



BACK TO THE TABLE



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

SEPTEMBER/OCTOBER 2018



**A Message from the
Secretary-Treasurer**

Beatrice Bruske

WHERE DO YOU BUY YOUR BACON?

Part of growing up, for many of us, included a weekly grocery-shopping trip. Let's be honest... usually mom's weekly trip to the grocery store. The weekly "big shop" was the main way to restock our cupboards, fill our fridge and buy our bacon. But over the past 25 years there has been a significant shift away from that "weekly shopping trip." This shift has affected all consumers, but no one has been affected more than our grocery retail workers.

While in the past, shopping for groceries was a one-stop shopping trip to the neighbourhood grocery store. For many folks it now includes multiple stops picking up grocery items in non-traditional stores such as drug stores, hardware stores and everything in between. Most of those non-traditional stores that are selling groceries do not offer a wage and benefit package that our unionized retail grocery workers receive.

To deal with increasing competition in the grocery market, retail employers are squeezing staffing hours to the bare minimum. This is causing stress and frustration for retail workers who are constantly working against the clock to finish their tasks. This has led to the union receiving more reports of employees skipping coffee or meal breaks or working "just a few minutes" beyond their shift to complete their work. All of that of course backfires when the hours on the schedule are cut again. The employer rationalizes that the work got done, so we can cut the hours again, and squeeze a little harder.

Grocery companies, along with many other retailers, are also trying to cut costs by having customers perform tasks that staff were previously paid to do, such as scanning groceries. This again cuts hours off the schedule for cashiers.

Some retailers are chasing after new sales by offering online shopping options. Consumers have taken on new shopping patterns, like the Loblaw's "Click and Collect" at its Superstores. You can order your groceries online and pick them up on your way home. And the union employees filling these orders are protected by UFCW and have job security language in their collective agreement. With new options like these, you may never have to set foot inside a grocery store again.

What does all of this mean to the average retail employee? With the expanding competition and changing consumer shopping behaviour, the traditional grocery stores are having a harder time competing. This causes the hours of work to shrink and makes retail employment precarious.

It matters where you buy your bacon. By buying that bacon in a unionized grocery store, you are supporting retail grocery workers who rely on their jobs to bring home the bacon.

A handwritten signature in blue ink that reads "B. Bruske". The signature is fluid and cursive, written on a light-colored background.

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LOBLAW BARGAINING RESUMES

The union bargaining committee, along with President Jeff Traeger, resumed negotiations on August 29 with Loblaw, which includes Superstore, Extra Foods and No Frills. So far talks have gone fairly smooth and we are ahead of schedule compared to our last round in 2013. But, this doesn't mean that we can relax yet.

We have come to an agreement on a few items, but we have not yet started any of the monetary issues, such as wages, premiums and benefits. This is always where we really get into the heart of the matter for all the hardworking members at Loblaw.

Members can stay tuned by going to the union's website at UFCW832.com/loblaw, where you will find the latest news and video updates from President Traeger, along with the entire bargaining committee.

The union will schedule meetings prior to the expiration of the Loblaw collective agreement to bring the members up to speed on their negotiations. It's important to stay in touch and stay informed over the next month.

The Loblaw **contract expires September 27, 2018.**

MUNICIPAL ELECTIONS ON OCTOBER 24

When your candidates come to your doorstep over the coming weeks, make sure you ask the candidates where they stand on the issues that are important to you. Most importantly though is to go vote on October 24.

If you are in Winnipeg and would like more information on labour-endorsed candidates, make sure to follow the Winnipeg Labour Council Facebook page, or visit their website at www.winnipeglabour.ca.



DON'T TURN DOWN FREE MONEY!



Martin Trudel
Negotiations



What if I told you that if you were to put in \$1,000 a year into a pension plan, I would match that amount every year at **no cost to you and without having to give me anything in return?** Sounds like quite an advantageous deal and almost too good to be true, right?

Well, that is exactly what happens when we negotiate an **employer matching contribution** as part of a Defined Contribution pension plan, commonly referred to as "DC."

With defined benefit pension plans nearing their extinction in today's economy, a DC pension plan with employer matching contribution is the next best option available to our members.

This is why it is usually one of the main financial aspects of most collective agreements during negotiations. In this type of pension plan, **contributions are made by both** the employee and the employer. They can be mandatory or voluntary or a combination of both based on the terms of your

collective agreement. You can decide how much you want to set aside for your retirement and you can also make decisions about the portfolio, including what types of investments you put your money into.

Aside from the flexibility offered, the key component of such negotiated plans is the employer matching contributions. **This is a form of financial compensation that is negotiated on your behalf and is part of the overall monetary gains obtained through the bargaining process.** One of our goals is to ensure that you are able to retire and be comfortable financially. By maximizing your investments and having your employer match your contribution, which has a HUGE impact as it essentially doubles your retirement fund, you can better achieve this goal.

Consequently, it is strongly recommended that you take full advantage of such an option offered to you since having a pension plan established at an early age will allow you to retire sooner and enjoy the fruits of your hard labour for a longer time.

TURNING POINT JUST AHEAD



Phil Kraychuk
Health & Safety

Over the last few years, health and safety (HS) and workers compensation (WC) have been the topic of discussion on many different fronts. In 2016, there was a review of the WCB Act and then in 2017 a review of the HS Act. Both of these took a considerable amount of time and were not conducted the same way as the previous reviews.

The WCB Act had not been reviewed in nearly 15 years, leaving major gaps in areas of compensation. Back then, issues like musculoskeletal injuries were at the forefront and issues like workplace psychological health and safety did not exist.

The HS Act is reviewed every five years. The last three reviews were done under the previous NDP government—a government that did not treat HS as red tape barriers and a government that committed resources to the protection of workers and didn't take them away.

However, while the latest review was happening, the PC government fired the council that was responsible for conducting the review and making recommendations to the minister. This leaves nobody in place to push or question the minister on feedback or progress on these recommendations.

Since early 2018, the government has been extremely tight-lipped about what is going on with both reviews. The summer was quiet and for the most part discussions about HS and WCB were mostly "what ifs" and "I thinks." What we do know is that workplace safety and health (WSH) resources have been cut drastically by more than \$800,000. Practices around enforcement have changed considerably. I can only comment from UFCW Local 832's position, but what I will say is that getting enforcement for worker safety has become very difficult. On numerous occasions where there were clear violations of the HS Act, WSH did absolutely nothing to intervene and protect the workers.

So it is tough to say when exactly change is going to happen, but what we do know is that something is going to happen soon. It's safe to say change is coming and it likely won't be in favour of protecting working Manitobans. This government has shown many times that its priorities lie within the business community and that the very workers making the business prosper are going to be the ones most impacted by the changes.

“This is a government that does not stand behind their officers.”

This is not a knock on the hardworking people at WSH; this is a knock on the government that is not giving these officers the tools and resources to carry out their jobs. This is a government that does not stand behind their officers. Our current government has zero transparency with labour, and has made zero attempts to understand the struggles of the workers. While some stakeholders are talking about what they have seen and what they know, labour has been left completely out of the loop. Although, this is not surprising, considering this is the same government that took a massive wage increase, then followed that up with a bill that would see all other public employees' wages frozen.

I believe it is important to write about this now, as when change does come, we need everyone to be ready and to speak up. As Manitobans, we are the reason why we have this government and we can make sure they hear us. We can make sure that all working Manitobans are taken care of, not just the ones who share the same Ideological views as our current government.

IN MEMORY OF CHARLES (CHUCK) MCCORMICK

UFCW Local 832 former staff Chuck McCormick passed away unexpectedly on July 30, 2018. Chuck retired in 1998 after working for many years as a strong advocate for the members of UFCW and the labour movement.

During his time with the Local, Chuck worked as a union representative in northern Manitoba as well as in Winnipeg and surrounding areas. Through the years, he also did organizing and negotiating for UFCW. Chuck was an "old school" true trade union brother in every sense of that phrase. Prior to working for Local 832, Chuck was president of Local 206 in Ontario.

Chuck was an active executive board member on the UFCW Local 832 Retirees' Club right up until his passing. His presence will be missed.



Cheers, Chuck!

WHAT MEMBERS SHOULD LOOK OUT FOR IN A STORE CONVERSION

On the heels of the ratified appendix to the Safeway contract, Sobeys West Inc. announced that two store locations in Winnipeg would be converting to the FreshCo banner.

All members who work in those stores had a variety of negotiated options to choose from, similar to the No Frills agreement, where a percentage of the workers, based on seniority, who decide to stay will keep their current economic package. Bumping rights are available for members who wish to continue to work under the Safeway banner, and there are rate buy-downs for those who want to stay at the FreshCo locations and buy-outs for those who want to move on.

We understand this can be a trying time for members as the stores change over and there can be some disruption in your lives, but your union also wants to caution members to be diligent

afterwards. As banners convert, and stores get sold off to private owners, we want to remind all members that Sundays are still voluntary. Under the current legislation you cannot be forced to work Sundays in retail.

If you choose the option to remain in the top 20%, check your pay stub to ensure you are at the proper wage and that you receive your wage increments in line with the CBA.

Check your schedule and notify your union rep if the hours are not being scheduled by seniority.

If you choose the option to remain in the top 20% and feel that management is treating you differently because they are paying you more, or management is making you work harder because you are paid a higher wage, contact your union rep.

COURSE DEVELOPMENT WITH OUR MEMBERS



Erin Selby
Education & Training

The UFCW Local 832 Training Centre develops all its training for our shop stewards in-house. New stewards take courses to help them better understand their role and rights under Manitoba labour laws, while our more experienced stewards develop their leadership skills.

As the Education & Training Director of your training centre, I think it's important activists are informed on issues outside our workplaces, which is why our courses also cover topics such as the #metoo movement and various government bills that affect our lives. I bring in special guest speakers from our community to help inform our activists about issues they are seeing in the news. We've had political leaders as well as experts in their field visit our classrooms so our activists can ask questions directly to those people with influence.

I also rely on our members to help develop courses. Last year I worked with St. Boniface member **Eric Flett** (pictured below) to develop a new Indigenous Awareness course. Eric is recognized in our

community as an Elder and brings his experience and patience to our classrooms. The course Eric helped develop, and facilitates, gives a history of Indigenous peoples in Manitoba and allows for our stewards to learn more about the spirituality that guides Eric in his life.

This summer I have been working on a new course with Sobeys member **Clarisse Muhire** on the refugee experience. Clarisse came to Canada as a refugee. She left her home in Rwanda for a refugee camp in the Congo. Clarisse understands first-hand the difficulty some refugees face when adjusting to life in Canada and is hoping this new course will help Canadians better understand newcomers. This course will be offered for the first time in our spring session.

I know our members have a vast range of experiences and by drawing on their knowledge we all learn more about our union, our fellow members and our community.





PAYING IT FORWARD WITH UFCW SCHOLARSHIPS

UFCW believes in helping its members and their families reach their educational goals. Every year it awards thousands of dollars in scholarships to members attending post-secondary education.

Recently, UFCW Local 832 awarded approximately \$27,000 in scholarships to members or their dependents—two Grade 12 graduates received \$500 each and one received \$2,000, 18 received a general scholarship of \$1,000 each and three received a work-specific scholarship of \$2,000 each.

Every year the UFCW/Diageo Scholarship is awarded to two dependents of members who work at the Gimli plant. This year's winners were **Keenan Kowalski** and **Ryan Crave**, whose fathers work at Diageo.

As well, UFCW Canada offers 18 Beggs/Dowling/Mathieu (BDM) Scholarships worth \$1,000 each to active members or their family members in honour of three past leaders of UFCW: William Beggs, Fred Dowling, and Roméo Mathieu. The BDM Scholarship **application deadline is September 30**. To find out if you are eligible to apply for this scholarship go to UFCW Canada's website at www.ufcw.ca.

For a complete list of all of this year's winners and full details on all the scholarships or bursaries available, go to the Local's website at ufcw832.com/training_centre.

Congratulations to all of the students who won scholarships this year.



Quang (Tony) Wang, Maple Leaf Brandon, \$2,000 Workplace Specific Scholarship, pictured with Brandon Staff Andrew Mercado.



Robin Doran, Red River Co-op, \$2,000 Workplace Specific Scholarship, pictured with union representative Sharon Grehan.



Fernando Morales, Superstore 1506, \$2,000 Workplace Specific Scholarship, pictured with union representative Roberta Hoogervorst.



Mercedes Balanon, Granny's Poultry member, receiving her \$1,000 general scholarship from union rep Ron Allard.



Lauren Allard, daughter of Safeway 4853 member Lisa Ehmann, \$1,000 general scholarship.



Manpreet Kensray, daughter of Syntex member Meena Kensray, \$1,000 general scholarship, pictured with union rep Phil Kraychuk.



Corey Kowalski Diageo member, his son **Keenan Kowalski** received the \$1,000 UFCW/Diageo scholarship.



Peter Crave Diageo member, his son **Ryan Crave** received the \$1,000 UFCW/Diageo scholarship.



Yahai Abdelrahman, Maple Leaf Winnipeg member, receiving his \$1,000 general scholarship from union rep Kim Ferris.



GIVING BACK TO THE COMMUNITY

UFCW continually gets involved in the community, whether it is building homes one nail at a time for Habitat for Humanity, marching down the streets of Winnipeg, Brandon and in northern Manitoba supporting the LGBTTQ* community, raising money for the Leukemia & Lymphoma Society, or painting a teen drop-in centre.

On June 22, Local 832 staff surprised the kids at Shaughnessy Park School, located on Manitoba Avenue in Winnipeg, by treating them to lunch. **Tiki Dogs** barbecued hotdogs while everyone helped

to hand them out along with chips, drinks and ice cream! The school is pre-K to Grade 8 and enrolls about 430 students, who were all very polite and thankful.

"As president of the Local, I stress to my staff the importance of community involvement," stated Local union President Jeff Traeger. "We believe it is important to support our fellow citizens, our members, and to give back to society. Seeing the kids' faces filled all our hearts."



DON'T WORK STONED!



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel



As you are probably aware, the Canadian government is planning to legalize the recreational use of marijuana on October 17. Because of this, we have had members ask us how that will, if at all, affect them at their workplace. To put it bluntly, we have been asked if they will be able to smoke pot or simply be stoned at work. The quick answer to both is “no.”

Even with legalization, employees will be expected to show up for work not under the influence and be ready to work safely. The same rules that apply to alcohol use will apply to marijuana. Legalization will not give employees the right to work in an impaired state. With the exception of medical users, employers will still be entitled to discipline employees if their job performance is impacted by marijuana use.

To be clear, employers will have the right to set rules for non-medical use of marijuana in the workplace in much the same way that employers currently set rules for use of alcohol. In particular, employers may prohibit the use of marijuana at work or during working hours and may also prohibit employees from attending work while impaired. Workplace rules regarding non-medical use of marijuana may be enforced through the application of the employer’s progressive discipline policy.

That being said, employees who have a medical prescription for the use of marijuana will have to be accommodated by their employer as per the Manitoba Human Rights Code. Under the code an employer is required to accommodate an employee’s physical and/or mental disability, up to the point of undue hardship. As with other types of prescription medication, this includes accommodating a disabled employee’s prescribed medical marijuana use. However, the duty to accommodate is not without limits and this obligation will not apply to employees who use marijuana recreationally.

Even if the employee has a prescription for medical marijuana, this does not give them the right to do whatever they want at work. For example, a medical marijuana prescription does not entitle the employee to be impaired at work or allow an employee to compromise his or her safety, or the safety of others.

The legalization of marijuana for recreational use constitutes a major change to our society; however, this will not give you free rein to show up at work under the influence. If you do you may very well be disciplined for it.



LEUKEMIA &
LYMPHOMA
SOCIETY
OF CANADA

LIGHT THE
NIGHT® WALK



JOIN "THE TEAM" TO HELP FUNDRAISE!

*For over 30 years UFCW has helped fundraise for the
Leukemia & Lymphoma Society of Canada.*

*UFCW Local 832 is again taking part in this year's event and
we invite you to help out by either joining or donating to the UFCW Team.*

For more details or to register online, visit UFCW832.com/lightthenight

COME WALK WITH US BRANDON

September 15 at 5:00 p.m.

Riverbank Discovery Centre

Contact Morag Stewart at 204-727-7131/1-800-552-1193

WINNIPEG

September 29 at 5:00 p.m.

Forks Festival Grounds

Contact Jason Hawkins at 204-786-5055/1-888-832-9832

Any UFCW 832 member who donates or joins the team (and receives pledges) will have their name put into one of three separate draws for tickets to a Bombers game.





SHAWN MCCARTNEY

Member Profile

Shawn McCartney is no stranger to unions as he grew up in a household where union principles were present. His father was an active member and shop steward of MGEU. He remembers as a young boy attending many union events with his father.

Shawn moved to Winnipeg from Carman, Manitoba as a young man following his friends in search of a better job in the “big city.” Prior to his move to Winnipeg he worked at the Rainbow House as a supervisor. Here in Winnipeg, Shawn has continued in the same line of work of helping others and trying to make a positive difference in other people’s lives.

Shawn has been employed at FASD Life’s Journey as an outreach support worker since 2008. As an outreach worker, Shawn supports mostly youth who have been diagnosed with Fetal Alcohol Spectrum Disorder or affected neurological and co-occurring disorders. The outreach workers and the residential support mentors are the frontline staff. They are ones that are out there taking the clients to their medical appointments, appeal appointments and court hearings, and supporting them in their daily lives.

“I keep them safe,” Shawn said. “Some of them have been in and out of the judicial system and I’m here to support them and make them feel like they are not alone.”

Even though FASD Life’s Journey was a non-unionized workplace, his unionism was still deep in his heart. So, when a successful organizing drive in 2010 brought UFCW Local 832 into his workplace he was thrilled.

Shawn said, “I grew up with unions, I understand how unions work and I like to make a difference and help people, so I asked if I could be a shop steward.”

He has been a union activist ever since. Shawn has seen the difference that the union has made at his workplace by creating guidelines and standards, and through collective bargaining. Shawn specifically mentioned that on a personal note, the health and welfare benefits have helped him immensely with the cost of his medication.

During his free time, Shawn likes cheering on the Minnesota Vikings and the Winnipeg Jets. He also enjoys golfing, curling and spending time with his 19-year-old son.

DIVERSITY, UNITY AND LOVE

NEEPAWA COMMUNITY WALKING TOGETHER

On July 21, UFCW staff and members joined a diverse group of people in the streets of Neepawa for the Walking Parade to support inclusion within the community. This event began last year when the community rallied together after some disparaging graffiti was found around the city.

"It's good to see something positive come out of something so negative," stated UFCW Local 832 President Jeff Traeger. "I'm proud of the diversity in our membership and it is important for our members to know they are not alone and we stand up for every member of our Local."

The Walking Parade is now part of the annual ArtsForward Jam Fest, which advocates diversity, unity and love. The Fest also featured a potluck dinner, street vendors and great musical acts.

We are already looking forward to next year and to keeping the positivity going. The parade is open to all and anyone wanting to attend is welcome.



LABOUR DAY 2018

On Labour Day, UFCW activists across Manitoba marched and held a picnics in honour of the achievements of workers.



MEMBER VS. MEMBER IN THE WORKPLACE



Sandy Forcier
Servicing

Member vs. member issues are some of the most difficult matters for unions and service representatives to deal with. These are sensitive matters as both workers involved are members of the Local and both require the union's representation. I would like to shed some light on the process that this union practices in member vs. member situations.

1. Usually one or both members contact their assigned service representative and explain their version of the incident and what transpired. The member should also provide witnesses who can provide facts as to what took place, who said what, who did what, etc.
2. The service representative evaluates the matter, speaks to shop stewards if involved in the matter, and assesses the seriousness of the incident. If the incident is a serious nature, such as a physical altercation or harassment of any kind, the rep will then meet with the Director of Servicing. The Director will then assign a second union rep to the case, as one representative cannot represent both members in these situations. At this time, the union will contact the second member to advise him or her that a second rep has been assigned to the case and that is who will be representing them and getting their side of the story. This way, both members receive unbiased representation from their union.
3. In simple member vs member issues, the service rep explains to each member the ramifications of their behaviour and can resolve the matter. If it continues, it can lead to progressive discipline up to termination.
4. Shop stewards involved in member vs member issues will be kept apprised of any developments in the matters and will work closely with the union to achieve a fair resolution.

The **union's responsibility** in a member vs. member issue is to **ensure that both members receive the same level of representation** and that the employer conducts a proper investigation into the matter and all witnesses are spoken to. If there is discipline imposed on one or both members involved, the union must ensure the discipline is just for the incident. It is not the union's responsibility to ensure discipline is imposed on its members but to ensure members receive a proper investigation into the matter and any imposed discipline is fair and just.

At the end of the investigation, both members should be made aware of the employer's findings and of the outcome. This being said, the members involved are not entitled to know if a discipline has been imposed to the other member, but **should know** that the company has taken steps to alleviate the issue from taking place again, and if it does, it should be brought to management's attention immediately.

However, know that your union will file grievances on behalf of both members if a proper investigation **has not** been conducted or the discipline imposed is unreasonable. Should you have any questions regarding member vs. member issues, investigations or discipline, do not hesitate to contact your full-time service representative.

WINNIPEG

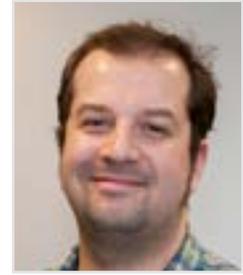
204-786-5055
1-888-832-9832

BRANDON

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

BRANDON PACKERS STRIKE OF 1960

WHAT A FAILED STRIKE CAN TEACH US TODAY



Scott Price
 UFCW Local 832
 Oral History Project

It's important to celebrate successes that unions and workers have gained over the years. However, it is just as important to learn and grow from failed campaigns and strikes. The Brandon Packers strike of 1960 is a great case to study as it demonstrates the terrain that unions and workers have to navigate.

Members of Local 255 had been without a contract since 1956 and hadn't seen a wage increase since 1957. The reason for this was that the original owner of Brandon Packers, Cam Donaldson, had a paternalistic and conciliatory tone with the union. Local 255 went along in hopes that someday they might get a fair deal. Things quickly changed when the plant was sold and the new owners—Hubert Cox, Hugh Patton, and A.L. Wudel—were far more hostile to the workers and organized labour.

On February 29, 1960, 104 workers of the United Packinghouse Workers of America Local 255 went on strike. Workers wanted wages that were more in line with the "Big Three" plants in Winnipeg (Canada Packers, Burns, and Swifts), better wages for the women and improved working conditions. Another concern was more injuries due to the increased line speed to elevate production.

From the beginning, the strike was nasty and divided the city of Brandon. Scab workers were brought in, eggs were thrown, and roofing nails scattered on roadways. In total, about 100 strike-related misdemeanors were reported during the strike.

The Winnipeg Labour Council and the Manitoba Federation of Labour organized boycotts against the Brandon Packers. Many unions, including the Retail Clerks (UFCW), participated in the campaigns. The campaigns were successful in Winnipeg; however, the company had a wider support in Brandon making it tough for Local 255 to gain any traction there.

The government investigated Brandon Packers owners and found them guilty of stripping the plant of assets and committing tax fraud. Two out of the three owners were ordered to jail. The government also negatively affected labour by enacting regressive changes to the labour laws.

The strike lasted for six months. At the end, the striking workers were fired and shortly thereafter the plant closed in 1961. The union and the workers saw few positive outcomes. In conclusion, this was a failed strike. The new management's greed and the union's early naivety and lack of experience had a huge part in the strike and its effects.

The lessons learned are twofold. First, it is imperative that unions build networks and solidarity provincially and nationally. Second, we must recognize that governments aren't neutral. While the government of the day, the Duff Roblin-led Conservatives, tried to appear as neutral, it still enacted regressive labour laws that had a detrimental effect on unions organizing in Manitoba. This is why it is important to continue to lobby government for labour-friendly legislation.



THE RETIREES' CLUB

HELPING REACH HIGHER EDUCATIONAL GOALS!



The UFCW Local 832 Retirees' Club helps reach higher educational goals by annually awarding three *Denis Allard/Cyrus Lister/Gerry Otto Scholarships*. To be eligible to receive one of three \$750 scholarships, the applicant **must be a child or grandchild of a Local 832 retired member and must be registered to attend a post-secondary institute for the academic year 2018/2019**. Full details on eligibility are listed on the application form, which you can receive by calling Denise at 204-786-5055 or 1-888-832-9832.

Send your completed application form (emails not accepted) to the UFCW Local 832 Retirees' Club Scholarship Committee at 1412 Portage Avenue, Winnipeg, MB, R3G 0V5, Attention: Denise.

SCHOLARSHIP APPLICATION DEADLINE IS OCTOBER 31!

Going to the Beach... South Beach

The Retirees' Club is hosting an overnight trip to the **South Beach Casino on October 29**. We will leave early on Monday (October 29) and return to Winnipeg late afternoon on Tuesday, October 30. **Call Joan at 1-204-422-6670** for pickup locations and departure times or to register for the trip. Space is filling up fast, so call today!

Besides all the fun you can have trying your luck, you will also receive **\$20 in free play** and a \$10 meal voucher on each day! The cost for the trip is only \$55 per person for double occupancy, single occupancy is \$75.

NOTES & NODS

Birthday Greetings

Jean Horton, 87
Barb Schick, 86
Mary Peloske, 84
Margaret Bakker, 83
Juliu Galamos, 83
Jack Lawson, 83
Adele Krueger, 81
Roger Boone, 75
Armand Tesoro, 75
Irene Rezansoff, 65

FUN "FORE" SURE!

It was a great turnout for the annual Local 832 Retirees' Club Golf Tournament held on June 26. Everyone had a great time on the course swinging their clubs, replacing a few divots and sinking putts.

Congratulations to this year's contest winners:

LOWEST SCORES

John Stokell and Janice Spack

HONEST SCORES

Rick Mackenzie and Germaine Wall.

CLOSEST TO THE HOLE

Al Patterson and Bob Orzechowski

PUTTING

Joyce Boychuck

RECIPE OF THE MONTH

Herb Dip

1 cup cottage cheese
½ cup plain yogurt
1 green onion, chopped
½ tsp garlic powder and celery seed
¼ tsp dry mustard and worcestershire sauce
Blend cottage cheese & yogurt until smooth.
Add remaining ingredients and chill overnight.
Add black pepper and hot sauce to taste. Serve with raw veggies or as a sauce for fish.



HEAVY WORKLOAD FORMS

Are you working too many hours?

Working with fewer staff than required?

Is patient care being affected due to an unmanageable workload?

If any of these are true, you need to fill out a Heavy Workload Form, or contact your union representative **each time it happens!**

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

You can find the Heavy Workload Form online at wearethefrontline.ca

or contact your union representative.



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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 Bomber
- Winnipeg Rec Pass
- Work Authority



For details on each location, visit our website at www.ufcw832.com/discounts

DON'T FORGET!



TRAVEL



HOME INSURANCE



RETAIL



Travel Insurance

Take advantage of our preferred home insurance rates.



Electronics



Attractions Discounts



Fashion and Jewellery



Hotel and Car Rental Discounts



AND MUCH MORE!



Home and Kitchen

Register at unionsavings.ca to take advantage of exclusive discounts from Canada's only not-for-profit, union run, members' benefit program, or call [1-800-418-2990](tel:1-800-418-2990).

 UnionSavingsCanada
 @UnionSavings
www.unionsavings.ca



UNION SAVINGS

FOR UNION LEADERS: NEED MATERIALS FOR YOUR MEMBERS? WOULD YOU LIKE US TO ATTEND AN EVENT? CONTACT FREEYELLE MEHARI, FMEHARI@UNIONSAVINGS.CA

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