



# UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

NOVEMBER/DECEMBER 2018



**A Message from the  
President**

**Jeff Traeger**

## **ON GUARD IN A VIOLENT WORLD**

You have likely seen the ongoing media coverage on the violence that security officers have to face. As the union representing over 1,500 security guards in Manitoba—both private and those employed directly by health care facilities—we think that the government is wrong about the rights and duties of security guards.

All too often our members are pressured into making quick decisions in potentially dangerous situations where the right choice will let them walk away from a confrontation unharmed and the wrong choice could mean they are attacked and physically injured.

Government has recently said that security guards have the right to intervene using physical force if necessary, but when they do they often have significant issues with their employer and the clients and many have been terminated or charged with assault. The rights of security guards are a grey area and not nearly as black and white as our provincial government would have you believe.

Being a security guard is a difficult and dangerous job that has gotten more complex and frustrating over the years, most recently with the increase in violent incidents relating to the use of drugs like methamphetamines. The real solution to this problem is to address the root causes of poverty and drug abuse, which are all too often linked.

This is a solution that will take dedicated work by all levels of government and significant time, so while it addresses the heart of the issue it won't help the guards that are caught in the middle out there on the front lines of this crisis today.

While we know there is no simple solution, we also know that jumping to rash conclusions that won't

actually solve the issue is not the answer. UFCW believes we need to continue to push for change in this industry and we are committed to continue our work to address issues for security guards in their workplaces.

We will push for stronger workplace policies with employers to help define security guard roles at increasingly dangerous workplaces.

We will continue to push our provincial government for better training, equipment and the reinstatement of the Security Guard Minimum Wage, which keeps our most experienced guards on the job.

We will also include the federal government in this conversation, as these issues are not just here in Manitoba but across the country and federal laws regulate some aspects of security guard work.

If you're a Manitoba security guard you need to know that UFCW is fighting for your rights at every turn and that we're open to hearing from you directly since you are the ones in the trenches. If you have solutions or ideas on how to make your worksites and workplaces better, we want you to let us know. Visit our website at [ufcw832.com](http://ufcw832.com) and send us your ideas and feedback.

Together we can address this challenge and keep our security guards safe and effective at work.



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# WHO OWNS YOUR TIPS?

YOU MIGHT BE SURPRISED WHO ACTUALLY OWNS YOUR GRATUITIES

There are a number of UFCW Local 832 members who are provided gratuities for their services. They work at SSP Canada in the Winnipeg airport, Fairmont Winnipeg hotel and Celebrations Dinner Theatre, to name just a few.

In Manitoba, without a union contract you are at the whim of your employer, especially regarding tips. Through research on the topic over the last few rounds of bargaining, we have learned it's a double-edged sword. Here are a few things that our members or anyone receiving tips need to be aware of.

First of all, the *Manitoba Employment Standards Act* is silent on the issue. It holds the position that the employer is the true owner of the tips.

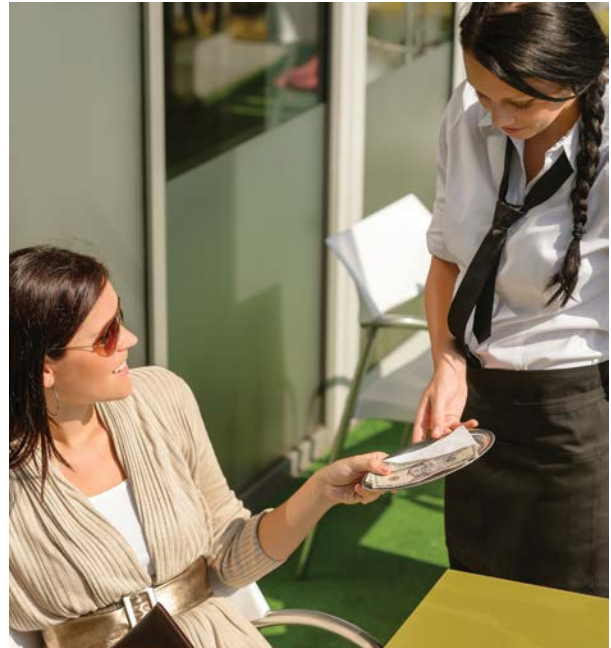
Can you imagine working for an establishment for a number of years earning your gratuities only to have your boss come in and say, "Moving forward, all gratuities must be handed over to management"? By the letter of the law, they can do that.

Now, will an employer do that? Probably not. The industry has hundreds of years of established practice where gratuities are shared amongst staff to offset labour costs. For an employer to change its position and retain all tips would likely cause an uproar and loss of staff.

Where things get interesting with tips is the difference between a controlled tip and a direct tip.

A "controlled tip" is where you and a group of friends go to a restaurant and the restaurant automatically applies a percentage for gratuity onto your bill. This is usually 15 to 20 per cent. A controlled tip is one that should be taxed on your pay cheque.

If you have a collective agreement that states the distribution of your tip share, such as all servers must give five per cent of their tips to bartenders, etc., this too is a controlled tip. Your employer will collect these tips and distribute them to the staff on their cheques and appropriate deductions will occur. However, the majority of establishments **usually do not** outline the distribution of tips



because of taxation. It is generally an unwritten rule that most places have on how tip sharing works.

A "direct tip" is when the customer leaves the money on the table, or includes it during their payment on a point-of-sale terminal (e.g. Interac machine). Normally, these tips are paid out to the server at the end of his or her shift. It is up to the server to self report their share of income to the government. Note that the Canada Revenue Agency (CRA) is starting to clamp down on gratuities. As fewer and fewer people are paying with cash, it makes it a lot easier for the CRA to track how much servers are making in tips. Therefore, it is a good idea to report your income properly. Quebec is the only province that requires servers to have deductions at source on their direct tips. While many may scoff at this, it **does increase** a server's **CPP contributions, Employment Insurance benefits and keeps them compliant with Revenue Canada.**

- Blake Crothers, Union Negotiator





# LIGHT THE NIGHT

Once again this year, on September 29, UFCW Local 832 joined families, friends and neighbours in the Light The Night Walk.

The Light The Night Walk is an event held in different cities across Canada to raise funds for the Leukemia & Lymphoma Society of Canada (LLSC) to help the fight against blood cancers.

In Winnipeg, the route starts and ends at The Forks. At this year's event, and with the help of many supporters and participants, Local 832 raised over \$41,000. We would like to thank everyone who took part.

Since 1985, UFCW Canada members and Local Unions have fundraised over \$41.4 million in support of the vital research, outreach and education work of the LLSC—making the UFCW Canada family of members, activists and Local Unions the largest annual donor to the LLSC.







## CELEBRATING THE RETIREES FROM 2017

As customary, Local 832 honours union members who retired from their workplace in the previous year. This year the Local held an appreciation luncheon on October 10 to recognize retirees with long-standing union membership. UFCW Local 832 President Jeff Traeger and Secretary-Treasurer Beatrice Bruske were in attendance to congratulate all of the retirees and present them with a gift from the union.

We give a **special shout out to Wayne Hicock** who retired from Sobeys West Store 4842 with 48 years of service. Other notable mentions at the luncheon include members with 25 years or more of union membership: **George Blair**—Sobeys West 4855, **Laura Foster**—Sobeys West 4849, **Chris Grzybowski**—Brewers Distributor, **Marilyn Kimball**—Sobeys West 4844, **Andrea Forbes**—Extra Foods 9002, **Joe Missalino**—Sobeys West 4851, **Joan Wendt**—Red River Co-op, **Suzelle Dziedzic**—St. Boniface Hospital, **Shirley Zielinski**—Red River Co-op, **Gail Mayer**—Superstore 1514, **Irena Tokarz**—Superstore 1505, **Donna Eastoe**—St. Boniface Hospital, **James Joss**—Sobeys West 4842, **Vongsa Phommarath**—St. Boniface Hospital, and **Kathleen Kraychuk**—Extra Foods 9082.







Photos from 2017 security guard minimum wage rally on the steps of the Legislative Building.

## MARKING A YEAR OF WAGE-LOSS FOR SECURITY

October 1, 2018 marked a sad day for security officers in the province of Manitoba, as it marked a full year since Brian Pallister's PC government chose to cancel the full implementation of the Security Guard Minimum Wage only days before it was to take effect.

Prior to the government's decision, the minimum wage for security guards was to increase by a full \$0.90 per hour to \$13.40. This means that as of October 1, 2018 a full-time security officer working 40 hours per week has lost roughly \$1,900 in wages. UFCW 832 had lobbied the previous NDP provincial government and won to implement the differential

minimum wage for security guards in order to counteract the impact of security companies undercutting one another in a highly competitive, client-driven industry.

The union recognizes that security guards have a difficult job to do and that hazards such as verbal abuse and violence, which are completely unacceptable in any workplace, are often viewed as just part of the job. Considering the work that guards do it's shameful that we have a government that doesn't feel you deserve a decent wage.

- Curt Martel, Union Representative



Congratulations go out to these members who are retiring from McKenzie Seeds. Pictured from left to right are Carol Taylor, Marysia Baran, Ann Ferguson, Betty Ramdsen, Sharon Louttit and Ron Thomas. These members are celebrating a remarkable combined total of over 240 years working for McKenzie Seeds.

# THE IMPORTANCE AND ROLES OF SHOP STEWARDS



**Sandy Forcier**  
Director of Servicing

The roles of a shop steward are very important to our members and they **are a vital component to the union's success**. I feel that we often take our shop stewards for granted and we need to take the time to reflect on what they do for us.

One of the most important roles they perform is to act as a communication link between the members and the union representatives. Shop stewards are frequently the members' first contact at the floor level. If a member has a question regarding their collective agreement, benefits or an issue at their workplace, it is usually the shop stewards who they talk to. If the shop stewards are unsure of a response or how to deal with the matter, the stewards will contact the union service representative to get the correct information and pass it along to the members.

Stewards also provide feedback to the union reps, both positive and negative, regarding things that are happening within the workplace. This is important because if the union is not aware of a situation, it cannot fix the matter. Strong communication from stewards is essential in the union representing its members properly.

When a steward is asked to attend disciplinary meetings, they need to take good, accurate notes and document: what was the discipline, who was in attendance, and who said what. The shop steward is also there to provide support to the member being disciplined and to ensure the discipline language contained in the collective agreement is being followed. The steward will make sure that all pertinent information is forwarded to the union representative as soon as possible.

From time to time, shop stewards assist union representatives with special projects, such as

helping with grievance investigations or gathering information regarding the membership.

Our stewards are our ground zero representatives in our workplaces. They are the eyes, ears and voice of the union. Being a shop steward can be a thankless job, but **without shop stewards there would be no union**.

To assist stewards in doing their job, UFCW provides training and support. The Local also holds shop stewards meetings and conferences where stewards interact with other stewards from different workplaces. They network on situations of common concern and discuss solutions.

Shop stewards also follow a Code of Conduct. They treat everyone with respect, represent everyone equally, know and understand their collective agreement, maintain confidentiality, participate in and attend meetings/rallies, keep in regular communication with their full-time service representative and support and promote the union at all times.

The Local would like to thank all stewards and activists in general for their hard work and dedication. I hope the next time that you see or speak to a shop steward or activist you let them know how much you appreciate their efforts and understand the responsibilities they do on your behalf.

If you are interested in becoming a shop steward or a health and safety committee member, contact your union service representative to let them know.





# EDNA ALLARD

## Member Profile

Labour to the core! As they say, the apple doesn't fall from the tree. Edna Allard has been a labour activist since before she even knew she was one.

As a child Edna lived in St. Laurent, Manitoba, and was raised with good work ethics and genuine principles. Even as a kid, Edna was always standing up for the "little guy."

Those principles have guided her through all her moves throughout Manitoba as she followed her husband from place to place because of his work as an RCMP officer. Now she calls Thompson, Manitoba her home.

Edna works as a receptionist at the Thompson Clinic, but she has been a union member working in the health care sector for many years. Her first association with UFCW Local 832 was over 20 years ago when she worked at the Douglas Campbell Lodge (DCL) personal care home in Portage la Prairie, a former Local 832 unionized workplace.

When Edna started working at Douglas Campbell, there was no shop steward or health and safety rep at the time. Because of her frankness in always sticking up for the people who are being mistreated

and for ensuring the collective agreement was being adhered to, then union rep Cyrus Lister asked her if she would be interested in filling both positions, which she did.

The training that the union provided Edna has stayed with her and is presently an active shop steward at the Thompson Clinic.

"I don't like seeing people being walked over and I've always said something," stated Edna. "I guess because I moved around a lot, I didn't care and I wasn't afraid of losing my job."

Her satisfaction in helping others doesn't just connect to her work. Edna has helped in every community her family has lived in, whether it is starting up a breakfast program to feed kids, coaching soccer, instigating a bike drive for kids... the list goes on.

However, Edna stressed that even though she tries to make a difference in her communities and help other people, it is her family that comes first. Edna and her husband have three children—Jeremy, Robin and Shane, who passed away several years ago, and seven grandchildren.

# WE ARE THE FRONTLINE.ca

## PALLISTER'S FAILING PROMISES

Four days before the last election, the Manitoba Conservatives stated that their PC government would "protect frontline services and the jobs of the workers who deliver them."

Over the past two years, this government has caused massive upsets to our health care system and to the lives of those who deliver the health care services to our loved ones. With increased workloads, overtime and stress, it's more than fair to say that frontline workers don't feel protected by this government.

The amount of extra work and overtime that the frontline has been doing is not sustainable, and not to mention the added stress. Due to all of the changes and disruptions, the number of heavy workload forms that the union is receiving has increased compared to previous years, and they continue to come in at a steady pace.

We are proud to say that thanks to the forms and feedback we have received so far, your union reps have been able to show your employer that this is an issue, and have started to look for ways to improve the conditions. While we push for change with your employer, you, the members, should continue to send in your feedback and complete a heavy workload form whenever necessary so we can continue to document workplace issues.

With upcoming representation votes, and further changes, the front line workers in health care are left with many questions as to the future of their work environments. Some of the common questions union reps are hearing are:

**When are the votes happening?**

**When is bargaining?**

**Are there more deletions coming?**

**When is the WRHA going to start hiring for the increased workloads?**

Unfortunately, most of these questions don't have answers yet, except to say that bargaining won't happen until after the representation votes. And there are many items to be resolved before an election date can be announced for the votes.

What we can say right now is that the commissioner has stated that upcoming votes will take place sometime in 2019.

As many members have already seen, the commissioner has started to send out updates on his rulings and the processes so far. As we receive updates from the commissioner we will post them on [wearethefrontline.ca](http://wearethefrontline.ca) and email them out to all members working in health care.

**If members have not been receiving emails, they should visit [ufcw832.com/email](http://ufcw832.com/email) and sign up for email updates.**

Be sure to check the website often, and if you have any questions, you can ask them online, or you can contact your union representative.

You can find the Heavy Workload Form online at [wearethefrontline.ca](http://wearethefrontline.ca)

Fill out the form if patient care is being affected due to an unmanageable workload, if you're working too many hours, or if you are working with fewer staff than required.

The Heavy Workload Form is our official documentation to record these events, and it will help us make change in your workplace.

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## CONGRATULATIONS!

Kaycia McDonald-Coke, posing with union rep Mike Howden, works at the Thompson General Hospital in the Medical Device Reprocessing department. Kaycia recently passed her citizenship exam.

Kaycia moved to Thompson from Jamaica, and is thrilled to be a Canadian citizen. Kaycia and her husband will be staying in Thompson and are glad to be calling it home.

**Congratulations Kaycia!**

## YOUR HEALTH CARE UNION REPRESENTATIVES



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**FIGHTING**  
*for a* **BETTER**  
**TOMORROW**

# UNION IS A POWERFUL WORD



**Mike Howden**  
Organizing



Several months ago, employees working at Vis, also known as Ag Growth International, reached out to UFCW seeking representation. Their main concerns were: improving their working conditions, obtaining wage equality and wage progressions, eliminating favouritism at the workplace, and receiving benefits.

Local 832 immediately began an organizing campaign. The campaign moved along smoothly and made great headway, as the workers were eager to have union representation at their workplace.

Union organizer Mike Howden stated, "The fact that we use many tools to communicate with our members, including social media or interpreters if need be, is a great asset. Our job is to make sure that the information we are relaying to the members is understood and effective."

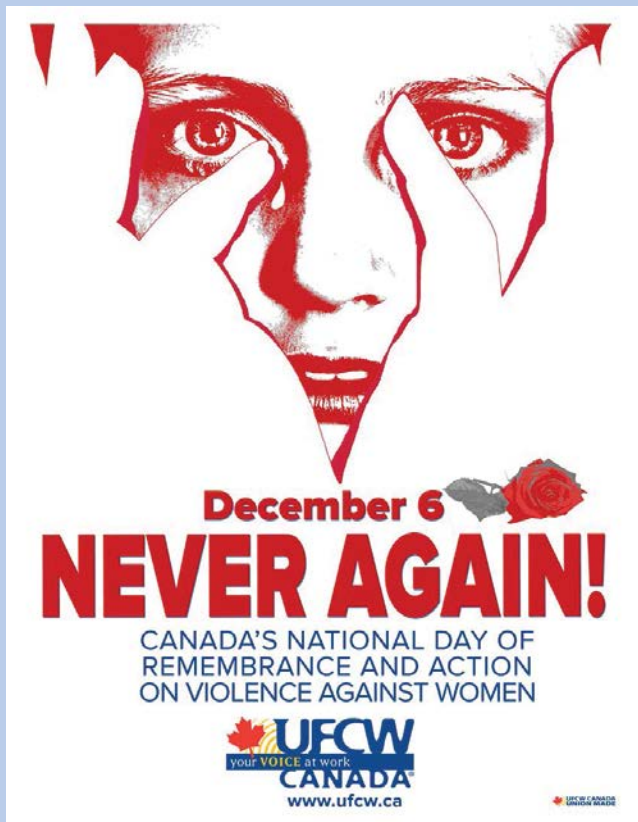
This is exactly what the Local did during this organizing drive, and with the assistance of interpretation services of staff Lin Liu, the group at Vis felt even more welcomed.

Then the company became aware of the union's presence and mounted a very strong crusade against the union. The company hired outside people to pose as employees who fed information back to the company and measured the support of the union. The company hired consultants to meet with the group to find out what the issues were. The company hired lawyers. Management did all this simply because **the company feared the employees being unionized.**

In the end, the company's efforts in keeping the union out of their workplace worked. However, **it was the workers who were the true winners.** Because of the strength of the employees reaching out to the union for help and the company's fear of a union, **the employees received a \$2 an hour wage increase and benefits.**

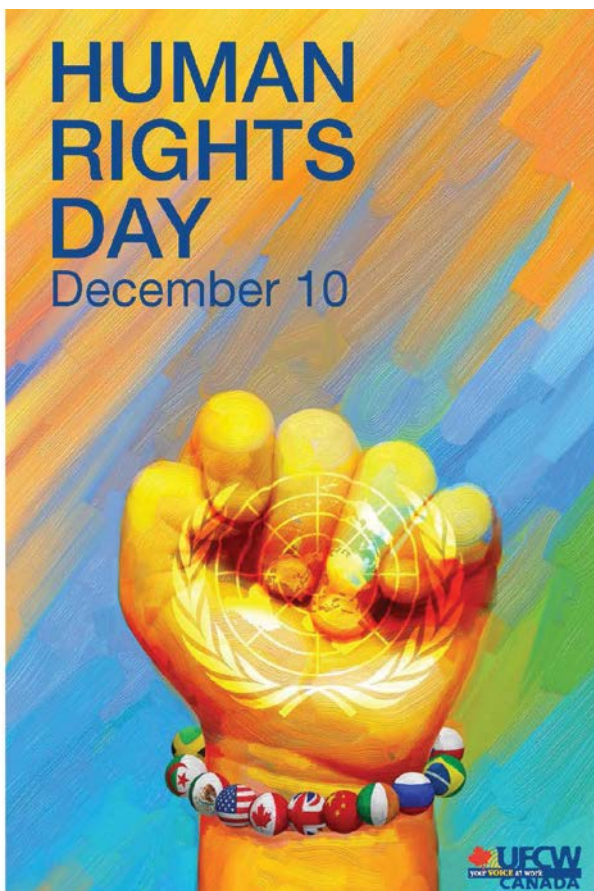
The result may not be exactly what the union wanted, but UFCW left a mark with this employer. The workers recognized that these positive changes at their workplace would not have been possible without the union's involvement.





December 6 marks the National Day of Remembrance and Action on Violence Against Women. The date commemorates the 14 women who lost their lives due to gender-based violence on December 6, 1989, at L'École Polytechnique in Montreal. It is also an opportunity for activists to come together and re-affirm our commitment to supporting actions aimed at confronting gender-based violence in our communities.

This tragic moment in history could have happened anywhere in the country. Half of all women in Canada over the age of 16 have experienced at least one incident of physical or sexual violence. While federal mechanisms are now in place to address a national housing and gender-based violence strategy, the amount of funding allocated to eradicating violence against women in communities across the country is still not enough. That is one reason why UFCW supports the work of Women's Shelters Canada, the only national organization that brings together a collective voice of women's shelters across the country.



Each year on December 10, we commemorate the 1948 United Nations adoption of the Universal Declaration on Human Rights. At UFCW, we are committed to ensuring that members' human rights are respected, and we continually work to eliminate discrimination, misogyny, and xenophobia in our workplaces and communities.

Our union knows that human rights must be addressed collectively, and that they can only be fully realized when the dignity, freedoms, and equality of all people are advanced, both in the workplace and in society.

On International Human Rights Day, let us commit to standing up for the disenfranchised, and working together to fight against intolerance and exploitation. Let us resolve to defend the rights of refugees, migrant workers, Indigenous peoples, members of the LGBTQ community, and anyone else who faces discrimination in our society.

Let us reaffirm our common humanity, and commit to protecting and advancing the human rights of **all**.

# POT IS LEGAL! LET'S TALK POLICY AND ACCOMMODATION



**Phil Kraychuk**  
Health & Safety Coordinator

With the legalization of marijuana, your union has to be prepared to support and protect its members, during this unprecedented phase as we work through the changes and adjustments in the various workplaces.

This is exciting for many Canadians and something many other countries are going to be watching closely. There will be many impacts as a result of marijuana legalization, but the biggest issues labour will face is—what will happen in workplaces and accommodations?

Marijuana causes impairment, the same as alcohol and opioids. Policies on impairment at the workplace have existed for many years; therefore, the change in policies will be very minor. Many employers already include marijuana in their impairment policies, but if they do not, the change might be as simple as adding the word “marijuana” to the company policy.

Now let's talk accommodations. Unlike alcohol, medical professionals do prescribe marijuana and opioids for some medical conditions. As we are all aware, medical conditions don't necessarily stop when we get to work and start back up when we leave and go home, so this area is where I expect to have the majority of trials and obstacles. When looking at accommodations there are a few main areas you should focus on and ask yourself:

1. Am I working a safety sensitive job?
2. Do I pose a risk to others or myself?
3. Have I disclosed as much information to the employer as reasonably possible in order to be accommodated?

Questions one and two are pretty straightforward. You cannot operate a forklift under the influence.

However, there may be a position in the workplace that does not pose safety risks, which could accommodate you for a medical condition that comes with an impairment causing treatment.

Question three is one that needs to be looked at more in depth. I believe for years many employers have got away with not really recognizing opioids as something they need to accommodate, the way they will with marijuana. I feel this is especially true if it involves a WCB claim with an employer that has a very aggressive return to work program.

In terms of medicinal marijuana, there is a direct correlation between the medical condition and type of cannabinoid that treats that condition. The two main types used to treat medical conditions are THC and CBD. THC is generally used to treat physical conditions while CBD is generally used to treat psychological conditions. Any medical professional that gives authorization for a medical purpose should explain the differences and what you may require to treat your medical condition. If you are using THC when you should be using CBD that may be a problem when it comes to an accommodation, as the marijuana is not being used for the correct reason. This could be viewed as recreational use rather than medical use.

The important thing to remember is that this is a brand new law. Although there are a number of controls in place when looking at workplaces and accommodations, the information provided will determine the ability to accommodate. I believe that over the next few years, we will see changes as we all work through this new era together.

If you have questions or concerns, talk to your union representative before you end up in a situation that may cause additional unwanted hardship.

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# MENTAL HEALTH CONDITIONS AND DUTY TO DISCLOSE



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

About one in five Canadians will experience a mental illness or substance use problem at some point in their lives. Employees suffering from a mental illness or substance use problem often fail to disclose necessary information to their employers, due to fear of judgement or reprisals. **However, it is important to note that disclosure is required in certain circumstances**, especially if the condition or treatment for the condition directly affects workplace performance and/or raises safety and health issues.

Fatigue, impaired cognitive functioning, depression, poor judgement, anxiety, paranoia, irritability and physical symptoms, such as headaches and stomach issues, are just some of the symptoms that may affect you at work. A lot of these symptoms are caused or worsened by medications prescribed or recommended to treat the mental health condition.

Mental illnesses and substance use problems are considered disabilities and an accommodation may be necessary in order to assist individuals struggling with these conditions to work more productively, safely and harmoniously. Often employees don't raise the need for accommodation until the employer imposes discipline, or dismisses the employee, as a result of alleged misconduct. At that point, it may be too late.

A recent Supreme Court of Canada case, *Stewart v. Elk Valley Coal Corporation*, 2017 SCC 30, confirmed a Tribunal decision which concluded that the dismissal of an employee who did not disclose his cocaine addiction prior to being involved in an accident at a safety sensitive workplace did not violate Alberta human rights legislation and the termination was upheld.

Similarly, in *Alphair Ventilating Systems Inc. and USW, Local 9074 – 06 (Bertudez)*, the grievor was

terminated as a result of having failed to report to work. The grievor in this case had an extensive disciplinary history, including previous failures to report to work without calling in. After he was terminated, he claimed that his absences related to the fact that he suffered from diabetes and heart disease, and the medications he was taking directly impacted his ability to attend at work. The grievor in this case had never requested any form of accommodation in the past and the employer had no knowledge of what the employee's medical issues were. The arbitrator confirmed that just cause for dismissal was established and no duty to accommodate was triggered.

Employees need to be aware that in an accommodation situation, **there is a duty on the employee to disclose any restrictions that may affect their work performance, including being under the influence of alcohol, illicit or recreational drugs or prescribed medication. This is especially important when employed in a safety sensitive position.**

In other words, the employee is responsible for providing the employer with sufficient information to put the employer on notice that there is a disability that requires accommodation, and allow the employer to assess the possibility of providing such accommodation.

Having said that, **employees DO NOT need to provide their diagnosis or what substance use problem they're dealing with**, but will likely need to provide medical documentation describing the nature of the condition and the employee's functional abilities.

If you are having a situation at work or have a question regarding your rights, talk to your union representative, who will be more than happy to assist you.

# EDUCATIONAL FUNDING IS IMPORTANT



**Erin Selby**  
Director of Education

The UFCW Local 832 Training Centre in Winnipeg is recognized by the province as an adult learning centre. That means the province gives us some funding to run our adult high school program. Government funding provides for the essentials such as paying our adult high school teachers, but our union still provides for things such as computers and workbooks for our students.

In Brandon, the UFCW Local 832 Training Centre is funded by the federal government to provide English as an Additional Language training. Many of our members have taken advantage of these classes to improve their English and go on to further their education or even open their own business. About a year ago, the Trudeau government decided they would no longer fund higher levels of learning, only levels 1 – 4.

We know many of our members were looking for EAL levels 5 – 7 and so we were quite excited this past spring when our provincial government announced they were seeking proposals for those higher levels of EAL learning. UFCW was encouraged to apply and we sent in our bid last spring, hoping to add more EAL classes in Brandon this past September.

July came and we still didn't hear if we were successful in our proposal, we waited, and waited, and waited some more. On August 1 Premier Pallister announced a cabinet shuffle, the former Minister of Education, Ian Wishart, was out of cabinet and Kelvin Goertzen was the new Minister

of Education and suddenly all new initiatives were on hold.

Minister Goertzen first made his mark in the Pallister government as Minister of Health. The same minister who made so many cuts that our members and everyone else who works in health care are seeing a rise in overtime and absent workers not being replaced. It was not hard to guess what this minister would do to education funding.

As it stands we have still not heard whether the province will still fund higher levels of EAL funding. We remain hopeful that they see the benefit to our members speaking more fluent English for our economy and our communities. We have been hearing through the grapevine that the minister has been preparing the department of Education to do more with less.

If you think education is important in Manitoba, and deserves to be funded properly, speak up! Let your elected officials know you don't agree with these cuts!



**Minister of Education**  
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**Premier Brian Pallister**  
[premier@leg.gov.mb.ca](mailto:premier@leg.gov.mb.ca)

**To Find Your Local MLA**  
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# MIXING AND MINGLING

At the fall luncheon, UFCW Local 832 Retirees' Club members had a great time mixing and mingling with friends and former co-workers. The Club held the luncheon on October 16 and as per usual, the attendees were not disappointed with the delicious lunch provided by the ANAF Legion on Portage Avenue. Guest speaker Elizabeth St. Godard gave a great presentation on nutrition, which included some ideas good for our health.

Congratulations to the lucky winners of the cash draws and/or door prizes from the fall luncheon: Astrid Zimmer, Margaret Bakker, Adele Pederson (two-time winner), Al Patterson, Linda Clare, Bob Whittle, Joyce Hill, Jim Swaile, Carol Friesen, Ann Blair, Sharon Kornago, Gail Sourisseau, Gail Phillely, Len Bergunder (two-time winner), Joan Dudas, Victor Blair, and Margaret Hlady.

## A SUCCESSFUL TRIP, LEADS TO ANOTHER

The trip to the Spirit Lake Casino was a great success! The accommodations were excellent, the food was outstanding, the machines were awesome, the shopping was remarkable, and all the fun was priceless!

Plans are already in the works for next September. Watch for details in upcoming issues of UNION.

### **SOUTH BEACH CASINO FEBRUARY 11, 2019**

The UFCW Local 832 Retirees' Club has scheduled a trip to the beach—**South Beach Casino for February 11, 2019**. Registrations are on a first-come, first-serve basis and as in previous trips the spots fill up fast. To register, you can call either Lila at 204-837-3554 or Armand at 204-832-1211. The **cost is only \$25**

per person and it includes the lunch buffet. To guarantee your seat, mail your payment to the UFCW Local 832 Retirees' Club, 1412 Portage Avenue, Winnipeg, MB R3G 0V5, attention Denise.

## **RECIPE OF THE MONTH Fried Chicken**

- 2 whole chickens, cut into pieces
- Vegetable oil of choice for frying
- 6 cups all-purpose flour
- 5 Tbls salt
- 4 Tbls ground black pepper
- 2 Tbls garlic powder
- 1 Tbls onion powder
- 2 tsp cayenne pepper
- 2 cups buttermilk

Preheat oil in heavy pan on stove or a deep fryer to 325 degrees.

In large bowl combine all of the dry ingredients and mix well. Pour the buttermilk into another large bowl. Dredging: take a chicken piece and lightly dust with the flour mixture. Dip them in the buttermilk until well coated and place them in the flour mixture to make sure each piece is thoroughly coated. Gently place the chicken pieces in the hot oil. Fry for 15 minutes or until the temperature of a breast is 180 degrees. Remove the chicken from the oil and let it drain for 5 minutes. Let cool for additional 10 minutes before serving.

*HINT: For crispier chicken, use half flour and half cornstarch, plus add a tsp of baking powder to mix.*

## **NOTES**

Your 2019 Retirees' Club membership application and dues **are due** by end of December.

### **Birthdays**

Richard Bristol, 92	Irene Mays, 89
Mary Evans, 88	Emily Kokolsky, 82
Wayne Hacking, 80	Sharon Stephenson, 70

### **Condolences**

Armand and Linda Tesoro on the loss of his brother Gabreil.

Jeanette Labossier on the loss of her husband Alex Dady.

# 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 on what discount/service you will be receiving.

## Where you can get discounts:



- Property Insurance Program with Kirkup Agencies
- UFCW MasterCard & Union Savings
- RRSP for Local 832 Members
- Anna's Denture Clinic
- Brad Pallen
- Brandon Chrysler Dodge
- Bridgeview Bed & Breakfast
- Celebrations Dinner Theatre
- Dakota Chiropractic
- EverFit Training
- Eye-Deal Eyewear
- Eye Outfitters
- Fort Rouge Auto Centre
- Greenwood Dental Centre
- Hywire Zipline Adventures
- Manitoba Moose Games
- Natural Wellness Chiropractic Centre
- Park'N Fly
- Pembina Dodge
- Polo Park Hearing Centre
- Sargent Jeans
- Scotia Optical
- SDS Alarms
- Spirit 1 Taekwondo Academy
- SureFire Auto
- The Fairmont and Velvet Glove
- Visions
- Wilder, Wilder, Langtry
- Winnipeg Blue Bombers
- Winnipeg Rec Pass
- Work Authority



For details on each location, visit our website at [www.ufcw832.com/discounts](http://www.ufcw832.com/discounts)



# NEWEST DISCOUNTS AND/OR SERVICES AVAILABLE TO MEMBERS

## River City Ford and Carman Ford

At River City Ford in Winnipeg and at Carman Ford, in Carman, present your union membership card to receive the special offers below:

### SALES

- Access to Ford X-PLAN: Pricing on new and used vehicles at 2% over vehicle cost
- Concierge test drives: we will bring the vehicle to you!
- Half price oil changes on used vehicles for life (diesel included)
- Lifetime powertrain coverage on new and used (diesel excluded)
- No administration fees

### SERVICE

- Employee pricing on detail services
- 20% off labour and parts on all mechanical work
- \$49.95 oil changes



### RIVER CITY FORD

3636 Portage Ave, Winnipeg, MB  
Phone: 204-837-3636



### CARMAN FORD

Hwy 3, Carman, MB  
Phone: 204-745-2057

## M-pire Auto Detailing

M-pire Auto Detailing offers professional on-demand detailing services at affordable prices.

Our Certified Auto Detailers offer professional detailing services such as nano ceramic coatings, polishing, headlight restoration, and various cleaning packages for autos and boats.

### UFCW 832 MEMBERS 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).  
10% off all gift cards.

\*must show membership

\*\*not to be use in combination with any other offers, discounts or coupons.



## M · P I R E

607 Logan Ave, Unit 3, Winnipeg, MB  
204-990-9909 • www.M-pire.ca

Keep an eye on our website for new member discounts at

[www.ufcw832.com/discounts](http://www.ufcw832.com/discounts)



# GET FIT IN 2018

**UFCW Local 832 Members get a discount on Winnipeg Rec Pass**

Passes are effective January 15, 2019 and are available in either a 6-month or a 1-year plan.

**You can choose between:**

6-month facility pass \$178.50

12-month facility pass \$331.80

6-month active living pass \$239.40

12-month active living pass \$464.10

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

An active living pass allows you to use the weight rooms, track, pool, sauna, and selected fitness classes at no additional charge.

Passes are valid at any City of Winnipeg pool, Fort Rouge Leisure Centre, Freight House Gym or Peguis Trail Health and Fitness Centre.

**To Order Your Pass:**

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

**Your form and cheque, made out to  
UFCW Local 832, must be received by December 12, 2018**

**Passes will be available for pick up at any  
City of Winnipeg recreation facility on  
January 15, 2019.**

Limit two passes per member.  
No refunds or exchanges.  
Please try before you buy.

All forms can be mailed or  
dropped off with payment to:  
UFCW Local 832  
1412 Portage Avenue, R3G 0V5

**For the complete list of member services and discounts available, go to:  
[www.ufcw832.com](http://www.ufcw832.com)**

**Publications Mail Agreement # 40070082**

Please return undeliverable Canadian addresses to:  
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