



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

December 2011



New President and Secretary-Treasurer for the Local

**President, Jeff Traeger and Secretary-Treasurer,
Beatrice Bruske take the helm.**

The Future Starts Now

In late October, Robert Ziegler, who had been President of UFCW Local 832 for the last nine years, announced to the staff and the executive board that he would be retiring on December 1. The announcement took some of us by surprise, as Robert's consistent and effective leadership had not missed a beat. Many of his greatest accomplishments in the role of president of Manitoba's largest private sector union had taken place in the last few years. His tireless work, on behalf of Local 832 members and for the working people of Manitoba and abroad, made him seem much younger than his years, so retirement for someone with so much drive and energy was a little unexpected.

Robert worked at the local in many different roles over the last 33 years, seeing this organization through many good times and bad. Over his long career, Robert was a union representative, an organizer, presented at arbitrations and managed the finances with an undeniable skill, proven by the strong and healthy position he left us in. Since taking over from former president, Bernard Christophe, he has expanded our focus on providing educational opportunities for our members, built a strong strike fund to give our negotiators strength at the bargaining table and staffed the local with many pleasant and competent people.

I can think of no one who deserves to retire to a simpler life while still young and in excellent health to spend more time with family and friends – a luxury rarely afforded to one who carried so much responsibility for so long. Robert will still be a trustee on many of our benefit plans; but will now also have time to cast a lure, swing a club or enjoy other things he has not had time for in recent years.

On October 24, your executive board elected me to be only the third full-time

president in the local's 73-year history, an honour that I accepted knowing that as much as Robert – and Bernard before him – had done, there was still much more to



do. My first act as president was to recommend to the local's executive board to consider electing Beatrice Bruske, an executive assistant and an experienced negotiator, as secretary-treasurer.

I am extremely pleased to announce Beatrice as the new secretary-treasurer for two reasons. Firstly, I have worked with her for my entire career at UFCW; and I have every confidence that she will excel at her new position, as she has with every challenge she faced since joining our staff in 1994. Secondly, we are an organization that prides itself on gender equality and Beatrice is the first woman to be elected to a senior leadership role at Local 832 — it's about time we broke that glass ceiling.

I have been a member of Local 832 for 17 years. I have been an organizer, a full-time union representative, a negotiator, and for the last 7 ½ years the secretary-treasurer responsible for the local's finances. I have

presented cases at arbitration and at the labour board, negotiated over a hundred contracts, including multiple renewals at Safeway, Loblaws and at Maple Leaf. I currently sit as a trustee on eight different funds both provincially and nationally. I am the only full-time president to have started with the local as a shop steward giving me a member focused perspective. The work boots I keep in my office remind me every day where I came from and who I work for.

In my first two weeks as president, I travelled to Brandon to speak to our activists at the Westman appreciation dinner and to Thompson to celebrate our annual holiday dinner with our stewards and health and safety committee members working in the North. I have met with every member of our staff and listened to their concerns and ideas to let them know that they are an integral part of moving our union into the future.

In my first full year as president, I plan on visiting every place where our members work so I can hear from them firsthand how they would like to see their union become even more in tune with their needs and become even more effective at representing them in their fight for workplace rights. I plan on letting our members know that their ideas and needs will form the basis of the future of Local 832 that we will build for tomorrow beginning today.

Now let's get started.

In solidarity,

A handwritten signature in black ink, appearing to read "Jeff Traeger".

Jeff Traeger
President
UFCW Local 832



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President

Jeff Traeger

Secretary-Treasurer

Beatrice Bruske

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Thank you Robert

Robert Ziegler announces his retirement after three decades of service
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Winnipeg

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

Brandon

530 Richmond Avenue East
Brandon, Manitoba, 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, Phil Kraychuk, Jerry Kies, Wendy Lundy, Harry Mesman
Negotiators: Susan Hart-Kullbaba, Michelle Masserey, Heather Dezan
Health and Safety Resource Representative: Guy Sylvestre
Organizing: Sonia Taylor
Legal Counsel: Debra Malmquist, Garry Bergeron
Education and Training: Heather Grant-Jury
Workers Compensation/Safety and Health: Rob Hilliard
Communications: Blake Crothers, Dalia Chapa

Thank you, Robert

Over three decades of dedication to the labour movement.

On November 18, Robert Ziegler former UFCW Local 832 President walked out of the building at 1412 Portage a retiree. It was his last day at the local where the staff held an informal luncheon for their former leader. Some of the staff was unable to attend as they were busy handling the ratification vote for members at Maple Leaf Foods on Lagimodiere. The Maple Leaf contract would be the final agreement that he negotiated for the local.

Robert worked for the local for over 33 years. He became a member of Local 832 when he started working at Empress Foods (now Lucerne Bread). After only working for a short time, he was walking a picket line as a six-month strike occurred that would not only put his honeymoon on hold, but would change his career path. Instead of becoming a teacher, Robert chose to work for the union. He started as a relieving representative and was then hired full-time shortly thereafter. Throughout the years, he organized, serviced, negotiated, presented arbitrations and took care of the finances until 2002 when Bernard Christophe retired, opening the door for Robert to become president.

Under his direction, the local worked at connecting with the younger membership,

dedicated resources to make sure all the membership had an equal voice. He was able to offer talented shop stewards and activists a chance to voice their ideas and even hired some to work for the union.

During his nine years as president he had to make decisions regarding the union that were not always popular with the membership, the staff or the general public, but he knew that it would be the best for the local in the long-term. It's because of these decisions he made the local financially stable. Robert took the foundations that Bernard Christophe left him in 2002 and took the local to the next step. Now boasting a diverse membership of over 15,000 in the province, Robert wanted to make sure the local was also becoming more culturally diversified, that the members who were coming from other countries understood their collective agreements. One of Robert's legacies will be that many members now have access to their collective agreements regardless of what language they speak. This commitment holds true with the opening of



training centres in Brandon and Neepawa and the development of the courses offered at the Winnipeg centre.

Robert retires with the respect of business leaders, his peers in the labour movement and those he worked with at various levels of government.



Robert, former staff Ron Fotti and Darlene Dziewit, and newly-elected Secretary-Treasurer Bea Bruske attending CLC conference in 1994.



Robert and former president Bernard Christophe.



New deal for Town of Virden workers

UFCW Local 832 members will see a strong wage increases over three years.

UFCW Local 832 members working for the Town of Virden ratified a new three-year collective agreement on November 2, 2011 by 89 per cent.

The 25 plus members working as heavy equipment and waterworks operators, recreation technicians, lifeguards, general labourers and others received increases retroactive to June 1 of between six to 18 per cent, depending on their classification and certification. Members will also see wage increases in the second and third years of the contract.



Westman union representative Wendy Lundy presents Pete Wiebe a member with over 40 years of service at McCain Carberry.

Westman activists and retirees honoured

It wasn't long after the ribbon cutting of the new union office and training centre, before it was put to good use. A special dinner was held the night of the opening honouring shop stewards and health and safety activists at the new facility. President, Jeff Traeger thanked the packed hall for all of their work and dedication to helping the members of the local.

NDP candidate for Brandon West, Jim Murray, who almost won in the recent provincial election thanked the members who worked on his campaign during their spare time.

Also during the evening, Westman area retirees were honoured for their membership at the local.

The new collective bargaining agreement also contains a new major medical benefits package with premiums shared 50/50 between the employees and the employer.

Along with the wage and major medical benefit increases, members benefit from improved language in the areas of health and safety, job posting and job descriptions.



Secretary-Treasurer, Beatrice Bruske goes through the items outstanding with the Federated Co-op members.

Federated Co-operative negotiations continue to stall

Members have update meeting to discuss outstanding items.

On November 15, Federated Co-operative members met with the union negotiating committee to go over the items agreed and outstanding to-date. Frustrated with the lack of forward movement in negotiations, the union negotiating committee met with the membership to review and discuss the employers last offer. The members rejected the employers last offer by 100 per cent.

Talks are set to resume on December 21 and 22 as both sides will be sitting down with a conciliation officer. The 130 members have been without a collective agreement since May 31, 2011.



GET IN SHAPE IN 2012

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

Passes are effective January 15, 2012, and are available in either a 6-month or a 1-year plan.

You can choose between:

6-month facility pass \$160
12-month facility pass \$296

6-month combo pass \$214
12-month combo pass \$416

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

Send form and cheque made out to
UFCW Local 832 by December 23.

Passes will be available for pick up at any City of Winnipeg recreation facility on January 15, 2012.

**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



Local 832 Members Awarded National Scholarships

Achieving their educational goals.

UFCW Canada grants several different types of scholarships to union members in good standing every year. This year, the National office awarded two scholarships to UFCW Local 832 members.

UFCW International Scholarship

UFCW Canada awards two International Scholarships worth \$8,000 each to two members, or their dependants. The recipients of this award are chosen from applications received from all across Canada.

Earlier this year, Safeway 719 member, Shelby Guenette, received this prestigious award. Shelby is attending the University of Winnipeg working towards her bachelor of science with a degree in education.

Beggs-Dowling-Mathieu Scholarship

UFCW Canada offers 18 annual scholarships of \$1,000 each to members and their children for post-secondary study. Allocated by regions across Canada these scholarships are named as a lasting tribute to three past leaders of our union: William Beggs, Fred Dowling, and Roméo Mathieu.

Last month, Stephanie Lacoste received one of these awards. Stephanie is taking the mandatory courses needed to work towards her business degree at the University of Winnipeg. She has been a Local 832 member for over two years and works at Superstore 1508.

“Congratulations to Shelby and Stephanie,” said Local 832 President Jeff Traeger. “UFCW’s commitment to education has given hundreds of union members and their children the opportunity to reach their educational goals.”



Former local president Robert Ziegler with the UFCW International Scholarship winner, Shelby Guenette.



Stephanie Lacoste, Superstore 1508, receiving her Beggs-Dowling-Mathieu Scholarship award from UFCW Local 832 President Jeff Traeger.

Migrant Workers Scholarships

Application deadline is this month.

The possibility of reaching your educational goals continues with the UFCW Canada Migrant Workers Scholarship. UFCW Canada understands the importance of learning and also believes that education has no borders. As such, it is offering 20 scholarships of \$500.

Only those persons who entered Canada to work under the Temporary Foreign Workers Program are eligible to apply. The scholarship is available for the children, grandchildren, sisters, brothers, nieces, and nephews of the union member. The recipi-

ent may be living in any country, can be of any nationality, must be between 4-25 years of age, and must be attending or hoping to attend an educational institution.

You can go to UFCW Canada’s website at www.ufcw.ca for full details or to apply online.

Application Deadline:

The application deadline is December 31, at 5 p.m. Only those accepted to receive the scholarships will be notified via registered mail or email by March 31, 2012.

New building for Brandon/Westman members

Grand opening held October 29.



UFCW Local 832 opened a newly renovated building in Brandon to use for its office and training centre.

On October 29, Local 832 President Jeff Traeger, along with the city of Brandon Mayor, Shari Decter-Hirst, and MLA for Brandon East, Drew Caldwell, was there for the official opening. The new facilities are located at 530 Richmond Avenue East.

The expansion took 10 months to complete. The local transformed the former bingo hall into a state-of-the-art facility for the members in Brandon and the Westman area. The new building has modern computer labs, kitchen facilities, and training rooms. Eventually the training centre will provide space for community groups to rent for specific events.

The union, purchased the property in 2008 after realizing the increased demand for its English as an additional language (EAL), the grade 12 diploma program and shop steward and health and safety courses.

“The Westman area continues to grow. Its diversity in the community has been evolving over the last several of years,” stated President Traeger. “When new work-

ers arrive from other countries, we want to be able to offer them every opportunity to learn our language as well as learn new skills. Our new training centre will give new members in the Brandon/Westman area that opportunity.”

UFCW Local 832 has been the leader in the province for EAL training. The Local now has training facilities in Winnipeg, Neepawa, and Brandon.

As you all know, whenever you move into a new place there has to be an adjustment period—unpacking, organizing, working out little quirks, and just settling in. It has been a little over a month now, but the staff feels right at home.

The biggest difference is the space. Previously we had approximately 3,500 square feet to almost 13,400 square feet. The new building is also more functional as there are clear-cut separated areas for the office side and the training centre—separate lunch-

room and other facilities. In addition, if the training centre is holding classes and a union representative is meeting with a member on a grievance or holding a unit meeting, there is plenty of room.

The staff has already hosted a few tours of the new building. The union encourages the members to drop in and check out the new facilities. It is your training centre it is your union office.



Members at Maple Leaf ratify new four-year agreement

Strong improvements to wages, pension and benefits.

UFCW Local 832 members working at the Maple Leaf Lagimodiere plant ratified a new four-year contract by 68 per cent. Members will receive wage increases of \$1.15 to \$1.75 per hour over the life of the agreement. In addition, more than 120 members will see increases to their pay rates through the reclassification of jobs. The reclassification process will add an extra \$250,000 annually into the pockets of the members affected. Also, four million dollars has been set aside to fund changes due to the members moving to a new pension plan.

“This is a great contract for our members as they have the security of a four-year collective agreement as well as monetary increases in each year. I’m proud of our negotiating committee who worked hard since June when bargaining began to make sure we had a new deal in place prior to the current contract expiring on December 31,” stated UFCW Local 832 President Jeff Traeger.



During negotiations, Maple Leaf announced a new 85-million dollar expansion to its Lagimodiere plant. The 70,000 square foot expansion will house an on-site wastewater pretreatment facility for the bacon and value-added ham products. The company will be creating over 350 new positions at the plant, which fall under this collective agreement.

**RETIRES'
CORNER!**

Don't let winter blahs hold you back

Trip planned to South Beach in February.

The UFCW Local 832 Retirees' Club received a lot of interest from people wanting to go on a day trip to South Beach Casino. The club is pleased to report that plans for a one-day outing to South Beach are now confirmed.

You can mark February 14 on your calendar. The cost is \$20 per person, which includes your transportation to the casino and a buffet lunch. The bus is scheduled to leave the parking lot of Safeway at McPhillips and Jefferson at 9 a.m. and will head back at around 4:30 p.m. You can leave your car at Safeway; just make sure to park on the north or south side of the lot and not close to the store.

This is an excellent chance for you to take a break from the winter blahs and join the group heading out for a day of

fun. You and your sweetie can celebrate more than Valentine's Day; you might be celebrating winning a jackpot.

It is on a first come, first serve basis and the bus will fill up quickly so call to register today. To sign up you can call Joan at (204) 422-6670, Armand at 832-1211 or Lila at 837-3554. To hold your place on the bus, your payment of \$20 must be received by January 28. You can send in your cheque to the union office, 1412 Portage Avenue, Winnipeg, MB R3G 0V5, attention Carol.

Retirees Appreciation Dinner Held October 24

Every year the union honours its retirees with 15 years or more of union membership at an appreciation dinner. This year UFCW Local 832 held its dinner at the Canada Inn Polo Park. There were 19 members who retired in 2010 that were recognized.

Frances Pal, who retired from Safeway, received special recognition as she was the longest-serving member with 44 years of union membership.

Congratulations to all the retirees and best wishes.



UFCW Local 832 President Jeff Traeger and Safeway member Frances Pal at retirees' dinner.

Building skills for the future

Training centre continues to expand programs throughout the province.



Heather Grant-Jury
UFCW Education Director

It was another busy year for the training centre. We celebrated the opening of a new building (see story on page 9), developed and piloted a new shop steward course (called Organizing), expanded our grade 12 programs and formed new relationships with government and outside training providers.

During all this, one of our main goals—which remains today—is to ensure that the training we offer continues to meet the needs of members in all areas of the province, not just Winnipeg.

As the requirements in each community change, so does our focus. Over the past 18 months, we have focused on establishing programs for the growing number of members in Neepawa and the Brandon/Westman area. We opened a training centre in Neepawa and another one in Brandon.

In the coming year, our direction is going to change again. We want to spend

more time over the next while focusing on the needs of our members in northern Manitoba.

In October, we ran two health and safety workshops in Dauphin for our committee members from St. Rose and Dauphin. Last month in Thompson, we held a shop steward workshop—Aboriginal Awareness, which was attended by activists from Lynn Lake and Thompson. Pictured above are some of the shop stewards at the workshop in Thompson.

Northern union representative Blair Hudson said, “Everyone who attended these workshops found them very constructive and useful. The members are looking forward to applying their newly acquired skills at their workplaces.”

The training centre will continue to offer programs in northern Manitoba, but we want to get a better understanding of what types of courses our members living there are interested in taking. You can call the Winnipeg training centre at 775-8329 or from outside of the city dial 1-877-775-8329 to let us know your thoughts. As well, we are hoping to visit some of the northern communities in 2012 and hear what members have to say.

To all members, no matter where you live, please remember that we are always looking for new course ideas. If you have one, call us.

Grade 12 Mature Student Programs

This a reminder that term two for the grade 12 mature student diploma programs begins in February. Registration for courses has started and as this is one of our most popular programs classes fill up.

Call today to register and confirm your spot.

In Winnipeg, call Ans Norman at 775-8329 or toll-free at 1-877-775-8329.

In Brandon and Neepawa, call Sylvia at Assiniboine Community College at 725-8735 or toll-free at 1-800-862-6307.

Training centre notes and nods ...

- All training Centers are closed from Saturday, December 24 until Tuesday, January 3, 2012 for the holiday season.

From all of us at the training centre, have a safe and happy holiday season!

Granny's Workers Right... Granny's Management Wrong

Big win for members – “it wasn't all in their heads”!

For three years, UFCW members working in the turkey evisceration department at Granny's Poultry have had a difficult time while at work and for several hours after work. By the end of their shift, they would have trouble breathing at times and would suffer regularly with symptoms like coughing, sneezing, runny noses, red, irritated eyes and seeing small circles in front of their eyes. On bad days, the coughing and sneezing persisted for many hours, often preventing them from sleeping adequately.

These members did the right thing and they filled out WCB Green Cards and referred their issue to the joint workplace safety and health committee.

When the joint committee dealt with the problem, they noted that there had been a change in the process that involved the use of chlorine so Granny's management contacted a reputable environmental monitoring firm to test for chlorine concentrations in the air. Each time the air was tested, the monitoring firm found the chlorine levels to be quite low, well below the threshold limit values for chlorine. That does not mean that the chlorine, even at these levels, could not cause some irritation for some people but it does mean that for most people the chlorine probably would not cause any significant problems. Since everybody in the department was experiencing some symptoms, it seemed unlikely that chlorine was the culprit.

The problem persisted, however, and it was a regular topic of discussion at joint workplace safety and health committee meetings. Unfortunately, this committee, despite being well trained, was having difficulty dealing with this issue and some others as well. That is because the management co-chair of the committee became unco-operative and even hostile whenever the worker members of the committee raised the issue of poor air quality in the turkey evisceration department.

The committee became dysfunctional and a specialist from the Workplace Safety and Health Branch of the provincial Department of Labour was assigned in the summer of 2009 and again in the summer of 2010 to educate the committee on how to co-operate and deal with problems more effectively. But, soon after the specialist left, the bad behaviour from the management co-chair returned.

Despite the fact that most of the workers in the turkey evisceration department had to use respirators while they worked on the line (some had difficulty breathing with the respirators and didn't use them), management denied there was a problem. In fact, management started blaming the workers for their health problems. They told them that their problems were because they smoked even though many of them did not smoke. They told them that their problem was all in their heads, that it was not real and that they had better stop making frivolous complaints. These threats to stop making trivial complaints included filling out Green Cards.

Many times whenever a UFCW member in turkey evisceration filled out a Green Card because they were coughing, sneezing and had very sore, red eyes, they were 'interviewed' and told they had no legitimate complaint

to make and that if they continued to make these complaints they may be disciplined.

These threats were effective from management's point of view. The Green Cards stopped.

Green Cards serve several useful and important purposes. One of these purposes is that a Green Card signals there may be a potential health and safety problem that should be looked into. If the Green Cards are no longer filled out, then the warning sign of a possible problem is taken away. If management isn't told about a problem then they do not have to do anything. This is despicable behaviour. It really amounts to nothing less than management intimidating workers into not complaining about workplace health and safety problems and making them suffer in silence. If management threatens workers because they express concern about a workplace health and safety problem, it means that they don't care about the workers' health.

In order to overcome this problem, the union developed a symptom card and asked members in the turkey evisceration department to fill out these cards, and to indicate what symptoms they were experiencing and when they experienced them. We got 117 complaints from these cards. We also



Shop steward Marlene Martin and union reps Jerry Kies, Rob Hilliard and Guy Sylvestre at meeting with Granny's members explaining Improvement Order.

WORKERS COMPENSATION

found out that the CFIA inspectors (federal government meat inspectors) also had been complaining about the air quality in this department and they had previously notified their employer, the Federal Department of Health, about the problem. UFCW contacted their union, the Public Service Alliance of Canada, and they pledged their full support to UFCW in trying to solve the problem.

Local 832 then hired an independent industrial hygienist to research the problem. This hygienist has a solid background and excellent reputation in Manitoba. His qualifications for this task were beyond question. He met with several staff and union members. He conducted research on poultry plants in other locations. It did not take him long to find out that this problem used to be common in poultry plants all over North America. In fact, as far back as 1993 a United States agency had investigated the same problem in a poultry plant. In this plant, the employer was actually concerned about the health of their employees and invited the agency in to give them advice. This is quite different behaviour than Granny's management. I guess they cared more about their workers.

Just like at Granny's monitoring for chlorine showed that the concentration of chlorine in the air was not the problem. But just like at Granny's the birds were eviscerated around a production line where the waste products from the birds were falling into chlorinated water causing ammonia and nitrogen from the birds to mix with the chlorinated water. And just like at Granny's the ventilation system didn't seem to be as effective as it should be.

The US agency knew that when chlorine is exposed to ammonia and nitrogen a new compound is formed called chloramines. It also knew that people exposed to chloramines have breathing difficulties, irritated throat, nose and eyes, as well as coughing and sneezing. The agency advised the employer to ensure that ammonia and nitrogen do not come into contact with chlorinated water and to improve the ventilation system. Guess what? The problem disappeared and work-

ers no longer had any symptoms.

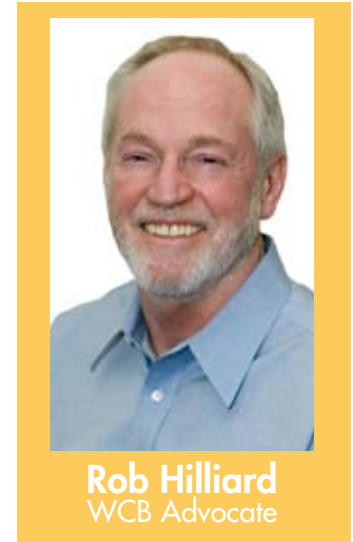
We met with Granny's management and gave them the research. Still the company did nothing so the union met with the Workplace Safety and Health Branch. The union gave them the research and filed an official complaint against Granny's for maintaining an unhealthy workplace and doing nothing to fix it.

The Workplace Safety and Health Branch conducted its own investigation, interviewed management personnel, the joint committee co-chairs, and several workers from the turkey evisceration department. They also measured the airflow in the department.

A couple of weeks later they met again with Granny's management and issued them an Improvement Order that ordered management to ensure that ammonia and nitrogen no longer come into contact with chlorinated water and that Granny's contract with an independent, certified engineer to evaluate and improve the ventilation system in the turkey evisceration department. They also informed Granny's management that they were wrong when they said there was no ammonia coming into contact with chlorinated water.

For three years, Granny's has forced workers in the turkey evisceration department to work in an unhealthy workplace and breathe contaminated air. They did nothing to fix the problem even when they were given information that showed them what the problem was. They bullied workers, blamed them for their own health problems, and refused to investigate. The union had to do what Granny's management should have done.

What kind of treatment is that for workers who work hard for their employer and who are loyal to their employer? In exchange for their hard work and loyalty, these workers get abuse and poor health from their employer. It is clear that Granny's does not care about the health of its employees and the only thing it cares about is spending as little as possible and saving all the money for them. Workers do not matter to Granny's management.



There are a number of different ways to describe the way Granny's management has handled the air quality problem. At the very least they have been negligent and incompetent.

In closing, it is important to recognize the struggle that UFCW members in the turkey evisceration department had to go through including three years of coughing, sneezing and suffering with runny noses and sore irritated eyes. They should NOT have had to suffer like this and the only reason they did is because Granny's management refused to investigate the problem and denied that a problem even existed.

It is also important to recognize the determination and perseverance of the worker members of the joint workplace safety and health committee. They stuck with it and didn't give up even in the face of confrontation from Granny's management. Good work committee members! Their "stick-toedness" would not allow the issue to die and they and the union finally solved the problem, which Granny's management refused even to investigate.

The determination of the worker co-chair of the joint workplace safety and health committee, Ray Lambert, and the worker representative on the committee from turkey evisceration, Marlene Martin, should be applauded. Thank you Ray and Marlene!

Grievances produce results at Dunn-Rite

Member compensated missed benefits and discipline removed from file.

While at work, a UFCW Local 832 member from Dunn-Rite injured himself. The employee was initially off work collecting WCB when unexpectedly WCB denied his claim. WCB at first denied his appeal, but, the union's WCB advocate, Rob Hilliard, found compelling medical information that the union believes indicated that his injury was compensable and filed another appeal. At the time of this article, the union is awaiting the WCB's response.

While waiting for the WCB appeal process, the union, as the employee's English comprehension is limited, assisted him in getting disability benefits through Employment Insurance (EI). Once the grievor exhausted his EI benefits, as he was still unable to work, the union again assisted him and applied for the disability benefits outlined in the collective agreement.

To the employee's and the union's surprise, the insurance company denied the benefits on the basis that the employee was no longer actively employed by the company. It was the insurance provider's understanding that the grievor had been given a three-day suspension by the company for refusing to perform work that was within his medical limitations and at the end of the three days just did not return to work.

The union had no knowledge of the suspension, nor did the grievor and the shop steward. Furthermore, the collective agreement is clear that Dunn-Rite must provide any discipline notice to the shop steward at the disciplinary meeting and a copy of the written disciplinary notice faxed to the union office within 72 hours of the notice being issued. This never happened.

The grievor did remember the company asking him to perform tasks that he believed he was incapable of doing because of his limitations. When he refused, management sent him home with the understanding that the

company could no longer accommodate his disability.

Immediately, the union grieved the matter and subsequently expedited the grievance to arbitration. Because of the union's actions, Dunn-Rite advised the insurance company that the three-day suspension had been withdrawn and been removed from the grievor's file. The company further advised the insurance provider that the grievor had always been an active employee and, therefore, eligible to receive benefits. The conse-

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

quence of the union filing the grievance was that the insurance company immediately placed the grievor on benefits and issued a retro cheque for his lost benefits.

Another discipline rescinded Proof required before imposing punishment.

An unfortunate incident happened at Dunn-Rite where a chicken, due to human error, went through a crate-wash. The union and the company believe in respectable and humane handling of the animals. It is extremely important that no one mistreat the animals in any way. Management, as they should, took this crate incident very seriously and an investigation ensued.

The company's investigation narrowed down the possible employee(s) responsible for the incident to three separate individuals. However, it could not actually identify, which employee actually was guilty of the wrongdoing. All three employees denied the incident and maintained that they were not responsible.

As no one would admit to the misconduct, Dunn-Rite imposed a one-day suspension on all three employees. Of the three employees suspended, only one chose to

grieve the suspension as he was innocent and did not believe the company should punish him for something he didn't do.

UFCW Local 832 stands up for all of its members. It took the position that, even though this was a serious offence, the employer could not simply discipline all three individuals without proof of who actually committed the offence. By Dunn-Rite doing this, it was in violation, amongst other things, of natural justice. The employer stuck to its guns and the matter proceeded through the grievance process.

During discussions with company, the union convinced management that it had erred in disciplining these employees, as it could not prove who had actually committed the mistake. Because of the union involvement, the company agreed to remove the discipline from the grievor's personnel file.

Did you receive your increase\$

Minimum wage gap adjustments, scheduled pay raises at Loblaws.

Under the current union agreement between UFCW Local 832 and Loblaws, union members should have received pay increases in October.

Firstly, effective October 1, the province of Manitoba increased its minimum wage to \$10 an hour, up from \$9.50. This is good news for members working at Superstores and Extra Foods in Manitoba as the union bargained minimum wage gap language – section B-12 - that states if the provincial minimum wage goes up during the life of the agreement, the starting rate in the collective agreement must also go up. Specifically, the start rates as listed in wage scales must be at least 25 cents above minimum wage and the pay scales adjusted to reflect the new start rates. This means that as of October 1, no member's wage should be below \$10.25 an hour.

There is an ongoing discrepancy with the company about the interpretation of Appendix B-12 regarding the move up the progression scale once the minimum wage gap has been applied. Essentially, the union's position is that the employees affected by the new minimum wage and start rate receive their first raise after 500 or 1,000 (depending on date of hire) hours they would then receive regular increases every 500 hours. The company has a different view on this matter and believes that employees fall back onto the wage scales outlined in the collective agreement after the increases at 500 or 1,000 hours. This would mean that employees would have to work 2,501 hours in total before receiving an increase

above \$10.25 and this is not the intent of the language bargained in Appendix B-12. The union is in the process of grieving this matter and it will proceed to arbitration if necessary.

As well, on October 2, a large number of members working for Loblaws at Superstores and Extra Foods in Manitoba received negotiated increases. For employees who are progressing up the wage scale and who are not at the start rate or the top rate are to receive a 30-cent off scale increase and then progress to the next highest increment after which they have reached the appropriate amount of hours. An example of this is a service clerk with 2,780 hours with a rate of \$10.35 received an increase to \$10.65. When the same service clerk reaches 3,001 hours worked, they will receive the next increment increase to \$10.80 per hour.

Employees who were at top rate or over-scaled as of October 1, received wage increases of 50 cents per hour. For example, a general merchandise clerk who was at top rate of \$14.10 should now be receiving a rate of \$14.60 per hour. This employee is now considered over-scaled; as 25 cents was added to the wage scale and the top rate of this classification. The new rate under the collective agreement for this job is now \$14.35 per hour.

If you have any questions regarding the minimum wage gap or your negotiated pay increases, contact your full-time servicing representative. You should also double check you pay stubs to make sure you are being paid correctly.

Holiday season ups and downs

Contract language protects you.

With the holiday season upcoming, you may notice a few differences at the stores such as increased hours or even some stores operating 24 hours/7 days a week. The union wants to remind you there is wording in the collective agreement that protects you during the ups and down of this time of year.

At press time, Loblaws had not yet advised the union which stores will be extending its hours, but as per the negotiated language, in the event the company elects to expand its hours of operation to 20 hours or more, Loblaws must notify the union and the employees affected a minimum of two weeks prior to the change. As well,

seniority will be the governing factor in staffing night shift sales (11 p.m. to 7 a.m.), with senior employees given the first choice to work or not work. You are not required to work night shift sales, however, if there are insufficient volunteers to work these hours, reverse order of seniority will apply.

The company can also run into problems with the scheduling of hours. The contract contains job security wording that guards your hours and limits other employees from working in your department or classification and taking hours away from you. During this time of year you may be scheduled more hours than normal, but remember that the hours will lessen again in the New Year.

Therefore, it is important to let your union representative know if someone is working in a department or classification other than their own.

Contact Information

Winnipeg Office
786-5055 / 1-888-832-9832
Brandon Office
727-7131 / 1-800-552-1193
Thompson Office
778-7108 / 1-800-290-2608

Members voice their stance

Union holds proposal meeting, commences negotiations with Arcturus Realty in Thompson.

Arcturus Realty is the property manager of the City Centre Mall in Thompson. UFCW Local 832 represents the building maintenance workers at the mall, whose collective bargaining agreement expires December 31. The union starting preparing for negotiations a couple of months ago in an effort to reach a new agreement by the end of the year.

Back in October, the local held a proposal meeting to hear what the members wanted to see changed in their new contract. Negotiations with the company began on November 14, with the second round of talks taking place on November 18.

The union negotiating committee consists of northern servicing representative Blair Hudson, as head negotiator, and member Jason Mauthe.

“By the tone of the meetings to date, I’m confident our members will have a new agreement in place by the New Year,” stated



Union negotiating committee members Jason Mauthe and northern servicing representative Blair Hudson reviewing their notes from the November 18 meeting.

northern representative Hudson. “The group is small but united and they made their stance clear to the union at the October meeting.”

Dawn Foods set to close

Union ready to assist the 145 members affected.

On November 19, members at Dawn Foods voted 100 per cent in favour of a new collective agreement. It is a bittersweet settlement, as in the middle of negotiations the employer announced that they intended to close the Winnipeg plant effective March 31, 2012.

Dawn Foods purchased Ice Cream Unlimited, out of bankruptcy protection about two years ago. The company stated that they have faced many challenges and that the Manitoba market is highly competitive and the plant is no longer economically viable. The current work being performed by the union members at the Winnipeg plant will be moved to other plants owned by Dawn Foods. UFCW members at Dawn produce speciality cakes.

Immediately, the union negotiating committee switched its focus to include wording in the new contract that will



protect the members in case of layoff or plant closure. The committee was successful in reaching this goal and a new article forms part of the recently ratified collective agreement.

The contract provides for 80 hours severance pay per year or pro-rated for partial year of service. There are two lump sum payments—\$200 less deductions within seven days of ratification, and another \$200 no later than January 28, 2012. The night shift premium will go up by 25 cents per hour, and the forklift operator premium will increase by 75 cents per hour.

In order to make the situation as trouble-free as possible for the members, a joint adjustment committee (3 reps from the union and up to 3 reps from management) will meet regularly to discuss issues related to the winding down and termination of operations.

The Employer will make a one-time payment of \$20,000 to the UFCW Training Centre, Career Transition Services, in Winnipeg to assist employees with the transition to alternate employment. These services include career transition coaching, resume development, interviewing techniques, job search skills, training information and resource centre, access to skills upgrading courses, and information on Employment Insurance.

The union wants to remind its members at Dawn Foods that these services are available to you and encourages you to use them.

November 30 is day 58 of walking the line

Union prepares for Alternative Dispute Resolution to resolve Granny's Hatchery dispute.

Granny's Hatchery locked out UFCW Local 832 members on October 4.

Prior to that, negotiations had been drawn-out and the company was being inflexible. On October 3, the union indicated that it wished to continue to bargain, but it was obvious Granny's was not interested in negotiating a fair agreement for its employees.



Since that time, the parties have tried to resolve the dispute with the assistance of a conciliation officer to no avail. UFCW even offered a second chance to end the lock out and go directly to arbitration, but Granny's

refused preferring to prolong the dispute. In Manitoba, there are labour laws that allow you to apply for Alternative Dispute Resolution (ADR) after 60 days of walking the line. With that day quickly approach-

ing, the union has begun to prepare for arbitration and will be applying to the Manitoba Labour Board for assistance in ending this lock out.

Union members at the Transcona hatchery are responsible for the hatching of eggs into chicks, which Granny's supplies to its producers. Management has been using scabs to try to keep the hatchery running.

"We are proud of our members on the line," boasted UFCW Local 832 President Jeff Traeger. "They stood up for what was right and have become stronger and more united than ever as the weeks have passed."

Helping locked out members

Social held in Thompson

Northern Manitoba UFCW Local 832 members held a fundraising social to raise money for their brothers and sister in Winnipeg locked out by Granny's Hatchery.

On November 5, newly-elected Local 832 President Jeff Traeger and Secretary-Treasurer Bea Bruske as well as over 70 union activists and their family and friends attend the social and raised over \$500 to help the locked out members from Granny's Hatchery. Everyone had a great time at the social and raised money for a very good cause.

"Distance doesn't mean we can't help out," said northern union representative Blair Hudson. "There is a real fear that our brothers and sister at the Hatchery could still be on the picket line at Christmas and every little bit helps."

Local 832 invites you out to the line to show your support to our locked bothers and sister from Granny's Hatchery Monday to Friday between 6 a.m. to 6 p.m.

UFFW makes donation

Alex Forrest, president of the Winnipeg firefighters union, and members of the firefighters executive visited the locked out Granny's Hatchery members on November 10.

Addressing the members on the line, Forrest said, "I am here on behalf of all the firefighters of Winnipeg to let you know we support you, and you are not alone in this fight."

The firefighters donated \$500 to the strike fund plus a Tim Horton's gift card.



Alex Forrest, president of Winnipeg firefighters union (center) with locked out members at Granny's Hatchery.

"Great opportunities to help others seldom come, but small ones surround us every day"
— author Sally Koch

MEMBERSHIP DISCOUNTS

More members = more bargaining power

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.

Hy-Wire Zip Adventures

Come and take the plunge, with a 150-foot drop, zipping across the trees in the scenic Pembina Valley. This is a 2-hour adventure on five different cables ranging from 500 to 1,000 feet. There are also hiking trails and five un-serviced campsites available.

Hy-Wire is offering UFCW members 10% off the regular price for zipping along on this extreme adventure.

To book your expedition or to find out more about zip lining or the hiking trails and campsites, go to Hy-Wire's website at www.hywirezipline.ca or e-mail hywireziplineadventures@hotmail.com.

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.

Gerry Gordon's Mazda

UFCW Local 832 Members receive:

- Preferred pricing on new and used vehicles.
- First 4 oil and filter changes FREE
- Complementary gas card with every purchase
- 15% off all parts, extended warranties, body work and accessories.

Contact Antonio at 475-3982 for more information.

Dufresne Home Centre Savings

Receive 5% better than the current price on furniture, mattresses and accessories. Receive 3% better than the current price on appliances and electronics. Cannot be used with 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 Ave. W., phone: 857-7803
- **Brandon** 1885-18th Street N., phone: 728-8530
- **Swan River** 1321 Main Street, phone: 734-4772

General Paints

Members receive up to 40% off all General Paint Manufactured product, 20% off on special order wallcoverings and 20-30% 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

Kurio Studio & Gallery

Enjoy a \$50 product credit with the booking of any portrait photography session including personal, family, couples, maternity and high school senior portrait sessions. Members also receive a 10% discount on all wedding photography services and they have completely customized packages to meet your needs and to suit all budgets. Kurio Studio also provides personal and heirloom custom book design services. Our professionally designed, bookstore quality custom books make for unique gifts and a fabulous way to preserve your life's most important moments. Members receive a 10% discount on all custom book design services. For more information visit www.kuriostudio.blogspot.com or phone Alix at 204-791-5734.

Union Members' Mortgage Planning Team

Your Union Members Mortgage Planning Team provides members of Union Savings affiliated labour organizations with the best available mortgage with no cost or obligation to the member. Saving union members time and money is their only goal. For more information phone toll-free 1-866-599-9799 or visit www.unionsavings.ca.

Fort Richmond Transmissions

Members will receive 15 % off before taxes—including transmission work, drive-line, brakes and suspension. For more information, view their website at www.frtransmission.com or call them at (204)-261-7095. Fort Richmond Transmissions is located at 3096 Pembina Highway.

FOR ALL MEMBERSHIP DISCOUNTS VISIT: www.ufcw832.com/discounts

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.

Eyewear

WINNIPEG

Receive 20% off regular priced prescription eyeglasses, sunglasses or contact lenses at:

- **The Bay downtown (783-2112)**

BRANDON

20% off regular price on all prescription eyewear.
Scotia Optical (727-3661) 708 - 10th Street.

THOMPSON

25% off regular price on all prescription eyewear.
City Vision Opticians (677-2020) Thompson Plaza.

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.

Performance Golf Learning Centers (PGLC)

As a UFCW union member you receive 20% off all services provided at PGLC as well as special pricing on golf equipment, accessories and apparel. Choose from a variety of instructional programs taught by CPGA Class A professionals Blake Russell and Brad Poleschuk using the V-1 Digital Analysis System and Accusport Vector Launch Monitor System. Located at Shooters Family Golf Centre 2731 Main Street. Phone 275-1155 or e-mail pglc@mts.net.

RBC Insurance

The Union Savings Benefit Programs announces the new RBC Insurance preferred group Home Insurance offering with exclusive savings.

- Multiple Policy Options
- Sewer Back up Coverage (Canada Wide)
- Guaranteed Replacement Cost

Contact RBC Insurance today for your free no-obligation quote. Call 1-800-769-2529 and speak to a licensed insurance advisor. Be sure to mention you are a member of UFCW to receive your group discount.

UFCW MasterCard

Show your pride—carry the card! Build the MasterCard that is right for you. Four reward program options allow you to tailor the card to your needs. To apply or for information call 1-800-263-2263 or visit www.unionsavings.ca.

PowerUp Computers

At PowerUp Computers save 10% off complete computer systems and 5% off hardware and software purchased separately. 1119 Corydon Avenue. Phone 453-0638 or e-mail sales@powerup.ca.

Autopac Write-offs

If Autopac says your car or truck is a write-off, call Brad Pallen at 284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your vehicle'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.

Iron Fist

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

- 1851 Portage Avenue
- 675 Archibald Street

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

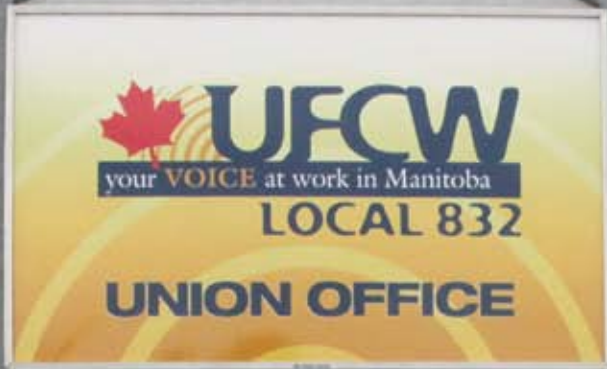
- 1680 Pembina Highway
- 1130 St. James Street
- 1510 Regent Avenue

Brandon

- 1120 Highland Avenue

Catch-A-Tan

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



THANK YOU ROBERT!

**On behalf of the staff and executive board and the
15,000 UFCW Local 832 members we wish
you well on your retirement.**