



# MANITOBA VOTES!

MUNICIPAL  
ELECTIONS  
**THIS FALL!**



# UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

MAY/JUNE 2018



**A Message from the  
Secretary-Treasurer**

**Beatrice Bruske**

# THE NEXT ELECTION WILL BE HERE BEFORE WE KNOW IT

Municipal elections are coming up all across Manitoba this fall, on October 24. While that may still seem like a long time away, the time to start paying attention to the upcoming civic election is now.

Hopefully, we all get to enjoy a glorious Manitoba summer, but as we lead into the fall, many of us will be receiving emails and flyers in the mail and knocks on our doors from candidates vying to be our next mayor, reeve, councillor or school trustee.

Libraries, recreation centres, roads, and especially snow clearing are the first things that come to mind when I think of our municipal government. While those are important aspects of our communities, the reality is that our municipal government is responsible for so much more than that. Their duties include public transportation, police, fire and emergency response services, public parks and sidewalks, water and sewer infrastructure, and waste management, including garbage and recycling.

In both Winnipeg and Brandon, proper funding to have good, reliable and frequent bus service is important. Last fall, the Pallister Government froze transit funding at the 2016 levels to the municipalities and is no longer requiring that the money given be spent on transit. Removing a spending restriction may sound like a good thing, but in reality this allows the city to leech funds appropriately set aside for transit into other projects.

Transit safety is becoming a much bigger concern than in years past. Our municipal government can enact changes to keep riders and drivers safe by working with the Amalgamated Transit Union to

ensure that their recommendations are not only heard but also acted upon. This includes ensuring that money set aside for transit safety will be spent on transit safety and also ensure that it will be spent on a special constable designation with the Winnipeg Police Service, rather than on a for-profit firm providing that service. Many of us or our family members rely on this system to get us to work, school, or out shopping.

While most of our attention will be put towards who is running for mayor or reeve, we can't forget the role of the school trustee. For many of our members, and many of us, the position of school trustee has a big impact on our work or our families. UFCW 832 represents a number of members working for Winnipeg School Division 1 as school bus drivers and in Virden as teaching assistants, school bus drivers, janitors, etc. The school trustees vote on the collective agreement those members work under. As a parent of a special needs child, I know that funding for educational programs and supports as well as teaching assistant levels is directly impacted by decisions that our school trustees make.

Please make sure you inform yourself on the issues, ask the candidates where they stand when they come to your door, and most importantly, go vote on October 24. If you are in Winnipeg and would like more information on labour-endorsed candidates, they will be posted online in the coming months.

A handwritten signature in blue ink that reads "B. Bruske". The signature is fluid and cursive, written in a professional style.

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Loblaw Member Forum on April 9, 2018

# GETTING READY FOR LOBLAW NEGOTIATIONS

With the Sobeys/Safeway contract ratified, the union is now preparing for **negotiations with Loblaw Companies Ltd.**

So far the union has hosted a telephone town hall, held two member forums, and hosted a shop stewards meeting.

Local 832 President Jeff Traeger and Secretary-Treasurer Beatrice Bruske will be touring stores throughout the province this month to meet as many members as possible. UFCW is also using

new methods on its website and social media to increase member engagement, and there will be one final member forum for those working at No Frills stores.

Your collective agreement expires on September 27, 2018. You can stay informed as bargaining progresses by visiting our website at [ufcw832.com/loblaw](http://ufcw832.com/loblaw). If you have any questions as we progress into bargaining, don't hesitate to ask your union rep or any member of the bargaining committee.



## THIS IS YOUR LOBLAW BARGAINING COMMITTEE

Jeff Traeger  
Vikki Allard  
Lydia Brock  
Kathryn Lunt  
Robin Moore

Beatrice Bruske  
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Nancy Sommerfeld

[UFCW832.com/loblaw](http://UFCW832.com/loblaw)

# POINT OF CONTENTION AT BARGAINING TABLE



**Martin Trudel**  
Negotiations

In the last issue of UNION, I explained the difference between fully-insured vs. self-funded health plans. Now, I would like to expand more on the cost issues of benefit plans as they are always a crucial point of contention at the bargaining table. This is because an employer is constantly aiming at reducing its benefit cost and a union is constantly trying to improve the benefits coverage for its members.

**Below are a few examples of what can affect the cost of a benefit plan:**

**Age** — Typically an older workforce will result in benefit plan providers increasing its premium cost.

**Volume** — Single or family? Expect to pay about double the single rate for family coverage.

**Type of Coverage** — Life and dependent life insurance, accidental death & dismemberment (AD&D), short and long-term disability and critical illness coverage all vary in cost. They can be indexed to earnings or offered as a flat amount. Premium cost is based on the total volume of coverage.

Here are samples of monthly rates. As you can see, the range of the costs vary considerably.

Life Insurance	Single: 10¢ - \$1 per \$1,000 Family: \$1 - \$4 per \$1,000
AD&D	3¢ - 25¢ per 1,000
Short-Term Disability	20¢ - \$1 per \$10 of weekly earnings
Long-Term Disability	20¢ - \$3 per \$100 of monthly earnings
Critical Illness	10¢ - \$4 per 1,000

**Other factors that affect costs are:**

**Industry** — Do you work in a professional office at a desk, or are you involved in manual tasks such as lifting inventory and using heavy machinery?

**Turnover** — Does your workplace have a lot of "turnover"? Insurance carriers love stability

because it helps them predict claiming patterns more accurately when setting rates.

**Benefits** — Types of benefits you have in your plan:

- Prescription drugs are driving the cost of extended health coverage (EHC) up. Typical coverage for EHC is 80% co-insurance (or 20% out-of-pocket to the employee), and a marquee plan will offer 100%.
- Paramedical practitioner coverage for services such as physio, chiro, and massage typically range from \$200 to \$500 per practitioner per year.

Health coverage costs vary also but generally for single it is about \$30 per month and for family it is around \$150 per month.

**We haven't even touched on dental yet!**

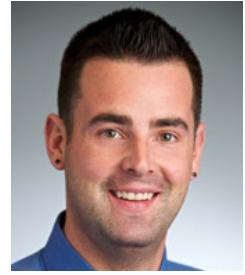
Dental plans are usually divided into three levels of coverage—basic, major and orthodontic. Basic covers regular cleanings and check-ups. Major is for more in-depth work such as crowns and bridges. Orthodontics is just that, and can be limited to dependent children only or be inclusive of adults.

Each of these coverage levels comes with its individual co-insurance level and possible deductible. Cream of the crop plans offer 100% basic, 80% major and 50% orthodontics. Coverage maximums also affect the rate. Maximums for basic and major range from \$500 to \$3,000 for a specific period. Ortho usually comes with a lifetime maximum of \$1,000 but can go up to \$5,000.

Rates for dental generally range from \$30 for single and \$150 per month if you have family coverage.

**Our job is to try to get you, the member, the best benefits at the least cost to you while at the negotiating table.**

# SEASONAL HAZARDS... BE AWARE, BE PREPARED



**Phil Kraychuk**  
Health & Safety

With summer almost here, I would like to remind you again about seasonal hazards.

Summer is an enjoyable time of the year; however, keep in mind that the sun can be very dangerous. We often hear about members suffering from the prairie's high temperatures. Employees working in a garden centre at your local Superstore or Sobeys, security guards standing outside keeping an area safe for us, or a support worker taking a client out for a walk to the park are all examples of UFCW members at risk from a seasonal hazard.

If you plan properly, you can prevent suffering from heat-related illnesses such as heat stroke, heat exhaustion, heat cramps, heat rash, etc. Here are some tips to help you stay safe at work:

- Use sunscreen
- Hydrate with water every 10-15 minutes
- Try to take breaks in shaded areas
- Wear a hat to keep the sun off your head
- If able to, wear light-coloured clothing or breathable cotton
- Exercise in moderation



Then, of course, there are our insects! Manitoba is famous for its mosquitos, black flies, bees and wasps. Their stings and bites can be potentially dangerous.

There are many different types of insect repellents and some contain harmful chemicals, like D-15. When buying insect repellent, make sure to read the ingredients. It is also very important to let your employer and co-workers know if you have any allergies to insects. If you carry an EpiPen make sure they know where it is and how to use it.

Many of you have wording in your collective agreements regarding specific clothing and/or equipment provided by your employer for the summer months. Take the time to read your agreement and plan ahead. **Your health and safety is important.**

For the most part, employers are good about accommodating, but if you run into a problem or have a concern, make sure to contact your union representative.

**WINNIPEG**

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

**BRANDON:**

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

# NEW FACE ON EXECUTIVE BOARD

Ashley Morello joined the Local's executive board in 2014 as the youth vice-president. She represented UFCW with integrity and was always willing to go the extra mile for her co-workers. While a union member working at Old Dutch, Ashley served as shop steward, as well as a bargaining committee member. Whenever the union needed help, she was there, whether it was assisting with special projects such as relief union rep, organizing, facilitating or co-chairing the Local 832 youth committee.

Ashley has moved away to British Columbia for greener opportunities, shorter winters and to work with her sister.

"We cannot thank Ashley enough for all she did for UFCW and the members," said President Jeff Traeger. "The bar has been set high but the executive board and I have confidence that Laura Cote, newly-appointed youth vice-president to the board, will continue the path paved by Ashley Morello."

Laura Cote became a UFCW member when she started working at the Lorette Marketplace in 2012. In 2016, she became a shop steward and has become more involved with her union since. Laura even attended the Young-Workers Internship Program this past summer.



Ashley Morello



Laura Cote



## GETTING IN TOUCH WITH THE LABOUR MOVEMENT'S FIGHTING SPIRIT!

This year the Labor Notes Conference took place April 6 to 8 in Chicago, Illinois. The Labor Notes Conference is a gathering of grassroots union activists from around the world. Geoff Bergen and Curt Martel, representing UFCW Local 832, joined approximately 2,500 union members, officers and labour activists from about 25 different countries.

They listened to inspiring speakers talk about their local challenges, fights and wins—like the teachers in West Virginia, who engaged in a statewide wildcat strike and won! They were an inspiration to other educators across the U.S., which started rallies in other states, such as Oklahoma, Arizona and Kentucky.

The workshops varied from beginner to advanced classes, and included topics like: Beating Apathy, Creative Organizing Tactics, Winning Contract Campaigns and Understanding the Economy.

Labor Notes has been the voice of activists putting the movement back in the labour movement, and this year's message was clear: "When we fight, we win."

Local union president Jeff Traeger said, "This is why we feel it is important to have representation at these conferences. The knowledge and enthusiasm that the staff bring back makes them even better servicing reps."

# MEMBERS FACILITATING MEMBERS VERY REWARDING



**Charlene Desjarlais** has been a UFCW Local 832 member for 26 years, all of them working as a health care aide at Vista Park Lodge in St. Vital. During her time with our union, Charlene has been through two strikes at her workplace, helped with numerous political campaigns, has sat on four rounds of negotiations, was a member of the Local's social committee, and has played at active role as a shop steward and training centre facilitator.

Charlene credits former union rep Michelle Masserey (who passed away in 2014) with getting her involved. "She was our union representative for many years at Vista, later moving into the role of negotiator for two of our contracts. Most importantly she was an amazing teacher, having taught me so much in the beginnings of my role as a union steward."

It was our Secretary-Treasurer Bea Bruske who recognized Charlene's potential in the classroom and invited her to facilitator training in 2016. Since then, Charlene can be found regularly in our training centres, in both Winnipeg and Brandon.

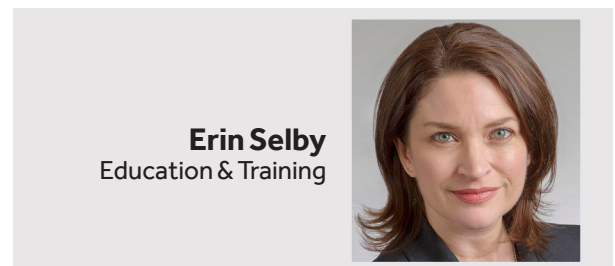
"I was also up for a new challenge and glad I did," stated Charlene. "I find that the classes bring new perspectives to old issues. Learning about the other workplaces and sharing experiences with other

stewards during class are definitely highlights of being a facilitator."

Charlene may be one of our facilitators, but she says she too learns a lot in our classrooms. For members thinking of becoming more active with our Local, Charlene says classes really help new stewards understand their role.

"For newer shop stewards, attending classes at our training centre will help tremendously until experience fills in the blanks."

We are lucky to have members such as Charlene willing to pay it forward to ensure our union remains strong.







# Scholarship Opportunities

As a UFCW member you could be eligible to apply for various scholarships:

### UFCW Local 832 Scholarships

Application Deadline May 31

### The AI Cerilli Manitoba Federation of Labour Scholarship

Application Deadline May 4

### Former 1869 Members Scholarships

Application Deadline September 30

### UFCW Canada BDM

Application Deadline September 30

Each scholarship has a different eligibility, so make sure you qualify before applying. For full details on these scholarships visit our website.

Local 832 union members in the Education and Training Trust Fund, who wish to update their skills in an area relevant to their work, should check out the bursaries available.

[ufcw832.com/scholarships\\_and\\_bursaries.html](http://ufcw832.com/scholarships_and_bursaries.html)

The UFCW is about workers coming together to build better lives for themselves. Education is one way it helps its members every year.

## International Scholarship Also Available

Did you know that you have about 13 days left to apply for the 2018 UFCW Charity Foundation Scholarship?

Every year, the UFCW Charity Foundation awards several scholarships of up to \$8,000 each to UFCW members or their unmarried dependents to cover post-secondary tuition fees over a period of four years. And **each year, one scholarship is awarded to a UFCW Canada member.**

Last year's Canadian winner was Michael Piaseczny, a proud UFCW Local 175 member and university student who works at Zehr's Markets in Waterloo, Ontario.

The scholarships are available to any UFCW member who has been active since January 1, 2017.

The children or dependents of active members are also eligible to apply, if they are unmarried and under the age of 20 on May 31, 2018. Winners will be selected based on scholastic achievements, community involvement, and an essay that shows an understanding of the principles of the labour movement.

**The deadline to apply for this year's UFCW Charity Foundation Scholarship is May 13, 2018.**

To find out more about this scholarship's eligibility requirements, go to:

[www.ufcwcharityfoundation.org/scholarship](http://www.ufcwcharityfoundation.org/scholarship).

You can also email any questions you may have about the program to [cfscholarship@ufcw.org](mailto:cfscholarship@ufcw.org).





# ANOTHER SUCCESSFUL EVENT!

Shown above: Security members gathered at the Level 1 Security Sector Conference last February.

On March 16, UFCW Local 832 held the first session of the Level 2 Security Sector Conference. This event focused on political action and lobbying training to enable security guards to more effectively advocate for legislation that will benefit them financially and keep them safe while on the job.

March 16 also marked the launch of UFCW 832's "A DEAL'S A DEAL" campaign. As previously reported, last October the provincial government, headed by Brian Pallister's Progressive Conservative party, decided to cancel the security guard minimum wage in the final year of its implementation, which unfortunately led to many officers across Manitoba, union and non-union, **losing out on a 90¢ per hour wage increase.** UFCW 832 has strongly condemned

this unjust decision and will continue to push the government to honour the commitment made to raise the minimum rate for security officers in the province.

Many of you have already signed and submitted the A DEAL'S A DEAL postcard to the provincial government, asking Pallister to **recognize the valuable service the security sector provides**, and to re-implement the final step of the minimum wage gap for guards and officers. If you have not yet done so, go to the Local's website at [www.ufcw832.com](http://www.ufcw832.com) or call Curt Martel at 204-786-5055 to add your voice to the call for job security in the security sector.



**DEAR PREMIER PALLISTER,**

I am writing today to express my opposition to the government's decision to suspend legislation that governs Manitoba's security guards minimum wages.

In the course of their duties Security officers are expected to put themselves in difficult and dangerous situations, use life-saving equipment and are responsible for keeping people safe. The idea that these officers, who ensure the safety of Manitobans, have to live with such financial insecurity is shameful.

Premier Pallister, I would ask that you recognize the valuable service that is performed by my colleagues and myself and that you move forward with the initially planned legislation and reimplement the final step of the minimum wage gap for security guards, which was scheduled for October 1, 2017. A deal is a deal!

\* Please note by signing this card we will be retaining your email for outreach purposes of security guards minimum wage legislation updates. You can unsubscribe at any point.

**DELIVER TO**  
Hon. Brian Pallister  
Room 204 Legislative Building  
450 Broadway  
Winnipeg, MB R3C 0V8

Name (Print) \_\_\_\_\_  
Signature \_\_\_\_\_

**SENT FROM**

Email \_\_\_\_\_  
Address \_\_\_\_\_  
City/Province \_\_\_\_\_  
Postal Code \_\_\_\_\_  
Employer \_\_\_\_\_

Visit [www.ufcw832.com/security](http://www.ufcw832.com/security) to show your support online.

# HARASSMENT IN THE WORKPLACE



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

**Employers have an obligation to provide a harassment-free workplace.** This means your employer cannot harass you, and it must also protect you from harassment by co-workers, clients or customers. Harassment can be a form of discrimination and is illegal and prohibited. It can occur in any profession and can affect both men and women.

## HARASSMENT

Harassment is defined as abusive and unwelcome behaviour that degrades, humiliates, or embarrasses a person. It becomes a form of discrimination when it is based on one or more of the protected grounds listed in the Human Rights Code. Harassment can take many forms and includes:

- Verbal comments, innuendo, jokes or threats;
- Gestures or other non-verbal behaviour, such as touching or unnecessary physical contact;
- Physical behaviour such as pushing or shoving;
- The showing of inappropriate pictures or videos;
- Inappropriate electronic behaviour such as emails, text messages or social media; and
- Bullying.

Harassment can occur directly in the workplace itself, or outside of the workplace in situations such as deliveries, off-site meetings, work parties, gatherings or business trips.

## SEXUAL HARASSMENT

Sexual harassment is defined as harassment based on sex or the creation or permission of a sexualized or sexually charged negative atmosphere. Sexual harassment is a form of discrimination and often occurs where there is a power imbalance between the people involved. It includes:

- Offensive or humiliating behaviour related to sex;
- Behaviour related to sex that could reasonably be seen as putting conditions on a person's job or employment;

- Suggestive or sexist remarks, propositions or lewd comments;
- Questions about one's sexual life;
- Persistently asking for a date after being refused;
- Writing sexually suggestive notes or letters;
- Persistent jokes or reference to sex or sexual topics;
- Display of derogatory pictures, cartoons or pornography;
- Lack of consent;
- Unwanted touching, petting or cornering; and
- Requests for sexual favours.

Sexual harassment can occur through looks, touches, gestures or direct propositions.

Employers **MUST** thoroughly investigate all allegations of harassment and are responsible for taking all necessary actions to stop any harassment in the workplace. However, appropriate performance reviews, counselling, discipline or work direction by a supervisor or manager is NOT harassment.

## REMEDIES FOR HARASSMENT INCLUDE:

- Letters of apology;
- The introduction of new workplace policy;
- Compensation for lost wages; and
- Damages

If you feel that you are being harassed in the workplace you need to **make it clear to your harasser that his/her actions are unacceptable and unwanted, keep written records of all incidents, including dates, times and exact details, speak to potential witnesses, and let your employer and union know.** If you are uncomfortable with any of the above, talk to your union representative and they will help you through the process.

If you have already brought forward a complaint to your employer and feel that it has not been dealt with appropriately, contact the union for assistance.

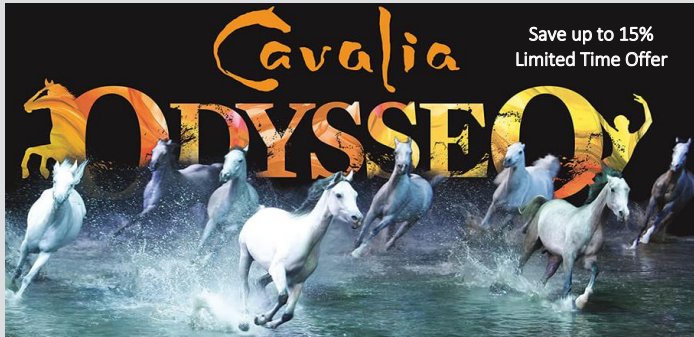


## UFCW LOCAL 832 PLAYS ACTIVE ROLE IN WINNIPEG LABOUR COUNCIL

Recently elections took place on the Winnipeg Labour Council's executive board. The union and President Traeger would like to congratulate the UFCW members who were elected to the board.

Shown in the photo is, left to right, Deborah Jones (Garda), Tim Flemming (Garda), Basia Sokol (WLC President), Mike Kelly (MFL-OHC), and Local 832 President Jeff Traeger.

### SPECIAL OFFERS FOR UFCW LOCAL 832 MEMBERS



*Cavalia Odysseo* is poetry in motion, a unique and magical theatrical production that marries the equestrian arts and stage arts at never-before-seen levels. Manitoba audiences will be transported once again on an epic journey into a dreamlike world by this breathtaking extravaganza featuring 65 magnificent horses and 50 talented riders, acrobats, dancers and musicians.

**Opens May 12**

**A wide selection of seats and prices available.**

You must call **204-926-5805** or email **groups@tNSE.com** to buy tickets.



**Opens May 25**

**Five different mini-packs to choose from**

Go to **ticketmaster.ca/promo/Fhot3V** to purchase your tickets.

For full special offers and other events check in often to **www.ticketmaster.ca/promo/fhot3v**

Use offer code: **UFCW**

*True North Sports + Entertainment Group Sales*

# PRIDE PROUD



UFCW is a proud supporter of Pride Winnipeg, as well as Pride marches in other communities throughout Manitoba. Local 832 has a long history of being an advocate for equality and inclusion for all its members. The union believes everyone deserves a workplace free from discrimination, violence and abuse—regardless of sex, sex characteristics, sex orientation, gender or gender identity.

## UPCOMING EVENTS IN MANITOBA

**May 25 – June 3:** Pride Winnipeg

**June 11 – 16:** Brandon Pride

**July 7:** Portage la Prairie

**July 15:** Steinbach Pride

**August 10 – 13:** Two-Spirit Gathering, in Winnipeg

**We will keep our website and facebook page updated with events as they are announced!**

## JOIN US

The staff and members will be heading out to support Pride. We are hoping that Pride 2018 will bring an even bigger number of supporters, which is why we invite you to join us and help make that happen!

### **In Winnipeg contact:**

Joe Carreiro  
204-943-1869  
[joe.carreiro@ufcw832.com](mailto:joe.carreiro@ufcw832.com)

### **In Brandon call the office at:**

204-727-7131

If you live in northern Manitoba and want to help out contact Mike Howden at 204-786-5055 or by email at [mike.howden@ufcw832.com](mailto:mike.howden@ufcw832.com)



# JOHN ANDERSON

## Member Profile

John Anderson became a member of Local 832 when it merged with Local 798 in February 2003. John has worked at the McCain Foods plant in Carberry, Manitoba, for over 37 years. Over his time at McCains John has done just about everything from piling boxes in the freezer, to operating every piece of equipment in the plant, and is now a wastewater treatment operator after taking his courses and getting certified. John now treats the outgoing water to make sure it's safe.

John became a shop steward in 2003. Due to the new merger union contract, there was one allowed steward per shift in the plant. So John put his name forward. As John says in his own words, "I am very opinionated and stand up if there are problems, so I figured why not take advantage of the new agreement, and I decided to become a shop steward." John has been an excellent steward and has always been there for the Brandon office when needed.

Even before John became shop steward, he has long been a union activist. He supports UFCW and feels unions are important because they keep the company on the straight and narrow. Plus they protect their members, and especially the workers who don't have a voice to speak up for themselves. At McCains having the union behind them during

negotiations has allowed the workers there to maintain good benefits and pensions, as well as cost of living increases.

As if working full-time and being active with the union wasn't active enough, John also works casually as a paramedic and is on the town council. He stepped up to become a paramedic when Carberry was in a position of losing its paramedic services because of lack of staff. He took the training and has been a paramedic since 1999. Then four years ago, John stepped up to the plate again for his community and decided to run for town council. As a councillor John sits on the public works committee, the regional landfill site committee and is also the local rep for the fire department. John will be running for reelection again this fall.

John also takes four weeks' vacation in the fall to work the potato harvest and help the farmers in the community. John never slows down.

John is an exemplary union activist and person, who sets great examples for his coworkers and his granddaughters, who he visits with during as much of his spare time as he can muster. He says, "It is the quality, not the quantity, of time that counts."

# WE ARE THE FRONTLINE.ca



## HEAVY WORKLOADS ON THE RISE

Since the Pallister Government has started their changes to health care in Manitoba, the frontline workers in health care have been drastically affected. Members are often being called upon to work short or are asked to work excessive amounts of overtime. They are being worked into the ground.

At St. Boniface Hospital, this situation has been mostly due to a large number of vacant positions remaining once the bumping process was completed in December. Many vacancies remain vacant, which is causing an overwhelming amount of shifts to remain empty, resulting in increased workloads for our members.

The union has been receiving an increasing amount of Heavy Workload Forms due to the shortage of

staff and to the patient model of care changes. The Heavy Workload Forms help to provide written documentation of continuing issues within your departments. This gives your union the support to address these areas with the RHAs.

We encourage our members to continue to fill out the Heavy Workload Forms so we can document and stay on top of the disruptions in your workplace.

You can fill out the Heavy Workload Form online at:

**[WEARETHEFRONTLINE.ca](http://WEARETHEFRONTLINE.ca)**

Or if you can't fill the form out online, you can still fill out a hardcopy, located at the bulletin boards.

## Former NDP MP, Local 832 Union Activist Bev Desjarlais Dies



Bev Desjarlais, former UFCW Local 832 member, and first active UFCW member elected to government, has died at age 62.

Bev was employed at Thompson General Hospital when she decided to run as an NDP candidate in the Churchill

constituency and won. During her time as a union member, she served as a shop steward, a member of the union negotiating and the health and safety committees, as well as assisted in a few organizing drives.

Bev always said that her union background had a big impact on her life and that she wouldn't have gotten to where she did if it wasn't for the education she received while a member of UFCW Local 832.

Our condolences go to the Desjarlais family.

## Maple Leaf Brandon Members Compensated Over \$51,000

The union filed a grievance against Maple Leaf Brandon because the company was miscalculating general holiday pay for the members working at the plant. Specifically, the company was not counting all hours worked when paying out general holidays.

A settlement was reached when the company agreed to recalculate the general holiday pay and add in all hours worked, including overtime hours, plus compensate the employees affected.

The members affected by this error were all compensated last month. However, if you are one of the members affected and you did not receive your money owing, contact your union representative Brenda Brown at 204-727-7131 or 1-800-552-1193 to let her know.

As errors can occur, it is always a good idea for you to check your pay stub. Ultimately, it is your responsibility to ensure that you are being paid correctly.

# WHAT DOES CLASS GOT TO DO WITH IT?



**Scott Price**  
 UFCW Local 832  
 Oral History Project

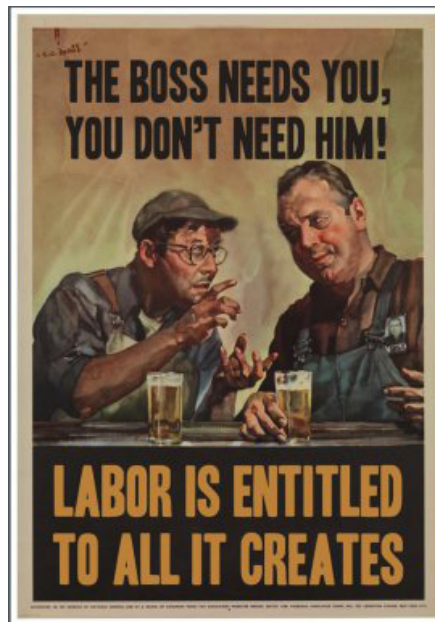
You've probably heard a politician talk about the middle class. Politicians love the middle class; specifically "middle-class families" seem to be of the greatest concern. But what exactly does "middle class" mean and why is it used so frequently?

The answer to the first question is that "middle class" is meaningless. While middle class is regularly used to describe people who are neither very poor nor very rich, using income to define social and economic status just muddies the waters, as income is fairly arbitrary. For instance many people in the trades can make just as much as a small business owner but both have very different relations to their work and workplace. What then is the defining factor in how we define social and economic status? The main way we do that is the role and relationship you have to your work.

Let's go back to the trades person/business owner comparison. A worker in the construction industry has to sell their labour to an employer, whereas the business owner IS an employer. If you have to sell your labour (ability to work) to provide for yourself and your family, you are not "middle-class". You are in fact part of what the vast majority of people are in Canada—working class. This brings up the second question. Why exactly is a term like middle-class used so frequently when it does not describe the experience of the vast majority of people?

Language is in many ways a tool used to hide the truth and terms like "middle class" are no different.

But there is a larger political reason why the term is used. Saying the vast majority of people are "middle-class" implies that you are just one step away from making it to the ranks of the upper classes. This kind of thinking of "making it" conceals the political and economic reality that we face right now. Once we understand that we have more in common with the great majority of people (the working class) the sooner we can collectively organize and realize a better present and future.



So what does this have to do with Local 832's history? When we look back we can see how this class understanding is what animated and informed many of the struggles Local 832 has taken on. Whether one looks at worker actions in the meat packing industry, grocery industry or more recent strikes like the one at the Diageo plant in Gimil, we can identify the underlining issue of class. When we think of how diverse Local 832's membership is we see the actual scope of the

working class. Thus can see that although another workplace's struggle may not be your own directly, in the larger picture you share so much in common.

Unions have been one of, if not the most effective organizations to organize, agitate and realize a better future for the working class. The reason for this is that through unions workers are able to leverage their collective power to achieve gains they otherwise would be unable to make by themselves.



# TEEING UP JUNE 26, 2018

## SHOOTERS FAMILY GOLF CENTRE

### COST

\$22 each for club members and spouse. \$37 for non-members. Mail payment to UFCW Retirees' Club, 1412 Portage Ave., Winnipeg, MB, R3K 1G4, attention Denise.

### TO REGISTER

Call Denise at the union office at 204-786-5055 or 1-888-832-9832. If you require more information on the tournament call John at 204-253-8839.

**Deadline** for registering and receiving payment is June 15 or when limited number of golfers is reached.

## 2731 MAIN STREET



The UFCW Local 832  
Retirees' Club Annual  
Golf Tournament

### RULES

- Fees include 18 holes of golf, lunch, and all on-course contests and prizes.
- Shared carts available for \$15
- Registration 8:00 a.m.
- Right after registration start of putting contest
- 9:00 a.m. shot gun start
- Limited to 36 golfers, 50 years of age or older

## SEPTEMBER TRIP TO SPIRIT LAKE CASINO

Registrations for the September 18 to 20 trip to the Spirit Lake Casino are rolling in. To register, you **must** call Lila at 204-837-3554 or Armand Tesoro at 204-832-1211. **The cost is \$125 for members and \$135 for non-members** (based on double occupancy, add \$20 for single). Once you have registered, mail your cheque to UFCW Retirees' Club, 1412 Portage Avenue, Winnipeg, MB, R3G 0V5, attention Denise or bring it with to the May 15 luncheon. You are guaranteed as soon as full payment is received.

Come and enjoy the fun, or relax in the pool and hot tub. The food is excellent and very reasonably priced. You will **receive \$40 of free play** on each day.

There are two pickup locations, #1. Safeway at McPhillips at Jefferson, bus arrives 7:45 and leaves at 8:00 a.m. and #2. Safeway at 2155 Pembina Highway, bus arrives 8:30 and leaves 8:45 a.m. Parking is available at both locations on the north side of the parking lots.

We will stop at the duty free shops going down and coming home, as well as shopping when we leave the casino to come home.

## RECIPE OF THE MONTH

### Chicken Casserole

- 2 cups uncooked macaroni
- 1 ½ cups cream of chicken soup
- ½ cup chopped celery
- ½ cup chopped onion
- 2 cups cooked chicken, cubed
- ½ cup mayonnaise
- ½ cup green pepper, chopped
- ½ cup shredded cheddar cheese

Cook and drain pasta. Add rest of ingredients except cheese. Pour into casserole dish and bake at 350 for 30 minutes. Sprinkle cheese on top and bake for 15 mins. Serves 4.

## NOTES & NODS

### Birthday Greetings

- Emily Shmon, 87
- Lore Muench, 84
- Katharina Gagnon, 83
- Germaine Wall, 82
- Patricia Kernot, 81
- Eva Joss, 80
- Chuck McCormick, 75

**If you are attending the May 15 luncheon, you must call Denise at 204-786-5055 by no later than May 4.**

# MEMBER DISCOUNTS

*Your UFCW Local 832 membership entitles you to substantial discounts and special offers from numerous merchants and service providers.*

*Please call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.*

## **Anna's Denture Clinic**

Get a 15% discount off any complete or partial dentures. They provide free consultations and will bill your insurance company directly. They also provide same day repair services, as well as denture relines and free adjustments for their patients. Located at 1681 Main Street, 204-339-2422.

## **Brandon Chrysler Dodge**

Purchase a new Chrysler, Dodge or Jeep vehicle for only \$300 above dealer invoice, fewer rebates. Also, receive 15% off any service contract you buy for your new or used vehicle. Contact Blake Manser at 204-728-3396 or email [blake@brandonchryslerdodge.com](mailto:blake@brandonchryslerdodge.com) or just stop by to see him at the dealership—3250 Victoria Avenue.

## **Celebrations Dinner Theatre**

See a live three-act musical comedy while you dine and save 25% off the regular adult ticket price. Call 204-982-8282 for reservations and let them know you are a UFCW member. Celebrations is located in the Canad Inn at 1824 Pembina Highway.

## **Brad Pallen**

If Autopac says your vehicle is a write-off, call Brad at 204-284-5664 or email [bpallen@shaw.ca](mailto:bpallen@shaw.ca). Brad has been an accredited insurance appraiser and arbitrator for over 35 years and a Commissioner of Oaths for 20 years. He will make sure you receive your vehicle's actual cash value and give you a free consultation as to what your options are. If arbitration/appraisal is required, you pay only \$300 in arbitration/appraisal costs—a savings of \$100. Brad will also appraise your collector car for \$200—a savings of \$50.

## **The Fairmont/Velvet Glove**

UFCW members receive special room rates at the Fairmont Winnipeg. For a "Fairmont" room, single/double occupancy, pay only \$185. To obtain this special rate, 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.

## **Fort Rouge Auto Centre**

This is a reputable Autopac accredited body shop and pre-owned vehicle dealership. They are offering members a 20% discount off labour only for all retail (non-MPI) repairs and service. Discount excluded on parts and safety inspection fee. Free wash and vacuum provided with service. Free courtesy cars provided for body and paint repairs. For more information or to receive a free estimate, call 204-453-1653.

Fort Rouge Auto Centre also offers members 30% off any extended warranty purchase and 3 free oil changes with every vehicle purchase (excludes synthetic oil changes). For more information, please contact our Auto Sales department at 204-261-1847.

## **Dakota Chiropractic**

Dakota Chiropractic offers UFCW Local 832 members a 20% discount on chiropractic care and adjustments. They can help you with headaches, neck pain, back pain, arm/leg pain, and much more. To book your appointment, contact: Dakota Chiropractic at 1056 St. Mary's Road, 204-257-7685.

## **EverFit Training**

UFCW members and their family receive 25% off our fitness boot camp and personal training packages. Located at 1370 Grosvenor Avenue in Winnipeg. Visit [www.everfitnss.ca](http://www.everfitnss.ca). For more information call 204-298-7126 or email [info@everfitness.ca](mailto:info@everfitness.ca).

## **Eye-Deal Eyewear**

Receive 28% off any complete pair of regular-priced eyeglasses. Eye-Deal Eyewear also offers 2-for-1 on all eyeglasses (including safety, sunglasses, etc) at \$179 and up, which can be shared with another person. There would be no further discounts on the 2-for-1 specials. Eye exams are done by appointment only. Check out their website at [info@eyedealeyewear.ca](http://info@eyedealeyewear.ca). Located at 399 Pembina Highway, Winnipeg, MB, Ph: 204-975-2666.

### Greenwood Dental Centre

Greenwood Dental Centre is a general family dental office that is accepting new patients. UFCW members are eligible to receive one free whitening kit with trays per family per lifetime. Two-person minimum booking per family. Located at 693 McPhillips Street, Winnipeg, MB, Ph: 204-774-7774.

### Hywire Zipline Adventruers

Come and take the plunge, zipping across the trees in the scenic Pembina Valley, about 8 miles south of Manitou on Highway 528. They offer different cable tours ranging from 200 to 1,500 feet long. There are also hiking trails and a few un-serviced campsites available. UFCW members receive 10% off the regular price. To book your adventure or for more information, email [hywireziplineadventures@hotmail.com](mailto:hywireziplineadventures@hotmail.com) or call 204-242-3396. Visit [www.hywirezipline.ca](http://www.hywirezipline.ca).

### Bridgeview Bed & Breakfast

Begin your outdoor adventures at the Bridgeview Bed and Breakfast in Selkirk, MB. UFCW members receive a 10% discount when they show their union card. Visit [www.bridgeviewretreat.com](http://www.bridgeviewretreat.com) or call Louise at 204-482-7892 to make your reservation.

### Natural Wellness Chiropractic Centre

UFCW Local 832 members receive 30% off their chiropractic care and wellness planning offered by Dr. Robert Stitt D.C. He is skilled at helping you with injuries from work-related incidents, car accidents, headaches, neck and back pain and herniated discs. Call 204-783-1880 to book your free assessment. Natural Wellness Chiropractic is located at 104-912 Portage Avenue in Winnipeg.

### Park'N Fly

Park'N Fly is Canada's premier off airport parking provider, whose footprint spans the Canadian landscape, from coast-to-coast. With Park'N Fly Indoor Valet, just pull into the secure indoor valet facility, check in and be dropped off curbside at the terminal in minutes. Located just minutes from Winnipeg James Richardson airport, you will enjoy the convenience of our valet service and the comfort of our indoor facility. Let Park'N Fly do the parking, while you do the flying. For more information, visit [parknfly.ca](http://parknfly.ca). Your UFCW Local 832 Corporate discount number with Park'N Fly is 979882. Just mention this discount number at check out!

### Pembina Dodge

UFCW members can purchase a new Chrysler or Dodge vehicle for only \$300 above dealer net cost. Also receive up to 15% off on parts and shop time (this does not include the dealer's regular service and maintenance offers). Speak to a salesperson at 204-284-6650 or drop by the dealership at 300 Pembina Highway in Winnipeg to find out more information.

### Wilder, Wilder, Langtry

If you are looking for a lawyer to help you with wills or estates, real estate, family law, litigation or immigration, contact Joe Wilder of Wilder, Wilder, Langtry. Make sure you let him know you are a UFCW Local 832 member to receive special consideration. Located at 1 Lombard Avenue, telephone 204-947-1456 and ask for Joe Wilder.

### Winnipeg Blue Bombers

For the upcoming season, as a UFCW member, you and your family can go cheer on the Winnipeg Blue Bombers at a discounted price. Once single tickets go on sale in June, use code CFRW when purchasing your tickets to receive the discount. Go Blue!

A full list of services is on our website at [www.ufcw832.com](http://www.ufcw832.com).



Facebook.com /UFCW832

Instagram.com /UFCW832

Twitter.com /UFCW832

**SOCIAL MEDIA SOLIDARITY**



# GET FIT IN 2018

**UFCW Local 832 members get a discount on their Winnipeg Rec Pass**

Passes are effective July 15, 2018 and are available in either a 6-month or a 1-year plan.

**You can choose between:**

6-month facility pass \$176

12-month facility pass \$328

6-month active living pass \$236

12-month active living pass \$458

A facility pass allows you to use weight rooms, track, pool and sauna.

An active living 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 the form at [www.ufcw832.com/recpass](http://www.ufcw832.com/recpass) or stop by the union office.

**Your form and cheque made out to UFCW Local 832 must be received by June 15, 2018.**

**Passes will be available for pick up at any City of Winnipeg recreation facility on July 15, 2018.**

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

**Note: The Pan Am Pool will be closed for maintenance July 30 to September 9, 2018, and its main tank will be closed from July 30 to end of 2018. The St. James Centennial will be closed August 19 to September 29, 2018.**

**Publications Mail Agreement # 40070082**

Please return undeliverable Canadian addresses to:  
UFCW Local 832  
1412 Portage Ave.  
Winnipeg, MB R3G 0V5