



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

SEPTEMBER/OCTOBER 2017



**A Message from the
Secretary-Treasurer**

Beatrice Bruske

READY • SET • GO

Negotiations to renew the collective agreements for some of our biggest units are right around the corner. Well over 5,500 UFCW Local 832 members working in the retail sector will be starting contract negotiations in the coming months.

At the Local, we have been busy setting out the groundwork for the first two rounds of negotiations, which will involve the Sobeys West Inc./Safeway and the Red River Co-op members, provincewide. Both of those agreements expire on March 17, 2018.

On the heels of this expiry date, our Loblaw agreement, which covers all Manitoba Superstores, expires on September 27, 2018. In addition, the No Frills agreement is also up for renewal on the same date, and these negotiations will be the first full round of negotiations for this employee group.

Negotiations are always a challenging time, with competing interests coming to the forefront at the bargaining table. What will make this round more challenging is that retail shopping patterns have shifted, and with that, our members' hours of work have been impacted. That, along with ownership changes in late 2013, when Safeway sold its business to Sobeys West, who in turn sold some of the Safeway stores to Red River Co-op, has created a new dynamic in the retail field.

On the Loblaw side, the closure of most of the Extra Food stores and the arrival of No Frills has added a new complexity to the bargaining process as well.

No matter what the specific challenges are with each of these employers, the road to successful negotiations remains the same, it starts with you, **the member**. What we need to succeed is to make sure our members' voices who work at the stores are heard at the bargaining table.

This requires that you give us your ideas and share your concerns. Providing input can be done by attending any one of the multiple meetings your union will be scheduling over the next few weeks.

Jeff and I will be in every Safeway and Red River Co-op store in the province over the next few weeks. We will be holding meetings for our members outside of Winnipeg in each community. Your union will also be setting up suggestion boxes in each lunchroom, and there will be opportunities to provide your input online. We will be working hard for you to achieve the best agreement possible.

A handwritten signature in blue ink that reads "B. Bruske". The signature is fluid and cursive, written over a light blue horizontal line.

Beatrice Bruske
Secretary-Treasurer
UFCW Local 832

INSIDE THIS ISSUE:

NDF Helps Members Achieve Fairness 4
 One Call Can Make a Big Difference 5
 Defining Theft 6
 Defined Benefits vs Defined Contributions . . 8
 Local 832 Executive Board
 Elections Take Place Next Month 9
 We Are the Frontline 10
 Hope for Youth in the North 11
 UFCW Members Paid Money Owing 11
 Working in Collaboration 12
 \$90,000 Paid to Diageo Union Members . . 14
 Sick Pay Benefits for Partial Sick Days 14
 Important 1979 Merger Forms UFCW 15
 UFCW Recognizes Higher Education 16
 Retirees' Page 17
 Members Find YIP Empowering 18



On the cover:
 UFCW at Habitat for Humanity build 13

UNION OFFICES

Winnipeg 1412 Portage Avenue Winnipeg, MB R3G 0V5 204-786-5055 1-888-UFCW-832	Brandon 530 Richmond Avenue E. Brandon, MB R7A 7J5 204-727-7131 1-800-552-1193
--	---

TRAINING CENTRES

Winnipeg 880 Portage Avenue Winnipeg, MB R3G 0P1 204-775-8329 1-877-775-8329	Brandon 530 Richmond Avenue E. Brandon, MB R7A 7J5 204-726-8337
---	---

HEALTH CARE OFFICE

296 Marion Street
 Winnipeg, MB R2H 0T7
 204-943-1869

Email: info@ufcw832.com
 Website: www.ufcw832.com

PRESIDENT

Jeff Traeger

SECRETARY-TREASURER

Beatrice Bruske

EXECUTIVE ADVISOR TO THE PRESIDENT

Marie Buchan

UNION REPRESENTATIVES

Sandy Forcier, Director
 Carmela Abraham
 Ron Allard
 Aline Audette
 Brenda Brown
 Geoff Bergen
 Joe Carreiro
 Claudia Colocho
 Kim Ferris
 Sharon Grehan
 Jason Hawkins
 Roberta Hoogervorst
 Mike Howden
 Wendy Lundy
 Curt Martel
 Michelle McHale
 J.P. Petit
 Morag Stewart

LEGAL COUNSEL & WORKERS COMPENSATION

Garry Bergeron, Director
 Debra Malmquist

EDUCATION AND TRAINING

Erin Selby, Director

ORGANIZING

J.P. Petit, Director

NEGOTIATORS

Martin Trudel, Director
 Sonia Taylor
 Blake Crothers

HEALTH & SAFETY

Phil Kraychuk, Coordinator

COMMUNICATIONS

Chris Noto, Coordinator
 Dalia Chapa

Canadian Mail Publications Sales Agreement #40070082





NDF HELPS MEMBERS ACHIEVE FAIRNESS



UFCW Local 832 delegates recently attended the NDF (National Defence Fund) convention in Quebec City on July 9 to 11.

The NDF provides union members who belong to the fund with extra financial resources and bargaining strength when those members are faced with a strike or lockout.

At the convention, guest speaker Kevin Grier, a food market analyst, talked about consumer market trends and Amazon's purchase of Whole Foods. He touched on the effects this purchase may have on conventional grocery stores. The delegates shared industry insights and bargaining trends in core industries. Afterwards, they broke into sector-specific meetings--packing house, hospitality, soft drink, flour milling and retail food to deliberate issues currently happening in their workplaces.

The NDF has always been about putting funding towards helping members defend their hard-earned benefits.



One Call Can Make a BIG DIFFERENCE



Erin Selby
Education & Training

A few months ago the phone rang in my office. I didn't know my hero would be on the line. I don't think she knew it either.

Jan got the courage to call me at the Training Centre after making another difficult call. She had called her daughter to confess a secret: "I'm embarrassed to say I'm not a good reader."

Jan had hidden her poor reading skills from everyone, including her husband, but it was her daughter's reaction that made the difference. "She said the only embarrassing thing is not doing something about it."

Which is what led 59-year-old Jan to call me and admit she couldn't read very well, but wanted to finish high school. The courage she showed making that call made her my instant hero.

Too many people can relate to Jan's experience in school growing up. School wasn't easy for Jan, and her family was not very supportive of her challenges. Bringing home a bad report card meant consequences, so Jan would go so far as to change an F to an A to avoid getting in trouble. School wasn't any better, the other kids teased her, and she was often shamed by her teachers when she couldn't keep up. The stress of it led Jan to quit school in grade 8. She's been working ever since she quit school 40 years ago.

Jan made an appointment with Ans Norman, our UFCW Adult High School Education Director, "I was scared. Emotional. I've never forgotten his words. Ans said you'll be surprised how smart you are." And with that, Jan signed up for classes in math and English. "For the first time in my life I was so excited to go to school," says Jan. "I have a goal and I'm going to achieve it."

In addition to working full time as a floor manager in a UFCW grocery store, Jan will be back in the classroom this fall. She says she was motivated to get her grade 12 so she could read with her eight year old grandson but says the decision to go back to school was for her alone, not for anyone else; "I won't be happy until I get my diploma in my hand and say I did it".



Jan credits her UFCW teachers, Ans Norman and Mary Brogan, for their patience and understanding. Jan deserves even more credit for having the courage to make that first call. I can't wait to celebrate her graduation with her and her family!

Jan has been a UFCW member for 11 years and is currently working towards her grade 12 diploma.

If you are interested in going back to school please call Ans Norman at the UFCW Training Centre at 204-775-8329.

DEFINING THEFT



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

The long-standing rule in the retail industry is that theft or attempted theft is conduct that supports a penalty of immediate dismissal. If theft occurs, there is usually no need for the employer to follow progressive discipline.

Arbitrators explain this on the basis that theft constitutes a "fundamental breach" of the employer/employee relationship of trust. Arbitrators explain that honesty is the cornerstone of any employment relationship. This is especially true in the retail industry, where you have employees who, for the most part, are working with little or no supervision and with access to goods that can be easily stolen.

It is also true that arbitrators uphold the zero tolerance policy for employee theft in the retail industry as being justified based on the need for deterrence. Deterrence is a warning to other employees: If you are caught stealing, you will be fired and the firing will be upheld at arbitration.

That being said, fired is not always an automatic result. There are the occasional cases where the

termination of employment will be overturned, with the arbitrator imposing severe discipline instead (usually a lengthy suspension). Any mitigation of the penalty depends on whether the arbitrator can find that the element of trust in the employment relationship can be restored. This may occur if you have a long-term employee with no discipline on his or her file; who immediately confessed and showed remorse for his or her actions; and if the theft can be shown to be a one-time momentary lapse of judgment. However, even in those cases reinstatement is not guaranteed.

It is also important to remember that theft can involve anything from leaving or attempting to leave the store with unpaid product, consuming unpaid product, discounting product without authorization for yourself or others, or collecting reward points belonging to the employer's customers.

The union negotiates benefits and privileges on your behalf to protect you.

It is important that you take the time to read your collective agreement and know your rights.

If you have been treated unfairly at work or you know that your employer is violating one of the clauses in the collective agreement, call your union representative or talk to your shop steward.

Winnipeg: 204-786-5055 / 1-888-832-9832

Brandon: 204-727-7131 / 1-800-552-1193

LOCAL 832 PROUDLY SUPPORTS INCLUSION, DIVERSITY AND EQUALITY



Winnipeg

In Winnipeg, Brandon, Steinbach, and Flin Flon, UFCW Local 832 has been standing with members, activists and the community.

"For me, it's all connected." said President Traeger. "We, as a community and as a union, are stronger not only for the difference we can make in a worker's daily life, but also for the gains we can help make toward a more inclusive and welcoming society."

There are more upcoming pride events and UFCW will be there to make its presence known and support members throughout Manitoba.



Flin Flon



Winnipeg



Flin Flon



Winnipeg

**Riding Mountain National Park
Pride Week**
September 5 to 10

**Pride North of 55
Dance Party**
September 23



Steinbach



Brandon



Brandon



Steinbach



DEFINED BENEFITS VS. DEFINED CONTRIBUTIONS



Martin Trudel
Negotiations

During negotiations, there are a number of monetary items that we, as your union and bargaining agent, have to ensure we are addressing in order to get or achieve a fair and reasonable compensation package for you. I'm sure your first thought is wage increases. Wage increases are continually at the forefront of most people's asks. However, one aspect of the overall compensation package that most members don't think too much about is a pension plan. Understandably, in the early stage of a career, or when working in a certain industry on a temporary basis, wages are usually favoured over retirement when thinking of a compensation package because wages provide instant financial benefits.

Let's fast forward a few years. Your career is now in mid-stage or that temporary job is now your main career. This is when you might start thinking of retirement. The importance of a pension plan now gravitates towards the top of your priority list. Luckily, your union while bargaining your collective agreement has already addressed this on your behalf. There are the two types of registered pension plans that we normally negotiate: Defined Benefit and Defined Contribution.

Defined Benefit Pension Plan (DBPP)—Under a DBPP, the income you receive at retirement is predetermined. It is usually based on a formula involving your years of service and earnings. You receive annual statements clearly indicating the benefit on your retirement. In these types of programs, your employer manages the assets – you have no active involvement.

Although this type of plan used to be the norm, a shaky economy has rendered it often too costly to maintain and is now taking a backseat to Defined Contribution Pension Plans.

Defined Contribution Pension Plan (DCPP)—In this plan, the income you receive at retirement is based on the assets within your individual plan at the time you retire. In DCPP, your employer makes a contribution based on a formula, which may or may not require you to make some type of matching contribution. These contributions are usually based on a fixed percentage of your salary or on a specific dollar amount and are deposited into an account in your name.

In this plan, you determine which investments your contributions are invested in from a selection of investment options available within your plan. This allows you to create an individual portfolio suited to your own investment goals and tolerance for risk.

The amount of money you have in your group plan account at retirement is based on the amount of contributions made over the years and the earnings these investments have made. DCPP may also include Group RRSPs and Employee Profit Sharing Plans.

If you want to know more about what retirement benefits you have, contact your union rep to discuss the matter further.



Local 832 Executive Board Elections Take Place Next Month

Eight Positions Challenged by Nominations

All nominations for the UFCW Local 832 executive board are now in. President Jeff Traeger and Secretary-Treasurer Beatrice Bruske will continue in their positions by acclamation, as well as the position of recorder.

From the 17 vice-presidents, eight positions are being challenged and as such elections will take place in October. Below are the names of the candidates for these eight positions of vice-president:

Below are the names of the candidates for the positions of vice-president:

VICE PRESIDENT #2

Tom Biebrich
Vin Ablack

VICE PRESIDENT #4

Kathy Brnjas
Vaibhav Mathur

VICE PRESIDENT #6

Patricia Bolduc
Roger Siemens

VICE PRESIDENT #7

Kay Wetherill
Wes Connell

VICE PRESIDENT #9

Carino Bosica
Darlene Kernot

VICE PRESIDENT #10

Dianne Gibson-Pierce
David Hamalainen

VICE PRESIDENT #13

Corey Kowalski
Sandy Barylski

VICE PRESIDENT #14

Alex Ciumac
Archie Dimaano

ELECTIONS WILL BE DONE BY MAIL-IN BALLOT.

On October 2, the general chairperson will mail to each active member eligible to vote a ballot with instructions. The **deadline for returning the mailed-in ballots is 12 noon on October 30.**

If you do not receive a ballot, call Chairperson Sonia Taylor at the UFCW office (204-786-5055 or 1-888-832-9832) to let her know.



Congratulations to Jeff Traeger and Bea Bruske

President Jeff Traeger and Secretary-Treasurer Beatrice Bruske ran unopposed and will sit as the UFCW Local 832 leadership for another term.



WE ARE THE FRONTLINE.ca

UNION STAFF CHANGES IN HEALTH CARE SECTOR



Office: 204-943-1869
Direct: 204-953-4241
Cell: 204-771-0797
Toll-Free: 1-888-UFCW-832
E-mail: joe.carreiro@ufcw832.com

Union representative Joe Carreiro has become our new healthcare representative and will be relocating to the Marion Street office. He is looking forward to assisting members working in healthcare.

Reh-Fit Centre
Vista Park Lodge
Pharma Plus Drugs
Manitoba Nurses Union
Grace Diagnostic Services of Manitoba (DSM)
Grace Hospital
WRHA Pharmacy Program
WRHA Laundry

St. Boniface Hospital:

- ACF
- Diagnostic Imaging
- Warehouse and Distribution
- Medical Device Reprocessing (MDR)
- Nursing Services (Float Pool)
- Operating Room
- Pharmacy
- Protection Services (Security)
- Staff Scheduling Office



Office: 204-943-1869
Direct: 204-953-4242
Cell: 204-471-0164
Toll-Free: 1-888-UFCW-832
E-mail: carmela.abraham@ufcw832.com

St. Boniface Hospital:

- Aboriginal Services
- Audiovisual Services
- Cardiac Sciences
- Clinical Engineering
- Day Hospital (Geriatric)
- Emergency
- Family Medical Centre
- Finance/Human Resources Cost Centre
- Health Information Services
- Housekeeping
- Renal Health
- Medical/Surgery Intensive Care Unit (MSICU)
- Laundry St. B.
- Palliative Wards
- Mental Health
- Nephrology
- Neurophys
- Nursing Education
- NFA
- Food Service/Diet Office
- Patient Registration
- Print Centre
- Property Management
- Rehab Services
- Surgery
- Telephone/Inquiry/Switchboard
- Woman and Child Program
- St. B. Diagnostic Services of Manitoba

Watch the bulletin boards for updates.



Executive Advisor to the President and Health Care Negotiator Marie Buchan will be taking over the duties previously done by Michelle McHale. She will be spending time at both the Portage Avenue office and the Marion Street office.

Direct: 204-786-5025
Toll-Free: 1-888-UFCW-832
E-mail: wearethefrontline@ufcw832.com
Online: www.wearethefrontline.ca

Thank you to Michelle McHale, and best wishes on your future endeavours.

NRHA MUST COMPLY TO CBA

UFCW Members Paid Money Owing

Under the NRHA (Northern Regional Health Authority) collective agreement, the Northern Isolation/Remoteness Retention Allowance is paid in a lump sum annually, with the first payment being on March 31, 2017, to all UFCW members with greater than two years of employment from their last date of hire. Full-time employees receive \$1,000 and for part-time and casual employees, the amount is prorated based on all regular hours worked or paid in the previous 12-month period.

However, this past March, the employees discovered that the NRHA had prorated the allowance for some of the full-time eligible employees. After correspondence between the union and the employer with no resolve, the union filed a policy grievance on May 4 against the NRHA

for improperly paying out the Northern Isolation/Remoteness Allowance to full-time employees.

Before it escalated to the step two meeting of the grievance procedure, the employer agreed to pay all full-time employees the full \$1,000 Northern Isolation/Remoteness Allowance owed.

"This is a great win for us," stated northern union representative J.P. Petit. "The members were getting very frustrated, as they had waited four years to receive this negotiated benefit and now felt they were being nicked and dimed by their employer."

As a result of the union filing a grievance, the 70 members affected received their full northern allowance bonus.

Hope for Youth in the North

The Hope North Recovery Centre for Youth Northern Health Region opened its doors in June 2017. This brand new building provides a safe environment for youth to take a break from current life circumstances. There they will receive support, encouragement and skills to improve their quality of life, increase protective factors, enhance resiliency while decreasing symptoms of stress, while reducing risk factors for suicide, addressing mental health issues and preventing access to substances.

This much-needed facility resulted in UFCW Local 832 welcoming 11 new members.



WORKING IN COLLABORATION



Phil Kraychuk
Health & Safety

All too often we get stuck in systems doing our own thing and not getting outside of that box that we spend much of our working days inside. We get stuck in a groove, we use our own ideas and sometimes we accept status quo just because the better alternative is more difficult.

In Manitoba, we have a number of Health and Safety and Workers Compensation projects going on in several workplaces. For example, we have been working for years on Engineered Labour Standards (ELS) in warehousing and in one of our Westman processing plants we have serious problems with employer claim suppression and harassment of workers injured on the job. We have put in a great deal of work in these areas and will continue to do so.

There are many UFCW Locals across the country that represent many of the same industries as we do in Manitoba, but all too often we do not tap into each other. What better way to deal with a nationwide problematic employer than take a unified approach from every Local?

Recently Secretary-Treasurer Bea Bruske and I teamed up with Local 401 in Alberta and had the opportunity to tour some of their workplaces. We visited a large warehouse facility that had a fully implemented ELS system and we visited two packinghouses. It doesn't matter where you go, workplaces that you may think are similar can actually have huge differences. The tours were great and we gathered some good information and saw some useful processes, but that's not where the real work happened. We were able to have many good long conversations with very experienced reps at Local 401. These reps are

very knowledgeable and in tune with the work being done in their territories. The discussions on commonalities and differences between our workplaces and theirs really solidified what was an incredibly useful collaboration between our Locals.

Learning from this experience, there is definitely more of this that needs to happen. The short-term gains are obvious: building relationships and partnerships are invaluable to the work we do. Some of the long-term gains will be a little more subtle and will play out in the battles we are currently engaged in. Positions may alter and discussions may change, but ultimately together we are not trying to fix the problem in one workplace, we are trying to fix the problem in all workplaces. It doesn't matter where they are located in the country, many UFCW members are experiencing a lot of the same issues with regards to health and safety and workers compensation. Imagine the day when Band-Aids are not put on one work location, but rather policies and procedures are changed across the country to change every work location. Imagine we no longer see countrywide claim suppression or ELS systems that force workers to unsafely lift in order to meet a time standard. That's what this is all about.

We look forward to many more collaborations and cannot wait to expand our knowledge base together. We will continue using our strengths and learning from each other, working as a solid unit and not individuals or separate Locals.

A huge thank you to Local 401 and its staff and we look forward to working together in the future.



Building Hope One Nail at a Time

Again this year, UFCW Local 832 staff volunteered and partnered with Habitat for Humanity to help build a stronger community and make someone's vision a reality.

"It wasn't just our staff. It was a group effort," said Local 832 President Jeff Traeger. "Some executive board members were there, our hard working security guards from Impact were

onsite at the project, and I ran into another of our members, Nuwayu Gebremeskel, who works at WRHA-Laundry, and is working towards becoming a Health Care Aide."

Community involvement has also been at the forefront for UFCW. Habitat has provided some of our members with the help they needed to build a better life and make their dreams materialize.



\$90,000 PAID to Diageo Union Members



In early 2016, the union members working at the world-famous Crown Royal plant (Diageo) went on strike for seven weeks—standing up for better wages, pensions and benefits.

Following that strike, Diageo and the union attended an Interest Arbitration to settle the outstanding issues. As part of the arbitration process, both the union and the employer were required to provide information in the form of a brief so the arbitrator could make an informed ruling on the issues. When the company submitted its brief, it came to light that the employer had been unintentionally deducting double the amount of long-term disability premiums from employee's paycheques. The union immediately filed a grievance requiring the company to investigate premiums paid by all employees. The company and the union agreed the review would go back 10 years.

The amount of information that needed to be processed was vast and finally, after nearly a year and after two separate third-party agencies went through the information, the settlement was resolved and all employees affected have been refunded. The grand total of the error totalled up to \$90,000. Former employees and those who retired or quit during the past ten years also received a cheque, if they had overpaid the premiums.

Sick Pay Benefits for Partial Sick Days

This is a reminder for members on Sick Pay Benefit, for Tier 1 and Part-time Tier 2.

This covers Loblaw members working at Superstore or Extra Foods for claims incurred on and after August 1, 2015.

If you are unable to complete your shift due to illness or a non-occupational injury, you may submit a claim for a **partial sick day**, provided:

- you have not received payment for any of your sick hours during any one shift, from the employer's sick credit program (NOTE: a claim for sick hours must be made through your employer first); and
- you have accumulated enough hours in your Hour Bank (NOTE: 150 hours will be deducted from your Hour Bank for each partial sick day claimed).

Payment from the Benefit Plan will be made as follows:

Hourly rate of pay = Sick Pay Benefit for **partial** sick day

\$9.25 to \$12.00 per hour = \$27.50 per partial day
 \$12.01 to \$16.00 per hour = \$35.00 per partial day
 \$16.01 and higher per hour = \$42.50 per partial day

Forms are available at your store, through The Benefit Plan, located on the 3rd floor, 880 Portage Avenue, phone number 204-982-6087 or 1-877-982-6087 if calling from outside of Winnipeg. Members can also print the form off the Local's website at ufcw832.com.



Important 1979 Merger Forms UFCW

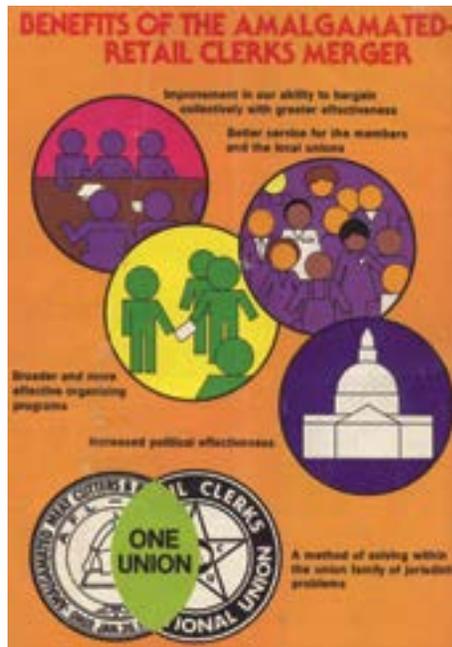
In the history of UFCW Local 832 there have been many mergers, but one of the most important mergers was in 1979 when the Retail Clerks Union (The Clerks) and the Amalgamated Butcher Workmen of North America (The Cutters) merged to create UFCW.

The Clerks and the Cutters merged to create one union, but a rift between the two unions remained for decades afterwards. At the heart of that rift were differences in union philosophy and how a union should be structured. Added to this were internal politics and philosophies as well as the understanding of the labour movement as a whole.

The Cutters regularly said that the Clerks were "white collar" workers who had no union militancy. On the surface this was partially true, as picket line solidarity is harder to maintain while striking a retail store. But, the statement tends to over-generalize and not give full credit to the Clerks' militancy.

Chuck McCormick, retired union representative for UFCW Local 832 who came out of the Clerks' side of the Local, explained the issues as one over philosophy: "The Cutters really thought... the Clerks were undemocratic. We were just guys that wore ties to work and we had these air-conditioned stores to work in and we weren't in the slaughter plants killing the hogs and the cattle, so we didn't work for a living. The Cutters were set up on the old CIO philosophy and Clerks were set up on the old AFL philosophy."

Broadly speaking, the CIO (Congress of Industrial Organizations) structure meant that every workplace that was organized would get its own union Local with its own elected officials. Under the AFL (American Federation of Labour) structure every workplace that was organized was put into a larger union that was based regionally with one set of elected officials. The AFL structure was thought to be more efficient as there was one union Local with one set of elected officials.



The way this difference manifested itself is that the Cutters emphasized shop floor democracy by being very well organized and having a strong system of education for shop stewards. Shop stewards were trained to handle grievances and day-to-day issues at the workplace. The Clerks emphasized having structural efficiencies in how the union was run and how it serviced workplaces, which meant that issues being dealt with were dependent on the union reps being contacted or visiting a workplace.

To a certain degree it is true that because a retail store lacks the kind of production line a meat packing plant has, this would create a less militant workforce. But there were and continue to be many militant trade unionists who come out of retail stores. Perhaps a commonality is that whether in an industry or retail setting heavy-handed management tactics always produce principled trade unionists.

While the Cutters accepted this merger begrudgingly, it is important to remember that many of the packinghouse unions were in dire situations from the late '80s into the '90s with plant closures and employers aggressively seeking major cuts to wages and benefits. While not without its controversy, the merger that created UFCW also helped the meat packing Locals in terms of access to resources and finances in the fight to protect jobs and benefits. The Clerks benefited from learning some of the training and education practices that the Cutters employed.



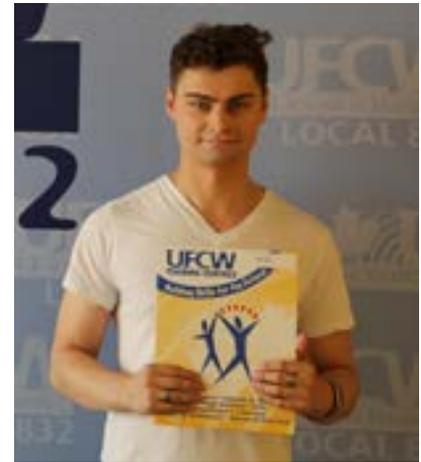
Scott Price
UFCW Local 832
Oral History Project



Maple Leaf Brandon member **Ying Jun (Charlie)** with union rep **Morag Stewart**.



Calvin Loi, recipient of the \$2,000 Sobeys Work Specific scholarship.



Justin Berard, recipient of the \$2,000 Loblaws Work Specific Scholarship.

UFCW RECOGNIZES HIGHER EDUCATION

UFCW believes in helping its members and their families reach higher 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—four Grade 12 graduates received \$500 each and one received \$1,000, 18 received a general scholarship of \$1,000 each and three a work specific scholarship of \$2,000 each.

Each year UFCW Canada offers 18 BDM Scholarships worth \$1,000 each to active members and their family members to honour three past leaders of our union: **William Beggs**, **Fred Dowling**,

and **Roméo Mathieu**. The **BDM Scholarship application deadline is September 30, 2017**.

Every year the UFCW/Diageo Scholarship is awarded to two dependants of members who work at the Gimli plant. This year's winners were **Keenan Kowalski** and **Devun Groot**.

To find out if you are eligible for any of these scholarships or any other scholarships or bursaries available, go to the Local's website at www.ufcw832.com or UFCW Canada's website at www.ufcw.ca.

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



UFCW/Diageo Scholarship winner **Keenan Kowalski** (middle) with his dad **Corey Kowalski**, Local 832 Diageo member and President **Jeff Traeger**.



UFCW/Diageo Scholarship winner **Devun Groot** (middle), **Gregory Groot**, his dad, works at Diageo plant in Gimli.



RETIREES' PAGE

Golf Tournament Above Par!

The golfers started swinging at 9 a.m. under a bright sunny sky for the annual Retirees' Club golf tournament. After counting all the birdies, bogeys and almost a hole in one, the contest winners for both women and men were:

LOWEST SCORES

Janice Spak and Glen Lerch

HONEST SCORES

Germain Wall and Bob Gallant

CLOSEST TO THE HOLE

Joan Atamanchuk and John Stokell

PUTTING CONTEST

Lillian Haas and Bob Gallant

Keep on swinging and hope to see you all again next June.

DENIS ALLARD/CYRUS LISTER SCHOLARSHIP

To be eligible to receive a scholarship of \$750, 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 2017/2018. Full details on eligibility are listed on the application form, which you can receive by calling Melissa at 204-786-5055 or 1-888-832-9832. Send your completed applications to the UFCW Retirees' Club Scholarship Committee at 1412 Portage Avenue, MB, R3G OV5 or e-mail it to Melissa at melissa.pawlyk@ufcw832.com. **Deadline for submissions is October 31, 2017.**

NOTES & NODS

HAPPY BIRTHDAY TO:

Mary Smith, 87
 Jean Horton, 86
 Hugh McMeel, 86
 Barb Schick, 84
 Mary Peloski, 83
 Margaret Bakker, 82
 Juliu Galambos, 82
 Jack Lawson, 82
 Jeannette Labossier, 75
 Ida Hogue, 75

Fall Luncheon

Booked for October 17, 2017, again at the ANAF Legion—3584 Portage Avenue. Guest speaker scheduled from the Winnipeg Police Service.

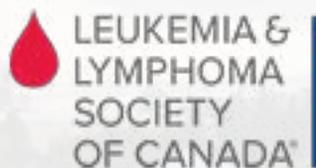
MEMBERS FIND YIP EMPOWERING

The Annual UFCW Young-Workers Internship Program (YIP) for members in the Prairie Region was held July 16 through 21 at the Lakeview Inn and Suites in Gimli, Manitoba. Young members from Local 832 joined young delegates from Saskatchewan for the week-long session facilitated by UFCW National representatives Zenee Maceda and Gabe Bako.

Local 832 member Stephanie Mazzon summarized her experience: "I came into YIP having little to no knowledge about my union. I left wanting to become involved in the union and using the tools that I learned this week. I met so many new friends and had so much fun. My favourite part of this experience was listening to speeches from Steve Ashton and Wab Kinew."



The UFCW National Office holds YIP annually for members under the age of thirty. If you're interested in participating in the 2018 session speak to your representative or contact Curt Martel at the union office. For more information on Young-Workers Internship Program go to ufcw.ca.



LIGHT THE NIGHT WALK



Join us on September 30th as we walk to raise funds for the Leukemia & Lymphoma Society of Canada.

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





Your UFCW Local 832 membership entitles you to receiving substantial discounts and special offers from numerous merchants and service providers.

It's important to call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.

Bridgeview Bed & Breakfast

Begin your outdoor adventures at the Bridgeview Bed and Breakfast in Selkirk, Manitoba. UFCW members receive a 10% discount when they show their union card. Visit their website at www.bridgeviewretreat.com and call Louise at 204-482-7892 to make your reservation.

Brad Pallen

If Autopac informs you, that your vehicle is a write-off, call Brad Pallen at 204-284-5664 or by e-mail at bpallen@shaw.ca. Brad has been an accredited insurance appraiser and arbitrator for over 35 years and a Commissioner For Oaths for 20 years. He will make sure you receive your vehicle's actual cash value and give you a free consultation as to what your options are. If arbitration/appraisal is required, you pay only \$300 in arbitration/appraisal costs—a savings of \$100. Brad will also appraise your collector car for \$200—a savings of \$50.

The Fairmont/Velvet Golve

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 beverage. Some conditions apply.

Wilder, Wilder Langtry

If you are looking for a lawyer to help you with wills or estates, real estate, family law, litigation or immigration, contact Joe Wilder of Wilder, Wilder, Langtry. Make sure you let him know you are a UFCW Local 832 member to receive special consideration. Located at 1 Lombard Avenue, telephone 204-947-1456 and ask for Joe Wilder.

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. 1681 Main Street, Winnipeg, Ph. 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 Blake Manser at 204-728-3396 or e-mail blake@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.

Full list of services is on our website at www.ufcw832.com.

**Union Savings is
Canada's only
not-for-profit,
union run members'
benefit program.**

Over 1,000,000 Canadian union members have discovered the tremendous savings and discounts offered exclusively by Union Savings.



Accidents



Mortgages



Car Rental



Mover



Credit Cards



Real Estate



Critical Illness



Retail



Education Savings



Term Life



Guaranteed Issue



Travel Insurance



Home & Auto



Hotel

Orlando Employee
Discounts

**Don't forget about all of your other member discounts
and services available to you! For a complete list
go to the Local's website
www.ufcw832.com**

**It's a good idea to call ahead to make sure that there are no
misunderstandings on what discount/service you will receive.**

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5