



PARADE SEASON A HUGE SUCCESS!



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

JULY / AUGUST 2019



A Message from the
President

Jeff Traeger

PALLISTER'S UN-HEALTHY HEALTH CARE

Besides contract negotiations, the thing that affects UFCW members and all workers the most is our provincial government and the legislation it passes. With a stroke of a pen, wages, working conditions and the rights of workers can be changed by a government in power, without workers having any say at all—except at the ballot box.

You have all heard that our Premier has decided to ignore the fixed election date law and we will be going to the polls in September. It seems ironic, since his 2016 campaign focused on bringing a more open and transparent government to Manitoba—an honourable goal, **but one he has failed at miserably.**

If you're a Manitoba health care worker heading to the polls, you have to ask yourself what Mr. Pallister has done to improve your life since taking office.

Pallister's government started their term of office by contracting a report by KPMG that they refused to release to the public (so much for transparency) and by making some of the biggest and most poorly planned changes to health care Manitoba has ever seen. He's done all this despite heavy criticism from unions, community groups and, **most importantly, health care workers themselves.**

I think it's safe to say that everyone wants a better health care system, but not at any cost. Today's front-line health care workers face a new turmoil at work almost daily, which causes disruption to their lives. Excessive levels of overtime at the St. Boniface and Grace hospitals—and throughout our entire health care system—has left those front-line workers exhausted and burnt out, and emergency room wait times are steadily climbing.

Even WRHA CEO Réal Cloutier called Pallister's new health care system a "Valley of Despair," yet this government keeps stubbornly charging forward, ignoring all cries to stop the ill-advised

cuts and assess the damage that's already been done. The latest report by Peachey **admits that this government has caused "unknown levels of stress" and "deep-seated levels of unhappiness."** Emergency room staff are resigning in large numbers due to the unclear future that they now have.

And, while Pallister is playing around with health care workers' lives, he has finally called the long-delayed bargaining unit amalgamation votes, which is an undemocratic piece of legislation that forces health care workers to vote on the union that will represent them going forward.

Clearly, his goal in doing this was to tie unions up in those votes to make it more difficult to unite together against his regressive government in the upcoming illegal election. But, it had the opposite effect, uniting the labour movement against what can only be described as a common enemy.

In the middle of all this, he has ignored Canada's Constitution and workers' rights to free collective bargaining. He has imposed two years of wage freezes followed by a .75 per cent and a 1 per cent increase in years three and four, respectively, for all public sector workers, including those suffering in the health care system. This fall, Manitoba's labour movement will begin the long process of taking this government all the way to the Supreme Court, if necessary, to show Manitobans that—not unlike Donald Trump—if Brian Pallister doesn't like our Constitution or a law (like fixed election dates) he just ignores them and comes up with a lame excuse for doing so.

If you work in health care and you think politics don't matter, think again and remember all the damage that Pallister has already done when you head to the polls this fall.

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2019 Activist Conference



UFCW Local 832's 2019 Activist Conference was held from May 6 to May 9. President Jeff Traeger welcomed over 250 activists to The Fairmont hotel in Winnipeg once again. This year's theme was '100 Years Forward, Building on Our Past', in celebration of the 1919 Winnipeg General Strike.

Activists from across Manitoba were able to take part in an action-packed conference that included a great list of presenters, and some hands-on, sector-based workshops where they were able to discuss issues and challenges that were facing their respective workplaces and industries.

Our list of sessions included a solid variety of entertaining and educational presenters. From UFCW representatives talking about the importance of what we do as a union, to various representatives from the NDP highlighting the negative effects of the austerity-driven Conservatives, and intermixed between it all were some incredibly entertaining presenters.



PALLISTER'S SPIN MACHINE IS BROKE



Blake Crothers
Executive Assistant
to the President

As Manitobans gear up for a premature election this year, the Conservatives have started their advertising spin on how they are the gatekeepers of putting more money in your pockets.

They cry from the legislature that they're reducing the PST one percentage point, pulling \$300 million dollars from revenue. Yet, their bumbling of health care has seen workers from that sector bounce around to various sites and rampant overtime has probably increased millions in unnecessary spending.

What goes unnoticed is how the future of negotiations and bargaining will be impacted and **that will have a direct result on your wage increases**. You are probably saying, "I don't work for the public sector so what in the world are you talking about?"

Here is the issue. Your employer is taking a hard line during bargaining and we hold a strike vote. You and your co-workers support the strike mandate. In the past, we would make a request to the provincial government for mediation services, which is an impartial third party who would sit with the two sides and try to bring the employer's and the union's bargaining committee to a recommended settlement. Well, the government is no longer providing that service.

The consequence is that now mediation is dealt with like an arbitration case. The company and the union will have to share costs on this. Everyone knows as soon as something costs the employer money, **that added expense is coming right out of your pocket.**

So start adding up these services we used to have plus the cuts that are being implemented, and you will quickly realize we are losing more than what we should be gaining.

As the Pallister government does each cut to workers' rights, costs are shuffled down that affect working Manitobans.

When the election does roll around this year, and the Conservative government is telling you that you are better off than when an NDP government was in power, look a little deeper and you will realize that their spin machine is broken and they are spewing nothing but hot air.

HAS YOUR CONTACT INFORMATION CHANGED?

Please contact your union representative and let them know so you can continue to stay informed on updates with the magazine, the union, or your bargaining updates.

You can also visit www.ufcw832.com/email to give us your email address, so you can receive your information faster and easier.

TERRITORY CHANGE

WINNIPEG, WESTMAN



Kim Ferris
Sobeys & Co-op

Sobeys West Inc

Braemar & Gas Bar
Charleswood
Lindenwoods & Gas Bar
Madison Square & Gas Bar
Mountain/McGregor
Realign Crew
Sargent/Maryland
Tuxedo
Wayoata/Kildare

Sobeys Extra

FreshCo

Jefferson/McPhillips & Gas Bar
Regent (Crossroads)

Red River Co-op

Pharmacy
Grant Park
Southdale
St Vital Centre & Gas Bar

Fischer Branch

Ukrainian Farmers Co-op

Lorette

Lorette Marketplace

Selkirk

Marketplace at Selkirk
Safeway & Gas Bar



Geoff Bergen
Sobeys & Loblaw

Sobeys West Inc

Burrows/Keewatin
Henderson/Douglas
Osborne/Kylemore
Pembina/Chancellor & Gas Bar
Pembina/McGillivray
Portage/Cavalier & Gas Bar
St Anne's/Fermor & Gas Bar
River/Osborne

Loblaw

Superstores

Bison Drive
Gateway/McLeod
McPhillips
Portage/School Road

Steinbach

Superstore



Roberta Hoogervorst
Loblaw

Loblaw

Superstores

Grant/Kenaston
Regent/Lagimodiere
St. Anne's Road
St. James

No Frills

Goulet
Henderson Highway
Main/Inkster
Notre Dame
Plessis Road
Roblin/Dale
St. Anne's Road

Stella's

Osborne
Sherbrook

Selkirk

No Frills



Jason Hawkins
Poultry & Industrial

Celebrations

Coca-Cola Winnipeg
Granny's Hatchery
Pepsi Winnipeg
Sobeys Retail Support Centre
VersaCold Dawson
VersaCold Transport
Western Glove

Aramark

CFB 17th Wing
Refreshment/Vending

Westburne Electric

King Edward
Notre Dame
St. Boniface

Steinbach

Granny's Poultry

Gimli

Diageo
Faroex

MEMBERS AS OF JUNE 24

AND NORTHERN AREA



Ron Allard
Industrial & Warehouse

Bearskin Airlines
Brewers Distributor
Canadian Linen
Dunn-Rite
Federated Co-op
General Mills
Group NB
Malteurop Plant
Naleway
Old Dutch
SSP Food Services
SYSCO - Warehouse
SYSCO - Inventory Clerks
Winnipeg School Division

Ste. Agathe
Viterra



JP Petit
Service & Group Homes

Arctic Co-op
Avis Budget
EPIC Opport. - Goulet
EPIC Opport. - Portage
ESIT Canada
Integrated Messaging
Life's Journey Inc.
Shoppers - Regent
Winnserv
Visions of Independence

Pine Falls
Wings of Power

Portage
Friendship Centre
Visions of Independence

Stonewall
ACL Interlake

St. Malo
Chalet Malouin
EPIC de St. Malo - Workshop
EPIC de St. Malo - Residence



Sandy Forcier
Security

G4S Security & Parking
Garda Security
Impact Security
Securitas
SRG Inc.

Instabox
Northern Meat Services



Curt Martel
Service & Other

Aryzta Limited
ATU 1505
Compass Group
Exact Graphics
Fairmont Winnipeg
Gate Gourmet
Holiday Inn & Suites Downtown
HiTek Print Management
JC Foods Ltd.
KKP, Division of Kwik Kopy Printing
Krown Produce
Life's Journey Inc. - Office
MFL Occ. Health Centre
RW Consumer Products Ltd.
Syn-Tex
Unicity Taxi
Vision Loss Rehab Canada



Sharon Grehan
Red Meat & Industrial

Agropur
Canada Bread
IKWE Widdjiitiwin
MLCF - Lagimodiere

Whitemouth

SunGro - Elma
SunGro - Ramsay



Carmela Abraham
Health Care #1

St. Boniface Hospital

Aboriginal Services
Audiovisual Services
Cardiac Sciences
Clinical Engineering
Day Hospital (Geriatric)
Emergency
Family Med Centre
Finance/HR Cost Cntr
Food Service/Diet Office
Head Meds/Geriatric
Health Info. Services
Housekeeping
Laundry St. B.
Mental Health
MSICU
Nephrology/Neurophys
Nursing Ed/NFA
Palliative Wards
Patient Reg/Payroll/Print
Property Management
Rehab Services
Renal Health
Surgery
Telephone/Inquiry/Switch
Woman and Child Prog.

DSM

St. Boniface



Joe Carreiro
Health Care #2

MNU
Reh-Fit Centre
Vista Park Lodge

Grace Hospital

Grace Hospital
DSM - Grace Hospital
WRHA Pharmacy

St. Boniface Hospital

ACF
Diag. Imaging Dept.
Dist. Services Departments
MDR
Nursing Serv. (Float Pool)
Operating Room
Pharmacy
Prot. Serv. (Security)
Staff Scheduling Office

WRHA Laundry

WRHA Laundry - Inkster Site



Mike Howden
Northern Territory

Dauphin

Dauphin Co-op
No Frills
Safeway

Flin Flon

Arctic Drugs
North of 53 (Flin Flon) Co-op

Gillam

Gillam Co-op
Gillam Hospital

Leaf Rapids

Leaf Rapids Co-op
Leaf Rapids Health Centre

Lynn Lake

Lynn Lake Hospital

Swan River

Extra Foods

The Pas

Extra Foods

Thompson

Burntwood Legion
Garda Security
Homeless Shelter
Impact Security Group
Northern Spirit Manor
Safeway
Thompson Clinic
Thompson Hospital





Claudia Colocho
Carman/Winkler

Carman

Homestead Consumers Co-op
Visions of Independence

Winkler

Superstore



Brenda Brown
Brandon/Russell

Brandon

Maple Leaf Foods

Russell

Bunge Canada



Wendy Lundy
Neepawa/Carberry

Neepawa

Freezerco
HyLife Foods
Safeway

Carberry

Carberry Distribution Centre
McCain Foods



Morag Stewart
Westman

Brandon

BCO
Coca-Cola (Brandon)
Heartland Livestock
Life's Journey Inc.
McKenzie Seeds Plant
McKenzie Seeds Office
Pepsi (Brandon)
Securitas Security
Safeway & Gas Bar
Superstore

Killarney

Mound Milk Transport

Rivers

Rolling Dale

Shilo

NPF Shilo Canex

Souris

Souris Valley Foods

Virден & Melita

ACL Virден
Fort La Bosse School Div
(Admin Asst/Custodial/Maintenance/
Bus Drivers)
Fort La Bosse School Div (EAs)
Town of Virден
Valleyview Co-op, including
Big Way Foods

your VOICE at work in Manitoba
LOCAL 832



100TH ANNIVERSARY OF THE 1919 GENERAL STRIKE

May 25, 2019 – UFCW Local 832 was the presenting sponsor of the Solidarity Forever Parade honouring the past achievements of labour. More specifically, commemorating the 100th anniversary of the 1919 Winnipeg General Strike. This is one of the most well-known and significant strikes in Canadian history. For more than six weeks over 30,000 strikers brought economic activity to a halt in Winnipeg. However, even though the strike was not victorious, it is credited for the development of a stronger labour movement and the initiation of the Co-operative Commonwealth Federation, which later became the New Democratic Party.





UFCW is a leader in advocating for equality and inclusivity for all our members. This year, we have participated and marched at different PRIDE parades throughout the province in celebration of our diverse communities and promoting an environment safe and free of harassment and discrimination.

THANK YOU TO ALL WHO CAME OUT IN SUPPORT!

GRADE 12 GRADUATION INSPIRATIONAL



Erin Selby
Education & Training



Deciding to go back to high school as an adult takes a lot of courage. Going back to high school while working full-time and raising a family takes a lot of planning, organization and support from friends and family. On June 24 of this year, 28 adults, half of them UFCW members, graduated from the UFCW Training Centre Adult Education Program.

I have seen a pattern repeat itself each school year hear at the Training Centre. Someone will find the courage to make an appointment with Ans Norman, our adult education director, and speak barely above a whisper when they first get here. Ans spends a lot of time with each perspective student, reviewing their previous education and seeing if their work experience can be counted as prior learning. I have never seen anyone come out of that first meeting with their head hung down, they all leave with a spring in their step.

Over the course of our school year, I don't hear much from our grade 12 students. They are either rushing to get to class after work or cramming in the lunchroom for that evening's exam. They are dedicated to their studies and to supporting each other – their teamwork is inspirational.

Going back to school is a scary thing and making that first phone call is the hardest part. I have seen time and time again people who did not think they could do it standing proudly on graduation day and planning for a future without limits.

If you're interested in getting your Grade 12 Diploma, call the UFCW Training Centre at 204-775-8329 or 1-877-775-8329 for an appointment. Classes begin in September.



ELECTION DATES FOR HEALTH CARE WORKERS FINALLY ANNOUNCED

Details of the votes

CAMPAIGN PERIOD

July 11 to August 7, 2019

There will be a four-week campaign period, leading up to the voting period.

UFCW will be campaigning inside the various workplaces around the province with an information booth, where health care workers will have the opportunity to speak to us, and learn why UFCW is the best union to represent them!

We will be posting our schedules at www.wearethefrontline.ca

INFORMATION PACKAGE

July 9 to July 19, 2019

There will be a direct mail-out package from the commissioner delivered to each member's home address between July 9 and July 19, 2019. In this mail-out, you will receive a letter from the commissioner and some more information.

WHEN DO YOU VOTE?

August 8 to August 22, 2019

You will be able to vote from 12 noon on August 8 until 12 noon on August 22, 2019

HOW DO YOU VOTE?

Members will be able to vote 24 hours a day, online or by telephone in English or in French.

The consulting group running the votes will provide each member eligible to vote with a Personal Identification Number (PIN) to access the voting system along with detailed voting instructions. You should receive this by mail to your home addresses between July 24 and August 6, 2019.

We will keep you up-to-date as we receive further information. You can also check regularly at both www.wearethefrontline.ca and www.bill29commissioner.com

It's important that both the union and the hospital have your correct up-to-date mailing address.

If you have any questions, contact your union representative:

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Carmela Abraham
carmela.abraham@ufcw832.com
204-943-1869

Joe Carreiro
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Grace Hospital

Joe Carreiro
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WRHA Laundry

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Northern Regional Health Authority

Mike Howden
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1-888-832-9832

BILL 12: SOLVING PROBLEMS THAT DO NOT EXIST

Pending Changes to the Workplace Safety & Health Act



Curt Martel
Health & Safety

Earlier this year, I wrote about Brian Pallister and the Progressive Conservative government's cuts to red tape; in other words, the attacks on legislation that workers rely on to keep themselves and their co-workers safe in the workplace. Unfortunately, since then, the provincial Progressive Conservatives have been barrelling ahead with their anti-worker agenda and the changes to the Workplace Safety and Health Act. Bill 12 is just the most recent example of the Tory's cuts, which come at the expense of working Manitobans.

Bill 12 will eliminate the position of chief prevention officer, who acts as an independent public watchdog to ensure progress and accountability on issues of workplace health and safety. The Bill would also give the workplace safety and health branch the power to dismiss a worker's appeal on a decision ruled by a health and safety officer, without due process or a hearing at the labour board. It also imposes unnecessary time limits on when a worker can bring forward a complaint regarding employer retaliation if the worker is exercising rights under the Act.

The government has been quick to point out that Bill 12 also doubles the penalties that employers could be assessed if they are found to be in violation of the Act. However, this government has consistently declined to enforce the existing maximum penalties outlined in the Act and there is no reason to believe that they are going to change their position on this any time soon.

When looking at changes to the Workplace Safety and Health Act, labour put forward a number of recommendations meant to improve the working conditions of Manitobans. These included:

- Strengthening workplace mental health protections;
- Implementing a strategy for dealing with asbestos, which is still the most frequent cause of occupational deaths in Canada; and
- Establishing protections from unsafe engineered labour standards, which require workers to perform their assigned tasks at paces that prevent them from following the safe work procedures that are meant to prevent injury.

Pallister and the Tories opted to ignore these recommendations and have instead decided to move things in the opposite direction.

Hearings on Bill 12 are expected to take place in the fall of 2019. **UFCW 832 will be standing in opposition to Bill 12 alongside other unions across Manitoba.** However, this government has indicated time and time again that they are not interested in listening to labour and there is little reason to believe that they will start now.

To find out more about Bill 12 go to <https://web2.gov.mb.ca/bills/41-4/b012e.php>.

With your help, we can lobby government and stand together on these attacks to workers' safety. Let your elected official know you don't agree with these cuts.

Premier Brian Pallister
premier@leg.gov.mb.ca

To Find Your Local MLA

https://www.gov.mb.ca/legislature/members/mla_list_constituency.html

DRUG & ALCOHOL TESTING IN THE WORKPLACE



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

The recent legalization of marijuana has prompted many employers to develop or update drug and alcohol policies. Many of these policies include a provision for mandatory drug and alcohol testing. This has led to an influx of questions regarding the legality of drug and alcohol testing in the workplace. The purpose of this article is to review the most common circumstances in which drug and alcohol testing is required and the legalities of such testing.

REASONABLE GROUNDS AND POST INCIDENT TESTING

This type of testing is legal in specific circumstances. An example is where there is a connection between impairment and the performance of a safety-sensitive position or job duty.

Reasonable grounds should be determined by objective, rather than subjective, evidence. For instance, direct observation of an employee using drugs or alcohol at work, an employee smelling like drugs or alcohol, unusual or irrational behavior, diminished motor skills, slurred speech, or actual substances or drug paraphernalia in the vicinity of the employee's area or work.

Drug and alcohol testing should be used as a last resort. Other methods, such as allowing the employee to explain their behaviour, temporarily removing employees from safety-sensitive positions, and requesting an employee to attend a medical assessment should first be used to determine impairment.

Post incident testing will occur after an accident or "near miss." Again, testing in these circumstances should not be automatic and only used if other factors are ruled out. Other factors can include lack of training, fatigue, other illnesses or injuries, or external factors such as mechanical or environmental factors.

RANDOM TESTING

Random testing is generally prohibited, except in the rarest of circumstances. Such as, testing as

part of a return to work program or when strong evidence can be established of a general substance abuse problem while at work.

The Supreme Court of Canada has considered the legal issue of whether implementing a random alcohol testing policy in a safety-sensitive workplace was a valid exercise of the employer's management rights under the collective agreement.

The Court affirmed that random testing is not automatically justified on the basis that the workplace is dangerous and employees are in safety-sensitive positions. The Supreme Court held that while the dangerousness of a workplace is highly relevant, evidence of enhanced safety risks, such as evidence of a general problem with substance abuse in the workplace, is also required. **The Court also held that for alcohol testing to be justified the risks to safety in the workplace must outweigh the impact on an employee's privacy.**

TESTING AS PART OF A RETURN TO WORK PROGRAM

Where an employee is returning to a safety-sensitive job after treatment for a drug or alcohol addiction, testing may be acceptable. Any conditions surrounding such testing should be modified to the person's individual circumstances to meet the employer's duty to accommodate, including conditions that account for relapse. However, the employer's obligation to accommodate is not unlimited. Once all accommodation efforts have been attempted and exhausted, there may be no further accommodation available and the employer's duty to accommodate may end.



JANICE KOWERKO

Member Profile

Janice has been a UFCW Local 832 member for about eight years. She works as a support worker team leader for the day program in the Arris Centre at the Association for Community Living (ACL) Interlake in Stonewall.

ACL is a government-funded social enterprise that provides year-round programming for individuals with disabilities. ACL's goal is inclusion by getting individuals involved and assisting them to adjust to daily living.

As a team leader, Janice oversees 14 staff and 46 individuals. She finds her job very challenging and rewarding. The support workers and coaches work one-on-one with individuals in various areas. They teach them the day-to-day tasks needed to become contributing community members, such as counting money, running a till, making coffee, and cleaning and scrubbing toilets.

Janice commented, "It is so nice to be a part of seeing a non-verbal individual's speaking skills grow immensely, because of the work we do. Or individuals being able to recognize a quarter and count change back."

There is a café and a store at ACL where the individuals work and use their new skills. The store, Something Beautiful, was named via a contest held

for the individuals at ACL. If any of you are in the area, stop by and check these places out. You won't be disappointed.

Janice is also a shop steward and health and safety committee member. She credits the union for giving her the opportunity to learn more and get more involved. Janice has also sat on the negotiating committee for bargaining a new collective agreement.

"The more I learn, the better off the workplace is. Since taking several courses through the union, we made many positive changes at ACL," said Janice. "It was like a light bulb went off."

Janice explained that the "right to refuse unsafe work" was a perfect example. Staff and individuals were suffering headaches from the lights at the workplace. She worked closely with the company and they were successful in getting every single light changed.

Union rep Geoff Bergen looks forward to his scheduled visits at ACL. "Janice is one of the reasons the union and the company work well together," he said. "The energy there is so high and positive."

Janice genuinely loves her job, as well as camping, fishing and her winter vacations.



RETIREES' CLUB



\$50

Each for dues-paying members and spouse. Non-members pay \$55. *Cost is based on double occupancy. For single occupancy add \$20 more.*

JOIN US! Overnight Excursion South Beach Casino - November 4 - 5

Limited seats still available on a first-come, first-served basis. Don't miss out! Call Norma at 204-663-5102, or Armand at 204-832-1211, or Joan at 204-422-6670 and register today. Then mail in your cheque to the UFCW Retirees' Club at 1412 Portage Avenue, Winnipeg, MB, R3G 0V5, attention Nichol. Or if you are going on the Spirit Lake Casino trip in September, you can give it to Joan at that time. Note, your seat is guaranteed once payment is received.

There are two pick-up locations:

1. Safeway at 2 Alpine Avenue (corner of St. Anne's and Fermor) – **Bus will arrive at 9:00 a.m. and depart at 9:15 a.m. Parking is available by the northwest corner of the lot.**
2. Safeway at 920 Jefferson (corner of Jefferson and McPhillips) – **Bus arrives around 10:00 a.m. and departs at about 10:15 a.m. Parking is available by the southeast side of the lot.**

10xPoints on Monday • \$20 Free Play Each Day • Meal Coupons Each Day • Fun and Excitement!

SCHOLARSHIPS

The Club awards scholarships to children or grandchildren of Club members. **Deadline for submitting the application is October 31.** To obtain a scholarship application form (with full details), call Nichol at 204-786-5055 or 1-888-832-9832.

BIRTHDAYS

Denis Allard, 89	Judith Jack, 70
Roy Blanchard, 86	Antonio DiGeronimo, 70
Dolphus Nobiss, 84	Doreen Howe, 70
Gerry Otto, 84	Olga Warren, 70
Anton Radacic, 81	Maria Miler, 65
Phyllis Chester, 80	

ANNIVERSARY

Happy 50th to Armand and Linda Tesoro!

SPRING LUNCHEON



It was a full house for the May spring luncheon and as usual the meal was excellent. Guest speaker, retired professor and historian Nolan Reilley gave an excellent presentation on the 100th anniversary of the 1919 Winnipeg General Strike.

Our next luncheon is **scheduled for October 15** at the ANAF Legion. Hope to see you all there!

As usual, the Retirees' golf tournament held on June 25, was another great success! We had repeat winners this year with John Stokell scoring a 64 for lowest male and Janice Spak winning the lowest female score with 63. Congrats also to John Tugby and Joan Wehrmann for most honest golfer award.

THE DOMINION STORES STRIKE OF 1973



Scott Price
UFCW Local 832
Oral History Project



"This strike, was a vicious strike. After a while, nothing was happening in negotiations and Dominion wasn't going to give in. The Local was pretty steadfast in the position that we were going to get the pension plan or else. Our members were out there for a long time," stated Bernie Atamanchuk, former UFCW Local 832 union representative.

From the 1970s to late '80s Local 832 went through a series of strikes in the retail grocery industry. One of the first ones was the Dominion Stores strike of 1973. This strike was the first in what would be a decade of strikes in the retail grocery industry. This was also the first strike in retail that the Local had undertaken in 35 years. While this strike was on a smaller scale than other infamous strikes—Safeway in 1978 and Westfair Loblaw in 1987—the **Dominion Stores strike had a profound effect on both the union and the industry.**

The strike started on May 11, 1973, after the union held two secret ballot strike votes. The members of Dominion Stores, roughly 400 workers, voted in favour of the strike. The main issue was a dental plan and a pension plan for the full-time workers. This was part of the wider strategy by UFCW across Canada to get companies to implement trustee dental and pension plans for its workers.

UFCW Local 832 (known as The Retail Clerks Union at the time) negotiated with all three of the major retail grocery companies, Safeway⁽¹⁾, Westfair⁽²⁾ and Dominion Stores, at the same bargaining table. While negotiations were with all three stores, **only Dominion Stores was targeted in the strike.**

Not only was the strike the first for Local 832 in decades, it was also the first strike for young workers who would go on to have major roles in the labour movement in Manitoba. One such worker is former UFCW Local 832 staff Darlene Dziejewit. I could write a whole story on Darlene and her labour movement experience, but perhaps that can be another article.

It was a tough first experience of a strike for Darlene, as many workers crossed the picket line. She recalled in an interview that, "Another problem was that Dominion Stores, at the time, had three unions—The Bakery and Confectionary Workers Union, The Meat Cutters Union and The Retail Clerks. But the Retail Clerks Union was the only one on strike."

After eight weeks, the strike was settled. **The Dominion Stores strike was successful in establishing precedents in terms of benefits in the retail grocery industry.** While in some ways the strike was messy, it also demonstrates how a strike can have yield results years after.

Clerks Back On Job At Dominion

(1) Sobeys West Inc., a division of Empire Company, acquired Safeway Canada in October 2013.

(2) Westfair Foods is a subsidiary of Loblaw Companies Limited.

MEMBER DISCOUNTS

UFCW Local 832 membership entitles you to substantial discounts and special offers from numerous merchants and service providers. It's a good idea to call ahead to make sure you and the benefit provider are on the same terms as to what discount/service you will be receiving. Discounts may change without notice.

Where you can get discounts

Group RRSP for Local 832 Members

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- Chapel Lawn Funeral Home & Cemetery
- EverFit Training
- Eye-Deal Eyewear
- Eye Outfitters
- Fort Rouge Auto Centre
- Greenwood Dental Centre
- M-pire Auto Detailing
- Manitoba Moose Games
- NRG Athletes Therapy Fitness
- Natural Wellness Chiropractic Centre
- Park'N Fly

- Pembina Dodge
- Polo Park Hearing Centre
- Property Insurance Program with Keystone Agencies
- River City Ford (& Carman Food)
- Sargent Jeans
- Scotia Optical
- SDS Alarms
- Selkirk GM
- Spirit 1 Taekwondo Academy
- SureFire Auto
- The Fairmont and Velvet Glove
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- Winnipeg Rec Pass
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