



SAFEWAY COMMITTEE GETTING READY FOR NEGOTIATIONS

INTERNATIONAL CONVENTION ELECTION INFORMATION ON PAGE 12



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

JANUARY/FEBRUARY 2018



A Message from the Secretary-Treasurer

Beatrice Bruske

PENSION PROTECTION NOW!

With the recent downfall of Sears in Canada, NDP MP for Hamilton Mountain, Scott Duvall, has brought the need for pension protection to the forefront with a new private member's bill. The launch of Bill C-384 is aimed at protecting workers' pensions and ensuring that they move from an unsecured creditor status during bankruptcy to a secured creditor. The bill is also designed to ensure that any overages on a pension plan remain the property of the employees.

When Sears sought protection from its creditors, Sears terminated 2,900 people and eliminated their medical and pension benefits. Sears also asked the bankruptcy court to suspend monthly payments to employees' pension plan and retirees' post-retirement benefit plan.

Currently, when a Canadian company seeks protection from its creditors, it files under *The Companies' Creditors Arrangement Act*. This law gives the company time to address its financial troubles and establish a detailed plan to get out of the mess they are in. This restructuring plan has to be done within 90 days so it can keep operating. As long as the company complies with *The Act*, creditors are not allowed to take any action to collect money owed to them.

Bill C-384 is designed to amend *The Bankruptcy and Insolvency Act* and *The Companies' Creditors Arrangement Act* (pension plans and group insurance programs). The changes under Bill C-384 would give Canadian workers and retirees protection when the employer becomes insolvent.

How does Bill C-384 protect workers?

First, when a company applies for court-approved protection and it has an underfunded pension plan, it must demonstrate how it will repay in full the under-funded pension liability or solvency deficiency.

Second, the employer must continue to contribute to all employee and benefit plans throughout the restructuring process. (This would cover off pension

plan, health, injury or accident plans and group insurance coverage.)

Third, while in receivership, the receiving company is personally liable for paying any underfunded pension liability or solvency deficiency.

Fourth, any of the liability or solvency deficiency would move to the top of the payable list before any other secured creditor.

This also includes any terminated severance owing to an employee by the bankrupt employer.

These changes are long overdue. Just ask anyone who worked at the Dominion Stores in the 1980s. The Hollinger-Argus group, a company run by Conrad Black and his brother Montegue, extracted \$62 million in pension surplus as they closed and sold off Dominion Stores.

Bill C-384 will put workers at the front of the line when it comes to paying back creditors. Far too often we have heard how, due to restructuring money easily flows to shareholders and executives before it ends up in the workers' pockets.

Bill C-384 just finished its first reading, and the hope is that the Trudeau federal government backs up its talk about protecting working Canadians and supports this bill.

This is where you come in.

We have listed all the Manitoba members of Parliament online at www.ufcw832.com/billc384. Ask your local MP to support Bill C-384 regardless of what party they belong to.

With your help we can lobby the federal government to take action on this important issue.

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

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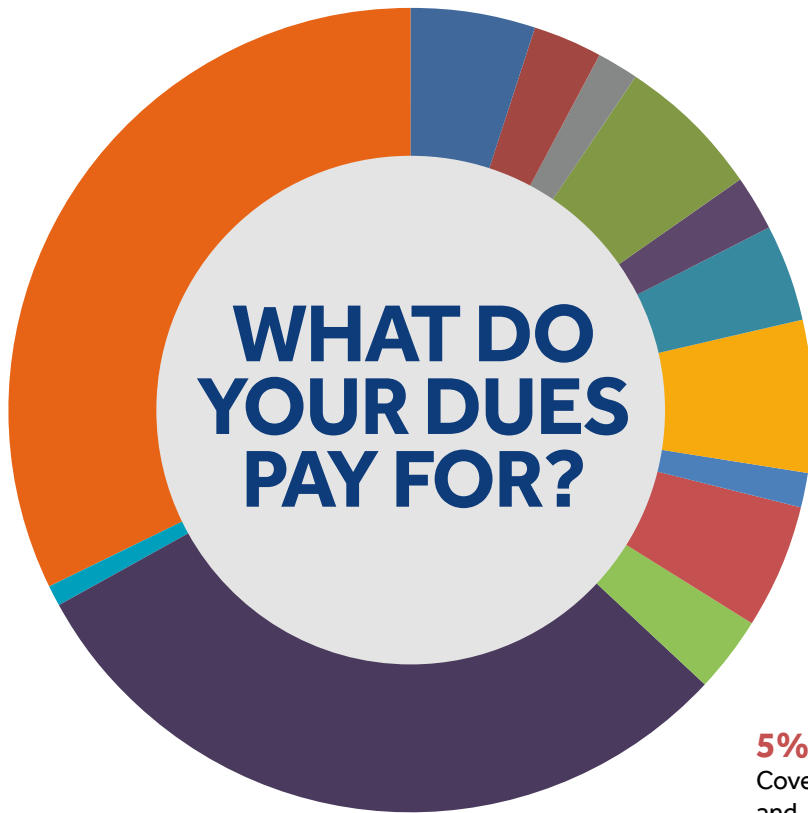
Phil Kraychuk

COMMUNICATIONS

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There will be no increase in dues in 2018

The executive board continues to work hard to ensure that dues are as fair as possible.

Each workplace has its own wage and benefit structure and varying hours of work, which determines an appropriate rate for their dues.

Some workplaces are paying less in dues than they are categorized for. In this situation, members could see an increase in their dues, up to a maximum 50-cent per week increase.

5% – ARBITRATION

Costs associated with referring grievances and other legal matters to arbitration or the MB Labour Board.

3% – AUTOMOBILES

Car allowance for Local 832 staff who must travel throughout Manitoba to service members.

6% – COMMUNICATIONS

Covers two staff, all costs associated with the magazine and our online presence (web, social media).

2.5% – CONFERENCES AND EDUCATION

Union staff and members are trained in numerous aspects of labour relations, including the shop steward/health and safety conference. This category pays lost wages for those members whose employers are not part of the Education and Training Trust Fund (ETTF).

4% – FINANCIAL SERVICES

Three staff members are dedicated to running the finances and keeping the dues as low as possible. Also covers the popular UFCW Income Tax Service provided to members and their families at a great rate.

6.5% – NEGOTIATIONS

Getting the best possible contracts for members is one of the most important things for Local 832. This category includes four full-time staff.

5% – OFFICES AND BUILDINGS

Covers our office expenses at both Winnipeg locations and in Brandon, including: rent expenses, utilities, property taxes, insurance and maintenance.

2.5% – OFFICE/IT

Covers supplies such as paper, pens, postage, couriers, computers and software for all three offices.

29% – PER CAPITA AND OTHER MEMBERSHIP FEES

The Local pays membership costs to UFCW Canada, UFCW International Union, Manitoba Federation of Labour and other regional labour groups and councils.

1% – RENTAL EQUIPMENT

Includes the rental, maintenance and repair of photocopiers, postage meters and other equipment.

34% – SERVICING & ORGANIZING

Servicing members and putting in the efforts to organize new ones takes up the largest portion of our budget. This includes salaries and all other costs involved with sending our union representatives around the province to the various work locations. This section also includes the director of organizing, the health and safety coordinator, support staff personnel for two offices and our union president.

1.5% – STRIKES AND LOCKOUTS

Our strike fund ensures our union members can afford to stand up to their employer and fight for their rights when the time comes.

TAKE YOUR VACATION, NOT A PAYOUT



Martin Trudel
Negotiations

A new trend has surfaced in recent proposal meetings, where more and more members want to include a vacation pay payout clause in their new collective agreement. A vacation pay payout clause lets the employer pay you out for your unused vacation time at the end of the year.

While we are always looking to make changes to a collective agreement based on your demands, this is a concept that we are reluctant to include into a collective agreement. If we do, we always make sure that the number of weeks that you can get paid out is less than half of your total amount of vacation.

A vacation payout clause can be good, but only if it's limited. Here are some of the reasons why we recommend against this:

You need work-life balance: Vacation time off is one key to maintaining this balance. Being away from work lets you de-stress and take care of your physical and mental well-being.

Less overtime or additional staff: If you're willing to work through your vacation and be paid for it, the employer has no reason to bring in additional staff to ease the workload or to pay you overtime.

Productivity: If you do not take vacation time, then you are missing out on the chance to rest and refocus. Even the most positive of members are subject to burnout.

Health: For a host of reasons, not all employers are willing to offer sufficient sick pay. Provided that the vacation request process is flexible enough, members have the option of using paid time off instead of paid sick time, after your sick time has been depleted.

Safety results: Accidents happen for any number of reasons, but mainly because of distraction. Members can become distracted when they have outstanding and unresolved issues (personal or work-related), they are tired, not focused, etc. Paid vacation provides members with the time away from the workplace that they need to recharge and take care of their lives.

Getting additional vacation time is a benefit that we constantly fight for. But when an employer points out that you're not using the time you have, it makes it harder for us to pressure the employer to give you more. There's more to life than your job, and you should enjoy your time away from it.



UFCW LOCAL 832 MEMBER REWARDS

Discounted Ticket Offers for Manitoba Moose Games and Bell MTS Place Events!

- Visit the web page to see events offered (check often for updates)
- Click on the event you are interested in
- Click the Buy Tickets Button
- At the top of the page enter UFCW in the Enter Offer Code section
- and click the lock to unlock the savings

WWW.TICKETMASTER.CA/PROMO/FHOT3V

PASSWORD: UFCW

Bell MTS Place



SHOPLIFTING IS NOT YOUR PROBLEM



Phil Kraychuk
Health & Safety

Lately, the union has received a number of questions and concerns from our members in retail regarding shoplifting procedures/policies. Most of these concerns are due to new policies or the rolling out of existing employer policies.

Theft in retail grocery stores, unfortunately, is all too common and is sometimes accepted by employers as part of the business. In last month's issue of UNION, our legal counsel wrote an excellent article about the policies directly. However, in addition to the article, I would like to talk about the Health and Safety (H&S) and Workers Compensation Board (WCB) aspects of these policies.

“Do not risk your health and safety, and do not risk the denial of your WCB claim.”

HEALTH AND SAFETY

In terms of H&S, anytime a hazard is identified there needs to be a plan of action to mitigate that hazard. When a hazard is identified and a control set out, it is the employer's responsibility to make sure all employees understand the hazard and what is being done or what they can do to be protected. Furthermore, it is the employer's responsibility to make sure you are aware of all H&S policies that exist in your workplace and that you understand the policy.

It is your responsibility to **FOLLOW** the policies at all times. By not following company policies, you

open yourself up to possible discipline, as well to violating the *Workplace Safety and Health Act*. **Most importantly you could get hurt.**

WCB

When it comes to WCB, you have to remember that errors up front or questionable actions that lead to a workplace injury do not work in your favour. When an employer has a policy in place to protect workers, it must be followed. If you know about the policy and it can be shown that you knowingly did not follow the policy, this could have a huge impact on your WCB claim.

If you recognize a hazard and you don't know if there is a policy in place to deal with the hazard, you need to be vocal. Bring it to the attention of management or to a health and safety committee member.

At the end of the day, **policies are there to protect workers and they must be followed.** Ensuring a worker knows a policy is not simply telling you to read it and sign it. The **employer must ensure you understand it;** and **if you don't understand the policy, you need to make sure you tell your employer.** If you have concerns with the policy, make sure you notify the union.

You are entitled to a safe workplace and you are entitled to workers' compensation in the event a safe workplace is not maintained. In order for everything to work properly, everyone has responsibilities. If they are followed, we can generally avoid most, if not all, workplace incidents.

Shoplifting is your employer's problem, not yours! Do not ever intervene! Report it to your employer and you have done your due diligence. **Do not risk your health and safety, and do not risk the headache of dealing with the denial of a WCB claim.**



POLICY CONFERENCE 2017

This year's policy conference saw excellent guest presenters and an in-depth workshop to develop a shop steward code of conduct.

President Traeger started off the conference by acknowledging the changes in the executive board. He thanked outgoing members with applause from the room and welcomed four new members.

His presentation then went on to address the challenges that UFCW 832 faces with the Pallister government, which took over in April of 2016. The Pallister government started its attack on labour by removing the right to have an auto-certification when a clear majority signs a union card in an organizing drive. There is also Pallister's position over regressive changes to our health care system and pausing the security guard minimum wage, which negatively affects many of our members.

John Hutton from the John Howard Society spoke about its programming, which supports and gives resources to clients from various provincial and federal institutions to help them reintegrate back into the community.

Guest speaker Kevin Rebeck from the Manitoba Federation of Labour used some colourful language to describe how his job has changed since April of 2016, when the Conservatives were elected into power.

Kathleen Monk, former communications director to Jack Layton, founding executive director of the left-leaning advocacy organization the Broadbent Institute and a regular panelist on political talk shows, including CBC's "Insiders" and "Power and Politics" talked about the importance of being aware of and active in politics.



SECURITY GUARD TRAINING



Erin Selby
Education & Training

In Manitoba, all security guards must be trained and licensed. Proper training does ensure people are better equipped to deal with the sometimes dangerous situations that arise in security work.

The UFCW Training Centre worked with the provincial government to develop the security training curriculum when it was first introduced. Local 832 executive board member Debbie Jones was on the committee that developed the course back in 2005.

Many UFCW Local 832 members work in security and still require training to meet their licensing requirement, but that training can be very expensive. Prices for the week-long course range from \$260 to \$325 and more.

The Pallister government has recently put a stop to a previously negotiated hourly increase for security guards that was supposed to go into effect October 1, 2017. With wages frozen, finding affordable training is even more important. That is why we are going to offer courses directly to our members.

Starting in 2018, the UFCW Training Centre will offer security training at a discounted rate for our members. The 40-hour course will run for one week, Monday to Friday, during office hours. Class sizes will be small to ensure everyone gets the support they need to understand the content.

**UFCW Training Centre
Security Guard Tuition:**

- ETTF Members \$150
- Members \$160
- Family \$180
- Non-members \$200

Additional costs:

- Individual manual \$15
- Manual on USB \$10
- Certificate \$10 for the first,
 \$15 for each after that

Look for the training schedule in the new year or ask your union rep for more information.

BE "SCENTSITIVE" TO YOUR CO-WORKERS

There are scent-free policies in most workplaces.

Strong fragrances, such as cologne and perfume, are known to trigger different health effects among different people.

Please be courteous to others. If you don't follow your workplace policy you could be reprimanded.

Contact your union rep if you have any questions!



UNDERSTANDING PAST PRACTICE



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

A common misconception is the assumption that the union can force management to run its operations a certain way just because those operations have always been done that way. We often hear members say things like, "My employer has always done it that way, so it's a past practice. It can't be changed." **This is not true.**

Past practice is a term that arises in the following situations: when the union or the employer attempts to enforce a practice regarding a matter that is not included in the collective agreement, **or** in interpreting language in the collective agreement, **or** to support an assertion that the language in the collective agreement has been modified by mutual agreement.

Past Practice When the Collective Agreement is Silent: In situations where an agreement is silent with respect to a certain matter, the presence of a well-established practice may constitute an implied term, depending on the nature of the matter. If the matter involves the operation of the business and/or the control and direction of the workforce, a past practice will generally not become an implied right. However, if the matter involves a benefit of personal value to the employees, this may very well become an implied right.

Management will almost always be given wide discretion to control its operations and direct the workforce. This includes the right to make changes as it sees fit, unless this right is specifically limited or restricted by the collective agreement.

Past Practice Used to Interpret a Collective Agreement Provision: This is the most common use of a past practice. It is used when a provision in the collective agreement is unclear or ambiguous. In these situations, the past actions (practices) of the union and the employer are used to interpret unclear language.

Arbitrators generally give great weight to a past practice when interpreting unclear language, so long as the past practice has been consistently applied.

Past Practice as an Estoppel: In situations where the collective agreement language is clear, but has been interpreted differently than the language states, the union or employer may use a past practice to support an estoppel. An estoppel is the principle that precludes either the union or the employer from relying on the clear language in the agreement when there has been a long-standing past practice of not relying on the written language. An estoppel may be ended by notice to the other party, usually prior to negotiations, giving the party a chance to negotiate new language in the next collective agreement.

For example, an agreement states that overtime must be paid out and cannot be banked. The employer has allowed employees to bank their overtime for the past 15 years, but has now decided to end that practice and rely on the collective agreement language. In this situation, the union will generally be able to successfully argue that the employer is precluded from making this change until negotiations, when the union has the opportunity to negotiate different language in the agreement.

Evidence Needed to Establish a Past Practice: In order to establish a past practice, the union or the employer must prove that the practice is clearly understood and acted upon by both parties. The practice must also have been in place for a lengthy period of time and applied consistently.

To conclude, a past practice may have been established in your workplace, but that doesn't necessarily bind the employer as if it was written contract language. There are a lot of factors that need to be taken into account before determining whether a past practice constitutes an implied term.

For further information, explanation or guidance on this issue, contact your union representative.

UFCW CANADA AWARDS SCHOLARSHIP TO LOCAL 832 SUPERSTORE MEMBER



Each year, UFCW Canada offers 18 UFCW Canada – BDM Scholarships worth \$1,000 each to active members and their family members for post-secondary education.

This year, Justin Berard is the recipient of one of the scholarships awarded across Canada.

Justin Berard is Winnipeg-born and raised. He has worked at Superstore for eight years. Justin is currently attending the University of Winnipeg, majoring in psychology and sociology.

Justin was encouraged to apply for the scholarship by executive board member Kathy Brnjac, who works at the same Superstore as Justin. The scholarship money is going towards covering his second term tuition fees.

The BDM Scholarship was created to honour three past leaders of UFCW: William Beggs, Fred Dowling, and Roméo Mathieu.

SERVING THE COMMUNITY

You can help! Do you have any gently-used items lying around your home that you are not using?

The Bear Clan can make sure they go to a better place.

The Bear Clan patrol is a community-based solution to crime prevention, providing a sense of safety, solidarity and belonging to both its members and to the communities they serve.

This is achieved in a non-violent, non-threatening, non-judgmental and supportive manner primarily through relationship-building and reconciliation.

Here's a list of some of the items that the Bear Clan can use:

- Mitts/gloves
- Toques
- Jackets
- Blankets
- Socks
- Canned food
- Personal hygiene items
- Sanitary items (toilet paper, hand wipes)
- Or, pretty much anything you can think of



On November 3, Wendy Lundy met with the Brandon Bear Clan to donate a cheque to help out.

To drop off items:

In Winnipeg - 94 McGregor St.
In Brandon - 602 Rosser Ave.

www.bearclanpatrolinc.com



SAFeway BARGAINING COMMITTEE

It is our pleasure to introduce you to the new Safeway bargaining committee:

Jeff Traeger

Bea Bruske

Sharon Grehan

Jason Hawkins

Leslie Addison

Don Burroughs

Wes Connell

Chad Fischer

Leanne Kordalchuk

Lisa LaRosa

Kathiee Maendel

Sandy Magyar

Darlene Kernot

Tyrone Cabral

Lorraine Collins

Tracy Dougall

BARGAINING PREPARATIONS HAVE HIGH TURNOUT

So far, your union has hosted a telephone town hall and four forums, one for shop stewards and three for non-activist members. President Jeff Traeger and Secretary-Treasurer Bea Bruske have also toured stores and hosted meetings in western and northern Manitoba. UFCW is also enabling new methods with our website and social media. These activities have resulted in a higher than average number of bargaining proposals and more member engagement with the union.

"While I'm always happy to see old friends come together at the bargaining table, I'm thrilled to see new faces at our meetings and in our Training Centre," said President Jeff Traeger.



ARE YOU WORKING FOR FREE?

Recently your union sent out a survey to members working in retail. We have been hearing that working through breaks has been a higher than normal problem in certain stores, and your union is trying to get to the bottom of it.

At publication time of this magazine, we are still compiling the survey data, but it's apparent that this is an issue that needs to be addressed.

To stay up to date with bargaining as it progresses, visit ufcw832.com/sobeys

2018 International Convention Election Meetings

Nominations for the 2018 UFCW International Convention are closed. Members who attended the nomination meetings voted in favour of the executive board's recommendation to send 18 delegates to the convention. It was also approved to vote for 5 alternates in case delegates are unable to attend.

The president and secretary-treasurer are automatically selected to attend. Therefore, 16 more delegates are allowed to attend this year's convention. With 23 eligible people nominated, elections will be held in January.

Nominees for delegates, in order of nomination:

Marie Buchan	Mike Howden	Jason Appasamy
Brenda Brown	JP Petit	Fred Morrison
Sandy Forcier	Martin Trudel	David Hamalainen
Ron Allard	Deborah Jones	Don Burroughs
Blake Crothers	Kathy Brnjas	Jin Zhao
Wendy Lundy	Kay Wetherill	Asni Melake
Kim Ferris	Carino Bosica	Maureen Cousineau
Phil Kraychuk	Candace Koehn	

With less than 5 alternates nominated, the following are acclaimed.

Roberta Hoogervorst
Jason Hawkins
Sharon Grehan
Dianne Gibson-Pierce

You are allowed to vote for up to 16 people. The 16 candidates receiving the greatest number of votes will be delegates.

Election Meeting Dates and Times

Brandon Meeting

Tuesday, January 16, 2018

Training Centre - 530 Richmond Avenue East
10:00 a.m. to 8:00 p.m.

Winnipeg Meeting

Tuesday, January 23, 2018

Training Centre - 880 Portage Avenue
10:00 a.m. to 8:00 p.m.

The following communities will receive mail-in ballots:

- Dauphin/Ste. Rose
- Gillam
- Swan River
- Fisher Branch
- Russell
- Leaf Rapids
- The Pas
- Pine Falls
- Flin Flon
- Lynn Lake
- Thompson

Ballots will be mailed on December 22, 2017 and picked up from the post office at noon on January 24, 2018.

IMPORTANT: You must bring a driver's licence, other form of photo identification, or other generally accepted form of identification in order to vote.

Should you have any questions regarding this process, contact general chairperson Sonia Taylor at 204-786-5055 or 1-888-832-9832, or email sonia.taylor@ufcw832.com.

**You may vote by going to one of the meetings or use your mail-in ballot.
Proxy voting is not permitted.**

DISCIPLINE 101



Sandy Forcier
Servicing

I know the term “discipline” can be a nerve-racking word to hear, especially at your workplace. However, understanding the process should hopefully help alleviate some of the stress. Below is a general explanation of the discipline procedure, as well as what **you, as a union member**, should do if you are called into a disciplinary meeting at work.

- First, there are the players involved in the discipline process—the employer and the union. On the employer side it can include supervisors, managers and human resources. The union side is the member(s) receiving discipline, shop stewards and union representatives.
- Discipline is usually progressive, beginning with a verbal warning, then going to a written warning, suspension, and finally termination. The discipline imposed also depends on the severity of the violation. A simple error does not warrant termination, however, a physical assault may.
- Before discipline is imposed, the employer must conduct an investigation to determine if, in fact, a violation or detrimental act has occurred. However, sometimes the violation is blatant and no investigation is warranted.
- The company (manager and/or human resources), the employee being disciplined, and a shop steward or union rep **must be present** at all and any

disciplinary meetings. If no shop steward or union rep is available, the employee being disciplined may choose any member they wish from the bargaining unit to sit in the disciplinary meeting.

- At the disciplinary meeting and during an investigation, you should be as honest and as upfront as possible. Answer all questions truthfully by saying as little as you can.
- The discipline should be in written form and outline the nature of the infraction(s) and what the discipline is.
- In most cases, you or the union rep will be asked to sign the disciplinary form. It is advised that you never sign a discipline form and that whomever is representing the disciplined employee write R.T.S. (REFUSED TO SIGN) on the signature line.
- However, it is suggested that if you consciously committed a violation, you should acknowledge it.
- **Never be aggressive or disrespectful in a disciplinary meeting.** This could lead to further discipline up to and including termination. Notes should also be taken stating who was present, who said what, and how it was said (tone, etc.). This will prove to be very important later in the process.
- **A copy of the discipline must be given to the employee being disciplined and one sent to the union.**
- You should contact your union rep to discuss your discipline, at the very least to see if there is merit in filing a grievance.

If you have any further questions regarding disciplines, or you find yourself in a disciplinary situation, contact your union representative.





FEELING LUCKY!

This is your last chance to join us on the trip to **South Beach Casino on February 12, 2018**. The cost is \$25 per person, which includes your transportation and a lunch buffet.

The bus will pick you up at the Safeway on McPhillips and Jefferson. It departs at 9:00 a.m. and returns to Winnipeg at approximately 4:00 p.m. Note: you

are allowed to park your car on the north side of the Safeway parking lot by the Thunderbird Restaurant.

To book, call Lila at 204-837-3554 or Armand at 204-832-1211. Then mail or drop off your cheque at the UFCW office –1412 Portage Avenue, Winnipeg, MB R3G 0V5, attention Denise **by February 2, 2018**.

LET'S KEEP THE LUCK ROLLING



The Retirees' Club is now accepting reservations for our fall trip to the Spirit Lake Casino from September 18 to 20, 2018.

It's a great deal! Dues-paying members and spouses pay only \$125 per person and non-members pay \$135 per person. This is based on double occupancy.

Registration is on a first-come, first-served basis—so book today. Last year, this trip was sold out by May. Besides trying your good fortune, you can also enjoy the pool and sauna or just relax in your room. The food is excellent!

For details and to register call Lila at 204-837-3554 or Armand at 204-832-1211.

RECIPE OF THE MONTH

(submitted by Linda Tesoro)

Spirit Lake Casino Blueberry Muffins

- 5 eggs (separated)
- 1 ¼ cups sugar
- 3 tsp. vanilla
- 1 cup oil
- 2 lemons (juice and rind)
- 2 ½ cups flour
- 2 tsp. baking powder
- 2 cups fresh or frozen blueberries (floured)

Beat egg whites until frothy; add sugar, egg yolks, oil, vanilla, lemon juice and rind. Fold in dry ingredients and floured blueberries. Fill muffin cups about 2/3 full. Bake at 350 degrees for 20-25 minutes.

NOTES & NODS

Birthday Greetings

- Elsie Williston, 86
- Marlene Syrenne, 84
- Elizabeth Halladay, 82
- Valentine Wittmann, 81
- Adelaida Dela Cruz, 80
- Bernie Fillion, 75
- Linda Cran, 75
- Emile Guiboche, 75

Looking forward to a New Year filled with comradeship. If anyone has an idea of activities they think would be of interest to the Retirees' Club, call Denise at the union office at 204-786-5055.

ECHOING PAST CAMPAIGNS



Scott Price
UFCW Local 832
Oral History Project

Recently, Ontario workers' victory in getting Bill 148 passed prompted me to think of other campaigns from years back. Specifically, how current campaigns for fair pay echo movements from years back.

Bill 148 will raise the minimum wage in Ontario to \$15 an hour and has the quickest implementation in North America (18 months) with workers seeing their first raise January 1, 2018. To put this in perspective, the raise will give about 675,000 workers in Ontario a 30 per cent wage increase. It also expands paid sick days and a number of other positive reforms. These changes will benefit women and racialized workers the most, as they are commonly in minimum wage jobs.

The passing and implementation of Bill 148 is the accumulation of nearly three years of campaigning, organizing, lobbying and even striking on the part of workers across Ontario, working broadly under the "Fight for 15 and Fairness" campaign.

In the mid '70s, in Manitoba, several women in the retail sector started to organize and lobby around fair wages for women in retail. When Darlene Dziejewit read her union contract, she noticed that men made one dollar an hour more than women, even if women working a check stand went to stock groceries. This injustice is what drove Darlene to spearhead the campaign for equal pay for equal

work in grocery stores in Manitoba. Darlene later became the first female union rep for Local 832 and a force in the labour movement.

A few years later, Susan Hart-Kulbaba joined sister Darlene as a union rep for Local 832 and went on to become the first female president of the Manitoba Federation of Labour. During the 1978 Safeway strike, Susan organized her store around the women's equal pay issue.

While there were several challenges during the 1978 Safeway strike, Susan was able to convince male workers in her store to hit the picket lines and be supportive of the equal pay issue.

It took nearly a decade, but eventually the pay gap was closed in retail stores across Manitoba.

In both situations—the grocery store pay gap and passing Bill 148—**women lead the way**. They showed that while it takes planning, patience, and determination, goals like equal pay for women or a \$15 minimum wage are achievable! Even more importantly, **victories like these are not just about what is won. They are about how the lives of struggling workers are transformed**. From the workers who organized and lobbied for changes to the workers who will see the benefits on their paycheques, **lives are transformed for the better when workers organize and work together**.

INCOME TAX SERVICES

Starts Next Month

Take advantage of one of our most popular membership discounts available.

Members pay \$20*
Non-members \$45*

To get your taxes done and e-filed.

**Some conditions apply.*

For complete details go the union's website at www.ufcw832.com.

Services are available at the following locations:

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UFCW Training Centre
878 Portage Avenue
204-786-5037

BRANDON

UFCW Office
530 Richmond Avenue E.
204-727-7131 or
1-800-552-1193

FLIN FLON

Carol's Tax Services
204-687-3337

RUSSELL

Merril's Tax
204-773-2290

THOMPSON

Liberty Tax Service
204-778-8416

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