



**WORKING  
TOGETHER!**



# UNION

**THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE**

**MARCH/APRIL 2019**



## A Message from the President

**Jeff Traeger**

# 100 YEARS FORWARD

All through the month of May, working people will be celebrating the 100th anniversary of the 1919 Winnipeg General Strike, and the many accomplishments of the labour movement during that time.

Because of these efforts over the last 100 years, union members and non-union workers across this continent and elsewhere work a forty-hour work week as a standard and receive an increased rate of pay when they agree to work overtime. This is a right that today we take for granted, but many of us forget that workers in Chicago were killed on the picket line fighting for that right.

Because of the efforts of unions, all workers across this continent and elsewhere enjoy paid vacations each year and paid time off for statutory holidays. Those same workers have regular lunch breaks, rest periods and earn premiums for working shifts other than weekdays. We continuously fight to improve those rights through collective bargaining. And in doing so, we raise the standards for all workers, since many non-union employers end up offering the same benefits to remain competitive.

Over generations, collective bargaining has won the right for workers to take a variety of paid leaves: bereavement leave, jury duty or witness leave, maternity and parental leave, just to name a few. Some of these leaves are now protected by federal or provincial law meaning that workers in Manitoba and Canada have benefited from the efforts of unions whether they are organized or not.

The labour movement has been the driving force behind the creation of organizations like the Workers Compensation Board, the Workplace Safety and Health Division, and the Employment

Standards Branch. Today, your union and others continue to lead the charge for improvements to these organizations to ensure that the protections keep up with the times.

Unions have been and continue to be champions of major issues that affect workers here in Manitoba and abroad, such as pay equity, child labour protection, dental, health and welfare benefits, pensions, severance pay and notice requirements for laid-off workers.

Other initiatives that trace their roots to the labour movement include minimum wages, cost of living allowance, training and apprenticeships, safety education in schools for the protection of future workers, EAL training for new Canadians, and the protection of temporary foreign workers.

UFCW Local 832 offers training and opportunities in a variety of areas: Worker transition services for members who are laid off, a mature student diploma program, a low-cost income tax preparation service, a legal assistance program, special events such as our Activist Conference, and while doing all that we also raise more than \$1.5 million nationally for leukemia research each year.

So the next time someone asks what your union does for you, you can remind them of all of the struggles and victories of the past and present, but also let them know how all workers—union or not—have benefited as a result.

A handwritten signature in blue ink, appearing to read "Jeff Traeger". The signature is stylized with a long horizontal line extending to the right.

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**CELEBRATING THE  
PROGRESS WE'VE MADE...**



**UNDERSTANDING THAT WE  
STILL HAVE A LONG WAY TO GO**

**Violence holds us back.  
60% of women experience violence at work.**

**See It. Challenge it.  
Violence is #NotOkay #NoMore**

***INTERNATIONAL WOMEN'S  
DAY · MARCH 8***

 **UFCW**  
your VOICE at work in Manitoba  
**LOCAL 832**

# LOCAL 832 WOMEN PLAY KEY ROLE IN HISTORY



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



Every year on March 8 we celebrate International Women's Day. In some countries the day is observed as a holiday, while in others it is a day of protest. International Women's Day, much like May Day, has its roots in socialist and union organizing.

The earliest Women's Day observance, called "National Woman's Day," was held on February 28, 1909, in New York, organized by the Socialist Party of America. At the time, many left-wing organizations and groups tried to form holidays around national communal holidays. May Day (May 1) and Bastille Day (July 14 in France) are similar examples. In 1975, International Women's Day was recognized by the United Nations.

Local 832 has a rich history of women organizing both in their workplaces as well as working to change union culture in Local 832 and the wider labour movement.

**Darlene Dzewit**, who later became the first female union rep for Local 832 and a force in the Manitoba labour movement, got her start agitating for equal pay for equal work in grocery stores in Manitoba in the mid-'70s. Darlene read her union contract and saw that men made one dollar an hour more than women. This led Darlene to advocate for the pay gap to be closed.

**Susan Hart-Kulbaba**, who later became a union rep for Local 832 and the first female president of the Manitoba Federation of Labour, organized her Safeway store around the women's equal pay issue during the Safeway strike of 1978. While there were several issues 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.

**Mary Johnson**, who came out of the meatpacking side of the Local, was also a part of this push from women inside the labour movement. Mary organized a women's issue workshop at the 1990 Canadian Labour Conference. This put women's issues front and centre for the labour movement in Canada.

When we reflect on International Women's Day we need to remember the roots of where it comes from, as being something that was created by working people, union organizers and socialists. We must also reflect on and honour the key role that women have played in the history of UFCW Local 832. We should do this not simply for nostalgic reasons but to use this history to inform our organizing and struggle for a world without sexism.

# LET'S GET IT STARTED!

WANT A BETTER CONTRACT? IT STARTS WITH YOU.



**Blake Crothers**  
Executive Assistant  
to the President

Before you think I'm blasting a Black Eyed Peas song in my office thinking up a negotiations article, I want to put your fears at ease—that isn't the case. **What we would like to get started is increasing membership engagement.**

If you are reading this, you are probably part of the 30 per cent of our union membership that is engaged. So, I'm reaching out to you. This is my rally cry to help me, and the rest of the Local staff, communicate with the remainder of the membership who we need to connect to. There is strength in numbers!



If there is one thing history has shown us, it is that those who get active in their union and make change can almost identify the single moment in time that lit the fire inside of them. It could have been seeing a co-worker unfairly treated, or someone invited them to a proposal meeting, a unit meeting or even a ratification vote. Regardless of what the event was, it was memorable enough that people remember it.

The Local has been developing various ways to engage its membership more and we have seen progress but there is always more we can do.

As a negotiator, we present the best contract we can negotiate with an employer to the membership. Sometimes that comes with some brutal truths as to why we couldn't obtain more. It could be that it's an industry with low unionization. So as a union, we have to continue to organize that industry and raise

the benefits for all. It could be that the workforce at a certain place is not engaged enough in bargaining that if we do push for a strike mandate, we might not be successful. Those are hard facts to face, ones that this Local has always strived to address and correct. But for real change to take place it has to happen from within a workplace. And that's where we need you to step up to the plate.

First, take a look at your collective agreement. If you have a copy of it, look at the cover. It will tell you when your contract expires. If you are not sure, all of our agreements are now online so you can download it to your phone, tablet or computer. If it's within 90 days of the expiration date, we will be holding proposal meetings to hear from you about changes you would like to see in your agreement.

Should your agreement not be expiring soon, find out where your union bulletin board is in your workplace. See who your shop stewards are, there might even be a spot for you to be a steward. We have a fantastic training centre that will provide you with the necessary training to excel in this role. Another position that maybe available that is equally as important is as a health and safety committee member.

And if you're not sure on any of that but want to get involved, call your union rep and ask them when they're going to be at your workplace again and have a coffee with them in the lunch room. There may be other opportunities out there that we can get you involved in. For example, members 30 years or younger can get involved in the Young-Workers Internship Program (YIP). Check out the back cover for more information and who to contact. As well, with the upcoming 100<sup>th</sup> anniversary of the 1919 strike, there will be a slew of events you can attend and find out more about the labour movement.

If you're the active member who is taking the time to read this, make sure to encourage your co-workers to come the next time you see an event happening, such as a proposal meeting. Talk amongst your co-workers to come out. In order for your union to better serve your needs, we need to hear from you.

# CHANGES FOR THE BETTER

Integrated Messaging Incorporated (IMI) has been unionized with UFCW Local 832 since 1997 in Winnipeg. UFCW Local 832 represents the Call Centre Representatives.

In the past, UFCW 832 had to file numerous grievances due to a combative relationship with a manager who didn't respect the workplace environment or the workers. Our union representative had a great amount of conflict with management there, while we fought for improved work conditions and protections for the membership.

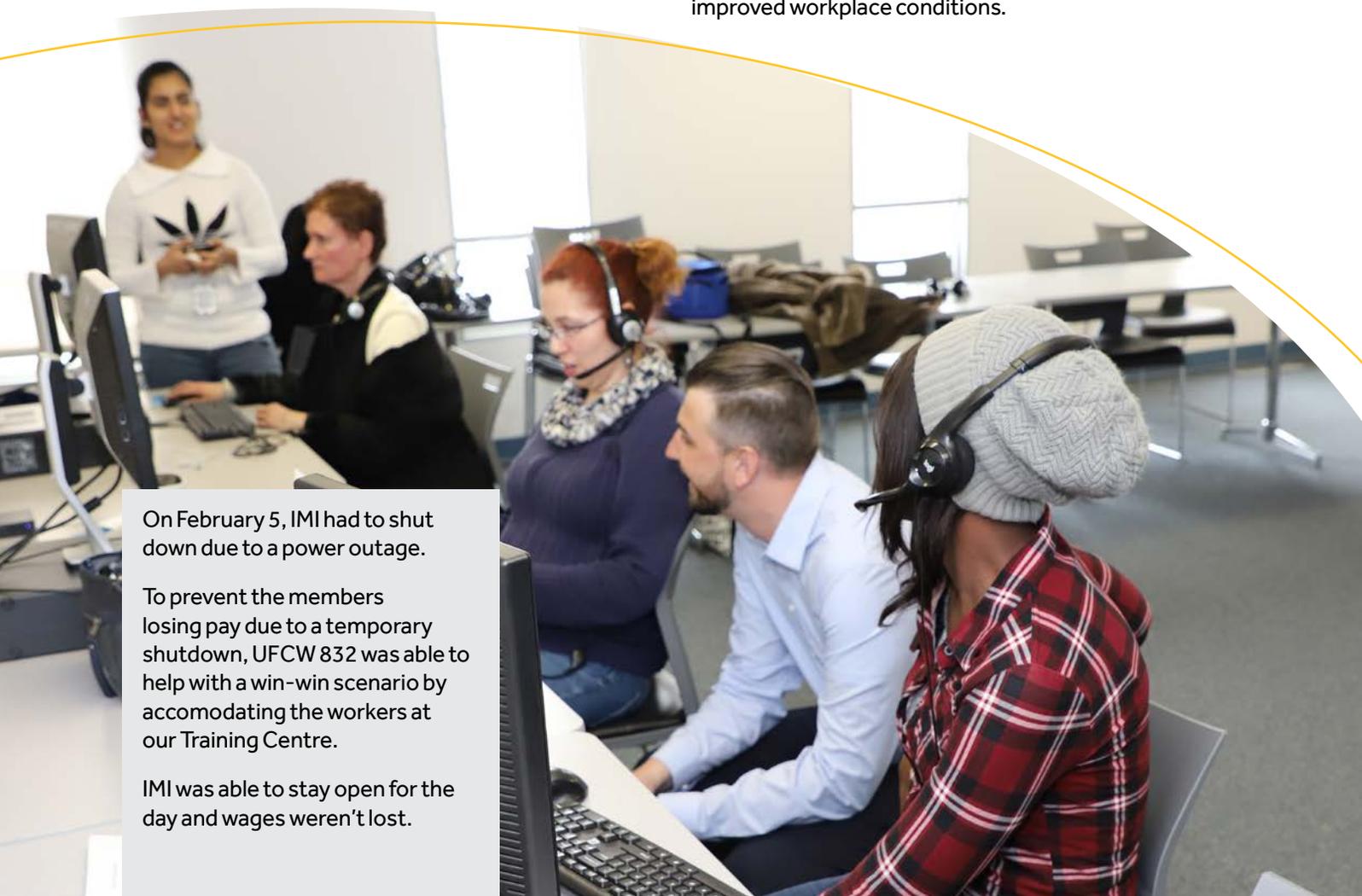
The building temperature was insufficient, the equipment was old and worn out, and working conditions needed drastic improvement. Old equipment would be piled in the corner instead of being properly disposed of.

But, over the past few years, IMI has changed management and has a new outlook on how the workers and the workplace should be treated.

"Ever since the new management came in, IMI has been a better place to work." said Cheri Bilyk, shop steward. "The new manager threw out an old pile of furniture that had been sitting there, they brought in new chairs, new headsets, and new equipment for us to use. Now the workplace is clean, and it's even decorated during the holidays. Overall it's been a huge improvement for us all."

The members at IMI ratified their latest contract in January. The new contract brought in increased wages, more sick time, new premiums and increases to the existing vacations. The last round of bargaining was very difficult for everyone, and this round, with new people at the table, communication was improved and we got an excellent deal.

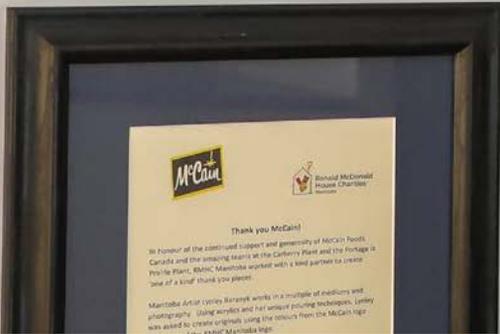
Great things can happen in a workplace when we all appreciate the value of investing in workers and improved workplace conditions.



On February 5, IMI had to shut down due to a power outage.

To prevent the members losing pay due to a temporary shutdown, UFCW 832 was able to help with a win-win scenario by accomodating the workers at our Training Centre.

IMI was able to stay open for the day and wages weren't lost.



# ROSIE REIMER-BANMAN

## Member Profile

When talking to Rosie Reimer-Banman, she describes herself as a “simple ordinary person, nothing special about me.” She fondly states she was raised by two humble parents, with her nine siblings, on a farm in Mexico where she lived until age seven when her family moved to Alymer, Ontario in search for greater opportunities. However, we would say there is something special about Rosie.

Her Canadian story started in Ontario with the struggles of her family having to rebuild, finding whatever kinds of jobs they could to make ends meet. Plus they also had to adjust to the shockingly cold temperatures, language barriers, and the different foods, culture and laws. Farming is what they knew and is what brought her family to Manitoba.

Now a teenager and old enough to help the family, she decided to find work full-time. On March 17, 1977, Rosie started working at Carnation Foods in Carberry, which is now McCain Foods, and has been a UFCW union member for 42 years.

She even credits the fact that she has worked in one place for 42 years to her upbringing. She recalls telling her papa early on, “I don’t like it much, it stinks, it’s hot in there, the machines don’t work properly all the time.”

Her papa looked at her and said, “Girly, the job may not be to your liking, put a smile on your face, plug away and do your best. Start from the bottom and go up.”

She says that was the best work advice her papa gave her. She is grateful she stayed on and enjoys coming to work and working with her “team” at the Carberry plant. She is a proud union member and recognizes UFCW for a lot of the positive changes and improvements at the plant over the years—better equipment, improved health and safety, and job security, to name a few. McCains is a good company and works with the union to continually improve the working environment at the plant.

Rosie is a firm believer in giving back. She says charity is her duty and her faith. “Charity is not always giving money,” she says. “You can help people in many different ways. I have gifted my hair for wigs for cancer patients, I foster kids from India, charity has no boundaries.”



Rosie loves camping, crafting, cooking and music, but loves life best. Rosie lives by the following quote: “If I cannot do great things, I can do small things in a great way.”



Fight for \$15 & Fairness Manitoba is a group of workers organizing to raise the minimum wage and improve employment standards in Manitoba. Fight for \$15 is an international campaign that started in New York and has since spread to other states and provinces in North America. The campaign has become a place for minimum wage workers to have a voice, gain valuable organizing experience, and win significant improvements to wages and working conditions.

Currently in Manitoba, according to the Canadian Centre for Policy Alternatives, the living wage should be approximately \$15 an hour. However, the currently implemented minimum wage is only \$11.35 an hour. In addition to this, it is not uncommon for minimum wage workers to experience lack of benefits (pension, health coverage, paid sick days, etc.), inconsistent scheduling, little say in workplace conditions: and lack of respect.

\$15 & Fairness Manitoba hopes to give minimum wage workers a voice based on their experiences by:

1. Creating a list of demands that will be presented to the Manitoba provincial government.
2. Building solidarity among workers across different backgrounds and sectors through community-driven events and organizing workshops.
3. Engaging directly with employers and call for them to recognize a worker's right to a living wage and respectful employment standards.

Our aim is to not only bridge the gap between unionized and non-unionized workers, but encourage unionized workers to become more active in their unions and the labour movement. We host monthly events on the 15<sup>th</sup> of every month. Find us online at [www.manitobafor15.ca](http://www.manitobafor15.ca)!

- Emily Leedham, Fight for \$15 & Fairness



## HAPPY BIRTHDAY ROGER!

UFCW Local 832 member Roger Gabrielle turned 80 years old on January 24! We would like to wish him a happy birthday and a bright, healthy and exciting year.

Roger has worked for Valleyview Co-op in Virden for about 10 years now, and enjoys his days at the store.

# ACTIVIST CONFERENCE 2019

# 100 YEARS FORWARD

# BUILDING ON OUR PAST



**Erin Selby**  
Education & Training

UFCW Local 832 holds a conference for our activists every second year. For one week our activists (shop stewards and health and safety committee members) gather at the Fairmont Winnipeg Hotel to learn more about their roles, learn how to become a stronger activist and how to help the labour movement.

Our next activist conference takes place May 6 — 9, and this year the theme of our activist conference is, “100 Years Forward, Building On Our Past.”

We will be celebrating the 100th anniversary of the 1919 Winnipeg Strike. We dive into Manitoba’s strong labour history, learn how the labour movement has evolved over the past 100 years, and how UFCW Local 832 got its start.

We’re also trying something new this year. The afternoons at our conferences used to be broken out into different classes and workshops. This year, we’re going to break into sector-specific groups so we can talk about what really matters in your workplaces, and in each of your unique industries. Your union reps are putting together a program about issues affecting people in your workplace, and together we’ll find new ways to support all members.

UFCW 2019 Activist Conference will be a celebration of Manitoba’s proud labour history and provide the tools we need to build our movement for the next 100 years.



  
**2019 Activist Conference**

# 100 Years Forward

*BUILDING ON OUR PAST*

**MAY 6 - 9, 2019**

The banner features a background image of a protest march with people holding signs that say "Protect Patient Care" and "We are fighting for our patients". A yellow flag with the UFCW logo and "SE8 JADO" is also visible.



WE ARE THE  
**FRONTLINE**.ca

 **UFCW**  
your VOICE at work in Manitoba  
LOCAL 832

# HEALTH CARE VOTES ARE COMING SOON!

There is a lot of misinformation being spread about the upcoming votes, and what members will win or lose in this upcoming election. Be sure to contact your Shop Steward or your Union Rep to get the facts.

**All UFCW Local 832 contracts are all available online for members to view. If you have any questions or concerns visit:**

**WE ARE THE  
**FRONTLINE**.ca**

# WHAT DO HOSPITALITY WORKERS HAVE TO GAIN?



**Mike Howden**  
Organizing

Have you ever wondered how a great hotel experience is created?

Well, it turns out that the first impression of any stay is the cleanliness of the hotel. Housekeepers are the first impression specialists, and they have an enormous responsibility in your hotel experience. They are responsible for the common areas, the hallways, and more importantly, they are responsible for making your room clean and inviting. Everyone enjoys that first moment when you walk into a hotel room, and see the conveniences of a clean room with crisp sheets and clean facilities. That first impression sets the tone for your hotel experience.

What most of us don't see is the work that housekeepers put in to create that first impression. Housekeepers are responsible for multiple rooms and are provided little time each day to complete the required tasks, no matter how clean or dirty a room has been left.

A typical day for a housekeeper is to have eight rooms assigned to them. They are required to vacuum, clean restrooms, change bedding, empty garbage, etc. All of this needs to be done quickly for changeover, so there is little disruption to guest staying in the hotel and those who are arriving at the hotel. In many cases, sick calls are not replaced, and the extra rooms are put onto the others to complete

in their absence. The main challenge facing housekeepers is time! Specifically, the time it takes to clean your room to meet the hotels' expectation and to meet the consumers' expectation.

UFCW represents housekeepers across Canada, and we have fought to better the work conditions. We have made gains in areas such as scheduling, seniority, health and safety and of course wages and benefits.

One of the most common complaints from people in the industry is scheduling. The faster the employee is at getting rooms turned around, the more hours and shifts the employee will get in return. This type of scheduling by favouritism is counter-productive and having a union can correct this type of issue with seniority scheduling of hours. A union can provide this group with limits and realistic expectations through collective bargaining. A union can also negotiate special premiums when asked to do more than expected and get paid for any and all work. This means, should you have to work through a break to meet a deadline, that you will be paid for your time worked.

UFCW Local 832 will continue to push for improvements and a better workplace culture for housekeepers and all hospitality workers for both current and future members.

## Welcome to Group NB

On Valentine's Day, 17 warehouse lumpers working for Group NB joined UFCW 832! Lumpers, sometimes called swampers are the strength of a warehouse operation. They help in the shipping and receiving by loading and unloading and are key people in the physical labour force.

Group NB offers lumping services to numerous large-scale transportation, logistics and supply chain companies so they can increase productivity in different departments.

UFCW is eager to begin improving the working conditions and benefits for our new members.

# UFCW 832 ENDORSES ANDREW SWAN TO BE NEXT NDP CANDIDATE



*President Jeff Traeger and Secretary-Treasurer Bea Bruske are joined by staff to show their support for Andrew Swan!*

By now you have likely heard that Andrew Swan is running for the NDP nomination in Winnipeg Centre. What you may not have heard is that the UFCW 832 executive board has voted unanimously to endorse Andrew in the nomination race.

Andrew has been a great representative for Minto over the last 15 years and has lived in the community for over 25 years. Andrew has always been a supporter of UFCW Local 832 and has been an advocate for workers' rights. This is a voice we need in Ottawa now more than ever.

"As an MLA, Andrew Swan has worked tirelessly for Minto," said Jeff Traeger, president of UFCW Local 832. "His experience and commitment to the community will help bring Winnipeg Centre back to the NDP. Andrew has supported the labour movement on multiple occasions both in the legislative building and he's been a constant presence at labour events, giving his support. Andrew is the strong progressive voice that Winnipeg Centre needs."



*During the strike at Arysza last summer, Andrew Swan visited the picket line to show his support and hear about the issues that UFCW 832 members were facing.*

If you have any questions for Andrew Swan, or want to help out on his campaign, contact :

**Phone:** 204-915-5765

**Email:** swan4wpgcentre@gmail.com

**Website:** Andrew-Swan.ca

The Federal NDP Nomination Meeting for Winnipeg Centre takes place on

## Sunday, March 31

The winner will take on incumbent Liberal MP Robert-Falcon Ouellette.

# LOOKING AT THE BIGGER PICTURE



**Curt Martel**  
Health & Safety



## NATIONAL DAY OF MOURNING

**In Winnipeg on April 26 the following events are taking place:**

MFL Candle Light Memorial Service  
11:00 AM at the Union Centre - 275 Broadway

SAFE Workers of Tomorrow Leader's Walk  
11:45 AM at the Union Centre

**On April 28 look for local events in your community to take part in.**

Since 1991, April 28 has been observed across Canada as a National Day of Mourning for workers killed or injured on the job. While this day has been acknowledged for over 25 years now, unfortunately, workplace injuries and fatalities still happen far too often for many workers and families in communities across the country.

According to statistics published by the Association of Workers' Compensation Boards of Canada (AWCBC), between 2000 and 2016, there were 16,216 worker deaths in Canada. This means that on average 954 workers have been killed nationwide each year as a result of their working conditions. Of these fatalities, roughly two-thirds were a result of a worker succumbing to the effects of an occupational disease such as mesothelioma with the remaining third being caused by acute incidents such as a fall, a worker being struck by a moving vehicle, or a worker being caught in a piece of unguarded machinery. As shocking as these numbers may seem, the real surprise is that these numbers do not capture the complete picture of worker deaths in Canada. The AWCBC's statistics only reflect those deaths that are recognized as being compensable by the provincial or territorial workers compensation system where the injury took place.

In other words, these numbers only capture the deaths that workers compensation boards deem related to the workplace. The statistics from the AWCBC do not take into account people who are killed commuting to and from work or workers who are not covered by workers compensation legislation. For example, the death of a worker who falls asleep at the wheel while driving home exhausted from working a 16-hour shift would not be considered compensable by the WCB, and is not counted towards those totals. The same thing goes if a worker loses control while driving to or from work during a blizzard when they otherwise may have stayed home. The deaths of self-employed workers and farmers, both groups that are often not covered by the WCB, may also slip through the cracks and not be recognized as a result of the workplace. Deaths from occupational diseases, such as cancer, are also not always attributed to workplace exposures but rather to other personal or lifestyle factors, and therefore are not counted in the AWCBC's statistics.

I encourage you to take time on April 28 to remember the sisters and brothers who have been hurt or killed because of their work. While we spend the day reflecting on those we have lost and the improvements we have achieved, we must also remember that there is still much work to be done to make our workplaces safe for all.

# CLEARING UP MISCONCEPTIONS



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

To help provide clarity regarding labour law concepts, what the terms we use mean and what some potential consequences could be, we have put together this list to help with the terminology that the union uses regarding grievances and other legal issues that members face.

## LABOUR LAW VS. EMPLOYMENT LAW

Labour law generally applies to work environments that are governed by the Manitoba Labour Relations Act. In such environments, the employee is subject to collective bargaining and is a member of a union.

Employment law generally deals with individual employment contracts in which the employee is not a member of a union or bound by a collective bargaining agreement.

## THE RIGHT TO HIRE YOUR OWN LAWYER TO DEAL WITH A GRIEVANCE.

In most cases, you do not have the right to hire your own lawyer to handle grievances. In all matters between your employer and you, originating out of the collective agreement, your union is your representative and has jurisdiction and control of the grievance. The union is the legal representative of unionized workers in the employment/labour relationship. In this capacity, the union has the exclusive right to file a grievance, negotiate or resolve a dispute and advocate on your behalf. Therefore, your union is your sole legal representative during any grievance procedure.

## CONSEQUENCES OF NOT GRIEVING DISCIPLINE

If an employee does not grieve a discipline that is imposed upon them, then they, for all intents and purposes, have agreed to accept the discipline. At arbitration, when an arbitrator is reviewing an employee's disciplinary record, it will be too late for the union to argue that the discipline that was imposed on the member but never grieved was not deserved. If you don't grieve the discipline then it will be taken that you are in agreement with the reason for the discipline and the actual discipline imposed.

## CAN I BE DISCIPLINED FOR BEING SICK?

The simple answer to this question is no. An employer cannot discipline you if you were legitimately ill. However, you may be disciplined for concerns surrounding your illness such as not providing a required doctor's note or not phoning in and advising the employer that you are sick and cannot come in to work. In those cases you are not being disciplined for being ill but rather for not following the proper protocol.

## TERMINATION OF EMPLOYMENT OF EMPLOYEES WITH DISABILITIES

There is a fairly common view that people with disabilities, or on medical, pregnancy or parental leave, are "untouchable." That is entirely untrue. An employee cannot be dismissed because of their disability (or leave of absence), but they can be disciplined or dismissed for other appropriate reasons that have nothing to do with their disability.

## TERMINATION OF EMPLOYMENT FOR INNOCENT ABSENTEEISM

An employee who, through no fault of their own, is missing lots of time at work because they are legitimately ill, may have their employment terminated for what is called innocent absenteeism. If it can be established that the excessive absenteeism has been ongoing for some time and that the employee will be incapable of regular attendance in the foreseeable future, then there is the possibility that the employee's employment could be terminated. This is not viewed as a disciplinary termination but rather something akin to frustration of contract.



**Don't miss getting your taxes done as the deadline is fast approaching.** For the very low price of \$20\* for members and \$45\* for your family members, get your taxes done and e-filed by one of our income tax specialists. *\*Some conditions apply.*

There are six locations throughout the province where you can go and take advantage of this union-benefit rate.

For complete details and a list of the locations, go to the union's website at [www.ufcw832.com](http://www.ufcw832.com) or you can call the Winnipeg Income Tax Office at 204-786-5037.

**The deadline for getting your taxes done is April 30!**

## UFCW/MAPLE LEAF FOODS INC. BENEFIT PLAN

As we have recently received several inquiries from members at Maple Leaf Foods regarding their Drug Card, to assist you, here are some bullet points regarding Pharmacare:

- In order to receive a Drug Card for prescription coverage, employees and each of their eligible dependents aged 18 years or over must register with Manitoba Pharmacare each year.
- Once Manitoba Pharmacare has sent a letter indicating the deductible amount for that year, a copy of the letter must be sent to the Benefits Plan Administrator.
- When applying for the Manitoba Pharmacare deductible letter, employees have two options:
  - One-time enrollment, or
  - An annual applicaiton.

Annual applications must be renewed by April 1 of each year. If an employee chooses a one-time enrollment, Manitoba Pharmacare will automatically update and renew your deductible.

- Employees who use their Drug Cards at their pharmacy do not need to submit their annual Pharmacare letter as Manitoba Pharmacare will automatically update the pharmacy with that information.

- Employees who submit manual claims for prescriptions must ensure that the Plan Administrator always has a current copy of your Manitoba Pharmacare deductible letter.
- For new Drug Cards and those who submit manual claims to the Plan, it is important to remember that you will not have prescription coverage until the Benefits Plan Administrator has received a copy of your most current Manitoba Pharmacare deductible letter.

If you have any questions regarding the UFCW/Maple Leaf Benefit Plan, you can contact the plan administrators directly:

UFCW/Maple Leaf Foods Inc. Benefit Plan  
3rd Floor, 880 Portage Avenue,  
Winnipeg, MB R3G 0P1  
204-982-4170 (in Winnipeg) or  
1-877-982-4170 (toll-free).

Members can also contact their union representative:

### WINNIPEG

Kim Ferris at 204-786-5055 or  
email [kim.ferris@ufcw832.com](mailto:kim.ferris@ufcw832.com)

### BRANDON

Brenda Brown at 204-726-8337 or  
email [brenda.brown@ufcw832.com](mailto:brenda.brown@ufcw832.com)



**South Beach Casino  
May 6 - 7, 2019**

Seats are still available on a first-come, first-served basis. Price for members and spouse is \$50 each, non-members pay \$55 each. You get \$20 of free play and pay only half price for the buffet on both days, so it's like getting a free trip! Plus, on Mondays it is 10X your points.

To Register call either Lila at 204-837-3554, Armand at 204-832-1211 or Joan at 204-422-6670. However, your **seat is not guaranteed until your trip is paid.** Send your cheque to the UFCW Retirees' Club, attention Denise, at 1412 Portage Avenue, Winnipeg, MB, R3G 0V5. Make sure to **note South Beach on your cheque.**

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.**

**Spirit Lake Casino & Resort –  
September 17 to 19, 2019.**

This trip is currently sold out, however, we have started a cancellation list. To get your name on the list, call either Lila at 204-837-3554, Armand at 204-832-1211 or Joan at 204-422-6670. The list will be on a first-call, next-to-go basis. Remember, **your spot is only guaranteed once full payment is received.** NO POST-DATED CHEQUES ACCEPTED. If you have already registered, for your convenience, you can bring your cheque with you to luncheon on May 21.

You will receive rebates of \$40 in free play for each of the three days and daily meal specials. **Correction:** You are only allowed to exchange \$300 at par on Wednesday with points.

**NOTES**

Upcoming Events: Spring Luncheon on May 21, and the annual golf tournament in June - maximum of 36 golfers.

**BIRTHDAYS**

- |                           |                        |
|---------------------------|------------------------|
| Don Berry, 87             | Bob Whittle, 86        |
| Lorraine Rousseau, 86     | Claudette Kowcun, 85   |
| Arthur Pohl, 84           | Norma Kinnear, 82      |
| Lila Hornby, 81           | Theophil Jablonski, 81 |
| Sharon Kornago, 75        | Shirley Lamboo, 70     |
| Linda Litke MacDonald, 70 |                        |

**CONGRATULATIONS!**

Brittany Donnelly is the winner of the 2018 **Cyrus Lister/Denis Allard/Gerry Otto Scholarship.** She received a cheque in the amount of \$750 to help her with her educational costs. Brittany is currently studying psychology at the University of Manitoba.



Presenting Brittany her cheque is Retirees' Club President Norma Kinnear and board member Gerry Otto.

# 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.*

## **SDS Alarms**

UFCW members who purchase a SDS home alarm system will receive 15% off parts and installation with a monthly alarm-monitoring rate of \$16 per month (landline) on a 3-year monitoring agreement. If you don't have a landline, pay \$23 per month plus taxes for a 3-year Internet or 3G/cell monitoring agreement. UFCW members who purchase a CCTV video surveillance system will receive 10% off parts and installation.

Call Nic Torchia at 204-589-7507 or email [domenic.torchia@sdssecurity.com](mailto:domenic.torchia@sdssecurity.com).

## **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 Blaine Roque at 204-728-3396 or e-mail [blaine@brandonchryslerdodge.com](mailto:blaine@brandonchryslerdodge.com) 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.

## **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 beverages. Some conditions apply.

## **Polo Park Hearing Centre**

UFCW members receive a 10% discount (to a maximum of \$150) on the purchase of any hearing aid. Located in the Polo Park Shopping Centre, 1485 Portage Avenue, Winnipeg, MB, Ph. 204-788-1083.

## **Fort Rouge Auto**

Receive a 20% discount off labour on all retail (non-MPI) repairs and service. It excludes parts and safety inspection fee. Free courtesy cars provided for body and paint repairs. Call 204-453-1653 for a free estimate.

Fort Rouge Auto also offers 30% off any extended warranty purchase and 3 free oil changes with every vehicle purchase (excludes synthetic oil changes). Call the 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 families receive 25% off our fitness boot camp and personal training packages. Located at 1370 Grosvenor Avenue in Winnipeg. Visit [www.e.ca](http://www.e.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 Adventures

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 unserviced 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.

## River City Ford and Carman Ford

Present your union membership card to received special offers. On Sales access to Ford X-PLAN: Pricing on new and used vehicles at 2% over vehicle cost. Plus you will also receive Lifetime powertrain coverage on new and used (diesel excluded), Concierge test drivers (they will bring the vehicle to you), and no administration fees. On service you receive employee pricing on detail services, 20% off labour and parts on all mechanical work.

### River City Ford

3636 Portage Avenue. Winnipeg, MB,  
204-837-3636

### Carman Ford

Highway 3  
204-745-2057

## M-Pire Auto Detailing

M-Pire offers professional on-demand detailing services at affordable prices. As a UFCW member you will receive: 25% off all detailing and car wash packages, \$400 off all (paint correction & protection) Nano Ceramic packages on vehicles, and marine boats (5 year warranty included) and 10% off all gift cards.

607 Logan Avenue, Unit 3

Winnipeg, MB  
204-990-9909  
[www.M-pire.ca](http://www.M-pire.ca)

You must present your membership card and this cannot be combined with any other offers, discounts or coupons.

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

UFCW CANADA

# YOUNG WORKERS YIP INTERNSHIP PROGRAM

July 14-19 in Winnipeg, Manitoba

**Are you 30 or under, and want to know more about your union?**

The Young-Workers Internship Program (YIP) is an annual event where you and other young activists from across the prairies get to learn more and become more involved in your union.

You will get to see the bargaining process, what organizing looks like, and learn more about the labour movement.

You are also reimbursed for any lost wages.



**To register,  
contact Geoff Bergen**

204-786-5055

[geoff.bergen@ufcw832.com](mailto:geoff.bergen@ufcw832.com)

**Please register by April 10**



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