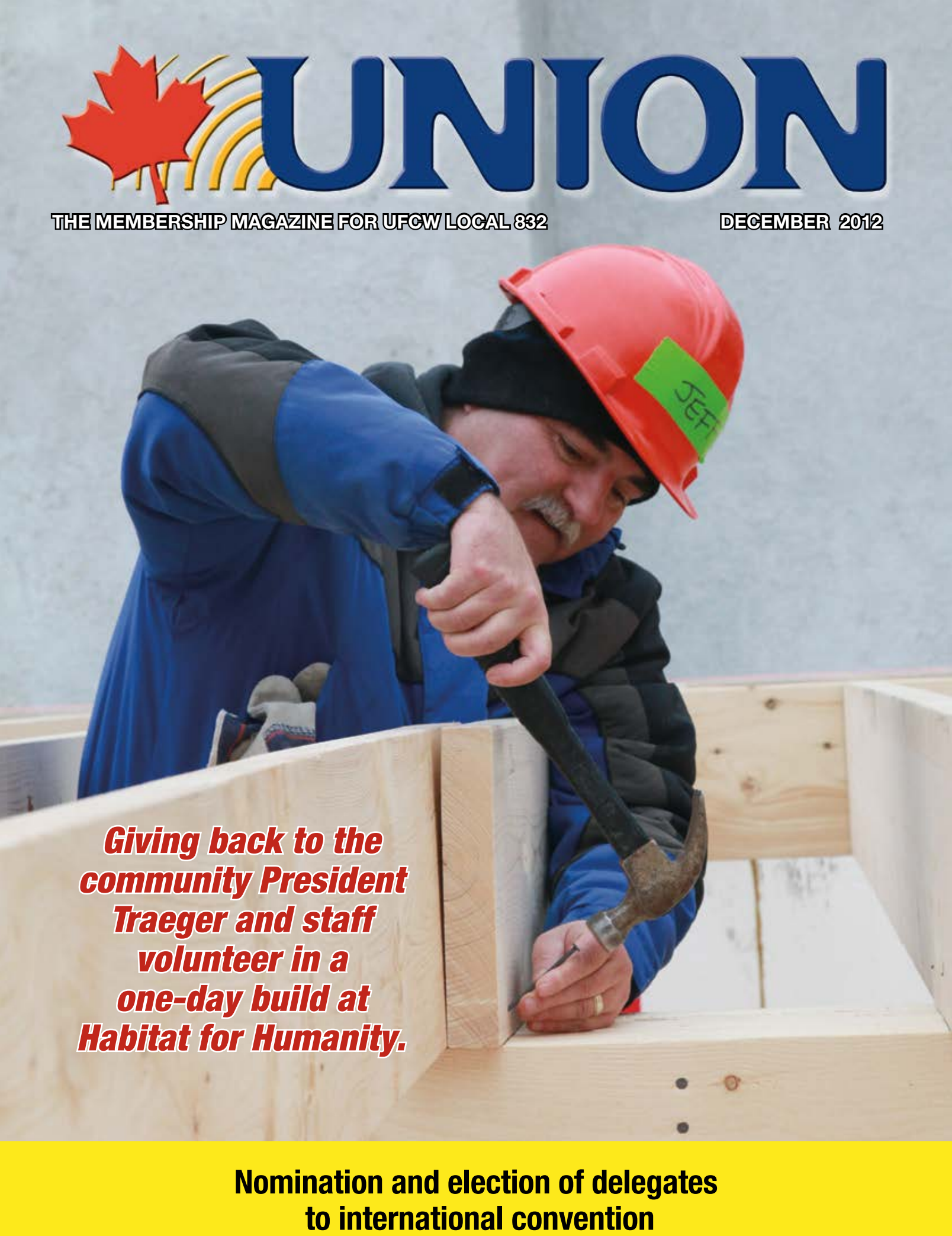




UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

DECEMBER 2012



Giving back to the community President Traeger and staff volunteer in a one-day build at Habitat for Humanity.

Nomination and election of delegates to international convention

Young blood, the future of our union

There is no doubt that UFCW Local 832 members are the youngest union members in Manitoba, on average due to our large numbers working in the retail grocery industry. As such, it is incredibly important that we constantly find ways to engage the youth, as they will be tomorrow's UFCW representatives in Manitoba's labour movement.

This November, UFCW Canada held the second phase of their Youth Internship Program (YIP) in Winnipeg. Young UFCW activists from across Canada attended—including Local 832 members Gabriel Bako from Safeway, Geoff Bergen from Extra Foods and Ashley Morello from Old Dutch—to learn about organizing, political activism and new ways to engage young UFCW members in their union.

The group worked with national office facilitators to help develop the OUR Sobeys campaign that will reach out to the unorganized Sobeys workers across Canada. This is a similar campaign to the one in the United States called the OUR Walmart campaign that we heard so much about in the weeks leading up to "Black Friday".

The YIP activists also had a chance to tour the legislature and meet with Kevin Chief, the Minister for Child and Youth Opportunities, and to get some hands-on experience working on a real organizing drive for Local 832.

When I met with the group on their second day, I was impressed with the level of energy in the room, as they seemed ready to take on the world. The challenge for me, and others that have been around the labour movement for a long time is to focus that energy on achievable goals while keeping our foot on the gas pedal to keep the momentum going.

Over the years Local 832 has started many initiatives to engage our young workers and some have been successful while others have not. As we head into negotiations with Westfair in 2013 (where many of our young members work), it is more important than ever for us to get these workers involved in the negotiations process, engaged in the goals of their union and working in the stores to activate their fellow members.

It is more important than ever because Westfair has made it clear that they want to bring their No Frills banner to Manitoba. We have no objection to the banner, as long as it comes with the same wages, benefits, pension and working conditions as our

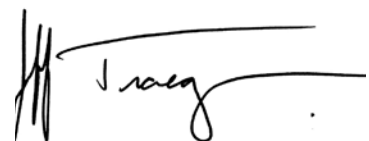
members at Westfair currently have. Instead, the company has proposed cutting wages significantly, virtually eliminating pension and benefits and basically removing the seniority rights for scheduling that we have worked so hard to achieve in the past.

So why am I writing about young members and Westfair negotiations? Because when we negotiate with Westfair in 2013 and work to keep the living wages, the pension and benefits and the protections we have fought for and went on strike for in 1987, we are going to need that youthful fire that I saw at the YIP conference. We need that activism and energy to show the company that we will not turn our backs on over two decades of bargaining so they can turn already profitable stores into more profitable ones.

And for those members working at Safeway who are thinking, "at least we don't have to worry about that"—think again. Your contract follows right on the heels of Westfair's and if the Extra Foods banner becomes No Frills with the contract the company wants, your employer will likely be asking for similar concessions in 2014.

This is a fight that affects us all and one that we all have to get behind. It is a fight that will affect the future of retail grocery workers in this province for years to come and with those young activists carrying the torch on the frontline, I know it's a fight we will win.

In solidarity,



Jeff Traeger,
President UFCW Local 832





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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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Delegates emerge from 11th UFCW Canada National Council Convention stronger and more unified than ever

UFCW activists from across Canada gathered in Toronto on November 8 and 9 to participate in the 11th UFCW Canada National Council Convention, and to celebrate the union's tremendous accomplishments over the past five years.

"Our union is now the leading progressive force in the Canadian labour movement, and it's thanks to the support and input of UFCW Canada's Local Unions that we are stronger and more united than ever," said UFCW Canada National President Wayne Hanley in welcoming UFCW Canada activists from every region of the country to the most dynamic and innovative National Council Convention in the union's history.

UFCW International President Joe Hansen brought greetings from the union's American sisters and brothers, while congratulating the Canadian activists on their outstanding efforts. Brother Steve Powell, UFCW International Director of Political Affairs; Sister Lisa Pedersen, UFCW International Special Legal Counsel to the President; and Brother Ken Georgetti, President of the Canadian Labour Congress, also participated in the convention as special guests.

Over a jam-packed two days, delegates heard full reports from the union's National Committees and Departments, and passed a number of important resolutions to further build UFCW Canada's momentum as the country's most progressive and leading voice for workers and their communities.

"Local union activists have shaped a positive future direction for UFCW Canada by approving proposals that will empower our union to better



Pictured left to right UFCW International President Joe Hansen, federal NDP leader Thomas Mulcair and UFCW Canada National President Wayne Hanley.

reflect and represent workers across the country," added Brother Hanley in his remarks to the delegates.

Delegates to the 11th National Council Convention were also energized by a series of impressive announcements, including: An unprecedented commitment to strengthening the voice of workers that has resulted in more than 33,000 new members joining UFCW Canada in the past five years!

A second Growth Summit, scheduled for 2015 to strengthen the union's ability to create more fairness in our core industries.

A further commitment to the union's already ground-breaking Political Action program includes a second National Political Action conference to be held in 2014 as part of the union's leading effort to elect federal NDP leader Thomas Mulcair as the next Prime Minister of Canada.

Thomas Mulcair received a loud UFCW Canada welcome on the second day of the convention and thanked UFCW Canada leaders and activists for their long-standing support, and for pledging to create the first federal government in Canada that puts the interests of working families first.

The first annual UFCW Canada Communications Conference is to be held in 2013, this will further enhance the union's role as Canada's most innovative force for workers.

Delegates to the 11th National Council Convention also enjoyed a dynamic range of information booths, posters, and video stations, as well as captivating artwork from social justice advocate Gilda Monreal and an exhilarating, high-energy performance by Toronto's Gay-Straight Alliance Theatre Group.

Building positive change one nail at a time

UFCW Local 832 staff volunteers give back to the community.



On October 30, UFCW Local 832 staff took part in a one-day build by learning and using basic building skills to help construct the main floor joists of a new home in Winnipeg. Each year Local 832 donates a day to give back to the community.

This year, the staff volunteered at Habitat for Humanity. Habitat for Humanity Manitoba builds houses for those less fortunate and relies on volunteers and skilled professionals to build safe, decent and affordable housing for low-income working families.

Past projects include painting the Teen Stop Jeunesse, a youth centre in Winnipeg, sorting recyclable materials at the Red River Workshop in St. Malo, and assisting at a food bank in Fargo, North Dakota, while there for a conference.

"We are committed to helping our members every day while they are at work," said UFCW Local 832 President Jeff Traeger. "It is also very rewarding to give back to the community."



National Day of Remembrance

MFL luncheon December 6

WOMEN OF LOCAL 832



December 6—the National Day of Remembrance and Action on Violence against Women—is the day we commemorate the loss of the 14 women who were murdered simply because they were women at Montréal’s École Polytechnique in 1989.

Let us take a moment on December 6 to remember these women and all women who have lost their lives to violence.

Every year, we hear of women who have been murdered by their partners or ex-partners and over 25,000 reports of domestic assault. In honour of all women who

have lost their lives to violence, the Manitoba Federation of Labour (MFL) scheduled its annual luncheon at the Union Centre —275 Broadway— for December 6 at 11:45 a.m.

UFCW Local 832 staff purchased tickets in support of this event and the local will be well represented.

All net proceeds from the luncheon go to the MFL Women’s Memorial Fund.

There will be a silent auction fundraiser, plus a “Tin for the Bin” (preferably ingredients for soup making)— in support of West Central Women’s Resource Centre.

UFCW continues to lobby government to take steps to prevent violence and to support victims by funding emergency shelters and other programs.

UFCW Local 832 represents workers at shelters throughout the province. These shelters provide frontline assistance to those who need it.

We need to join together to bring awareness to the issues and attitudes that contribute to violence against women.

UFCW LOCAL 832 RETIREES' CLUB

A picture is worth a thousand words ...

Get out and join the fun—rewarding the up-and-coming, socializing, golfing, gaming, etc.

Next adventure— going to the Beach on February 14

Loading of the bus starts at 8:30 a.m. on February 14 at the Safeway on McPhillips at Jefferson and it **leaves for South Beach Casino at 9 a.m. sharp**. You are allowed to leave your car at the lot on the north side of the store along Jefferson. The bus will leave South Beach at 3:30 p.m. to return to Winnipeg.

This means that you will have about five hours of fun and a chance to try your luck, as well as enjoy some great food.

The cost is \$20 per person, which includes a buffet lunch. Seats are reserved on a first-come, first-serve basis, however, your seat is not guaranteed until payment is received.

Full payment must be received by January 31 and your cheque should be made out to the UFCW Retirees' Club. You can drop it off at the union office or mail it to UFCW Local 832, attention Carol, at 1412 Portage Avenue, Winnipeg, MB, R3G 0V5.

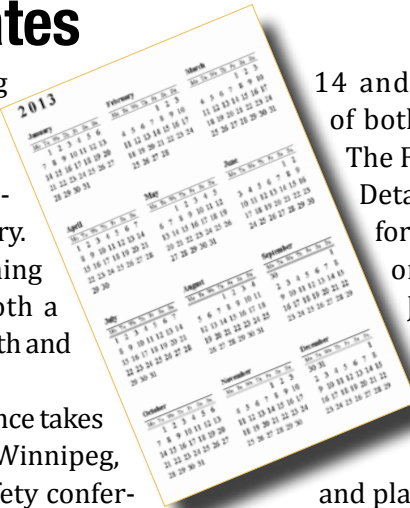
To register for the trip or to find out more about the retirees' club, call Armand at 204-832-1211 or Joan at 204-422-6670.



Save the dates

2013 is gearing up to be a busy and exciting year. UFCW Local 832 will celebrate its 75th anniversary. The union and the training centre are running both a shop steward and a health and safety conference.

The stewards conference takes place April 11 to 13 in Winnipeg, with the health and safety conference immediately following on April



14 and 15. The location of both conferences is at The Fairmont Winnipeg. Details and registration forms will be available online beginning in January. Until then, if you are a shop steward or a health and safety committee member and planning to attend the conference, please save the dates.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education
Director

Member grateful for union support



Hector in front of HyLife plant in Neepawa.

Hector Andres Vargas Mora was born in Colombia. In 2008 he came to Canada on a work visa to start a new life. When he arrived in Canada he was sent to Brooks, Alberta, where he lived and worked for the next four years.

Despite being grateful for the opportunity to come to Canada, he knew he needed to learn English, get an education and become a permanent resident of Canada if he was to have a new and better life.

After four years in Alberta, Hector moved to Manitoba. He is now employed at HyLife Foods in Neepawa and it is here that Hector is really starting his new life.

“I am grateful to have the opportunity to work for HyLife Foods. Now I have a job I like, and because of my union training centre, I also have the opportunity to attend English as an additional language classes and go to school to complete my Grade 12. I am excited that I will be able to complete it and graduate in the near future,” said Hector. “In Manitoba I have a chance for a new life. The UFCW Local 832 Training Centre has classes for all union members that are very helpful particularly for us with little English skills.”

Hector went on to say, “For us who immigrate to this country without English, it is very difficult to start

a new life. I would like to say that I appreciate all the efforts by the union to help us get an education. In my opinion I think this is a great choice of study and self-improvement. I feel comfortable in this province and with the company that I work for, and I am grateful for the support I receive from the UFCW Local 832 union and training centre.”

For more information on English as an additional language classes or the mature student diploma (grade 12) programs in Neepawa, please go to www.ufcw832.com, click on the UFCW Training Centre tab and then on the Grade 12 program tab.

Training centre notes and nods...

- Watch for conference details coming in January.
- All training centres will be closed from Monday, December 24 until Wednesday, January 2 for the holiday season.
- The *Training Centre Builds Skills for the Future*.

Agreement protects your job

Maple Leaf required to post and fill classification.

In September 2011, the stock person (an SS1 position) in the dry goods department at the Maple Leaf plant in Brandon was vacated. This is an important position at the plant as it distributes the necessary supplies to the employees. The union expected the company to post this position in accordance with section 9 of the collective agreement.

Specifically the agreement states a vacancy in an existing classification must be posted for three working days within seven working days from the date the job was vacated. The company refused to post the vacancy on the basis that the position was no longer needed on a full-time basis and that the duties still being required would be redistributed to management or

other bargaining unit employees.

The union held its position that the company was in violation of the collective agreement by not posting this position and, therefore, filed a union policy grievance. As soon as the union filed the grievance, Maple Leaf posted the position, however, stipulated

it was on a temporary basis until it determined whether or not the position would be on a permanent basis.

This was not an acceptable solution to the union and, therefore, it continued to proceed through the grievance procedure. The matter was scheduled

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

for arbitration for September 5, however, prior to the hearing the company agreed to post the stock person position as a permanent full-time position.

Persistence paid off and by the union filing a grievance it saved one full-time position at the plant.

Grievance results in win for Bunge member

Company ordered to pay sick leave.

A few months ago, an employee at Bunge Canada applied for sick leave due to stress. A doctor's note affirmed that the employee was in fact ill and required to be off work for two weeks. The certificate also stated the illness was confirmed on the basis of objective evidence. The employer denied the employee's claim for sick leave on the basis that stress is not an illness.

The employer's sick leave policy provides coverage to employees who are sick and provide a doctor's certificate that is reasonable and verifiable.

Local 832 took the position that as the employee had provided a doctor's note that was reasonable and verifiable, the employee met the requirements stipulated in the collective agreement and as such should be eligible for sick leave. Furthermore, the union considers stress a legitimate illness.

Therefore, the union filed a grievance on the employee's behalf, which proceeded through the grievance

procedure without a resolve. The union referred the grievance to arbitration and a hearing took place on September 17.

In the arbitrator's decision, he ruled that the doctor's certificate provided by the grievor **was reasonable and verifiable**. As such, if the company required further information the onus was on the employer to request it or to prove that the employee was not ill. The arbitrator further stated that the employer relied on an overly narrow reading of the certificate. That, coupled with the arbitrator's view that stress is an illness and was backed by medical evidence, the grievance was allowed.

Accordingly, **the arbitrator ordered the employer to pay the grievor the entitled sick leave benefits.**

Bunge Canada is a leading buyer and processor of canola and flaxseed. There are approximately 50 UFCW Local 832 members who work at the plant in Manitoba.

Westfair cashiers in unity

Shirley's dedicated work has lived on to help others.

Carpal tunnel syndrome (CTS) is a common problem for Westfair cashiers. Hundreds and probably thousands of Westfair cashiers have filed workers compensation claims in the past and the Workers Compensation Board (WCB) has accepted their claims.

Westfair's WCB advocate Windley-Eli wants to change that. Windley-Eli has a national contract with Loblaw's (Westfair in Manitoba) and feels it needs to save money for Loblaw's from its WCB claims if it wants to keep its contract. So Windley-Eli submitted a Physical Demands Analysis (PDA) to the Manitoba WCB. This new PDA indicated that Westfair's cashier workstations had suddenly become very safe and cashiers no longer had any risks for developing CTS.

The first victim of this new PDA was UFCW member Judy Snively, a 28-year member at Westfair. After 28 years of service, Judy developed a number of physical problems, including CTS. Windley-Eli, however, didn't think that 28 years of service was worth much and opposed Judy's WCB claim and sent WCB this new PDA that nobody had ever seen before.

The PDA didn't describe cashier workstations in Manitoba very accurately. The local's WCB advocate Rob Hilliard met with the Westfair union reps from Winnipeg, Sandy Forcier and Phil Kraychuk, to try to sort out the problem. Sandy and Phil were quick to identify some inaccuracies and also pointed out there are several different models of cashier workstations so it is not possible to have only one PDA for all the different workstations in Manitoba.

UFCW Local 832 decided to consult with the real experts—the cashiers who do the work. The union arranged two meetings for Rob, Sandy and Phil to meet with various cashiers from different Superstores and Extra Foods stores. All of the members they met with worked as cashiers and had many years of experience. The cashiers spent a day pouring over the PDA and noting a number of differences between what they actually do and what the PDA says cashiers do while working. They also pointed out that the workstations are different from one store to another, which makes their tasks different as well.

Just prior to the meetings with the cashiers, **Shirley Diakowich** and the safety and health committee members from store 1512 were also doing work on this matter. Sadly, Shirley has since passed away but her dedicated work has lived on to help other cashiers. Store 1512 was the first store in Manitoba to install the new model cashier

WORKERS COMPENSATION



Rob Hilliard
WCB Advocate

stations. As soon as the new workstations were installed, cashiers began experiencing pain and discomfort in multiple areas of their wrists, arms and backs. Shirley and the committee documented all the problems and tried to deal with them during the joint safety and health committee meetings. Westfair refused to acknowledge the problem so the union conducted two surveys at this store to

further document the concerns. Still Westfair refused to acknowledge there were any problems with the cashier workstations. But, when a Workplace Safety and Health Division ergonomist showed up at the store and wrote an Improvement Order, Westfair couldn't ignore it any longer.

Westfair was ordered to consult with the joint workplace safety and health committee while a Loblaw's ergonomist conducted an assessment of the workstations. Loblaw's ergonomist's assessment showed there were many risks for developing repetitive strain injuries, including CTS. The Improvement Order resulted in several changes to the workstations, but risks for repetitive strain injuries and CTS were not completely eliminated.

Armed with the ergonomist's assessment, years of research that demonstrated repetitive strain injury risks for cashiers, detailed reports from Shirley's safety and health committee, and the expert information provided by experienced cashiers at Westfair, Rob now had the evidence needed to appeal WCB's decision to deny Judy Snively's claim. The appeal **was successful** and Judy was able to get wage loss benefits for her CTS surgery and the subsequent development of trigger finger, which sometimes follows the surgery.

Shirley Diakowich and the cashiers who volunteered to help stood up for a principle and their input helped not only Judy Snively but also every other cashier who works at Westfair. Members helping each other and backing each other up has always been effective for working people when they are confronted by an obstinate management. Shirley Diakowich and a group of Westfair cashiers have proven this to be true once again. ***Solidarity is effective and makes working people stronger!***

President Traeger meets with Extra Foods members on store closure

UFCW Local 832 President Jeff Traeger and union rep Sandy Forcier spent the morning of November 15 talking to members working at store 9063, the Extra Foods on Notre Dame Avenue in Winnipeg.



Westfair officials announced the closure and had just notified the union of

Extra Foods locations within the city where 9063 members affected would be moved to. President Traeger wanted to personally talk to the members at the store about the situation.

“It is unfortunate that the company decided to close this store. I told each employee that the company wanted to convert this store to a franchised No Frills store with up to 40 per cent wage rollbacks, reduced benefits and

pension and no seniority clauses. The union refused that proposal because Westfair could have kept this store open until we bargain next year and these issues could be addressed then,” stated Traeger.

Local 832 members at the store were not happy to be moving to other stores as many of them live close

by and now will have to travel farther to go to work. However, they were thankful for the job security under the current collective agreement and to still be working. They were also thankful to the union for its support.

Westfair’s inappropriate requests

What medical information can the employer ask for?

Once again a new medical request form asking intrusive and invasive questions has come to light at Westfair Foods. Recently, at one store, management requested medical information that would in no way determine a workplace accommodation. The employer **does not** need to know and is not entitled to know a member’s diagnosis or symptoms. The employer **does not** need to have nor is entitled to copies of clinical reports or treatment plans. Furthermore, the company is requesting members to sign a ‘Consent to Disclose’ personal health Information form.

The union met with the company to resolve the issue, however, the company took no responsibility and maintained its position that if the employees do not answer these questions, accommodations will not be possible. Therefore, the union filed a province-wide policy grievance, which is currently ongoing.

What type of information is required to properly accommodate a worker? The answer to that question is relatively easy. The member must provide specific restrictions, prognosis or duration of time that restrictions will be in place

(if known), dates of follow-up medical appointments and any new medical certificates provided by your doctor.

A medical report stating specific jobs is not valid. An example of this would be a medical report indicating express check stand only. Medical reports must outline specific restrictions of what a member can and cannot do (functionalities) such as no repetitive movements, no squatting, no lifting a specific amount of weight, no twisting, etc.

The union is urging any members that receive, or have received, a medical request form from their employer to contact their full-time union representative immediately. **DO NOT** sign the consent to release medical information. If you have any questions, you can reach your union rep at:

WINNIPEG

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

BRANDON

204-727-7131 / 1-800-552-1193

THOMPSON

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

Two new units join UFCW Local 832

This fall, Local 832's organizing director Sonia Taylor and SPURs (special project union reps) were successful in organizing two more new units.

Organizing is a process by which trade unions campaign, recruit, and seek recognition to be the bargaining agent for workers at various workplaces. Organizing is key to the union because as Local 832's membership grows, it is able to continue to offer and improve the good-quality services and benefits that the members are used to. Furthermore, every employee has a right to belong to a union.

More members equals more bargaining power for your union, whether it is negotiating a collective agreement or obtaining the wide range of money-saving discounts and special services that members enjoy, such as the income tax service, UFCW MasterCard, legal advice, or the other discounts and services listed on the local's website at www.ufcw832.com.

Welcome to the newest members of UFCW Local 832, Selkirk Marketplace and Staples Business Centre.



Union rep Kim Ferris



Director of organizing Sonia Taylor



Union rep Mike Howden

Selkirk Marketplace

In October, by secret ballot vote, the 49 employees at Selkirk Marketplace voted in favour of joining UFCW Local 832. As the organizing department signed up more than 40 per cent of the workers, the Manitoba Labour Board

conducted the certification vote on October 25, resulting in the positive outcome.

Kim Ferris is the union representative assigned to this unit. Members are encouraged to call Kim with any question or concern. You can reach her at 204-786-5055 or via e-mail kim.ferris@ufcw832.com.

Staples Business Depot

On November 14, the Manitoba Labour Board certified UFCW Local 832 as the bargaining agent for the employees of the Staples Business Depot on Leila Avenue in Winnipeg.

The union representative for this unit is Mike Howden. Members can reach Mike at 204-786-5055 or e-mail mike.howden@ufcw832.com.

"Kim, Mike and I are looking forward to meeting our newest members. The union will work hard for them as it does for the rest of our membership," stated UFCW Local 832 President Jeff Traeger. "They have joined the right union, as we have many years of experience in the retail and service sector."

President Traeger has assigned union negotiator Michelle Masserey to both of these units. She will set

up proposal meetings for each of these two units and notify the members of the scheduled date and time. At the meeting members have a chance to forward their concerns and ideas of what they would like to see in their first collective agreement.

It is important for the members to attend the meeting and give their input. **Your input is what lets the union know what is important to you.** It is your collective agreement and it is your voice that guides the negotiating committee during bargaining.



Workers at unionized workplaces normally enjoy better benefits and wages than at nonunionized locations, such as:

- Paid sick time
- Premium pay
- Seniority rights
- Scheduled regular wage increases

ISN'T IT TIME YOU BENEFITED ALSO? Call UFCW Local 832 organizing director Sonia Taylor to find out more about belonging to a union. **All calls are confidential.**

You can reach Sonia at:

204-786-5055

1-888-832-9832 (toll-free)

sonia.taylor@ufcw832.com

Diageo negotiations continue

While the expiry date of the current collective agreement is January 31, 2013, negotiations continued November 13 to 16 to achieve a new agreement. Non-monetary issues were slowly being dealt with, and further negotiations are set for December 3 to 7.

Heather Dezan, union negotiator, is confident that more significant non-monetary items will be agreed



to during this next round of bargaining.

“The committees have discussed shift schedules and overtime language. However, we hope to get to the monetary issues soon,” said negotiator Dezan.

After the next round of bargaining, the union will mail further updates out to the members as well as post them on the union’s website at www.ufcw832.com.

Negotiations resume at McKenzie Seeds



After the company was sold earlier this year, negotiations were put on hold until the new company could deal with the sale. On November 21, both sides met while McKenzie Seeds’ new president, Michael Pietrasiewicz, participated via telephone. During these meetings the parties focused on finding common ground and spent an extensive amount of time discussing the various negotiations issues and where each party is coming from on these issues.

These discussions were very productive and the Union is pleased with the progress that was made. The employer’s concessions remain on the table at this time; however, the

employer now has the union’s full perspective on these items including why they would be challenging for the Union to accept in a future collective agreement.

Following these discussions, the ball is in the company’s court to respond to the union on all outstanding issues. The parties are scheduled to meet again in January 2013. Between now and then, the company has committed to working on their response and providing it to the union in advance. This will allow the union to complete any research required regarding the company’s position and to potentially meet as a union committee in advance of the negotiations to help move things along.

Concessions tabled by Naleway during negotiations

Talks resume December 10.

The union negotiations committee met again with Naleway management on October 29, 2012. During this meeting the union provided a complete response on all outstanding items including non-monetary and monetary issues to the employer. The union’s position was consistent with the priorities from the members proposal meetings and the union is not considering the employers significant concessions that have been tabled.

The talks between the parties remain challenging because of financial hardship being experienced by the company. The committee is hopeful that the position tabled on October 29 by the union will help the parties find some common ground in negotiations. Talks are set to resume in the near future and following those negotiations more updates will be made available on the union website, www.ufcw832.com.

2013 UFCW International Convention

The 2013 UFCW International Convention will take place August 12 to 16 in Chicago, Illinois. However, prior to the convention, there are a few things that need to happen.

Firstly, the executive board of Local 832 must meet to decide how many delegates and alternates it will recommend the local send to the convention. At press time, an executive board meeting to deal

with this was scheduled for November 30. Then at the nomination meetings, the members must vote on the executive board's recommended number of delegates. They (the members) must also nominate and elect the delegates and alternates that will attend.

To qualify to run as a delegate or alternate, a nominee must be an active member in good standing with Local 832 continuously since December 2011. Members may run as a delegate

or an alternate but not both.

Nomination meetings will take place in January and election meetings will be held in February (see table on next page). The union encourages and welcomes **all members to be present at the meeting in the community closest to them.**

If you have any questions regarding this process, call 204-786-5055 or 1-888-832-9832 and speak to Martin Trudel, election chairperson.

Impact members ratify new two-year deal

Maneuvering through the course of negotiations hit a few roadblocks but at the end, the bargaining committees were able to reach a new two-year agreement for UFCW Local 832 members working at Impact Security.

Under the new agreement, all guards working in general sites received **wage increases** of between 75 cents to \$1.15 an hour more **retroactive to April 1**. The agreement also contains new wording for special pay sites.

Other monetary increases include shelter pay of \$4 per hour, up from \$3, when an employee uses his or her own vehicle for shelter while on the job during October 1 to April 30. As well, guards required to use their own vehicle to perform patrols or other duties assigned will receive 45 cents per kilometre.

UFCW Local 832 represents about 70 guards working for Impact Security at different sites throughout Manitoba.

Local busy with 75th anniversary

Preparations have been underway for over a year in planning the 75th Anniversary for Local 832. A special dinner will be held on April 13 in conjunction with the shop steward and health and safety conferences.

UFCW Local 832 President Jeff Traeger is looking forward to these events.

"When we realized it was going to be the local's 75th, we decided to make sure we recognize this milestone. There has been a lot of growth over the last 75 years and celebrating it is important."

The local has been working closely with Dr. Nolan Riley and Scott Price from the University of Winnipeg. With their assistance interviews have

been conducted with past presidents, staff, executive board members and activists to help tell the story about the local.

The local has other plans for the upcoming anniversary year; many will be kicking off in late March and early April of 2013. Watch for further details in future issues of UNION.



Past UFCW Local 832 president Robert Ziegler talks with Scott Price, on the history project.

DO YOU HAVE A PIECE OF UFCW HISTORY?

It could be something from an old convention, merger, strike vote or ratification. We are interested in documenting as many things as we can find from the past 75 years of the Local.

Call or e-mail Dalia in the communications department if you have a question or a story to pass on. Contact info: (204)-786-5055 or 1-888-UFCW-832 or dalia.chapa@ufcw832.com.

International convention delegate selection meetings

NOMINATION MEETINGS				ELECTION MEETINGS		
TOWN	DATE	TIMES	LOCATION	DATE	TIMES	
	JANUARY			FEBRUARY		
The Pas	14	7 p.m.	Kikiwak Inn	Mail in ballot		
The Pas	15	9:30 a.m.	Kikiwak Inn	Mail in ballot		
Dauphin	15	7 p.m.	Dauphin Inn	Mail in ballot		
Russell	15	4:45 and 7:15 p.m.	Russell Inn	20	4:45 and 7:15 p.m.	
Winnipeg	15	10 a.m. and 7 p.m.	Training Centre	26	10 a.m. and 7 p.m.	
Steinbach	15	10 a.m. and 7 p.m.	Days Inn	19	10 a.m. and 7 p.m.	
Portage	16	12 and 5 p.m.	Super 8	20	12 and 5 p.m.	
Dauphin	16	9:30 a.m.	Dauphin Inn	Mail in ballot		
Swan River	16	6:30 p.m.	Super 8	Mail in ballot		
Brandon	16	11 a.m. and 7 p.m.	Brandon Office	26	11 a.m. and 7 p.m.	
Fisher Branch	17	6:15 p.m.	Community Centre	28	6:15 p.m.	
Swan River	17	9:30 a.m.	Super 8	Mail in ballot		
Flin Flon	17	8:15 p.m.	Prospector Inn	Mail in ballot		
Neepawa	17	1 and 5:30 p.m.	Neepawa Training Ctr	25	1 and 5:30 p.m.	
St Malo	18	2 and 4 p.m.	Chicken Chef	28	2 and 4 p.m.	
Leaf Rapids	21	12 p.m.	Council Chambers	Mail in ballot		
Lynn Lake	21	6:30 p.m.	The Bronx	Mail in ballot		
Lynn Lake	22	9 a.m.	The Bronx	Mail in ballot		
Gimli	22	2:30 and 5 p.m.	Lakeview	25	2:30 and 5 p.m.	
Virden	22	11 a.m. and 5 p.m.	Virden Legion	21	11 a.m. and 5 p.m.	
Selkirk	22	10 a.m. and 7 p.m.	Smitty's	19	10 a.m. and 7 p.m.	
Whitemouth	22	3 and 5 p.m.	Rec Centre	19	3 and 5 p.m.	
Gillam	23	7 p.m.	Rec Centre	Mail in ballot		
Carman	24	12 p.m. and 7:30 p.m.	Active Living Ctr	Legion*	19	12 and 7 30 p.m.*
Winkler	24	10 a.m. and 5:30 p.m.	Days Inn	19	10 a.m. and 5:30 p.m.	
Stonewall	24	9:15 a.m. and 5 p.m.	Chicken Chef	21	9:15 a.m. and 5 p.m.	
Thompson	24	7 p.m.	Thompson Office	Mail in ballot		
Thompson	25	9:30 a.m.	Thompson Office	Mail in ballot		

There will be no election meetings scheduled for the northern regions, as they will mail in their ballots.

A swimmer wearing a black swim cap and goggles is swimming in a pool. The water is blue and splashing around the swimmer.

GET IN SHAPE IN 2013

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

Passes are effective December 28, 2012, and are available in either a 6-month or a 1-year plan.

**You can choose between:
6-month facility pass \$161
12-month facility pass \$299**

**6-month combo pass \$216
12-month combo pass \$419**

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.



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UFCW Local 832
1412 Portage Ave.
Winnipeg, MB R3G 0V5

**To Order Your Pass:
download form at
www.ufcw832.com/recpass
or stop by the union office.**

**Send form and cheque made out to
UFCW Local 832 by December 28, 2012.**

**Passes will be available for pick up
at any City of Winnipeg recreation
facility on January 15, 2013.**

**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**

