



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

NOVEMBER / DECEMBER 2016



PREPARING FOR 2018



SAFeway



nofrills

lower food prices



REAL CANADIAN
Superstore
big on fresh, low on price.

MORE SUNDAY Shopping Means Less Time For Families



I wasn't surprised when I read a recent poll that suggested Manitobans were in favour of allowing retailers to set their own hours of operation on Sundays. I suspect the poll results would have been quite different if those responding had to WORK on a Sunday instead of having the day off to go shopping.

Since 2012, *The Retail Businesses Holiday Closing Act* allows grocery stores and other retailers to open between 9 am and 6 pm on Sunday, before the hours were noon to 6 pm. The Act also contains an important provision that provides for Sunday work to be voluntary and any retail employee covered by the Act who does not wish to work on Sunday, simply gives their employer 14 days' notice in writing and they cannot be scheduled on that Sunday or discriminated against for making that decision.

What many Manitobans don't know is that our members who are retail grocery workers already have to work evenings during the week and Saturdays since those are the busy shopping hours in the stores. If they are now forced to work on a Sunday as well, or forced to work later on a Sunday they will have little or no time to be with their family. When will they be able to spend time with a spouse that works a traditional Monday to Friday schedule? How can they spend time with their children who are in school all week and off on the weekends?

Our union has worked hard for decades to protect people from having to work on Sundays so there would be at least one day in the week for family,

and this has not interfered with the employer's ability to staff their stores. Many of our members are young workers or students that gladly volunteer to work those shifts and earn the extra dollar an hour premium we have negotiated in our retail grocery contracts.

Business groups argue that expanding the hours for Sunday shopping is good for the economy, but that simply isn't true. Today's families generally have only so many dollars to spend at the grocery store and if they spend them on a Sunday night at 9 pm, they won't be spending them on a Wednesday night at 9 pm like they currently do, so the stores sales won't increase.

At least one retailer has already spoken up and said that the extra shoppers they saw in their stores when the hours were expanded to 9 am to 6 pm were so few that it wasn't worth keeping their stores open and they went back to noon to 6 pm. Even the greedy Walmart stopped their failed experiment of opening 24 hours a few years ago as their stores were virtually empty most of the night...so why exactly do we as a society need more hours to shop instead of having more hours to spend with our loved ones?

For those that want to shop in the middle of the night or outside of the 9 am to 6 pm hours on a Sunday, the option is already there. Loblaw, Canada's largest grocery retailer that operates the Superstores in Manitoba has recently introduced a highly successful program called "click and collect" that allows people to shop online at any time and simply pick up their groceries at the store when it's

convenient for them. I suspect this method of shopping will become more and more popular making expanded store hours simply unnecessary.

So when you consider whether or not you would support expanded hours for Sunday shopping, ask yourself this: If we're going to expand shopping to be a 24/7 possibility, then why not do the same for all services? Why not make it possible to pick up a building permit Sunday night at 11:30 pm if it's convenient for me to do so, or make my dentist appointment for 3 am on Wednesday because that's when I get off work? Ask yourself if you would support expanding YOUR hours of work to be at the sole discretion of your employer so that YOU could be scheduled to work on any day or at any time. Maybe then you'd understand why retail grocery workers and their union are so opposed to this bad idea.

In solidarity,

A handwritten signature in black ink, appearing to read "Jeff Traeger". The signature is stylized and written over a horizontal line.

Jeff Traeger
President UFCW Local 832

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On the cover: Local 832 holds Retail Shop Stewards Meeting—Preparing for 2018

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UFCW Local 832 President Jeff Traeger wanted to bring shop stewards and activists working in grocery stores together to enlighten them about a very busy 2018 and talk about the changes that have occurred since the last round of negotiations.

The last time the Local prepared for major negotiations, UFCW had two agreements—Safeway and Westfair.

Five years later those contracts have bloomed into major negotiations with **Sobeys West Inc.** (who purchased Safeway) and **Red River Co-op** (who purchased three of the former Safeway stores from Sobeys) and **Loblaw** (Westfair), which still has several **Superstores** throughout Manitoba, but has changed the Extra Foods banner to a **No Frills** banner. In addition to this, **Save on Foods** has now entered into the grocery war with three locations opening in Manitoba by the end of the year.

While the shopping options have changed, customers have not. Shoppers are still price conscious.

Also in the last five years, Canadians saw Target burst into Canada with a bang and threatened to become a big player in the grocery market, only to see it leave Canada with a whimper.

With four employers to bargain with, the union's main goal will be to maintain what we have fought for over the years. We also have to bring awareness to our members in the stores about standing together for this round of bargaining.

“We have talked about this in every round of negotiations, but this time, we must prepare for new



Retail Workers Ready for 2018

challenges, different companies and how they view their business, as each one is competing against each other for a greater share of the market,” stated Traeger.

Some of the challenges that UFCW will face is that the Sobeys purchase of Canada Safeway has been a boat anchor on the company's bottom line. The 5.8-billion-dollar sale has caused havoc for shareholders as they try to turn the ship and regain control. Loblaw followed suit with a massive 12.4-billion-dollar purchase of the Shopper's Drug Mart chain and have been busy flooding those stores with PC brand food and merchandise items. While Loblaw has not seen its share price bottom out like previous grocery acquisitions and mergers, it has spent millions on converting Extra Foods to No Frill stores all across Canada. Finally, Red River Co-op re-entered the grocery game in Manitoba after taking a pass on it for a few decades. The Co-op has seen a drop in customers as it tries to remain competitive.

While these retailers try to strengthen their footholds in the Manitoba economy, don't be sur-

prised of future changes prior to 2018. History has shown the Local must be ready for either more consolidation or new companies entering the market.

“It is important for the activists in this room to talk to all the members in their store and to get them ready for negotiations in 2018. If we stick together, like we have in the past, we can be successful at the bargaining table, stated President Traeger. “If we don't, I worry what the future of grocery retail will look like in this Province.



Let's Keep the Lights Glowing to End Cancer



On October 1, the UFCW Local 832 team participated in Light The Night Walk to bring light to the dark world of cancer. Each year in different cities across the country, teams of families, friends or co-workers and individuals unite to raise money for The Leukemia & Lymphoma Society of Canada. The money raised helps fund research and brings hope to the more than 110,000 Canadians affected by blood cancer.

At this year's event, Local 832 raised over \$40,000. Thank you all who contributed to this successful fundraiser.



Joined Forces Helping Members

In as little as one month, the Local has been notified of two store closures, The Pas IGA and Sobeys Burrows, and permanent layoffs of over 50 union members from the Compass Group at St. Boniface Hospital. This type of news can be life altering for the employees and the union wants its members to know it plans to assist them in making their career transition as smooth as possible.

These announcements have an impact on approximately 210 UFCW Local 832 union members.

THE PAS IGA

As the shelves empty, the first group of members being affected are from The Pas IGA, whose store will close within the next couple of weeks.

A spokesperson from Sobeys, which owns the IGA franchise, said the existing economic situation and the continued underperformance of the store are its reasons for this decision.

Union representative JP Petit took the initiative and met with a rep from the Community Unemployment Help Centre (CUHC). Training Centre director Erin Selby has also met with reps from the University College of the North (UCN).

CUHC will be sending JP some beneficial information that the union will be mailing out to its northern members from The Pas IGA. The union, along with the Training Centre, are working with UCN in an effort to establish a career transition services to assist the members with resume writing, job counselling, upgrading skills, etc.

SOBEYS BURROWS

The Sobeys Burrows store will be closing to the public on December 3; however, the staff will remain employed until December 19, to assist with dismantling the store. The same reasons as The Pas IGA were given for the closure.

There are approximately 85 union members who work at this store. The UFCW Training Centre, contacted the province about providing government funding for a career transition program for Sobeys members. Through this government-funded program, the Training Centre and Options for Success will help these displaced members transition into their new world of work.

Under the collective agreement, union members working at Sobeys Burrows are eligible for severance

in the event of a closure. Full-time employees shall receive severance pay in the amount of 40 hours' pay at their regular hourly rate of pay for each year of employment to a maximum of 600 hours pay. Part-time employees shall receive severance pay in the amount of two per cent of their total regular earnings for each year of employment to a maximum of thirty per cent of their total regular earnings.

COMPASS GROUP

Approximately 55 union members employed by Compass Group Canada will be permanently laid off effective January 31, 2017, as a result of Compass' unsuccessful bid to provide food services in the Atrium at St. Boniface Hospital.

The union and the employer met with the employees on October 20 and provided some information regarding their permanent lay-off and its effects, as well as what they are entitled to receive. At the meeting, the union advised the members the current collective agreement is in effect until their last day of work, which is January 31, 2017. Members will continue to accrue vacation pay and any unused vacation credits will be paid out on their final pay. All rights under the collective agreement will be in effect until that day.

At press time, the union and training centre were in the process of setting up various career transition options through the Education Training and Trust Fund and trying to secure additional government funding. Members will receive updates through the mail as services are secured.

Links to EI and Employment Standards have also been set up on the Local's website at www.ufcw832.com.





Local Honours 2015 Retirees

Sysco Member Richard Johannson longest-serving.

UFCW Local 832 held its annual retirees' breakfast on September 23 at the Fairmont hotel. There were 46 recently retired members that were honoured at the gathering.

Local 832 President Jeff Traeger applauded and thanked each member for his or her dedicated membership to the Local. Secretary-Treasurer Bea Bruske and the union's executive board were also

in attendance and wished the retirees a long and healthy retirement.

There was a **special acknowledgement to Richard Johannson**, who was this year's longest-serving member who retired. Richard worked at Sysco for 51 years! Pictured above (l to r) is President Jeff Traeger, union rep Ron Allard, Richard Johannson and union rep Mike Howden.

Thompson Labour Day a Hit

UFCW Local 832 northern union representative JP Petit said that Labour Day festivities in Thompson were very well attended. People also got a chance to listen to NDP Member of Parliament Niki Ashton and Les Ellesworth, president of the Steelworkers Local 6166.



Around the Table



G4S

The Local's negotiating committee (pictured above)—union rep Curt Martel, negotiator Blake Crothers and guards Donna Curtis and Tim Burgess—announced in September that a tentative agreement had been reached with G4S Secure Solutions.

On October 18 and 21, the Local held ratification votes, and the union is pleased to announce that the guards at G4S accepted the proposed tentative deal. The new collective agreement expires on September 30, 2020 and contains several increases to benefits and wages. The company is now responsible for paying 100 per cent of the premiums for health and welfare benefits, as well as providing guards with employer-paid training.

VersaCold Transport

UFCW Local 832 members working at VersaCold Transport voted 100 per cent in favour of their four-year collective agreement.

During the life of the agreement, members' wages will increase by \$1.80 per hour. The first scheduled wage increase was retroactive to January 1, 2016. In addition to these wage hikes, the bargaining committee also negotiated premium increases. Union negotiator Sonia Taylor said, "This is a fair and reasonable deal for the members at VersaCold, as indicated by the unanimous 'Yes' vote."

B & L Homes for Children

After several meetings with negotiations moving along well, the parties hit a wall during the final stages of bargaining the monetary items. The union and company were not able to come to an agreement regarding the term of the contract, wages and the wage progression method.

Therefore, the bargaining committees met with a government-appointed conciliator officer on October 26. The goal is to come to a solution that is mutually beneficial for both the union members and the employer. This practice is a very standard step when it comes to negotiating a first collective agreement. At press time, the results of the meeting were unavailable.

North of 53 Co-op

UFCW Local 832 is getting ready for talks towards a new collective agreement for the members working at North of 53 Consumers Co-op. As part of this preparation, the union scheduled a proposals meeting for October 27.

A proposals meeting gives the members a chance to voice their ideas on what improvements/changes they would like to see negotiated into their new agreement. Sonia Taylor will be spearheading these negotiations and will keep North of 53 members informed as progress is made.

SSP and Airport Services

On October 11, the union and the company reached a tentative collective agreement for Local 832 members working at SSP Canada Food and Airport Services. Union negotiator Blake Crothers said, "This agreement contains a lot of improvements from the previous one. The union committee worked to get the best possible agreement for the membership."

Along with negotiator Blake Crothers, the union bargaining committee—Michelle Richard, Rodrigo Herrera and Christian Simangan—will be recommending acceptance of this new deal at a ratification meeting scheduled for Sunday, November 13.

Canadian Linen

A new deal has been ironed out at Canadian Linen. The next step in the negotiating process is for the union members to vote on whether or not to accept or reject the new collective agreement. As such, the union scheduled a ratification vote for October 25.

At a ratification meeting, union negotiator Sonia Taylor provided the full details of the settlement to the members prior to taking a vote. The workers at Canadian Linen agreed to the new deal.

Instabox

UFCW has scheduled a proposals meeting on November 2 for members at Instabox.

Local 832 negotiator Sonia Taylor will be heading up these negotiations and wants to hear from the members as to what changes they would like to see negotiated into their new collective agreement. She is encouraging Instabox members to review their current contract and bring their suggestions to the meeting on November 2.

Vantage Foods

The existing collective bargaining agreement for members working at Vantage Foods expires on December 31. However, the union has already begun to prepare for these negotiations and has assigned Blake Crothers to spearhead these talks.

As part of these preparations, negotiator Crothers has scheduled proposal meetings for November 7 and 8. This is usually the first step in negotiating a new agreement. Without the voice of the membership, your committee would not know what is important to the workers at their workplace. From these ideas, the union submits its proposals.

DIAGEO Scholarship Winners

This year's recipients of the UFCW Local 832/Diageo scholarships are **Lauren LeBleu** and **Koltyn Postlethwaite**.

Lauren is the daughter of **Kim LeBleu**, a power engineer at Diageo. She is attending the University of Manitoba. Kolytn is the son of **John Postlethwaite**, who works in maintenance at the plant in Gimli. He is enrolled in power engineering technology at Red River Community College.

They each received \$1,000 to assist them with costs related to their post-secondary education.





GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

CONSEQUENCES OF THEFT

As a result of recent employment terminations of several long-term employees in the retail industry for theft, the Local decided to address the matter is this issue of UNION.

The long-standing rule in the retail industry is that theft or attempted theft supports a **penalty of immediate dismissal**. If theft occurs there is usually no need for the employer to follow progressive discipline.

Arbitrators explain this on the basis that theft constitutes a "fundamental breach" of the employer/employee relationship of trust. Why theft ends any trust is explained by arbitrators on the basis that honesty is the cornerstone of any employment relationship. This is especially true in the retail industry where you have employees who, for the most part, are working with little or no supervision and with access to goods that can be easily stolen.

It is also true that **arbitrators uphold the zero tolerance policy for employee theft** in the retail industry as being justified based on the need for deterrence. Deterrence is the warning to other employees that you will be fired and your firing will be upheld at arbitration if you are caught stealing.

That being said, discharge is not always an automatic result. There is the rare case where the termination of employment will be overturned with the arbitrator imposing severe discipline—usually

a lengthy suspension. Any mitigation of the penalty depends on whether the arbitrator can find that the element of trust in the employment relationship can be restored.

An arbitrator will also examine three main categories of mitigating factors:

- **personal characteristics and situation** (e.g. age, seniority, likelihood of alternative employment etc.); the second being
- **grievor behaviour** (i.e. admission of guilt, remorse, work record, pre-meditation, violation of a position of trust, the nature of the offence and that the theft can be shown to be a one-time monetarily lapse of judgment); and
- **employer's policies** (i.e. clarity of stated consequences for theft and consistency of enforcement of that policy)

However, even in those cases reinstatement is not guaranteed.

Therefore, just a reminder, If you are caught stealing from your employer, especially in the retail industry, the union will probably not be able to do much for you. So you'd better think twice, or three times, before you decide to put something in your pockets or leave early.

Time theft is a whole other type of theft, which can get you in just as much trouble, but we will leave that for a future article.

What is Health and Safety? What's Workers Compensation Board (WCB)?

The *Workplace Health and Safety Act* and the Workers Compensation Board are two totally different systems that many of us are not at all familiar with. Most of us don't actually even think about health and safety and workers compensation. I mean, why should you care about health and safety at our workplace, if you have never been hurt? Why should you care about workers compensation, if you have never been off work?

These are notions I have heard many times. Therefore, I would like to take the time to clarify to you as to why it is important to understand these two systems. We live in a world full of rules and systems, but sometimes the people who enforce them don't explain the rules and systems to us. We are also very lucky to live in a province that has legislation that governs both systems.

In short, health and safety attempts to fix things before they break, instead of after they are broken. Workers compensation comes into play after something or someone is broken.

HEALTH AND SAFETY

Many of us wake up every day, go to work, talk to our co-workers and do a job that we enjoy. The reality is that way too many of us are complacent about going to

work and accept this as an outcome of our work life. There is not one member of this union or any working person in Manitoba that wakes up and says, "I'm going to get hurt at work today."

The truth of the matter is that injuries at work do happen, they should not happen but they do. Every year, we hear about fatalities and injuries on the job. Most of the unionized workplaces where Local 832 members work have health and safety committees that meet regularly to try to keep a safe environment. But, We can

all play an important part in ensuring health and safety at your workplace. If you see a potential hazard or an unsafe work situation, you can take action to prevent an injury. Let's be proactive, let's prevent and not regret.

Remember, in Manitoba we have legislation that gives us the opportunity to speak when your employer won't listen. We have legislation that gives workers the right to say, "I will not do this unsafe job."

WCB

WCB is a form of insurance funded by employer premiums. The Workers Compensation Board of Manitoba provides wage replacement and medical benefits to employees injured at work.

The Workers Compensation



Phil Kraychuk

Director of Health & Safety

Act is legislated by the Manitoba government and its purpose is to provide fair compensation to workers and to promote health and safety in workplace.

Let me make it abundantly clear, we have this legislation right now but it could very well be under attack in the near future. The Conservative Party has been on record standing up against every single positive change to *The Workplace Health and Safety Act* and *The Workers Compensation Act*. They have opposed laws supporting workers' safety and injury compensation since the conversation began.

The bottom line is these systems are there for us for when we need them. The most powerful tool we have as working Manitobans is the ability and the right to ask questions. Fortunately we also work in a unionized environment where asking questions is promoted and easier. Don't be a statistic, ask questions and talk to each other. Every single one of us possesses a skill that the other doesn't have. Let's build on that, let's share and let's ensure we are no longer hurting ourselves or working in fear."



Feeling Connected

Spend any time at UFCW Local 832 and you will probably hear the words “member engagement” mentioned. Certainly it’s a concept most members couldn’t find fault with—of course our members should be engaged! But how do we get people to feel connected and interested in our union?

That answer comes from listening to you, our members, and trying to provide you with the opportunities you want to see. The UFCW Training Centre has always been here to help our shop stewards and health and safety committees do their jobs effectively, but we also want to help members reach their full potential.

As director I’ve spent my first few months connecting with other education stakeholders in our community. I’ve met with Continuing Education programs at the University of Manitoba, UCN, ACC and the Louis Riel School Division, among many others in Winnipeg and around Manitoba.

Whether you are looking to get your grade 12, go on to post-secondary education, or are just looking for a new hobby, the UFCW Training Centre is here to help. We’re exploring ways to help you earn post-secondary credits online. Through the Louis Riel School Division we are hoping to offer a number of self-improvement courses that appeal to our members.

Most importantly we are meeting with people such as the Manitoba Institute for Trades and Technologies, Assiniboine Community College and University College of the North to provide training for our members who



Erin Selby

Director of Training Centre



may be facing closures or layoffs.

Member engagement is more than just a slogan around the Training Centre, it’s become our mission statement. It’s also the theme to this year’s Activist Conference. We’ll be sharing more details as they become available but for now please save the date! Our Activist Conference will take place April 17 – 20, 2017, in Winnipeg. I can also let you in on a little secret of who our keynote speaker will be this year. We wanted someone who understands the labour movement, someone

with firsthand union experience and someone who knows how to get people engaged and excited, so that’s why Gary Doer, former Premier of Manitoba, will give this year’s keynote address.

Member engagement means listening to what you want to see at your training centre. Please take the time to share your ideas with me. The more ideas we share, the stronger our union will be.

ACT NOW – Scholarship Applications Due Now

Local 832 Retirees Club established the Denis Allard/Cyrus Lister Scholarship Award. To be eligible to receive one of two \$750 scholarships, the applicant must be a child or grandchild of a Local 832 retired member and must be registered to attend a post-secondary institute for the academic years 2016 and 2017. Full details on eligibility are listed on the application form. If you would like an application form, call Melissa at the union office at 204-786-5055 or 1-888-832-9832.

If you have a child or grandchild who is eligible to receive one of these awards, make sure they submit their application, along with required documentation, to UFCW Local 832 Retirees' Club, 1412 Portage Avenue, Winnipeg, MB R3G 0V5, attention Scholarship Committee. The deadline for submissions is **November 15**.

It Was a Nice Gathering

The annual retirees' fall luncheon held on October 11 at the ANAF Legion had a great turnout. The retirees enjoyed a hot lunch, dessert and coffee. These luncheons are the perfect opportunity for retired members to visit with past co-workers or make new friends. The lucky winners of either one of the cash draws or door prizes at this year's fall luncheon are:

Judy Wickens, John Stokell, Linda Tesoro, Roger Morier, Nina Park, Terry Ledin, Bob Whittle, Debbie Zest, Gloria Kinner, Barb Schick, Carol Davis, Judy Wickens, Janet Labossiere, Ann Blair, Neil Guiboche, Liz Haliday, Gary Lambert, Sylvia Hawryshko and Emily Kokolsky.

Membership Apps for 2017

Remember, your 2017 UFCW Local 832 Retirees' Club membership application and dues are owed by the end of December. For \$12 a year, you will receive all issues of UNION magazine and reduced rates on all of the Club's activities. You are also eligible for all of the member discounts on the various services and purchases that are available to all Local 832 union members. If you need one, call Melissa at 204-786-5055 / 1-888-832-9832.

WINNERS, WINNERS!

Winners! The trips to the Seven Clans casinos in Warroad and Thief River Falls, were a blast—good rebates, good food and best of all, the machines were paying!

Ready to go beaching? The Club has planned a **one-day trip to South Beach Casino for February 13, 2017**. Seats are on a first-come, first-served basis and go fast. If you want to try your luck or just want an outing, call Lila at 204-837-3554, Armand at 204-832-1211 or Joan at 1-204-422-6670 to reserve your place. However, your seat is not guaranteed until your payment of \$25 is received. Make

Recipe of the Month

Vegetable Cake

- 1 cup oil
- 1-1/2 cup sugar
- 3 egg yolks (save the whites)
- 3 tbsp. hot water
- 1 tsp. vanilla
- 1 cup shredded beets
- 1 cup shredded carrots
- 2 cups flour
- 2 tsp. baking powder
- 1/2 tsp. salt
- 1 tsp. cinnamon
- 1/2 cup chopped nuts
- 3 egg whites stiffly beaten

In a large bowl, mix oil, sugar, egg yolks, hot water and vanilla until light and fluffy. Mix in beets and carrots. Add dry ingredients and nuts. Lastly, fold in egg whites. Pour into a lightly greased oblong cake pan and bake at 350 F for 30 to 35 minutes. Frost with your favourite icing.

cheque payable to UFCW Local 832 Retirees Club and mail it to 1412 Portage Avenue, Winnipeg, MBR3G 0V5, attention Melissa. It must be received by January 27, 2017.

Birthday Wishes To

- Richard Bristol — 90
- Mary Evans — 86
- Jeannine Franchuk — 86
- Jean Blanchard — 83
- Dolly Chudnow — 83
- Emily Kokolsky — 82
- Edward Osadchuk — 81
- Ted Rybak — 81
- Lorraine Comeau — 75
- Nick Dudar — 75
- Leslie Brown — 70



Rick's Driver Training

Rick's Driver Training offers Class 5 driving lessons with an excellent certified instructor.

They offer quality driving lessons at reasonable prices.

Late model small cars equipped with dual brake, home, school or work pick up and drop off, parallel parking made easy, brush ups, retest, car rental for road test, gift certificates, etc.

UFCW Local 832 members will receive a 10% discount. Call or text Rick @ 204-995-5046, you won't be disappointed!

Work Authority

UFCW Local 832 members can now save 15% on safety boots and clothing at Work Authority.

Locations:

- 305 McPhillips Street, ph 204-772-3433 or
- Kenaston Place Unit F2-1639 Kenaston, Blvd, ph 204-489-0064.

RRSP for Local 832 Members

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

To enrol in the RRSP program, contact Laura Mellon at 204-926-8335.

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.

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, members pay only \$185.

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.

Kang's Taekwondo Academy

Two-month Taekwondo membership and uniform for only \$99. Phone 204-947-0261. Locations:

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

Dakota Chiropractic

Dakota Chiropractic offers UFCW Local 832 members a 20% discount on chiropractic care and adjustments.

They can help you with headaches, neck pain, back pain, arm/leg pain, and much more.

To book your appointment contact Dakota Chiropractic at 1056 St. Mary's Road, phone 204- 257-7685.

Anna's Denture Clinic

At Anna's Denture Clinic UFCW/MFCW members (and their families) receive a special 15% discount for any complete or partial dentures it fabricates. They provide free consultations.

Anna's Denture Clinic also provides same-day repair services, denture re-lines and free adjustments for patients who have purchased dentures at their clinic.

Located at 1681 Main Street, ph 204-339-2422.

Iron Fist

At Iron Fist, receive 20% off a one-year membership.

Also receive 25% off women's self-defence course.

Phone 204-231-3633. Locations:

- 1851 Portage Avenue
- 675 Archibald Street

PowerUp Computers

At PowerUp save 10% off complete computer systems and 5% off hardware and software. 1119 Corydon Avenue. Phone 204-453-0638 or e-mail sales@powerup.ca.

SDS Alarm Systems

Receive 10% off installation of a home security system when you purchase a home alarm system at SDS Alarm systems. Call Ron

Taylor at 204-589-7507 or e-mail rtaylor@sdssecurity.com.

Celebrations Dinner Theatre

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn at 824 Pembina Highway. Call 204-982-8282 for reservations.

Phoenix Real Estate

Call Jennifer Okaluk at 204-771-0981 and receive:

- \$150 cash back on the completed sale of a home or condo
 - Up to 20% off legal fees
- Access to the best mortgage rates.

Pembina Dodge

Purchase a new Chrysler or Dodge vehicle for only \$300 above dealer net cost. Also receive up to 15% off parts and shop time (this does not include the dealer's regular service and maintenance offers). Call Kevin McEvoy at 204-284-6650 or drop by the dealership at 300 Pembina Highway for complete details.

SureFire Auto

At SureFire Auto, union members receive a 10% discount, to a maximum of \$100, on all of your auto repairs and maintenance, excluding oil changes. SureFire is located at 555 Archibald Street, Winnipeg, MB, Phone 204-233-2504.

Membership proof required.

Active Muffler & Brake Centre

At Active Muffler & Brake Centre receive 25% off stocked parts and 20% off the regular hourly shop rate. Located at 601 Rosser Avenue in Brandon. Phone 204-727-1213 or 204-727-1305. Present your union card prior to being invoiced.

Natural Wellness Chiropractic Centre

Receive 30% off chiropractic care and wellness plans offered by Dr. Robert Stitt, D.C. He is skilled at helping you with work-related injuries, headaches, neck and back pain and herniated discs. Call 204- 783-1880 to book your assessment. Located at 912 Portage Avenue.

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.frtransmission.com or call them at 204-261-7095.

Fort Richmond Transmissions is located at 3096 Pembina Highway.

Kurio Studio & Gallery

Enjoy a \$50 product credit with the booking of any portrait photography session including personal, family, couples, maternity and highschool senior portrait sessions. Members can also receive a 10% discount on all wedding photography services.

Kurio has completely customized packages to meet your needs and to suit all budgets.

Kurio Studio & Gallery also provides personal and heirloom custom book design services. Their professionally designed, bookstore quality custom books make for unique gifts—a fabulous way to preserve your life's most important moments.

Local 832 union members will receive a 10% discount on all custom book design services.

For more information or to make an appoint, go to www.kuriostudio.blogspot.com or phone Alix at 204-791-5734.

For a complete list of membership services and discounts visit www.ufcw832.com



GET FIT IN 2017

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

Passes are effective January 15, 2017, and are available in either a 6-month or a 1-year plan.

You can choose between:
6-month facility pass \$174
12-month facility pass \$323

6-month combo pass \$233
12-month combo pass \$452

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 December 16, 2016.**

**Passes will be available for pick up at
any City of Winnipeg recreation facility on
January 15, 2017.**

**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**

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832
1412 Portage Ave.

Winnipeg, MB R3G 0V5