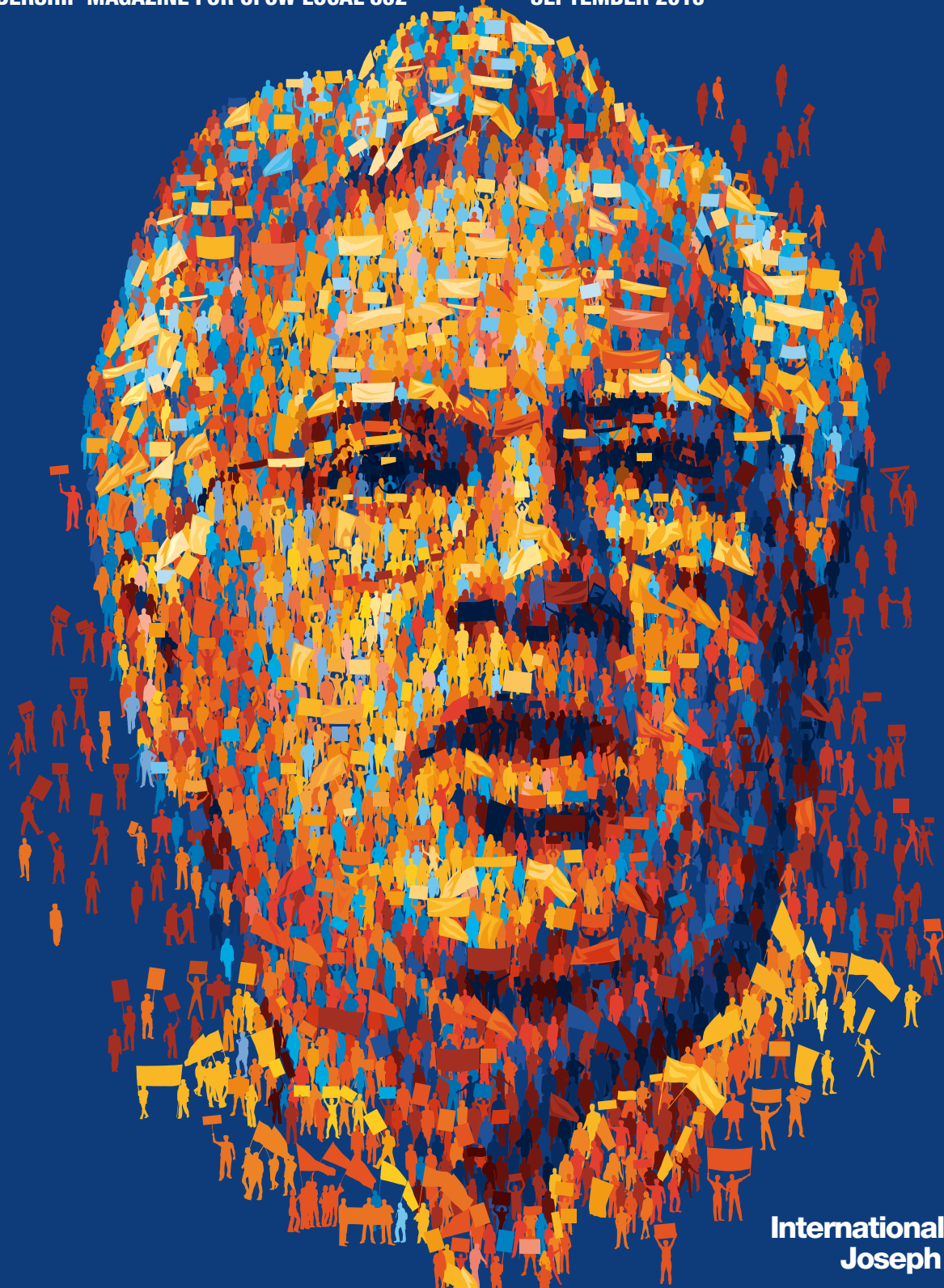


75 Years UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

SEPTEMBER 2013



UFCW
International President
Joseph T. Hansen

IMPORTANT LOCAL ELECTION INFORMATION INSIDE



BLUE.
GOLD.
BOLD.
POWERFUL TOGETHER

MESSAGE FROM THE PRESIDENT

UFCW held its 7th regular convention in Chicago last month and Local 832 delegates spoke on numerous resolutions that will help shape our union for the next five years. The theme for the convention was Blue. Gold. Bold. Powerful Together. Under the leadership of Joe Hansen, UFCW International President (who is featured on our cover), our union has grown stronger while continuing to fight for working people globally. Today's world is a small one and if we are going to effectively represent our members, we need to be able to apply pressure to the many global employers we negotiate with.

Even though the majority of UFCW's 1.3 million members come from the United States, Tom Mulcair, Leader of the Official Opposition here in Canada, spoke to the delegates at the convention. "UFCW is a leading force in Canada," he said. "Fighting for greater social justice, challenging the ultra-conservative agenda at every turn, and fully mobilizing in political action to create a better future for working families across the country."

Canadian Labour Congress President Ken Georgetti brought greetings of solidarity and challenged the delegates to "dramatically improve the number of workers who can call UFCW "my union." "It will be difficult, it will be a challenge like no other in our lifetime, but if our words reflect the values most people believe in, like fairness, we will win."

Anyone involved in union management relations in North America is aware that there is a war going on and workers are in danger of losing all that they have gained through generations of bargaining. We must continue to educate our members on the importance of their role in their workplace, and on the importance of where they shop and how they vote.

The radical right in the US and the Harper agenda in Canada are in a battle with unions and the labour movement, but if we stand strong and united we can win this fight. We can protect the rights of working people as we have done so many times in the past and we can be powerful together!

In solidarity,

Jeff Traeger

President UFCW Local 832

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On the cover: UFCW Canada President Wayne Hanley presented this illustration to International President Joseph Hansen at the convention in Chicago. It was produced by Aram Mesropyan from UFCW Canada.

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Jeff Traeger

SECRETARY-TREASURER

Beatrice Bruske

EXECUTIVE ASSISTANT TO THE PRESIDENT

Marie Buchan

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Ray Berthelette	Jerry Kies
Brenda Brown	Phil Kraychuk
Kim Ferris	Wendy Lundy
Sandy Forcier	J.P. Petit
Roberta Hoogervorst	Martin Trudel
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Heather Grant-Jury, Director

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1-800-552-1193

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Thompson, MB R8N 1Y9
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1-800-290-2608

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Winnipeg, MB R3G 0P1
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Brandon

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Brandon, MB R7A 7J5
204-726-8337

Neepawa

290 Davidson Street
Neepawa, MB



UFCW Local 832 delegation

7TH REGULAR CONVENTION

UFCW

BLEU. OR. AUDACE.

LA FORCE DU NOMBRE



Joseph Hansen, UFCW International



Wayne Hanley, UFCW Canada



Beatrice Bruske, UFCW Local 832



Sarita Gupta, Jobs with Justice

The windy city of Chicago was home to nearly 2,000 UFCW delegates, alternates and guests from August 12 to the 15. Delegates discussed resolutions that will shape our union's future and heard from dynamic politicians, activists and labour leaders.

It was announced early on the first day of the convention that after an eight-year absence, UFCW would be re-joining the AFL-CIO. Richard Trumka, president of the AFL-CIO, and Ken Georgetti, from the Canadian Labour Congress, brought messages of solidarity and both speakers challenged delegates to work hard and take back their countries for the working class.

NDP Leader, Tom Mulcair, spoke about the importance of UFCW in Canada.

"UFCW is the leading force in Canada, fighting for greater social justice, challenging the ultra-conservative agenda at every turn, and fully mobilizing in political action to create a better future for working families across the country."

-Tom Mulcair, NDP Leader

UFCW Canada National President Wayne Hanley spoke to the delegates about the need for us to 'stick together.' Brother Hanley stated, "We embrace solidarity because together we have witnessed the power of collective action

7^E CONVENTION RÉGULIÈRE



Tom Mulcair with UFCW Canada leaders



Tom Mulcair, NDP Leader Canada



Ken Georgetti, Canadian Labour Congress



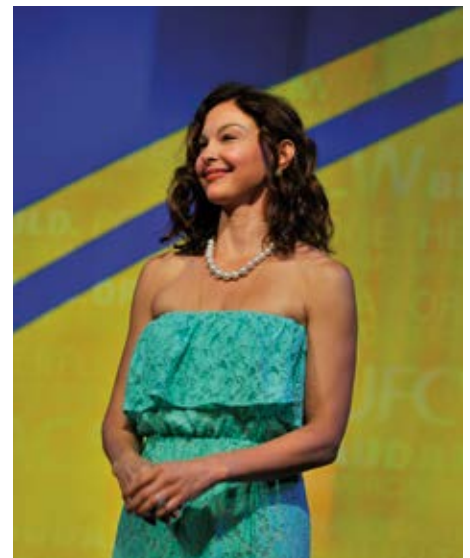
Sandy Forcier, UFCW Local 832



Marc Perrone, UFCW International



Nancy Pelosi, Minority Leader of the United States House of Representatives



Ashley Judd, Activist and Actor



John Lewis, Congressman



Blair Hudson, UFCW Local 832

and we understand that labour rights and human rights are not given, that justice must be gained, that fairness and equality must prevail.”

The last speaker on Wednesday, August 14 was a highlight to many of the delegates as Congressman John Lewis brought the convention to their feet numerous times. He’s been called “one of the most courageous persons the Civil Rights Movement ever produced,” Congressman Lewis broke script and spoke from his heart,

“If it had not been for you and for organized labour, I would not be in the House of Representatives today. I’m ready to fight with you. I’m not too old to sit in, to sit up, to speak out, or speak up.”

—John Lewis, Congressman

International President Joe Hansen, Secretary-Treasurer Marc Perrone and Executive Vice-Presidents Bill McDonough, Pat O’Neill and Wayne Hanley along with the 46 vice presidents at large, and four vice-presidents of UFCW Canada, were all elected at the convention. A resolution was passed to add one more vice-president from Canada.

In his keynote address, President Hansen reminded delegates about the commitment to the future of the union by organizing, and he confirmed that since the last convention in Montreal that is exactly what has occurred.

UFCW Local 832 delegates were busy at the microphone over the four days discussing resolutions for migrant workers, bargaining and protection for workers at their workplace.

The final speaker of the convention was activist, actor and union member Ashley Judd. While many know her for her many movie roles, she highlighted how she realized early in her career that negotiating specific clauses in her contracts had a benefit to the other unionized workers on her movie shoots. Sister Judd has been an outspoken advocate for political and humanitarian missions.



Susan Hart-Kulbaba, UFCW Local 832



Brenda Brown, UFCW Local 832



Debbie Jones, UFCW Local 832



Sonia Taylor, UFCW Local 832



Thanks for your dedication, Gord!

Long-standing member in Thompson retires

Gord Hiscock seen in the picture above with his union representative Blair Hudson and several of his co-workers retired from Sobeys Grocer Warehouse in Thompson.

Gord Hiscock was a UFCW member for over 39 years. During his 39 years of union membership, he stayed active and was a great help to his co-workers, and his union. Gord was a shop steward for over 30 years and sat on at least eight bouts of bargaining with the company.

"I have seen many changes in the workplace and improvements to the collective agreement during my years at the warehouse. When I started at the warehouse it was called Mid Land Fruit, which was purchased by Codville, then The Oshawa Group and then Sobeys."

-Gord Hiscock, 39-year union member

One person who will miss Gord is UFCW Local 832 union representative Blair Hudson who has worked with Gord for the last 15 years.

"Gord was an invaluable resource to me and the union. With his long-term service and his years of bargaining, he knew the collective agreement inside and out as well as the history of how all the articles came to be," said Blair Hudson, Northern union representative.

The union executive would like to wish Gord a long and enjoyable retirement.



Join Us on September 28

Light The Night Walk is an event filled with inspiration as people come together to raise funds for The Leukemia & Lymphoma Society of Canada (LLSC). During this leisurely five-kilometre walk, family and friends gather in select sites across Canada to bring light to the dark world of cancer. UFCW Local 832 is proud to sponsor Winnipeg's first Light The Night Walk.

Join the UFCW Local 832 team on Saturday, September 28, at The Forks in Winnipeg. If you want to register, go to www.lightthenight.ca then click on "WALK" and choose "Create an Account."

UFCW Local 832 Executive Board Elections To Take Place Next Month

Nominations are in – four positions challenged

As reported in the June UNION magazine, nominations for the positions of president, secretary-treasurer, recorder and 16 vice-presidents took place in July.

All nominations for the UFCW Local 832 executive board are in and the members seem pleased and satisfied with the operations and the direction of the Local.

President Jeff Traeger and Secretary-Treasurer Beatrice Bruske will continue in their positions by acclamation, as well as the position of recorder. From the 16 vice-presidents, only four positions are being challenged.

Elections for vice-president positions #8, #12, #14, and #16 will take place this month. See the election meeting dates on page 9 for the city/town nearest you. Below are the names of the candidates for the positions of vice-president.

For Local 832 members working in the northern communities of Thompson, The Pas, Flin Flon, Gillam, Leaf Rapids, Lynn Lake, Swan River, Dauphin/Ste. Rose and the community of Moose Lake in southeastern Manitoba and Pine Falls, elections will be done by mail referendum.



On October 2, the election chairperson will mail to each active member eligible to vote and working in the listed communities a ballot with instructions. The deadline for returning the mailed-in ballots is 12 noon on October 31.



Diageo Scholarship Winner

Union representative for Diageo in Gimli, JP Petit, presents the scholarship award to Sabryna Johannson, daughter of union member Bruce Johannson. Sabryna will be attending the University of Manitoba in the fall where she is enrolled in the four-year engineering program. The Diageo scholarship was created when the members merged with UFCW Local 832 in 2011.

CANDIDATES FOR VICE-PRESIDENTS

You can only vote for one candidate in each vacancy.

Vice-President #8
Kay Wetherill
Darrin Clinton

Vice-President #12
Diego Rodriguez
Tom Biebrich

Vice-President #14
Corey Kowalski
John Anderson

Vice-President #16
Frank Managire
John Lyons

ELECTION MEETINGS FOR UFCW LOCAL 832 EXECUTIVE BOARD

CITY / TOWN	DATE	TIME	LOCATION
Moose Lake	Ballots will be mailed to members on Wednesday, October 2	Deadline for receipt of mail-in ballots is Thursday, October 31 at noon.	Judges will pick up mail-in ballots at the post office.
Pine Falls			
Dauphin and Ste. Rose			
Swan River			
The Pas			
Flin Flon			
Thompson			
Gillam			
Leaf Rapids			
Lynn Lake			
Russell	Thursday, October 10	4:45 to 8 p.m.	Russell Inn, HWY 16 at 83
Brandon	Tuesday, October 15	11 a.m. to 1 p.m. and 6 to 8 p.m.	UFCW Local 832 Office, 530 Richmond Avenue East
Whitemouth	Tuesday, October 15	3 to 5:30 p.m.	Whitemouth Recreation Centre, Lot 1- 1st Street
Portage la Prairie	Wednesday, October 16	Noon to 12:45 p.m. and 5 to 6 p.m.	Super 8, HWY 1-A West
Fisher Branch	Wednesday, October 16	6:15 to 7 p.m.	Fisher Branch Community Centre, Tache Street
Neepawa	Thursday, October 17	1:30 to 6 p.m.	Training Centre 290 Davidson Street
Carberry	Thursday, October 17	7:30 to 9:30 a.m. and 4:30 to 9 p.m.	Carberry Legion, 25 Main Street
Gimli	Thursday, October 17	2 to 7 p.m.	Lakeview Conference Centre, 10 Centre Street
Selkirk	Thursday, October 17	10 to 11 a.m. and 7 to 8 p.m.	Smitty's Restaurant, 168 Main Street
Stonewall	Thursday, October 17	9 to 10 a.m. and 5 to 6 p.m.	Rockwood Motor Inn, 390 Main Street
St. Malo	Friday, October 18	2 to 5 p.m.	Chicken Chef, 122 St. Malo Street
Winkler	Sunday, October 27	1 to 2:30 p.m.	Days Inn, HWY 14
Carman	Sunday, October 27	3:30 to 4:30 p.m.	Breakaway Family Restaurant, 10- 4th Avenue South West
Virden	Wednesday, October 30	10:30 to 11:45 a.m. and 4:15 to 7 p.m.	Virden Legion, 540 8th Avenue South
Steinbach	Wednesday, October 30	Noon to 1:30 p.m. and 6 to 8 p.m.	Days Inn, 75PTH 12N
Winnipeg	Wednesday, October 30	10 to Noon and 7 to 8 p.m.	UFCW Training Centre, 880 Portage Avenue
Tabulation and Final Ballot Count	Saturday, November 2	11 a.m.	UFCW Local 832 1412 Portage Avenue

After the first two rounds of talks, the parties had agreed to 42 items. In the last round of talks that wrapped up on August 22, only three items were agreed to. The union mailed Westfair members a negotiations update magazine as well as a one-page document at the stores with the latest update.

On September 8, a strike vote will be held across the province. Members are encouraged to at-

Strike Vote Announced

Negotiating committee needs your support!

tend and hear the status of negotiations and give the committee a strike mandate so they can go back to the table and get the best deal possible.

Members can keep checking for updates on negotiations and strike vote results at www.westfair2013.com.



The \$12.4-Billion Deal

This summer saw another mega-merger in the retail food landscape when Loblaw made a \$12.4-billion purchase of Shoppers Drug Mart. The deal many thought was in reaction to the Sobey's \$5.8-billion purchase of Safeway Canada.

Annual revenue of the combined company would have been more than \$42 billion in 2012, according to the Loblaw statement announcing the purchase. Loblaw, based in Brampton, and Toronto-based Shoppers Drug Mart together made earnings before interest, taxes, depreciation and amortization of about \$3 billion last year.

The union believes this is enough to ensure the members in Manitoba can receive a fair wage increase.



Kim Money

Superstore 1509 shop steward and negotiating committee member, Kim Money, has been selected by UFCW Local 832 President Jeff Traeger as relief representative. Kim has been assigned to work with Westfair members during Westfair negotiations. Kim will be visiting the stores throughout bargaining; should you have any questions you can call her at 204-786-5055 or e-mail her at reliefrep@ufcw832.com

Casino Trip

Bus full, ready to go

A reminder for all the people who registered to join in the fun and try their luck at the Shooting Star in Mahanomen, Minnesota, on September 16 to 18, to make sure you have your proper ID for crossing the border—passport, permanent residence card, etc.

As well, be ready to load at either the Safeway store at McPhillips (departing at 8:30 a.m.) or Safeway store at 2155 Pembina Highway (departing at 9:30 a.m.).



Shooting Star Casino trip

Fall Luncheon October 15

UFCW Local 832 Retirees' Club has scheduled its fall luncheon for October 15 at the ANAF Legion at 3584 Portage Avenue at 12 noon. As usual, there will be a hot lunch, door prizes, cash draws and a guest speaker.

The union will be mailing the notices shortly so retirees are encouraged to watch their mailbox for the notice. Along with the luncheon invitation is an application for your 2014 membership.



Retiree luncheon set for October 15.

HAPPY BIRTHDAY, CHUCK!

The UFCW Local 832 retirees' executive board would like to wish fellow board member and former local union representative, Chuck McCormick, a happy 70th birthday.



Chuck McCormick circa 1986

New Program Being Offered at the Training Centre

Fall is here and that means it is time for us to begin a new session of training. I hope you will think about taking advantage of the many programs and services available to you at your training centre. I also hope you will let us know if you have an idea for a course that is not currently being offered. Our schedule is based on your needs, so we rely on your feedback to make sure we are offering courses you want to take.

I'm excited to tell you about a new workshop for shop stewards called Crossing Generational Lines. It will run for the first time in Winnipeg on September 10 and 11. Its purpose is to help all of us understand each other better. The main themes of the workshop are:

- Explore the four generations that exist in today's workplace and how they are different;
- Determine how this will affect us and why it is important to acknowledge these differences, and;
- Discuss how, as a union, we can address the various needs and realities of different generations.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education
Director

Our hope is that we will pilot this workshop in Winnipeg and then offer it to members throughout Manitoba early in the New Year.

If you are a shop steward and want more information on this workshop, or any others, call your union representative.

Fall 2013 Shop Steward Training Schedule

We are pleased to offer the following shop steward workshops this fall. If you are interested in any of these, speak to your union representative.

Winnipeg Workshops

- September 18 & 19 New Steward
- September 25 & 26 Cultural Comfort
- October 2 & 3 Communication Skills
- November 6 & 7 Grievance Handling
- November 13 & 14 Political Action
- December 4 Stop Bullying

Brandon Workshops

- September 18 & 19 Communication Skills
- October 2 & 3 New Steward
- October 16 & 17 Cultural Comfort
- November 6 Taking Control of Stress
- November 20 & 21 Grievance Handling
- November 27 & 28 Note Taking
- December 11 & 12 Political Action

Dauphin Workshop

- October 29 & 30 Cultural Comfort



Mature student diploma program

Lifelong learning for UFCW members

2013 Graduating Class

The UFCW Training Centre, in partnership with Winnipeg Technical College in Winnipeg and Assiniboine Community College in Brandon and Neepawa, offers members an adult high school credit program that is recognized by the Province of Manitoba, universities, community colleges and employers. Courses will run this fall in Winnipeg, Brandon and Neepawa.

If you want to work towards your high school diploma or need your grade 12 to meet job requirements or get further training, the UFCW Mature Student Diploma Program may be able to help.

For more information on taking individual courses or working towards your entire diploma, call Ans Norman at the Winnipeg Training Centre at 204-480-8116, 204-775-8329 or toll-free at 1-877-775-8329.

Fall 2013 Health & Safety Training Schedule

We are pleased to offer the following Health & Safety workshops this fall.
If you are interested in any of these, speak to your union representative.

Winnipeg Workshops

- September 16 & 17 Violence and Stress
- October 7 & 8 Level 1
- October 28 WHIMIS
- December 2 & 3 Ergonomics

Brandon Workshops

- September 23 & 24 Intro to WCB
- October 21 WHIMIS
- November 18 & 19 Violence and Stress

Thompson and North Workshops

- October 16 & 17 Moving Beyond the Basics



Supporting Higher Learning

49 UFCW members receive scholarships

Julie de Leon,
Superstore 1514 with
President Traeger and
Secretary-Treasurer
Bruske

On August 22, 49 UFCW Local 832 members received scholarships of \$500 each from across the province. Since 1998, UFCW Local 832 has provided nearly \$900,000 for our members to assist them with tuition costs at post-secondary institutions.

Bernard Christophe Safeway Scholarship

Derek Resch *Safeway 359*

Bernard Christophe Westfair Scholarship

Katie Dyck *Superstore 1512*

Robert Ziegler Maple Leaf Scholarship

Jian Zhong (Jack) Ji *Brandon*

Shona King *BCO*

Amanuel Habtezhgi *Garda*

Chris Watson *Integrated Messaging*

Bruce Raske *Lucerne Milk*

Pedro Dominguez *Maple Leaf Brandon*

Alejandro Furigay *Maple Leaf Winnipeg*

Rudney Gabac *Maple Leaf Winnipeg*

Blake Kopachena *Safeway 334*

Alexander Sharp *Safeway 359*

Bryce Gallant *Safeway 603*

Kanu Bhagria *Safeway 623*

Dhara Patel *Safeway 623*

Jayshreeben Patel *Safeway 623*

Calvin Desroches *Safeway 624*

Jordan Ledet *Safeway 701*

Corey Gallant *Safeway 707*

Aryan Jamal *Safeway 709*

Yael Rudoy *Safeway 712*

Anu Sharma *Safeway 712*

Breanne Riege *Safeway 719*

Alex Park *Safeway 725*

Khawla Masri *Safeway 730*

Leigh Horncastle *Safeway 731*

Lexi Margolis *Safeway 731*

Misilyna Wu *Safeway 731*

Cassandra McElwee *Sobeys Burrows*

Oleksandr Busel *Superstore 1506*

Jessica Bachewich *Superstore 1508*

Melanie Saffie *Superstore 1508*

Tyler Scott *Superstore 1508*

Justin Shave *Superstore 1508*

Daniela Whelan *Superstore 1508*

Brooklyn Ehrentraut *Superstore 1508*

Gurpreet Kaur *Superstore 1509*

Ruzela San Juan *Superstore 1511*

Krista Faber *Superstore 1512*

Dane Mymko *Superstore 1512*

Lakhvir Sran *Superstore 1512*

Benjamin White *Superstore 1512*

Julie de Leon *Superstore 1514*

Alexandra Doherty *Superstore 1515*

Yaroslava Lupanchuk *Superstore 1515*

Sylvanna Luong *Superstore 1516*

Ann Ruta *Superstore 1516*

Rahel Smela *Superstore 1516*

Nana Marmah *Unicity Taxi*



EAL Classes Available for Members

All levels start September 21

UFCW runs EAL classes in Winnipeg, Brandon and Neepawa. Classes begin on Saturday, September 21. We offer classes at all levels, including basic literacy and conversation classes, so there is sure to be one that meets your needs. There is no fee for any of these classes.

Registration for all classes starts Thursday, September 5th.

In Winnipeg: classes run on Saturdays from 9:00 am to 12 noon and 12:45 pm to 3:45 pm. To register for classes in Winnipeg, call 204-775-8329.

In Brandon: classes run Mondays to Saturdays. We offer day-time, afternoon and evening classes. To register for classes in Brandon, call 204-726-8337.

In Neepawa: classes run during the week and on weekends. To register for classes in Neepawa, call 204-476-3037 or 204-726-8337.

You may also register for these classes on our website.

Log on to ufcw832.com.

Click on the Training Centre page and follow the instructions.

2013 September to December Training Schedule for Members

Winnipeg

Course Name	Registration Fee	Start Date	Day and Time	End Date
Pilates	\$15* / \$30**	Sept. 23	Mon. 6 to 7 p.m.	Dec. 16
Computer Basics	\$15* / \$30**	Oct. 8	Tues. 6 to 9 p.m.	Nov. 26
Emergency First Aid (EFA)	\$35* / \$40**	Oct. 26	Sat. 9 a.m. to 4 p.m.	Oct. 26
CPR	\$21* / \$26**	Nov. 30	Sat. 9 a.m. to 4 p.m.	Nov. 30

Brandon

Standard First Aid (SFA)	\$35* / \$40**	Sept. 7	Thurs. 9 a.m. to 4 p.m.	Sept. 7
Emergency First Aid (EFA)	\$35* / \$40**	Sept. 8	Sat. 10 a.m. to 1 p.m.	Sept. 8
Computer Class	\$15* / \$30**	Sept. 21	Sat. 10 a.m. to 1 p.m.	Nov. 2

* TF- Union member in Education and Training Trust Fund ** Non-TF- Union member not in Education and Training Trust Fund



WCB Green Cards and Injury Reporting

Everybody likes to work safe, however, accidents can happen and you need to know what to do if you do get injured at work. Local 832 continues to receive questions about reporting injuries in workplaces or complaints about poor reporting systems when WCB denies a claim because of errors or omissions on management's part.

WCB Notice of Injury forms (better known as Green Cards) should always be used to report injuries in the workplace, even if no time off or medical treatment was required. Many companies are using a more formal system of reporting incidents and accidents and ignoring the Green Card, which is causing minor incidents to go unreported to WCB. This is where members are running into problems.

That cut or scrape or mild strain in your back that you received at work seemed like nothing, but it became a more serious injury a few days or weeks later. Now you are in a position where it may be argued that as you failed to report an injury or you have no proof of the incident.

HEALTH & SAFETY



Guy Sylvestre
Health and Safety
Resource Rep

The Union Encourages You That If You Sustain An Injury At Work:

1. Fill in a Green Card and make sure the supervisor/manager who you reported the injury to signs the form as well. If they refuse, write 'refused to sign' and give a copy to a trusted co-worker, committee member or shop steward and ask them to keep it in a safe place. Keep your copy in a safe place too.

At some workplaces you may be instructed to report to the nurses' station – make sure you do. REMEMBER, reporting to the nurses' station does not mean a claim for WCB benefits has been filed.

2. See your personal medical practitioner as soon as possible if necessary. Make sure you tell your doctor that it is a work-related injury. Your practitioner must report all WCB claims. You can also call WCB yourself at 1-800-362-3340 or 204-954-4100.

Remember: You must also follow the company policy on the reporting of work injuries.



Perseverance pays off

Impact Security ordered to pay over \$60,000

In July of 2009, the union filed three policy grievances against Impact Security as it had fallen seriously behind on submitting dental, trust fund and union dues payments. With regards to the union dues, the employer had deducted these amounts from the employees' wages but had never forwarded them to the union.

Immediately prior to the arbitration hearing into these matters, set for May of 2010, the parties agreed that the arbitrator would issue a consent order that dealt with the issues grieved. A consent order is generally a voluntary agreement worked out between two or more parties to a dispute, which is then formalized by the arbitrator. A consent order has the same weight as if the arbitrator had made an actual decision after holding the hearing. If either party does not comply with the order, the arbitrator or court can enforce the order.

In this particular instance, Impact Security agreed in the consent order that it would, on a go-forward basis, follow the collective agreement with regards to the payments due. The order also set up a payment plan for Impact to follow so that it could have some time to pay the arrears that it owed to the union as well as the trust fund and the dental plan.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Impact Security followed the payment plan for approximately three months and then stopped paying the amounts in arrears.

As a result of Impact Security not following the agreed to repayment plan contained in the consent order, the union sent the matter back to the arbitrator who had originally issued the order.

In December of 2010, the parties again went before the original arbitrator who had issued the consent order only a few months prior. The arbitrator, after hearing from the parties, issued a new order that stated, amongst other things, that Impact Security was to immediately pay the amounts owed to the union pursuant to the original consent order.

As Impact had paid \$4,500 to the union prior to the new order, the sum of \$56,396.06 was still owed to the union.

In January of 2011, the union filed the arbitrator's new award with the Court of Queen's Bench. The arbitrator's award could then be enforced as an official Court Order.

That being said, the employer still did not come forward with amounts owing so the union took out a lien on a property that Impact Security owned. A lien is the legal claim of one person upon the property of another person to secure the payment of a debt.

In early March 2013, the union was contacted by representatives of Impact indicating that they would like the lien removed from its property. The union agreed that if Impact Security paid the \$56,396.06 owing it would remove the lien.

Shortly thereafter, in May of 2013, Impact sent a cheque for the amounts owing to the union, which paid the arrears to the dental and trust funds.



Commitment to Brandon

Less hogs than anticipated

Plant Manager Morgan Curran-Blaney at the Maple Leaf plant in Brandon sent a memo to employees on August 20 informing Local 832 members how the company would be dealing with the lower volume of hogs the plant has been receiving. Maple Leaf had originally hoped it would be ramping up production in September, and be at higher levels for 2014. Unfortunately, this plan did not pan out and the company has opted to temporarily modify operations throughout 2014. (See changes.)

Usually when a company hits production issues, workers are the first to see hours scaled back, and sometimes layoffs occur. It creates a lot of instability for the workers, many in Brandon are new to Canada and have worked hard to establish roots in the community.

Recognizing the investment it has made over the years to recruit and train dedicated workers, Maple Leaf has chosen to take a path not frequently travelled by companies today.

UFCW Local 832 President Jeff Traeger thought it's the best news that could come at a difficult time.

"Right now we have a shortage of hogs in Canada. I give Maple Leaf credit for ensuring our members will maintain their hours and keep working through this difficult time for the company. Hopefully things will change for the better quicker than anticipated."

-Jeff Traeger, UFCW Local 832 President

Changes at Maple Leaf Brandon

- **KILL FLOOR** – With the lower numbers we have made the decision to reduce the line speed on the PM Shift Kill. We will be adjusting our process and moving people to different areas in order to keep the balance between hours and efficiency. Our goal is to continue to keep everyone employed while running at the lower line speed. The Kill AM shift will not be affected and will run at the regular staffing and line speed.
- **CUT FLOOR** – On the Cut PM shift we have recently been running the conversion lines after the cut has finished in order to maximize the amount of value added product we produce. In adjusting to the lower kills, we will be increasing the amount of after-cut conversion we currently do. We are training non-conversion employees so that they have the ability to convert product after the cut as well. The Cut AM shift will not be affected and will run as per usual.

-Excerpt from Maple Leaf memo to members



Vista Park Lodge in Conciliation

Progress slow, but some headway made

UFCW Local 832
negotiator Michelle
Masserey with Vista
Park Lodge negotiating
committee members,
Claudette Chudy and
Charlene Desjarlais

On August 27, the union and the Vista Park Lodge negotiating committees met with a government-appointed conciliator in an effort to move towards reaching a new collective agreement, with another meeting on August 28. The union and the company had not met since early July.

Conciliation progressed slowly, but the parties did make some headway. At press time, Vista Park still had several major concessions on the table including drastically changing the no contracting out language, deleting past practice language, and having regular hours changed—all the employer would have to do is give six weeks' notice, and an employee's start and finish times could be changed by up to two hours.

In addition, the employer is seeking a two-year wage freeze. Although wage freezes have appeared in some recent public-sector agreements, Vista Park is not in the public-sector. Extencicare (who owns Vista Park Lodge) is a private, for-profit corporation and it has given absolutely no justification for the wage freezes. Wages at Vista Park are already significantly below public sector health care workers, and this would just make the gap wider.

The union is not willing to accept concessions and will continue to try to reach the best deal possible for its members, however, is also prepping for strike action if it should become necessary.

New negotiator appointed to FASD Life's Journey

President Jeff Traeger has appointed Susan Hart-Kulbaba, director of negotiations, to continue bargaining for the members of FASD Life's Journey, as Heather Dezan has left Local 832 to pursue another career opportunity.

Susan was focusing on scheduling dates to continue talks with the company. Negotiations with FASD Life's Journey last took place on June 27. While the parties did agree on a few items, the committees had not yet moved to the monetary issues. Once

more bargaining dates are scheduled, the union will notify the members.

The union encourages any members who have questions regarding negotiations to call Susan at (204) 786-5055 or e-mail susan.hartkulbaba@ufcw832.com.



Be Prepared

Security guards must be ready for cold temperatures

As summer is coming to an end, with the fall and winter months just around the corner, you may be required to work outside in cold temperatures. It is imperative that all security officers, supervisors and managers understand the risk of exposure to cold temperatures.

The Effects of Cold on Performance

The ability of workers to function and work normally is affected by exposure to cold conditions. The changes to human performance under such conditions are due to two factors:

1. the environmental temperature; and
2. the clothing required to function at a particular temperature.

As temperature decreases and the duration of exposure increases, the following changes can be experienced:

1. reduced dexterity of the hands and feet;
2. reduced sensation;
3. impaired ability to perceive heat, cold, and pain;
4. reduced joint mobility;
5. reduced grip strength;
6. hypothermia (reduced body temperature, which in its extreme can result in death)
7. frostbite (frozen tissue, or frost nip – very mild, superficial freezing of exposed skin);
8. reduced coordination; and
9. reduced decision-making ability.

Your collective agreement has language to protect you in cold temperatures. Make sure you read your collective agreement and should you have any questions contact Martin Trudel, your union representative, at 204-786-5055 or martin.trudel@ufcw832.com.

Supervisor Responsibility:

It is the supervisor's responsibility to ensure the safety of their employees by being aware of the current temperatures and the effects they can have on an individual. Supervisors must also ensure their employees understand how to work and dress for work in the cold.

Employee Responsibility:

The human body functions most efficiently within a narrow temperature range. At 2°C above or below the body's normal temperature of 37°C, additional stress is placed on the body to regulate its temperature, e.g., shivering to keep warm and perspiring to keep cool. Sources of heat external to the body can help to maintain and regain body temperature. However, preserving the heat generated internally by the body and maintaining the body's ability to produce this heat are keys to maintaining personal comfort and performance in the cold.



Snappy Threads

September is uniform request month

Madison Square
Safeway members,
Brian Heidinger, Jon
Wilner and Liz Barker

Is your work shirt starting to look a little dingy? This is the time to ask for a new one. At Safeway, September is uniform request month.

Every employee with a minimum of one year of service is entitled to request and receive one uniform shirt. The exception to this is any employee hired after September 2013 cannot request another uniform shirt until September 2014. The reason is because you should have received a new shirt at the time of hire.

Take pride in your appearance and take advantage of getting a new shirt. All requests should be in writing to the attention of your department manager with a copy to the union.

Remember, you must make your request this month or you will have to wait until next September to be eligible to receive a new uniform shirt.

If you have any questions or concerns regarding this or any other matter at your workplace, contact your union representative.

Winnipeg

204-786-5055

1-888-832-9832

Brandon

204-727-7131

1-800-552-1193

Thompson

204-778-7108

1-800-290-2608



Aries Santos, Safeway Gas Bar

Safeway Gas Bars Ratify New Deal

Safeway gas bar members across the province of Manitoba ratified a new three-year deal on July 31 in Brandon and August 1 in Winnipeg. Members will see an increase to the relieving rate of 50 cents per hour, up from 40 cents. The increase will also be the same for the Team Co-ordinator position. Service technicians will see a top rate of \$11.75 after 4,000 hours and Team Co-ordinators will go up to \$12.75 after 2,500 hours. All employees averaging over eight hours per week received a lump sum payment. The lump sum payment, ranges from \$150 to \$250, is based on hours accrued and classification.



...and Starbucks members

If you work at a Starbucks located in a Safeway in Manitoba, you are also entitled to request another uniform shirt.

Brianne Ellison and Bailey Skaffeld



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.

Hy-Wire Zip Adventures

Come and take the plunge, with a 150-foot drop, zipping across the trees in the scenic Pembina Valley. This is a two-hour adventure on five different cables ranging from 500 to 1,000 feet. There are also hiking trails and five un-serviced campsites available. UFCW members receive 10% off the regular price for zipping along on this extreme adventure. To book your expedition or to find out more about zip lining or the hiking trails and campsites, go to www.hywirezipline.ca

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.

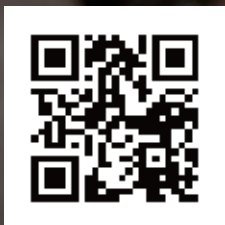
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membership discounts check the
union website at
www.ufcw832.com/discounts**

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