



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JANUARY 2013



Youth Making a Difference

UFCW Youth Internship Program a hit.

HAPPY 75TH ANNIVERSARY TO UFCW LOCAL 832

Let's start the celebration!

2013 is going to be a big year for many different reasons and one of them is that UFCW Local 832 will be celebrating its 75th anniversary. We have been planning many different ways to recognize this milestone including a change to our logo for this year that is being unveiled for the first time on the cover of this issue of UNION.

The beginning of the celebration includes both a shop steward conference and a health and safety conference in mid-April, and we will be having a special 75th anniversary dinner between those events on the evening of April 13. Over that weekend we hope to celebrate with most of our activists as well as with retirees, former staff and executive board members.

"The anniversary dinner is just the beginning as we plan to celebrate the local's rich history all year long," said Local 832 President Jeff Traeger. "Our actual anniversary date is May 2 and Bea and I are excited to be able to commemorate this important event with so many people that have played a part in making this a great local union."

In upcoming issues of UNION, and on our website at www.ufcw832.com, snapshots of our history that have shaped the union we are today will be in the spotlight. With the assistance of Nolan Reilly, from the history department at the University of Winnipeg, we have been interviewing past staff, executive and activists to help tell the story of how Local 832 grew from representing workers at

the Piggly Wiggly store in Winnipeg in 1938 to the largest private sector union in Manitoba today.

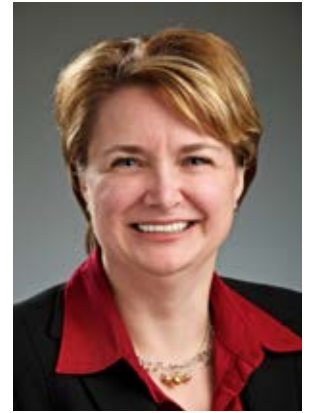
"I personally have been involved in some of the interviews," said Secretary Treasurer Beatrice Bruske, "and I am amazed at the progress the local has made in the past 75 years."

We have had our share of victories and defeats, but the rights won for our members and all working people in Manitoba are many and varied. From protecting the integrity and security of workers to improving working conditions, wages and benefits, Local 832 has taken up the fight for workers' rights in Manitoba for 75 years and we continue to fight for those rights today.

On the back cover of this issue you will see a small sampling of some of the many historic photos from our past that we have compiled as a visual history. At our training centre we currently offer a two-day labour history course where members learn



Jeff Traeger
President

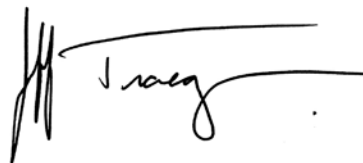


Beatrice Bruske
Secretary-Treasurer

the long and storied history of the labour movement in Manitoba. It is our hope that one of the advantages of recording our history will be a course in the future focused specifically on the history of Local 832.

All of us at 832 want to take this opportunity to thank everyone who has played a part in the success of our union over the years as well as those who continue to do so today. Because the struggle for the rights of working people continues, UFCW Local 832 and our activists will also continue to fight for those rights for the next 75 years and beyond.

In solidarity,



Jeff Traeger,
President UFCW Local 832

In solidarity,



Beatrice Bruske,
Secretary-Treasurer Local 832



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Neepawa, MB

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

Health and Safety Resource Personnel: Guy Sylvestre

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

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

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

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Westfair stewards prepare for negotiations

Meeting held in Winnipeg to talk about upcoming negotiations

The Westfair collective agreement expires in September of this year; and the union has begun its preparations for the upcoming negotiations. The agreement protects over 3,200 UFCW Local 832 members at Superstores and Extra Foods throughout the province.

On December 5, the union held a one-day meeting with over 85 per cent of the Westfair shop stewards in attendance. The purpose of the meeting was to bring the activists up to speed on the last couple of years and to get them engaged in the preparations.

President Jeff Traeger informed the group how the company has dealt with issues over the last couple of years. He also touched on how the company is setting its sights on bringing the No Frills banner to Manitoba.

“Don’t get me wrong, we have no problem with Westfair converting Extra Food stores to No Frills, but we are not interested in reducing your hard-earned wages, pension and benefits,” stated President Traeger.

UFCW Local 832 staff gave presentations on major issues. Marie Buchan, executive assistant to the President, spoke about mobilizing the workforce; Secretary-Treasurer

Beatrice Bruske, who walked the 1987 picket line against Westfair, discussed the history of bargaining; union rep Sandy Forcier reported on the ‘flow program’ and unfair labour practices; and union rep Phil Kraychuk, talked about grievances. Northern union representative Blair Hudson gave a regional report and spoke about how the company handled the Extra Food closures in Flin Flon and Thompson. Ray Berthelette, union rep in the Westman area, talked about the Brandon and Winkler stores.

Long-time union member, shop steward and executive board member, Kathie Kraychuk, who just went

through a store closure at Extra Foods 9063, also gave a passionate plea to the members. She stood up with a No Frills flyer, which she brought back from a recent trip to Ontario.

“We are in this together. We cannot allow the company to drive down the gains we have fought for over the years,” stated Kraychuk.

Proposal meetings will begin in March and will be posted online, in the stores and in future issues of UNION. Members are encouraged to attend one of the upcoming meetings to discuss what they would like to see in their next collective agreement.

PICK UP THE PHONE!

In preparations for upcoming bargaining the union has hired a company that will be calling Extra Foods and Superstore members about upcoming negotiations.

If you see UFCW Local 832 in your call display, that will be us wanting to hear your thoughts about your next agreement.

No general dues increase for 2013!

Seven years since our last general dues increases.

President Jeff Traeger along with Secretary-Treasurer Beatrice Bruske have kept a close eye on the finances again this year, focusing on keeping costs as low as possible. Because of this, there will be **no general dues increase in 2013**. As in previous years, some units are on a dues progression and will increase a small amount. Below is a breakdown of how your union dues are put to work for you.

Arbitration 4.7%

Arbitration includes all costs associated with referring grievances and other legal matters to arbitration or the Manitoba Labour Board. Local 832 has two in-house lawyers and hires additional independent counsel when needed.

Automobiles 3.6%

A car allowance is provided to Local 832 staff who must travel extensively to service the members. We have done a great job at keeping our costs down without compromising the safety of our employees on the road.

Communications 5.3%

The staff of our communication department produce 10 editions of UNION magazine each year, maintain an extensive website and produce a variety of media material as needed. This department plays a vital role in keeping the membership informed.

Conferences & Education 2.6%

Our staff and members receive training in various aspects of labour relations regularly. This category includes annual conferences/events hosted by

the local, including the shop steward/health & safety conferences, policy conference, women's conference etc.

Financial Services 4.1%

UFCW Local 832 has three staff members dedicated to running the finances and keeping the dues as low as possible. We also provide a widely popular income tax service at a great rate to our members and their families across the province.

Negotiations 6.5%

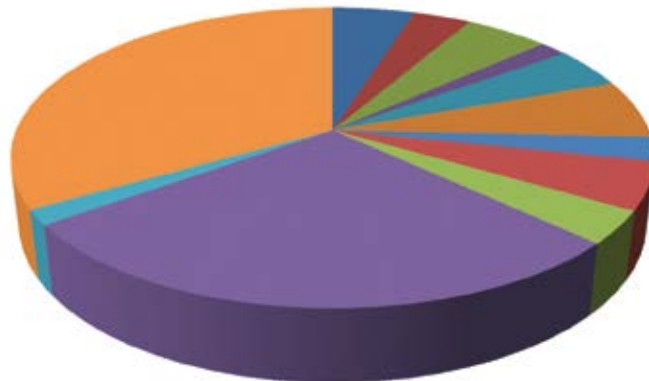
Getting the best possible contracts for our members is one of the most important things we do at Local 832. We have three full-time negotiators who work with bargaining committee members to constantly improve our over 120 agreements.

Strikes and Lockouts 2.5%

The strike fund ensures that our members can afford to stand up to their employer and fight for their rights. While we settle 99% of our contracts without a dispute, it helps having a strong safety net to fall back on.

Offices and Buildings 5.7%

We have offices in Winnipeg, Brandon and Thompson. This portion of our budget reflects rent expenses, utilities, property taxes, insurance and maintenance. The training centres are not included in these costs as they are operated by the Education and Training Trust Fund.



Office Supplies 3.3%

To operate smoothly, we need office supplies such as paper, pens, postage, couriers and software for all three offices.

Per Capita and Other Membership Fees 27.5%

To have a strong standing in the labour movement across North America, we pay membership costs to the UFCW Canada Council, UFCW International Union, Manitoba Federation of Labour and other labour groups and councils.

Rental Equipment 1.2%

Part of the cost of running the largest private sector union in Manitoba includes the rental, maintenance and repair of photocopiers, and postage metres for our Manitoba offices.

Servicing & Organizing 33%

Servicing current members and organizing new ones makes up the single largest portion of our annual budget. It includes the cost of 12 full-time servicing reps and a director of organizing. This demonstrates the local's commitment to providing exemplary services across the province and growing our union.



Barb Byers, Executive Vice President CLC

Never Again! Remembering December 6, 1989

On December 6, 1989 a male student entered Ecole Polytechnique in Montreal armed with a rifle and a hunting knife. After sitting in the registrar's office for a while he went into a second floor class, interrupted a student's presentation and ordered the men and women to go to opposite sides of the room. The men were told to leave and the nine women left were told he was fighting feminism. He killed six and wounded the remaining three.

After leaving the first classroom he continued his rage down the hallway and in another classroom as well as in the cafeteria of the school. About 20 minutes after he started his massacre, he then shot himself.

In total, 12 engineering students, one nursing student and a university employee were dead, simply because they were women and he believed them to be feminists.

A further four men and nine women were injured that day.

The suicide letter found on his body blamed feminism for ruining his life.

Every year, on December 6, the Manitoba Federation of Labour (MFL) Women's Committee organizes a memorial luncheon to honour the women who died in Montreal in 1989. The local asks you to take a few minutes to read of the list of the victims and remember them.

At the luncheon there is also a tribute to the women from Manitoba who have died senselessly, due to violence. From December 6, 2011 to December 6, 2012, 11 women in this province died. This year, the MFL also honoured a woman who was presumed missing at last year's memorial.

Barb Byers, Executive Vice President of the Canadian Labour Congress (CLC) and Jennifer Howard, Minister Responsible for the Status of Women and Family

Services and Labour both addressed the guests who were assembled. They reminded us that the issue of violence against women is still a problem in society today.

Students from Churchill High School in Winnipeg, who weren't even alive when the killings happened in Montreal, were present at the luncheon. Each student lit a candle in honour of a woman who died.

Also at the event, non-perishable food items were collected and donated to the West Central Women's Resource Centre to help the women who fight daily against poverty and hopelessness.

This luncheon is a sobering reminder that we all have a role to play in ending violence against women. UFCW Local 832 President Traeger, who attended the luncheon, looks forward to a day when it becomes a thing of the past.

Remembering

Geneviève Bergeron (born 1968)
 Hélène Colgan (born 1966)
 Nathalie Croteau (born 1966)
 Barbara Daigneault (born 1967)
 Anne-Marie Edward (born 1968)
 Maud Haviernick (born 1960)
 Maryse Laganière (born 1964)
 Maryse Leclair (born 1966)
 Anne-Marie Lemay (born 1967)
 Sonia Pelletier (born 1961)
 Michèle Richard (born 1968)
 Annie St-Arneault (born 1966)
 Annie Turcotte (born 1969)
 Barbara Klucznik-Widajewicz (born 1958)

Youth continues to influence the landscape of today's workplaces



Organization United for Respect



The YIP Crew

The UFCW National Youth Internship Program (YIP) is an incredible experience for all those who attend it! It was only five short months ago that the local sent several youth activists to Harrison Hot Springs, BC for phase one of the internship. The activists covered topics such as, the political economy and democracy; workers rights are human rights; making a difference in unions, workplaces and society, and learned practical skills they could take back to their local unions.

Fast forward five months and youth activists from UFCW Canada Local unions across the country met in Winnipeg for the second phase of the 2012 Youth Internship Program, which ran from November 13 – 27. The second phase of the program focused on building strength in the retail industry, by having the activist play a huge role in launching Organization United for Respect (OUR). OUR is the groundbreaking new campaign by and for workers at Sobeys, and Sobeys banners like FreshCo, Price Chopper, IGA, and Thrifty Foods.

The current Young Members Committee members would like to call

upon any interested young workers to join the committee, get active, ask questions, and make contact with us!

UFCW Local 832 is dedicated to giving a boost to its Youth Committee. If you are under 30 and interested in becoming more involved in your union call Kim Ferris to find out more. You can reach Kim at 204-786-5055 or kim.ferris@ufcw832com. Youth continues to influence the landscape of today's workplaces. Young workers need to have a strong voice in their union to protect their present and future interests and rights.

"It was an amazing experience having the young activists together working to make employment in the retail industry a lot better. We each have so much passion for making our future a place where we look forward to living in. Reflecting on all of the accomplishments we had during those two weeks made me realize that if we accomplished all that with only nine people could you imagine what the entire youth population could accomplish together?" — Ashley Morello, union activist and Youth Committee co-chair

"After 7 years in retail, I have seen many changes. That's why YIP is so refreshing. Meeting other young activists who feel we can make a difference in an industry that affects all our lives is empowering. A lot of people rely on retail for jobs. That's why I'm committed to be an activists with OUR and my union. YIP helped me find a voice and a direction in the workplace. That's why being a part of the YIP and supporting youth, reminds me that all retail workers should be treated with respect and dignity."

— Geoff Bergen, youth committee member

"It's amazing to be an active and engaged part of the leading union in Manitoba! UFCW Local 832 really invests in its membership. It is amazing that young members are getting involved in their union as a result of attending YIPs. YIP is eye opening both to the participants and the to leadership. It hits home that when young activists are engaged, motivated, and passionate they can really accomplish anything. It's that motivation and passion that is critical to the future success of the labour movement!" — Gabriel Bako Youth Committee co-chair and delegate to the Canadian Labour Congress Young Workers Advisory Committee.

Income tax service starts next month

Take advantage of our years of tax preparation experience and avoid high cashback charges.

The most popular program used by the membership, is the UFCW Local 832 income tax service. Each year, this service allows the members to get their income tax returns completed and e-filed at an incredibly low price.

Starting next month you can take advantage of our years of tax preparation experience and avoid high cashback charges.

Watch for full details and locations in next month's UNION or on the local's website at www.ufcw832.com.



Co-workers assisting co-workers

The shop stewards listed below have joined the ranks since we last published the list in UNION. Shop stewards are a vital part of the organization and without them we wouldn't be nearly as active.

GILLAM CO-OP LTD

Bonne, Heather

FLIN FLON CO-OP (NORTH OF 53)

Jones, Shelly

THOMPSON GENERAL HOSPITAL

Melake, Asnakech

MAPLE LEAF-BRANDON

Boodhoo, Coomila

Dominguez, Pedro

Garcia Patino, Janier

Kong, Linghui

Lin, Le Yang (Sunny)

Medina Hernandez, Carlos

Navidad Vasquez, Guillermo

Palma, Jose

Quintero, Jimmy

Skipper, Glenn

MAPLE LEAF-LAGIMODIERE

Garcia, Joselito

Jeffrey, Alice

Reyes, Lamberto

UNITED WAY

Prokopow, Charlotte

FEDERATED CO-OP

Kinley, Wes

Paukovic, Tom

Wall, Tyler

DIAGEO-GIMLI PLANT

Lebel, Steve

PREMIER HORT

Gushulak, Drew

GOURMET BAKER

Catacutan, Sr., Jesus Cruz

De Borja, Erlina

CANADIAN LINEN

Chop, Brenda

FASD LIFES JOURNEY

Dech, Breanne

Pohorecky, Eric

IMPACT/INVICTA SECURITY

Anderson, Lillian

ARAMARK-CFB 17TH WING

Gibson, Sandra

SECURITAS CANADA

Knowles, Robert

Savchuk, Daniel

AVION SERVICES CORP

Lyons, John

Romaine, Katherine

Walker, Tim

WESTBURNE INDUSTRIAL

ENTERPRISES

Morris, Steve

CANADA SAFEWAY LTD

Chappellaz, Andre

Fischer, Chad

Ramirez, Karen

FORT LA BOSSE SCH DIV EDUCATIONAL ASSISTANTS

Cook, Janice

VALLEYVIEW CO-OP

Hogarth, Nancee-Lynn

MOUND MILK TRANS CO-OP

Wedderburn, Donald

THE FAIRMONT WINNIPEG

Boyechko, Rita

EPIC OPPORTUNITIES INC

Coleski, Margaret

SYSCO FOOD SERVICES - WAREHOUSE

Mulder, Michael-James

COCA-COLA BOTTLING-WPG

Raill, Carl

HYLIFE FOODS/FREEZERCO

Armstrong, Matthew

Bacalzo, Teodoro

Dizon Jr, Abelardo

NPF SHILO CANEX

Vandecaveye, Stacey

For anyone wishing to become a shop steward, talk to your union rep. Training is provided.

UFCW LOCAL 832 RETIREES' CLUB

A New Year, a new approach

Getting off on the right foot.

We talk about getting more exercise and eating right; it's a new year, so let's get off on the right foot. Here are a few tips for taking back control of our eating habits.

Water, water, water—Try drinking two 8oz. glasses of water before each meal. This will help to make you feel full and give you more energy.

Going nuts—Nuts are a good source of protein and high in fibre. Don't overdo it, as nuts are also high in calories—one ounce per day is enough.

Fruits and vegetables—If you have the munchies, go bananas with fruits and veggies. Eating plenty of fruits and vegetables can help ward off heart disease and stroke, control blood pressure, and they are full of indigestible fibre.

Coming to the Beach?

Call to let us know.

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

This means that you will have about five hours of fun and a chance to try your luck, as well as enjoy some great food. The cost is \$20 per person, which includes a buffet lunch. Seats are reserved on a first-come, first-serve basis, however, your seat is not guaranteed until payment is received.

Try this new recipes in which vegetables are centre stage:

Easy Chicken Soup with Rice

1 tbsp. vegetable oil

1 onion, chopped

1 stalk celery, chopped

1 carrot, chopped

2 tbsp. all-purpose flour

2 cups chicken stock

2 cups milk

Pinch each of dried sage, savory and thyme

1 tsp. Worcestershire sauce

1 cup cooked rice

1 cup diced cooked chicken

Heat oil in large pot, add onion, celery and carrot, cook on low till tender but not brown.

Sprinkle flour over vegetables and cook gently for 3-4 minutes.

Add the chicken stock and milk and bring to a boil.

Add sage, thyme, savory and Worcestershire sauce, reduce heat and simmer 10 minutes.

Add chicken and rice, cook for 10 more minutes. Taste and season with salt and pepper.

Soup will thicken on standing, thin with additional milk or water when reheating.

Enjoy!

47 Years!

Member recognized at dinner.



Every year the union holds a dinner to recognize UFCW Local 832 members who retired (the previous year) with 15 years of service or more. In 2011 there were about 125 retirees and of those there were 76 with more than 15 years of union membership.

Two members retired with noteworthy years of service—47 years—**William Fiwchuk and Ronald Laurin**. William Fiwchuk, from Sysco Warehouse, is pictured above with union President Jeff Traeger. Ronald Laurin, from Safeway, unfortunately was not able to attend the dinner.

Congratulations to all the retirees.



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

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

Training centres build skills for the future

EDUCATION & TRAINING

Happy New Year! I hope everyone enjoyed a safe and happy holiday season.

Now that the New Year has begun, it is time to get back into a normal routine. For us it means a brand new training year is about to start. For you it may mean learning something different or maybe upgrading a skill you already have. Whatever the New Year means for you, I hope it includes taking advantage of the many training opportunities the UFCW Local 832 training centres have to offer.

Our 2013 winter/spring training schedule is on the following pages. Take a look at it as we have added a few new courses that we hope will be of interest to you. If you do not see what you're looking for, let us know.

Congratulations to KEVIN MALIWAHAG, winner of our United Way fundraising basket. The draw took place on Thursday, December 6.



2013 winter/spring union activists schedule

The training centre is pleased to offer the following workshops for union activists—shop stewards and health and safety committee members. If you are a shop steward or a health and safety committee member and are interested in attending one of the workshops, speak to your union representative. *Note: Activists who did not attend fall workshops will be given priority.*

Shop Steward Workshops	
WINNIPEG	
January 23	Taking Control of Stress
January 30 & 31	Dignity at Work
February 6 & 7	New Steward
February 20 & 21	Aboriginal Awareness
February 27 & 28	Note Taking
April 24 & 25	Effective Presentation Skills
May 8 & 9	Grievance Handling
BRANDON	
January 30	Stop Bullying
February 6 & 7	Dignity at Work
February 27 & 28	Aboriginal Awareness
March 6 & 7	New Steward
May 8 & 9	Grievance Handling
May 29 & 30	History of Labour
June 5 & 6	Effective Presentation Skills
NORTH (in Dauphin)	
January 16 & 17	Effective Presentation Skills

Health and Safety Workshops	
WINNIPEG	
January 21 & 22	Level 1
January 28 & 29	Intro to WCB
March 4 & 5	Violence/Stress
May 13 & 14	Moving Beyond the Basics *
June 3 & 4	Ergonomics
BRANDON	
February 11 & 12	Ergonomics
March 11 & 12	Level 1
June 10 & 11	Moving Beyond the Basics*
NORTH	
TBA	Ergonomics

** This workshop was formerly called Strategies for Dealing with Management.*

For a list of the courses being offered to the general membership, see the 2013 training schedule on page 11.

2013 winter/spring general courses

COURSE NAME	REGISTRATION FEE	START DATE	DAY AND TIME	END DATE
Winnipeg				
Pilates	\$15*/\$30**	February 4	Monday 6-7 p.m.	April 1
Emergency First Aid	\$35*/\$40**	February 9	Saturday 9 a.m.-4 p.m.	February 9
Computer Basics 1	\$15*/\$30**	February 19	Tuesday 6-9 p.m.	April 2
CPR	\$21*/\$26**	March 16	Saturday 9 a.m.-4 p.m.	March 16
Pilates	\$15*/\$30**	April 8	Monday 6-7 p.m.	June 17
Computer Basics 2	\$15*/\$30**	April 16	Tuesday 6-9 p.m.	June 4
Emergency First Aid	\$35*/\$40**	April 20	Saturday 9 a.m.-4 p.m.	April 20
Photography	\$15*/\$30**	mid April	TBA	mid May
CPR	\$21*/\$26**	June 1	Saturday 9 a.m.-4 p.m.	June 1
Neepawa				
Emergency First Aid	\$35*/\$40**	Spring of 2013. Check the union's website ufcw832.com for further updates.		
Computer Course Level 1	\$15*/\$30**			
CPR	\$21*/\$26**			
Computer Course Level 2	\$15*/\$30**			
Brandon				
Standard First Aid	\$35*/\$40**	February 23	Saturday 9 a.m.-4 p.m.	February 23
Emergency First Aid	\$35*/\$40**	February 24	Sunday 9 a.m.-4 p.m.	February 24
Computer Class - Excel	\$15*/\$30**	March 2	Saturday 10 a.m.-1 p.m.	April 13
Spanish for Beginners	\$15*/\$30**	March 13	Wednesday 6-9 p.m.	June 12
Yoga	\$15*/\$30**	mid March	TBA	mid June
Standard First Aid	\$35*/\$40**	April 13	Saturday 9 a.m.-4 p.m.	April 13
Emergency First Aid	\$35*/\$40**	April 14	Sunday 9 a.m.-4 p.m.	April 14
Computer Class - TBA	\$15*/\$30**	April 27	Saturday 10 a.m.-1 p.m.	June 8
CPR	\$21*/\$26**	June	TBA	June

* For members in the Education & Training Trust Fund
 ** For members not in the Education & Training Trust Fund

You can check your collective agreement to see if you are in the Education & Training Trust Fund.

English as an additional language (EAL)

Free EAL classes are offered in Winnipeg, Brandon and Neepawa. Classes begin on Saturday, January 12 and are available at many different levels.

WINNIPEG

Classes are on Saturdays from 9 am to 12 noon and 12:45 to 3:45 p.m. To register, call 204-775-8329.

BRANDON

Daytime, afternoon and evening classes are available Mondays to Saturdays. To register, call 204-726-8337 or 1-800-552-1193.

NEEPAWA

Two classes will run until March 23. No classes are scheduled after this session. To register, call 204-476-3037.

To Register

Registration for winter/spring classes begins on Thursday, January 3. To register:

- Go online to ufcw832.com and click on the Training Centre tab then follow the instructions, or
- Call 204-775-8329 or toll free 1-877-775-8329.

Note: Your registration is not complete until payment is received. If payment has not been received by the payment deadline, your space will not be held.

Grade 12 mature student diploma programs

Registration for term two of the grade 12 mature student diploma program in Winnipeg, Brandon and Neepawa, has started.

For more information or to register for Winnipeg, call Ans Norman at 204-480-8116, 204-775-8329 or 1-877-775-8329.

To register for classes in Brandon and Neepawa call Sylvia Provenski at 204-725-8735.

Standing up to workplace bullies

Silence and inaction may only add to the problem.

Recently, the Manitoba government introduced a strong anti-bullying action plan to protect students from bullying in school, on the street, or on the Internet.

When we think of bullies, we automatically think of the typical schoolyard bully. But as we get older, we learn that most of the time they are full of hot air and we understand that bullies are usually over compensating for their own inadequacies.

Unfortunately, real bullies have no boundaries or respect towards other people. We are now hearing about the workplace bullies. Incidents of workers being bullied at work has increased over the last number of years.

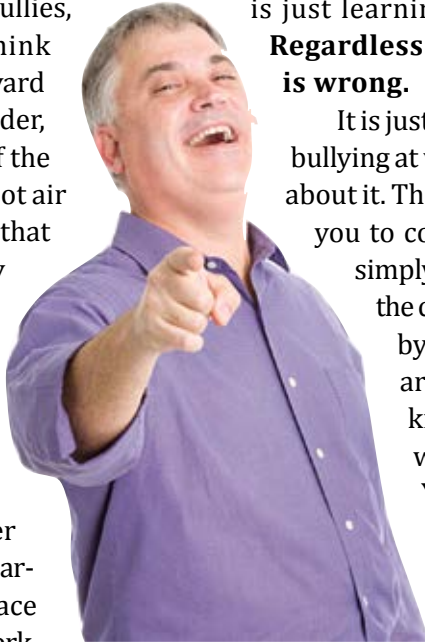
Sometimes bullying at work happens because the workplace has many workers from various

ethnic backgrounds. With this may come cultural differences and conflicts of power. Or, someone may use their understanding of the English language to belittle someone who is just learning a new language.

Regardless of the reasons, it is wrong.

It is just as wrong to witness bullying at work and do nothing about it. The union is not asking you to confront anyone, it is simply asking you to make the choice to stop bullying by letting a shop steward or your union rep know if you see a co-worker being bullied. You don't even have to give your name if you don't want to.

Studies have actually shown that there is a bystander effect or 'Genovese syndrome', which means that the more people watching an event occur, like an emergency, the less likely someone is going to step in to help.



HEALTH & SAFETY



Guy Sylvestre
Health and Safety
Resource Rep

In fact, in some workplaces, managers are turning a blind eye to this type of behaviour because the intimidation keeps workers 'in line' and 'divided'. The union believes this is also a form of bullying and it needs to stop as well.

It is important we all work together to stop this increasing problem. The choice is yours as to how you will react if faced with a situation at work where someone is being bullied, but keep in mind **silence and inaction may only add to the problem.**

YOU COULD WIN

\$50

**Participate in a
University of Manitoba
Research Study about
Workplace Safety**

The research is about workplace safety and takes no more than 10 minutes to complete online. You must be 18 years of age or older and be currently employed in a kitchen.

You are entered into a draw to win 1 of 15 cash prizes of \$50 each (about 1 in 10 participants will win a cash prize).

Get more information and link to the survey below.

<http://tinyurl.com/manitobasafety>



UNIVERSITY
OF MANITOBA

Union wins long, outstanding Westfair grievances on benefits

Back in late 2008, Local 832 filed several grievances on behalf of Westfair employees who had been informed by their work-related insurance carrier that they had reached or exceeded their \$10,000 maximum lifetime cap for the reimbursement of allowable prescription drugs.

Blue Cross was the company's group benefits carrier and in its group insurance plan text it states that there is a \$10,000 lifetime limit for the reimbursement of allowable prescription drugs and when an employee had reached the maximum they then were only entitled to claim up to \$1,000 per year.

As there was no specific language in the collective agreement referring to such a limit for drug reimbursement the union filed the grievances. It was the union's position that the insurance carrier's plan text may have a lifetime limit but that was not what was negotiated for in the collective agreement. The union believed that the language of the agreement trumped the plan text and, therefore, the Company would have to be responsible for any payment that the Insurance carrier did not provide above and beyond the \$10,000 limit.

The first arbitration took place in 2009 with the arbitrator rendering the decision on August 21, 2009. Unfortunately, the union lost that arbitration. That arbitrator when weighing the competing arguments preferred the company's interpretation by the "thinnest of margins" and dismissed the grievances.

The union applied that decision to the Courts to have the first arbitration decision judicially reviewed. On June 3, 2011, the arbitration award was quashed and the grievances were sent back to a new arbitrator for a fresh hearing.

The reviewing judge stated, that it was "inconsistent with ordinary language" to say that the phrase "allowable prescription drugs" in the collective agreement was meant to impose a monetary limit on "the nature or type of drugs which may be reimbursed."

The judge's order required a de novo hearing of the grievances, which meant that the matter had to be put

before a different arbitrator to again review the evidence and arguments.

As a result, a new arbitrator was appointed on August 2011, with the hearing taking place on April 24, 2012, and supplemental written briefs filed by the parties on May 11 and May 18, 2012.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

On December 11, 2012, the new arbitrator submitted his decision and found in favour of the union and allowed the grievances.

In his decision the arbitrator found, amongst other things that upon a plain reading of the collective agreement the language meant that the full cost of allowable drugs was to be reimbursed. The arbitrator stated, "In the present case, I find that the collective agreement provides for payment of the grievor's claims notwithstanding the lifetime cap in the plan."

Basically, as argued by the union, the agreement trumped the insurance carrier's plan text.

That being said, the company still has the right to apply to the Courts to judicially review this new award; however, they must file an appeal with the Courts within 30 days of the date of the new arbitration award.

The union will keep Westfair members posted as to what happens next. If no appeal is made, the company and the union will meet to attempt to work out a remedy for members affected by the matter. Therefore, the union encourages all members working at Westfair to keep their medical receipts.



Challenges of being a newcomer

Learning a new language, adjusting to a new culture, beginning a new job.

We all know how difficult change can be, such as moving to a new country, starting a new job or adjusting to a new culture. Now imagine having to deal with these lifestyle changes without speaking or understanding the language being spoken all around you. These are challenges that newcomers to Canada face each and every day.

UFCW Local 832 tries to make these transitions as easy as possible for its new members coming to Canada in search of a better life. One way of doing this is by offering English as an additional language courses at its training centres in Brandon, Neepawa and Winnipeg. The union believes the first step in making the adjustment to a new life easier, is by learning English and understanding what people are saying to you and asking of you, as well as your rights as a union member.

Lately, there have been situations where members have attended meetings (e.g., on job training, procedure and safety) and have signed documents without totally grasping what they just signed. The union wants to remind you **not to sign anything without knowing exactly what you are signing**. There have been instances where an employer has asked members to sign a document acknowledging they understood what was just discussed. Remember, once you sign the document, you are acknowledging that you understood and the company has a record of this.

Local 832 continues to work with employers like Maple Leaf Brandon to ensure the company is interpreting important documents into the languages of the new Canadians. As a union member, you are also encouraged to call your union representative for assistance at anytime.

Winnipeg plant will soon be cooking up some bacon

200 new jobs created, with possibly 150 more.



Management from the Maple Leaf plant on Lagimodiere Boulevard has been filling positions for the new adjacent bacon plant.

As previously reported in UNION, Maple Leaf committed to investing more than \$85 million to expand its operation in Winnipeg.

Sliced bacon will now be processed at the Lagimodiere plant, meaning

200 new employees have been hired to date, with the possibility of another 150 jobs still to be created. These workers have been receiving training and performing dry trial runs. The exact date the plant will be fully operational is unknown, however, the company is looking at mid 2013.

The new building contains its own onsite water and waste facility as well as ultramodern equipment to

assist the workers in everything from curing, smoking, trimming, weighing, packaging and refrigerating to shipping.

“It makes sense that Maple Leaf chose Winnipeg as a home for its bacon plant,” said Local 832 President Jeff Traeger. “Winnipeg was selected because of its great location and proximity to Maple Leaf’s primary hog-processing plant in Brandon.”

Reh-Fit Centre recognized internationally

UFCW Local 832 members are part of its success.

UFCW Local 832 represents approximately 55 employees who work at the Reh-Fit Centre as fitness consultants, fitness instructors, physiotherapists, nurses, building services associates, membership services associates, accounting clerks, and assessment coordinators.



Recently, the Medical Fitness Association (MFA) chose the centre, located at 1390 Taylor Avenue, as the recipient of the 2012 Certified Facility of the Year. MFA presents this award annually to a certified medical fitness facility that provides and contributes to the development and recognition of the medical fitness industry.

The MFA is a nonprofit organization that assists medically integrated

health and fitness centres throughout the world. MFA provides industry standards, educational programs, professional development and networking opportunities for the medical fitness industry.

"This is a great acknowledgement, the Reh-Fit Centre is the only one in Canada and there are only 44 other medical fitness centres worldwide,"

said Union President Jeff Traeger. "I believe our members are a big part of this award and they should feel very proud."

The Reh-Fit Centre, which began as a small 250-square foot room located in the St. Boniface Hospital in the early 1970s, has expanded to an 86,000-square foot state-of-the-art building. The Reh-Fit Centre definitely serves as a role model for other facilities internationally.

If you have been thinking of a more healthy living style, you may want to check out this great facility. It is open to the general public and offers a variety of services and programs. It would also be a beneficial way of supporting your unionized brothers and sisters.

Vista Park Lodge bargaining off to a slow start

After a delay to the start of negotiations due to the departure of Extendicare's negotiator in June, new dates were finally set for November and December 2012. Extendicare owns Vista Park Lodge, a personal care home in south Winnipeg. UFCW Local 832 represents approximately 90 unionized support staff at the Lodge.

The employer came to the table with proposed changes to over 100 clauses in the agreement. Many of them are grammatical changes and/or an attempt to be consistent in use of language throughout the contract. The union committee (Claudette Chudy, Charlene Desjarlais and Michelle Masserey) reviewed the employer's proposals, and several smaller non-monetary items were agreed upon, subject to reaching a tentative agreement.

Vista Park wants to be able to change the shifts for full-time employees. Other concessions on the long list of proposals include deleting the "no contracting out" language, reducing paid family responsibility days,

taking away the uniform allowance and removing the language on past practices.

"We have no intentions of agreeing to concessions," said lead negotiator for the union Michelle Masserey.

Unfortunately, the sheer volume and complexity of the employer's proposals means that it takes hours to review and respond to the document. At press time, the negotiating committees had four days of bargaining and were still not even close to completing the non-monetary items. No further dates were scheduled, but the union did provide Extendicare with dates for January, February and March. If no dates are forthcoming from the company, the union will apply for conciliation in an effort to accelerate the process and reach a new agreement for the members.

Earlier in the year, an Essential Service Agreement was negotiated and signed off.

The collective agreement for the members at Vista Park Lodge expired March 31, 2012.

Union prepares for presentation to Deputy Ministers of Labour and Justice

Continuing the fight to make improvements for security guards.

As part of an ongoing initiative by the union to make major improvements in the security industry, Local 832 is participating in a joint committee to achieve that goal.

The joint committee includes representatives from UFCW Local 832, Manitoba Justice, Workplace Safety & Health and Employment Standards, to name a few. The mandate of this committee is to have recommendations ready for the Deputy Minister of Labour and Deputy Minister of Justice by March 31, on issues such as:

Base wage for the security industry

The union has always believed the wages for security officers are too low. Therefore, it has made it a top priority to get government to recognize the responsibilities and risks security officers take while at work.

However, one of the main barriers faced is the fact that this field is a client-based industry where companies are constantly underbidding each other in order to acquire new contracts. This makes it almost impossible for some companies to raise wages without taking the risk of losing a contract (*which would mean less or no work for you*) because of being outbid by another company.

The union feels that a government-regulated wage base for security officers would help resolve this issue.

Improved mandatory training for licencing

Given the increasing demands of the industry, the union feels that additional mandatory training

would be beneficial for all security guards. This would assist you in carrying out your respective duties on a daily basis. Courses such as *CPR/AED*, and *nonviolent crisis intervention*, as well as training in *cross-cultural and sector-specific* issues should be government legislated. This additional training would better equip you to face the challenges you encounter on a daily basis.

Health and safety regulations

Workplace Safety & Health is now in the second phase of its involvement in the industry. The government department is conducting a series of site inspections for all security companies on a monthly basis. This allows for site-specific issues to be

addressed and has already resulted in several improvements for some of you at your specific site.

This committee meets twice a month. If you have any suggestions related to the issues listed above, you should contact your union representative Martin Trudel. You can reach Martin at **204-786-5055** or **martin.trudel@ufcw832.com**.

Security officers working at Garda can also bring their suggestions/ideas to shop steward Debbie Jones.

Your input is valued. With your help and input UFCW Local 832 will continue to fight for improvements to the security industry.

There has been significant movement made, but there is still more work to be done.

Know your rights

With the winter season upon us, the union reminds you to review your respec-

tive agreements, specifically the articles regarding uniforms and vehicle use.

Under the security collective agreements, **depending on the company you work for or the site you are at**, your employer may provide, at no cost to security guards, additional uniform articles for the winter months such as headwear and parkas. As well, the company may

pay a premium to a guard required to use his or her own vehicle for shelter while on the job.

The union negotiates these rights and many other benefits that protect you.

Take the time to read and understand your collective agreement to make sure you are receiving what you are entitled to.

If you have any questions regarding any of your negotiated benefits or clauses in your agreement, call your union representative.



Safeway continues to be a forerunner

More foot traffic in stores, means job security.

It started with Starbucks, then Tim Hortons, and now Safeway has Manitoba's first Liquor Mart Express in its 714 store located at 2155 Pembina Highway. It is our brothers and sisters from MGEU who work at the 'lock and leave' type store, which carries wine and spirits, however, the selection of brands is limited.



"Our members who work at that store are seeing more foot traffic, which usually means more sales, which relates to job security for our members."

"I'm glad to see that Safeway continues to stay competitive and a forerunner," said Local 832 President Jeff Traeger.

Manitoba. The Liquor Mart Express Safeway location will be open Monday to Saturday 10 a.m. to 10 p.m. and on Sunday from noon to 6 p.m.

2013 general holidays

Below are the general holidays for 2013. Pay for general holiday is set out in sub-sections 8.03 and 8.04 of your collective agreement on pages 40 and 41.

- January 1, New Years
- February 18, Louis Riel Day
- March 29, Good Friday
- May 20, Victoria Day
- July 1, Canada Day
- August 5, Civic Holiday
- September 2, Labour Day
- October 4, Thanksgiving
- November 11, Remembrance Day
- December 25, Christmas
- December 26, Boxing Day

If you have any questions regarding holiday pay or any other section in your agreement talk to your union representative or a shop steward.

WINNIPEG

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

BRANDON

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

THOMPSON

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

Declarations of Availability

The following are the deadlines for submitting Declarations of Availability for the 2013 calendar year:

DUE DATE	FOR PERIOD
January 8	January 27 — February 23
February 5	February 24 — March 23
March 5	March 24 — April 20
April 2	April 21 — May 18
April 30	May 19 — June 15
May 28	June 16 — July 13
June 25	July 14 — August 10
July 23	August 11 — September 7
August 20	September 8 — October 5
September 17	October 6 — November 2
October 15	November 3 — November 30
November 12	December 1 — December 28
December 10	December 29 — January 25, 2014



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Have your say

Speak out for a Fair Workers Compensation System

Manitoba's workers compensation system rewards employers for having fewer and cheaper workers compensation claims by charging them lower premiums.

That sounds like a good idea in theory, but in practice, this system has encouraged many employers to keep their WCB costs down by:

- Discouraging injured workers from reporting injuries or filing compensation claims.
- Preventing injured workers from reporting injuries or filing compensation claims.
- Pressuring injured workers to return to work before they are ready and healthy enough to work.
- Encouraging injured workers to accept alternative benefits instead of filing a WCB claim.
- Aggressively fighting against almost every WCB claim filed by their employees
- Punishing workers for reporting injuries or filing WCB claims.

These employer responses are called “claim suppression” and they are undermining our workers compensation system. That is why UFCW and other Manitoba unions have called for an independent review of WCB claims suppression.

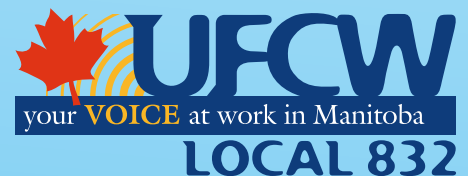
A few months ago, the Minister of Labour Jennifer Howard launched a review of claim suppression in the WCB system. **This review is your chance to speak out about claim suppression. This**

review is our chance to speak out about claim suppression. This review is your chance to push for a more fair workers compensation system in Manitoba.

If you have experienced any of these types of WCB claim suppression, you can tell your story to the review. **Your privacy and confidentiality will be protected. Your story will not be shared with your employer or the government.**

Send **your confidential** stories about WCB claim suppression to Paul Petrie at: **faircompensationreview@gov.mb.ca** Paul Petrie of British Columbia, is an expert on workplace safety and health issues, will work with the WCB and Manitoba Family Services and Labour staff to conduct the review, gathering input from groups across the province that represent injured workers, employers and organized labour.

It is important to have your stories **in by no later than January 31**. Let us work together towards making Manitoba's workers compensation system fair for everyone.





Do you have a piece of history?

If you have a piece of UFCW history that you want to share, we are interested in hearing from you. Local 832 wants to document as much of the local's history as possible. Maybe you were involved in a merger, a strike, or an organizing drive. Call or e-mail Dalia in the communications department if you have a story or pictures you want to pass on. Contact information: 204-786-5055, 1-888-832-9832 or dalia.chapa@ufcw832.com.

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