

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

**JUNE 2011** 

# CNIB<br/>Members<br/>Make a<br/>DifferenceMake a<br/>Difference

PRESIDENTIAL COMMENT

# Province acts quickly on improving violence in the workplace legislation

fter a bizarre incident that happened back in March at the Hamiota Health **L** Centre, 50 kilometers from Brandon, the provincial government has been acting quickly to improve the workplace safety and health regulations to protect workers against violence in the workplace. A male patient cornered two nurses working the night shift and assaulted one of them. Both nurses escaped and locked themselves in a room until help could arrive. Police arrested the suspect shortly after in a stolen vehicle.

The provincial government acted quickly to improve areas in the regulations, consulting with the Manitoba Nurses Union, Manitoba's regional health authorities, management and other unions. Rob Hilliard, our workers compensation advocate, joined a working group as the labour representative to help draft changes that will be presented to Jennifer Howard, Minister of Labour and Immigration, which the new regulations fall under.

Minister of Health, Theresa Oswald has expressed her concern over the incident at Hamiota, and asked the working group to quickly help make improvements so incidents like the one in Hamiota do not happen again.

Currently under the regulations, if violence can "potentially exist" then an employer must develop a prevention program for the workplace. One of the proposed changes will look at ensuring that all workplaces, such as health care facilities have mandatory violence prevention plans in place. This mandatory requirement will protect health care workers and security guards in the province. Some of our health care workers in the city of Winnipeg, might not see a substantial change because many facilities have already implemented pre-



# VIOLENCE AT WORK IS NOT PART **OF THE JOB**

vention measures, those working in rural In solidarity, areas should see these changes more.

The working group is studying ways to protect workers, including security guards, when requesting assistance of a violent incident in the workplace. Our security guards will be pleased to be included in the mandatory requirements. The local has

been working tirelessly at improving the conditions of employment in this industry for many years. A lot of legislation regarding violence in the workplace only came about in 2005 under the NDP government.

An initiative that I hope the province will consider during these improvements is ensuring that security guards have proper protection such as a panic button, which would inform the police or their head office that they are in trouble. The security industry has taken on additional roles and responsibilities over the years, as their jobs have become more dangerous. It is vital that measures be established to protect them on the job.

While it is unfortunate that this incident took place, I am impressed at the speed our government has acted on this issue. They did not conceal the issue in red tape and turn a blind eye. They expedited the process, bringing both management and labour to the table to work on a solution together. This group has one goal in mind, making sure workers who could be subjected to violence in the workplace get the support they need. At the end of the day, we can all go home safely.

Robert D. Ziegles

Robert D. Ziegler President UFCW Local 832





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# UNION JUNE 2011







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#### Brandon

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# 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,

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The Leukemia & Lymphoma Society Blood Cance

# **Helping Manitobans with** leukemia and lymphoma

On August 17, 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 \$100,000 for research and assistance for 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 would stay for their treatment.

UFCW Canada has raised millions for research over the years. In 2010, all the locals from across Canada and raised well over 1.65 million dollars.

# To register download the registration form at: www.ufcw832.com/qolf

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 29.**

# Mission accomplished! CNIB members return from Nepal.

wo UFCW Local 832 members, Laura Layton and Christy

Horan, have returned from their trip to Nepal. As previously reported in UNION, their mission was to teach a group of blind children mobility skills. Laura and Christy both work at CNIB as orientation and mobility instructors (O&M).

The idea came to them in the fall of 2009 after meeting Kelley Beaverford, a professor at the University of Manitoba (U of M). Faculty of Architecture, and director of Canadian architects without borders. At the time, professor Beaverford was assisting in designing a school in Nepal. The next step, of course, was making it a reality, but they needed money, equipment, and time off work.

They presented the idea to management at CNIB who not only embraced the project but also helped and granted their time off. Then they contacted AmbuTech, a Winnipeg based company that is a leading manufacturer and marketer of mobility canes and mobility aids for the blind and visually impaired. AmbuTech donated the appropriate canes and tips for these children. Next on the list was the issue of money. The union at its March shop steward conference raised over \$4,000 in the silent auction draws to assist these members with the cost of this project. The Disability Services Associaion in Nepal also assisted in their journey.

Laura and Christy accomplished their mission. They taught these blind students who are integrated into a regular school to travel safely and efficiently in both an indoor and outdoor environment with the use of their cane. To read about their journey you can visit their blog at, www.blog.cnib.ca

These students were so grateful and delighted at the chance for canes and intensive mobility training. Manitoba's presence is all over the small village of Bungamati (boone-ga-matty) as you see AmbuTech white mobility canes everywhere.



Laura and Christy out with students and instructors on a walk



UFCW Local 832 members, Christy Horan and Laura Layton.



Laura and Christy instructing the students on how to use their canes



Laura and one of the students taking a much deserved break

# UFCW Local 832 Family Picnic New location, new activities, more fun than ever.

his year UFCW Local 832 decided to change its family picnic to the **Assiniboine Park** from Fun Mountain. It will take place on Sunday, June 26, from 11 a.m. to **3 p.m.** A few of the main reasons for the change is — more space for more fun activities and it is accessible for more members.

There are many fun events planned, which the whole family can enjoy as



well as a barbecue. Different also this year is

that there is no need to prepurchase any tickets. Simply go to the registration table set up at the park with your membership card, or a current pay stub, get your wristbands and the rest of the day is yours to spend as you want with your family and friends.

Sign up for Bocce, the running races, the balloon toss. or just sit and relax while the

kids play on the giant slides and bouncers. Food (hamburgers, hotdogs, chips and drinks) will be served between 11:30 a.m. and 1 p.m. A large tent will also be set up in case you need a break from the sun or if it rains.

The union would like to invite its members and their family to come and join in the various activities and enjoy a day of



#### camaraderie.

The cost is only \$2 per person (children under three free). See full details and a map of the specific location in the park on the back cover of this magazine.

It is recommended to use the Corydon Street entrance into the park and to bring vour own lawn chair.

**Tee Time** 

# RETIREES' REPRESENTED FOR THE REPORT OF THE

# Golf tournament June 15. Start practising your swing and get your clubs ready.

n May 10, the club held its annual spring luncheon meeting. The turnout was great and the people in attendance listened to a

guest speaker from Age & Opportunity talk about crime and fall prevention for seniors. Winners of the draws and door prizes were:

# 50/50 DRAWS

Jeannine NcElhoes, Jeanette Labossiere and Joyce Dion

#### **DOOR PRIZES** Cash Draw Bob Whittle, William Heppner and Ella Otto

Bottle of 'Medicine' Nellie Villania, and Marian Barasinski Miscellaneous Draws Harry Eckert - bottle of pure maple syrup Peter Kyryluk - personal safety alarm

#### **Golf Tournament**

Remember this year's golf tournament is scheduled at Shooters Family Golf Centre-2731 Main Street-on June 15. Tee off time is 9 a.m. For information call Russ at 661-4168 or Norma at 663-5102.

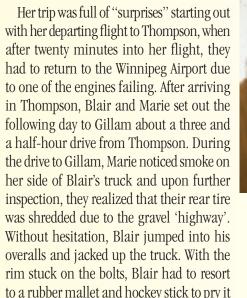


Some of the crowd listening to the guest speaker.

# All in a day's work UFCW Local 832 servicing director tours northern communities.

ecently, UFCW Local 832 director of servicing, Marie Buchan returned from a visit with northern union representative Blair Hudson. Last year, in the spring, Marie wrote about her experience, travelling to Thompson and visiting the workplaces there and in The Pas, and Flin Flon. During that visit, she agreed to travel with Blair further up north and visit the members in Lynn Lake, Leaf Rapids, and Gillam. Local 832 has members working in retail, care, and servce in these regions and Marie wanted to meet with them, and experience what a typical servicing visit for Blair is like.





off. Upon arriving in Gillam, they met with

members working at the Gillam Co-op and

The next day they drove to Leaf Rapids,

which is in excess of 500 km from Gillam, and visited members at the Leaf Rapids

Health Centre and Co-op. This was Marie's first time in Leaf Rapids and experiencing

the 'Town Centre'. This facility encompasses a curling rink, shopping, school, and an

arena. Although the mine is now closed, there are still over 500 people living there,

many of them UFCW local 832 members

who help keep the community running

on a daily basis. After their servicing visit,

Gillam Hospital.

Sobeys warehouse.

It was a whirlwind adventure for the local's servicing director, but all in the day's work for northern union representative Blair Hudson.

# **NEWS FROM THE NORTH**



Thompson Extra Foods member, Laura Gillingham, on her first day at work talking to union rep Blair Hudson during our visit.



Union rep Blair Hudson with Gillam Co-op members (l to r) Nicole, Simpson, Destiny Henderson, Sarah Strone and shop steward Dennis Nelson.

they travelled one hour northwest to Lynn Lake. The local has members working at the Lynn Lake Hospital. While the hospital in Lynn Lake is smaller than what we have in Brandon or Winnipeg, "I met all of our members and received a tour of the workplace. Even though the three hospitals I saw up north are smaller than those in Winnipeg, our members' care and dedication to their patients is second to none", stated Marie. After arriving back in Thompson and before travelling back to Winnipeg, they visited the members at the Extra Foods, the Burntwood Community Health Resource Centre and the



UFCW Local 832 director of servicing. Marie Buchan, checking out the tire.

# One foot over the line

Granny's chicken throwing pieces grievance resolved.



ranny's Poultry issued a union member a three-day suspension for allegedly throwing chicken pieces too far during the performance of her job. The grievor's job is to sort chicken pieces and toss unsatisfactory pieces up to a conveyor belt two to three feet away.

The company claimed the grievor was observed throwing meat over the line that she was working on and hitting people who were approximately six to seven feet away. The employer also noted that because of her negligence nearly five-kilograms of chicken had to be cleaned up off the floor by her work station.

The union investigated the matter and concluded, amongst other things, that the amount of chicken on the floor was not out of the ordinary; especially considering the fact that the meat had been water chilled that day making it extremely slippery. In addition, the quality of the meat that day also contributed to the worker having to throw more pieces up onto the reject conveyor. On the day in question, the reject conveyor had been stopped resulting in meat piling up, which eventually fell to the floor on the other side. The union also established that the employees on this line rotated places several times during the day, so therefore the company could not link the entire amount of meat on the floor to the grievor.

# **GRIEVANCE NEWS**



Because of it findings, the union filed a grievance. The matter proceeded through the various grievance steps and was eventually referred to expedited arbitration by the union.

About a week prior to the arbitration the company offered to reduce the three-day suspension to a one-day suspension, which the grievor refused. A few days later, with the arbitration scheduled only a couple of days

away, the company offered to reduce the three-day suspension to a written warning and reimburse the grievor the three days' pay she had lost.

The grievor upon reflection, with the understanding that one never knows what could happen at arbitration, agreed to accept the written warning. On this basis, the union cancelled the arbitration, resolved the grievance, and closed the file.

# Unfair filed against HP Parties reach an agreement.

T n February the union filed an unfair labour practice with the Manitoba Labour Board (MLB) against Hewlett Packard Canada (HP) with respect to certain actions by the company during and following the union's certification application in July 2010.

HP filed its reply to the MLB wherein it denied any actions on its part contrary to The Labour Relations Act.

smoothing out nicely. In April the employees at HP ratified their first collective bargaining agreement, which will expire on April 26, 2013.

The parties have now reached agreement with respect to settlement of all issues in connection with the application. As part of that settlement, HP has made a payment to the union for distribution to certain employees, without admitting any liability.

This workplace is one of the newest units to join the union. UFCW Local 832 represents approximately 80 employees What seemed like a rough start is at HP, who work on the help desk and in customer service.

> Union representative, Kim Ferris, can be reached at 786-5055, toll-free at 1-888-832-9832.

# 'Politically speaking'

Manitobans lucky to have a government who supports the working people.

**T** ou may not spend a lot of time thinking about the role government plays **I** in your everyday life, but here at the training centre, we think about it almost every day.

That is because the current NDP government provides funding to us for some of our most used programs and services, like English as an additional language classes, one-onone literacy tutoring and our high school programs. Without this funding members would be faced with either a few or none of these essential programs and services.

When a political party has been in power for a number of years, like the NDP here in Manitoba, it is sometimes hard to remember what it was like when they weren't. The NDP has formed our government now since 1999 so some of you will be too young to remember what it was like. Fortunately (or unfortunately I guess). I do remember.

On more than one occasion, I can clearly recall standing on the steps of the legislature protesting as the government of the day made more and more cuts to basic services that affect our everyday life like health care, education and the freezing of wages.

From the training centre perspective, I do not want to have to make the decision to stop our high school programs in Brandon and Neepawa because we have no government

# Training centre notes and nods...

- Congratulations to all graduates!
- The deadline for UFCW Local 832 general scholarships is June 30.
- The Training Centre Builds Skills for the Future

support. I do not want to have to tell our members whose first language is not English that we can no longer help them. I do not want to tell our members who require some extra tutoring or help with literacy that they can no longer receive it. That is what is at stake.

There is no question that having a "friendly" government in power, one that sees the value of what we are doing here at the training centre benefits you and us. I encourage everyone to think about this as the provincial election approaches.

reminder that scholarships are available for members continuing their postsecondary education. Once a year, the UFCW Training Centre and Local 832 A award more than \$30,000 in general scholarships to members. Each general scholarship is worth \$500, which is funded through the UFCW Education and Training Trust Fund (ETTF). The ETTF is made up from employer contributions that your union negotiated during bargaining.

To be eligible for one of these \$500 scholarships you must work for an employer that contributes into the ETTF. You can check your collective agreement to see if you qualify or call the training centre at 775-8329. If you are interested in receiving a general scholarship, you must have your appli-

cation in by June 30. To apply or for complete details go to the training centre tab at www.ufcw832.com.



# **EDUCATION & TRAINING**



**UFCW Education** Director

# Scholarship application deadline is June 30

# **Graduation ceremonies!**

reminder that graduation ceremonies take place this month. In Winnipeg the ceremony is at the Training Centre on Thursday, June 23. In Brandon, the ceremony will be held at McDiarmid Drive Alliance Church on Saturday, June 25. Watch for a full graduation report in a later issue.

# A wolf in sheep's clothing

ne of the old stories from ancient Greece is about a statue of a giant horse. The people of Sparta in Greece were at war with the people of Troy in Asia. One day a statue of a giant horse appeared outside the gates of Troy. The people of Troy thought it was an offering of peace from the people of Sparta, so they lowered their gates and towed the statue inside. After the statue was inside the gates, a door underneath the horse opened up, soldiers from Sparta emptied out, and they slaughtered the people of Troy.

The message behind this story is that everything that looks good isn't always as it looks. We have a wolf in sheep's clothing among us.

Westfair has a new program that looks a lot like a Trojan horse. It is called the 'Preferred Provider Program'. This program refers injured Westfair workers to a private clinic as soon as possible after a workplace accident happens. Once there, a physiotherapist makes a quick assessment, develops a physiotherapy program and arranges for the injured worker to return to work promptly on a modified duties job. Furthermore, Westfair says that they will pay for this, and the worker does not have to pay anything. However, Westfair does not bother to mention of course that

your physiotherapy will be paid by WCB anyway and that WCB will arrange for a safe modified duties job if it is appropriate for you.

Sounds too good to be true... then perhaps it is. If you are a member working at Westfair, when was the last time your employer voluntarily approached you or a co-worker and

gave you all something that you wanted? If you are having a little difficulty thinking of something, then you should pause and ask yourself why Westfair would roll out this 'Preferred Provider Program'. You should also check the program out before

you decide if it is good for you or not.

The first thing you will find out when you start checking is that the program is run and co-ordinated by Windley-Eli, who will also get reports from the physiotherapists that will be treating injured workers from Westfair. Windley-Eli is the Ontario based corporate WCB claims fighter that Westfair has hired to oppose WCB claims by Westfair employees (See related article in November 2010 UNION, page 7). If you work for Westfair anywhere outside of Quebec, and you are hurt at work, Windley-Eli will probably be contacting WCB right away to try to have your claim denied. If this is not possible, they will then try to get the injured worker back to work as soon as possible. Early and safe return to work is not necessarily bad but Windley-Eli's main concern is to reduce the cost of the WCB claim, and the injured worker's focal point is to heal properly. The concerns of Windley-Eli and the concerns of injured workers are often different so if you let Windley-Eli "look after you" you are really letting Windley-Eli use you to serve the interests of Westfair. It is not your concerns that will interest them.

The second thing that you will find out after you start checking into this program is

that the 'preferred providers' are all private healthcare providers (CBI Health and LifeMark) who operate outside the Medicare system. Their clients are insurance companies and employers. They do not look for clients who are workers or for organizations that represent workers. Once again, their concerns are

what your employer wants, not what you

The third thing that you will find out is that this program is voluntary. You are not required to participate in it. The reason for this is that your union would file a griev-



ance faster than you can blink an eye, if your employer tried to make it mandatory. Westfair knows that it cannot make this program a requirement because people in Canada, even workers, have a right to choose their own doctors and physiotherapists. There are also privacy laws and personal health protection laws that prevent the company from getting confidential medical information about you. The only way Westfair can get this kind of information is for you to agree voluntarily to give it to them. From Westfair's perspective, it is even better if you agree to give this information to its corporate WCB claims fighter so that Windley-Eli can use the information to fight your WCB claim or try to reduce the cost of the WCB claim for Westfair. That is why they have developed this program.

Canadians have rights and some employers spend a lot of time trying to get its employees to give up those rights so that it can have more control over its own workers. You should not give in to this pressure. Your rights, your health, and your recovery from injury are important to you. The cost of your WCB claim is what is important to your employer. These are not the same.

If you are asked if you want to participate in this program, and you are not sure what to do, check with your union rep before you do anything. Westfair, not the injured worker, prefers the 'Preferred Provider Program'.

# Westfair cashing in Management performing bargaining unit work takes money out of your pockets.

ince the fall of 2010, Westfair has been reducing the hours of work performed by bargaining unit members. Typically,  $\bigcup$  the number of hours of work available to members would go down in January. After the

Christmas rush but they would rebound again in March, just before Easter.

This year the company is taking a harder line reducing hours of work for all departments in all stores. It seems that Westfair is cashing in off the backs of its employees. To make matters worse is the fact that the company is allowing management to perform cashier duties when the store is busy and it has not scheduled enough cashiers to meet the workload. This is completely unacceptable to the union, as members who are already at reduced hours are losing even more because management is performing bargaining unit work.

The company does have the right to determine the hours of work in the stores, but it also has the responsibility to ensure it has staffed those hours

correctly. Management should not be doing bargaining unit work on a regular basis simply because the company has not scheduled

# Loblaws sees profits rise despite lower sales Company plans to invest over 1 billion dollars in supply chain and store renovations across Canada.

t a shareholders meeting on Anay 5, Loblaws (Westfair) reported higher earnings of 23 per cent, beating market expectations, but noted that 2011 will be one of the toughest for the company as it prepares for the unknown.

Company officials stated to shareholders that with rising food costs, uncertain economic times,

and a massive investment into operations, 2011 will be one of the company's most difficult years.

The company informed investors it will invest over 1 billion dollars into its operations. Half on renovating existing stores and the other half improving its information and



technology on its supply chain distribution. UFCW Local 832 President Robert Ziegler stated recently that the delivery of goods to stores especially in Manitoba has been an issue that has dogged the company for some time. While distribution to Superstores has been improving over the last couple of



want.

10

# WESTFAIR

shifts properly.

In order to protect its members' rights and job security,



the union filed a grievance on this matter. The contract contains language on bargaining unit work and job security, and it is the union's position that Westfair is violating the agreement. In essence it is taking money out of the members' pockets.

To accurately resolve the situation, the union needs to know who, what, where and when. It has sent copies of a form to the shop stewards in each store that you should complete each time you witness management performing cashier duties or any other bargaining unit job. You can also talk to a shop steward or call your union representative to report any violation of the collective agreement.

#### **OFFICE NUMBERS**

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

> years, Extra Foods stores continue to have problems. "You hear stories from members, who are responsible for stocking the shelves, being without products for weeks, or having too much of one product. When you don't have the product at the store, you can't sell it," stated Ziegler.

> While the company has been addressing the distribution system for some time, they have been focused over the past couple of years on reorganizing its operation and tightening its costs to stay competitive.

> In 2012, Loblaws will be facing some of its toughest competition to date with the expansion of 40 new food stores in Canada by Walmart and U.S retail giant, Target will be making its entrance into Canada in 2012.

# HOSPITALITY, SERVICE & RETAIL

# Fairmont workers turn down company's last offer, vote for strike Union requests the Minister of Labour to appoint a conciliation officer.



n May 24, the UFCW Local 832 members working at The Fairmont hotel in Winnipeg voted 100 per cent to turn down the company's last offer and voted 96 per cent in favour of a strike.

The union held three meetings at various times that day to allow all the workers to hear and vote on the latest offer as well as vote on strike action. The bargaining committee recommended the strike vote

in hopes the company will bring a serious offer to the table.

Local 832 notified the company of the results of the vote, and sent a request to the Minister of Labour, Jennifer Howard, to appoint a conciliation officer. Once dates are set with the conciliation officer, the local will notify the members of the progress.

There are approximately 200 unionized employees who work at The Fairmont.

# Call centres prep for negotiations Proposal meetings held last month.

proposal meetings for members working at Integrated Messaging (IMI), the operator group, and Inspyre Solutions.

The operator group at IMI unionized in 1997 and their current agreement expires on June 17. The contract at Inspyre Solutions expired on May 31.

During the proposal meetings, members had an opportunity to voice their ideas on what changes they would like to see in

ast month, Local 832 held their new agreement. The union received many good ideas from members at both centres.

In mid-May UFCW also concluded a first contract hearing with the Manitoba Labour Board (MLB) for the IMI supervisory group, who joined Local 832 in May 2010. It is anticipated that the MLB will provide a first agreement by the end of this month.

You can go to www.ufcw832.com for up-to-date news on all negotiations.

# **Negotiations** Underway at Fed Co-op Proposals exchanged and first day of talks held May 26.

he contract at Federated Co-op expired last month. Bargaining L towards a new agreement began on May 26, at which time the committees exchanged proposals.

Prior to the first day of bargaining the union held various meetings with the membership to discuss the new proposed vacation scheduling and to hear the other suggested changes that the members want to see in their new agreement. From these ideas, the union negotiating committee composed its list of proposals.

At press time, the tone of negotiations was too early to report. However, members are encouraged to go the union's website at www.ufcw832.com for current updates on how talks are progressing.

# Members unanimous on new 5-year deal at Malteurop Plant members remain strong and united.



Malteurop plant members Lee Palmer, Kevin Fontaine, Chris Pfiel and Jeff Possia (1 to r) reviewing the terms of the contract at the May 3 meeting prior to voting.

on March 1, 2011.

o one can accuse the Malteurop plant workers of being weak. Since they merged with Local 832 (formerly Local 227W) in November 2010, it seems that these employees have been fighting their employer to improve and better their lives. After rejecting the company's final offer

on December 7, 2010 and voting in favour of strike action, the 22 plant workers walked off the job on December 9. This turned out to be a long-brewing strike, which ended



Tony Dujlovic dropping in his vote.

tled through the ADR (Alternative Dispute Resolution) process. The union and the company resumed negotiations and the parties reached a tentative deal on April 6. Then on May 3, the

# PRODUCTION

In Manitoba, after a 60-day strike either party can apply to the Manitoba Labour Board (MLB) to have the issue settled by an arbitrator. The union did just that and applied to the MLB to have the matter set-



Negotiator Heather Dezan, Stan Watcher and Jordon Shmon counting the ballots.

plant members unanimously ratified their new collective agreement.

"It has been a drawn-out process for our members at the plant, but through it all, these members remained strong and united," said UFCW Local 832 President Ziegler. "The unanimous vote shows the solidarity of this unit."

The five-year contract contains wage increases of 10 per cent, improved benefits and job security. The company withdrew its proposed cutbacks to general holidays, the wage progression, and health and welfare benefits. One of the main reasons for the strike was the company's refusal to remove concessions on the members' pension.

Good news for members, a letter of understanding, which forms part of the agreement, guarantees the company and any successors cannot make changes to the existing plan or seek pension reductions from the current employees in the future.

The new contract expires on March 31, 2015.

# MEMBERSHIP DISCOUNTS

# More members = more bargaining power

Il members, from the day they join the union, are entitled to utilize a wide range of money saving discounts and special services. Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers. Just show your membership card to receive these special discounts! It's important to make sure both you and the benefit provider understand the terms of the transaction. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/ service you will be receiving.

#### **Hy-Wire Zip Adventures**

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

Hy-Wire is offering UFCW members 10% off the regular price for zipping along on this extreme adventure. To book your expedition or to find out more about zip lining or the hiking trails and campsites, go to Hy-Wire's website at www.hywirezipline.ca or e-mail hywireziplineadventures@hotmail.com.

#### **Phoenix Real Estate**

Call Jennifer Okaluk at 771-0981 and receive:

• \$150 cash back on the completed sale of a home or condo

- Up to 20% off legal fees
- Access to the best mortgage rates.

#### Gerry Gordon's Mazda

UFCW Local 832 Members receive:

- Preferred pricing on new and used vehicles.
- First 4 oil and filter changes FREE
- Complementary gas card with every purchase
- •15% off all parts, extended warranties, body work and accessories. Contact Antonio at 475-3982 for more information.

#### **Dufresne Home Centre Savings**

Receive 5% better than the current price on furniture, mattresses and accessories. Receive 3% better than the current price on appliances and electronics. Cannot be used with other offers or promotions.

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

#### **General Paints**

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

> **BRANDON**: 1124 18th Street 727-0295 WINNIPEG: 1045 St. James Street 982-6300 1094 Nairn Avenue 982-6330 1-140 Meadowood Drive 982-6320

#### **Kurio Studio & Gallery**

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

#### **Union Members' Mortgage Planning Team**

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

#### Fort Richmond Transmissions

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

# GET IN SHAPE IN 2011 MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS.

Passes are effective July 15, 2011, and are available in either a 6-month or a 1-year plan.

> You can choose between: 6-month facility pass \$143 12-month facility pass \$249

6-month combo pass \$191 12-month combo pass \$371

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.



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

# To Order Your Pass:

download form at www.ufcw832.com/recpass or call 786-5055.

Send form and cheque made out to UFCW Local 832 by June 30.

Passes will be activated on July 15, 2011.

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

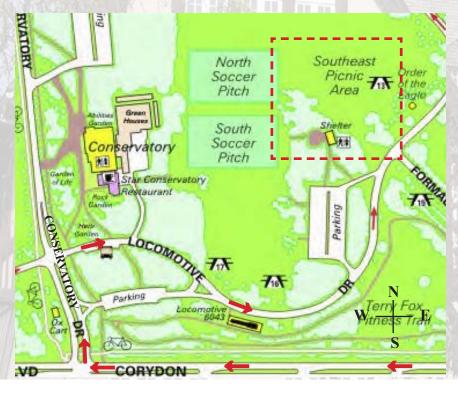
> All forms can be mailed or dropped off with payment to: UFCW Local 832 1412 Portage Avenue **R3G 0V5**



# Members and their family are invited to the

# FAMILY PICNIC **Assiniboine Park** Sunday June 26 -11 a.m. - 3 p.m.

# **Special Events BBQ, Games, Prizes, Bouncers & More**



CW

your VOICE at work in Manitoba LOCAL 832



# Food served 11:30 a.m.-1 p.m.

- Hamburgers
- Hot Dogs
- Chips
- Water & Soda
- BYOC (bring your own chair)

Bring your UFCW membership card or current pay stub as proof of membership.

Publications Mail Agreement # 40070082 Please return undeliverable Canadian addresses to: UFCW Local 832 1412 Portage Ave. Winnipeg, MB R3G 0V5