



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JUNE 2012



WORKING
TO KEEP
YOU SAFE
AT WORK

"Making your workplace safer for everyone"

Why worry?

Understanding the effects of the changes to the Provincial Nominee Program.

As reported in last's month issue of UNION, the federal government recently announced changes to Canada's immigration system. These changes will have a profound impact on immigration to Manitoba and on our economy. Currently, Manitoba is one of only two provinces that administer a provincial nominee program. Since the program's inception in 1999, our province has been very successful at attracting newcomers and Manitoba has seen more than 70,000 newcomers settle here. The growth of our cities and towns such as Winkler, Steinbach, Neepawa and Brandon is in large part thanks to Manitoba's provincial nominee program.

There is no question that Canada needs continuing immigration. Canada has an aging population. As recently reported by the Globe and Mail, for every one senior citizen Canada currently has 4.2 working-aged Canadians making contributions to cover retiree pensions and health care costs. This number will decrease to 2.1 by 2031. It is expected that a million jobs will be unfilled across Canada by 2021.

Currently, employers requiring new staff can sponsor people to work in Manitoba with a temporary work permit. The provincial nominee program allows our province to nominate people who have moved to Manitoba with a temporary work permit as permanent residents. In order to qualify, the person must be working, with the assurance from the employer that they have received an offer of full-time employment. In addition, must possess certain language abilities and all the required qualifications for their position and



work experience. This is the first step in becoming a Canadian citizen. In order for them to become a citizen, the employee must live in Canada for an additional three years before actually applying for citizenship.

Some of the employers the union deals with, such as Maple Leaf Consumer Foods and HyLife, have very successfully sponsored many newcomers. In turn, this has led to an economic boom across Manitoba. When people move here, they bring families, buy homes, open businesses and support the economy with their purchasing power and contributions to our taxes.

This is now in jeopardy for Manitoba. The federal government changes will turn back the clock to a time when most newcomers to Canada did not settle in the prairie provinces, but instead went to places like Montreal, Toronto or Vancouver. Even though, the Federal Minister for Citizenship, Immigration and Multiculturalism, Jason Kenney, acknowledged that Manitoba has been very successful

with its program, the federal government has announced that it will be taking control of the settlement programs. In conjunction with other changes to the immigration system that were announced, this will see a decrease in newcomers to Manitoba. That will affect our workplaces and their ability to expand based on the amount of employees they can attract.

The federal government will not increase the number of immigrants accepted into Canada each year, but rather require newcomers to have a much higher level of English or French, ensuring immigration to Manitoba specifically will not be a priority for the federal government. These changes are nothing more than a power grab and are freezing our province out of the process. The complete impact on our province remains to be seen, but I am sure it will not be positive. March 9, 1993 was the day I became a Canadian citizen in Manitoba. I hope that many more get to follow their dreams and become Manitoba citizens and Canadians themselves.

In solidarity,

Beatrice Bruske
Secretary-Treasurer,
UFCW Local 832



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Winnipeg

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

Brandon

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Brandon, MB R7A 7J5
727-7131 / 1-800-552-1193

Thompson

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

Training Centres

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

530 Richmond Avenue E.
Brandon, MB

244 Hamilton Street
Neepawa, MB

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

Health and Safety Resource Personnel: Guy Sylvestre

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

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

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

Communications: Blake Crothers, Dalia Chapa

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



Policy conference focuses on ideas

The UFCW Local 832 executive board, advisory board members and staff representatives from across the province met in Winnipeg last month to share ideas on the local and review its finances and policies. They also got to listen to some special guest speakers.

The annual tradition of the policy conference was Jeff Traeger's first as the local's president. For the last eight years, he rode shotgun with past president Robert Ziegler, and he was responsible for delivering the budget and explaining how your union dues are spent. This year, new Secretary-Treasurer Beatrice Bruske gave her first budget presentation outlining that the finances are in good shape. However, she did refer to a potential per capita increase later this year or next, and some upcoming major negotiations, which will strain the local's finances.

The group of nearly 60 members broke into five teams as they tackled some important areas of the local. Members brainstormed ways the local can improve communications, organizing, servicing, negotiations, special events and training. Each of the five groups made a presentation on what it discussed and gave those items to President Traeger, who told the members that he would report at next year's policy conference on what changes/suggestions the local enacted.

New MLA and Cabinet Minister for Child and Youth Opportunities Kevin Chief spoke to members on how he got involved with politics and what it was like to lose in his first election.

Daniel Savchuk, a 20-year security guard veteran, gave a presentation on his Cycle for Hope. He goes on these trips every year to raise money for Habitat for Humanity.

Daniel speaks bluntly about his passion of cycling and how Habitat for Humanity helps give a "hand up" not a "handout."

Part of Daniel's Cycle for Hope is to raise \$2,500. The local decided to hold a raffle to help Daniel with his cause. The participants at the policy conference and the health and safety conference, which immediately followed the policy conference, raised \$1,000 to help Daniel reach his goal.

Phil Chiappetta, a co-executive director at Rossbrook House, also addressed the group and talked about what the centre has to offer. Rossbrook House was founded in 1976 and is a neighbourhood centre for youth and young adults. It offers a positive environment to keep kids off the streets and provides many great programs such as sports, arts and culture, and mentoring programs.



Secretary-Treasurer Beatrice Bruske.



Sean Allen, shop steward, Superstore 1505, making his group's presentation.



MLA for Point Douglas Kevin Chief.



Security guard veteran Daniel Savchuk.



Phil Chiappetta, co-executive director at Rossbrook House.

Health and safety activists come together

UFCW Local 832 health and safety committee members from throughout Manitoba met in Winnipeg following the policy conference from May 3 to May 5. Bringing these activists together is vital to Local 832, and just as it has done with the shop stewards, it will continue this conference on a rotating yearly basis.

The first evening had keynote speaker Dr. Joti Samra, a registered psychologist, Globe and Mail columnist, and the host of the TV show Million Dollar Neighbourhood. She talked about the importance of building a psychologically healthy and safe workplace.

On Friday morning, May 4, the members converged into their working groups—CPR training, fall prevention, strategies when dealing with management, intro to WCB, ergonomics, and violence and stress in the workplace.

Guest speaker Minister of Family Services and Labour Jennifer Howard spoke to the members at the Friday luncheon. While the crowd was vocal on the government's change to Sunday shopping, Minister Howard listened to their concerns and directed her speech to highlighted improvements the government has made to health and safety laws and improvements it wants to tackle in the security industry.

UFCW Local 832 health and safety resource representative Guy Sylvestre had a chance to introduce himself to all of the activists. Guy explained to the group that he will



Dr. Joti Samra, a registered psychologist, Globe and Mail columnist, and the host of the TV show Million Dollar Neighbourhood.

be assisting WCB advocate Rob Hilliard on WCB intakes and he will be working with workplace committees on their minutes as well as be a resource for them if they ever have any questions.



After the conference workshops wrapped up on Saturday, President Traeger, along with Director of Education Heather Grant-Jury and Secretary-Treasurer Beatrice Bruske, handed out diplomas to those members who have completed all the necessary health and safety courses.



UFCW Local 832 health and safety committee members Christopher Ans and Thomas Bieber from Sun-Gro at the CPR workshop.



Minister of Family Services and Labour Jennifer Howard.



Local 832 President Jeff Traeger speaking at the health and safety conference.

Local 832 participates in Day of Mourning

Labour walks to remember those who didn't make it home.

On April 27, labour leaders, activists and politicians walked from the Union Centre on Broadway in Winnipeg to the site of the new Canadian Museum for Human Rights at The Forks to remember those who have lost their lives at work.

UFCW Local 832 President Jeff Traeger, Secretary-Treasurer Beatrice Bruske and some of the local's union representatives also took part.

Some of the ironworkers who were busy working on the Human Rights museum took a break to sit and listen to the presentation by the Safe Workers of Tomorrow.



Some of Local 832 staff at the walk: Phil Kraychuk (holding flag), President Jeff Traeger (c), Secretary-Treasurer Bea Bruske and Sandy Forcier in second row.

Winnipeg Centre MP Pat Martin had the chance to speak with Wanda Leschyshyn as they walked around the museum. Wanda's husband, Allan, died on April 20, 2011, at the Wuskwatim Dam worksite near Thompson, Manitoba. He died after a metal crossbar struck him in the head while working on dismantling a large structure. Al was only weeks away from enjoying retirement with his family.

While there have been improvements to legislation over the last decade, there is still more work to do. Deaths like Allan's demonstrate the importance of worker safety and the ability to go home after a day's work.

Work Safe

Your personal safety and well-being a top priority for Local 832.

One of the issues the union is continuing to concentrate on is the health and safety of its unionized workplaces. The union feels that health and safety has been somewhat neglected mainly because of the mindset of some employers, as well as some of the employees. This needs to change! This is especially true in the security sector where there have been six stabbing incidents in a short period. Everyone needs to know that his or her personal safety and well-being is a top priority of UFCW Local 832.

Therefore, Local 832 is in the process of educating all employers in a manner that will be beneficial for everyone involved, including both management and union members. As the health and safety resource representative for the local, I and other staff have been in meetings with the Workplace Health and Safety Division of Manitoba (WSHD). At these meetings, the union has voiced its various concerns with the state of the health and safety of some of the workplaces where its members work. The union is determined to have some significant changes made to improve the overall quality of life for all its members.

Workers in Manitoba have three health and safety rights guaranteed to them by law:

- the right to know
- the right to participate
- the right to refuse

Be Informed

You have the right to read the company's health and safety policy. There should also be policies in place regarding:

- fire safety
- harassment

- Violence prevention
- Working Alone

Be informed and know your rights. If your company does not have or will not supply one of the policies listed above, call the WSHD or go to its website at www.gov.mb.ca/ctt/invest/busfacts/workforce/s_h_act.html. You can also talk to your full-time union representative or call me at 786-5055 or 1-888-832-9832.

Report All Injuries/ Participate

It is important to report every single incident and any near miss to your supervisor and a worker workplace health and safety committee member so the committee can discuss the concern at its next scheduled meeting. This is an advantageous way to document occurrences and bring change for a safer tomorrow. A common trend that happens when an incident occurs is that we discuss the matter amongst our co-workers, but we do not report the incident due to a lack of due diligence or because we minimize the injury. Remember, even the smallest of injuries can become a big problem in the future.

Should a serious workplace health and safety incident, injury or fatality occur and it is not dealt with at the workplace, call WSHD. When reporting an incident to WSHD, you do not have to give your name, but make sure you have the facts.

Refuse Unsafe Work

The union believes health and safety should be everyone's first priority, and it definitely falls on you to evaluate any risks before carrying out on any job duties at your work. ***Spot the hazard, assess the risk and find a safer way.***

HEALTH & SAFETY



Guy Sylvestre
Health and Safety
Resource Rep

You have the right to refuse unsafe work, however, you must follow the legislated steps. There are four steps: **Step 1** – Report the refusal to work to the supervisor.

Step 2 – If the employer does not fix the dangerous condition immediately, the employer and worker co-chairperson of the workplace health and safety committee must investigate the situation with you.

Step 3 – If the dangerous condition is not corrected after the inspection, call the WSHD about your refusal to work and the reasons for it.

Step 4 – A WSHD safety and health officer will investigate the situation with the individuals involved. The officer will write a report that directs the employer to correct the problem if the officer thinks the job is dangerous. If the officer decides the work is safe, you must return to work.

WSHD PHONE NUMBERS

(204) 945-3446
toll-free 1-866-888-8186
after hours call (204) 945-0581

Member reinstated at IKWE

The union filing a grievance brings results.

An employee of IKWE-Widdjittwin, a crisis shelter for abused women and their children who are victims of domestic violence, was off on sick leave for a specific period of time. She had provided her employer with a doctor's note attesting to that fact.

At around the same time, the union member had also made an application for short-term disability benefits through IKWE's insurance provider. The insurance company turned down the employee's request for short-term benefits. Before the member had the chance to appeal the insurance company's decision, the employer became aware of the refusal and subsequently sent a letter to the employee. The letter stated, amongst other things, that because the insurance company had refused to provide her short-term disability benefits, IKWE needed to reassess the worker's reasons for the absence.

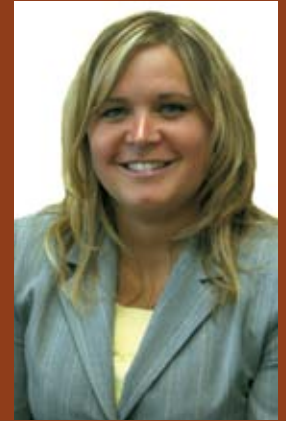
In the letter, IKWE requested the member contact her physician and have the doctor fill out an attached form that authorized the physician to provide information relating to the employee's illness directly to the employer. Furthermore, it gave the employee slightly more than a week to get the document filled out by her doctor and have it returned to the employer. If she failed to do all that within the timeframes dictated, IKWE would view it as her having voluntarily resigned her position.

The employee was not able to get the doctor's information together within the allocated time limit and, therefore, the company told her that as far as IKWE was concerned she had voluntarily resigned her

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

position. However, shortly after the deadline elapsed the employee did provide the company with the doctor's information, confirming that she was legitimately off on sick leave. The company did not change its position and stated it was too late.

The employee contacted her rep and the union immediately filed a grievance. The union took the position that the short timeframe given was unreasonable and the grievor had provided the employer with a further doctor's note establishing that she was legitimately off on sick leave (even if it was a few days late). Furthermore, it was arguable that the manner in which the employer had requested the information, as well as some of the information requested, was contrary to the Human Rights Act.

IKWE again refused to change its position so the union expedited the grievance to arbitration. The parties settled the matter at mediation and IKWE reinstated the grievor.

In order to avoid a similar situation, the union encourages its members to keep their employer's updated as to what their medical prognosis is if they are off on sick leave.

But, I called!

Granny's member suspension rescinded.

A few months ago, management at Granny's Poultry Blumenort plant issued a one-day suspension to a union member for unauthorized absenteeism. The company alleged that the employee had failed to notify the company that she would be away from work on the day in question. The member was adamant that she had called, but Granny's wanted proof before it would consider removing the discipline. The union filed a grievance and proceeded to do its investigation into the matter.

Cell phone records proved the grievor had called work that day and this information was provided to the company. Because of this, the company compensated the grievor for loss of wages, the cost of the photocopying of her cell phone records and gas money for obtaining the cell phone records. Granny's also removed the discipline from the employee's personnel file.

I've walked in your shoes

EDUCATION & TRAINING

As someone who immigrated to Canada over 20 years ago to further my education, I strongly believe that education is one of the best ways to help you succeed.

I have been working at the Winnipeg training centre as the director of the mature student diploma program since 2006. I truly believe our program is one of the best in Manitoba. When I first started, my vision was to make this program as student-centred as possible. That means that we do our best to schedule the classes based on the needs of our adult students. Going back to school as an adult is not easy. There are often work, home and life pressures that you do not have when you are a teenager and we need to consider all these things. Personally, I think that the training centre has done a very good job of trying to meet the members' needs.

In Winnipeg, Brandon and Neepawa, class enrolment has almost doubled over the last several years. This is due to a few things. Students tell us that teachers are knowledgeable, caring and always go that extra mile to help them succeed. We do not just enrol a student in a class—we meet with them as adult learners and find out

what is going on in their lives. We look at their whole life—educational and personal—and figure out how we can best help them succeed.

As a counsellor and a teacher, I have empathy for students and encourage them to express their feelings and concerns to me. When this happens, I can guide them as they look at their options and see what will work best for them given their lifestyle.

Some students had said to me, "If I had teachers like the ones here when I was a teenager, I would have become the best at everything I attempted to do."

We have had many success stories over the years. One of the most memorable ones for me is a mother and son who were in the consumer math class. The mother wanted her son to complete his grade 12. The son replied that she did not have her grade 12 diploma either. Together they attended classes and two years later they both graduated.

Speaking of graduation, it is just around the corner. It is the time of year when I feel very proud as a teacher and as a member of the UFCW Local 832 Training Centre. We are helping people make their dreams come true and I could not be more pleased.



Ans Norman
UFCW Director of
Mature Student Program

This year's grade 12 graduation ceremonies take place on Saturday, June 23 in Brandon and on Wednesday, June 27 in Winnipeg. Watch for a feature story on graduation in an upcoming UNION magazine.

If you would like more information on the mature student diploma program, call me at 775-8329 or toll-free at 1-877-775-8329.

The UFCW Training Centre, in partnership with Winnipeg Technical College and Assiniboine Community College Adult Education, is offering grade 12 programs in Winnipeg, Brandon and Neepawa.

Notes and Nods...

- To all delegates who attended the health & safety conference in May, thank you for your participation.
- Graduation ceremonies are scheduled for June 23 and 27 for Brandon and Winnipeg, respectively.

In partnership with



Winnipeg Maple Leaf plant grows

Lagimodiere plant will be home for sliced bacon.



A 70,000 square foot expansion is taking place at the Maple Leaf plant on Lagimodiere Boulevard in Winnipeg. The construction started last October with the company looking to mid 2013 to be fully operational.

With Maple Leaf consolidating operations across the country, it will be closing two plants because of the expansion—North Battleford and Moncton. Late last year in a press release, the company announced forthcoming closures of its Kitchener, Hamilton and Toronto operations. The company stated it plans to invest \$560 million over

three years in new technology and infrastructure. UFCW Local 832 President Jeff Traeger is pleased to see Maple Leaf continue to invest in Manitoba, but he does feel sorry for the workers who will be out of a job due to restructuring.

“You can say their pain is our gain, but I know watching our packing house industry in the 1990s go through upheaval, it’s tough on the families affected,” stated Traeger.

With sliced bacon now being centralized at the Lagimodiere plant, 350 new jobs will be created.

Conservative government jeopardizing our health

Proposed regulations would allow slaughterhouses to process animals already dead.

Leave it to the Conservative government to propose changes to regulations on slaughterhouse operations. The federal government wants to allow the carcasses of already dead animals to be processed in slaughterhouses for human consumption. Under the current legislation, slaughterhouses are not allowed to process meat from animals killed outside of a registered slaughterhouse.

This amendment is generating uneasiness about the safety of our food inspection system. The NDP opposition government is also raising red flags, saying the move invites possible contamination of our food supply. This change allows the risk of our meat being tainted by dead stock.



NDP Member of Parliament Malcolm Allen from Welland, Ontario said, “The regulations about dead stock not being consumed by humans are for a reason and are there to protect our health.” Now the Conservative government wants to change that and put our health in jeopardy.

“You wouldn’t know by looking at it and nor would the label say it is dead stock because I’ll guarantee you if the label said dead stock, you would never buy it,” stated Allen.

Part of the worry is how the animal died and under what circumstances it died. The union also fears that this could mean job cuts.

The Conservatives seem to be throwing workers under the bus with its proposed changes to the Provincial Nominee Program (see article on page 2) and the amendment to its regulations regarding slaughterhouses being able to process animals already dead. What’s next? We need to send a message to the Conservative government that if it ain’t broke, don’t try to fix it.

Members at EPIC/SMILE ratify new three-year agreements

Wages to go up by 6.4% and 6.25% at Workshop and Residence respectively.

On April 26, both bargaining units at EPIC/SMILE de St. Malo ratified their collective agreements. Union members from the Day Program (Workshop) voted yes by 92 per cent, while the Residential Services (Residence) workers were unanimous when ratifying their new agreement by 100 per cent.

A few of the highlights for each of the groups include:

WORKSHOP

Wages will increase by 6.4 per cent for the 15 Workshop employees over the life of their agreement, plus a new long-service premium of 40 cents per

hour after 10 years of service, and 60 cents per hour after 15 years of service. The union negotiating committee was able to obtain a new \$10 lunch supervision allowance, and expand the definition of family for paid family responsibility leave. Members will be entitled to five weeks of vacation after 10 years of service instead of 11 years and the employer will pay employees in the direct service classification for any missed breaks.

RESIDENCE

At the Residence, the 30 employees will note their hourly wages go up by 6.25 per cent over three years,

plus a new long-service premium of 20 cents per hour after 10 years of service, and 40 cents after 15 years of service. Weekend shift premiums will increase to 75 cents per hour, up from 50 cents, and members are entitled to a training premium of 25 cents per hour (50 cents per hour if there is no other staff present). The employer will now allow three employees to be on vacation at one time (it used to be two).

For the first time, both groups will now be entitled to pre-retirement pay: if you retire with 10 or more years of service, you will receive 20 per cent of your sick time paid out. That will increase to 30 per cent of sick time after 15 years of service, and to 40 per cent of sick time after 20 years of service.

CNIB members to see wage increases

Three-year agreement ratified by 85%.

UFCW Local 832 members working at CNIB ratified a new three-year agreement by 85 per cent.

Local 832 negotiator Michelle Masserey said, "This round of negotiations went more smoothly than the last several sets of bargaining. For the first time in a long time, the union did not have to apply for conciliation."

After four meetings, the employer withdrew the concessions it had on the table. CNIB also agreed to language proposed by the union that guarantees the company will not reduce the employee's benefit package during the life of the agreement. If an employer compensation survey shows CNIB employees are falling behind others in the field, it

will extend any improvements in wages, benefits, vacation or time off to the Winnipeg group.

Members will receive across-the-board increases of two per cent in each year of the agreement. The first increase is retroactive to April 1. Employees also received a signing bonus of \$100 (prorated for part-timers).

Other improvements include the recognition of long-term service employees, with members who have 20 years or more with CNIB receiving one day off with pay each calendar year. As well, the travel premium is increasing to \$75, up from \$50, per day or portion of a day.

The new agreement will expire on March 31, 2015. Local 832 represents about 15 workers at CNIB.

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UFCW Local 832 continues the fight for better security legislation

Health and safety a top priority.

With some of the recent incidents involving the safety of security guards, the union is once again putting health and safety as a top priority. Lobbying for changes in legislation goes hand in hand with ensuring safe worksites for members working in the security industry.

Local 832 has implemented a committee (Debbie Jones, union rep Martin Trudel and health and safety resource representative Guy Sylvestre) who met with the Manitoba Workplace Health and Safety Division. At these meetings, the committee voiced the union's concerns with the entire industry and stated that the union is determined to have some significant changes made to improve the overall quality of the workplace.

One growing issue is working alone. Let us be honest here. The current safety check procedures that companies have in place do not work well. Employers are not using the systems in place, as they are not capable of handling large call volumes, it's manned by under-educated and overworked employees, and are understaffed. The union suggested to the Division that in order to ensure proper compliance from employers, the government should implement and legislate a centralized call centre.

Another issue of concern is the fact that most standing orders at sites are outdated, irrelevant to the site and in some cases completely absent. Local 832 encourages all its members to familiarize themselves with the existing standing orders

and report to their employer and the union about any improvements or changes required.

In the months to come, you should expect government inspectors and/or workplace health and safety committee members to conduct random site inspections. However, it is **your responsibility** to report and document to your employer any health and safety concerns. It is against the law for your employer to discipline you for reporting health and safety issues. It is also law and your right to refuse any unsafe work. Your safety and quality of life always comes first.

Health and safety should be everyone's first priority, and it should be yours before carrying out any tasks at work. You should never place yourself in harm's way. Spot the hazard,

“Working together, enforcing provincial laws and learning is the best way to improve workplace safety and health.”

assess the risk and find a safer way. Properties are insured and can be replaced or repaired—you can't.

The union believes that by working together we can build a safer tomorrow for all members (*see related story on page 7*). You need to recognize that laws are only effective when they are enforced. Workplace safety and health laws are no different. If you spot a hazard, report it.

Legislation governs guards to per-

form certain duties. Remember, you do not have powers of arrest nor peace officer status. Antagonizing suspects and trying to get too involved, sometimes due to pressures from clients, will get you hurt. Security officers have been severely hurt trying to play a role outside of their scope of duty and sued for illegal arrests and detention. In situations where you, as a security guard, go outside of your duties, your employer will probably not support you. This could result in severe financial repercussions for you or even criminal charges, which would result in your security licence being revoked.

It is also imperative that you have the proper equipment required to perform your duties. Your role at the site you are working at and its location is what determines the proper equipment needed. If you are not sure of exactly what equipment is required at your site, check the standing order at your site.

Local 832 believes that **enforcement does make an impact**. UFCW also places a high priority on training and offers various workshops to members of the health and safety committees.

If you have any questions or concerns regarding workplace safety and health, call your union representative Martin Trudel or Local 832 health and safety resource rep Guy Sylvestre at 786-5055 or toll-free 1-888-832-9832. Or, you can also talk to one of your workplace health and safety committee members, as they would be more than happy to assist you.

Negotiated benefits are your rights

Be aware of them, you are entitled to them.

Even though, the union reps are in and out of your stores on a regular basis, it is not always possible to catch every violation of the collective agreement. Be aware of your benefits, read your agreement and make sure you are receiving everything you are entitled. In some cases, it could mean money out of your pocket.

For example, last month, during a random servicing visit to a Safeway store 714, a young member by the name of Adam Leach approached his union representative, Phil Kraychuk, to ask him a question about his wage rate as he had just been promoted recently. During their conversation, it became clear that when the company promoted Adam from coffee bar server to coffee

bar operator it failed to give him the correct wage rate as outlined in the collective bargaining agreement and, in fact, was continuing to pay him at his old rate of pay.

The union discussed the matter with the company, and the situation was quickly resolved. It was a simple oversight on the company's part, and it was very quick to rectify its error. Not only did the member's rate of pay go up by more than \$2 an hour, he also received almost \$650 in back pay. Adam was very grateful that he took the time to talk to his union rep during one of his servicing visits.

Your rights and privileges are negotiated for your use and protection. If you do not have a copy of your agree-



Union member Adam Leach from Safeway 714 (left) and union representative Phil Kraychuk.

ment, call the union office at 786-5055 or 1-888-832-9832, and one will be mailed to you.

If you think you are not receiving your correct rate of pay or a violation of the agreement has occurred, contact your full-time union representative or speak to a shop steward at your workplace.

WINNIPEG

786-5055 / 1-888-832-9832

BRANDON

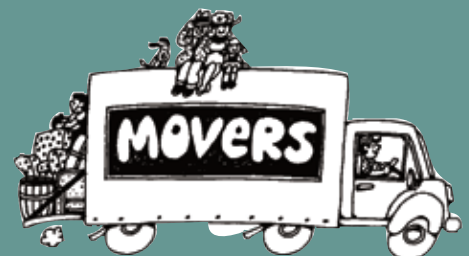
727-7131 / 1800-552-1193

THOMPSON

778-7108 / 1-800-290-2608

Moving?

Remember, make sure you call the union office or go to www.ufcw832.com/forms/forms/change-of-address/ to report an address or telephone number change. It is very important to keep the union informed of your correct contact information.



UFCW LOCAL 832 RETIREES' CLUB

Good attendance at luncheon meeting, Secretary-Treasurer Beatrice Bruske brings greetings from the local.

On May 15, the UFCW Local 832 Retirees' Club held its annual spring luncheon. Once again, the ANAF Legion staff prepared a tasty meal for the attendees to enjoy.

Secretary-Treasurer Beatrice Bruske brought greetings from the local and helped to wish retired member Bruce McDonald a very happy 92nd birthday.

Another highlight at the meeting was guest speaker Karlee Spiers from the Seniors and Healthy Aging Secretariat. She stated their aim to provide healthy living opportunities for Manitoba's older population. The secretariat works with other seniors' organizations in Manitoba to supply quality programs, valuable guides and publications, and timely information on issues that affect Manitoba seniors.

Prize winners were: Gil Pomrenke, Stell Magadzia and Mary-Anne Paul each winning \$25; Germaine Wall, Patricia Kernot and Doris Fillion took home a bottle of spirits each; and John and Elly Mazur won the birdhouses donated by Julio Galambos. Continuing his winning streak, Gil Pomrenke won a cash draw of \$40. The other \$40 cash draw winners were Ted Wiedman, Doreen Bryan, Emily Kokosky and Trudy Unraw, and Jeanette LaBossiere won \$18.

IN OTHER NEWS

Golf Tournament

Feel like swinging a club? You still have time to register for the golf tournament. It is scheduled for June 12 at Shooters Family Golf Centre, 2731 Main Street. The tournament format is a 9 a.m. shotgun start, for people 50 years of age or older.

If you are a retirees' club dues-paying member, you pay only \$20 and your spouse pays only \$20. The fee for non-members is \$32 per person. The fee includes 18 holes of golf (cart rental available), lunch, and the opportunity to win course and door prizes and cash draws.

Send your payment to the UFCW Local 832 Retirees' Club, attention Carol, at 1412 Portage Avenue, Winnipeg, MB R3G 0V5. If you require more information, call John at 253-8839.

Casino Trip

Anyone interested in the Thief River Falls Seven Clans Casino trip scheduled for September 5 to 7 should register soon. Remember, limited seating is available and



Secretary-Treasurer Beatrice Bruske addressing the retirees.



Ninety-two years young, Local 832 retired member Bruce McDonald formerly of Manitoba Sugar (middle) with retirees' club executives Chuck McCormick and Norma Kinnear.

the seats on the bus are filling up fast. The cost for this fun excursion is \$110 each for club paying members and spouse or \$120 each for non-members, based on double occupancy. You will receive a \$50 casino rebate, two free breakfast coupons and two \$10 coupons for supper.

There are two scheduled pick-up and drop-off locations—the Safeway at McPhillips and Jefferson (8:30 a.m. departing time) and at the Safeway at 2155 Pembina Highway (9 a.m. departing time). Parking is available at both places, but make sure you park on the north or south side of the lot away from the store.

To reserve your spot, your payment in full must be received by August 1. Seats are reserved on a first-come, first-serve basis. Make your cheque payable to the UFCW Local 832 Retirees' Club and mail it to the attention of Carol at 1412 Portage Avenue, Winnipeg, MB R3G 0V5. To register, you can call Lila at 837-3554, Armand at 832-1211 or Joan at 1-204-422-6670. Remember, to cross into the USA you need a valid passport, enhanced driver's licence or Nexus card.

A swimmer wearing a black swim cap and goggles is swimming in a pool, with water splashing around them. The swimmer is in the center of the frame, and their arms are extended forward.

GET IN SHAPE IN 2012

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

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

You can choose between:
6-month facility pass \$160
12-month facility pass \$296

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

A Facility Pass allows you to use weight rooms, track, pool and sauna.

A Combo Pass allows you to use the weight rooms, track, pool, sauna, and selected fitness classes at no additional charge.

Passes are valid at any City of Winnipeg Pool, Fort Rouge Leisure Centre, Freight House Gym or Peguis Trail Health and Fitness Centre.

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

Send form and cheque made out to
UFCW Local 832 by June 29, 2012.

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

Limit two passes per member.
No refunds or exchanges.
Please try before you buy.

All forms can be mailed or
dropped off with payment to:
UFCW Local 832
1412 Portage Avenue
R3G 0V5





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.



Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:
UFCW Local 832
1412 Portage Ave.
Winnipeg, MB R3G 0V5