



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

NOVEMBER 2013



Now What?

Competition Bureau announces
four Winnipeg Safeway stores to
be sold.



Lots of Questions Remaining on Safeway Sale

MESSAGE FROM THE PRESIDENT

On October 22, the Competition Bureau announced its ruling requiring Sobeys to divest 23 stores across Western Canada. In Manitoba, Sobeys has to sell five stores—four of those are Safeway stores covered by our agreement. On June 12, when the sale of Safeway to Sobeys was announced, the union believed that the Competition Bureau might force the sale of some stores, but had hoped there would be less than the five announced in October.

The forced sale has caused many of our members to feel as though they are in limbo with more questions than answers, and while the reaction has generally been negative, there are also some positive implications to focus on. Most importantly, whoever purchases these stores also purchases the collective agreement. That means that the union members at those locations are still entitled to all the wages, benefits and working conditions in their current agreement once the store is sold.

At the time this article was written, there are still a lot of unknowns and the union is working hard to get answers to all of our members questions. There is much speculation as to who might buy the stores, but until we know if it will be a single company or several different ones, we won't know the full effect on our members.

When the union heard the announcement we made sure our union representatives were in the stores affected daily and were available to answer any questions they could. The most common question they were asked was "Why can't I bump into another store?"

As part of the conditions set out by the Competition Bureau, the stores must be sold to a buyer that will operate them as retail grocery stores, and all employees from the store manager on down must stay with the store and become employees of the new owner. This is to ensure that the store remains as competitive as it was before and the full details of the requirements can be found on our website.

The retail grocery market is in a state of flux and over the next year or more we believe there are going to be even more changes. The advantage our Safeway members have is the protection afforded them by their union collective agreement.

The local will post updates on its website each and every time we get any new information.

In solidarity,

Jeff Traeger

President UFCW Local 832

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On the cover: Competition Bureau tell Sobeys to divest of five stores—four of them Safeway stores—in Manitoba.

PRESIDENT

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Beatrice Bruske

EXECUTIVE ASSISTANT TO THE PRESIDENT

Marie Buchan

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1-800-552-1193

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90 Thompson Drive
Thompson, MB R8N 1Y9
204-778-7108
1-800-290-2608

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880 Portage Avenue
Winnipeg, MB R3G 0P1
204-775-8329
1-877-775-8329

Brandon

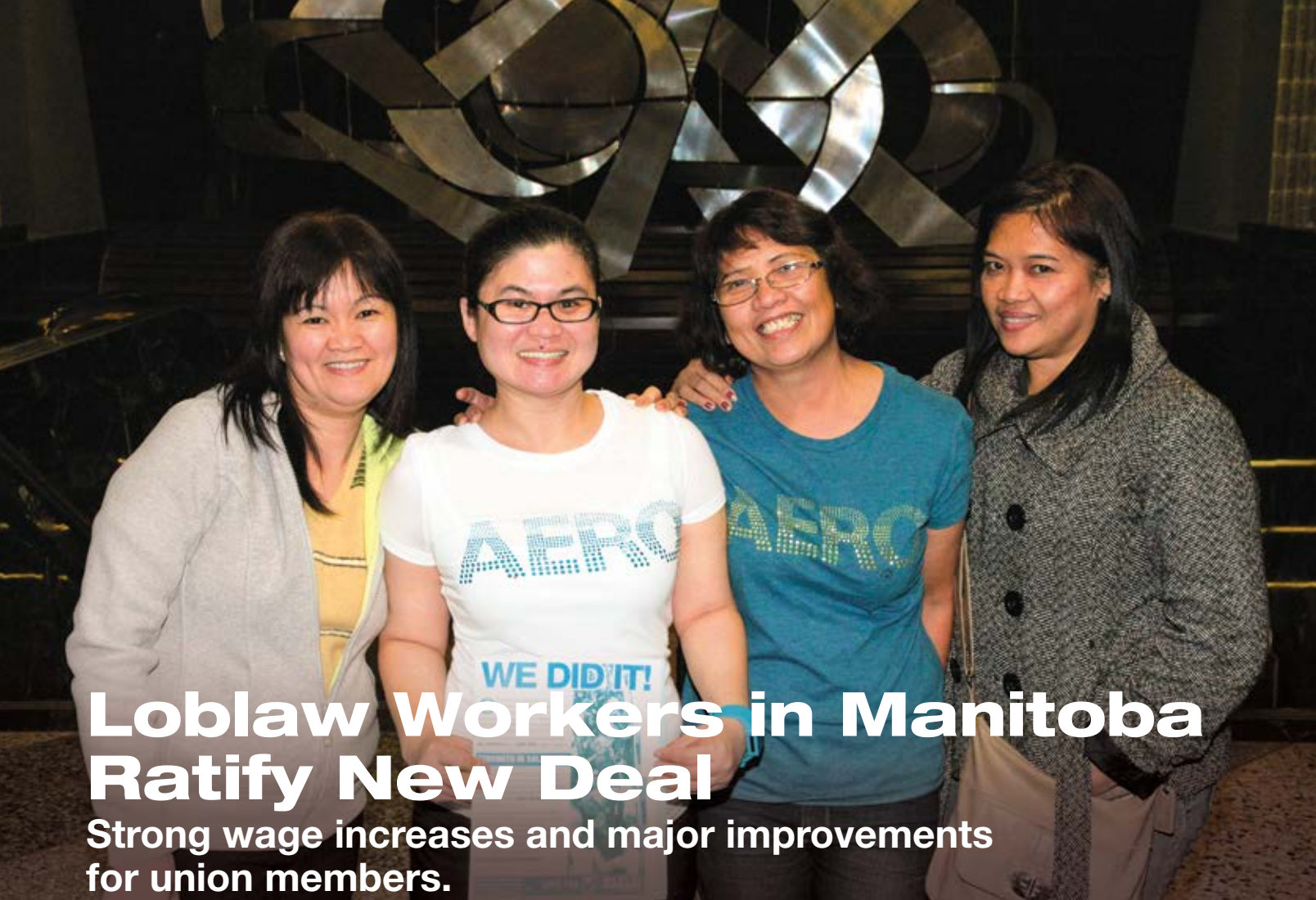
530 Richmond Avenue E.
Brandon, MB R7A 7J5
204-726-8337

Neepawa

290 Davidson Street
Neepawa, MB

Canadian Mail Publications Sales Agreement #40070082





Loblaw Workers in Manitoba Ratify New Deal

Strong wage increases and major improvements for union members.

On October 20, at voting locations across Manitoba, UFCW Local 832 members working at Superstore and Extra Foods throughout the province ratified a new five-year deal by 91.4 per cent. The members had been waiting anxiously to hear the details of their tentative agreement, which the committees reached on September 26. In order to assist UFCW locals in Alberta and Saskatchewan, who were also bargaining with Loblaw, Local 832 waited until those provinces reached a tentative deal, and have since ratified as well.

The new deal will offer members a \$2.20 wage increase over the five years, increased full-time jobs and also more guaranteed hours for the workers.

"We listened to our members at proposal meetings, in surveys and in the stores. They wanted wage increases, more guaranteed hours, pension security, increase in benefits, buyouts and protection from store conversions."

-UFCW Local 832 President Jeff Traeger.

The deal will also save over 400 jobs at Extra Foods, protecting senior employees. More stores will open across the province under new banners, creating new jobs. With the store conversions, Loblaw agreed to invest \$3 million in buyouts for employees with a minimum of 100 buyouts for members.

The newly ratified collective agreement took effect October 21. Members received retroactive pay for the wage increases going back to September 28, 2013, which is when their previous contract expired.



Loblaw members count the Winnipeg ballots.



Light the Night Walk Raises Over \$55,000

Local 832 a stronger supporter of the Leukemia & Lymphoma Society of Canada

On September 28 UFCW Local 832 was the presenting sponsor for the first Light the Night event in Manitoba.

There was a strong union showing and the local raised over \$55,000 towards the provincial goal of \$200,000. UFCW has always been a forerunner in raising money to fight blood cancers and UFCW Local 832 has chosen Light the Night as its annual event to raise money for a great cause.



Local 832 President, Jeff Traeger with Vanessa Angell and YM Kwon from Light the Night



Executive board member Carino Bosica, union rep Mike Howden and Safeway member Chad Fischer.



Over 500 people took part in the first annual Light the Night walk in Winnipeg.

Local Honours 2012 Retirees

Anually, Local 832 holds a dinner in honour of long-standing union members who retired in the previous year.

Last year, there were approximately 125 members who retired and of those about 75 had more than 15 years of union membership. UFCW held this year's celebratory dinner on October 10 at the Canad Inns Polo Park.

President Jeff Traeger congratulated all of the retirees who attended the dinner and presented them with a small gift as a thank you for their support. The longest-serving member in attendance at the dinner was Tom Reeve from Safeway Selkirk. The member with the most years of union membership, 52 years, who retired last year was Gerold Schulte, from SunGro.



UFCW Local 832 Union President Jeff Traeger awarding Tom Reeve with a retirement gift at the annual retirees' dinner at the Canad Inns on October 10. Tom worked at Safeway in Selkirk and retired with 46 years of union membership

Not Following us on Facebook or Twitter?



Cathy Kenny, Safeway 724



Colin Marnoch, CNIB

**Then you missed a chance
for Jets tickets!**

facebook

www.facebook.com/ufcw832

twitter

[@ufcw832](https://twitter.com/ufcw832)



Fall luncheon meeting well attended

picture taken by Armand Tesoro

UFCW Local 832 Retirees' Club held its annual Fall Luncheon on October 15 and, once again, it had a great turnout.

After relishing on a delicious lunch, the retirees listened to guest speaker Lynne Barber, a physiotherapist at Centric Health Sports Centre, talk about the importance of looking after your health. The attendees thoroughly enjoyed their afternoon visiting, and some even got to go home with a prize or some extra cash. The winners were:

DOOR PRIZES: Bill Brechka, Ed Peters, Doreen Bryan, Herta Piehl, Linda Tesoro, Bruce Kinnear, Jim Swaile and Alex Sholudko. **CASH PRIZES:** Doreen Bryan, Janet Bates, Ray Faucher, Walter Nickel, Norma Kinnear, Bruno Zimmer, Tony Robles, Doris McComb, Jean Horton and Peter Kyryluk.

The club wants to remind any retired member who has not yet sent in their membership renewal for 2014 to do so. Watch for these in upcoming magazines.



The club is already planning a trip to South Beach Casino. The date is February 17 and the cost is \$20 per person. This includes a coupon for the lunch buffet. The bus will be ready to load at 8:30 a.m. and will leave from the Safeway store at McPhillips and Jefferson at 9 a.m. sharp. Then it will leave the casino at 3:30 p.m. and arrive back in Winnipeg at approxi-

mately 4:30 p.m. You can park your car for the day on the North side of the parking lot, away from the store.

Call today to register as seats are on a first-come, first-serve basis and the bus fills up fast. To finalize your registration and guarantee your seat, send your full payment to the union office, 1412 Portage Avenue, Winnipeg, MB R3G 0V5, attention Carol, by January 22, 2014.

TO REGISTER CALL Lila at 204-837-3554, Armand at 204-832-1211 or Joan at 1-204-422-6670, but don't wait too long—remember first-come, first-serve.

RECIPE OF THE MONTH

Broccoli Cheese Soup

In large pot sauté 1 cup chopped onion in butter until soft.

Add:

¼ cup flour
2 cups water
3 tsp. chicken bouillon
2 cups cooked broccoli, chopped
3 drops Tabasco sauce
½ tsp. paprika
¼ tsp. dry mustard
½ tsp. Worcestershire sauce
¼ cup parsley, chopped

Cook on low heat for about 20 minutes and then add 2 cups milk and 2 cups grated cheddar cheese. Heat through until cheese melts but **do not boil**.



HEALTH & SAFETY



Guy Sylvestre
Health and Safety
Resource Rep

Night and evening shifts linked to higher risk of injuries: study

Anybody working, during the evening, night or early morning hours is more likely to be injured than someone working a regular daytime shift. Who would think that the hours you work would be a hazard to your health?

It is a proven fact that non-standard work hours disrupt your internal clock that governs the way the body functions—body temperature, blood pressure, brainwave patterns and hormone levels. And, of course, there is the fatigue and lack of sleep factor that also play a part in the risk of injuries.

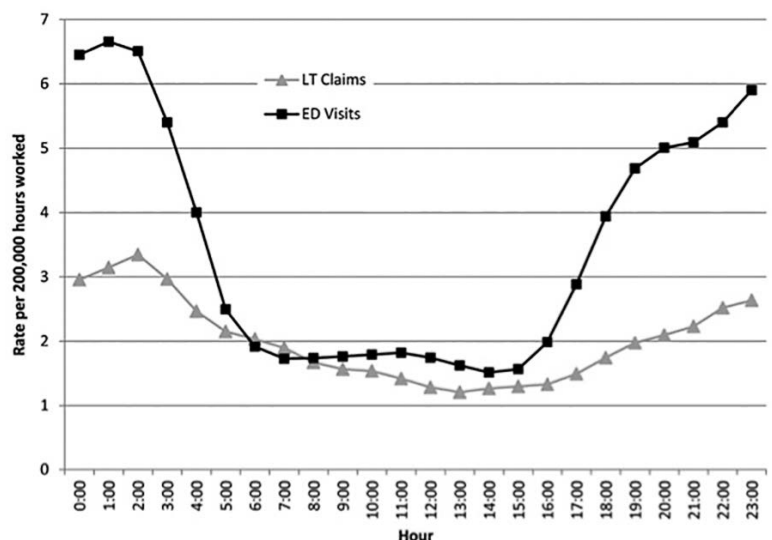
A recent study from the Institute for Work & Health (IWH) found that about 12 per cent of work injuries experienced by women and six per cent of work injuries experienced by men were attributed to the higher risk of work injury during evening, night and early morning hours.

"A large number of our members work outside the standard five-day, nine-to-five work week, so recognizing that the time of day we work is a health and safety issue is important," said union President Jeff Traeger. "It allows the union to discuss this issue through its workplace committees and try to establish a prevention system to effectively tackle the higher risks associated with night

and evening shifts."

Some information contained in this article, including the title, is derived from At Work, Issue 73, Summer 2013: Institute for Work & Health of Ontario. The table below is also from the Work & Health of Ontario.

Now that we are aware of this what do we do about it? Watch for the answers in the January 2014 issue of UNION.





GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Grievances result in MEMBERS RECEIVING MONEY!

Fairmont pays lost hours and gratuities to Velvet Glove members

On May 29, The Fairmont hotel held a banquet at the Velvet Glove restaurant, which is located in the hotel but two separate entities. Management chose to use the banquet employees instead of the Velvet Glove employees to work the banquet, plus also used the banquet gratuity language instead of the Velvet Glove gratuity clause.

Under the collective agreement, the banquet gratuity language allows the

employer to retain nine per cent of the total gratuities for administration and payroll costs associated with the banquet. The Velvet Glove restaurant gratuity language allows the workers to keep 100 per cent of the total gratuities. The contract also states the employer must schedule hours by classification within a department based on seniority and qualifications. The Velvet Glove and banquets are two different departments.

The union filed a grievance and met with the company to discuss the matter without a resolve so, therefore, referred the grievance to arbitration. An arbitration date was scheduled for October 9, but just prior to the hearing, the parties reached a settlement. As a resolve to the grievance, the Fairmont had to pay all Velvet Glove restaurant employees affected for their lost hours and gratuities in accordance with agreement.

Maple Leaf Brandon members compensated over \$11,000

In July, it was brought to the union's attention that the employer was not paying certain employees in the sanitation department at the Maple Leaf Brandon plant at the double time rate for working overtime on their sixth and seventh consecutive day of work, as per the Collective Agreement.

As soon as the union was notified, it contacted human resources and informed the company of the situation.

Maple Leaf said it would look into it, however, the error was not corrected so the union filed a grievance. The matter proceeded through the steps of the grievance procedure and the parties were able to reach a settlement.

Because of the union filing a grievance, Maple Leaf paid out a **combined \$11,340.61** to seven union members from the sanitation department for all of the overtime that the company has miscalculated.



New 5-Year Deal at Coke Winnipeg

The Coke negotiating committee had its work cut out for them during the last round of bargaining. The challenge that lay in front of them was dealing with two groups at the Winnipeg facility. One group with long-standing seniority and retirement on the horizon, and the other group challenging to get full-time status, hoping to have a stable pension to look forward to down the road.

While both groups had equally important concerns, it posed a challenge for the negotiating committee trying to make sure both sides were happy.

It took some time, and this round of bargaining can be considered some of the toughest to date but the union committee did a great job. There was a strong turnout at six different voting times to ensure everyone had a chance to hear about the new contract and ask questions prior to voting. The membership ratified the new deal by 93 per cent.

Secretary-Treasurer Beatrice Bruske, who believes that negotiations like Coke will become more common over the next 10 years, led negotiations.

“Our membership has a lot of long-standing members with lots of seniority where retirement is their main goal, but we also have many new members with a few years’ service, and quite honestly, retirement is the furthest thing from their minds. They are living in the now and want wage increases, where the more senior members

want to see pension adjustments. These types of negotiations will be more common as more of our members gear up for retirement,” stated Bruske.

The new five-year agreement ensures the junior and senior workers are protected. In order to stabilize the pension plan, members will move into the company pension plan, with Coke topping up losses the members may have with the transfer of pension plans up to 100 per cent. To protect the members pensions, the company is spending around \$4.4 million. Because of this, the membership agreed for a lower wage increase of one per cent in 2016 and two per cent in 2017.

“Pension plans over the last ten years have been hit with record low returns, forcing them to cut benefits. This agreement will protect the workers for today and tomorrow,” stated Bruske.

UFCW Local 832 represents approximately 185 Coke employees—170 workers at the Winnipeg plant and another 15 members at the Brandon plant. The plants are covered by two separate collective bargaining agreements.

Negotiations for the Coke Brandon plant are ongoing. Local 832 negotiator Susan Hart-Kulbaba is meeting with the union bargaining committee this month. For the latest up-to-date news on these or any other union current events visit the local’s website at www.ufcw832.com.



Vista Park Members Off the Line

New agreement ratified by 97%

Members at Vista Park Lodge voted 97 per cent in favour of a new and improved collective agreement, ending a strike that began on September 14. The committees reached a tentative agreement on October 12, and on October 15, the members said yes to a three-year deal. The new deal ensured all members received a wage increase of 2.5 per cent immediately and it guarantees another 1.25 per cent increase on April 1,

2014. The members also received retroactive pay and a signing bonus. In addition, all shift premiums went up, and the members now have maternity leave top-up and paid pre-retirement leave of absence.

“The picketers received enormous support from other unions during the strike,” said union President Traeger. “I believe this is one reason the employer woke up and came back to the table.”

Is it or isn't it?

Lately, union members from **Visions of Independence** have called union rep Kim Ferris for help in determining whether or not they are entitled to overtime pay.

The collective agreement, article 19, is clear on when it is considered overtime and on how it is calculated. The union encourages each member to take the time to read their agreement; it is important for you to know and understand your rights.

Firstly, it is very important that management preapproves all overtime. Overtime is compensated at

1½ times the employee's regular hourly rate, and the employee has the choice of either being paid out or banking the overtime hours.

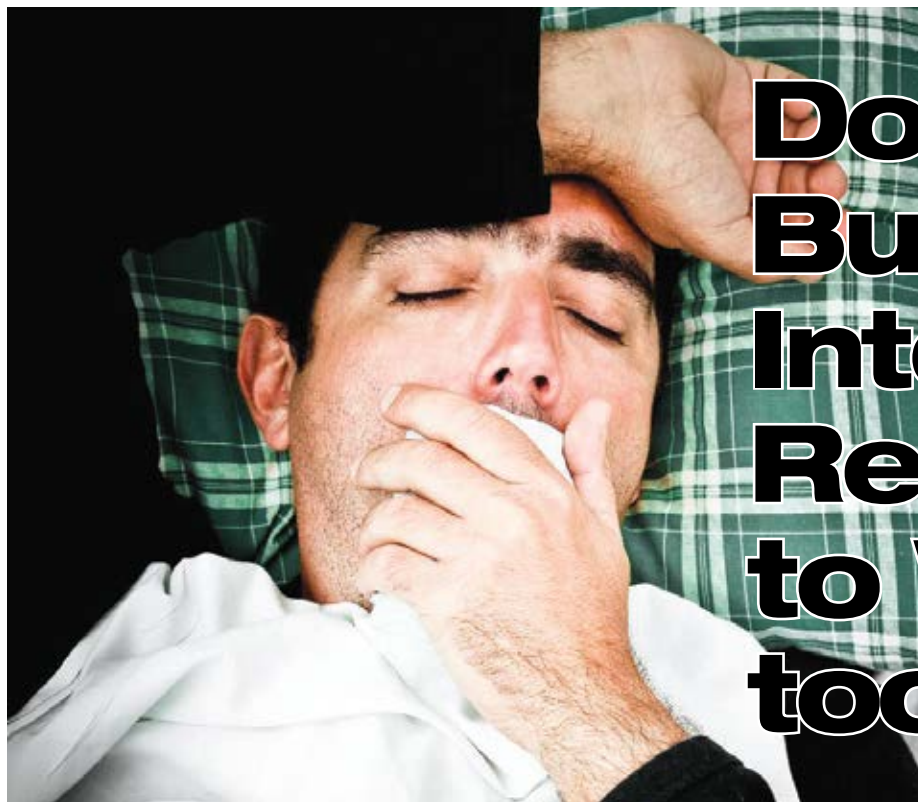
When is it overtime?

Overtime is paid for **all authorized hours** worked in excess of the regular scheduled workday, where the regular scheduled workday is a minimum of eight hours per day; or where an employee works in excess of their normally scheduled shift, which is more than eight hours per day to a maximum of 12 hours per day.

Overtime is also paid if an employee works in excess of 80 hours in a bi-weekly period.

For example, if your regular shift is eight hours and you are asked to either come in early or stay late, any time worked over the eight hours will be calculated at the overtime rate or if you work more than 80 hours during a consecutive two-week period.

Any members at Visions who believes they worked overtime but did not get paid should call Kim Ferris at 204-786-5055 or 1-888-832-9832.



Don't Be Bullied Into Returning to Work too Soon.

Members are being pressured to go back to work prior to being cleared to do so and are not being allowed the time to heal properly. It is your health!

Given the nature of the duties guards perform on a daily basis, workplace injuries are a common reality of the security industry. The most common are minor ones resulting from repetitive actions during regular patrols, but it can also be a severe bodily injury from combative suspects.

If you are injured at work, the first steps are to **immediately report any injuries to your employer as well as fill out a WCB green card**. It is extremely important that these steps be taken at all times for any types of injuries. Even though an injury can appear minor, conditions can worsen over time and you need to ensure that you are properly covered should this occur.

Another vital step is to make sure you see a physician as soon as possible

from when you obtained your injury. If your illness or injury requires you to be off work, make sure to have the condition followed by a physician and give regular updates to your employer as well as your WCB caseworker.

Lately, it is becoming an all-too-frequent event, that some employers are trying to pressure workers into returning to work on light duties when they are not physically ready. If you allow this to happen it could aggravate your condition, which could delay your return to full health. Bear in mind, the number one priority is **your health**.

The unfortunate reality of the industry is that some employers are more concerned about the cost of WCB premiums than of you. It is much more cost efficient for your employer to have you return to work in a modi-

fied duty capacity than to leave you on WCB collecting benefits that you are entitled to. Often employers assign guards to sites with non-operational roles that cannot be billed to a client instead of letting them take the necessary time to heal. Again, it is all about the dollars the company is saving off your health.

The bottom line is, if you are injured at work and are being approached by your employer to return to work early and/or complete internal medical assessments/questionnaire, make sure to contact your union representative prior to signing or agreeing to anything. Remember, it is important to follow your doctor's orders and to keep your WCB caseworker informed. The union wants to ensure your interest and health is properly looked after.



Getting Ready

Safeway proposal meetings set

Do you have your list of ideas on what you would like to see changed or added in your new collective agreement ready? Here is your chance. The union has scheduled the following proposal meetings:

NEEPAWA

November 3 — 7:30 p.m.
Neepawa Training Centre

BRANDON

November 5 — 8:30 a.m. and 7 p.m.
Training Centre

DAUPHIN

November 6 — 9 a.m. and 7 p.m.
Canway Inn

STEINBACH

November 7 — 9 a.m. and 7 p.m.
Days Inn

THOMPSON

November 7
9 a.m. — Thompson Office
7 p.m. — Best Western

WINNIPEG

November 17 — 7 p.m.
Convention Centre

The union encourages all Safeway members to attend one of the meetings noted above and let your voice be heard. It is your collective agreement!

BE ACCURATE—WHAT HOURS DID YOU WORK

Recording time worked accurately has been, and continues to be, a problem with many staff. It is very important that you mark down the exact hours you work on any given day. Misrepresenting your time worked is a violation of the collective agreement.

In article 5.10(5) it states that any employee who for any reason fails to record all time worked in the manner

required by Section 5.10 (4) shall be disciplined as follows:

1ST VIOLATION: *a written warning.*

2ND VIOLATION: *three working days' suspension without pay during one week. Full-time employees will only be permitted to work two days during such a week. For part-time employees, second violation to be one calendar week up to a maximum of three days.*

3RD VIOLATION: *two weeks' suspension.*

4TH VIOLATION: *termination of employment.*

Changes to schedules should always be approved by a store manager or first assistant prior to the shift being worked. This will aid in unnecessary confusion should someone be looking for you, or in the event of an emergency, people will know who is at work and who is not.



More Members= More Bargaining Power

All members, from the day they join the union, are entitled to utilize a wide range of money-saving discounts and special services. Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers. Just show your membership card to receive these special discounts! It's important to make sure both you and the benefit provider understand the terms of the transaction beforehand. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.

Autopac Write-offs

If Autopac says your vehicle is a write-off, call Brad Pallen at 204-284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your car's actual cash value and give you free consultation as to what your options are. If arbitration is required, you pay only \$250 in arbitration costs—a savings of \$50.

The Fairmont/The Velvet Glove

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

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

To obtain these special rates call 204-957-1350 or 1-888-974-7666 and identify yourself as a UFCW member. At The Velvet Glove receive 10% off on all food and beverage. Some conditions apply.

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. 912 Portage Avenue.

Wilder, Wilder & Langtry

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

Fort Richmond Transmissions

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

Kang's Taekwondo Academy

Two-month Taekwondo memberships & uniform for one \$99.

Phone 204-947-0261. Locations:

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

Marlin Travel Polo Park

Marlin Travel Polo Park believes you need a vacation! Get 5% off selected packages (air and hotel) with these suppliers: Trafalgar and Globus. Contact Rosa Bertone at rosa.bertone@marlintravel.ca or call 204-944-7874. Earn Air Miles.

Gerry Gordon's Mazda

UFCW Local 832 Members receive:

- Preferred pricing on new and used vehicles.
- First two oil and filter changes FREE
- 15% off all parts and accessories.

Contact Ernie Foort at 204-475-3982 for more information.

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

Eyewear

Winnipeg

- Get 28% off any complete pair of regular-priced eye glasses and 5% off contact lenses. Eye-Deal Eyewear
399 Pembina Hwy, Winnipeg
204-975-2666.

Brandon

- 20% off regular price on all prescription eyewear. Scotia Optical 204-727-3661 708-10th Street.
- At Eye Outfitters, receive 20% off complete pairs of prescription glasses and 10% off contact lenses. Located at 1100 Richmond Avenue, phone 204-725-0943.

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.

Greenwoods Dental Centres

Bring your family down for their next regular check up & cleaning and receive 1 free take-home whitening kit with whitening trays (\$200 value) for a member of your family.

- Offer applies to new patients only
- Two-person minimum booking per family
- One free whitening kit and trays per family per lifetime

693 McPhillips Street location only. Phone 204-774-7774.

Kurio Studio & Gallery

Enjoy a \$50 product credit with the booking of any portrait photography session including personal, family, couples, maternity and high school senior portrait sessions. Members also receive a 10% discount on all wedding photography services and they have completely customized packages to meet your needs and to suit all budgets. Kurio Studio also provides personal and heirloom custom book design services. Our professionally designed, bookstore-quality custom books make for unique gifts and a fabulous way to preserve your life's most important moments. Members receive a 10% discount on all custom book design services. For more information visit www.kuriostudio.blogspot.com or phone

Alix at 204-791-5734.

CDT Production Group Inc.

At CDT Production Group receive 15% off: TV & film production, commercials, studio production, MC services, multi-media, event management, virtual business cards, and audio production. Plus receive 20% off all music packages and 5% off lighting packages.

204-338-3459 or e-mail cdtgroup@shaw.ca

Polo Park Hearing Centre

Receive a 10% discount (to a maximum of \$150) on the purchase of any hearing aid. Phone 204-788-1083. Located in Polo Park Mall.

Bridgeview Bed & Breakfast

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a 5% discount during the snowmobile season. Call Louise at 204-482-7892 or www.bridgeviewretreat.com.

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

A swimmer wearing a black swim cap and goggles is swimming in a pool, with water splashing around their head.

GET IN SHAPE IN 2014

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

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

You can choose between:
6-month facility pass \$164
12-month facility pass \$305

6-month combo pass \$220
12-month combo pass \$428

**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 20, 2013.**

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

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

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



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Winnipeg, MB R3G 0V5