



GRAD 2018

 **UNION**

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

JULY/AUGUST 2018



A Message from the
President

Jeff Traeger

WELCOMING DIFFERENCES, REALIZING SIMILARITIES

Go into any UFCW Local 832 workplace and in most cases the first thing you will notice is the diversity of the people who work there. It makes no difference whether you are in a grocery store, a processing plant, a hospital, a warehouse or any of the more than 125 locations where our members work.

Many of us speak different languages, practice different religions, have differing political stripes, sexual orientations, abilities and disabilities, are labourers and professionals, and come from countless different countries and cultures.

UFCW members are a patchwork of all these things and more, and while we are easily identified and categorized by our differences, we are just as easily brought together and unified by our common desires. We are all in search of fair and equitable treatment, a living wage, a pension that will help us to retire in dignity and the benefits that help us to take care of the ones we love.

We want the work we do to be meaningful and valuable. We demand the environment we work in to be safe and healthy and free of intimidation or harassment and we deserve respect and dignity.

The other thing we all have in common (of course) is our union. UFCW fights for all of these things for all workers, whether we represent them or not. But your union does so much more than just fighting for the rights of our members.

Just a few weeks ago we walked as a group at the Pride parade in Winnipeg to show our support for the many UFCW members who belong to the LGBTTQ* community. We walked as a group on the Day of Mourning to remember workers we lost to workplace injuries and illnesses. We support the United Way in every community they exist in where UFCW members work in an effort to lessen the debilitating effects of poverty in our communities. As a group we have donated toys, shoes and clothes to the Rossbrook House in Winnipeg and to the Thompson Homeless Shelter. We painted a teen drop-in centre in St. Vital, fed lunch to the kids at Shaughnessy Park School and built no less than three houses with Habitat for Humanity to provide homes for families who couldn't otherwise afford one.

We are a union that gives back to the communities we live in, and welcome everyone regardless of who they may be. We recognize and celebrate the things that make us different and focus our efforts on the things that brings us together. At UFCW, we believe the world would be a better place for all of us to live in if everyone saw the things that make us all the same instead of being distracted by each other's differences.

Join us in working to make our world that better place.

A handwritten signature in blue ink that reads "Jeff Traeger".

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UNION UFCW LABEL
LOCAL 832

AWE-INSPIRING NUMBER OF GRADE 12 GRADS!



Erin Selby
Director of Education



There were 38 new graduates in the UFCW Local 832 class of 2018. This is only the second time we have had such a large number of students in a graduating class! The last time we saw this many people graduate from our Grade 12 program in Winnipeg was in 2004!

As always, graduation is an emotional event. This year was no different with a particularly touching story from valedictorian Janet Shaver (in top picture giving her speech). Now that Janet has achieved her goal of getting her Grade 12, she says she feels unstoppable and is eager to continue learning. Janet serves as an inspiration to anyone thinking of going back to school.

With graduation, we say goodbye to the class of 2018 and look forward to classes beginning again in September. You can call the UFCW Local 832 Training Centre at 204-775-8329 or 1-877-8329 if you would like to discuss furthering your education.





Northern CONFERENCE a Success!

Last month, the UFCW Local 832 Training Centre held its first Northern Conference in Thompson, Manitoba on June 4 to 8. The conference was open to both activists and rank and file members.

"I was really excited about initiating a conference for our members in northern Manitoba," stated Education & Training Director Erin Selby. "It is important to keep our members all across the province engaged and connected with each other."

During the five days, there were a number of topics covered that are relevant to the union and its members. Some of the guest speakers included:

- Secretary-Treasurer Beatrice Bruske, updated the members on the state of our union and how some changes in health care may affect our NRHA members.
- Wayne Levac, Thompson Labour Committee, brought a greater understanding of how politics affects us at work and at home. Wayne urged everyone to get involved in this fall's municipal election.

- Abbey Ogunbanwo, Thompson Homeless Shelter, shared his compassion for Thompson's most vulnerable citizens. Abbey runs the shelter like his home and considers each person a guest. His commitment to the shelter as well as the dedication from our members who work there, was inspirational to all.
- Rhonda Heskin and Darren Fulford, Canadian Mental Health Association, talked about recognizing stress and how to better deal with it.

The attendees enjoyed an afternoon at the YMCA with Audrie Brooks, who shared tips on how to cope with change in our lives.

Throughout the conference, the members were also joined by several local community members: Amanda Lathlin, MLA for The Pas; Colleen Smook, Thompson City Councillor, and President of the Steelworkers Local 6166 Warren Luky.

UFCW is hoping to make the Northern Conference a bi-annual event and encourages more members to get involved in 2020.



A PROUD, INCLUSIVE UNION



On June 3, UFCW Local 832 members and staff joined thousands of individuals in Winnipeg to celebrate the Winnipeg Pride Parade.

UFCW Local 832 President Jeff Traeger led the groove to the music by our very own DJ Just Ice as we walked down the lined streets and handed Pride flags to the people. A special shout out to Jaime Lee, who volunteered her time in making the fabulous balloon flowers and trees, which added colour and theme to our float.

"Local 832 supports numerous social justice initiatives," stated President Traeger. "We believe it is important to represent all our members, including the LGBTTQ* community. It is important to promote their search for equality and acceptance and show them that they are not walking alone."

The Local will continue to celebrate Pride in other communities throughout Manitoba. Thank you all who supported this year's events and we hope to see even more people join us next year.





UFCW CANADA NATIONAL INDIGENOUS PEOPLES DAY CELEBRATION

Last month was National Aboriginal History Month. As part of the commemoration, UFCW Canada along with UFCW Local 832 hosted the National Indigenous Peoples Day celebration on June 6 and 7 in Winnipeg. UFCW Canada National President Paul Meinema, Local 832 Union President Jeff Traeger and other Local union presidents, staff and members from all across Canada attended the very positive two-day event.

The 35 participants received a special presentation on the "Touchstones of Hope," followed by a workshop created by the First Nations Child and Family Caring Society. The Touchstones of Hope is a set of principles to guide a reconciliation process within all aspects of society and is the basis for a respectful and meaningful relationship between Indigenous and non-Indigenous peoples. The attendees also enjoyed a tour of the Canadian Museum for Human Rights and an early morning pipe ceremony at Vimy Ridge Park, led by UFCW Local 832 member **Eric Flett**.

"UFCW embraces the heritage and diverse cultures of First Nations, Inuit and Métis members, as we do for all our members," stated Local 832 Union President Jeff Traeger.

The union encourages everyone to check out the links below to learn more about the Indigenous cultures and embrace our heritage.

- travelmanitoba.com/blog/post/aboriginal-tourism/
- livelearn.ca/article/living-in-manitoba/facts-about-aboriginal-culture-and-history-you-should-know/
- humanrights.ca

National Aboriginal History Month provides us with the opportunity to acknowledge and celebrate the important contributions of Indigenous peoples to the growth of our country.

As President Traeger expressed, our union stands for diversity, nonpartisanship, impartiality, open-mindedness and nondiscrimination.



WE ARE THE FRONTLINE.ca

FRONTLINE CARE DESERVES BETTER

Since the Pallister government began making their very regressive changes within the health care system, there has been great uncertainty for the frontline workers who work so hard to look after our loved ones.

Shift changes, emergency room closures, privatizing services, wage freezes and staffing cuts have all taken place in the name of "making health care better," but every step the Pallister government has taken has made work harder and more stressful for frontline workers. There has been no consultation with the frontline workers themselves, or the unions who represent the workers.

And while unions need to be putting resources into supporting their members working on the frontline, the Pallister government has proclaimed the *Health Sector Bargaining Unit Review Act* into law, which has started the process that will force unions to compete with each other for members.

The Health Sector Bargaining Unit Review Act was designed to pit unions against each other resulting in fewer voices standing up for their members, and so unions would spend less time holding this government to account. Worst of all, it's one more distraction away from patient care that health care workers don't need.

UFCW 832 can safely say that we don't want to go after other unions' members, we are happy to bargain at a central table alongside other unions, and we don't think that having fewer unions in the room is good for worker representation.

Your union doesn't expect to have any further information until September, but if we hear anything, as always, you will be informed as soon as possible through email and mail.

HEAVY WORKLOAD FORMS

Are you working too many hours? Working with fewer staff than required? Or had patient care affected due to an unmanageable workload?

If any of these are true, you need to fill out a Heavy Workload Form, **and fill it out each shift that this happens.** The only way we can push for change in your workload is if you fill out the report.

You can find the Heavy Workload Form online at:

**WE ARE THE
FRONTLINE.ca**





ERIC FLETT

Member Profile

Eric Flett was born in Ste Rose du Lac, Manitoba, about 15 minutes from where he lived, the Ebb and Flow First Nation. Eric lived there with his parents and nine siblings until he was about four years old, when his family moved to Winnipeg. He said it wasn't easy adjusting from reserve life to city life in the North End. But thanks to his mother's strict parenting, Eric stayed on the straight and narrow, maintained a childhood free from bad influences and graduated from Sisler High School in 1986.

Eric attended his first ceremonial sweat lodge when he was 14. A sweat lodge is traditionally a place where prayer and song ceremonies are performed, so that we can be cleansed. However, it wasn't until he was around 20 years of age that his interest and understanding were truly formed, and from that point on he has been continually active in ceremonies and traditions.

When Eric took part in the Sun Dance Ceremony, his niece was very sick and he wanted to dance for her. This ceremony usually involves the community gathering together to pray for healing. Individuals make personal sacrifices on behalf of a loved one or the community. From here, Eric continued to participate in his culture's activities and received training from his Elders. Today Eric plays a leadership role in the community, a role that is entrusted to

those who earned the rights and training to lead a sweat lodge and other ceremonies.

These earned rights are what help Eric succeed in his day-to-day life as well as work. Eric became a UFCW Local 832 member in 1990, when he was hired as a healthcare aide at the St. Boniface Hospital. He thought this was a perfect fit, as he loves helping people and refers to himself in his Ojibwa language as "helper." Today, he works as a porter in the diagnostic imaging department, still helping people.

His involvement with the union began about 10 years ago when he was elected to the audit committee of UFCW, which continues today. Besides his porter position, Eric is also a shop steward and sits on Local 832's executive board.

When asked why he is so active in his union, he replied, "When I first started at the hospital, I didn't know anything about what the union did for me or my co-workers. However, once I got involved, I quickly learned that UFCW doesn't just represent workers at their workplaces; it helps communities, charities, and fights the government for better legislation for all working people. That is who I am. A helper."

On his off days, Eric enjoys watching TV, golfing and continuing to practice his culture.

NALEWAY LOOKS TO NEW PRODUCTS



After being in business for the better part of 70 years, Naleway Foods in Winnipeg is looking at new products to build on its line of perogies. The company's attention to detail has garnered Naleway a loyal customer base and an established product line that it is hoping will keep the company busy for another 70 years.

With a modern 40,000 square foot facility, the company, which is in the midst of negotiations with the union, has been hard at work developing new products to line grocery stores with. Naleway's staple product of perogies is well known. The company has also produced private label products for other businesses and have added pizza snacks/panzerottis to its line of products.

This fall, Naleway will be rolling out a new Jamaican patty that ensures the pastry remains flakey when heated in a microwave.

"We have to keep looking at new product lines and innovations as customer shopping habits evolve," said Richard Lyles, vice-president of operations at Naleway.

Naleway is the first company to introduce an all-in-one perogy kit. The box not only comes with its delicious perogies, but includes the bacon and onions, giving customers an all ready-to-cook meal. With a new package design ready for store shelves, the company is hoping to attract more customers.

"We hope with the presentation of our new products and our commitment to expand the current products we offer, that our future at Naleway continues to excel," said Lyles.

UFCW Local 832 represents approximately 70 members at the plant who are responsible for making, freezing, packaging and shipping product.





INTERNATIONAL CONVENTION THEME: UNITY, FAMILY, COMMUNITY AND WORTH

The UFCW International Convention is held every five years and this year marked the eighth International Convention, which was held in Las Vegas, Nevada. More than 2,500 delegates and activists attended the four-day gathering, including 18 delegates from UFCW Local 832. The theme of this year's convention was the four pillars of UFCW: Unity, Family, Community and Worth.

Throughout the convention, attendees converged on UFCW's fundamental values of building a better life for its members and working families. Delegates talked about common goals and issues and shared stories of how the union has helped them build a better life. This is also the time when Locals showcase what they have accomplished in the past five years or how they can do better. Plus the delegates debated and voted on any changes to the UFCW International constitution, and elected the Members Team Slate.

Most enjoyable was the string of inspiring guest speakers, who captivated their audience. Speakers



KATHY BRNJAS
Executive Board Member
Superstore 15

It was a pleasure to be a delegate of the eighth UFCW International Convention, which was held in Las Vegas.

While at the convention, I attended three workshops: 1) Socialize, Organize, Mobilize, Educate, 2) UFCW Programs That Add Union Value and 3) Today's Changing Workplace and Growing Our Union. I also met a lot of members and exchanged stories about our communities.

I want to thank UFCW Local 832 for giving me the privilege of attending the convention.

included: Captain "Sully" Sullenberger, the retired pilot who safely landed a passenger plane with 155 people on board on the Hudson River; Jagmeet Singh, leader of Canada's NDP; Canadian astronaut Chris Hadfield; and former professional tennis champion and advocate for gender equality and social justice Billie Jean King.

Local 832 Union President Jeff Traeger said, "I'm proud of the delegates, staff and members elected to represent Local 832. The members gave an excellent insight into Manitoba's challenges and viewpoints."



DEBBIE JONES
Executive Board Member
Garda Security

What I brought back from convention is a profound sense of pride in what we do in Canada and how far our Locals have been able to enhance the lives of their members at the workplace and our communities. We heard many times how programs and campaigns that we have run here in Canada are cutting-edge and far above what is being done elsewhere.

I also brought back a renewed commitment to our union and the labour movement as we recognize the responsibility and impact that we have, not only for our members but all Canadians. We do this by bargaining the best collective agreements, being involved in our communities, and in lobbying government for stronger legislation for all.

This was my fourth international convention that I've attended and I have noticed the changes in UFCW. We have embraced the modern world, new citizens, new workplaces and new challenges while remaining strongly committed to our core values.

I would like to thank the UFCW 832 membership for giving me the privilege of attending this convention.

ORGANIZING THE UNORGANIZED, STRENGTH IN NUMBERS



Mike Howden
Organizing



UFCW Local 832 welcomes approximately 45 new members into its labour family after a successful organizing drive. Workers at the Viterra plant in Ste. Agathe, Manitoba, had approached the union voicing their desire to unionize to try and establish a more respectful and fair workplace. Viterra employees at the plant do various jobs from shipping and receiving to plant maintenance to operational duties. Viterra, located in Ste. Agathe, is a canola seed crushing plant. Our members receive seeds and crush them to extract the oil, which is then put into many consumer products that we use daily.

Since Viterra is classified in the seed industry, it falls under federal jurisdiction and the Canadian Industrial Relations Board as opposed to the Manitoba Labour Board. Therefore, after getting an overwhelming number of signatures from employees wanting union representation, the union received automatic certification and no vote from the employees was required.

"Congratulations to the employees of Viterra who stood strong and should be pleased with their accomplishment," stated UFCW Local 832 President Jeff Traeger.

The next step for our newest members is for the union to hold a proposals meeting. At this meeting, the union will get ideas from the members as to what they would like to see negotiated into their first contract. Union negotiator Blake Crothers will be heading up negotiations and Ron Allard has been assigned as the servicing representative for this unit.

Do you know anyone that could use a union? Are you treated fairly at your work?

Email
mike.howden@ufcw832.com

FOCUSING ON OUR FUTURE



The UFCW Young-Workers Internship Program (YIP) is one of the best training and education programs offered to young workers interested in labour issues. The program caters to young members who want to become more involved with their union and are interested in labour history, organizing, globalization and more.

This year YIP was held for members in the Prairie Region, which encompasses Manitoba and Saskatchewan, from June 3 to 8 in Winnipeg, Manitoba, at the Holiday Inn downtown. UFCW National representative Gabe Bako and YIP 2017 alumni Erin Elsner from Local 1400 facilitated the week-long event.

Young members from Locals 832, 1400 and 248P engaged in discussions on a wide range of topics including: the structure of the union, the history of the labour movement, economics, capitalism, and the importance of political action. There were also discussions on the Temporary Foreign Worker (TFW) and Seasonal Agricultural Worker (SAWP) programs. This year, the YIP participants had the opportunity to take part in the activities surrounding the National Indigenous Peoples Day celebration, which UFCW Canada and UFCW Local 832 were hosting in Winnipeg.

If you are a UFCW member under the age of 30, and interested in participating in the 2019 session, speak to your union rep or contact Curt Martel at curt.martel@ufcw832.com for more information.

TESTIMONIAL

It was a great week and I met some amazing young people from across Canada. Most of them joined the program for the same reason I did, which was to learn more about the work our union does to represent us in our workplace. It was a highly informative five days with lots of deep thought and meaningful discussions. Not only did I walk away from YIP with more knowledge on the initiatives UFCW Canada engages in to improve the lives of Canadian workers but also with a new group of friends that I hope to see again soon!"

Lisa Schmik, Superstore 1503



DON'T BE FOOLED BY THE NUMBERS!

**Phil Kraychuk**

Health & Safety Coordinator

- **Low Injury Rate**
- **Low WCB Premiums**
- **No Loss Time Injuries**
- **Excellent Return to Work Program**
- **Great Safety Culture**

If you hear all of these things about a workplace, what do you think people are generally going to think? They will likely think this is a good workplace, one that cares about the wellbeing of its workers and truly values them as employees.

- **No Employee Education**
- **Claim Suppression**
- **Lack of Reporting**
- **Abusive Return to Work Programs**
- **No Worker Engagement**

What would you think if you heard the above five comments about a workplace? You would probably think that this is a very poor workplace. That it is unsafe and they do not value their employees' wellbeing.

"Working together as a team with all workers and unions is always the best sign of a true safety culture."

The truth of the matter is, looking at the top five points, many really poor employers at face value do all of those things well. I say they are poor because they use the bottom five points to accomplish their goals by fooling us with the numbers.

Our systems are built to focus on these numbers, which are very easy to manipulate. Not only that, it's easy to get away with manipulating them. The unfortunate reality is that there are more employers accomplishing all the positives using the negatives

than there are employers using the positives to drive the elimination of the negatives.

As stated before, I believe our systems promote this type of health and safety structure, but I know that there are some workers and employers who do work well together to accomplish the positives without looking at the numbers. It's unfortunate to hear a CEO talk about how far they have come when the reality is, they do a better job at managing numbers.

Let's not be fooled by the numbers. The reality is the ones pushing the numbers are usually the ones that know the least. Unless you are in that workplace working hands on every day or working directly with those who are, you cannot sit back and talk positives unless you look at the ones that matter the most. Perception and reality are very different things so let's take a step back and look at the everyday realities—then we can create some of the perceptions.

There is no doubt that poor safety cultures can be changed. We have all seen it happen and it is truly a great thing. That is why your union has been persistent throughout the years in making sure your workplaces are all a safe environment to work in. However, there is still a long way to go and UFCW will continue lobbying government and working with your employer to make sure they are educating, reporting, and not claim suppressing or abusing return to work programs. Working together as a team with all workers and unions is always the best sign of a true safety culture.

You, the members, are the eyes and ears at your workplace. If you see any of the negative signs happening, contact your union rep or talk to a health & safety committee member at work. Let's all take a step back and listen to the people who are doing the work!

OFF-DUTY CONDUCT



Garry Bergeron
Legal Counsel

Debra Malmquist
Legal Counsel

CAN YOUR BOSS FIRE YOU FOR WHAT YOU DO ON YOUR OWN TIME, OUTSIDE OF WORK?

For example, an employee gets into a fight with a co-worker after hours or is caught doing an illegal activity and only receives a fine. Can the employee be disciplined or even have their employment terminated as a result?

The short answer is yes, but it will depend on the circumstances.

Usually what an employee does on his or her own time is none of the employer's business. However, in certain situations an employee's off-duty activities can give the employer just cause to discipline or even terminate an employee. This usually occurs when it can be shown that there is a real connection between the events that occurred and the efficient operation of the business.

An arbitrator when hearing a termination case for off-duty behaviour will usually look to what is commonly referred to as the "Millhaven Test." This test arose out of a 1967 case between Millhaven Fibres Ltd and the Chemical and Atomic Workers International Union. In that case, the arbitrator stated that following:

...if the discharge is to be sustained on the basis of a justifiable reason arising out of conduct away from the place of work, there is an onus on the company to show that:

1. the conduct of the grievor harms the company's reputation or product
2. the grievor's behaviour renders the employee unable to perform his duties satisfactorily

3. the grievor's behaviour leads to refusal, reluctance or inability of the other employees to work with him
4. the grievor has been guilty of a serious breach of the Criminal Code and thus rendering his conduct injurious to the general reputation of the company and its employees
5. places difficulty in the way of the company properly carrying out its function of efficiently managing its Works and efficiently directing its working forces.

The above test is now widely used when deciding off-duty behavior cases. **Only one of the above noted criteria needs to be met** in order to uphold discharge, unless there are sufficient mitigating circumstances. The onus is still on the employer, when disciplining or terminating its employee, to show that there is a connection between the off-duty conduct of the employee and harm or injury to its business. Arbitrators will require proof that the employer completed a comprehensive investigation to substantiate claims under any of these factors.

It is now well-established that an employee's off-duty and/or off-site use of social media and other forms of electronic communications may also pose risk to their job. If an employee makes disparaging, threatening or harassing comments about supervisors or the comments undermine the reputation and authority of the employer, create a hostile work environment, or otherwise irreparably damage the employment relationship, this too can be cause for discipline or discharge.

So as an employee be aware that what you do on your own time may possibly jeopardize your employment.

WHY WE BARGAIN LABOUR-MANAGEMENT COMMITTEE LANGUAGE IN YOUR CBA



Martin Trudel
Director of Negotiations

Given the political climate in Manitoba, it is a very challenging time for private-sector growth in a sputtering economy and difficult conversations are taking place at the bargaining table. With so many financial issues to address, we sometimes lose sight of the day-to-day working relationship between our members and their employers. For the vast majority of unionized workers, it is the day-to-day interactions that determine whether the workplace is a productive, engaged environment, or one that preoccupies everyone with conflict, grievances and problems. In other words, success often depends on what we do each and every day in the union-management relationship.

Because of this, it is vital to have a functional labour-management committee at your workplace and wording in your collective bargaining agreement (CBA). Most workplaces have some version of a labour-management committee (LMC) or an employee relations committee. Regardless of the title, it is a forum for raising and addressing issues on a regular basis. If your LMC does not have operating principles or guidelines, it will not be as effective as it could be. Many LMCs become dysfunctional very quickly, simply because the two parties have such different views on the purpose and administration of the committee that it quickly degenerates into conflict.

One of the first steps an effective LMC should take is to establish joint operating guidelines that will help ensure the committee's success. The CBA often defines who attends, how many from each side, and how often the committee must meet. That is a start, but nowhere near enough structure for the committee to succeed. A better approach and framework is needed. For example, some common operating principles may include:

- **Agenda:** Who puts the agenda together? How much time is allocated for each item? What

types of issues come to LMC? Both parties should agree on the scope of issues that appropriately land on the LMC agenda.

- **Minutes:** It is important to take minutes that capture a short description of the issues raised, the decision or agreement made at LMC, or the next steps with a name and date for completion attached.
- **Problem-solving:** The goal of the committee is solving problems that arise in the workplace before they become bigger issues or grievances. Operating principles that identify good data collection on an issue, followed by developing options for solving, or at least improving the situation, bring both parties together in finding better outcomes.
- **Other Guidelines:** Such as timing, reporting back, appointing joint sub-committees and ensuring everyone has a chance to be heard, all contribute to a successful committee.

Also key is joint communications between the union and management. Wherever possible, for any important workplace issue, the parties should look towards joint communications. Often, each party communicates to its own stakeholders. Management communicates to its supervisors and the union communicates to its shop stewards and membership. The problem, of course, is that sometimes different messages get communicated. The process of jointly crafting the information and messaging helps the parties better spread the message in a fair and direct way.

Labour relations is an ongoing process of change, and it seems like more now than in the past. By aligning management and union processes in the workplace, in all areas where there is mutual benefit, we help create healthy workplaces for the future.

CASINO TRIP VERY POPULAR

Interest for the trip to Spirit Lake Casino on September 18 to 20, has been so high that we have started a cancellation list. If you still intend on coming and would like to put your name on the cancellation list, call Lila at 204-837-3554 to let her know. We will contact you, if space becomes available.

DEPARTURE LOCATIONS/TIMES

#1: Safeway at McPhillips and Jefferson, bus arrives at 7:45 a.m. and departs at 8:00 a.m.

#2: Safeway 2155 Pembina Highway, bus arrives 8:30 a.m. and departs at 8:45 a.m.

Parking is offered at each store.



SPRINGTIME LUNCHEON A HIT

It was a remarkable turnout for the Local 832 Retirees' Club spring luncheon. Everyone enjoyed a nourishing meal of stuffed pork loin with all the trimmings. Realtor Brian McMillan talked about the importance of downsizing, especially for the elderly.

The lucky winners of either a door prize or a cash draw were: Jim Swaile, Margaret Hlady, Petra Wasiela, Cam Tumber, Marj Boulet, Lou Comeau, Lorraine Comeau, Bruno Zimmer, Emile Guibanche, Joyce Dion, Nina Park, Terrie Doerksen, Carol Friesen, Joe Weinfortner, Carol Davis, Lillian Haas, Norma Horban, Lillian Haas, Gerry Otto, Terry Weir, Bill Brechka, Liz Halliday, Mary Evans and Pat Kornot was a double winner.

NOTES & NODS

- October 16 is the date for the fall luncheon.
- This is an election year. So if you would like to be part of the executive, call Denise at 204-786-5055 to submit your name. We have 10 meetings per year and a lot of fun.
- It's been suggested to do an overnight to South Beach. This would be in late October or early November. If you have any suggestions or ideas about this, call Joan at 1-204-422-6670 to let her know.

BIRTHDAYS

Denis Allard, 88

Elizabeth Stornel, 84

Gerry Otto, 83

Helen Klish, 82

Anton Radacic, 80

Joan Dudas, 75

Lillian Haas, 75

Marilou Perez, 65

ANNIVERSARIES

Happy 50th to Bernie and Doris Fillion

LIKE THE ENERGIZER BUNNY... LILA KEEPS GOING AND GOING



During her 36 years of union membership, Lila Hornby became more and more involved in her Local. She was a shop steward, health and safety committee member, women's committee, negotiating committee, executive board member and the list goes on. In fact, when Lila retired in 2001, she was the longest serving vice-president on the Local's executive board and shop steward.

Lila turned 80 on March 9 and there are no signs of her slowing down. She has been on the UFCW Local 832 Retirees' Club and their social committee for 15 years. She is also involved in floor curling, the Red Hat Society and coaches/manages two senior slow-pitch teams.

THE IMPORTANCE OF AFFILIATION

MFL Convention Brings Labour Together

The Manitoba Federation of Labour (MFL) is the central labour body for all unions in Manitoba. Most unions in our province, including Local 832, are affiliated with the MFL. This translates to over 100,000 union members, provincewide!

The MFL supports unions by helping with labour issues by campaigning, organizing and educating.

But the MFL is also much more than that...it is the voice for unions in Manitoba. The MFL is committed to ensuring that democratic processes and workers' rights are defended and protected. Therefore, every three years the MFL hosts a convention and invites all of its affiliates to put forward resolutions and attend with a delegation representing their membership.

Resolutions to the MFL are similar to requests. These "requests" represent the struggles and/or mandates of different unions and ask for assistance in promoting these matters to either government or to the general public.

UFCW Local 832 participates in every one of these conventions by submitting resolutions that speak to and are important to our union, and by bringing a strong delegation of members.

With the current government's cuts to public services that Manitobans rely on, there has been a huge impact on the labour movement as a whole. While Pallister's government has been picking away at public services, it has also been tearing apart workers' rights and giving businesses a bigger advantage over labour.

UFCW Local 832 represents members in both the private and public sectors. Therefore, it is important to highlight the challenges that **all of our members** face. This is one of the **main reasons why it is so imperative for Local 832 to be present and participate at the MFL conventions**. We need to ensure that the voices of our members are heard loud and clear, and that the MFL is aware of our struggles as well.

The MFL, along with Local 832, will continue to fight the good fight for **all workers**. Together we will ensure that we preserve the history of the labour movement, and help pave the way for a better future for all Manitobans.



Kim Ferris, Union Rep

5 -MINUTE LEEWAY

Recently, it came to the union's attention that management at some Loblaw stores is using the five-minute leeway clause to have employees start their shift five minutes before their scheduled start time, as well as have them stay five minutes past their scheduled end time. This is not acceptable!

In both the Loblaw and Sobeys West collective agreements, it clearly states that the five-minute leeway is not intended to be part of the work schedule. It is to be used **strictly as an extra few minutes required to complete a job IN PROGRESS**.

at quitting time. Time worked in excess of the five minutes is to be paid at overtime rates.

UFCW has put management on notice of the intent of the five-minute leeway and will be monitoring the situation. If you are being asked to start or stay before or after your scheduled time, call your union representative or talk to one of your shop stewards.

Also note that you are obligated to be at work dressed and ready to clock in at the beginning of your shift.

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Scott Price
Oral History Project

FINAL OFFER SELECTION: AN IMPORTANT HISTORICAL TEST CASE

It is common for some to view the labour movement as a monolith but in practice this is not the case. One of the more pronounced examples of the splits that can happen within the labour movement occurred when the NDP government in the 1980s put forward Final Offer Selection legislation (FOS). The legislation was meant to be a happy political medium for the NDP government in terms of labour legislation: short of the anti-scab legislation all unions wanted, but enough to retain general union support for the government. However, it quickly split the labour movement and created a contentious relationship between the NDP and some of Manitoba's most prominent unions.

FOS was first introduced by the NDP government lead by Howard Pawley in a 1984 White Paper on labour reform. Final Offer Selection entails that either before or after a work stoppage begins, both the union and employer submit to third party arbitration and offer their final offers to the arbitrator to pick one of the two final offers. The thought was that FOS would cut down on the number of long and volatile strikes.

FOS was contentious for unions because it highlighted the contradictions within the labour movement at the time. On the one hand, FOS could help smaller bargaining units in faster growing parts of the economy like retail and service industry, but on the other hand, many larger unions, especially in the public sector, feared FOS would erode the right to strike and to free collective bargaining.

UFCW local 832 welcomed FOS because of issues with smaller bargaining units being de-certified after long strikes. Several other unions also welcomed FOS for similar reasons.

There were unions at the time that opposed FOS because they felt it would erode the right to strike and to free collective bargaining. In particular the public sector unions were worried that anti-labour governments could use FOS to stop strikes all together, a fear based on experiences with the federal government and other provincial governments.

The Westfair (Superstore) strike of 1987 was used by those on both sides of the debate to justify their support or opposition to the legislation. The Progressive Conservatives at the time referred to the bill as the "bail out Bernie bill," referring to then UFCW local 832 President Bernard Christophe.

Ultimately FOS died with the election of a PC government in 1988 under Gary Filmon. When the NDP were elected in 1999, a law was passed similar to FOS that allows for settlement by arbitration of strikes/lockouts after 60 days.

What we can take away from the case of FOS in Manitoba in the 1980s is the various contours and splits within the labour movement, how they can manifest themselves and why. Cases like this are important to understand so the labour movement can maintain unity and solidarity and fight bosses, not themselves.

MFL denies split over labor bill

Support strong for final offer arbitration, union official claims

By Murray McNeill

He said final offer arbitration would not be imposed on the province's public sector workers.



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