



THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JULY 2012



The Next Prime Minister of Canada?

Thomas Mulcair impressive at NDP convention.

The Imperfect Storm

Looking around our beautiful province as the dog days of summer arrive — and we all think a little bit more about what to barbeque and less about the ‘to do’ list — you wouldn’t think that a storm is brewing, which has slowly gained momentum since May of last year. This isn’t the kind of storm that bounces hail off the side walk or blows down trees; this is a political storm that will eventually rain on every working person in this country in one way or another.

On May 2, 2011, the Conservative government of Stephen Harper took power in Ottawa with the majority that they had been looking for since first coming to office in 2006. Many had speculated what a majority Conservative government would do differently than a minority one, but the last thirteen months have left no need for speculation as the agenda is clear.

In the first year, our Federal government legislated workers off the picket line not once or twice but five times—an unprecedented number for any federal government over a similar period ever. They have effectively sent a message to employers that they can refuse to negotiate in a serious and meaningful manner with no fear of the consequences. Free collective bargaining is a cornerstone of the rights of working people and Harper has been hammering that cornerstone with a sledgehammer at every opportunity.

Bill C-38, the Omnibus budget bill, is a convoluted piece of legislation that is full of pitfalls for working Canadians. The bill includes sweeping changes to EI that will force the unemployed into minimum wage,



part-time jobs, leaving them to live well below the poverty line. Bill 377 is a blatant attack on unions—putting more stringent financial reporting requirements on us than any other non-profit organizations.

Cuts to thousands of public service jobs were something that Harper forgot to mention when he was on the campaign trail, but more and more workers find themselves laid off from good paying jobs with benefits — and with no way to replace their lost income. The future of public health-care is also on the chopping block as the long range plan to cut healthcare payments to the provinces are likely a precursor to privatization and the end of the legacy of Tommy Douglas.

And I haven’t even mentioned the sweeping changes to immigration laws that will effectively destroy Manitoba’s hugely successful Provincial Nominee Program that finds a path for citizenship to more than 1600 new Manitobans each year. The new laws, among other things, will discriminate against potential immigrants

on the basis of their ability to speak English and allow employers to pay them 15 per cent less than workers in the same jobs today.

Working people are under attack in every corner of this land and Canadians are seeing the true colours of this Federal government who are now pushing through changes that will undo many of the accomplishments made through the hard work of generations.

The need for workers to stand together as the workers of Winnipeg did in 1919 is as great today as it was then. We need to remind Stephen Harper and his government that WE built this country and that there is no future without US. We need to let him know that we deserve and demand fair wages, benefits and working conditions and the right to raise our families in a socially just and responsible society.

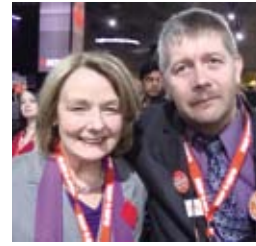
We must weather this storm together until our vote can be our voice and we can tell Stephen Harper and the Conservatives what we really think about his vision of Canada.

2015 can’t come fast enough.

In solidarity,

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

Jeff Traeger,
President UFCW Local 832



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June was family month for Local 832 members

Picnics held in Winnipeg and Brandon.

UFCW Local 832 held family picnics in Winnipeg and Brandon last month.

The Winnipeg and surrounding areas picnic took place on June 10 at Kildonan Park. The weather co-operated and the sun shone until the very end of the picnic, then the sky opened up and it poured.

Brandon and the Westman area picnic was the following week on June 16 at Kin Park in Brandon. Mother nature mixed it up a little and the picnic-goers experienced some sunny, cloudy and rainy weather—it didn't stop the fun though.

"I am a firm believer in paying it forward," said local union President Jeff Traeger. "The members work hard for their money and support the union all year long. The best part of picnics is watching the kids having a great time and spending time with their family."



Some of the

At both picnics, there were games and races for kids of all ages, as well as bouncers and other special activities. President Traeger attended both events and enjoyed talking to the members who came out for the day of fun.



Pictured with President Traeger are the winners of the bocce ball tournament in Winnipeg, Marc Caron, Safeway 720 member, and his wife and son.



Brandon group.



iPod winner Mui Dieng from Dunn-Rite.



Playbook winner Cheryl Fournier from Steinbach Extra Foods 9001.



Computer winner Sid McEwan from Safeway 334.

Thank you to all the members who live in northern Manitoba for their support throughout the year.

Unfortunately due to the distance between the communities, it is very difficult to plan a joint picnic in the north region.

NDP holds convention

Former UFCW president re



Premier Greg Selinger, Local 832 President Jeff Traeger and NDP federal leader Thomas Mulcair.

NDP delegates from across Manitoba met in Winnipeg on June 1 for a three-day convention to discuss and debate policies for the party. It was the first convention since the Manitoba NDP won a record fourth straight majority in last fall's election.

UFCW Local 832 President Jeff Traeger and five staff members from the local attended the convention to make sure labour and workers were well represented during the discussions and debates.

UFCW Local 832 President Jeff Traeger spoke at the convention about the need for more protection for temporary agricultural workers. He gave examples of the living conditions these workers are given when they come to Manitoba and how they are similar to Third-World conditions.



NDP federal leader Thomas Mulcair addressing the crowd.

ntion in Winnipeg receives prestigious award.

Newly elected NDP federal leader Thomas Mulcair was a keynote speaker on Saturday, June 2. Many of the delegates spoke highly of Mulcair and gave him a standing ovation. Mulcair focused his half-hour speech on the environment and how he wants to connect more with the youth.

"The most important thing for us to do is make all young people understand that they are having an enormous debt laid on them by the Conservative party's choices across Canada. When young people stop voting, the right wing wins and democracy loses," stated Mulcair.

Recently retired UFCW Local 832 president Robert Ziegler was given the Stanley Knowles Solidarity Award. Manitoba Premier Greg Selinger and Manitoba Federation of Labour (MFL)

President Kevin Rebeck made the presentation to Robert. The Stanley Knowles award is given to a trade unionist who has shown a deep commitment to working people and the achievement of social justice through recognized contributions to the union

movement and the Manitoba New Democratic Party.

The conference also held elections for the NDP provincial executive. Two UFCW Local 832 retirees were elected to the provincial executive, Darlene Dziewit and Mary Johnson.



MFL President Kevin Rebeck (left) and Manitoba Premier Greg Selinger (right) presenting Robert Ziegler with Stanley Knowles Solidarity Award.

In unity hoping to find a cure

UFCW Canada is committed to LLSC.

UFCW Canada's enduring campaign to fund the research efforts of The Leukemia & Lymphoma Society of Canada (LLSC) reached new highs, propelling the total raised since the campaign began in the mid-1980s past the \$26 million mark.

Every year UFCW Canada members, family and friends across the country organize and participate in numerous fundraising activities like raffles, community picnics, 50-50 draws, car washes, golf tournaments, baseball tournaments, ride-a-thons, marathons, relays and Light the Night walks.

In the last 12 months alone, the amount raised by activists, family



Local 832 President Jeff Traeger speaking at the Leukemia Gala on June 10.

members and friends totalled a record \$2,422,273.24 for research to help find a cure and better treatments for leukemia, lymphoma and other blood cancers.

At last year's golf tournament, **UFCW Local 832 raised \$31,000**. President Traeger hopes to **surpass that amount at the local's 7th annual golf tournament on August 15**. See the back cover for full details of the tournament and how to register.

On June 10, President Traeger attended the 22nd UFCW Canada Leukemia Gala in Toronto, which drew activists and union leaders from across the country to celebrate and acknowledge the unparalleled contribution UFCW Canada makes to the LLSC.

Members meet with government officials

UFCW Local 832 members attending the shop steward lobbying course took a field trip to the Manitoba Legislature. Three teams spent time with Minister of Justice Andrew Swan, Minister of Labour and Family Services Jennifer Howard and MLA for St. James Deanne Crothers.

The members spoke to the ministers about the importance of lowering the threshold for automatic certification to 50 per cent plus one from 65 per cent. They also talked about government increasing training for security guards and the government implementing a standard minimum wage for the industry. The group also discussed the recent changes to Sunday shopping hours.

"The lobbying course is important as it tells members that we need to hold government accountable," said UFCW Local 832 President Jeff Traeger. "Our MLAs, regardless of political affiliation, are everyday citizens too. We need our members to be active in politics, and by participating in this course they can see why it is important to be active and aware of politics."

The one-day course is part of the local's shop steward diploma program that is offered to all stewards. Bob Linton, director of government and political affairs for



Lobby group 1 to r (back row) Scott Buchan, Brian Houck, Minister of Justice Andrew Swan, Jack Wood, UFCW Canada director of government and political affairs Bob Linton. (front row) Heather Grant-Jury, Kathy Coulombe, Kay Wetherill and Laura Layton.

UFCW Canada stated, "With the political climate in Canada today, particularly at the federal level where we are seeing an unprecedented attack on workers and their families by the Conservative government, Local 832 is to be commended for being at the forefront of training its activists to do political lobbying. By having trained lobby activists, it ensures that the concerns of the members will be heard by politicians at all levels and all political parties."

Governor General Leadership Tour stops at training centre

Labour leaders share their thoughts.

In June, a group of labour and business leaders from various provinces gathered at the UFCW Local 832 Training Centre to listen to labour leaders from Manitoba.

The Manitoba Study Group heard from CUPE 500 President Mike Davidson, United Steelworkers District 3 rep Wayne Skrypnik, UFCW Local 832 President Jeff Traeger, MGEU President Lois Wales, Winnipeg Labour Council President Dave Sauer and Manitoba Federation of Labour President Kevin Rebeck. Each speaker had 10 minutes to talk about ways they are leading their union and organization to adapt to change both in a global



The Manitoba Study Group, Local 832 President Jeff Traeger at centre (white shirt).

economy and in communicating with their membership.

UFCW Local 832 President, Jeff Traeger spoke about how the training centre has worked "outside of the box" for many years through offering a grade 12 diploma program and the EAL programs offered at all three training centres in the province.

Members of the Governor General's

Canadian leadership conference come from different regions of Canada, different perspectives and different careers. All members share one thing—they are all **high potential individuals expected to achieve senior leadership positions in their organizations and communities.**

The Canadian leadership conference began in 1983 as a means to help build Canada. It involves a unique process of examination, debate and discovery designed to broaden perspectives and enhance the leadership qualities of members. The conference is designed to pack the most intense experiences of life in Canadian industry and community into a unique two-week event.

webCampus

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1.866.865.0202

**THE FREEDOM TO LEARN
 ABSOLUTELY FREE**
AND YOUR FAMILY
 FREE ONLINE LEARNING FOR YOU

UFCW CANADA LAUNCHES FIRST EVER ONLINE MIGRANT WORKERS COURSE

UFCW Canada's webCampus, the largest collection and delivery of online education by any union in North America is launching a new course entitled "Good Enough to Work Good Enough to Stay: Migrant Workers in Canada." This course was created to educate UFCW Canada members and other webCampus registrants about the out-dated federal Temporary Foreign Workers Program (TFWP) and the human cost that continues to scar Canada's reputation internationally. The course was put together based on academic research and the extensive knowledge of UFCW Canada. The union comes into face-to-face contact with more than 50,000 migrant workers annually—far more than any other organization in the country, including the federal government. As the country's largest private-sector union, UFCW Canada has the highest percentage of membership of migrant workers in Canada.

"Social justice based courses such as these provide our membership with an extensive 'real world' understanding of the variety of barriers faced by socially and economically marginalized workers. But this course goes beyond just narrating a problem. It provides a roadmap for members and our community partners who use webCampus to mobilize with UFCW Canada in order to affect genuine change in both the near and long-term. That type of education is quite remarkable," says Naveen Mehta, Director of Human Rights and General Counsel for UFCW Canada, who provided much of the content for the course.

From this course, students will learn about the human rights that protect Canadians but not the over 300,000

migrant workers employed in Canada annually. The course also explores case studies of migrant workers and how many end up living as a Third World citizen of one of the richest nations in the world - Canada. From this course, you will learn how UFCW Canada and its allies can mobilize to make a difference in the lives of migrant workers in Canada.

Marv Funk, UFCW Canada Education Coordinator, was very excited to put this course together. "Not only are we utilizing technology to get a clear progressive message moving into the minds of the membership. Through webCampus, we are also able to do so efficiently while building a base of activists who can take these campaigns and make them their own."

webCampus is UFCW Canada's groundbreaking, state-of-the-art, interactive online training and education resource. It is the largest online training available in the Canadian labour movement. webCampus provides UFCW Canada members and their families free access, 24 hours a day, with more than 100 courses to choose from. Courses are available in both English and French. Over the past several years, UFCW Canada has provided webCampus access to hundreds of migrant workers and newcomers to Canada free of charge based on the belief of an ongoing campaign that "Education Has No Borders."

Registration ends June 18 and the course will run until June 25. This course will be offered again in September.

For more information about the Good Enough to Work Good Enough to Stay course, please contact webcampusadmin@ufcw.ca or visit our website at www.ufcw.ca/webCampus.

BRHA bargaining on hold again!

On June 5, the union negotiating committee met to review proposals, discuss the merger of the Burntwood Regional Health Authority (BRHA) and the NorMan Regional Health Authority (the new Northern RHA), as well as the Manitoba Government Employees Union's (MGEU) decision to trigger union representational votes.

Originally, June 5 and 6 were scheduled bargaining dates. However, BRHA cancelled, as directed by the Labour Relations Secretariat (LRS). BRHA also cancelled June 14 and 15. The main reason for cancelling talks was due to the potential votes between unions because of the recent RHA mergers (Burntwood and NorMan). Because of

the merger, the LRS gave unions and employers the opportunity to force union representational votes with the RHA. At press time, the employers and unions, except MGEU, had indicated they would not be triggering votes. MGEU has now confirmed that it will be initiating run-off votes within the new RHAs where it has members. This does not affect the BRHA or NorMan areas because MGEU does not have members in those areas. However, the Secretariat has put all health care support bargaining on hold until it has concluded all votes.

Unfortunately, this means negotiations for members in the north, have been delayed again. The union is extremely annoyed at BRHA's

repeated cancellations, and plans to contact the government-appointment conciliation officer for assistance. UFCW does not know how long the LRS will take to conclude the votes, but anticipates that it will be several months.

In the meantime, **this is a reminder to all BRHA members that your current agreement remains in place.**

BRHA members can contact union rep Blair Hudson at 778-7108, toll-free 1-800-290-2608 or blair.hudson@ufcw832.com. Members can also contact union negotiator Michelle Masserey at the Winnipeg office at (204) 786-5055 or michelle.masserey@ufcw832.com,

Continuing education for northern Manitoba stewards



In late May, the union conducted a shop steward cultural comfort course in Thompson. Stewards from Leaf Rapids, Lynn Lake, Gillam, Swan River and Thompson attended this course. The goal of the course was to compare and identify differences in Canadian culture to cultures of other countries, especially concentrating on the home countries of new Canadians. Stewards learned how cultural differences typically affect the workplace. They also talked about reasons why working people in Canada should support cultural inclusion.

In speaking with the stewards who attended this work-

shop, northern union rep Blair Hudson felt that the stewards gained knowledge on how to limit the negative impact of intercultural integration.

Curtis (Duck) Reykdal, a relatively new steward who was attending his second shop steward course, said, "I really enjoyed the course as well as meeting other UFCW stewards from other worksites. The other stewards are interesting, dedicated people, and they made me feel welcomed at the course."

Activists in northern Manitoba should keep an eye out for upcoming courses.

Proud to represent the young workers of Local 832

by Gabriel Bako, Safeway Store 791

The Young Workers Advisory Committee of the Canadian Labour Congress (CLC) met April 26 and 27 in Canada's beautiful capital Ottawa. Fortunately I was able to attend as an advisor in the meetings and represent UFCW Local 832.

Having been a participant of our National Youth Internship Program (YIP) in 2010 and then having the opportunity to co-facilitate the YIP

conference this past summer, I knew I wanted to become more involved within the youth labour movement. After all, **it is up to young people to keep the labour movement strong for the future.**

With the support of Local 832 President Jeff Traeger and Secretary-Treasurer Beatrice Bruske, the motion for me to be appointed to this committee was put before our executive board. Thankfully the executive board voted unanimously for my appointment so off to Ottawa I went.

The fundamental purpose of the CLC's Young Workers Advisory Committee

is to make sure young workers are represented in the labour movement and that they have a voice in Canadian politics and society. The goals are to push forward equity issues, increase educational opportunities, support mentorship plans and unify around issues that matter to youth both in and outside the labour movement.



The Young Workers Advisory Committee is made up of representatives from public and private sector unions throughout the country. All members are under the age of 30.

At the spring conference, on April 26 and 27, the committee discussed many issues noted above, which are all important to young workers, particularly youth involvement in unions. Senior labour leaders within the Canadian Labour Congress acknowledged how valuable youth participation is to the labour movement. There was also talk about youth employment/underemployment, the rise of tuition fees relative to inflation, how economic issues relate to social



issues, and how two-tiered contracts create a division within a labour group. The Canadian Youth Climate Change Coalition gave a presentation on *Powershift*, which is a planned conference on environmental justice that will take place this fall in Ottawa on October 26 and 27.

Attending this meeting has given me the opportunity to develop ideas to bring back to our local. In the coming months, I will be working collaboratively with the union representatives, both in servicing and organizing. I will also be consulting our executive board on different ways to engage our young members, **build a stronger solidarity and have better representation of youth-specific issues brought into bargaining and negotiations of contracts.** With Westfair and Safeway contracts coming up for negotiations soon, there is no better time to engage our young members. I look forward to this challenging task, and to using my involvement with the CLC Young Workers Advisory Committee as support.

UFCW shop steward attends NDP leadership convention

Superstore shop steward Mark Olfert attended the March 24 NDP leadership convention in Toronto. Mark, a long-time UFCW member, was thrilled to meet Peggy Nash (in photo), former Manitoba Premier Howard Pawley and Nycole Turmel who was the interim leader of the federal NDP after Jack Layton passed away.



Partners in prevention

WORKERS COMPENSATION

The title of this article sounds like a pretty good idea, doesn't it? If your employer and your union worked together to establish programs that were effective at reducing workplace injuries, working people would be safer at work and would not have to worry as much about getting injured on the job.

Reducing workplace accidents has been a big priority for unions for a long time. In fact, the labour movement fought for workplace accident prevention programs in the '60s and '70s when there were very few others joining in this struggle and before there were even any Workplace Safety and Health Acts in Canada. Yes, it is true, there was a time when there were no dedicated laws that targeted workplace safety and health. There are still some of us around who know what it was like to work without this legal protection.

WCB is also interested in reducing workplace accidents as well as reducing the amount of time away from work due to these accidents. To address this problem they developed a program called *Partners in Prevention*. The program is intended to develop better health and safety practices in the workplace to reduce accidents and to develop a return to work program following an injury that balances the needs of injured workers with those of employers. A good return to work program helps injured workers by keeping them active and in touch with their workplace as long as their medical condition is properly accommodated.

This WCB program sounded like a good idea so your union said we would support it. Unfortunately, our

experience has not been as good as we hoped. That doesn't mean that there haven't been some improvements in many UFCW workplaces. Some of our employers began to pay attention to workplace safety and health issues in a serious way for the first time and there is no doubt that this made these workplaces safer than they had been.

However, there has been some significant negative behaviour by some of our employers as well. These employers decided to save money by trying to convince injured workers not to report their injuries to WCB. They also pressured workers to come back to work before they and their doctor thought they should. A couple of them

“ It is illegal for an employer to try to prevent an injured worker from reporting their workplace accident to WCB. ”

even made deals with medical clinics to see the injured employees right away so that the injured worker could return to work on modified duties immediately, without having to wait for WCB to make decisions.

These employers have also started to appeal WCB decisions that accept injured workers claims and they oppose our appeals to get WCB benefits for UFCW members when their WCB claims have been denied.

It is illegal for an employer to try to prevent an injured worker from reporting their workplace accident to WCB. It is also against WCB policy to return an injured worker to work too soon or to return them to work that could aggravate their injury. While it can be a good practice to return an injured worker to the workplace as soon as possible, it is definitely better



Rob Hilliard
WCB Advocate

for the worker to do so after getting advice from their own doctor— who will have their best interests.

These employer practices have changed the *Partners in Prevention* program into a confrontational relationship between injured workers and these employers. When an employer starts to fight against its injured workers, something has gone terribly wrong. These workers have gotten hurt at work and they should get support from their employer, not opposition. Partnerships are not possible in workplaces like that.

A decent employer recognizes that workplace accidents might occur. When they do occur, decent employers gather information and work with the workplace safety and health committee to look for ways to prevent a similar accident in the future. A decent employer will not try to prevent an injured worker from reporting their injuries. A decent employer will not try to rush an injured worker back to work. And a decent employer will not appeal WCB decisions that cover injured workers when they get hurt at work.

What kind of employer do you have?

EAs at Fort La Bosse reimbursed

Company incorrectly calculated vacation pay.

At the beginning of this year it came to the union's attention that Fort La Bosse School Division, located in the town of Virden, was incorrectly calculating vacation pay for education assistants. Specifically, it was the union's position that the employer was using incorrect start dates to calculate vacation for certain employees.

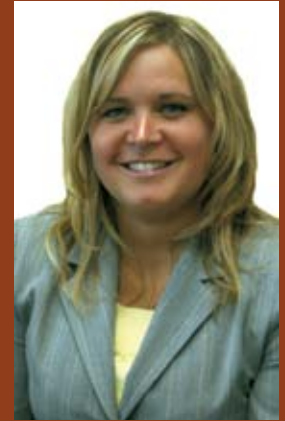
The union filed a grievance and the matter proceeded through the steps of the grievance procedure. Prior to referring the matter to arbitration, the employer agreed that the vacation pay had been calculated incorrectly and corrected the start dates for all employees affected.

As a result of the union filing a grievance, four members received a two per cent increase to their vacation pay retroactive to October 13, 2011.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Granny's Poultry arbitrations soon to go forward

Adjourned cases rescheduled.

Some of you may already know that on April 21, Gerry Parkinson, the lawyer who, among other things, handled Granny's arbitrations, passed away. His death was sudden and unexpected. Mr. Parkinson was a tough but fair representative for Granny's who at all times treated the union with courtesy and respect. He will be missed.

Because of his untimely passing, the union agreed to adjourn all Granny's arbitrations scheduled prior to June 6, so that the company could decide on another lawyer to represent them.

In mid-May Granny's announced that Grant Mitchell from the law

firm of Taylor McCaffrey was the new counsel for the company.

Respectively, the union gave Mr. Mitchell time to familiarize himself with the cases at hand. Legal counsels for the union and the company are now in the process of rescheduling all of the adjourned arbitrations. The parties expect to have the process completed shortly.

The union apologizes to any of the members affected for any inconvenience this may have caused but, unfortunately, due to the circumstances it was unavoidable. If you have any questions or concerns about your grievance, call your rep Jerry Kies at 786-5055 or 1-888-832-9832.



Rib packers at Maple Leaf Brandon get wage rectification

Over \$2,000 awarded to members.

During a servicing visit, the union learned that the company was paying several rib packers the general packer G1 rate instead of the G2 rate. The union investigated the matter and concluded that in fact Maple Leaf was underpaying these employees and had been for some time.

As a result of its findings, the union filed a policy grievance on behalf of these employees. After meeting with the union on several occasions, the company realized that the union was correct and that it was paying these employees incorrectly.

Maple Leaf paid the members affected the amounts owed, which in some cases was over \$700. Furthermore, the company placed the employees at the proper wage rate on a go forward basis. Grievance resolved!

UFCW LOCAL 832 RETIREES' CLUB

They all teed off

The UFCW Local 832 Retirees' Club held its annual golf tournament at Shooter's Family Golf Centre on June 12. The turnout was good and the weather co-operated also. The UFCW Local 832 trophy was won by Janice Spak. Winners of the lowest score by a male and female were Karl Oswald and Janice Spak. Winners of the most honest score by a male and female were Stan Stefanyshyn and Marge Lerch. Prizes were awarded for closest to the pin, as well as a putting contest that were held before the shotgun start. Draws for cash prizes was also held.

A great time was had by all and everyone went home a winner. Keep swinging and see you next year.

Don't miss the bus to excitement

It's your last chance to sign up for the casino trip to Seven Clans in Thief River Falls. It is a two-day excursion, September 5 to 7, and the cost for dues-paying members and spouses is \$110 each. Non-members pay \$120. It is based on double occupancy and includes a \$50 casino rebate, two free breakfast coupons and two \$10 coupons for supper. Interested? Call Lila at 837-3554, Armand at 832-1211 or Joan at 1-204-422-6670.

Annotations

1. The UFCW Local 832 Retirees Club is looking for the oldest living person who was a member of Local 832 or Canadian Food and Allied Workers. If you can help, call Carol at the union office at 786-5055 or 1-888-832-9832 and give her your information .
2. We are having elections at the fall luncheon. If you or someone you know would like to be on the executive board, call Carol (786-5055 or 1-888-832-9832).
3. Our apologies and compliments to Bruce McDonald for looking so young. In the last issue of UNION we wished him a happy 92nd birthday. Bruce actually celebrated his 95th birthday.

Helping people always a great experience

Story by executive board member Gerry Otto

Last fall eight people from a ministry group and I went to Nicaragua to teach health and hygiene and to install water filtration systems in 22 homes. We arrived in Chinandega, we would call this home for the next six nights. From here we commuted to the village of Ville Quince. The people of Ville Quince live in very poor conditions. Homes are built of corrugated metal walls and/or small logs with a thatched roof. Most of the homes have dirt floors. There are trees in the yards, but not a blade of grass. Their so-called streets are as bad as and maybe even worse than our worst back lanes. We only saw six houses with an electric appliance, two had a small refrigerator and four had a small TV. Boards that we would just throw out were being used as shelves, work surfaces or beds. We only saw three bicycles in the village and not one vehicle. You can see me in the picture fixing one of the bikes. As poor as they are, they are very proud of what they have.

They did have drinking wells, the water looked nice and clear, but the water was causing them to get sick.

This trip was different from the one we did to Haiti two years ago. In Haiti, we didn't get to see how the natives live, but in Nicaragua because we were installing water filters in their homes, we integrated with people more. It was a great experience; it is always a good feeling to know you have made a difference in someone's life.



Worth the wait

Linda Miller recently named shop steward.

It only took Linda Miller 15 years, but the longstanding cashier at Superstore 1511 has recently been named the newest steward at her store. While the union has over 500 valued, recognized shop stewards across the province, Linda is a great example of why it is important to get involved with your union.

Linda moved to the Sargent Avenue store when it first opened. She had been at the Kenaston store for nearly ten years when management asked her if she would like to move to the new store to help train the new hires. She liked the store and its location so much that she asked for a transfer. She has been there since the doors opened. She is a veteran at customer service, having worked previously as a bank teller for nearly 20 years before taking some time off to raise her son. She re-entered the workforce, and while the environment was different, assisting customers on a daily basis was what she enjoyed.

"I never had to call the union or really had any dealings



with my rep until I fell and hurt my back," said Linda. "Then there were a few issues going on at the store, and as I like to help wherever I can, some of my coworkers encouraged me to become a shop steward."

To date, Linda has only taken two of the shop steward courses offered in the program. She said she really enjoyed the Grievance Handling course and took a lot of newly gained knowledge from that course

that will assist her in the capacity of shop steward.

Linda looks forward to putting her name forward to become a health and safety representative at her store too.

UFCW Local 832 representative Sandy Forcier had nothing but glowing remarks about Linda. Forcier stated, "Linda is a great shop steward. She is eager to learn, understands her collective agreement and is practical in dealing with both management and the members. With bargaining not that far off, I hope she will consider sitting on the bargaining committee."

Westfair in violation of agreement

Union puts company on notice.

Recently, the union discovered that some Westfair Foods store managers were posting notices or writing remarks on the departmental schedules that say sick calls on Saturdays will no longer be tolerated and must be supported by a doctor's certificate. Some of the notes simply read all sick calls must be accompanied by a doctor's note. This is a violation of the collective agreement!

The collective agreement designates when the employer can request a doctor's certificate and when the employer is responsible to pay for the cost of such certificate.

As such, the union has put the company on notice concerning this violation. It seems this is basically an intimidation tactic, on Westfair's part. Members who

are sick may not want to call-in, as it would mean they will have to go to the doctor or wait in an emergency room simply to get a note indicating they were attended to and under medical care for the day in question.

This is a waste of the sick employee's time and efforts as well as a waste of medical resources. Employees know when they are sick enough that they must seek medical attention. When sick, most people need a day or two to recuperate from the symptoms. In this situation, it is best not to be in the workplace so that the symptoms are not spread throughout the work environment, affecting others and production.

UFCW does not condone poor attendance and advises members only to be absent from work when legitimately sick. But, the company cannot paint

everyone with the same brush if a few employees have poor attendance records. Also under the agreement, management has the right to deal with individuals with poor attendance records in an appropriate fashion.

If you have an issue with the request of a medical certificate, call your union representative. Appendix A-1.04 of the agreement outlines the regulations when requesting a medical certificate to verify an absence due to illness.

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

Province introduces legislation to expand Sunday shopping hours

During the spring session at the Manitoba legislature, the provincial government announced that it would be extending shopping hours on Sundays. This announcement caught many off guard, including UFCW Local 832 President Jeff Traeger. President Traeger spent most of the day at the legislature when the province announced it would review shopping hours for Sundays, with media outlets in the City.

Once the dust settled, government consulted with businesses, labour representatives and the public. The Labour Management Review Committee, comprised of representatives from labour and business, agreed to extend shopping on Sundays by three hours. The government stated in its release that

it received over 1,000 responses from the general public and 55 per cent of those responding were in favour of expanding Sunday shopping.

It will still be up to each municipality if they want to change Sunday hours. While an official announcement has yet to be released, many believe the new shopping hours could start this fall.

The proposed changes to Sunday shopping are:

- Expand the hours retail businesses could be open on Sundays, under a municipal bylaw, by an additional three hours in the morning, widening Sunday shopping hours to 9 a.m. to 6 p.m.
- Apply expanded hours to Louis Riel Day, Victoria Day and Thanksgiving Day.

- Affirm that retail workers have the right to refuse work on Sundays, provided they give their employer at least 14 days notice.

- Authorize employment standards officers to order an employer to compensate or reinstate an employee penalized for exercising their right to refuse work on a Sunday.

The union wants to remind its members that in most, if not all, of our retail contracts there is language regarding Sunday work. With this new legislation, **the language contained in your agreement, which protects you regarding Sunday shopping hours, will not change.**

If you have any questions regarding the expanded Sunday shopping hours, talk to your union representative.

Wages going up at The Pas IGA

Members ratify new four-year deal.

In May, UFCW Local 832 members working at The Pas IGA ratified a new collective agreement. The negotiating committee, made up of Cindy Greasley, Mike McShane, Michelle Masserey (lead negotiator) and Blair Hudson (union rep) unanimously recommended acceptance of the new deal and received strong support from the members. Some of the key improvements to the agreement include:

- ✓ Minimum number of full-time positions required increased to 13 employees, up from 12.
- ✓ Vacation entitlement is now by departmental seniority rather than store-wide seniority.
- ✓ Part-timers now can now get their vacation pay when they take vacation, if they choose. Previously, vacation for part-timers was paid out in January of each year.
- ✓ Part-time employees now also have guaranteed week-ends off.
- ✓ The employer's contribution for pension benefits is currently at \$1.30 for each hour of actual work.



Union negotiating committee meeting (missing because he's taking the picture is northern rep Blair Hudson) with a government conciliator.

- ✓ **Wages will go up by \$1.30 per hour over the life of the agreement.** The first increase of 35 cents an hour was retroactive to January 1. Further hourly increases of 35 cents, 30 cents and 30 cents are scheduled in 2013, 2014 and 2015 respectfully. UFCW Local 832 represents about 50 workers at The Pas IGA.

Sysco members prepare for upcoming negotiations

Proposal meetings held and negotiating committee selected for warehouse.

Even though the collective agreement for the Sysco Warehouse union members does not expire until early next year, preparations have already begun. On May 15, the union held two successful proposal meetings to collect feedback from the members for the upcoming negotiations.

During these meetings, the members also got to elect who they would like to sit on the negotiating committee on their behalf. Sandy Barylski, Albert Duhamel and Jason Jansen, will be assisting lead negotiator Heather Dezan.

Many good ideas came out of the meetings and the negotiating committee will be getting together to final-

ize the list of proposals. Once this is complete, it is the union's intention to meet with the employer and open negotiations.

As part of the preparations, the union also plans to reivev options with respect to the Canadian Commercial Workers Industry Pension Plan (CCWIPP) in an effort to improve this benefit.

When negotiation dates with the company have been set, union negotiator Dezan will advise the members by mail. Members should continue to watch for further information regarding negotiations and any future membership meetings.

Filling out WCB green cards can make a difference.

Granny's Poultry prime example of a process that works.

You didn't think about filling out a green card after you hurt yourself at work. Instead you probably thought, "Why bother the company won't do anything."

Actually, they will, and that little green piece of paper holds a lot more clout than you could imagine.

Some companies will try and deter you from filling out a green card, hoping to keep the matter in-house. This is a form of claim suppression that helps the employer but causes a lot of problems for the injured worker. With no history of the accident, should you not be able to come back to work, or you re-injure yourself, the Workers Compensation Board, (WCB) has no history of the previous injury.

Take Granny's Poultry for example. The union reported ongoing issues in the turkey evisceration department at the Blumenort plant. Specifically, about chloramines floating in the air and causing eye irritation and respiratory issues. The union only became aware of this health concern because

someone filled out a green card about it. The company stated many times over the last three years that it had protected the members by supplying them with respiratory devices and that as far as Granny's management was concered there was no issue.

With the union working diligently with the health and safety committee members and hiring an independent industrial hygienist, along with the green cards the members filled out, it was able to present a case to Manitoba's Workplace Safety and Health Division.

The union was notified on June 13 by the Workplace Safety and Health that Granny's must complete improvements to the plant by July 5.

"Members have to realize that if there are problems at their workplace, or they become injured, they **must** notify the union and fill out a green card," stated Local 832's workers compensa-

tion advocate Rob Hilliard. "Without doing that, incidents like what has happened at Granny's Poultry will go unnoticed and it becomes a much tougher battle because it has been allowed to go on for a number of years."

To ensure better protection for members, UFCW Local 832 assigned Guy

Sylvestre as the health and safety resource rep. Guy works with the workplace health and safety committees and follows up on green cards and incidents that are reported.

The union wants to remind its members that it is better to fill out a green card as soon as something happens, even if it seems minor at the time. An ounce of prevention is worth a pound of cure.

Should you have any questions, please contact your union representative, or Guy Sylvestre at the union office, 786-5055 or 1-888-832-9832.

An ounce of prevention is worth a pound of cure.

CANADA-SOUTH KOREA FREE TRADE AGREEMENT — CRITICAL TO THE FUTURE OF CANADIAN FOOD PROCESSING

The future of one of Canada's largest agri-food export markets is under threat. In 2011, Canada exported over a billion dollars in agri-food products to South Korea making it Canada's fifth-largest export market. Many agri-food sectors fear this vital market will be virtually eliminated within a few short years.

The reason, says Kathleen Sullivan Executive Director of the Canadian Agri-food Trade Alliance (CAFTA), is that South Korea has concluded or is negotiating Free Trade Agreements (FTAs) with Canada's key agri-food export competitors. Meanwhile, although Canada and South Korea started negotiating their own FTA in 2005, talks broke down in 2008 and have languished since.

"Canada's agri-food export competitors are securing preferential tariffs at the expense of Canadian farmers and food processors," said Sullivan. "Without Canada's own FTA with South Korea our key agri-food sectors will lose this market."

As countries aggressively negotiate bi-lateral trade deals, Canada is at risk of being left behind. While Canadian products are recognized around the world for their quality and consistency, industry experts warn that Canada won't be able to compete if other countries receive tariff advantages. In the case of South Korea, the average applied tariff on agricultural products is 52.6%. South Korea has recently concluded FTAs with both the U.S. and the European Union which will see most agriculture and food tariffs eliminated for these countries over the next few years.

The loss of the South Korean market would be a major blow to Canada's agri-food industries and would mean economic damage to Canada's agri-food sector—a sector that significantly contributes to Canada's national economy. Exports are critical to the strength of Canada's agri-food sector. Canada's agri-food exports total \$39 billion a year. Canada exports half its beef production, two-thirds of its malt and pork production, close to 75% wheat and over 85% of its canola. Provincial economies would also suffer. In 2011 Manitoba exported \$185 million in agri-food products to South Korea including over \$80 million in pork.

CAFTA, a coalition of producer groups and processor associations that includes the beef, pork, grain and oilseed sectors, has been lobbying the federal government to resume FTA negotiations with South Korea.

CAFTA has warned that, with the passage of the U.S. and European Union deals, time is of the essence.

Canada's agri-food sectors agree. The Canadian pork industry expects to be hit hard in the Korean market. In 2011 Canada exported just under \$250 million dollars in pork products to South Korea making it that sector's fourth largest export destination after the U.S., Japan and Russia. "Without our own FTA, Canada's pork sector will undoubtedly lose this key Asian market," said Martin Rice, Executive Director of the Canadian Pork Council. "South Korea now has FTAs with all of our major competitors including the U.S., the European Union and Chile. We need to move quickly or face devastating consequences."

South Korea is a critical trading partner for Canada and a priority market for Canadian agri-food industries. Korea imports over 70% of its food. The consumer market is highly developed and western-style foods are growing in popularity. In 2005, the government of Canada estimated that total merchandise exports to Korea would increase by 56% with an FTA and that agri-food exports would almost double. The potential for expansion in this market is great, which is why other nations are pressing ahead with new trade agreements with South Korea.

CAFTA has estimated that a comprehensive FTA with South Korea could, over time, lead to an additional \$600 million in exports, preserving Canada's competitiveness and helping Canada maintain its position as one of the top five agri-food exporters in the world.

Jim Laws, Executive Director of the Canadian Meat Council, which represents Canada's meat processing sector, stresses that while the threat to Canada's agri-food sector is imminent and real, it is not too late to take action. "An immediate resumption of FTA talks with South Korea could open the doors to the significant opportunities in that market," said Laws "and protect Canada from the major losses that could occur as our competitors gain a stronger foothold."

In recent years, Canada has adopted an aggressive bi-lateral trade agenda that includes FTA negotiations with the European Union, India and Japan. While the agri-food sector has strongly supported the federal government's trade priorities they warn that a failure in South Korea would undermine efforts to expand Canada's trade around the world.

Membership discounts — it pays to belong!

All members, from the day they join the union, are entitled to utilize a wide range of money saving discounts and special services. Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers. Just show your membership card to receive these special discounts! It's important to make sure both you and the benefit provider understand the terms of the transaction. It is a good idea to call ahead

RRSP FOR LOCAL 832 MEMBERS

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

GENERAL PAINT

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

Brandon:

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Winnipeg:

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

PEMBINA DODGE

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

CELEBRATIONS DINNER THEATRE

See a live Broadway-style show while you dine, plus save 25% off the regular price. Located in the Canad Inn at 824 Pembina Highway. Call 982-8282 for reservations.

SDS ALARM SYSTEMS

Receive 10% off installation of a home security system when you purchase a home alarm system at SDS Alarm systems. Call Ron Tayler at 589-7507.

POLO PARK HEARING CENTRE

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

BRIDGEVIEW BED & BREAKFAST

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

DUFRESNE HOME CENTRE SAVINGS

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

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

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Bring your family down for their next regular check up and cleaning and receive one free take home whitening kit with whitening trays (\$200 value) for you or a member of your family.

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 - 2 person minimum booking per family
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- This offer good at only the 693 McPhillips Street location. Ph: (204) 774-7774.

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Rosa Bertone at rosa.bertone@marlintravel.ca or call (204) 944-7874.

Earn Air Miles on your reservation.



Helping Manitobans with leukemia and lymphoma

On August 15, UFCW Local 832 will be holding a charity golf tournament at The Links at Quarry Oaks to help those with leukemia and lymphoma.

This is the sixth golf tournament for the local and to date has raised over \$130,000 for research and to assist Canadians fighting blood cancers.

In the past, our golf tournament helped raise much needed money for the GD-6 ward at the Health Sciences Centre in Winnipeg. This specialized ward is where Manitobans stay while in treatment.

UFCW Canada has raised millions for research over the years. In 2011, all the locals from across Canada and raised over \$2 million dollars.

To register download the registration form at:
www.ufcw832.com/golf
or visit the UFCW Local 832 office at 1412 Portage Avenue in Winnipeg.
Call 786-5055 if you have any questions.

Registration is \$150 per person.

You receive:

- 18 holes of golf with cart rental
 - Barbecue lunch
 - Team 5x7 photo
 - Tournament gift
 - Dinner
- Lots of prizes to be won

Must be registered by July 31.



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