



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

OCTOBER 2014



MICHELLE MASSEREY
1964-2014

YOUR Involvement and Vote Does Make a Difference

The civic elections are just around the corner. On October 22, Manitobans will go to the polls to choose their civic leaders. That makes this a perfect time to talk about why it's so critically important that as Manitobans we get involved in this election.

When I was growing up, politics were not openly discussed in my home, and the coverage in the media was much more limited than it is today. Back then it was difficult to know just who was running and what each candidate stood for unless they happened to knock on your door. Today there are a myriad of websites, social media platforms and traditional media platforms—and with more candidate debates than ever before, getting to know who is running for leadership in our cities, towns and communities is a lot easier.

But being informed and getting involved means more than just voting—although that too is very important. The political leaders in our communities, whether at the civic, provincial or federal level, make such a difference in all of our lives and make such a difference in all of our workplaces. That is why it has become equally important that we become engaged in the electoral process wherever we can.

I have heard my children and their friends say that voting doesn't matter, or that all politicians or political parties are the same at the end of the day. I have done my level best to teach them that nothing could be further from the truth. Politics today is more polarized than ever, meaning it makes a huge difference who you vote for and that every vote counts. Just look at the last provincial election where several campaigns were decided by less than 100 votes.

The Winnipeg Labour Council (WLC) endorses candidates whose platforms and policies best serve the needs of working people in Winnipeg. In this issue we have published the list of those endorsed candidates, but that doesn't mean anyone should blindly go out and vote for them.



The endorsement simply means that these candidates understand the need of workers' rights in this City, in the opinion of the WLC. The Council strongly believes that right-wing conservative initiatives like public-private partnerships (P3s) or selling off the City's assets and privatizing services are not in Winnipeggers' best interests and will have a long-term negative impact on our City.

We all need to look at the candidates—endorsed or not—in our community and find out more about them. That might mean researching them online in social media or on their website, or even contacting them to ask them about their position directly. That also might mean that if there's a candidate that you believe will make your life better—either at home or at work—offer to help them get elected.

You can help by offering a few hours of your time to drop off leaflets, participate in a phone bank or help to put up a few signs in your neighbourhood. These are all simple things we can do to ensure that the future leaders in our communities represent the things we believe will make them better, and who knows, maybe one day you might be asking for an endorsement for your own campaign.

In solidarity,

A handwritten signature in black ink, appearing to read 'Jeff Traeger', written over a horizontal line.

Jeff Traeger

President, UFCW Local 832

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On the cover: Remembering UFCW Local 832 union negotiator, political activist Michelle Masserey.

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A TRIBUTE TO MY FR CO-WORKER MICHELLE



I had the good fortune of working with and getting to know Michelle for a number of years prior to UFCW hiring her in 1996. Michelle first became a union member in 1980 when she starting working at Safeway. During her employment with Safeway, she was an active shop steward and served on the Local's executive board.

Michelle was truly one of a kind. To some people, it may have seemed that it was easy to take Michelle for granted. But, I can tell you that wasn't the case at all. It was just that Michelle was always there. She always showed up for everything willingly and without ever complaining or prodding. This included any and all picket lines for UFCW or any other unions. In fact, one of her last e-mails was to ensure that our Vista Park Lodge members were showing up and supporting their CUPE brothers and sisters who worked at Tuxedo Lodge and were on the picket line. She was always reliable and dedicated to the cause,

FRIEND AND LE MASSERREY

By Secretary-Treasurer Beatrice Bruske



whatever the cause might be.

Michelle put in many hours for the benefit of her co-workers and union members. She facilitated shop steward classes, attended many political action meetings, and was an incredibly active campaign worker during provincial elections. There are very few people that I know who would selflessly be prepared to give up many weeks of their vacation at each election cycle, but Michelle was one of them. And, it wasn't just during election time, she was involved year round serving on her constituency association and promoting her MLA Erin Selby.

Michelle strongly believed in making this world a better place for all people—regardless of background, education level or income. Michelle worked tirelessly to make a positive impact for all. However, it was Local 832's members who were the greatest beneficiaries of her hard work and dedication to improve their working lives. We all know the many

hours Michelle put in to be the kind of union representative that we all strive to be. For Michelle, that meant truly caring about the members and their circumstances and going above and beyond to assist them.

In her personal life, Michelle enjoyed the arts. She attended the theatre, ballet, visited art galleries and loved to read. She was an intelligent academic. Michelle was often willing to share her latest great "read". She also loved nature, camping with her spouse Kent and keeping up with her nephew Tyler. She always had Tyler updates, always kept pictures of him on her desk, and even showed me pictures of Tyler and his date at grad, when I visited her at the hospital. Michelle was such a proud auntie.

Michelle loved to travel. She enjoyed European vacations, winter get-aways, and her travels for work, which took her throughout Manitoba and Canada. She liked biking and cross country skiing with her Dad.

To say we will miss her is an understatement. Working with Michelle was always a positive experience. She was always prepared to help wherever and whenever needed. She always came to work with a positive attitude and gave good advice when asked. Michelle treated people the way she would want to be treated, with respect and dignity.

What I will miss most is her quiet thoughtful demeanour. Which is not to be confused with being a pushover, because Michelle was not weak. Anyone that knew or worked with Michelle, knows that she was a reserved and quiet individual, but had a steely resolve and had no hesitation in sharing her opinions when needed or holding her own.

Michelle was truly here for all the right reasons. She truly was the best of what I think of when I think of being a labour activist. We will all miss her and many will feel her absence in our Local.

Celebrating Labour's Victories

Labour Day weekend for most is the last hurrah of summer. Kids are gearing up to go back to school, cottages, beaches and backyard BBQs get one last surge from fun-seekers. It seems that Labour Day gets lost as to why we recognize it. **This day is to celebrate the struggles that labour has fought over the years that affect ALL workers, not just union workers.**

In Winnipeg, the Winnipeg Labour Council hosted a day with political leaders, labour leaders, and workers who marched from Memorial Park to Vimy Ridge Park. There was live music, hamburgers and hotdogs and activities for all to enjoy.

The Brandon Labour Council held a family picnic at the Errol Black Park. UFCW Local 832 members also participated in the Dauphin and Thompson Labour Day festivities.

UFCW Local 832 President Jeff Traeger thanked those who came out to help celebrate the achievements of the workers, but also challenged them to not let labour's hard fought victories fall to the wayside because of self-serving conservative interests.

"Workers' rights are under attack like they were over 75 years ago," stated Traeger. "The need for unions is as great today as it was then."





Winnipeg Labour Council Busy In Civic Election

Dave Sauer, the president of the Winnipeg Labour Council, has been going non-stop for the last few months ensuring that their endorsed candidates are ready for the October 22 Winnipeg civic election. With the number of incumbents not running, the door is wide open for a change in leadership at city hall.

“We started interviewing candidates last year. They have all different political leanings but they all share a set of core values that we believe is right for the growth and prosperity of Winnipeg. By this, we can endorse them in the upcoming election,” stated Sauer.

Unions and politics have gone hand in hand since the beginning of the labour movement. UFCW Local 832 President Jeff Traeger believes all members need to be engaged in the political process.

President Traeger said, “We have to be involved. We tell our members about the need for them to be educated and encourage them to come out to political events because it affects all of our members every day of their lives.”

There will be some new faces at city hall after the election, as Mayor Sam Katz declared he wouldn’t be seeking another term. Other incumbents not running are councilors Scott Fielding, Justin Swandal, Dan Vandal and Paula Havixbeck, who is seeking the mayor’s job so her riding of Charleswood-Tuxedo is up for grabs.

The List of Winnipeg Labour Council Endorsed Candidates are:

Judy Wasylycia-Leis
Mayor

Brian Mayes
St. Vital

Ross Eadie
Mynarski

Jenny Gerbasi
Fort Rouge-East Fort Garry

Matt Allard
St. Boniface

Sachit Mehra
St. Norbert

Stefan Jonnason
St. James-Brooklands

Suzanne Hrynyk
Old Kildonan

Evan Comstock
North Kildonan

Jason Schreyer
Elmwood-East Kildonan

Ray Ulasz
Transcona

Anthony Ramos
Point Douglas



Around the Table

What's going on in negotiations.

Dauphin Consumers Co-op

In August, the bargaining committees reached a tentative collective agreement for the union members working at the Dauphin Consumers Co-op. Last month, the members ratified the new four-year deal by 95 per cent.

Northern union rep JP Petit said, "It is a good deal. During the life of the agreement, members' wages will go up by nine per cent."

Sun-Gro Horticultural

Negotiations go south at Sun-Gro. At the bargaining table on September 10, the negotiating committees reached an impasse and talks broke down. The union negotiating committee – negotiator Martin Trudel, Jim Sitar, Raymond Popiel – feel very strongly about not giving into the company's concessions since it would affect the employees' rights and benefits that have been gained over the years.

The Local applied to the Manitoba Labour Board requesting it appoint a conciliator to help with these negotiations, as there are still a number of significant issues left on the table. The union is hopeful that the conciliator will be able to assist the parties in reaching a settlement.

In the past, the negotiations process at Sun-Gro has been quick; but the union committee is dealing with new ownership that has very different principles than the previous ownership. Therefore, the union and the members need to remain strong and united to protect their interests.

IMI

The union held a proposal meeting in September, for its members working at Integrated Messaging Inc. From this meeting, the union received ideas from the members on what they want to see in their new contract.

Leaf Rapids Co-op

The collective agreement for the members working at the Leaf Rapids Co-op will expire on November 22. UFCW Local 832 held a proposal meeting on September 29 at the Leaf Rapids Council Chambers. The purpose of the meeting was to hear from the membership on what they would like to see in their new collective agreement.

New northern union rep JP Petit and retiring northern union rep Blair Hudson will head up the negotiating committee. The union is aiming towards getting a new agreement in place prior to the expiration of the existing contract.

As bargaining proceeds, the union will update its members at the Co-op. Members can also go online for updates to the union's website at www.ufcw832.com.

Pepsi Bottling Group Brandon

In August, the union and the employer met to exchange their respective proposals. Unfortunately, because of prior commitments on both committees, negotiations will recommence on October 14. The union will keep members updated as things progress.

Policy at Maple Leaf Needs Scrutinizing

Maple Leaf Consumer Foods has a policy that requires members to advise the company immediately if the member intends to see their doctor or is reporting their injury to WCB. The company maintains this is to ensure the best possible care for the injured worker and to ensure all proper information is shared with the injured worker's doctor and with WCB if necessary.

The union has heard from members that they have felt intimidated, into not contacting WCB when they are injured at work and that the company can accommodate any restrictions the injured worker may have. The union has also heard that the company has advised injured members to apply for disability benefits rather than WCB benefits, as they would probably not be covered by WCB.

This is not true and it is up to WCB to investigate injury claims and make any decision whether or not an injured worker's claim is compensable or not. This policy needs to be scrutinized. If the policy is proven—that would be claim suppression.

The union understands that the company would like to know if an injured worker is seeking medical attention from their doctor so that the company can send a Functional Abilities form with the member to the doctor. The doctor can then document any restrictions or limitations that the worker may have. This will help the parties in determining a suitable accommodation in the workplace for the injured worker if possible. However, the company does not need to be made aware that an injured worker is contacting Workers Compensation Board, especially since there may never be a claim as a result of such contact.

UFCW Local 832 is advising all workers to contact WCB even with very minor injuries as you never know what might seem like a minor injury today, could turn into a major injury in the future. Any injured worker should contact WCB and receive a claim number for each incident they have at their workplace. You may not need accommodation today but, if injuries sustained in the workplace are aggravated over time you may need accommodation or time-off in the future. It is more difficult for WCB to determine if the cause of injury is work-related if it is not reported immediately to WCB.

Also, not reporting your workplace injuries to WCB may also have an impact on your earnings in the future. If you are working in a higher paying classification and are accommodated in a lower paying classification the company can reduce your rate of pay to the lower paying classification rate after a period of time. If you have a

WCB claim number you can then go to WCB for the difference in your rate of pay. There are many good reasons to report all injuries to WCB to protect yourself, but saving the company money is not one of them.

If you have any questions regarding injuries at work and reporting to the Workers Compensation Board, contact your full-time service representative to discuss the matter immediately. Union office numbers are:

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

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

Members can also call the WCB Compliance Tip Line regarding WCB claim issues in Winnipeg 204-888-0881 or toll-free 1-844-888-0881.

How to File a Claim

1. Report the injury to your employer ASAP. If your employer does not have a form for you to complete, make sure you complete the Notice of Injury to Employer form.
2. If you miss time from work or see a healthcare provider because of a work-related injury, report the injury to the WCB by phone, fax or mail.

By phone:

Winnipeg at 204-954-4100, outside Winnipeg, call toll-free 1-800-362-3340. A Claim Information Representative will take injury details.

By fax:

Fax your completed Workers' Report of Injury Form to 204-954-4999 or toll-free 1-877-872-3804.

By mail:

Mail your completed Workers' Report of Injury Form to the WCB office at 333 Broadway, Winnipeg, MB, R3C 4W3.

The forms can be filled out on your computer or you can obtain the paper forms by calling 204-954-4922.

3. Be sure to get medical attention. Let your doctor know that you will be making a WCB claim with us. Your doctor will then complete a medical report on your injury and fax it WCB.
4. Keep in contact with your employer and let them know how you are recovering. Keeping in touch can really help to ease your return to work.
5. Be sure to follow the advice of your medical professional. Take your medications and participate in any physical rehabilitation programs they prescribe. An active recovery is the best way to minimize the negative effects of your injury. Note that your WCB benefits may be stopped if you are not following your doctor's treatment plan.



Fall Luncheon This Month!

Elections to take place for executive board.

With the cooler weather also comes the annual fall luncheon for the UFCW Local 832 Retirees Club. This year's fall luncheon will once again be held at the ANAF Legion at 3584 Portage Avenue on Tuesday, October 14. The cost is \$6 each for dues-paying members and spouse, and \$9 for non-paying members.

The union sent the invitations out last month, so you probably have already received it. Included with your invitation, was your membership application for 2015. For only \$12 a month, as a dues-paying member of the Retirees Club, you and your spouse receive discounts off the prices for the luncheon meetings (spring and fall), the annual

golf tournament and any other special excursions the Club hosts, such as the casino trip to the States. Plus you also receive 10 issues of UNION, the magazine for UFCW Local 832.

If you are planning on coming to the luncheon, don't forget to call Melissa by October 3 to let her know, as we need the counts for the food! Her number is 204-786-5055 or 1-888-832-9832.

What a Trip!

The latest excursion the Club hosted was a trip to the Prairies' Edge Casino Resort in Granite Falls, Minnesota. On the bus, the excursionists played games and were entertained while on the road. One lucky person won a \$100 gift certificate to Bridgeview Bed & Breakfast in Selkirk. What a trip for Janet Leurquin, she won \$1849 at the casino.

Once the Club arrived at the beautiful resort, everyone was ready to try their luck on the slot machines. There also time for some shopping at the Duty Free and in Grand Forks.

All in all it was a great trip and everyone enjoyed it.

RECIPE OF THE MONTH

Carrot & Pineapple Muffins

- | | |
|----------------------|---|
| 1½ cups flour | 2 eggs |
| 1 cup sugar | 1 cup grated carrots |
| 1 tsp. baking powder | ½ cup crushed pineapple (include juice) |
| 1 tsp. baking soda | |
| 1 tsp. vanilla | |
| ¼ tsp. salt | |
| ⅔ cup oil | |

Mix all ingredients together and bake at 350° for 25 minutes. Makes about 24 medium-size muffins.

FOOTNOTES

Congratulations

Denis & Lorraine Allard celebrated 60 years of marriage in September.

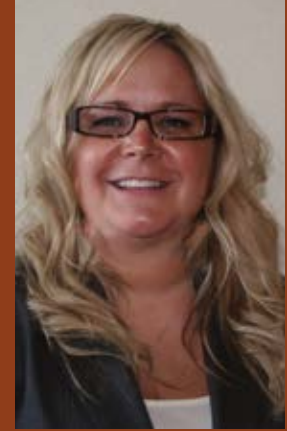
Eric & Barbara Schick will be celebrating 63 years of marriage this month.

GRIEVANCE NEWS

Grievance Reinforces Collective Agreement at NRHA



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

On January 13, 2014 the Northern Regional Health Authority (NRHA) issued a new policy outlining that the employer was now going to cap banked overtime at 77.5 hours. This is equivalent to two weeks of full-time employment. The employer unilaterally decided that any overtime in excess of 77.5 hours would be paid as earned.

The union argued at its regularly scheduled labour/management meeting that the collective bargain-

ing agreement does not contain a maximum allowable number of hours an employee can bank. In the Local's opinion the only stipulation in the collective agreement is that all accumulated overtime must be taken as time off or paid out by March 31 of each year. NRHA did not initially agree with the union's position and as a result the union filed a policy grievance on March 10.

The parties scheduled a step 2 meeting as per the grievance procedure

and the union was able to convince the NRHA to change its position and the issue was resolved.

Therefore, because of the union filing a grievance, NRHA employees covered by the UFCW collective Agreement will continue to be permitted to bank an unlimited amount of overtime hours.

If you believe management has violated your collective agreement at your workplace, contact your union representative. The union can't fix what it doesn't know about.

Loblaws Member Compensated for Loss of Hours

In the summer of 2013, an employee of Loblaws had a medical issue that resulted in the employee being off work and then subsequently needing accommodation to return to work. The employee's physician had restricted the amount of hours the employee was to work as a cashier.

Because of this, the employee had to restrict her hours, which caused her to lose her 28-hour guarantee. However, the employee's seniority was such that she was on the top of the restricted seniority list, which means she is entitled to 16 to 20 hours per week.

Management claimed that the employee could only be accommodated in the host position and as such the company scheduled her for only 10 hours a week.

The union immediately grieved the matter knowing full well that there were other jobs in the store that the employee could perform to ensure 16 to 20 hours of work per week. The grievance was set for arbitration for June 6. Prior to the scheduled arbitration taking place the company agreed to amend its position. This resulted in the employee being paid \$650 as a resolve to the grievance.

The **OPUS** Project: Different Abilities Create Great Opportunities



Heather Grant-Jury
UFCW Education
Director

An innovative new project has just launched in Winnipeg providing supported training to individuals with different cognitive abilities to assist them in preparing for, gaining and sustaining paid employment.

As a collaboration of **Options for Success Inc.**, **Premier Personnel**, **UFCW Training Centre** and **SPHERE Quebec**, the **OPUS** project aims to generate a wave of inclusive employment in Winnipeg.

The key to the approach **OPUS** is taking is two-fold: customized pre-employment readiness training, and expert matching of an individual's capacity to an employer's needs in the labour market.

It is said that the number one barrier to inclusive employment is attitude. So what are the benefits for employers in hiring people with disabilities? This is what employers have to say:

- People with different abilities have proven to be loyal employees. When they get a job that "fits", they stay, which leads to lower staff turnover.

- Their consistent punctuality and above average attendance lead to increased productivity and team morale.
- An inclusive workplace demonstrates your organization's diversity and promotes good will to employees, clients, and the community.
- Accommodating new employees demonstrates a company's agility, and creates opportunity to innovate, resulting in a more robust and dynamic workplace.

The **OPUS** project will provide services at no cost to participating companies, thereby saving time and money associated with screening and posting vacancies.

Specifically what will employers get out of participating in the **OPUS** project?

- ⇒ identify the needs of your company and its services and/or products.
- ⇒ Identify the capabilities of the candidate and determine skills gaps.
- ⇒ Customize training and close gaps required to perform job tasks.

- ⇒ Familiarize our support workers with your business, the job that you need to fill, and how to match the right candidate for the job.
- ⇒ Deliver supported training for the new hire and co-workers by providing a job coach and/or a trainer to buddy up with the employee.
- ⇒ Provide follow-up and on-going support both to your company and the new hire.

Through funding contributions from the Government of Canada, Opportunities Fund for People with Disabilities and Manitoba Jobs and the Economy, a wage subsidy is offered to participating employers during the employee training period. Employers have nothing to lose and the potential to gain a loyal, long-term employee.

OPUS has individuals ready to do warehouse, production and retail jobs. To learn more about the project and how your company can get involved, contact Eddie Calisto-Tavares, project co-ordinator, at 204-989-0141 or eddie@options4success.com.

UFCW Local 832 is proud to support this project, and is pleased to have one individual from the project taking her internship training at the union office.



UFCW Successful in Pushing for New Security Guard Legislation

It has been a long time coming, and after UFCW Local 832 started to lobby the provincial government nearly five years ago, the Manitoba provincial government announced in July of added protection for security guards. It was nearly 10 years ago when the province announced mandatory training for security guards and other initiatives to protect workers. Now, after a review of legislation, with a working group consisting of UFCW, security guards and employers, the government has new protections in place.

“What we have seen over the last 10 to 15 years is more responsibilities are falling onto security guards. In many cases at their worksites, they are the first responders to dangerous situations,” stated Local 832 President Jeff Traeger. “Not only should they be properly trained and protected, they should be better compensated, so there is less turnover of experienced guards.”

The new changes compliment the requirements that security guards must undergo a child abuse registry and criminal records check and complete 40 hours of training. The new Security Guard Sector Plan that is being put in place includes:

- Committing to review the content of the mandatory security guard training manual every five years, beginning this year, working to ensure training standards are up-to-date.

- Phasing in higher wages over the next four years, beginning with an October 1 requirement that security guards be paid at least \$0.25 above minimum wage to help address high staff turnover rates while improving the ability of companies to retain qualified employees. All security guard wages will reach a minimum of \$2.25 higher than the provincial minimum wage by September 30, 2017.
- Introducing new labour standards resource material specific to security focusing on responsibilities of all parties including clients, contractors, employers and workers to help improve bidding practices and promote worker safety.
- Continuing focus on site-specific inspections and enforcement measures to address safety and health issues for security guards.

UFCW Local 832 member and activists Debbie Jones, who has been involved for many years with lobbying for improvements for security guards, said, “We could always have more training and resources available, but the province is working with all parties to create a fair playing field while ensuring those performing the job are also considered.”

The fight for better legislation for security guards is not over. The union will continue to monitor the situation and communicate with its members as steps are made.



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.

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.

Greenwoods Dental Centres

Bring your family down for their next regular check-up and cleaning and receive one 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.

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.

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.

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



ATTENTION ALL UFCW LOCAL 832 MEMBERS!

ANSWER THE PHONE!

On November 10 at 7 p.m.

UFCW Local 832 will be holding a
General Membership meeting via
Telephone Town Hall.

We will be calling you starting at 6:45pm to update you on
recent events at the Local.

Those who stay on for the **entire** meeting will be entered into
a draw for a pair of **2014/15 Winnipeg Jets tickets**.

*If you do not get a phone call from us on November 10 and want to
participate in the General Membership Telephone Townhall you can dial
1-877-229-8493 and press 112418

Manitoba Minimum Wage Goes Up This Month!

Effective October 1 minimum wage in the province
of Manitoba is going up to \$10.70. Most UFCW
Local 832 collective agreements, particularly in
the retail industry, have wording to protect members
in the entry-level classifications regarding provincial
minimum wage increases.

The minimum wage gap clause states that if the
provincial minimum wage changes during the life of
an agreement, **the new start rate for these entry-
level positions will go up**. For example, if you are a
serve clerk working at a Red River Co-op or Safeway
store earning \$10.70, your wage will increase to
\$10.95.

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

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

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