



**THIS ELECTION
VOTE FOR
WORKING
FAMILIES**

BROADWAY

STOP
PALLISTER



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

SEPTEMBER / OCTOBER 2019



A Message from the Secretary-Treasurer

Beatrice Bruske

WHY AM I RUNNING?

The next Manitoba provincial election has been called for September 10. I have decided to let my name stand as a candidate for the NDP. You may ask why would I choose to run, and why would I want to run in Premier Pallister's constituency, of all places?

It's simple. I love my job. I love working on behalf of union members across Manitoba. I also understand that politics and decisions made by our provincial government touch every aspect of how unions are able to stand up for and represent their members. Our provincial government determines the provincial budget, which decides the fiscal priorities and how the money is allocated. This is much like my current work as your secretary-treasurer, where I draft a budget after reviewing Local 832's income, the needs of our membership and the cost of the services required.

Budgeting brings with it a significant amount of responsibility and requires input from our members, our executive board and our union staff. It also requires compromises and thinking outside the box to come up with creative solutions to challenging issues. Prioritizing the most important needs has to be the main focus to allocate limited resources.

That is precisely the reason why I am running. Our current Conservative government has not been very receptive to listening to what Manitobans' needs are. Nor have they come up with outside-of-the-box thinking. We have many critical issues facing our province and by extension our workplaces.

One example that I'm concerned about is the ongoing attack on workers by this government by legislating wages rather than sitting down at the bargaining table and negotiating respectfully with workers. This disregard for workers has a direct impact not just on public sector workers or health care workers, but on all working families.

UFCW 832 represents over 1,300 direct support professionals working in place such as Brandon Community Options, Rolling Dale, ACL, Life's Journey, WinnServ, Visions of Independence, Epic Opportunities and Epic de St. Malo. These organizations work with a variety of Manitoba's most vulnerable citizens with special needs. The professionals in this industry provide support under what are often challenging situations, but the wages and benefits that these organizations are able to offer are not commensurate with the amount of responsibility these workers have.

This is not the fault of the organizations. Whenever we meet at the bargaining table, both parties try hard to make sure that the wages and benefits are reasonable. However, when funding hasn't gone up in ages, this leaves these organizations with few options. Workers in this industry often have to make the difficult decision of finding other work so they can make ends meet. And the consequence of this high turnover among workers means vulnerable people end up seeing a rotating door of the people who are assisting them. **That is not respectful to workers nor to the individuals requiring the service.**

Being informed and being critical is one thing. But, actually trying to effect change, other than by voting, means that sometimes you have to step up and put your name forward. This is just one of many reasons why you will find my name on the ballot as the NDP candidate for Fort Whyte.

What can you do to effect positive change? Get involved, ask questions of the candidates coming to your door asking for your vote, but most importantly **make sure you vote on Tuesday, September 10!**

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5 Things to Remember

When You Vote in the Provincial Election on September 10

1. Pallister has created total chaos in our health care system

The Pallister government has created chaos in our health care system, through cuts, emergency room closures, and their unwillingness to listen to front-line workers who know how the system works. They've closed both the Concordia and Seven Oaks ERs well before originally planned because they no longer had enough staff to operate. And health care workers are facing mounting stress due to massive levels of overtime, unsafe staffing levels, and this government's misguided plans. Look at the damage they've done to health care in just three years. Imagine what they will do with another four. Let's not give them the chance.

2. Security guards have less money in their pockets.

Because Pallister has ignored the advice of both Labour and Employers by removing the Security Guard Minimum Wage, guards now have roughly \$2000 less in their pockets to help them support themselves and their families. In an incredibly competitive market, guards need legislated wages and more training to better deal with today's challenges.

3. Pallister got rid of card check, making it harder to join a union

Time and time again, the Conservatives have shown they are firmly on the side of their corporate friends, not working people. That is why one of their first acts in government was to make it harder for workers to decide to join unions by signing a union card. By getting rid of the card check system, Pallister is forcing workers to vote two times, instead of just one, allowing more time for employer interference and intimidation.

4. Pallister is keeping his plans for pensions a secret

This summer, the Pallister government announced that they want to make changes to Manitoba's pension system, but they will be keeping them secret from Manitobans until after the election. Proposals like loosening unlocking provisions and ending the long-established principle of universal participation appear to be on the table. All workers deserve to be able to retire from working life with dignity and financial security. Voters should have a clear understanding of the Pallister government's plan for their pensions before they go to the polls.

5. Pallister has failed working families looking for child care

Parents are facing unnecessary stress because affordable, high-quality child care is so hard to find. This makes it harder for parents – especially women – to get back to paid work, and it hurts our economy.

UFCW 832 wants you to vote for the party you believe in, but time and time again, the Conservatives have shown that they are not on the side of working families. Your union has consistently stood with the Manitoba NDP, because they have stood with working families. They listen and work with frontline workers, students, and working families. Not just those at the top.

This election there are three UFCW members who are running for the NDP, we encourage you to show your support for them, and for the party that has the back of working families.

Thanks to the Manitoba Federation of Labour for putting together parts of the above content.

UFCW 832 MEMBERS RUNNING IN THE UPCOMING PROVINCIAL ELECTION



Rob Jessup

Works at Life's Journey

Running in Steinbach for the NDP

For the past 11 years, UFCW Local 832 member Robert Jessup has worked at Life's Journey. He moved to Steinbach in 2014, and when Life's Journey expanded to Steinbach, he took the opportunity to laterally move his position and work in his home city. Life's Journey Inc. is an agency providing disability services in multiple rural and urban locations in Manitoba.

"I've been a supporter of the NDP most of my adult life. I think I became more and more NDP, the more union involved I became. The NDP supports the view that I carry for me, my friends and my family," Rob said. "During the last NDP convention I ran into Andrew Swan at the convention, I let him know I was upset with the party for not having better representation in Steinbach, and he responded with, why don't you run. So, the more I thought about it, and after talking with my wife Michelle, the more passionate I got about giving people in Steinbach a strong local voice."

Two main concerns that Rob has are health care and education. Rob wants to see movement forward with addiction treatments. He believes this issue needs more exposure. In Steinbach there has been an increase in petty crime—car break-ins, house invasions—to support a meth addiction, which is a problem universally across the province.

Rob said, "People from Steinbach seeking treatment for mental health crises go to either Winkler or Selkirk. Steinbach is the third biggest city in Manitoba, and it should have its own facility. We need a facility to treat people with addictions, we need programs for when they are through addictions to help set them up with jobs, a place to live, or just a sense of support."

Another concern for Rob is education. "I have two young children, both in school. My son is in a Grade 3/4 split class, but my daughter was able to be in a strictly Grade 4 class. Do we have too many students and not enough teachers, or do we not have enough space?"

Rob said he will work hard for and be accessible to the people of Steinbach.



Nick Brown

Works at Superstore

Running in Brandon West for the NDP

Nick Brown has been a member of UFCW Local 832 since January 2019, when he started working at the Superstore in Brandon. Prior to that he was a student.

Nick has always been a strong believer in principles and in making a difference, so when a vice-president vacancy at the Brandon University Students' Union (BUSU) arose in 2014, he stepped up. Nick served two terms as vice-president for BUSU. During his second term as vice-president, the president of BUSU took a leave of absence and Nick moved into the position of president, which he held for two years.

His term as BUSU president ended May 2018. "Once I was done with that, I focused on getting involved in politics," said Nick. "I decided to get involved with the NDP as they were the only party that showed up at the BUSU office to talk to us. I remember one day when I walked into my office and saw NDP Leader Wab Kinew sitting in my chair. We talked about tuition and Bill 31. Not once did I see any other candidates come to our office."

In 2018, Nick decided to attend the NDP convention, which was held in Brandon. "The NDP represent the values that I strive for and want to uphold," he shared.

When asked, What is the most important issue in Brandon right now? Nick quickly responded, "Health care, absolutely health care. We have a meth crisis right now that Pallister's Conservatives are refusing to take action on. The Bear Clan is picking up needles, weapons, drugs, on a daily basis and the current government doesn't even want to put a committee together to investigate this crisis."

Climate change is also an important issue to Nick. "The existing government had a commissioner's report on what is going on with the climate and ways to fix it. The Premier simply dumped it on the floor. That is a clear statement on how the Conservatives feel on climate change."

Nick said, "I'd like to take action on health care, climate change, invest in our future, and in our kids' future."



JOIN "THE TEAM" TO HELP FUNDRAISE!

For over 30 years UFCW has helped fundraise for the Leukemia & Lymphoma Society of Canada. UFCW Local 832 is again taking part in this year's event and we invite you to help out by either joining or donating to the UFCW Team.

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

COME WALK WITH US WINNIPEG

September 28 at 5:00 p.m.
Forks Festival Grounds
Contact Jason Hawkins at 204-786-5055/1-888-832-9832

BRANDON

October 5 at 5:00 p.m.
Rotary Park
Contact Morag Stewart at 204-727-7131/1-800-552-1193

Any UFCW 832 member who donates or joins the team (and receives pledges) will have their name put in for a draw for tickets to a Bombers game.

STRENGTH IN NUMBERS



Phil Kraychuk
Negotiations

It is a known fact that we build a **stronger union** when we have **stronger member support and engagement**. This is even more important during the bargaining process.

The bargaining process sometimes starts long before we meet at the table with your employer to begin negotiating your collective agreement. Negotiations take time, strategy and commitment. One of the first steps in the process is to hear from you, the members, as to what amendments you would like to see negotiated into your new collective agreement. There are obvious proposals that the union will automatically revert to. However, **the most important proposals are the ones that come from you**, the people who are actually doing the job.

If there are only three or four people in attendance at a proposals meeting, in a 100-person unit, we may miss huge opportunities to make important gains during bargaining. Union meetings are a way for us to learn more about your workplaces, for all of us to educate each other and to take the best possible ammunition we can into negotiations. When your employer knows the membership is not actively participating in the bargaining process, we head to the table without one of our strongest tools—solidarity and strength in numbers.

Quite simply, if your employer knows the membership is active and engaged, it is less



likely they will push for major concessions and instead will offer a good and acceptable deal for its workers. If an employer sees weakness in the membership, they will likely push for cutbacks, as they know the workers are not united and will not take a stand.

All too often we end up in a situation where we are unable to move an employer because the membership is not engaged, and they are not behind the committee! This can leave us in the position where we accept something that maybe we might not want.

The whole point is, **the more people engaged, the louder the voice**. Solidarity and power comes with strength in numbers. Get out to your union meetings! **Your attendance matters and your role in negotiations matters!**

THANK YOU AND WELL WISHES, ALINE

Aline Audette, a labour leader and activist who committed over 30 years to advocating for hardworking families and helping her co-workers, has retired.

Aline started as a kitchen aide at the St. Boniface Hospital in 1984, then moved into housekeeping and went on to take the health care aide course. During her time at St. Boniface Hospital, she used her experience as a rank-and-file union activist to help her co-workers. Aline became a shop steward, a negotiating committee member, and a long-term vice-president of Local 832's executive board.

In 2003, Aline became president of UFCW Local 1869, when St. Boniface Hospital members formed their own Local. Aline held that position until Local 832 and 1869 remerged in 2016. From 2016 until her retirement, Aline continued to represent the members at the St. Boniface Hospital in her position as Local 832's health care co-ordinator and union representative.

Aline said, "I am grateful that I had the opportunity to work with and represent the members at St. Boniface Hospital for my entire working career."

Besides her work with UFCW, Aline, along with her husband, raised two busy boys and supported them at all their activities. Her family has grown to include five pride and joys, her grandkids. They enjoy camping and are involved in dirt track racing, as both of her boys and her eldest granddaughter are racers. During the winter you can find her in an ice rink watching her grandkids play hockey.



"I would like to take a moment to thank the membership," Aline said. "Over my years of working with and representing the members, I have made many memories and have learned many lifelong lessons, which I will cherish, I wish you all the best in your work life, and more importantly, your personal life. It's now time to put my energy towards my family and friends."

UFCW Local 832 President Jeff Traeger stated, "On behalf of our executive, staff and members, especially the ones who work at the St. Boniface Hospital, our deepest thanks to Aline for her tremendous contribution to our Local, and to the lives of UFCW members and their families."

Happy retirement and best wishes on your next adventures!



IS YOUR THERMAL CASH REGISTER RECEIPT PAPER SAFE?



Curt Martel
Health & Safety



You may recall hearing about Bisphenol A (BPA) back in 2008 when Health Canada declared it toxic to human health and again in 2010 when the federal government moved to ban its use in infant formula bottles. Despite these positive regulatory steps, BPA is still found in a variety of consumer goods such as plastic water bottles, the lining of aluminum and tin cans, and the thermal cash register receipt paper that retail workers handle throughout the day.

BPA mimics the naturally occurring hormone estrogen. Exposure to BPA has been linked to a variety of health problems such as ADHD in children, breast and prostate cancer, reproductive issues, sexual dysfunction and obesity. Studies have shown that cashiers working in retail have higher levels of BPA in their bodies than other workers since it can be absorbed through the skin when handling the thermal cash register paper. This is likely intensified by the cashiers' frequent use of hand sanitizer, which has been

demonstrated to increase the amount of BPA being absorbed into the body.

UFCW Canada's Workplace Rights Committee is working to address this issue across the country, lobbying Canada's major retailers to eliminate the use of BPA-coated thermal paper in their stores. We are also encouraging our members serving on workplace safety and health committees to bring this issue up at the store level.

When BPA is removed from a product it is often replaced with its sister chemical, Bisphenol S (BPS), which poses many of the same risks to human health. This is an example of a bad substitution, since one hazardous chemical is substituted for another chemical that is equally, if not more, harmful. It's sort of like setting the house on fire because it's cold and the furnace is broken... sure, you've warmed the place up, but the solution created a whole new problem.



Brigitte Sabourin, recipient of the \$2,000 Safeway work-specific scholarship, with union rep Kim Ferris.



Nameweel Arcebuhe, recipient of the \$2,000 Maple Leaf work-specific scholarship, with Union rep Claudia Colocho



Antwi Oti, Superstore 1514, winner of a general scholarship, with union rep Roberta Hoogervorst.

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. This year, UFCW Local 832 awarded around \$25,000 in scholarships to members or their dependants.

Two Grade 12 graduates received \$500 each and one received \$1,000, 17 general scholarships of \$1,000 each were awarded, and Brigitte Sabourin from Sobeys West Store #4854 and Nameweel Arcebuhe from Maple Leaf received workplace-specific scholarships of \$2,000.

As well, each year two \$1,000 UFCW/Diageo scholarships are awarded members or children of members who work at the Diageo Gimli plant. This

year the winners were sisters Sophie and Grace Lebel. Their father Steve is a union member and shop steward at Diageo.

Every 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, 2019.**

To find out if you are eligible for any of these scholarships or any other scholarships or bursaries available, go the Local's website at ufcw832.com/scholarships_and_bursaries.html.

Congratulations to all the students who received scholarships this year.

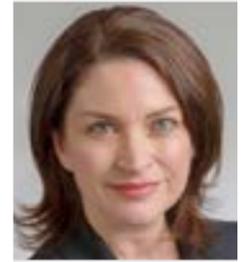


Jeffrey Peijia, general scholarship winner, with his mom Anxiu Su, who works at BCO and union rep Morag Stewart.



UFCW/Diageo scholarship winners this year are sisters **Sophie** (left) and **Grace Lebel**, with their dad Steve, member and shop steward at Diageo.

YOU'VE GOT THE POWER!



Erin Selby
Education & Training

I was the Minister of Advanced Education for our province from 2011-2013, responsible for all adult education in Manitoba. My goal was to ensure our education system was accessible, affordable and accountable. I brought in legislation and policies to take down barriers and to make it easier for anyone over 18 to get the education they needed to reach their full potential.

The Pallister government has a different priority: cuts, cuts, and more cuts. Governments have to be accountable to their citizens and should spend tax dollars wisely, I completely agree. What I don't agree with is putting profits ahead of people. I don't agree with cuts to adult education that make it harder for people to learn. I don't understand how denying access to education is good for our community or the economy.

We've seen what the Conservative health review led to: emergency room wait times are getting longer, people who work in health care are burnt out, and patients have no idea where they're supposed to go to get help. Now that they want to "review" education, expect to see more kids in the classroom, less help for children with special needs, tuition continue to rise for post-secondary school, and teachers being stretched to the max.

You can decide that isn't the province you want for you, your family and your community. The best way to ensure there won't be more cuts to the things families depend on **is to vote.**

What's the one thing politicians care about more than anything else? Nope, not money, not even power (that would be a close second though). Politicians care about votes. Politicians pay attention to votes. If you want a politician to hear what you have to say, just vote. We have to stop telling ourselves that one vote doesn't matter. We have to stop saying that all parties are the same, because they aren't. Each party has different priorities. Find one that speaks to the things that matter to you and your family. **You've got the power.** All you have to do is vote.

“Here's the thing... you've got the power to change all that.”

Not happy with the Pallister government? There is something you can do about it. **Vote on September 10th** for a party that cares about health care, education and making life affordable for your family. Vote NDP and you get a party that puts you and your family ahead of corporate greed, because the NDP was created by working people like you.

HISTORY

THE TORONTO PRINTERS' STRIKE AND THE NINE-HOUR MOVEMENT



Scott Price
History Project

On June 14, 1872, the Trade Union Act, introduced by Prime Minister John A. Macdonald, became law. Unions were now legal in Canada. How did this happen and what did it take for unions to achieve legal recognition? What are the lessons we can learn from this history?

The Trade Union Act emerged directly from the Toronto Printers' Strike of 1872. What made the printers' strike so significant was the mass movement surrounding it, called the Nine-Hour Movement.

The Nine-Hour Movement was the first workers movement of its kind in Canada. It grew out of the growth of craft unions and the development of an urban working class amidst the growth of towns and cities during early industrialization. The nine-hour day would take workers a step closer to the labour movement's ideal at the time of "Eight Hours Work, Eight Hours Leisure, Eight Hours Rest."

It started in January 1872 with a gathering of Hamilton workers, skilled and unskilled. They formed the Nine-Hour League. It was not a union, but an organization dedicated to securing the nine-hour day through collective protest and strike action. Within weeks, nine-hour groups sprung up in towns across Ontario and into Quebec. The emphasis was on large rallies to show support and put pressure on government, since strikes and union organizing was illegal at the time.

Toronto's unions and nine-hour supporters continued to build support through the first weeks of the printers' strike, called for April 12, 1872. The Toronto Trades Assembly (forerunner of today's labour council) called for a march on Queen's Park. On April 15, three days after the call, 2,000 workers and supporters gathered at the Trades Assembly Hall on King Street before marching down Yonge to College and then to Queen's Park. By the time they

arrived, the march had swelled to 10,000 people. Toronto's population was just over 100,000 at this time.

Recognizing an opportunity to consolidate support among skilled workers who could vote, and to land a blow against his political rivals, Prime Minister John A. Macdonald introduced legislation on April 18 to legalize unions. This legislation, the Trade Union Act, was modeled on British legislation passed the previous year.

The passing of the Trade Union Act did two things, it consolidated power for John A. Macdonald and took the momentum out of the Toronto's Printers' strike and the Nine-Hour Movement. Rallies and protests continued throughout the summer but the movement petered out by the fall. While unions and workers gained some legal recognition, its employers were not any more willing to accept collective bargaining and on May 7, three weeks after introducing the Trade Union Act, Macdonald brought forward the Criminal Law Amendment Act, which made picketing illegal.

Mass civil disobedience, democratic meetings, local organization and clear demands made the Nine-Hour Movement a force to be reckoned with. It also provided the atmosphere, energy and support for the Toronto Printers' Strike to have the impact it did. At the same time, the movement was defeated, and it took decades of continued struggle into the mid-20th century for unions and workers to achieve collective bargaining and the eight-hour workday. However, it is true that workers did manage to force the state to change industrial relations by using a mass movement.

The key lesson is that **any gains of significance were brought about**, not through the benevolent gifts of management or government, **but by workers organizing to make change.**

The Federal Election happens on October 21st, right on the heels of the Manitoba Provincial Election

On October 21st, we decide who our next Prime Minister is and which party will be in charge of Canada for the next four years. Thanks to UFCW 1006a in Ontario for putting together the information below.

5 Things to Know Before The Federal Election

Canadians head to the polls this fall — much is at stake.

1. Conservatives Set for Power Grab

Changing the Constitution of Canada requires a two-thirds rule. In order to make a constitutional change, we require the agreement of the federal government plus enough provincial governments that represent two thirds of the population of Canada. If Andrew Scheer wins, Conservatives will become unstoppable. They will play on divisive politics to distract us from what is at stake as they implement massive cuts. Canadians will have no power to stop their agenda, which caters to the richest in society at the expense of workers and their families.

2. Be Careful of The Fake News

Fake news is literally taking over. A recent survey found that 90 per cent of Canadians have fallen for fake news, most often on Facebook. Experts believe the upcoming federal election will be ripe for manipulation with voters being targeted through social media. Foreign and local interests are engaging in spreading false information to help their candidate of choice. Our advice? Turn to reputable sources like CBC News, CTV news, Canadian Press and the Toronto Star to get fair and accurate stories.

3. Privatization of Healthcare Under Scheer

Andrew Scheer's Conservatives recently held a \$250/person strategy session/fundraiser on privatizing healthcare. The Ford government is already attacking our healthcare system. What happens if they team up to gut our healthcare system. There will be no one left to stand up for workers and their families. Protect our public health care system and ensure quality universal healthcare for not just the rich but all Canadians. Money shouldn't be a barrier to saving lives.

4. Universal Pharmacare Needed More Than Ever

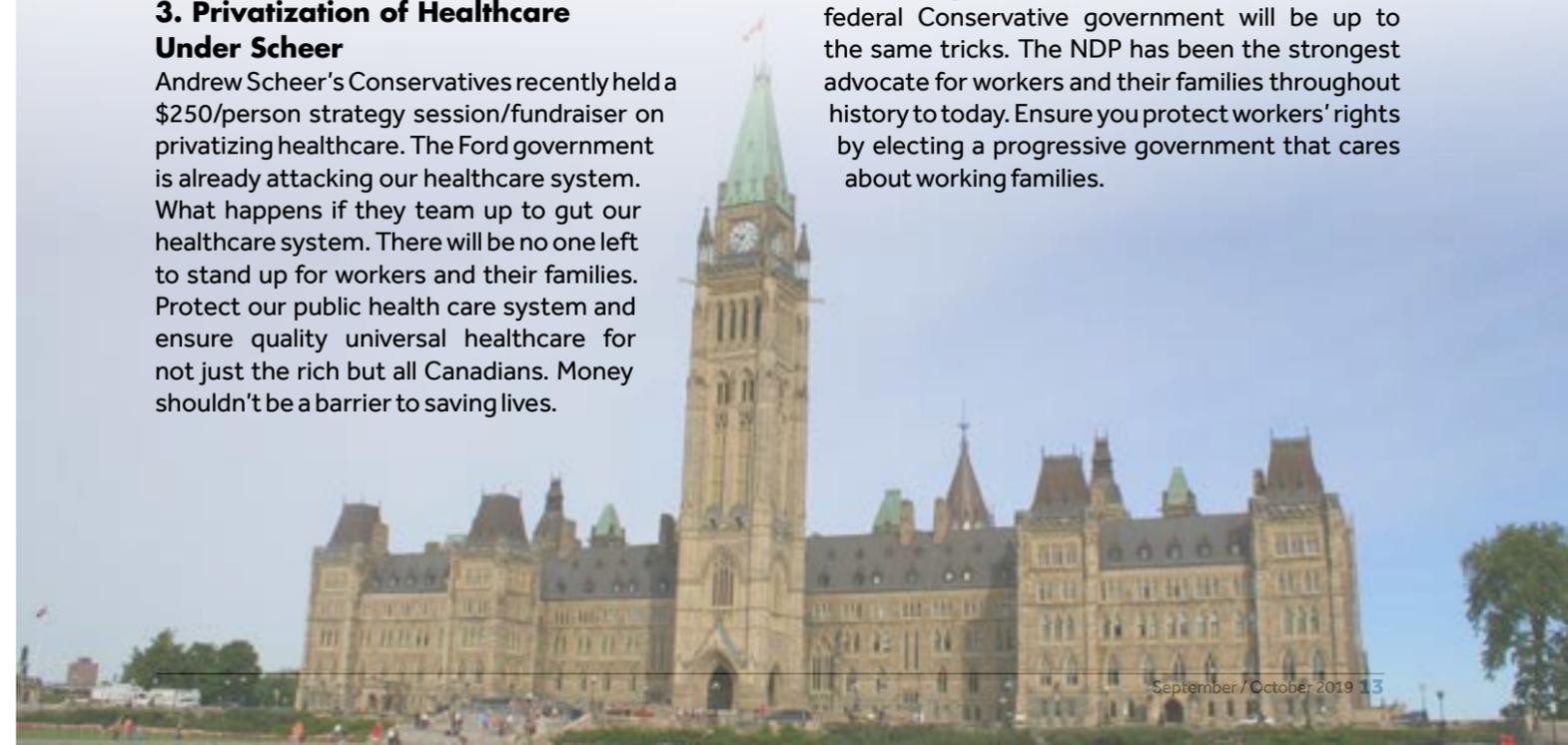
Did you know the first party to propose a universal pharmacare program is the Federal NDP? This plan will ensure everyone gets the essential medications they need. With the increase in precarious jobs, many families and children do not have access to a benefits program. This problem would ensure no one has to go without lifesaving medications due to their illness. The Conservatives do not support this initiative and the Liberals are jumping on board.

5. Climate Change is Coming For You

Conservatives have no specific targets or concrete plan to reduce emissions and are instead focused on slamming and misrepresenting the efforts of the other parties. Party members are still downplaying the effects of climate change, as related to extreme weather and human activity. Climate change is one of the central issues of our time, and Scheer's Conservatives do not have a serious plan to address it.

Bonus Tip: Protect Workers' Rights

Under the last Conservative federal government, workers' rights and unions were under attack. A federal Conservative government will be up to the same tricks. The NDP has been the strongest advocate for workers and their families throughout history to today. Ensure you protect workers' rights by electing a progressive government that cares about working families.





RETAIL THEFT STILL A GROWING CONCERN



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

In past issues of UNION, we have addressed the topics of retail theft and workplace policies to keep you protected and in safe hands.

However, there is still a growing concern, and, in fact, there has been a marked increase in incidents of shoplifting at the retail stores we represent. Furthermore, the actual incidents of shoplifting have become bolder with shoplifters openly leaving with full carts of products rather than the usual one or two products hidden under clothing. As well, they are showing little concern for the security measures that may be in place. It has been speculated that this may be as a result of the meth crisis that Winnipeg is presently undergoing.

Whatever the reason for the increase in shoplifting incidents, we are still getting calls from members who have been disciplined for engaging, chasing and even physically confronting these thieves and shoplifters. Remember, you are more important than a few groceries. It is not worth putting your safety at risk to stop someone from stealing or getting disciplined for trying to be a hero.

“If you become aware of a shoplifting situation, report the matter to management or to a loss prevention officer and then step back and let them handle the situation.”

Our **main concern is your well-being and safety.** This is also why employers have store policies, or should have policies, that deal with employees' dos and don'ts regarding shoplifting. We also want to ensure that employees who are untrained or unlicensed are not putting themselves in harmful or dangerous situations.

One recent policy that was implemented by a retail chain states, amongst other things, the following.

Under no circumstances are colleagues to:

- Conduct receipt checks of a suspected shoplifter.
- Physically pursue or follow a suspected shoplifter, including pursuing the suspect on foot and/or utilizing a vehicle to pursue the suspect.
- Physically detain a suspected shoplifter.
- Utilize any force or any type of physical restraint or weapon.
- Conduct a physical search of a suspect, or their belongings.
- Photograph or otherwise reproduce images of a suspected shoplifter.
- Divulge or discuss personal information regarding suspects arrested for theft with anyone outside the Loss Prevention department or law enforcement.

The policy ends with the usual warning that failure to follow the policy may result in discipline up to and including termination.

Our recent experience is that retail employers are taking this issue very seriously. Therefore, the basic rule you should follow is: If you become aware of a shoplifting situation, report the matter to management or a loss prevention officer and then step back and let them handle the situation.

As always, if you have any questions regarding this or any other store policy, your collective agreement, or a workplace concern, contact your union representative.

PROVIDING SUPPORT WHEN YOU NEED IT MOST LOCAL 832 PRESENT AT 33RD ANNUAL NATIONAL DEFENCE CONVENTION

For more than 30 years, the National Defence Fund (NDF) has provided UFCW Canada members who belong to the fund and their Locals with extra financial resources and bargaining strength when faced with a strike or lockout. The NDF is your guarantee that, in the event of a strike or lockout, not only will your Local have the resources to fight even the biggest employer on your behalf, but you will receive extra strike benefits to reduce the impact of the strike on you and your family.

At the convention held in July, UFCW Locals from across Canada gathered to build worker power and bargaining strength in collective areas. The

delegates in attendance took in two days of presentations and workshops that included topics on UFCW's main sectors; health and safety issues, such as workplace exposure to Bisphenol A (BPA) and Bisphenol S (BPS); and exploring new networks for member engagement to build solidarity and push back against anti-worker governments.

Delegates also joined their respective sectors from the packinghouse, hospitality, soft drink, flour milling, and retail food industries to relate and discuss similarities they are currently facing at their workplaces.



GREATEST ENHANCEMENTS TO BENEFITS FOR LOBLAW MEMBERS IN OVER 20 YEARS!

In the last round of negotiations for our Loblaw members, the parties agreed to make a joint recommendation to the board of trustees of the UFCW Local 832/Westfair Foods Benefit Plan to make improvements to the Plan.

The union is proud to announce the following huge improvements to your benefits, effective October 1, 2019:

TIER 1 Drug Card

No more putting out money and waiting to be reimbursed

Prescription Drug Increase to \$750, up from \$350

TIER 1 AND TIER 2 Vision Care Increase to \$350 every two years, up from \$250

TIER 1 AND PART-TIME TIER 2 Sick Pay Sick pay from the benefit plan will be made as follows:

Hourly Rate of Pay	Sick Pay Benefit
up to \$14.00 per hour	\$65 full day (\$32.50 per partial day)
\$14.01 to \$18 per hour	\$85 full day (\$42.50 per partial day)
\$18.01 and over per hour	\$110 full day (\$55.00 per partial day)

If you have any questions regarding these changes or for information about your eligibility, coverage or claims, call or write the plan administrator:

UFCW Local 832/Westfair Foods Ltd. Benefit Plan
3rd Floor, 880 Portage Avenue
Winnipeg, MB R3G 0P1

Phone: 204-982-6087 / 1-877-982-6087



SCHOLARSHIPS AVAILABLE

The Denis Allard/ Cyrus Lister/Gerry Otto Scholarship

Annually, the UFCW Retirees' Club awards two \$750 scholarships to children or grandchildren of a Local 832 retired member to help them reach their educational goals. To get an application form, call Nichol at 204-786-5055 or 1-888-832-9832. **To be eligible to apply:**

- The applicant must be either the child or grandchild of a UFCW Local 832 retired member.
- The applicant must be attending a post-secondary institution for the 2019/2020 academic year.
- The applicant must submit an approximately 500-word essay about their connection with UFCW Local 832.
- Applications must be received **no later than October 31, 2019.**

Mail in (emails not accepted) completed application, along with essay, to:

Retirees' Club Scholarship Committee
1412 Portage Avenue, Winnipeg, MB, R3G 0V5
Attention Nichol

The scholarship winners will be announced in the month of November. **The full details of eligibility and rules are listed on the official scholarship application form.**

Education is what remains after one has forgotten what one has learned in school. – Albert Einstein

REMEMBER TO JOIN US!

South Beach Casino Overnight Excursion - November 4 to 5

\$50

Cost is based on double occupancy. For single occupancy add \$20 more.

As advertised in the last issue of UNION, don't miss out on coming to South Beach!

For details and to register, call:
Norma at 204-663-5102
Armand at 204-832-1211
Joan at 204-422-6670

There are two pick-up locations:

1. Safeway at 2 Alpine Avenue (corner of St. Anne's and Fermor) – Bus will arrive at 9:00 a.m. and depart at 9:15 a.m. Parking is available by the northwest corner of the lot.
2. Safeway at 920 Jefferson (corner of Jefferson and McPhillips) – Bus arrives around 10:00 a.m. and departs at about 10:15 a.m. Parking is available on the northeast corner of the building, behind the Thunderbird.

RECIPE OF THE MONTH

Tender Chicken Wings

- 5 lbs. chicken wings
- 1 10 oz. bottle chili sauce
- ¼ cup lemon juice
- ¼ cup molasses
- 2 tbsp. Worcestershire sauce
- 6 minced garlic cloves
- 1 tbsp. chili powder
- 1 tbsp. salsa

Place wings in slow cooker. In small bowl, combine chili sauce, lemon juice, molasses, Worcestershire sauce, garlic, chili powder and salsa. Pour over chicken. Stir to coat. Cover and cook on low for 8 hrs or until chicken is tender. Serves 4.

NOTES & NODS

Fall Luncheon will be held at the ANAF Legion on October 15. Come out for an afternoon of good food, guest speakers, cash draws and door prizes.

Reminder: **Mail in your membership application form by January 31, 2020.**

BIRTHDAY WISHES

- Jean Horton, 88
- Barbara Schick, 86
- Mary Peloski, 85
- Jack Lawson, 84
- Juli Galambos, 84
- Margaret Bakker, 84
- Shirley Lenz, 81
- Debora Bomback, 65
- Sandy Blackburn, 65



YOUNG WORKERS CONFERENCE HELD IN WINNIPEG THIS YEAR

The Young-Workers Internship Program (YIP) took place once again this past July. This time it was hosted here in Manitoba at the Fairmont Winnipeg Hotel. YIP is a program put on by UFCW Canada every year as a means to engage with young workers to educate them more about the union and listen to their perspectives so we can better achieve successes at the bargaining table for all of us.

Thank you to Simarjit from here in Manitoba for submitting the following letter!

When I got the email regarding the opportunity to attend YIP, I never imagined that it might be such a valuable experience. The whole week was a memorable experience. This all happened because of great organization keeping in mind the comfort and needs of the participants.

My point of view for the union got changed. I always wondered why I have to pay the dues from every pay check when I don't need the union that often. YIP helped to explain the importance of the union to me. The fact that I never needed the union until now is because union is taking care of me without me knowing about it through collective bargaining agreements. I got a clear look at how non-unionized people work without any privileges of paid vacation or sick days, proper breaks etc.

It is always difficult to voice your problems when you are alone, but with the union at your back, your voice can be heard loud and clear. I no longer feel bad about paying union dues because I know this might be helping someone who is struggling at work, who might be on strike.

Union makes sure that everyone gets the fair and stress-free work environment.

I am so happy to be a part of UFCW 832, I can go to work with a sense of support. If one wants the union to help in any issue, one has to speak up first, don't hesitate to approach union or union representatives. They are always happy to help. There is always strength in numbers. Similarly, strength of a union also lies in its members, so don't just make it easy for your employer to exploit you.

Get unionized. Enjoy a stress-free work life.



Simarjit Sidhu

MEMBER DISCOUNTS

UFCW Local 832 membership entitles you to substantial discounts and special offers from numerous merchants and service providers. It's a good idea to call ahead to make sure you and the benefit provider are on the same terms as to what discount/service you will be receiving. Discounts may change without notice.

Where you can get discounts

- Group RRSP for Local 832 Members
- American Income Life
- Anna's Denture Clinic
- Brad Pallen
- Brandon Chrysler Dodge
- Bridgeview Bed & Breakfast
- Carman Ford (& River City Ford)
- Celebrations Dinner Theatre
- Chapel Lawn Funeral Home & Cemetery
- EverFit Training
- Eye-Deal Eyewear
- Eye Outfitters
- Fort Rouge Auto Centre
- Greenwood Dental Centre
- M-pire Auto Detailing
- Manitoba Moose Games
- NRG Athletes Therapy Fitness
- Natural Wellness Chiropractic Centre
- Park'N Fly

- Pembina Dodge
- Polo Park Hearing Centre
- Property Insurance Program with Keystone Agencies
- River City Ford (& Carman Food)
- Sargent Jeans
- Scotia Optical
- SDS Alarms
- Selkirk GM
- Spirit 1 Taekwondo Academy
- SureFire Auto
- The Fairmont and Velvet Glove
- True North Sports & Entertainment
- Visions
- Union Saving & UFCW MasterCard
- Wilder, Wilder, Langtry
- Winnipeg Blue Bombers
- Winnipeg Rec Pass
- Work Authority

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

DISCOUNTS & SAVINGS FOR UFCW LOCAL 832

Union members • Retirees • Family members



HOW IT WORKS
Find UFCW - Local 832
on the list and register
for a free account

Register at www.unionsavings.ca

or call 1-800-418-2990

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Please return undeliverable Canadian addresses

to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5