you can be as collaborative as possible and still fall short. This can be due to unrealistic expectations on either side, a mandate from a corporate board that has created a wedge at the local level, or just straight-up stupidity. And we all know you can't fix stupid.

So what does this mean for you? Well, if you have a contract in your workplace that is expiring in the next year, try taking an active role. If there is a vacancy for a shop steward position, contact your union representative to put your name forward. If there are spots open on a negotiating committee and you want to learn about the process, step on up.

Bargaining is more than just a free lunch. Being part of a negotiation process is about looking at factors that affect the entire workplace, and talking about them to your employer. At the end of the day, it's about representing everyone's best needs.

Member Discounts

UFCW Local 832 membership entitles you to substantial discounts and special offers from numerous merchants and service providers. It's a good idea to call ahead to make sure you and the benefit provider are on the same terms as to what discount/service you will be receiving. Discounts may change without notice.

Where you can get discounts

Property Insurance Program with Keystone Insurance Agencies

UFCW MasterCard & Union Savings

RRSP for Local 832 Members

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Natural Wellness Chiropractic Centre

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Park'N Fly

Pembina Dodge

Polo Park Hearing Centre

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Sargent Jeans

Selkirk GM

Scotia Optical

SDS Alarms

Spirit 1 Taekwondo Academy

SureFire Auto

The Fairmont and Velvet Glove

True North Sports + Entertainment

Visions

Wilder, Wilder, Langtry

Winnipeg Rec Pass

Work Authority

Work Boot Factory Outlet Store Ltd.

Winnipeg Blue Bombers

Another Wonderful Fall Luncheon

A wonderful hot meal was enjoyed by all at another great turnout for the Fall Luncheon.

The guest speaker was Tanis Newsham, a social worker involved with MAID (medical assistance in dying). Tanis gave a very informative presentation on assisted death, with a question and answer session following the presentation.

Congratulations to doorprize winners:

Michelle Riter, Lillian Haas, Faith Suttorp, Marie Laramée, Gerry Otto, Gloria Kinner, Linda Tesoro, Janet Bates, Gary Lambert, Mary Toews.

Winners of the cash draws are:

Maria Basarwich, Barb Schick, Elizabeth Halladay, Linda Clare-Dudar, Debbie Clairmont, Margaret Hlady, David Zawatsky, Donna Poff, Jonnell Jaques, Elizabeth Hlady, Joyce Hill, Jim Swaile



Spring casino trip to South Beach

April 27/28

You will receive \$20 free play and a half-price lunch-buffet each day.

This trip is a real bargain.

Member & spouse \$50 per person
Non-member \$55 per person

To register call Joan at 1-204-422-6670.

Don't delay, this will fill up quickly!

BIRTHDAYS

Richard Bristol 93

Irene Maes 90

Mary Evans 89

Jeannine Franchuck 89

Barb Sampson 86

Barb Schick 86

Emily Kokolsky 85

Edward Osadchuk 84

Nellie Villania 83

Mary Hacking 81

Georgina Cossette 75

Doug Smith 75

Gail Mayer 70

Spirit Lake Bus Trip Well Attended

We had a full bus for our annual Spirit Lake Trip, we had several of our guests come home with winnings in the four figure range and many in the three figures, needless to say they were happy. We had time to shop at the local stores as well, and got some good bargains. The weather was great for travelling. We have already started booking the trip for next September (date to be announced when confirmed), if you want to get on the list call Joan at 1-204-422-6670. This trip was sold out by February last year, as it is very popular.

**FROM THE EXECUTIVE OF THE RETIRES CLUB:
SEASONS GREETINGS AND A HAPPY NEW YEAR 2020**

For details on each location, visit our website at

www.ufcw832.com/discounts

Get Fit in 2020

REC PASSES NOW AVAILABLE

FACILITY PASSES

can be used for general admission during public hours at any City of Winnipeg aquatic facility or leisure centre

6-month Facility Pass: \$182.21

12-month Facility Pass: \$338.38

ACTIVE LIVING PASSES

offers all the benefits of the Facility Pass, and can also be used for any City of Winnipeg drop-in Active Living class.

6-month Active Living Pass: \$243.44

12-month Active Living Pass: \$472.98

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

TO SIGN UP:

Pick up a form at the Union office or download and print your form online at www.UFCW832.com/recpass

Either mail or drop off your form back at the Union office by December 11, 2019

All forms can be mailed or dropped off with payment to:

UFCW Local 832
1412 Portage Avenue,
R3G 0V5

Passes will be activated on January 15, 2020, and ready for pick up at any City of Winnipeg recreation facility.

For the complete list of member services and discounts available, visit UFCW832.com/discounts

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