



2017 Activist Conference
TAKING ACTION



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

MAY / JUNE 2017



**A Message from the
Secretary-Treasurer**

Beatrice Bruske

WE ALL NEED TO CHANGE OUR VIEW OF SUPPORT SERVICES.

You may not all know this, but UFCW Local 832 represents around 1,000 support workers here in Manitoba who work at non-profit agencies.

Many people assume that support workers make a good, steady income because they're funded wholly or in part by public dollars. The unfortunate reality is that their salary is normally \$30k a year or less, and there is little to no adequate training to do the job properly.

Many of these workers have to bring in additional income with a second job to make ends meet, but the schedule of a support worker makes this very difficult. The hours are constantly changing and people are moved from one client to another based on needs or personality conflicts with supported individuals.

Unfortunately, what this all leads to is a higher rate of staff turnover, because of low wages and challenging working conditions. This equals out to poorer care for supported individuals.

At the negotiating table, we constantly push for better wages, better working conditions and better training. We are constantly told that the employers hands are tied, their funding all leads back to government, and funding is fixed.

We need to stop looking at these workers, who are doing challenging work, as numbers on a spreadsheet and start investing more into support services in all forms. Better training, higher wages and increased access to resources will pay us back in the short-term with stable care for supported individuals. In the long run though, we would see returns through lower demands on an already heavily tasked health care system and better care with longer-term experienced staff.

Our frontline support workers really are some of the unsung heroes in our society, who stay in their jobs because they care for the people they look after. It's time we paid them back with some proper training and compensation.

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

Beatrice Bruske

Secretary-Treasurer
UFCW Local 832

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2017 Activist Conference TAKING ACTION



The Local's 2017 Activist Conference was held from April 18 to 20. Union President Traeger welcomed over 250 activists to the Fairmont Hotel in Winnipeg. This year's theme for the conference was "Taking Action."

Members got to take part in a variety of engaging workshops designed to empower them in their workplaces, their homes and their communities.

We had many great presenters, including Esther Lopez, the UFCW International secretary-treasurer, as well as Heather Fraser, president/CEO of the NOW Group, Jennifer Hollet, head of news and government for Twitter Canada, and an informative musical presentation by Packingtown Edmonton. The final presenter at the Activist Conference was Gary Doer, the former Premier of Manitoba and the former Ambassador of Canada to the U.S. Gary shared stories about his time in the United States as the ambassador and his experiences with UFCW on the international level.





ZERO-TOLERANCE POLICIES AND THE LAW



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel



Over the last few years, several of the production/processing facilities where we represent members have implemented a zero-tolerance policy for serious safety infractions. More specifically, for failing to follow what is commonly referred to as a Lock Out/Tag Out or Lock and Tag procedure (LOTO). LOTO is a safety procedure used in industry to ensure that dangerous machines are properly shut off and not able to be started up again prior to the completion of maintenance or servicing work. These policies indicate that termination of employment is the likely consequence for violating the policy.

However, even if a company states that all violations of LOTO would be viewed as a terminable offence (zero-tolerance), there may be circumstances that do not lead to terminating employment. The case law agrees that zero-tolerance policies must not be applied automatically with termination being the automatic response and that each case must be individually assessed.

Your union, Local 832, will investigate each individual case even if the zero-tolerance policy is found to be valid. An arbitrator could still assess whether there are mitigating factors that could reduce or amend the termination penalty. They would look at the following factors:

- Long service and a good prior record of the grievor, including whether or not the offence was an isolated incident in the grievor's employment history;
- Whether the offence was impulsive, committed on the spur of the moment or premeditated.
- The seriousness of the offence in terms of the employer's policy and obligations;
- The economic impact of the discharge having regard to the grievor's personal circumstances;
- Evidence that the company's rules of conduct, either unwritten or posted, have or have not been uniformly enforced;
- Other circumstances which should properly be taken into consideration, including the frank acknowledgement of misconduct of the grievor or a failure to apologize for conduct; and
- The grievor's future prospects of likely good behaviour.

If you have been disciplined or your employment terminated for violating a LOTO policy, make sure to contact your union representative immediately. There may be many ways for the union to fight your termination or suspension.

PREPARING FOR THE SEASON



Phil Kraychuk
Health & Safety

With summer right around the corner, most of us are thinking hot and sun! I am just as excited as you are to be putting away my parka and boots and pulling out my shorts and sandals. However, as UFCW Local 832's health and safety specialist, I am also here to remind you that the summer months can be a seasonal hazard.



As much as summer is a more enjoyable time of the year, heat can be very dangerous. All too often we hear about members suffering from the prairie's high temperatures. Employees working in a garden centre at your local Superstore or Sobeys, security guards standing outside keeping an area safe for us, or a support worker taking a client out for a walk to the park are all examples of UFCW members at risk from a seasonal hazard.

If you plan properly, you can prevent and eliminate those seasonal dangers. Here are some tips to help you stay safe at work:

- *Use sunscreen*
- *Hydrate with water every 10-15 minutes*
- *Try to take breaks in shaded areas*
- *Wear a hat to keep the sun off your head*
- *If possible, wear light-coloured clothing or breathable cotton*
- *Exercise in moderation*

Then, of course, there are our insects! Manitoba is famous for its human-sized mosquitos, black flies, bees and wasps, their stings and bites can also be potentially dangerous.



There are many different types of insect repellents and some contain harmful chemicals, like D-15, that will scare a bear away. When buying insect repellent, make sure to read the ingredients. It is also very important to let your employer and co-workers know if you have any allergies to insects, and if you carry an EpiPen make sure they know where it is and how to use it.

Many of you have wording in your collective agreements regarding specific clothing and/or equipment provided by your employer for the summer months. Take the time now to read your agreement and plan ahead. Your health and safety is important.

For the most part, employers are good about accommodating, but if you run into a problem or have a concern, make sure to contact your union representative.

Limiting the Bargaining Unit Work Performed by Non-Union Employees



Martin Trudel
Negotiations

In any negotiation process, the main focus, if not all focus, is on proposals made by an employer related to collective agreement clauses that have a direct financial impact on its profit margins. This is because shareholder returns and corporate bonuses are all based on the profit a company makes. Therefore, everyone outside the bargaining unit has a personal interest in having as high a profit margin as possible due to the direct personal gain involved.

We, however, need to be mindful that an employer needs to be profitable in order to remain financially viable, which in turn results in job security for a workforce. The fact remains that **this profit level cannot be at a level where it is at the expense of our members.** In other words, employees' wages and benefits cannot be reduced so shareholders and corporate teams can have bigger quarterly bonuses.

As previously mentioned, a typical series of initial proposals from an employer who wants to increase profits will include wage freezes or rollbacks, reduced vacation time, decreased or eliminated sick time and decreased health and welfare benefits.

But a proposal that is often overlooked and is just as important as the obvious ones mentioned above, is increasing the scope of contracting out and/or reducing the restriction of managerial positions having the right to perform bargaining unit work.

In some workplaces, outside contractors are allowed to perform certain types of work in the event that the existing bargaining unit members do not have the necessary equipment and/

or accreditation to have the work completed according to health and safety regulations or other government standards. It is also common in certain industries to have supervisors performing bargaining unit work in emergency situations only. These exceptions are normally quite restricted and have strong language to support them.

This leads us to why it is important to take a stand in negotiations when an employer attempts to expand the aforementioned clauses and make them less restrictive. The most common approach we normally encounter when an employer brings it up is under the pretext of 'operational flexibility'. This really means allowing an employer to:

- use who they want, when they want, to perform whatever type of duties they want without having to respect the terms of a collective agreement;
- not have to pay any benefits.; slowly reduce the size of the bargaining unit to a point where the number is so low that the remaining members have no real bargaining power and are essentially forced to accept whatever the company throws at them.

This scenario is very real and something your UFCW negotiating team deals with in almost every single round of bargaining. This is why it is important to support your union bargaining committee and attend proposal meetings and voting sessions. If we stand together, we can better repel such initiatives from profit-oriented corporations.

Getting to know Sister Leanne



Erin Selby
Education & Training

If you have taken classes at the Training Centre in either Brandon or Winnipeg, **Leanne Kordalchuk** is probably a familiar face. Leanne began facilitating our shop steward classes in the fall of 2016 and continues to be a popular addition to our classrooms. Leanne's 28 years of experience as a UFCW member makes her a valuable resource to our shop stewards.



ES: You have worked at Sobeys (Safeway) for 28 years. You've been a shop steward since 1998. You have sat on both the health and safety and negotiating committees at your workplace. You've even been on the UFCW Advisory Board. What got you involved with your union?

LK: In the past, I often relayed an unfortunate incident in which I felt my employer held me responsible for an error in judgement made by a fellow, senior employee. However, much time has passed since that occurred and now I would attribute my desire to be involved with my union to my parents and their example during my childhood. Both were dedicated community volunteers, showing me the value of giving to causes you believe in and establishing meaningful relationships with those you share common goals with. Both are also strong supporters of labour, belonging to unions themselves before retiring. I can remember being in junior high school and walking a picket line with my mom, when MNU (Manitoba Nurses Union) was on strike.

ES: What is the most rewarding part of facilitating our shop steward classes?

LK: As much as I can facilitate the learning of others, I learn as much as any other member who enrolls in a course that I am "leading." Sometimes, I think I may come away learning even more than

the attendees. The best thing to come out of my training was the ability to recognize and "claim" my talents. I have discovered a knack for storytelling and the ability to engage and entertain an audience (perhaps I have an inner Melissa McCarthy). Most difficult is the polar opposite of this, recognizing shortcomings and accepting the feedback needed to improve. A good facilitator will take constructive criticism, open their mind and adapt to the learning styles of others.

ES: What advice do you have for members who are thinking about attending UFCW training?

LK: Courses at the Training Centre are a lot like attending a family reunion. You are always welcome, there will be many diverse conversations, plenty of laughs, perhaps some heated disagreements and there's always that one character that makes you say, "hmmm." Stories are shared, relationships forged, old ones re-kindled and at the end of it all...you look forward to the next one. Thankfully, unlike family reunions, Training Centre courses occur several times throughout the year. If it's been a while since you last attended—the "Family" has changed and grown. Come back and get to know some friendly, new faces. If you have never been...enrol in your first course and you will leave knowing why UFCW members refer to one another as brother and sister.



Health care Negotiations

Regressive Legislation is Removing Your Rights

What does this mean for bargaining?

Since the PC government announced Bill 28 and Bill 29, all bargaining has been put on hold. It is not clear yet how they will put Bill 29 into place and what is the timeframe. From the time the budget was introduced in the House, we have been trying to get more answers for you, but so far meetings have been delayed and the PC government has been reluctant to give us any new information.

For any questions relating to negotiations, members can also contact Marie Buchan at 204-785-5025 or by e-mail at marie.buchan@ufcw832.com.

What is UFCW doing in the meantime?

We are doing our best to find out information and answer questions as soon as possible, so you can stay as informed as possible.

We recently launched www.wearethefrontline.ca, please visit the site to stay informed. We have a FAQ page that we update, as new questions arise and we post new information as we get it. If you give us your e-mail through the site, we will add you to our mailing list and send the information to your inbox as we publish it.

We will post upcoming rallies and events on our Facebook page. It is important that we all stick together and support each other as we all go through this process. Show up and give your support!

Bill 28

This Bill imposes maximum limits on wage increases when public sector contracts are renewed.

Total compensation cannot be more than:

0% in the first year

0% in the second year

0.75% in the third year

1% in the fourth year

These percentages are not just your annual wage increases, but include any increases negotiated to any benefits that have a monetary value tied to it. Any negotiated increases to vacation, benefits, premiums, shoe allowances, etc., would come out of this total compensation.

Bill 29

This Bill will reduce the number of bargaining units in each Regional Health Authority to seven sectors and have a single contract and union for each. **The seven agreements would be:**

1. Nurses
2. Physicians
3. Medical Residents
4. Physicians' Assistants
5. Professional/Technical/Paramedic
6. Community Support
7. Facility Support

This legislation will force all union members in health care to vote by region and category on which union they would like to represent them.



Gerry Irving, shop steward

Touring the WRHA Laundry Facility

Every day, UFCW Local 832 members handle over 35,000 kg of soiled linen. The Regional Laundry Services, in Winnipeg and Selkirk, process the linen to a hygienically clean state. They then ship everything from patient and staff apparel to bed linens to operating room linens and more—amounting to 141 different types of linen. They also supply linen to 62 service partners within a 100 km radius.

Recently, Local 832 staff, Marie Buchan, executive advisor to the president; Carmela Abraham, union representative and Chris Noto, communications coordinator, toured the facility. Since we will be negotiating on behalf of these members and to represent them properly, we needed to see the work they do firsthand. We have made it a commitment to visit as many of our units as possible.

Our members at the WRHA Laundry Facility are also affected by Bill 29, so we wanted to make sure they had an opportunity to ask us questions in person.

If you have any questions or concerns about the upcoming changes that the PC government is making, e-mail us at wearethefrontline@ufcw832.com or visit website wearethefrontline.ca



Joseph Fernandez, shop steward



CALLING ALL YOUNG MEMBERS!

Prairie Region July 16 - 21

Union rep Geoff Bergen knows all the benefits of taking part in the Young-Workers Internship Program. A few summers ago, when he worked at the Extra Foods store on St. Anne's Road, he was fortunate enough to be selected to attend the Western Regional Youth Internship Program (YIP).

"I still look back at that time as a defining moment in my life and it confirmed my commitment to the labour movement," stated union rep Bergen. "I met other UFCW activists from across Canada, who have become lifelong friends. I participated in some really informative hands-on workshops, where I learned skills I still use today."

YIP is meant to engage and empower young activists with the knowledge and confidence they need to bring positive change to their workplaces and build better communities.

Bergen stressed, "I definitely encourage young members to get involved in this program."

The 2017 UFCW Canada YIP conference for the Prairies is scheduled in Gimli for July 16 - 21. Any member 30 and under who is interested in taking part in Canada's #1 labour youth program should **contact Curt Martel at 204-786-5055 or curt.martel@ufcw832.com no later than May 15.**





ALEX CIUMAC

Member Profile

Alex Ciumac has been a UFCW Local 832 member since 2005, when he was hired as a general labourer at the Maple Leaf plant in Winnipeg. He has also worked in the sanitation department, on the night shift in curing, and for the last two years has been a dry goods receiver for the bacon department. He describes himself as a hard worker, strong, healthy, happy, and satisfied with his life—his small house, his running car, and the fact that he can help his family. However, he has not always felt that way.

Back in Ukraine Alex was a small business owner importing and exporting meats and spices and had a university degree. But in 2004, Alex made a life-changing decision and left his homeland to come to Canada. He chose Winnipeg because of its large Ukrainian population, where he knew he would easily find someone he could communicate with.

When he arrived in Winnipeg, he had nothing and only knew how to say "hello" and "thank you" in English. He went to the first Ukrainian church he could find to seek out some fellow Ukrainians who could speak his language, and found so much more than that. He found a community that took him in with open arms. With the help of his minister, Alex

filled out the proper paperwork needed to work in Canada and found a place in the city to live. His first job was a part-time position cleaning rooms at a 55+ apartment complex, but in June of 2005, he started working full-time at Maple Leaf. For a while Alex kept both jobs working over 12 hours a day.

"But because of the union," as Alex credits, "I was able to quit my cleaning job because of the better wages I was receiving working at Maple Leaf."

He says he is proud to work at Maple Leaf and they produce good products. The work environment is good, which is another thing he credits to it being a unionized workplace. "The union always fights to build a fair society," Alex said. "This is why when I had a misunderstanding at work, I called my union rep Sandy Forcier, who was there for me. I witness first-hand that the union is not just empty words, but it really fights for its members."

Alex feels that because he was lucky enough to find work at a unionized workplace that has good wages and benefits, he is able to support his family by only having to work one job. He is now starting to have more time to enjoy his Canadian life!

WHAT IS A DISABILITY?

An individual who has been affected by a birth condition, debilitating injury or illness is generally defined as disabled. A broader definition maintains that a disability is any physical or mental condition that limits a person's movements, senses or activities.

Insurance companies, health organizations, the medical profession, government and even the individual themselves all define disability differently. It is no wonder that there is confusion about what programs and benefits exist, and who is eligible.

Did you know that government has different disability-related programs for Canadians with disabilities? For examples, the Disability Tax Credit (DTC), the Manitoba Primary Caregiver Tax Credit

and the Canada Pension Plan — Disability Benefits. These are separate disability programs from different government departments at different levels of government. Each program has different purposes and uses different criteria to determine eligibility. Many people who could apply for these programs don't because of misconceptions, confusion or simply because they're intimidated by the process. It is important to know that the intent of the legislation for these programs is by no means restricted to people who are bedridden or use a wheelchair. How your disability is defined, interpreted and presented is a significant element of the submission.

If you have any questions about disabilities or how to properly file a disability claim with the government, please contact us.



Susana Scott
Founder and President
Brematson Disability Advocates

Brematson Disability Advocates understand the nature of disability and how symptoms relate to the criteria. Brematson truly comprehends the difficulty and frustrations people with a disability can face. They can provide the necessary services to help their clients apply for a disability program and can help you properly submit a claim. Brematson builds relationships with clients by using an in-depth expertise to create a bridge between clients, physicians and the government. They aim to equip their clients with the assurance of security and independence to live their lives. Simply put... Brematson changes lives.

825 Sherbrook Street, Winnipeg, MB R3A 1M5
Phone: 204-774-7900

Breaks Are a Bargained Benefit Make sure you Take Them!

All UFCW collective bargaining agreements outline entitlements bargained for our members regarding the amount and length of breaks you must take during your shift. **You should never work more than four hours without taking some kind of a break.**

If you are working through your breaks because you are busy or need to get your job done, that means you are doing more for less and you are voluntarily doing work for free.

Breaks are also important for your health and safety. Breaks give you a chance to socialize, de-stress, stretch your legs, and relax.

If your employer asks you to miss your break or if you feel you are too busy to take one, you should notify your supervisor or talk to your shop steward immediately.

HISTORY

HISTORY MATTERS!



Scott Price
UFCW Local 832
Oral History Project

Hello, allow me to introduce myself. My name is **Scott Price** and I am the head researcher and project coordinator of the UFCW Local 832 Oral History Project. This column will be a space dedicated to the history of UFCW Local 832 where we will explore the people, victories and campaigns that have made the union into what it is today. In my inaugural article, I will explain what Oral History is and a little about what the project has done so far.

Broadly speaking, Oral History is a method and practice of democratizing history. In other words, making something accessible to everyone. We accomplish this by centering the stories and lives of "regular" people, who acted in and experienced these historical events.

The UFCW Local 832 Oral History Project started in the spring of 2012. UFCW contacted the Oral History Centre at the University of Winnipeg to interview retired union representatives and union executives and to develop a historical display for the Local's 75th anniversary. This is where my involvement with the Local started. Originally, the project was only meant to celebrate the 75th anniversary, but it became apparent that there was so much more history

to explore and document. We have been slowly expanding the project over the last five years. To date, we have conducted over 70 interviews, totalling close to 100 hours of audio. The interviews cover a range of topics from various retail strikes, the meat packing side of the Local, the brewery industry, Local 832's involvement in politics in Manitoba and even recent events like contract negotiations. We have also collected an impressive amount of archival documents and items from past members and union reps, like strike signs and pins. Even with all this, we have still only scratched the surface of Local 832's history. There are several areas of the Local's history that still need to be explored and documented.

While we yet have a lot of work to do, Local 832's Oral History Project is one of the few long-term union history projects in North America. There are a wide range of topics, events, and stories from Local 832's past that I will present to you through this column. This is crucial, as without knowing the past we cannot prepare for the future. I'm looking forward to sharing UFCW Local 832's rich history with you. Watch for my article in the next UNION magazine.

SOCIAL MEDIA SOLIDARITY



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David Woodbury was elected as President of the Manitoba NDP.



UFCW Secretary-Treasurer Bea Bruske was elected as vice president in Winnipeg.



UFCW Local 832 President Jeff Traeger, was the parliamentarian during the Sunday Morning Block.

NDP Spring Convention

No other party in Manitoba supports the labour movement like the NDP and it is important every year that we show up to their annual convention and have our voices heard. This year was especially important, since the rules for selecting a new leader were up for debate and we had to make sure the role of organized labour in this process remained strong.

There were strong, passionate New Democrats on all sides of the leadership issue. There was nobody better than former UFCW Local 832 president Robert Ziegler to Chair the block. His calm demeanor guided the passionate voices through a difficult day.

By the end of the day, we were not able to come to an agreement on many points, but there were a few very important items passed that will make things better for the party going forward, and organized labour's voice remains strong in the leadership selection process.

Some positive changes from the weekend were: David Woodbuy, a proud New Democrat with a long history of involvement with the NDP, was elected as the President of the Manitoba NDP, and our very own Secretary-Treasurer Beatrice Bruske was elected as the vice president on the executive for the Winnipeg Region.



Former UFCW Local 832 president Robert Ziegler chaired the Leadership Block of the convention.

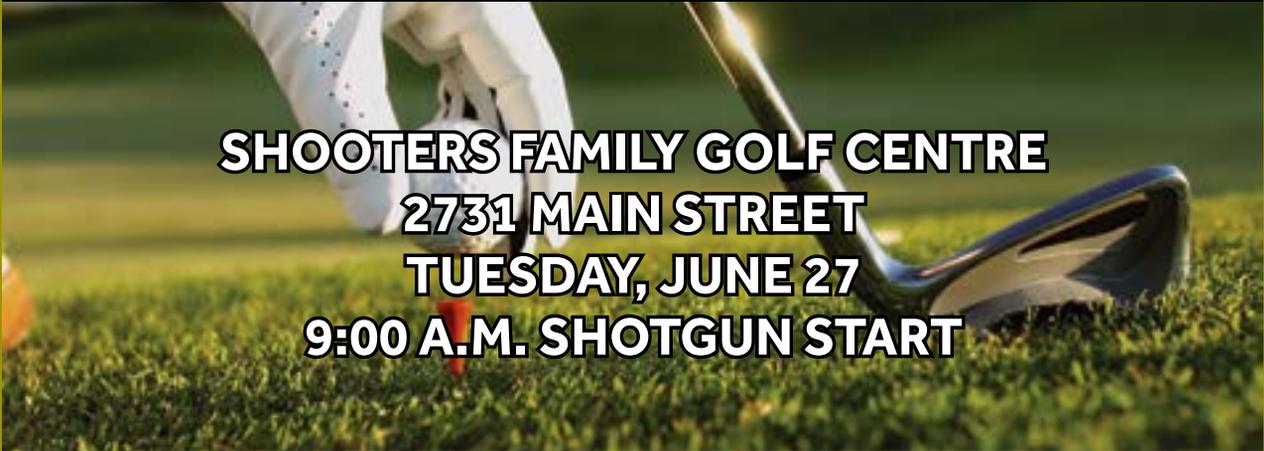
**Vote
on the next
leader of
the MB NDP**

To be a labour delegate and vote on the next Leader of the Manitoba NDP, you will need to have your NDP membership renewed by June 18.

If your membership is up to date and you want to be a delegate, E-mail Blake Crothers at blake.crothers@ufcw832.com.

More details to come!

The Retirees' Club Golf Tournament



**SHOOTERS FAMILY GOLF CENTRE
2731 MAIN STREET
TUESDAY, JUNE 27
9:00 A.M. SHOTGUN START**

Limited to 36 golfers, 50 years of age and up

\$22 each for dues-paying members and spouses

\$36 each for non-members.

Price includes 18 holes of golf, lunch (hamburger or hotdog, fries and a soft drink), putting contest, course contests and the prize draws.

See Joan in the clubhouse at 8:15 a.m. to sign in.

The putting contest starts at 8:30 a.m.

Carts are available to rent for \$15.

All the fun and sunshine free!

To register as a single, double or team, call Melissa at 204-786-5055 or 1-888-832-9832.

You must be registered and paid no later than June 15.

Make cheques payable to the UFCW Retirees' Club.

Mail it or drop it off at the UFCW office

1412 Portage Avenue, Winnipeg, MB, R3G 0V5, attention Melissa.

If you have any questions or for more information, call John at 204-253-8839.

RECIPE OF THE MONTH

Simple Mac & Cheese

3 cups macaroni
1 28 oz. can of stewed tomatoes
1 medium onion, diced
1 can mushroom soup
Salt, pepper and garlic powder to taste
4 cups cheddar cheese grated (or a mixed varieties of cheeses)

Cook macaroni to package directions and drain well. Add tomatoes, onion, soup and seasonings to the macaroni. Layer into a 9 x 13 pan, alternating the macaroni mixture and the grated cheese, until you end up with cheese on top. Optional, sprinkle the top with toasted bread crumbs or crushed crackers. Cover and bake at 350°F for 45 minutes (check after 30 minutes as oven temperatures vary). Uncover and bake an additional 15 minutes.

NOTES & NODS

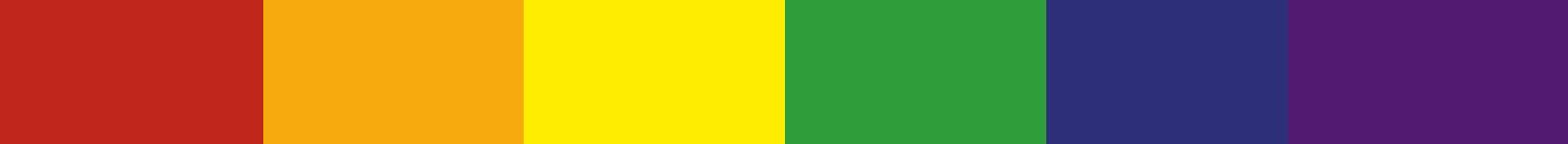
HAPPY BIRTHDAY TO:

Lore Muench, 83
Arthur Peters, 83
Violet Jensen, 83
Katharina Gagnon, 82
Germaine Wall, 81
Pat Kernot, 80
Lorna Moffat, 75
Leonard Essay, 70

FALL CASINO TRIP TO WARROAD, MN

Response has been good for this trip and the bus is filling up fast, so we have planned a cancellation list. If you have not registered but are still interested in coming September 11 to 13, call Lila at 204-837-3554 or Armand at 204-832-1211.

If you have already signed up for the trip, **remember to bring your cheques to the luncheon on May 16.**



Join UFCW Local 832

at the Pride Parade

Come out and show your support
for the LGBTTQ* Community!

Winnipeg — June 4

Brandon — June 17

Thompson — June 26

Steinbach — July 15

Let Joe Carreiro know if you plan on attending!
204-786-5055 or joe.carreiro@ufcw832.com



GET FIT IN 2017

UFCW Local 832 Members get a discount on their Winnipeg Rec Pass

Passes are effective July 15, 2017, and are available in either a 6-month or a 1-year plan.

You can choose between:

6-month facility pass \$174
12-month facility pass \$323

6-month combo pass \$233
12-month combo pass \$452

A facility pass allows you to use weight rooms, track, pool and sauna.

A combo pass allows you to use the weight rooms, track, pool, sauna, and selected fitness classes at no additional charge.

Passes are valid at any City of Winnipeg Pool, Fort Rouge Leisure Centre, Freight House Gym or Peguis Trail Health and Fitness Centre.

To Order Your Pass:

download the form at www.ufcw832.com/recpass or stop by the union office.

Send form and cheque made out to UFCW Local 832 by June 15, 2016.

Passes will be available for pick up at any City of Winnipeg recreation facility on July 15, 2017.

Limit two passes per member.
No refunds or exchanges.
Please try before you buy.

All forms can be mailed or dropped off with payment to:
UFCW Local 832
1412 Portage Avenue, R3G 0V5

THE FRONTLINE IS BIGGER THAN YOU THINK



Gerry Irving, Laundry Aid 1
WRHA Laundry Facility



**WE ARE THE
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