



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

APRIL 2012



NATIONAL DAY OF MOURNING

ON APRIL 28
REMEMBER THE DEAD AND
FIGHT FOR THE LIVING



Candle artwork courtesy of WFSB

Deja vu ... 25 years ago

It is hard to believe that this year is the 25th anniversary of the Westfair Strike. I remember this event clearly; it caused me to get involved in my union and to stand up for my rights. It was in April of 1987 that I attended my first union meeting. I had been a member for two years working at the Park West SuperValu store. At the time, Westfair (Loblaws) was tabling a proposal that would significantly change how the company would schedule employees. Specifically, the company wanted to add a new classification, departmental assistants, to the collective agreement. New hires would fill this classification and the rate of pay would be drastically less than that of their colleagues, who were performing the same job.

As I was still a student at the time, this did not appear to affect me too much. My plan was to move on and become a teacher. The reality was it would radically affect my co-workers, who had worked at Westfair for many years. The company had not given us any reason as to why it wanted this significant cut in costs. There was no rationale other than 'we need it to stay competitive'.



The members voted to go on strike; and the strike started in May. Walking the picket line was a new experience. It was stressful, fun, boring and encouraging all at the same time. I can still recall all of my co-workers who had the courage of their convictions to stand up to a huge company demanding unfair concessions. We stuck it out for 165 days. When the strike was finally over, the result on the issue of departmental assistants ended in a compromise.

Fast forward to 2012 and we are in the process of getting ready for

our next round of bargaining with Loblaws. Our collective agreement expires on September 27, 2013. The company has already fired the first shot by undertaking a survey of our members across Canada to determine if its employees want to maintain certain benefits and provisions afforded to them by their collective agreement. We believe that this contravenes labour legislation in Manitoba, and are taking the appropriate actions to deal with the situation.

Since 1987, I have sat on every one of the local's negotiating committees. I know the gains that the committees have made are not because the company felt generous towards its employees, but rather because the union bargained hard to get those gains for its members.

I expect that this next round of bargaining is going to be particularly difficult with the changes to the retail landscape and continued competition and pressure from the Walmarts, Targets, etc. But, what I do know is that regardless of how many surveys Westfair undertakes, or how much the competition grows, our members are not going to give up their hard earned rights, wages and benefits without a fight.

In solidarity,

A handwritten signature in blue ink that reads "Bea Bruske".

Beatrice Bruske
Secretary-Treasurer,
UFCW Local 832





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Winnipeg

1412 Portage Avenue
Winnipeg, MB R3G 0V5
786-5055 / 1-888-UFCW-832

Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
727-7131 / 1-800-552-1193

Thompson

90 Thompson Drive
Thompson, MB R8N 1Y9
778-7108 / 1-800-290-2608

Training Centres

880 Portage Avenue
Winnipeg, MB R3G 0P1
775-8329 / 1-877-775-8329

530 Richmond Avenue E.
Brandon, MB

244 Hamilton Street
Neepawa, MB

Union Representatives: Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, Mike Howden, Blair Hudson, Jerry Kies, Phil Kraychuk, Wendy Lundy, J.P. Petit, Martin Trudel

Health and Safety Resource Personnel: Guy Sylvestre

Legal Counsel: Debra Malmquist, Garry Bergeron **Organizing:** Sonia Taylor

Education and Training: Heather Grant-Jury **Workers Compensation:** Rob Hilliard

Negotiators: Susan Hart-Kulbaba, Michelle Masserey, Heather Dezan

Communications: Blake Crothers, Dalia Chapa

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Former President Robert Ziegler honoured at retirement dinner

Staff, family, friends and the labour community honoured former UFCW Local 832 president Robert Ziegler on March 9 for his 32 years of commitment to working people.

President Jeff Traeger was the master of ceremonies for the evening. Video tributes from UFCW and other union presidents, along with special wishes from Gary Doer and Premier Greg Selinger, played while the attendees enjoyed dinner.



Robert and daughter, Lisa, at dinner.

Robert's children, Lisa and Scott, were among those who spoke about Robert. They talked about what it

was like having Robert as a father who was also president. Secretary-Treasurer Beatrice Bruske brought insight on what it was like to work with Robert.

UFCW Canada President Wayne Hanley awarded Robert with a UFCW lifetime membership. He also praised Robert on his dedication in advancing workers rights not only in Manitoba but also across Canada.

Local 832 helps sponsor winter festival in Brandon

Brandon's 9th Annual Lieutenant Governor's Winter Festival took place in February. The festival provides a winter cultural event that celebrates the many ethnic backgrounds of the community. There were over 600 volunteers, some of whom are Local 832 union members. The union made a donation to support this great event and the new training centre hosted the Mauritians' pavilion. Pictured are some of the other pavilions where members from the Maple Leaf plant volunteered—First Nations, Columbian and El Salvadorian.

For more information or if you are looking at getting involved in 2013, go to www.brandonwinterfestival.ca.



Two new faces join union staff



J.P. Petit began working at Old Dutch Foods in October 1989. He quickly became involved with Local 832 as a shop steward and as a health and safety committee member. J.P. also sat on the union negotiating committee during several rounds of bargaining.

His involvement with the local led him to join the SPUR team for UFCW in March 2002. J.P. has worked on various successful organizing drives throughout the province. Then in February 2012, he was hired as a full-time union representative.

J.P. is an avid runner, participating in several marathons as well as ultra marathons.

Office 786-5055

Cell 793-2877

E-mail jp.petit@ufcw832.com



Martin Trudel joined the staff of UFCW Local 832 in March of 2012. Before that he was account, operations and labour relations manager for Garda Security Corp. His experience at Garda gives him the advantage of knowing both sides of the table—management and labour. His expertise in negotiations and the handling of labour relations issues is a major asset in servicing the members of Local 832.

In 2008, Martin obtained his Human Resources Management diploma from the University of Winnipeg. Prior to this he worked as an RCMP officer in Manitoba.

Office 786-5055

Cell 791-5084

E-mail martin.trudel@ufcw832.com

Go to pages 8 and 9 for a complete list of the Winnipeg union representatives and territory assignments.

Be aware of changes in CPP

Effective January 1 of this year, there are new legislative changes to your CPP retirement pension.

If you are **under the age of 65** and you work while receiving your CPP retirement pension, you and your employer will have to make **mandatory** CPP contributions. If you are age 65 to 70 and you work while receiving your CPP retirement pension, you can choose to make or not make CPP contributions. However, be aware that these contributions will increase your CPP retirement benefits. Before these changes, if

you were receiving a CPP retirement pension and working, regardless of your age, you did not have to pay CPP contributions.

So, for example, you are 60 years old and you decide to continue working. In 2012, you earn approximately \$12,400, which means you would have to pay around \$525 in CPP contributions and your employer would contribute \$525. In this scenario, in 2013 your annual pension amount will increase by an estimated annual post-retirement benefit of \$82. In other words, it costs you \$525 to get an extra \$82 per year.

The affects vary from case to case, depending on your age and your earnings for the year. It is crucial to understand how the changes will affect your retirement plans and see if this increase in income will have any impact on you.

For more information on CPP contributions changes or to see a table that will show you your relevant estimated amount of yearly benefits, visit the Canada Revenue Agency website at:

www.servicecanada.gc.ca/eng/isp/pub/factsheets/posrtrben.shtml

Taking a stand against cuts to public services

March 1 was a day of solidarity.



On March 1, while negotiators Michelle Masserey and Heather Dezan were teaching a bargaining class to 11 members, they decided to take a stand against the federal government's reckless cuts to public services. The class took the time to join other brothers and sisters at a rally in front of 280 Broadway. Simultaneous rallies took place across the country in front of buildings that house federal services. Sister Robyn Benson, regional executive vice-president for the PSAC Prairie Region, gave a speech and the crowd marched in front of the building. Including the support shown from UFCW Local 832, there were a number of other unions

and labour groups present — CUPW, MGEU, USW, Winnipeg Labour Council and more. Members who came out were receptive to the rally. It was an enormous success.

The Conservative proposal to cut public services will have a detrimental effect on families and communities across Canada. These cuts will harm our economy and could lead to the loss of up to 100,000 public and private sector jobs.

To find out more about the destruction of public services or to show your support, go to www.thirdchoice.ca.

Tax deadline April 30

This is the last month for you to take advantage of the UFCW Local 832 Income Tax Service. If you have still not prepared your income tax return, you can call the office nearest you to make an appointment. For the low cost of \$20, member price with seven information slips or fewer, you have your income tax prepared by a tax expert. For non-members, the rate for a basic return is \$35* plus applicable taxes. Returns with more than seven information slips will increase the fee slightly.

WINNIPEG

Training Centre building
878 Portage Avenue
786-5037

BRANDON

UFCW Office
530 Richmond Avenue E.
727-7131 / 1-800-552-1193

FLIN FLON

Carol's Tax Service
687-3337

RUSSELL

Merril's Tax
773-2290

STEINBACH

H&R Bloxx
326-3783

THOMPSON

Liberty Tax Service
778-8416

or

Sya's Tax Service
677-9730

Members without a tax location near them, can mail in all pertinent information to the Winnipeg office at 878 Portage Avenue, Winnipeg, MB, R3G 0P1. When mailing in make sure to include your payment.

* Outside of Winnipeg rate is \$40 and in Thompson, it is \$45.

Workplace safety and health triumphs and targets

HEALTH & SAFETY

Triumphs

Local 832 is committed to working with and communicating effectively with the union's workplace safety and health committee members. We also want to ensure that each and every unit has an operational and a full complement committee.

This commitment is paying off, and goals are being achieved. Workplace safety and health committees are growing, and more members are signing up to become committee members. The union is receiving more copies of minutes taken at the health and safety meetings. This helps the union track trends, important issues that require action and training needs required by the committee members. Communications between the committee members and management has also improved in many workplaces. Safety and health issues are not being ignored and are being reviewed and dealt with. All these things are developing safer and healthier Local 832 workplaces.

As the union and the committees improve the foundation of safety and health, other good things are beginning to happen. A culture of safety is emerging that will lessen injuries, illnesses and deaths. These improvements will also reduce lost time and WCB claims. UFCW will continue to be dedicated to assisting the safety and health committee members achieve safer workplaces and improve the quality of lives for their co-workers and themselves.

Health and safety is a mindset that can be shared among everyone, your co-workers, families and friends. With sustained communications, we will accomplish more goals.

Targets

There is still more work that needs to be done. Did you know in 2010, that statistics from the Association of Workers Compensation Boards recorded 1,014 work-related deaths in Canada, up from 939 in 2009? This represents almost three deaths per day.

From 1993 to 2010, approximately 16,143 workers have died because of their job. That is an average of 897 deaths a year. These numbers are staggering.

In 1985, the Canadian Labour Congress declared April 28 as a workers' Memorial Day. The federal government, in 1991, officially recognized this day as the National Day of Mourning by passing the Workers Mourning Day Act. Since its commencement, over 80 countries around the world observe the Day of Mourning.

On April 28, we commemorate workers who have been killed, injured or suffered illness due to workplace related risks and incidents. This year, the SAFE Workers of Tomorrow will hold a "Day of Mourning Leaders' Walk" on April 27.

The walk will begin at noon at the Union Centre-275 Broadway. It



will proceed east on Broadway to the Scotia Stage at the Forks, adjacent to the Canadian Museum for Human Rights, where a memorial for workers killed or injured on the job will be held. Participants are asked to gather in the parking lot east of the Union Centre at 11:45 a.m. Volunteers are needed and appreciated. If you would like to volunteer for this event, contact Marjorie at 992-2988.

As well, to remember those who have lost their lives earning a living, the MFL is sponsoring a candlelight memorial service on Saturday, April 28, at 10 a.m. at the Union Centre—Room 2C.

We, as individuals, can make a difference and we, as a group, can create bigger changes. Believe in yourself enough to help others by being a part of or supporting your committees and by thinking about safety every day.



SAFE WORK

S SPOT THE HAZARD
A ASSESS THE RISK
F FIND A SAFER WAY
E EVERYDAY

UNION REPS AND TERRITORIES

WINNIPEG AND SURROUNDING



Marie Buchan
Servicing Director

Brewers Distributors
Exact Graphics
Federated Co-op
General Mills
Hitek Print Management
Kwik Kopy
MFL Occupational Health
MNU
Naleway
Old Dutch
United Way
Gimli
Diageo
Faroex



Mike Howden

Safeway
359 - Madison Square & Gas Bar
499 - Realign Crew
586 - Sargent/Maryland
588 - Mountain/ McGregor
591 - Pembina/McGillivray
598 - Main/Luxton
701 - Braemar & Gas Bar
707 - Sturgeon/Ness
708 - Osborne/Kylemore
709 - Pembina/Killarney
718 - Tuxedo
724 - Grant Park
726 - Charleswood
727 - Crossroads
729 - Wayoata/Kildare
731 - Lindenwoods & Gas Bar
791 - River/Osborne

350 - Lucerne Bread

Selkirk
603 - Safeway & Gas Bar

Steinbach
622 - Safeway & Gas Bar

Whitemouth
Sun Gro - Elma & Julius



Sandy Forcier

SuperStore
1506 - Regent/Lagimodiere
1508 - Portage/School Road
1509 - Bison Drive
1511 - St. James Street
1516 - Grant/Kenaston

Extra Foods
9002 - St Anne's Road
9003 - Regent/Brewster
9006 - Main Street
9007 - Roblin/Dale
9063 - Notre Dame Avenue
9065 - Goulet

Selkirk
9082 - Extra Foods

Steinbach
1503 - SuperStore
9001 - Extra Foods

Lorette
Lorette Marketplace



Phil Kraychuk

Safeway
334 - Henderson/Douglas
590 - Henderson/Kimberly
712 - Garden City
714 - Pembina/Chancellor & Gas Bar
717 - Burrows/keewatin
719 - Southdale
720 - Portage Avenue & Gas Bar
725 - Jefferson & Gas Bar
728 - St Anne's & Gas Bar
730 - St Vital Centre & Gas Bar

352 - Lucerne Milk

Superstore
1505 - McPhillips
1512 - Gateway
1514 - St Anne's Road

Fisher Branch
Ukrainian Farmers Co-op

Workplaces in red denote changes in union representatives.

TERRITORY ASSIGNMENTS

SURROUNDING AREA



Ron Allard

Coca-Cola
Diagnostic Services of Manitoba
The Fairmont
FASD Life (male)
First Canada - Drivers & Mechanics
Grace Hospital
Grace Hospital Pharmacy
Holiday Inn Downtown
Epic Opportunities - Cavalier
Epic Opportunities - Portage
Epic Opportunities - Goulet
Malteurop - Plant
Pepsi
Pharma Plus Drugs
SYSCO - Warehouse & IC
Vista Park Lodge

St Malo

Chalet Malouin
Epic de St. Malo/Smile of St. Malo
(formerly Red River Workshop)
Epic de St. Malo/Smile of St. Malo
La Residence



Kim Ferris

Arctic Co-op
Avis/Budget Car Rental
Canadian Linen
FASD Life (female)
Gourmet Baker
Hewlett-Packard
IGA Maples
IKWE
Inspyre
Integrated Messaging
J C Foods
Krown Produce
RW Packaging
Shoppers Drug Mart (Regent)
Sobeys Burrows
Visions of Independence (8 locations)
Winnserv (17 locations)

Portage La Prairie

Portage Friendship Centre
Visions of Independence (7 locations)

Stonewell

ACL Interlake



Jerry Kies

Dunn-Rite
Granny's Hatchery
Granny's Logan
Maple Leaf Consumer Foods
Northern Meats
Vantage Foods

Steinbach

Granny's Poultry

Whitemouth

Premier Horticulture - Richer &
Caribou



Martin Trudel

Aramark, CFB 17 Wing
Aramark, Refreshment
(Vending & Coffee)

CNIB
Gate Gourmet
Reh-Fit Centre
Sodexo
Syn-Tex
Unicity Taxi - Drivers & Supervisors
VersaCold Dawson
VersaCold Jarvis
VersaCold Sutherland
Western Glove
Westburne - Notre Dame
Westburne - St. Boniface
Western Glove

Security

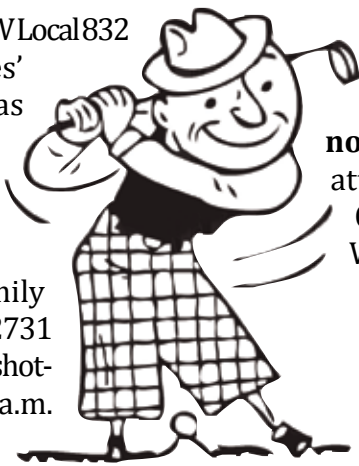
Avion Services Corp
G4S Security
Garda
Impact
Securitas

Workplaces in red denote changes in union representatives.

UFCW LOCAL 832 RETIREES' CLUB

Annual retirees' golf tournament

The UFCW Local 832 Retirees' Club has scheduled its annual golf tournament for June 12 at Shooters Family Golf Centre—2731 Main Street—shot-gun start at 9 a.m.



The tournament is restricted to 36 people who are 50 years of age or older. The cost is \$20 per person for dues paying members and spouse, or \$30 each for non-members. This includes 18 holes of golf and lunch (smoky or burger, fries and a beverage). Cart rental is available.

To register simply make sure to send in your cheque made out to UFCW Retirees' Club **by no later than by May 31**, to the attention of Carol at the UFCW Office at 1412 Portage Avenue, Winnipeg, MB, R3G 0V5.

Be sure to note if you are registering as a single, double or team. Besides the fun and rewards on the course, there will be door prizes and cash draws. If you require more information call John at 253-8839.

Calendar of events

Annual special events held by the retirees' club include:

- Luncheons take place in May and October
- Golf tournament in June
- Casino trip in September



Southglen Fiddlers performing at October 2011 luncheon.

Handicap parking permit information

The City of Winnipeg traffic by-laws allow disabled motorists displaying a handicap permit to park for up to four hours at any two-hour pay station, as well as spaces restricted to one or two hours. If you park with a handicap permit at a two-hour pay station and pay for two hours, you may park up to four hours more at no additional cost and without penalty.

If you require a handicap parking permit or want more facts, contact Henry Paul at 986-7935.



Got News?

If you are celebrating a milestone birthday, a wedding anniversary, or any other special event, we want to hear from you; so that we can share the good news.

Call UFCW Local 832 Retirees' Club executive board members, Denis at 253-4993 or Armand at 832-1211, to give them the information.

The club also wants to hear your ideas for other activities you may be interested in doing.

Garda guard paid for sick day

GRIEVANCE NEWS

Company must be fair and reasonable when requesting doctor's certificates.

Upon completion of your probationary period, the Garda Security union agreement allows members to accumulate sick time up to a maximum of 80 hours. Employees are entitled to use these days when they are absent due to sickness or an accident outside of the workplace. The agreement also permits Garda to request a doctor's certificate prior to paying your sick pay; however, the company must be reasonable in its request.

In October 2011, a member called in sick and requested sick pay for the one day of absence. Two days after his return to work, the company requested a doctor's certificate. The employee didn't have a doctor's certificate, as he was only away for one day, and he wasn't aware that one would be required. As such, the company denied his sick pay.

The union filed a grievance and held the position that the company was in violation of the collective



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

agreement by unreasonably requesting a doctor's certificate. This employee had a good attendance record and was only absent for one day.

The matter proceeded through the steps of the grievance procedure, with arbitration scheduled for February 22. Prior to arbitration, the company agreed to pay the employee for his sick pay.

Employer agrees with Union

Policy grievance at Maple Leaf Brandon brings results.

Local 832 members working at the Maple Leaf Brandon plant, with one year or more of seniority, can request a leave of absence of up to two weeks, once every two years. The collective agreement stipulates you must submit your request in writing, provide full details of the request, and apply any unused vacation towards the time off requested.

An employee requested a five-day leave of absence. At the time of his request, he had no vacation time remaining. However, his request was in accordance with the contract. The company denied his request solely on the

basis that the member had not attached any vacation time to his request.

Maple Leaf held the position that leaves of absence of this nature must be contiguous with scheduled vacations. The union stood firm that the company was in violation of the collective agreement and filed a policy grievance. The union stated the employer should consider requests of leave of absence on a case-by-case basis and cannot unreasonably deny a request.

The company also violated the agreement by implementing a blan-

ket policy that requires leaves of absence to be connected with scheduled vacations. There are no clauses under the contract that require leaves of absence be contiguous with scheduled vacations.

Prior to the planned arbitration hearing of February 13, Maple Leaf backed down from its position and agreed with the union that leaves of absence need not be contiguous with scheduled vacations. The company further agreed that, in the future, it would exercise its discretion to grant leaves of absence on a case-by-case basis and in accordance with the collective agreement.

Continuing to build skills for the future



EDUCATION & TRAINING

The new Brandon Training Centre is now up and running. I am happy to report that it is full of activity with members taking various courses, everything from shop steward, health and safety training and English as an additional language (EAL) classes to CPR, computers and grade 12 courses. In addition, the Centre hosted the Mauritius pavilion for the recent winter festival and has been the location for many other labour and community gatherings—it is a busy, busy place—very exciting and exactly what we hoped for when the building opened.

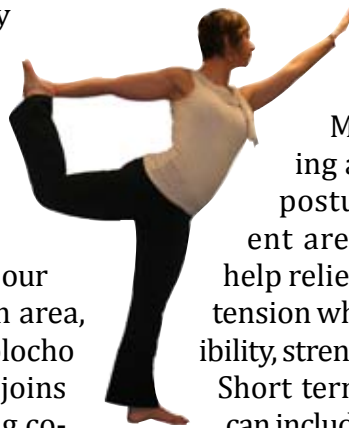
To ensure we continue to meet the growing needs of our members in the Westman area, we have added Patricia Colocho to our staff team. Patricia joins Lin Lin (Westman training coordinator) and our instructors at the Brandon Training Centre in the role of reception/administrative support. Patricia speaks both English and Spanish, has lots of administrative experience and enjoys working with people from all different cultures. She is a much-

needed addition to our team. If ever at the Brandon Training Centre, make sure to stop by and welcome her to our staff.

You can contact Lin or Patricia at the Brandon Training Centre at 726-8337.

Register for Yoga

In Winnipeg, we are offering a new class, Restorative Yoga, beginning on April 25. Restorative yoga is a



series of postures that link physical movement to your breath.

Mentally awakening and peaceful, each posture targets different areas of the body to help relieve pain, stress and tension while increasing flexibility, strength and awareness. Short term benefits of yoga can include: consciousness of breath, stress relief, improvement of circulation and mental alertness. Long term benefits can include weight loss and an overall well-being.

All levels welcome! A Yoga mat and bottle of water required. Participants

with physical limitations or injury should arrive early to discuss with the instructor. Classes begin on April 25 and run until May 30 on Wednesdays from 6 to 7 p.m. Call 775-8329 to register.



Heather Grant-Jury
UFCW Education
Director

\$8,000 available for education

UFCW International annually offers a scholarship of up to \$8,000 to two UFCW Canada members and their unmarried children or dependents. Scholarship recipients will receive annual payments of \$2,000 for each year they are enrolled in an accredited college or university as a non-probationary student for up to four years.

The deadline for applying for this International Scholarship is April 16. Complete eligibility rules and application are available on the UFCW International's website at www.ufcw.org/scholarship. Only scholarship recipients will be notified by no later than July 16. You can also go the website for the list of winners.

If you have any questions regarding this scholarship, contact the international office via e-mail at scholarship@ufcw.org.



Brandon Training Centre Staff and EAL instructors, (back row l to r) Agnes Feng, Yolanda Quiring, Wes Williamson, Lloyd Fast; (front row) Patricia Colocho, Lin Lin and Marilyn Ross



Bursaries

For members from companies who contribute to the Education and Training Trust Fund

Limited number of applications available.

- ➔ For work related training **OR**
- ➔ Credential Recognition Assessment Exam Fees
- ➔ Awarded on first come, first serve basis one time only
- ➔ Must submit an application for approval
- ➔ Payment is dependent upon the successful completion of your course or credential recognition process

**You must provide proof of successful completion
and tuition or exam fee receipts.**

Applications available at the offices of Local 832 and the
UFCW Training Centre OR apply online www.ufcw832.com
OR phone 775-8329/1-877-775-8329

Scan in and Scan out!

Recently, there have been several issues in regards to employees' paycheques at the Maple Leaf Brandon plant. The union and management want to ensure that the company is paying members correctly and on time.

In order to deal with these past payroll problems, effective March 30, members working at the Brandon plant are reminded that they must make sure they are using **their own** Kronos scan card. You must **personally** scan in at the start of your shift and scan out at the end of your shift. When scanning in or out make sure you have your card out of your wallet and you wait for the green light to come on before you remove your card. Failure to do this will result in missed hours and incorrect pay.

Members whose card is not working need to go to security immediately and request for a replacement.

If you have any other questions or concerns about scanning in and out, speak to your supervisor or your union rep Brenda Brown. You can reach Brenda at 727-7131.

More members being recruited for Brandon plant

Maple Leaf Brandon is planning to recruit more foreign workers, beginning this month, through the International Organization for Migration (IOM). IOM is the leading intergovernmental organization in the field of migration that works closely with government and potential employers. IOM is dedicated to promoting humane and orderly migration for the benefit of all.

During this campaign, Maple Leaf is concentrating on the countries of Honduras and El Salvador. The company has invited its current employees, who have relatives in these countries, to refer family members and friends for jobs at Maple Leaf Foods. Specifically, Maple Leaf is recruiting 'meat cutter' positions.

Prospective candidates must have some industrial work experience,

be physically fit, have graduated high school and able to lift 50 pounds. They must also be willing to relocate to Canada without their family for at least two years. Maple Leaf will not provide any monetary compensation for any referrals.

Members can submit resumes of relatives or friends by e-mail to ajoza@imo.int or galassola@imo.int from IOM. When sending in the resume of your family member or friend, you must state your relationship to the applicant. Members can also speak to Annica at Maple Leaf if they have any questions.

Union representative Brenda Brown is working closely with the company on this campaign to make sure our members are aware of their rights and privileges under the collective agreement.

New executives sworn in

Liberty Macatimpag from HyLife joins board members.

On March 9, UFCW Local 832 President Jeff Traeger and Secretary-Treasurer Beatrice Bruske, along with the executive board welcomed Liberty Macatimpag and Cory Kowalski to the local's executive.



Liberty works at HyLife Foods (formerly Springhill Farms) in Neepawa and Cory replaced Doug Thordarson, who retired from Diageo in Gimli.

The local executive board is an integral part of the local union. The committee meets at least six times a year. The board members help the president and secretary-treasurer make decisions regarding the local.

Wages increase for workers at Grace Hospital

Effective April 1, UFCW Local 832 members working at the Grace Hospital receive across the board wage increases of 2.75 per cent. This includes the Pharmacy Program and Diagnostic Services of Manitoba (DSM), as well. Members with over 20 years of service will receive an additional wage increase of two per cent on October 1.

As with many public sector workers in Manitoba, these agreements

followed the pattern of no wage increases in the first two years of a four-year agreement. The next scheduled wage increases, for the professional technical group of 2.75 per cent, is April 1, 2013.

A reminder to all members, on April 1 the employee portion of the HEPP (Healthcare Employees Pension Plan) contributions will be increasing by .8 per cent. The employers have been pay an increased contribution of one per

cent since January of last year. This also applies to members at the Burntwood Regional Health Authority (BRHA).

There will be separate contracts for the Grace Hospital, DSM and the WRHA Pharmacy Program, as they are recognized as unattached employers and bargaining units.

By the time you receive this issue of UNION, the agreements should be mailed.

Care negotiations

CNIB — Bargaining began last month with meetings on March 20 and 21. The union negotiating committee members are lead negotiator Michelle Masserey, Ann Harry and Laura Layton.

EPIC/SMILE de St. Malo — Both the la Residences and the Workshop agreements expired on March 31. The la Residence group started negotiations on March 13. The Workshop bargaining committees will meet this month on April 2, 3 and 5. All meetings are taking place in St. Malo.

ACL Interlake — This agreement expires May 2. The union has scheduled proposal meetings to hear what the members would like to see change in their upcoming agreement.

Essential Services agreement mandatory

Two health care units in negotiations.

In June 2011, the Manitoba government passed amendments to The Essential Services Act.

In health care, no lockout or strike can commence unless a signed essential services agreement is in place.

Essential services agreements ensure that employers are able to prevent or limit loss of life, serious harm or deterioration to a person's mental or physical health, or serious damage or deterioration of equipment required in the performance of an essential service. In the event of a dispute, some work will be deemed essential and members are obliged to go in to perform those duties. The parties must define all essential work func-

tions, classifications and how many employees are needed in each classification. The agreement is to include a scheduling protocol as well as names of arbitrators who will hear and decide any disputes. The union and the employer agree to give the other party seven days' notice of a strike or lockout prior to commencing such action.

UFCW Local 832 is currently negotiating two essential services agreements. One for the Burntwood Regional Health Authority and one for Vista Park Lodge. Both of these collective bargaining agreements expired at the end of March. Members can visit the union's website for up-to-date news at www.ufcw832.com.

Securitas members have a new agreement



Pictured (l to r) negotiating committee members Doug Graves, Scott Broszeit, union negotiator Heather Dezan and union representatives Martin Trudel and J.P. Petit.

The union and the company began negotiations in December of last year and reached a tentative deal on February 23, 2012. UFCW Local 832 members working at Securitas ratified their new collective agreement on

March 13. This is the second contract for this group.

With the new deal comes pay raises, increases to premiums and minimum wage gap, and improved language regarding vacation requests.

There are approximately 300 unionized security guards who work at Securitas. Guards who have any questions regarding their new collective agreement, can contact union representative Martin Trudel at 786-5055.

President and Secretary-Treasurer drop in on new steward training

On March 15, UFCW Local 832 President Jeff Traeger and Secretary-Treasurer Beatrice Bruske dropped in on the second day of new steward training to introduce themselves to the stewards and to answer questions they may have about the local.

“It wasn’t that long ago I was working mid-nights at Sysco,” said President Traeger. “I started off just like you, being a shop steward.” He also told the new stewards to expect him in their workplaces over the next 12 to 18 months. “When I became president, I told the executive board that I want to tour as many workplaces as I can and talk to the members.”



So far, he has toured Pepsi, Sysco, Malteurop, HyLife, Maple Leaf and some Safeway stores. On April 2 to 5, he will be touring the Westman area.

Many stores – unified goals!

Winnipeg Safeway shop stewards meet to discuss shared issues.

Twenty-six shop stewards met last month at the Winnipeg union office to talk about shared issues of interest to members working at Safeway stores. The union reps, Mike Howden and Phil Kraychuk, want to thank those who attended the meeting, giving up their own time on a Sunday evening.

One of the local's main goals is to ensure we are consistent in our service to members. With almost 30 Safeway stores in the Winnipeg/Selkirk/Steinbach area and one contract, it is important for the union and the shop stewards to be unified on concerns that are being brought up by the members. Some of the most recent topics raised and discussed at the March 4 meeting were:

- **Minimum Wage Language**—What it means to the new hires, pre-ratification and post-ratification and what are the most frequently asked questions.
- **Sunday Work**—Sunday is voluntary, but how does it affect the thirty hour cap. Part-timers with questions about working Sundays, should speak to a shop steward.
- **Hours of Work**—Ensure proper scheduling for full-time employees (e.g. correct number of hours) as per 5.01 of the union agreement.
- **Purchasing Discounted Merchandise**—What members should be aware of and what to avoid when



Some of the stewards at the March 4 meeting.

or if you plan to purchase discounted merchandise. Employees are not allowed to hide saleable items from the public. It is best to make purchases in your street clothing.

- **Disciplinary Interviews**—Caution, lying during an interview is a terminable offence. Honesty is the best policy no matter what the issue.
- **Unsafe Work**—In Manitoba employees do have the right to refuse to do dangerous work.
- **HR Direct**—As of May 31 Safeway is going paperless. HR Direct is the direct access to employees' records. This is a great benefit to the members as it easily allows them access to hours of work, career hours, banked sick time, and their next raise.

If you have any questions or concerns, call your full-time union rep for assistance.

General holiday—Good Friday

Stat to be recognized the following week.

Under your agreement, Good Friday is a general holiday and the company has the right to designate this stat day to be observed in the following week for employees who volunteer to do so. If there are more volunteers in a department who wish to observe Good Friday in the following week than are needed, the senior employee will be given preference subject to the com-

pany having sufficient qualified employees on duty to efficiently operate the business.

This year Good Friday falls on April 6 and the company has chosen to observe it in the following week. As such, full-timers who observe Good Friday in the following week will be given either the Monday (April 9) or Saturday (April 14) as their day off, unless another day is

mutually agreed to between the company and the employee.

Section 8, General Holidays, is on page 39 of your union agreement booklet and holiday pay is set out in sub-sections 8.03 and 8.04, pages 40 and 41. If you have any other questions regarding this section or any other sections in your agreement, call your union representative.

Membership discounts - it pays to belong!

All members, from the day they join the union, are entitled to utilize a wide range of money saving discounts and special services. Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers. Just show your membership card to receive these special discounts! It's important to make sure both you and the benefit provider understand the terms of the transaction. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/ service you will be receiving.

RRSP FOR LOCAL 832 MEMBERS

The UFCW Local 832 RRSP offers members the choice of four investment options with better than average returns. To enroll in the RRSP program contact Laura Mellon at 204-926-8335.

GENERAL PAINT

Members receive 40% off all General Paint manufactured product, 20% off on special order wall coverings and 20 to 30% off non-General Paint manufactured products and supplies.

Brandon:

1124 18th Street 727-0295

Winnipeg:

- 1045 St. James Street 982-6300
- 1094 Nairn Avenue 982-6330
- 1-140 Meadowood Drive 982-6320

PEMBINA DODGE

Purchase a new Chrysler or Dodge vehicle for only \$300 above dealer net cost. Also receive up to 15% off on parts and shop time (this does not include the dealer's regular service and maintenance offers). Call Kevin McEvoy at 284-6650 or drop by the dealership at 300 Pembina Highway for complete details.

POLO PARK HEARING CENTRE

Receive a 10% discount (to a maximum of \$150) on the purchase of any hearing aid. Phone 788-1083. Located in Polo Park Mall.

CELEBRATIONS DINNER THEATRE

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn—824 Pembina Highway. Call (204) 982-8282 for reservations.

BRIDGEVIEW BED & BREAKFAST

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a 5% discount during the snowmobile season. Call Louise at 204-482-7892 or www.bridgeviewre-treat.com.

CATCH-A-TAN

Receive a 20% off tanning packages.
6-1502 Rosser Avenue, Brandon, Call 727-8266.

PHOENIX REAL ESTATE

- Call Jennifer Okaluk at 771-0981 and receive:
- \$150 cash back on the completed sale of a home or condo
 - Up to 20% off legal fees
 - Access to the best mortgage rates.

DUFRESNE HOME CENTRE SAVINGS

Receive 5% better than the current price listed on furniture, mattresses and accessories. Receive 3% better than the current price listed on appliances and electronics. UFCW member card discounts cannot be used with any other offers or promotions.

- Winnipeg 880 Nairn Avenue, phone 667-1578 or 1750 Ellice Avenue, phone: 989-9900
- Selkirk 374 Eveline Street, phone 785-8191
- Portage 2401 Saskatchewan Avenue W, phone: 857-7803
- Brandon 1885-18th Street N., phone 728-8530
- Swan River 1321 Main Street, phone 734-4772

ADVANCED MASSAGE & LASER THERAPY CLINIC

2020 Corydon Avenue, Winnipeg. UFCW Local 832 members receive 15% off any duration of massage by Teneille Sonnichsen. Just tell her you're a UFCW Local 832 member when you call 474-2020.

ACTIVE MUFFLER & BRAKE CENTRE

At Active Muffler & Brake Centre receive 25% off stocked parts and 20% off the regular hourly shop rate. Located at 601 Rosser Avenue in Brandon. Phone 727-1213 or 727-1305. Present your union card prior to being invoiced.

CDT PRODUCTION GROUP INC.

At CDT Production Group receive 15% off: TV & film production, commercials, studio production, MC services, multi-media, event management, virtual business cards, and audio production. Plus receive 20% off all music packages and 5% off lighting packages. 338-3459 or e-mail cdtgroup@shaw.ca Your entertainment source!

VISIONS ELECTRONICS

At Visions purchase TVs, VCRs, camcorders, as well as home, car and portable audio equipment from 5 to 10 % over cost. To obtain the special UFCW price, ask for the store manager at the following locations:

Winnipeg

- 1680 Pembina Highway
- 1130 St. James Street
- 1510 Regent Avenue

AUTOPAC WRITE-OFFS

If Autopac says your car is a write-off, call Brad Palen at 284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your car's actual cash value and give you free consultation as to what your options are. If arbitration is required, you pay only \$250 in arbitration costs—a savings of \$50.

THE FAIRMONT/THE VELVET GLOVE

UFCW members receive special room rates at The Fairmont Winnipeg. For a moderate room single/double occupancy pay only:

- \$165 Sunday - Thursday
- \$135 Friday/Saturday

To obtain these special rates call 957-1350 or 1-888-974-7666 and identify yourself as a UFCW member. At The Velvet Glove receive 10% off on all food and beverage. Some conditions apply.

WILDER, WILDER & LANGTRY

Members can save big on legal services from Joe Wilder. If you are looking for a lawyer to help you with wills, real estate, family law or immigration contact Joe at (204) 947-1456. Make sure you let him know you are a UFCW Local 832 member to receive the special rate.

NATURAL WELLNESS CHIROPRACTIC CENTRE

Receive 30% off chiropractic care and wellness plans offered by Dr. Robert Stitt, D.C. He is skilled at helping you with work-related injuries, headaches, neck and back pain and herniated discs. Call (204) 783-1880 to book your assessment. Located at 912 Portage Avenue.

KANG'S TAEKWONDO ACADEMY

Two months Taekwondo memberships & uniform for one \$99. Phone 947-0261. Locations:

- 435 Cumberland Street, Winnipeg
- Notre Dame De Parish, 1282A Dawson Road, Lorette

MARLIN TRAVEL POLO PARK

Marlin Travel Polo Park believes you need a vacation! Get 5% off selected packages (air & hotel) with these suppliers: Trafalgar, Globus and Westjet. Contact Rosa Bertone at rosa.bertone@marlintravel.ca or call (204) 944-7874. Earn Air Miles on your reservation.

FORT RICHMOND TRANSMISSIONS

UFCW Local 832 members will receive 15 % off any work before taxes. This includes transmission work, drive-line, brakes and suspension. For more information members can view their website at www.frtransmission.com or call them at (204)-261-7095. Fort Richmond Transmissions is located at 3096 Pembina Highway.

IRON FIST

At Iron Fist receive 20% off a one-year membership. Also receive 25% off women's self-defence course. Phone 231-3633. Locations:

- 1851 Portage Avenue
- 675 Archibald Street

For more discounts and savings go to www.unionsavings.ca or for a complete list to www.ufcw832.com/discounts.

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