



WELCOME
to **UFCW!**



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

JANUARY/FEBRUARY 2019



A Message from the
Secretary-Treasurer

Beatrice Bruske

LIBERAL, TORY, SAME OLD STORY

You've read this story before, and you'll likely read it again.

The Liberals have always had the uncanny ability to over-promise and under-deliver. They've done this consistently, election after election, and somehow we fall for it every time.

During the last election, the federal Liberal party ran on the promise to restore home delivery service (they didn't), to change our electoral system (they didn't), and most importantly, they ran on the promise that they were different than the Conservatives (they're not).

Time and time again, when challenges arise, the Liberals have done exactly what the Conservatives would do.

In 2011, when the Conservative-appointed CEO of Canada Post was attempting to impose serious concessions on postal workers, the Canadian Union of Postal Workers (CUPW), exercised their labour rights, and commenced with rolling strikes across the country. A fair response that allowed mail to move, but got the message out about their rights being disrupted. In response, Canada Post locked out the employees, stating they had no choice as they were faced with an "inability to deliver mail on a timely and safe basis."

The lockout lasted from June 14 to June 27, until the Conservative government voted to remove Postal Workers' rights and forced them back to work through legislation, and pushing both parties into arbitration. The arbitration resulted in massive concessions for postal workers.

Fast-forward to 2018. We have a new Prime Minister, the Conservative-appointed CEO is gone, and CUPW is fighting to improve health and safety measures, job security, overtime, and fighting for wage equality between men and women.

And again, when faced with the option of respecting the rights of workers, or legislating them back to work, Trudeau chose to legislate them back to work.

In December, UFCW took part in a community protest to call on the federal government to allow postal workers their right to strike. When the leader of our country says labour doesn't deserve their rights, what does that tell every other employer in our country and our province?



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Canadian Mail Publications Sales Agreement #40070082





There will be no increase in dues in 2019!

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

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

Some workplaces are paying less in dues than they are categorized for. In this situation, members could see an increase in their dues, but only to a maximum of 50 cents more per week.

4.5% – ARBITRATION

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

3% – AUTOMOBILES

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

6% – COMMUNICATIONS

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

2.7% – CONFERENCES AND EDUCATION

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

4% – FINANCIAL SERVICES

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

30.6% – PER CAPITA AND OTHER MEMBERSHIP FEES

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

.5% – RENTAL EQUIPMENT

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

5% – OFFICES AND BUILDINGS

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

6.6% – NEGOTIATIONS

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

2.5% – OFFICE/IT

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

33.6% – SERVICING & ORGANIZING

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

1% – STRIKES AND LOCKOUTS

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

STELLA'S

WORKING TOWARDS #ABETTERSTELLAS

In the fall of last year, an Instagram account showed up called "Not My Stella's." It opened up with a long list of statements from workers at various Stella's locations pointing out issues involving employee mistreatment and harassment by management resulting in a toxic work environment. As the weeks went on, many more past and present Stella's employees shared their experiences with the account and the public.

The Not My Stella's campaign became a unifying force for Stella's workers. The staff love the place they work, but want to improve their workplace conditions, so they made the decision to reach out to UFCW to put in place a long-term systematic solution, that is there directly for the workers.

Stella's initial response was to bring in a human resource (HR) company to review their company for issues. So why the need for a union then, if HR is there? The main difference between a union and HR is accountability. HR consultants are paid for by the employers and therefore accountable to the employer. Unions are paid for by its members, and therefore we work for our members. If Stella's continues to retain this HR company throughout the bargaining process, it won't be the worker's side of the table they will be sitting on, it will be the employer's.

As our organizer met with the workers, it quickly became apparent that outside of the Not My Stella's campaign, there were other important issues that needed to be improved. Unfair scheduling practices and how gratuities are distributed are a few of the items that we will be looking to address in the first collective agreement. These are issues that can be solved with a fair collective agreement and a proper grievance process with a union representative.

Through this organizing drive, it was suggested multiple times that unions are uncommon in the restaurant industry. While there are not many unionized restaurant, they do exist, and it shouldn't be assumed that unions don't have a place in the restaurant industry. The issues raised by our new members at Stella's are the same issues we deal with every day in other workplaces. Workers deserve respect and fairness in the workplace no matter what industry they work in. UFCW Canada represents many different workers in restaurants and airports across the country.

Throughout the past few months, the staff at Stella's has endured an incredible amount of extra attention, scrutiny, loss of shifts and subsequently wages. It's our hope that UFCW can help bring stability back for the staff, help restore trust, and turn this company into #abetterstellas.



2018

POLICY CONFERENCE

At the policy conference, that took place in late November at our training centre, President Traeger took the opportunity to reflect on some of the challenges that UFCW 832 took on in 2018. 2018 was an incredibly busy year with the two-week strike that took place at Aryzta, and with the major retail bargaining that took place, where your union fought for fair contracts with Loblaws, Sobeys and Red River Co-op. Between Amazon and Walmart's entry into the grocery industry, and automation on the rise, each employer was looking for heavy concessions. With thanks to strong bargaining committee members at each location, your union was able to negotiate the best possible contracts with each employer.

2019 shows no signs of slowing down. The Pallister government has dragged out representation votes for far too long, showing their inexperience and short-sightedness every step of the way. Our members' lives have been disrupted because of their changes and lack of planning. It's looking like votes will take place sometime this year, which we hope will start to bring some stability back to our members' lives.

Secretary-Treasurer Bea Bruske put all of us through a workshop to test our skills and our knowledge.

President of the Manitoba Federation of Labour Keven Rebeck gave an informative presentation on the 1919 General Strike, and let us all know about the upcoming events this year.

Canadian Labour Congress Representative Bernie Wood made a compelling case for why Canada needs a national pharmacare plan.

Our final presentation was from the United Way, hosted by Gina McKay, the new Labour Director, who spoke on the importance of connecting labour back into the United Way.

After a full morning, Training Centre Director Erin Selby put us to task with a rigorous workshop designed to make us think about what another person is going to say in a debate, so we can prepare for the argument ahead of time.



CUTTING RED TAPE MEANS CUTTING WORKER PROTECTIONS



Curt Martel
Health & Safety



Last month, the Pallister government published a news release outlining upcoming changes to *The Workplace Safety and Health Act and Regulation*, aimed at, [removing obstacles to interprovincial trade and make it easier for individuals to work across Canada]. Tory governments often talk about the need to cut red tape in order to create jobs and strengthen the economy. Unfortunately, “removing obstacles” or **cutting red tape often means weakening or eliminating the legislation that has been put in place to keep working people safe and healthy in their workplaces.**

This go around, the Pallister government has taken aim at the aspects of the *Workplace Safety and Health Act* that deal with hearing conservation and noise control. This government has proposed that the baseline hearing test, which employers are required to provide workers who are exposed to noisy work environments, be changed from no later than seventy days to six months after the worker is hired and that subsequent testing is done every two years, as opposed to on an annual basis. **These changes present several challenges to ensuring that hazards are effectively controlled in the workplace** and that workers who experience hearing loss as a result of their employment are compensated fairly by the WCB.

Delaying initial audiometric baseline testing could result in workers not being able to establish a true baseline of their hearing, as damage may have already occurred due to exposure to workplace noise before their initial test. The government’s **change** to extend the length of time for subsequent tests will also lead to a delay in the identification of noise hazards in the workplace. These delays will also create barriers to obtaining WCB benefits for workers who experience hearing loss due to noise exposure in their workplaces. This is due to the fact that the WCB’s policy is to consider the “date of an audiogram, which shows evidence of noise-induced hearing loss.”

The most up-to-date Canadian Standard Association (CSA) publication on hearing conservation calls for testing frequency to be increased, with initial baseline testing being done within 30 days of exposure to working conditions involving hazardous noise and annual testing after that.

It is truly a shame that when the present Tory government wants to show leadership, it is actually **eroding worker protections and dragging us backwards, rather than forward.**

IT'S NO COINCIDENCE!



Erin Selby
Education & Training

Manitoba's Top Employers for 2019 were announced on November 28. Of the 30 winning companies, two were UFCW Local 832 employers: **Arctic Co-op** and **Granny's Poultry**.

Competing companies are evaluated in eight critical areas:

- (1) Physical Workplace;
- (2) Work Atmosphere & Social;
- (3) Health, Financial & Family Benefits;
- (4) Vacation & Time Off;
- (5) Employee Communications;
- (6) Performance Management;
- (7) Training & Skills Development; and
- (8) Community Involvement.

Employers are compared to other organizations in their field to determine which offers the most progressive and forward-thinking programs. In both cases, what made Arctic Co-op and Granny's stand out from their competitors was their collective agreements.

Arctic Co-op was praised for having a variety of financial benefits, including a defined contribution pension plan (Article A-5 of the agreement). It was noted that full-time Arctic Co-op members start with three weeks of vacation days (Article 19) and that members receive paid leaves of absence under certain circumstances (Article 17).

Granny's Poultry was recognized for having an employee RRSP plan (Article B-11 in the agreement), although many of the selected benefits appear to be for management only. Among the several benefits not listed is the ability for members to take up to six unpaid days per year for family responsibilities.

It's interesting that what makes these companies stand out is the fact that their employees are members of UFCW Local 832. It was because members, working with our union, demanded better working conditions that these employers are being recognized. Many of the other companies listed as Manitoba's Top Employers were also unionized workplaces. **That's no coincidence!**

Unionized workers make more money and have better benefits than those who are not. Of course your employer won't necessarily tell you about those benefits. You need to be familiar with your own collective bargaining agreement. The UFCW advantage works both ways. Members benefit from better workplaces and employers benefit from a happier workforce.

Congratulations to all of you who, by working with your union, make things better for all members!

Do you or someone you know want to learn or improve your **ENGLISH AS AN ADDITIONAL LANGUAGE?**



Contact the UFCW Training Centre at 204-775-8329

MAKING EDUCATION MORE AFFORDABLE!



Every year UFCW Canada offers 18 BDM Scholarships worth \$1,000 each to members and their families to help with the costs of post-secondary education. UFCW allocates these scholarships by regions across the country, and one of this year's Western region winners was Local 832 member **Fernando Morales**.

Fernando has been a member in good standing since July 3, 2013, when he started working at Superstore 1506. Fernando is enrolled in digital media design at Red River College.

This renowned union scholarship is named in honour of three past union leaders: William Beggs, Fred Dowling, and Roméo Mathieu.

UFCW Local 832 President Jeff Traeger stated, "UFCW is committed to assisting members reach their educational goals. Education and knowledge are very powerful and give you more opportunities for growth."

Congratulations to Fernando.

CONTEST WINNER!

This year, UFCW created a contest to bring more awareness to the BDM union scholarship. Every member who referred an eligible student to apply for the 2019 UFCW Canada BDM Scholarship received a chance to win one of two brand new Apple iPads.

One iPad was awarded through a random selection and the second iPad was awarded to the member who referred the most applicants. **Pawanpreet Singh**, Unicity Taxi Local 832 member, was one of the lucky winners of a brand new iPad.

To be referred, you had to be an eligible student and a member (or child or spouse of a member) in good standing with UFCW, and must be attending full-time studies at a university, college or other recognized post-secondary institution.



ORGANIZATIONAL ANNOUNCEMENTS



MARIE BUCHAN has been appointed as the Director of Operations. With the Local's new organizational restructuring, Marie is in charge of the staff in Winnipeg, Brandon and Health Care offices. She will also be overseeing the day-to-day operations of the Local.

Office: 204-786-5025
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Toll-free: 1-888-UFCW-832
marie.buchan@ufcw832.com



BLAKE CROTHERS has been appointed Executive Assistant to the President. Blake will work closely with the president on special projects and offer advice to the leadership. He may be called on to represent the president internally and externally when President Traeger is unavailable.

Office: 204-480-4935
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PHIL KRAYCHUK has moved into negotiations and joins Sonia Taylor and Blake Crothers as the third negotiator in the department. For the past few months, Phil had been assisting with bargaining. He was the Local's health and safety coordinator, which has now been assigned to Curt Martel.

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RESTRUCTURING TERRITORY CHANGES



SANDY FORCIER

SECURITY UNITS

G4S Security & Parking
Garda
Impact
Securitas
Security Resources Group

Instabox
Northern Meats
Vantage Foods

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CURT MARTEL

Health and Safety Coordinator

ATU 1505
Aryzta Limited
Compass Group
Exact Graphics
Fairmont Winnipeg
FASD Caseworkers/Office
Gate Gourmet
Hitek
Holiday Inn Downtown
JC Foods
KKP, Div. of Kwik Kopy Prntg
Krown Produce
MFL Occ Health
RW Packaging
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VLRC

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WERE YOU ON PROBATION?



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Recently there have been several instances where an employer has decided to terminate the employment of a probationary employee. Many collective agreements have clauses in them that state if a probationary employee has their employment terminated, they will not have access to the grievance and/or arbitration procedure to fight the termination. These types of clauses certainly give an employer a great amount of leeway in deciding to terminate a probationary employee's employment, **but they don't give the employer complete freedom to do whatever they want.**

The Supreme Court of Canada has made it clear that clauses that bar probationary employees from grieving their termination have no application in cases where it is alleged that the termination was in violation of a statutory right. Generally speaking, employees who can prove that their employer's decision to terminate their employment violated some provision of human rights legislation, employment standards or labour relations legislation will be reinstated whether they are probationers or not.

“Employers don't have complete freedom to do whatever they want.”

Furthermore, even where employers are given a wide discretion to decide if they wish to keep a probationary employee, many arbitrators have ruled that the employer must be fair and reasonable in arriving at their decision.

As a result, it is commonly accepted that **the standard to terminate a probationary employee is "suitability" rather than just cause.** In other words, the employer must be able to demonstrate the probationary employee is "unsuitable" and the unsuitability is not based on any discriminatory reason.

In deciding if an employee is unsuitable, things an employer will usually access are an employee's quality of work, completeness, accuracy, productivity, punctuality, character, judgment, conduct, attitude and professionalism.

While unsuitability is still a low threshold, an employer must demonstrate that the employee was given a fair opportunity to try to meet the requirements of the job they were hired to do. So an employer must clearly communicate what standards it expects, inform the person of deficiencies it observes and establish that the standards that have to be met are reasonable.

So even though your collective agreement states that as a probationary employee you have no right to grieve your termination, don't hesitate to contact your union representative. Depending on the circumstances, the union may still be able to assist you.

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

Health Care
 204-943-1869

Brandon
 204-778-7108
 1-800-290-2608

PLANT CLOSURES SHOW WE NEED A JOB PLAN



Scott Price
UFCW Local 832
Oral History Project

In late 2018, just before Christmas, working people in Ontario were hit with horrible news. The General Motors plant in Oshawa, Ontario will be closing by the end of 2019. This means Oshawa will lose 2,500 jobs, but the plant closure could have a far wider impact. A 2015 economic analysis puts the amount of indirect jobs that could be lost at 20,000 to 35,000 and almost a billion dollars in both provincial and federal government revenue could be lost as well.

In the same timeframe, Maple Leaf announced it will be closing three poultry plants in Ontario that employ hundreds of UFCW Local 175 and Local 1006A members. All told, these are devastating blows to our brothers and sisters in Ontario. But what, if anything, does this have to do with us in Manitoba? UFCW Local 832 members should know our history of plant closures here in Manitoba and the kind of impact it can have on families and communities.

Starting in the late 1970s, meatpacking plants in Winnipeg began to shut down. The first major plant was the Swift plant in December of 1979. Through the 1980s meat packing companies began to launch brutal assaults on workers' wages and working conditions. Starting in 1986 Canada Packers closed down in two stages, and 825 jobs were lost. This wasn't just in the meat packing industry either, but a wider trend. From 1976 to 1986, 88 plants employing 50 people or more closed in Manitoba. Some 11,000 jobs were lost over this period.

While there were supports for the workers who lost their jobs, some complained that the process and programs started too late and at times were poorly run. For Local 832's part, one of the first programs offered at the training centre were

programs for laid off workers to find work. While these initiatives were admirable, they also tended to treat the symptoms not the cause of the problem.

In this era of global corporate free trade, multinational corporations shifting production across borders can only be confronted by labour through an international union strategy and solidarity across borders. The line of "keeping good jobs here" doesn't cut it as new production lines usually mean two-tier contracts and faster line speeds. This all adds up to a race to the bottom for all workers. Governments and businesses have no serious long-term jobs plan; the only way to get one is for unions and working people to develop and push for it.

We've already seen what plant closures and company restructuring does to workers and their families and sadly this will continue, but it doesn't have to. Instead of hoping to not be the next one on the chopping block, workers and unions have to fight back. Seeing these latest round of plant closures for what it is, class war, is a start.



WE ARE THE FRONTLINE.ca



PHOTO CONTEST!

We know how hard our front-line health care members work – even if the Pallister government doesn't seem to care!

Let's show everyone how much you care about patients, health care and doing a great job!

To enter, take a photo of yourself or you and your colleagues at work and email it to photo@wearethefrontline.ca

Include your name, email address and phone number to be eligible for the draw.

Make sure you send the highest quality version of the photo that you can!

Pictures will be posted at WEARETHEFRONTLINE.CA

Draws will be made monthly

Fill out a **Heavy Workload 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.

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

WE ARE THE FRONTLINE.ca

WELCOME BACK ALINE!

As some of you know, Aline Audette was away on leave for the past 20 months, but lucky for us, she's now back to work!

Aline is back to helping out our members in health care, and working on the upcoming health care campaign. Feel free to say hello if you see her at St. Boniface Hospital.



Aline Audette

HEALTH CARE UNION REPRESENTATIVES



Carmela Abraham

204-943-1869
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Joe Carreiro

204-943-1869
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Mike Howden

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mike.howden@ufcw832.com



JULIA CLEARWATER

Member Profile

Julia was born in Thompson, Manitoba and has lived there almost her entire life, with the exception of one year when she moved to Winnipeg to go to college.

Julia became a UFCW Local 832 member when she started working in admitting at the Thompson General Hospital in November 2010. She is presently in medical records.

Julia describes herself as “the paper trail.” Anytime anyone goes to the hospital there is some kind of record/document kept. If you go to emergency, if you are an inpatient, if you go to an appointment at the hospital, etc., Julia is the one that keeps your medical records in chronological order and updated.

Prior to working at the hospital, Julia worked at another unionized workplace, the Co-op gas bar. She says she doesn't remember what it is like to work at a non-unionized place. She was an active shop steward at the Co-op and sat on the negotiating committee, so it only made sense when northern union representative at the time, J.P. Petit, approached her about becoming a shop steward at the hospital.

Julia credits the union for bringing the security guards into the Thompson hospital. She recalls working in admitting and having to do codes, answer the phone, admit people into emergency and do security. It was too much. The union contracts also provide better job security for the workers.

She also likes the family aspect of UFCW. Having brothers and sisters and the whole support system is remarkable. The northern members were heartbroken when the Thompson office closed, but UFCW has continued to make them feel connected.

Julia is a working-mother of two boys—Myles, 6, and Mitchell, 3. In their free time, she and her husband enjoy going to their cabin. They love being outdoors with their boys, hunting and fishing.

On top of all this, Julia still finds time to volunteer with a bowling league. There seems to be no stopping her!

LONGTIME UFCW ADVOCATE DENIS ALLARD RETIRES FROM THE RETIREES



Denis Allard has been a longtime comrade of UFCW Local 832, first as an employee and then as an executive board member of the Local's Retirees' Club. Denis started working for the Retail Clerks union in 1963 as a union representative. The Retail Clerks union later became the Manitoba Food and Commercial Workers, Local 832, and then changed its name to the United Food and Commercial Workers.

During his time at UFCW, Denis held many hats, from union representative to negotiator to facilitator of the shop steward and health and safety training courses. Denis also served as the Local's secretary-treasurer from 1970 to 1978. He readily joined the members on the picket lines, including the major strikes of the Dominion Stores in 1976 and Safeway in 1978. One of Denis's rewarding moments was when he met union leader Cesar Chavez during the California grape boycott. He is a true union activist and is always going beyond to help the union members and support labour.

Denis retired as a staff member of UFCW in 1986, but continued his dedication to the Local when he linked up with the UFCW Local 832 Retirees' Club. Denis served as a long-term executive board member of the Retirees' Club, until he announced his retirement last month.

Thank you, Denis, for your many years of dedication and service.





The 2019 UFCW Local 832 Retirees' Club Executive Board

Left to right (sitting) Lillian Haas, President Norma Kinnear, Helen Short, Joan Dudas, Lila Hornby, (standing) Hugh McMeel, Joyce Hill, John Stokell, Shirley Lamboo, Nick Dudar, Gerry Otto and Armand Tesoro.

CHA-CHING, COME TRY YOUR LUCK

The UFCW Local 832 Retirees' Club has three upcoming casino trips planned and is accepting registration for all three. These trips sell out fast and are on a first-come, first-serve basis.

South Beach Casino – Day Trip – February 11, 2019

The cost is \$25 per person, which includes a free lunch buffet. Mondays are also 10x your points!

South Beach Casino – Overnight Trip – May 6 and 7, 2019

\$50 for dues-paying members and spouse and \$55 for non-members. This is based on double occupancy and if you want single occupancy add \$20 to the cost. This price includes accommodations, \$20 in free play and half price for the lunch buffet on each day.

Pick-up Locations:

1. Safeway at 2 Alpine Avenue (corner of St. Anne's and Fermor) – Bus will arrive at 8:15 a.m. and depart at 8:30 a.m. Parking is available by the northwest corner of the building.
2. Safeway at 920 Jefferson (corner of Jefferson and McPhillips) – Bus arrives around 9:15 a.m. and departs at about 9:30 a.m. Parking is available by the northwest corner of the building behind Thunderbird restaurant.

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

You are allowed to exchange up to \$300 at par per day. You will receive rebates of \$40 in free play for each of the three days and daily meal specials. Watch for full details in your UNION magazine closer to the date.

TO REGISTER FOR ANY OF THESE TRIPS

- Call either Lila at 204-837-3554, Armand at 204-832-1211 or Joan at 204-422-6670.
- Mail in your cheque to the UFCW Local 832 Retirees' Club, attention Denise, 1412 Portage Avenue, Winnipeg, MB, R3G 0V5. Include the full names of all of the attendees and clearly indicate which trip you are paying for. No posted-dated cheques accepted!

Note: Your seat is not guaranteed until full payment is received.

BIRTHDAY WISHES

Brian Baxter, 65
Valentine Wittmann, 82
Elizabeth Halladay, 83

Marlene Syrenne, 85
Edwin Unraw, 85
Stella Magadzia, 89

MEMBER DISCOUNTS

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

Please call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.

Anna's Denture Clinic

Get a 15% discount off any complete or partial dentures. They provide free consultations and will bill your insurance company directly. They also provide same day repair services, as well as denture relines and free adjustments for their patients. Located at 1681 Main Street, 204-339-2422.

Brandon Chrysler Dodge

Purchase a new Chrysler, Dodge or Jeep vehicle for only \$300 above dealer invoice, fewer rebates. Also, receive 15% off any service contract you buy for your new or used vehicle. Contact Blake Manser at 204-728-3396 or email blake@brandonchryslerdodge.com or 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.

Brad Pallen

If Autopac says your vehicle is a write-off, call Brad at 204-284-5664 or email bpallen@shaw.ca. Brad has been an accredited insurance appraiser and arbitrator for over 35 years and a Commissioner of 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 Glove

UFCW members receive special room rates at the Fairmont Winnipeg. For a "Fairmont" room, single/double occupancy, pay only \$185. To obtain this special rate, call 204-957-1350 or 1-888-974-7666 and identify yourself as a UFCW member. At the Velvet Glove receive 10% off on all food and beverages. Some conditions apply.

Eye Outfitters

UFCW members receive 20% off complete pairs of prescription glasses and 10% off contact lenses. Located at 1100 Richmond Avenue, Brandon, Ph: 204-725-0943.

Fort Rouge Auto

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

Fort Rouge Auto also offers 30% off any extended warranty purchase and 3 free oil changes with every vehicle purchase (excludes synthetic oil changes). Call the Auto Sales department at 204-261-1847.

Dakota Chiropractic

Dakota Chiropractic offers UFCW Local 832 members a 20% discount on chiropractic care and adjustments. They can help you with headaches, neck pain, back pain, arm/leg pain, and much more. To book your appointment, contact: Dakota Chiropractic at 1056 St. Mary's Road, 204-257-7685.

EverFit Training

UFCW members and their families receive 25% off our fitness boot camp and personal training packages. Located at 1370 Grosvenor Avenue in Winnipeg. Visit www.e.ca. For more information call 204-298-7126 or email info@everfitness.ca.

Eye-Deal Eyewear

Receive 28% off any complete pair of regular-priced eyeglasses. Eye-Deal Eyewear also offers 2-for-1 on all eyeglasses (including safety, sunglasses, etc) at \$179 and up, which can be shared with another person. There would be no further discounts on the 2-for-1 specials. Eye exams are done by appointment only. Check out their website at info@eyedealeyewear.ca. Located at 399 Pembina Highway, Winnipeg, MB, Ph: 204-975-2666.

Greenwood Dental Centre

Greenwood Dental Centre is a general family dental office that is accepting new patients. UFCW members are eligible to receive one free whitening kit with trays per family per lifetime. Two-person minimum booking per family. Located at 693 McPhillips Street, Winnipeg, MB, Ph: 204-774-7774.

Hywire Zipline Adventruers

Come and take the plunge, zipping across the trees in the scenic Pembina Valley, about 8 miles south of Manitou on Highway 528. They offer different cable tours ranging from 200 to 1,500 feet long. There are also hiking trails and a few unserviced campsites available. UFCW members receive 10% off the regular price. To book your adventure or for more information, email hywireziplineadventures@hotmail.com or call 204-242-3396. Visit www.hywirezipline.ca.

Bridgeview Bed & Breakfast

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

Natural Wellness Chiropractic Centre

UFCW Local 832 members receive 30% off their chiropractic care and wellness planning offered by Dr. Robert Stitt D.C. He is skilled at helping you with injuries from work-related incidents, car accidents, headaches, neck and back pain and herniated discs. Call 204-783-1880 to book your free assessment. Natural Wellness Chiropractic is located at 104-912 Portage Avenue in Winnipeg.

Park'N Fly

Park'N Fly is Canada's premier off airport parking provider, whose footprint spans the Canadian landscape, from coast-to-coast. With Park'N Fly Indoor Valet, just pull into the secure indoor valet facility, check in and be dropped off curbside at the terminal in minutes. Located just minutes from Winnipeg James Richardson airport, you will enjoy the convenience of our valet service and the comfort of our indoor facility. Let Park'N Fly do the parking, while you do the flying. For more information, visit parknfly.ca. Your UFCW Local 832 Corporate discount number with Park'N Fly is 979882. Just mention this discount number at check out!

Pembina Dodge

UFCW members can purchase a new Chrysler or Dodge vehicle for only \$300 above dealer net cost. Also receive up to 15% off on parts and shop time (this does not include the dealer's regular service and maintenance offers). Speak to a salesperson at 204-284-6650 or drop by the dealership at 300 Pembina Highway in Winnipeg to find out more information.

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.

Winnipeg Blue Bombers

For the upcoming season, as a UFCW member, you and your family can go cheer on the Winnipeg Blue Bombers at a discounted price. Once single tickets go on sale in June, use code CFRW when purchasing your tickets to receive the discount. Go Blue!

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



Facebook.com /UFCW832

Instagram.com /UFCW832

Twitter.com /UFCW832

SOCIAL MEDIA SOLIDARITY

UFCW INCOME TAX

Services Start February 9
Brandon Services Start February 22

*Take advantage of one of our most popular membership services available.
To get your taxes done and e-filed:*

MEMBERS pay

\$20*

*(for five informational slips or less.
Six to 14 slips is \$26, More than
14 slips will increase the fee slightly. Prices include taxes.)*

FAMILY MEMBERS pay

\$45*

*(for five informational slips or less.
Six to 14 slips is \$51. More than
14 slips will increase the fee slightly. Prices include taxes.)*

** Some conditions apply. For example, if you are a small business owner or own rental properties, etc. this could also increase the price slightly.*

Income Tax Locations

WINNIPEG

UFCW Training Centre

878 Portage Avenue
204-786-5037

BRANDON *(Starts February 22)*

UFCW Office

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

FLIN FLON

Carol's Tax Services

204-687-3337

RUSSELL

Merril's Tax

204-773-2290

THOMPSON

Sya's Tax Service

204-677-9730

Liberty Tax Service

204-778-8416

Tax Specialist George Combiadakis will travel to the following places. **To make an appointment, call the Winnipeg office.**

NEEPAWA

**February 24, March 3 and 24
and April 14 (if needed)**

Old Co-op Building
342 Mountain Avenue (use door facing east on Mountain)
9 a.m. to 3 p.m.

ST. MALO

March 10

RRWS
9 a.m. to 3 p.m.

PORTAGE LA PRAIRIE

March 17

Canad Inn
9 a.m. to 3 p.m.

1. Members living outside of Winnipeg have the option of attending the location closest to them or mailing all pertinent information to the Winnipeg Office. If mailing information to Winnipeg, **payment must be included.**
2. Non-member rates may vary depending on location of services.

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses

to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5