



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

FEBRUARY/MARCH 2012



The Good, the Bad and the Ugly.

A look at Granny's Poultry and how it treats its workers.

Time to Target the Competition

We must unionize the competition to protect your jobs

During the past year, our members employed at Dawn Foods, Safeway and Westfair have suffered job losses, major cuts in the number of hours they work, and more work assigned to those left behind because non-union competitors, such as Walmart, are selling grocery and general merchandise at lower prices than our unionized stores.

Now there is another giant American retailer, Target, moving in and many of us in the labour movement are thinking “here we go again” or “there goes the neighbourhood”. Target has already shown their true colours by refusing to accept the contract at stores in BC and the legal battle there has already begun. In order to fight the threat to our members and retail jobs in this country, UFCW Canada and locals across the country will be active over the next year, helping Zellers employees protect themselves from the whims of Target who will be coming to Canada over the next 12 to 16 months.

Our members enjoy good wages, employer-paid benefits, job security, and respect on the job. Workers in Canada have rights — includ-



ing the right to form a union to create a better life for themselves and their families. As Manitoba’s largest private-sector union with a strong history, Local 832 is committed to ensuring that the labour and human rights of non-unionized workers in Canada are respected.

It is in the best interest of every union member to get involved and participate in any way you can in bringing the benefits of union membership to workers in non-union stores or by educating the public on the true cost of the low prices these giant retailers offer.

We must all work together to save your wages, benefits, working conditions and even your jobs. If we don’t work together now, you may not have that job anymore and will have no alternative but to replace it with low hours and wages and no pension or benefits.

Your union is working actively with a group of dedicated organizers from the retail sector to educate and activate non-union employees of these retailers and the public in general. If we fail to protect the good union jobs we have fought for, fewer customers will shop in unionized stores, fewer hours and jobs will exist and the quality of life our members have come to expect and enjoy will be at risk.

If you want to be a part of protecting the Canadian labour landscape, the first step is to contact Sonia Taylor, our organizing director, at 786-5055 or 1-888-832-9832. Become active and involved – take a stand against the corporate greed invading our province and our country that cannot go unchecked. It is up to all of us to make it happen together.

In solidarity,

A handwritten signature in black ink, appearing to read "Jeff Traeger". The signature is stylized with a long horizontal line extending to the right.

Jeff Traeger
President
UFCW Local 832



Target stores like this one will be popping up across Canada replacing Zellers stores.



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Winnipeg

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

Brandon

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

Thompson

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

Training Centres

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

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

244 Hamilton Street
Neepawa, MB
(204) 476-3037

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

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

Canadian Mail Publications Sales Agreement #40070082

President
Jeff Traeger
Secretary-Treasurer
Beatrice Bruske

E-mail: ufcw@ufcw832.com
Website: www.ufcw832.com



UFCW Canada Signs Co-operation Agreement with Mexican State on Migrant Workers' Rights

Migrant workers from the Mexican State of Guerrero will benefit from a broader network of protection and assistance when arriving to Canada thanks to a new agreement between UFCW Canada and the government of Guerrero. On January 17, national president of UFCW Canada Wayne Hanley and Angel Aguirre Rivero, governor of the State of Guerrero, signed a mutual co-operation and letter of intent to protect the human and labour rights of Mexican temporary agricultural workers in Canada. The co-operation pact will provide assistance, training and outreach to improve the living and working conditions of migrants before, during and after their stay in Canada.

“UFCW Canada is showing once again that ours is a long-term commitment to temporary workers in Canada,” said President Hanley. “We look forward to the new possibilities this agreement will offer to the migrant brothers and sisters who contribute to the Canadian agriculture, economy and society.”

In association with the Agriculture Workers Alliance (AWA), UFCW Canada will assist workers through its network of ten AWA support centers across Canada. Services include assistance with housing conditions, labour rights, health and safety, workers' compensation and other work-related matters. The



Angel Aguirre Rivero, governor of the State of Guerrero (left) and Wayne Hanley, national president of UFCW Canada at the ceremony on January 17.

government of Guerrero, through the Secretary of Migrants and Foreign Affairs, will provide information and training to migrant workers to ensure they are aware of their rights. The AWA also provides a toll-free assistance line accessible from anywhere in Canada and Mexico. This is the fourth agreement of its kind signed by UFCW Canada and a Mexican state government in the last three years. Every season, more than 17,000 Mexicans work in Canada under the Seasonal Agricultural Workers Program (SAWP). The new agreement aims to address the current shortfalls in the SAWP program by offering a model of institutional co-ordinated support, accessible to every migrant worker.

MFCW Dental Coverage

There have been questions about the dental benefits available to members whose employers participate in the MFCW dental plan. The following is a summary of the current benefits. For further information, contact the dental plan directly at 982-6024 or 1-800-952-9932.

- 90% Basic Dental Services
- 80% Major Dental Services
- 60% Orthodontic Services

The plan pays up to \$2,000 per year for each eligible member and dependent for basic and major coverage. There is maximum \$3,000 lifetime orthodontic treatment coverage per eligible member and dependent.

If you are going on a leave of absence from work, you have the option to maintain your benefits for up to 12 months by making a self-payment. As well, if you are retiring, benefits continue (at no cost to you) for up to one year

post retirement, with proof of retirement. If you are injured or ill and absent from work, your employer must notify the plan for continuation of benefits for up to 24 months.

Note, the plan is currently paying on the 2010 Manitoba Dental Fee Guide. The trustees will be reviewing the plan's financial situation, to determine if and when the plan can move to the 2011 or 2012 fee guide level and if other improvements can be made.

International Women's Day Recognized at the Manitoba Federation of Labour

UFCW Local 832 Women's Conference 2013

On March 8, members of the house of labour will gather for the annual pancake breakfast in honour of International Women's Day. The Manitoba Federation of Labour (MFL) women's committee is once again hosting this event. UFCW Local 832's President Jeff Traeger will be participating by helping to flip pancakes.

In addition to the breakfast, there will be a silent auction with proceeds going to the annual memorial fund. The MFL women's committee is fundraising to build a permanent memorial on the main floor of the Union Centre to remember the victims of the December 6 murders in Montreal and to commemorate all Manitoba women and girls hurt or killed by violence against women.

During the event on March 8, there will be speakers from the Winnipeg Labour Council, the Manitoba Federation of Labour and the Canadian Labour Congress. These individuals will be speaking about their own personal experiences and how they got to where they are today. During the day on March 8 the MFL committee will have representatives (UFCW, local 832 members Deborah Jones and Charlotte Prokopow) at a table at the Manitoba Legislature during the event that the government hosts during the lunch hour. The table will showcase the different events and campaigns from various Unions to try to increase the visibility of women's issues.

UFCW Local 832 2013 Women's Conference

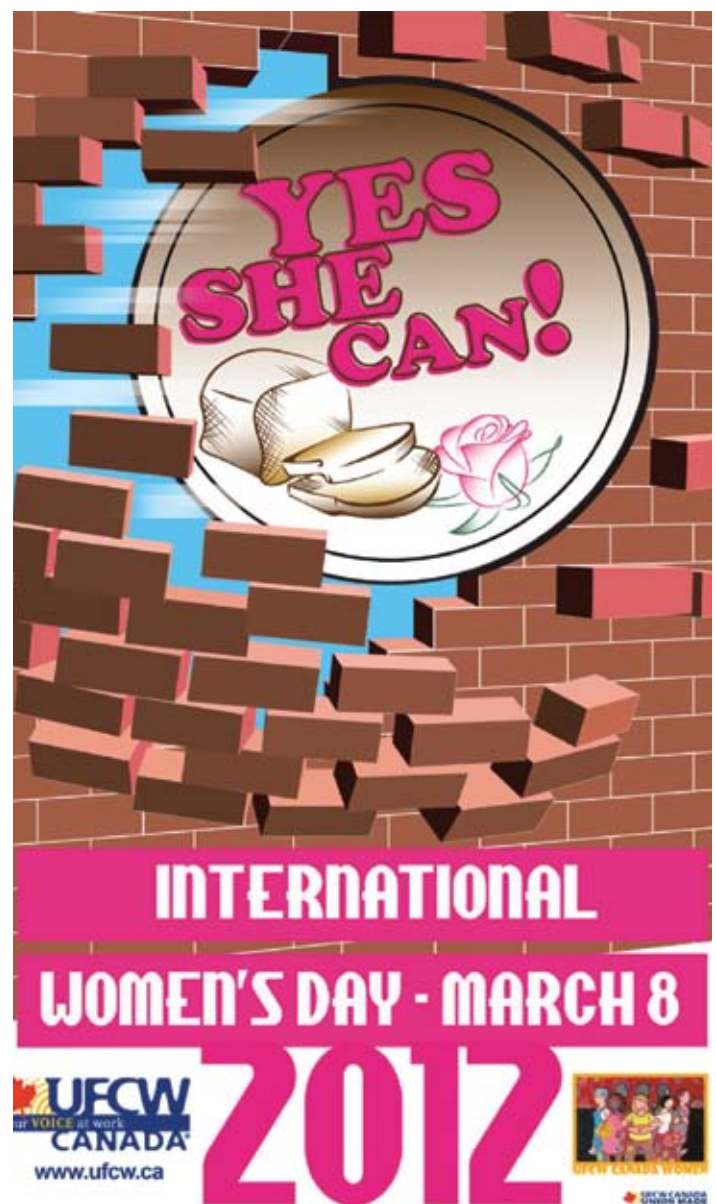
Under the direction of President Jeff Traeger, the Local 832 women's committee will once again be hosting a women's conference in 2013.

"We are just in the planning stages," said President Traeger. "The local needs to move to the forefront of women's issues. We haven't had a women's conference in a few of years, so this conference will be a

start in that direction."

Watch the website and the magazine for further information on this exciting upcoming event.

If you are a UFCW Local 832 member who would like to become more involved in women's issues within the labour movement, contact Heather Dezan at (204) 786-5055, toll-free 1-888-832-9832 or by e-mail at heather.dezan@ufcw832.com.



Rye and Coke Retire

Charles Cox and Doug Thordarson leave executive board.

Two UFCW Local 832 executive board members announced last month that they would be retiring from their jobs. Charles Cox worked for Coca-Cola Winnipeg since 1971. He was the executive board's recorder for approximately the last eight years as well as being a shop steward. Doug Thordarson was the president of Local 200D, which merged with Local 832 in April 2011. He is retiring from the Diageo plant in Gimli—the makers of Crown Royal.

At the January 13 executive board meeting, President Jeff Traeger, along with Secretary-Treasurer Bea Bruske and the rest of the board members, extend thanks to Charles and Doug for their dedication to the local. They will definitely be missed.



Doug Thordarson (l) and Charles Cox retiring executive board members.

Apply for International Scholarship

Note change in application deadline.

UFCW International annually offers scholarships of up to \$8,000 to UFCW Canada members and their unmarried children or dependents under the age of 20. Scholarship winners will receive annual payments of \$2,000, for each year they are enrolled in an accredited college or university as a non-probationary student for up to four years.

The UFCW International is currently accepting applications and will continue to accept them

until April 16. It was originally reported in the last issue of UNION that applications would be accepted from April 1 to June 3.

Complete rules and regulations are available on the UFCW International web site at www.ufcw.org. You can also obtain information on this scholarship by emailing: info@ufcwtraining.mb.ca or ufcw@ufcw.ca. or call Catherine Smallwood at the UFCW Training Centre at 775-8329 or toll-free 1-877-775-8329.

**RETIRES'
CLUB!**

Congratulations to the winners of the 2011 Cyrus Lister Memorial and Denis Allard Tribute Scholarships. The Local 832 Retirees' Club received applications from a number of talented young men and women. The scholarship committee used a strict format in selecting the winners of the two \$500 scholarships. This year's winners are:

2011 Scholarship Recipients

Emma Mae Boddy
from Portage La Prairie
granddaughter of Peggy Stock

Joelle Marie Gisele Beaulieu
from Winnipeg
granddaughter of Marcel Durupt

Best wish to both and best of luck in their chosen field.

The retiree's club has a three-day trip to Thief River Falls Seven Clans

Casino scheduled for September. This was a very popular trip last year, and everyone who went had a lot of fun. Watch for further details in an upcoming issue of UNION.

The club is always looking for new ideas on what types of activities you would like to see. If you have a suggestion or idea on a new activity, call Joan at (204) 422-6670.

The Good the Bad and the Ugly

A look at Granny's Poultry

Granny's Poultry located in Blumenort, Manitoba, employs over 500 UFCW Local 832 members at its production facility. These members joined the union over 10 years ago looking to improve the working conditions. It's been a struggle since day one. The union has filed countless grievances, won numerous arbitration awards and witnessed the company locking out the hatchery workers last year. Now, after three years of fighting with the company over respiratory concerns in the turkey evisceration department, the Department of Labour issued an improvement order to correct the issues at the plant.

Recently, the union was notified that Granny's Poultry would be appealing the improvement order.

Let us take a look at the good, the bad, and the ugly of Granny's Poultry.

THE GOOD

There is no denying that Granny's Poultry is a cog in the economic wheel for Manitoba. With three facilities in the province, Granny's employs hundreds of people. Manitobans enjoy Granny's products year round. The company is active in the community giving back to charitable organizations. Manitobans flock to grocery stores on holidays to buy turkeys with the Granny's logo, there is no question about the quality of its products.

THE BAD

On October 4, 2011, Granny's management locked out its hatchery members. The state-of-the-art facility was run by management and scabs for the 90 days that the members walked the picket line. The members were ordered back to work under "Alternative Dispute Resolution" by the Manitoba Labour Board. A hearing is scheduled to take place for an arbitrator to rule on the outstanding monetary issues. The bad is that the amount of money Granny's spent in added



Health and Safety activists from Granny's Poultry meet with union representative, Jerry Kies about the improvement order.

security and what they lost in production would have more than covered the remaining items. Police were called to the picket line numerous times by both the union and management due to incidents on the line. Once workers returned to work after the lockout, Granny's suspended two

members for conduct during the strike. The union has filed grievances and will proceed to arbitration if necessary. "We had numerous complaints from our members who claimed they were harassed and intimidated during the lockout by the scabs," stated UFCW Local 832 President, Jeff Traeger.

THE UGLY

Granny's Poultry promotes the high quality of care it gives to its chickens and turkeys before they head off for slaughter but omits the treatment of their own workers. For example, reading the Granny's website, "The reason Paul Born of Kleenfield, Manitoba is able to assure that his chickens meet Granny's high standard is because he is 100 per cent committed to providing a humane and quality environment for his flocks. In order to monitor power, ventilation, temperature as well as feed and water supply all year round, his barn is equipped with the latest technology. Paul has even installed a microphone allowing him to dial from his home phone and listen to what is happening in the barn day or night. He can tell if his chickens are stressed or happy just from what he hears on the other end of the line!"

While Granny's ensures that its product is at the highest level, unfortunately, their management refuses to ensure its employees are given the same consideration. The improvement order that was issued to the company in November 2011, the company has now appealed it. After fighting with the company for three years, along with the union hiring an occupational

continued on page 13 Granny's

Read This (To Someone Who Can't)

by Carrie Walker-Jones



My name is Carrie Walker-Jones and I am a literacy tutor. Sometimes I want to change my job title from literacy tutor to educational consultant. Not for my sake, but for the sake of those who might seek out my services. It sounds so much better to say you're off to meet with your educational consultant than your literacy tutor. It's like admitting you still need to learn the alphabet. Otherwise, why would you be there, right? Wrong. The truth is literacy tutoring is so much more than that.

How literate you are, or how well you can read and write, often determines how well you are able to cope with day-to-day duties at home and work. It's assumed in a developed country like Canada, that people are literate. But the truth is, millions of adult Canadians struggle with the basic reading and writing tasks required to get through their daily lives.

Here's the good news. Things can change. And you can do better. I know because literacy tutoring made a difference in my life. I was

a high functioning, low literate person. I'm not sure how I got as far as I did with as little literacy as I had, but once I got to a certain level and the bubble burst, I was lucky enough to get help. For me, the help came in meeting one-on-one with a kind person who explained that we all have gaps in our learning, and that people like me became experts in hiding the gaps instead of filling them.

My literacy tutor went on to help me identify my strengths and abilities. Then she helped me identify my learning differences (a word she preferred to disabilities) and learning preferences (which were not well-suited to the school system). She also gave me coping strategies to continue my education and proceed along my chosen path. In other words, she helped me fill in the gaps.

That's what literacy tutoring can do for you. It can help you fill in your learning gaps. We all have them to some degree or another. If your learning gaps are holding you back from what you want to do in life, it's not too late to do something about it. Sometimes focus, practice, and encouragement are all that's need to move forward.

At the Training Centre, we meet with a variety of adult learners and help them improve their reading and writing skills. Some have been immigrants who:

- had little to no literacy skills in their native language
- had basic English skills and

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education
Director

wanted to improve them to get into the Grade 12 program.

- wanted to improve their Benchmark results.

We have tutored Canadian-born learners who needed to upgrade their literacy skills to:

- enter a Grade 12 program
- better perform work-related tasks
- better perform union-related duties

We have also supported people working through various programs, including:

- grade 12 courses
- security Guard training
- esthetics training
- health care aide training
- collision repair and refinishing training.

Literacy tutoring is not just about learning how to read and write. It is also about learning how to read and write better. If you want to be able to improve your skills so that you can do more in your life, call Wanda McGorum, program coordinator at 775-8329 or toll-free 1-877-775-8329.

Members Receive Over \$8,000

Westfair Foods compensates two employees.

In October 2011, Local 832 discovered that Westfair Foods had not been paying some assistant department supervisors the appropriate rate of pay. In fact, the members affected had been receiving about \$5 less than the negotiated wage rate.

The collective agreement states that assistant department supervisors are to receive 40 cents per hour more than the top rate of pay for the department. As the company was in violation of the agreement, the union filed a grievance.

Westfair and the union were able to reach a favourable settlement. The minutes of settlement provide for a wage adjustment and compensation for the two union members affected. The total compensation amounted to over \$8,000, which was divided equally between the two employees. The settlement also stipulates that the company cannot transfer these employees to a different location for a period of at least one year, provided there are no operational requirements compelling the move. If the company does transfer one of these employees, the said employee shall maintain

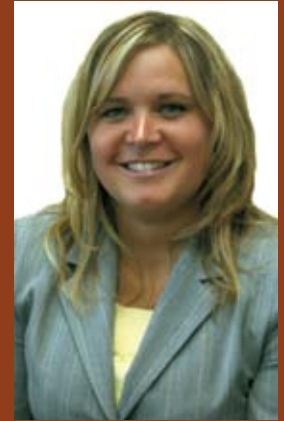
his/her adjusted wage rate for a period of one year from the date of the settlement.

Always remember it is your responsibility to review your pay stubs and make sure you receive your correct pay. Speak to your supervisor and contact your union representative immediately if you think there is a discrepancy on your paycheck. There is language in the collective agreement that deals with payroll disputes, which protects you.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Warning — Beware!

What you may think is not theft, could be.

Recently, the union received several calls from members, specifically working in retail, who had been terminated due to theft. When we think of theft, the first thing that comes to mind is pocketing money or stealing merchandise.

But, there are other types of theft, which would result in the same consequences. For example, taking a doughnut that you know is getting tossed in the garbage, grabbing a candy bar to eat at your break with intentions of paying for it after your break, or leaving work at 2:30 but having one of your co-workers punch you out at 3:30.

The long-standing rule is that theft or attempted theft, no matter how minor it may seem, is conduct that usually supports a penalty of immediate dismissal. If theft occurs, there is no need for the employer to follow progressive discipline.

Arbitrators explain this on the basis that theft constitutes a "fundamental breach" of the employer/employee relationship. Theft ends trust and honesty is the cornerstone of any employment relationship. This is especially true in retail where employees, for the most part, are working with little or no supervision and with access to goods that can easily be stolen.

It is also true that arbitrators uphold the zero tolerance policy for employee theft as being justified based on the need for deterrence. Deterrence being a warning to other employees that you will be fired and the firing will be upheld at arbitration if you are caught stealing.

Therefore, this is a reminder to govern yourself accordingly. If you are caught stealing from your employer, the union will probably not be able to do anything for you. It won't be for lack of representation; it is just almost impossible to win an arbitration case that involves theft.

How Workplace Chemicals Can Harm You

Many thousands of chemicals are used in Manitoba workplaces. They can be the raw materials used to make a product or they may be the product itself. Other chemicals are used during the work process for purposes such as cleaning or lubrication. Still others are byproducts of an industrial process. Chemicals take several different forms. They can be solids, liquids, vapours, gases, dusts, fumes or mists. We commonly think of chemicals as being liquids, like acids, solvents and oils, or gases, like carbon monoxide or oxygen. However, metals, such as lead and nickel, or minerals, such as asbestos and silica, are also chemicals.

A chemical can get into your body in three main ways—it can be breathed, go through your skin, or swallowed.

Every breath you take



The most common way for workplace chemicals to get into your body is for you to breathe them in. For this to happen, a chemical must be in the air as a dust, vapour, gas, or mist. Your nasal passages and the lining of large airways capture large particles and prevent them from being inhaled. However, particles that cannot be seen with the naked eye are generally more capable of getting into your lungs. Once in the lungs, some chemicals will stay there and cause harm. They can scar and irritate the lung tissue, create excess phlegm, narrow the airways, and cause cancer. Some inhaled chemicals cause little damage to the lungs, but pass into the bloodstream and damage other parts of the body.

More than skin deep



The skin is a good protective shield for the body. It produces oil to help maintain the skin's moisture. If the oil is removed, for example by a degreaser, the skin will be a poorer barrier against germs and chemicals. Wounds or scratches can have the same effect. Once absorbed, chemicals can pass into the bloodstream and damage other body organs. Chemicals can also cause direct damage to

the skin such as irritation, burns, allergic reactions and skin cancer.

Gut reaction



The other main way that chemicals can get into your body is by being swallowed. Your

food can be contaminated by the chemicals you work with if you do not wash your hands before eating or if you eat in your work area. Smoking or chewing gum can also carry chemicals into your mouth. You can also swallow chemical particles caught in the mucus, which your lungs are trying to clear out. Swallowing workplace chemicals, even in tiny amounts, can be harmful. Digestive juices in the liver can help breakdown chemicals into less harmful substances. Even so, it is still possible for chemicals that are swallowed to harm you.



Rob Hilliard
WCB Advocate

WHAT YOU CAN DO

- Find out about the chemicals you work with. Ask about the Workplace Hazardous Materials Information System (WHMIS) in your work place.
- Insist on appropriate measures to control chemical hazards such as:
 - using a less toxic chemical instead of a more toxic one
 - improving local exhaust ventilation
 - using personal protective equipment such as gloves
 - using proper procedures for handling chemicals.
- Wear personal protective equipment, when it is provided.

Interpretation of Contract Language Causing Havoc

Union files grievance, arbitrator may make decision on matter.

As reported in the December, 2011 issue of UNION, the minimum wage in Manitoba increased on October 1, 2011, to \$10 an hour. This increase affected the wages of many Westfair Foods employees working throughout the province. Specifically, employees who

were earning less than \$10.25 per hour should have seen their wage immediately increase to \$10.25 an hour, as per Appendix B-12 of the current collective agreement.

Appendix B-12 also sets out how employees hired before the ratifi-

cation of the agreement and employees hired after the date of ratification are to receive their next wage increases after moving to \$10.25 per hour. The union and the company have a varying opinion of how this language is to be applied and how it affects the wage scales in Appendix B-1 to B-9.

Protecting Your Job!

Let the union know how you are being affected.

Several months back Westfair Foods indicated to the union its plans to implement a dairy/frozen manager in its grocery departments in Superstores all across the western provinces, including Manitoba. The reason it gave to the union was it wanted to have better control of the dairy and frozen foods inventory and have one person responsible for the ordering of these food products. The company further stated this would be an out-of-scope position and not part of the bargaining unit.

Local 832 filed a grievance and took the position that the introduction of a dairy/frozen manager would be a direct violation of the collective agreement, specifically regarding out-of-scope positions in the grocery department. Therefore, the company agreed to remove a general merchandise supervisor from the beauty departments, so it would maintain the same number of out-of-scope management positions as outlined in the collective agreement.

The union acknowledged that would bring the number of out-

of-scope management positions back in accordance with the collective agreement. However, it asserted that the hours worked by the dairy/frozen manager are not to be taken out of the grocery department employees' pool of hours. The union also stressed that the employees in the grocery department will continue to do the dairy/frozen work. This means there is no impact to the guarantee of hours for the union members working this department. As well, the current job duties of grocery, dairy, and frozen will remain as grocery department work. There is no creation of a new dairy/frozen department.

If you work in the grocery department and are affected in any way by this change, your union rep needs to know about it. It is also a good idea to keep the union informed of what duties the dairy/frozen manager is performing. The union wants to protect your hours of work—your job, but needs your help in compiling accurate data. Call your union rep, all calls are confidential.

UFCW Local 832 believes strongly that the language supports its position, that the increase of the minimum wage to \$10 an hour or above, reduces the progression from the starting rate to the top rate of pay, for those employees affected by the minimum wage increase to \$10 per hour or above. However, after discussions with the company no consensus was reached. Therefore, the union has filed a grievance on the matter and if necessary will refer this matter to an arbitration hearing, to have an arbitrator decide the outcome.

Once an arbitrator has heard the case and given his/her decision, the union will inform all members affected. In the interim if you have any further questions or concerns contact your union representative.

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

Arcturus Members Say Yes to Three-Year Deal

Wages going up between 8.3 and 11.3 per cent.

On December 31, just prior to the expiration of the previous contract, UFCW Local 832 union members working for Arcturus Realty in Thompson, Manitoba said yes to a new three-year collective agreement.

The union and the company reached a tentative deal, which includes a number of improvements to the employees' benefits. One of the most significant improvements is wage rates will go up between 8.3 and 11.3 per cent over the three-year deal. By the end of 2014, a Building Operator will be earning around \$16.24 per hour. Another noteworthy improvement is increases to vacation entitlement and the fact that

all new hires will start with three weeks of vacation, rather than two weeks.

Jason Mauthe, who sat on the union negotiating committee along with northern union representative Blair Hudson, said, "We were able to get a good three-year agreement for my co-workers who work in the Mall. It showed as the members overwhelmingly supported the new agreement at the ratification meeting."

UFCW Local 832 represents the employees who do building maintenance at the City Centre Mall in Thompson.

First Contract Ratified at Geri-Aid

Agreement provides lump sum payments, increment increases every 500 hours.

Members from one of UFCW Local 832's newest units, Geri-Aid, ratified their first collective agreement last month by 76 per cent.

The union negotiating committee consisting of lead negotiator Heather Dezan, Amanda Sword and Dindo Villafuerte met with the company over nine days between October and December 2011. Some of the key issues obtained by the union in the first contract are listed below.



- Top rate wage increases of 25 cents per hour in each year of the agreement. As well, overscale employees will receive lump sum payments in December 2012 and 2013.

- Guaranteed increment increases every 500 hours until top rate.
- Defined grievance and arbitration procedures.

As well, during negotiations the union committee was successful in getting the company to agree to promote three part-time employees, who had been working full-time hours, to full-time status. By recognizing them as full-time, it provides them with increased health and welfare benefits.

Happy Retirement!

Longtime union activist Liz Martin during her many years at Extra Foods strived hard to create a level playing field for her co-workers. The union will miss Liz greatly for her efforts and wisdom on the job. Thank you, Liz and all the best in your future endeavours.



Geri-Aid Systems, operated By Pharma Plus Drugmart, employs approximately 25 union members in its pharmacy department. The union representative for this unit is Ron Allard. Members can reach Ron at 786-5055 or via e-mail at ron.allard@ufcw832.com.

Grievance Filed Against Diageo on Omitted Pension language

On April 1, 2011, UFCW Local 832 merged with UFCW Local 200D, who represented Diageo members at their Gimli plant. Diageo is the world's leading premium drinks business with an outstanding collection of brands in spirits, beer and wine. UFCW Local 832 now represents 45 members at the Gimli facility, many of whom perform specialized trades.

Following Diageo's most recent round of negotiations, which wrapped up in January 2010, in conformance with standard practice, the company produced a booklet outlining the benefits, including the pension plan. When the members received this booklet, reference to a significant pension benefit—a pension cost of living adjustment—was omitted from the booklet. The excluded wording allowed the pension to be adjusted annually to reflect a cost of living increase if certain conditions were met.

As UFCW Local 832 was not part of those negotiations, it investigated the matter and determined that this language should have been renewed in the most recent round of bargaining. Diageo took the opposite position, that the language was correctly deleted from the pension booklet as a result of negotiations.

Local 832 filed a policy grievance and requested the company provide the 'pension cost of living adjustment' to all current, and all future retirees, retroactively to the



Local 832 union negotiator Heather Dezan reviewing the status of the pension grievance with the Diageo Stewards (l to r) Brad Ross, Bruce Johannson, and Doug Thordarson.

expiry of the most recent collective agreement and that any individuals impacted be made whole. Through steps 1, 2 and 3 of the grievance discussions, it became clear that this was a significant cost item to the company and that it had relied on this information in other negotiations within Diageo North America. In an effort to resolve this grievance, the company tabled a series of concessions, offering to honour this language for the life of the current agreement in exchange for economic concessions.

At press time, Local 832's position is that these concessions are not acceptable and as a result, it will be forwarding this grievance to arbitration in an effort to resolve this item once and for all to the benefit of Diageo members and retirees. Members and retirees should watch their mail for ongoing updates with regards to the status of this grievance or can contact Heather Dezan, UFCW Local 832 negotiator, by phone at (204) 786-5055 or by e-mail at heather.dezan@ufcw832.com.

Granny's *(continued from page 7)*

hygienist and providing the company with similar instances with other poultry producers on how to correct the situation, Granny's has tried to fight the improvement order.

"This company has shown complete and total disregard to the health of our members," said President Traeger. "Granny's Poultry and its board of directors should be ashamed of how they treat its workers. They know that the exposure of chloramines is causing respiratory issues and refusing to make the necessary changes in their plant demonstrates its disregard for its workers' safety."

While the company drags out the appeal process, the union is confident that once the Workplace Safety and Health Division hears how the company refuses to make the necessary changes, that the long awaited improvements will be done.

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* *Dauphin*—Members can mail pertinent information to Winnipeg Office at 878 Portage Avenue, R3G 0P1.

** *The Pas*—Members can go to Carol's Tax Service in Flin Flon or mail pertinent information to Winnipeg office.

*** *Neepawa*—Service available on March 4 and 18 or members can go the Brandon office or mail in pertinent information to the Winnipeg office.

**** *Thompson*—Thompson rate for non-member is \$45.

Income Tax Locations

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878 PORTAGE AVENUE
(ground level Training
Centre building)
Phone 786-5037

BRANDON

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

DAUPHIN*

Members can mail in pertinent information to Winnipeg Office

FLIN FLON/THE PAS**

CAROL'S TAX SERVICE
Phone 687-3337

RUSSELL

MERRIL'S TAX
Phone 773-2290

STEINBACH

H&R BLOCK
Phone 326-3783

THOMPSON****

LIBERTY TAX SERVICE
Phone 778-8416

NEEPAWA***

UFCW Training Centre

Sunday, March 4
and

Sunday, March 18

9 a.m. - 3 p.m.

(other dates will be scheduled,
if needed)

ST. MALO

RRWS

Sunday, March 11

9 a.m. - 3 p.m.

PORTAGE

LA PRAIRIE

Canad Inn

Sunday, March 25

9 a.m. - 4 p.m.

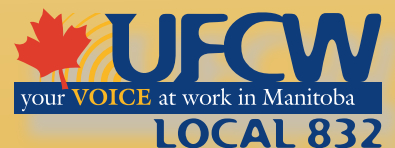
GIMLI

Viking Inn

Sunday, April 1

9 a.m. - 4 p.m.

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1412 Portage Ave.
Winnipeg, MB R3G 0V5