



THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

MAY 2012



**Local wins an  
eight-year battle  
for Superstore  
member**

# Coming soon to a lunchroom near you!

One of the many things I committed to when I became president of UFCW Local 832 was to visit every location where our members work by the end of 2012. The tour will include 176 different locations including 34 Safeway stores, 11 Superstores, 12 Extra Foods stores and major food processing plants. It will span the province from Gillam to Souris, from Flin Flon to Moose Lake and everywhere in between.

I began the tour in December of last year, shortly after I took over as president. One of my first visits was to the workplace where I started my career with UFCW — Sysco Foods. It was almost 20 years ago that I became a shop steward. I was working nights shipping orders in the freezer and providing union representation to the 12 members who worked in the department with me. I was happy to be able to reconnect with many of those same members when I toured the refurbished and thriving warehouse that now has a plant manager, who was once one of our members.

Since then, I have had a very early breakfast with the drivers from Pepsi Winnipeg, as well as a tour of their



plant. I have been to Malteurop, the Grace Hospital (including the WRHA Pharmacy) and the United Way. Most recently, I spent a week in western Manitoba visiting 17 workplaces in four different communities.

On April 2, I travelled with Wendy Lundy, one of our Westman union representatives, to Rolling Dale Enterprises in Rivers and returned to Brandon to visit both Safeway stores and the Superstore that evening. The following day, I spent with union representative Brenda Brown at the Maple Leaf plant in Brandon. I saw close to 2,000 members working three shifts. On Wednesday, April 4,

I travelled to Neepawa and visited our members at Hylife, Freezerco and the Safeway store before driving on to Carberry to visit McCain Foods and the Carberry Distribution Centre. On the last day, I travelled with union representative Ray Berthelette and visited members at Mound Milk, Pepsi, Coke, McKenzie Seeds, Heartland Livestock and returned back to Brandon to meet members working days at both Safeway stores and at Superstore.

I will continue to visit workplaces in Winnipeg whenever I can and have plans to return to the Westman area soon to visit Virden, Souris and Russell. As well, I am planning two separate tours to Northern Manitoba to cover locations in Dauphin, Swan River, The Pas and Flin Flon, Thompson, Lynn Lake, Leaf Rapids and Gillam.

As your president, I believe it is important to stay connected with the membership and give all members the opportunity to meet me and tell me about the issues that are important to them in their community and workplace. Although it is a monumental endeavor to get out to 176 workplaces and make myself accessible to over 15,000 members, I cannot think of any task on my desk that is more important than to meet and listen to our members on their time and at their workplace. See you in the lunchroom!

In solidarity,

Jeff Traeger,  
President UFCW Local 832



President Jeff Traeger meeting with a member from McCain Foods.





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## OFFICES

### Winnipeg

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

### Brandon

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

### Thompson

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

### Training Centres

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

530 Richmond Avenue E.  
Brandon, MB

244 Hamilton Street  
Neepawa, MB

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# Local wins an eight-year battle for member

In August of 2004, Claudette Lebrun's life took a cruel turn, and she has yet to recover. On a day that was no different from any other day, she was working in the Superstore bakery department as she had done for the past 14 years. It was getting close to the end of her shift when she noticed someone had left cooling racks in her area. As a dedicated, hard worker, instead of leaving them, she decided to move them aside. However, when she moved one of the cooling racks, her hand turned a wrong way and twisted her finger. Believing it was a simple sprain; she finished panning her bread for the next shift.



Local 832 workers compensation advocate Rob Hilliard meeting with Superstore member, Claudette Lebrun

Prior to leaving for the day, she filled out a WCB green card and had her supervisor sign it. When he looked at her finger and hand, the normally quiet and reserved supervisor, was shocked and quite concerned about the bruising and swelling that was already happening.

After two weeks, and numerous doctor appointments, she went back to work. The swelling still had not gone down, but doctors were convinced it was just a sprain and over time it would heal. After being off work for two weeks she returned to work, and the pain was getting too much for Claudette. She was not using her one arm and over compensating with her good arm. Her doctor warned her that if she was not careful, both of her arms would be disabled.

It took nearly a year and after lots of physiotherapy, doctors and specialist appointments, before Claudette was properly diagnosed with Complex Regional Pain Syndrome. UFCW Local 832 workers compensation advocate Rob Hilliard, who has worked on Claudette's case from the beginning, said while these types of injuries are somewhat rare, they are not uncommon to UFCW members.

"Over the last seven years, I have seen five or six cases, but unfortunately, WCB doctors are not well versed and knowledgeable regarding this condition," said Hilliard. "Usually, the average time it takes to diag-

nose this condition is over three years. Claudette was fortunate to have her condition accurately diagnosed at the Health Science Centre pain clinic after only one year. Unfortunately, WCB doctors did not always refer her for the appropriate treatment and Claudette will now suffer from this condition for the rest of her life."

Some people called her a "faker" and told her it was all in her head, that x-rays showed there was nothing wrong. For weeks, WCB secretly investigated her and videotaped her.

"The problem is that, Complex Regional Pain Syndrome deals with the nervous system, not the musko-skeletal system so, of course, it would not show up in an x-ray," stated Hilliard.

The last several years have been difficult for Claudette and her husband. For some of the time she received WCB benefits, but then WCB would cut her off. She had to resort to cashing in RRSPs and savings to survive. Rob Hilliard knew fighting for long-term benefits would be a battle because of the lack of knowledge on the issue. Rob found a Winnipeg doctor to go through boxes of medical reports and write a narrative on Claudette that he used at the WCB appeal. Along with the information from the British Columbia Compensation Board, Rob won the appeal.

.... continued on page 12

# HyLife Foods trying to force 12-hour shifts

Local 832 holds the line against extending working hours.

**I**t seems like déjà vu for the Local 832 members working at HyLife Foods in Neepawa. It was just last spring when HyLife management requested that the union consider allowing our members work rotating 10-hour shifts instead of the 8-hour shifts they have worked for over 20 years. The union members made their concerns abundantly clear that they did not want work 10-hour days due to wear and tear on their bodies and because of the way their lives would be disrupted by the longer days.

A few months later, the company approached the union again and asked to extend the workday, but this time they wanted 12-hour shifts similar to what the shift engineers currently work. After consulting with the members about the extended shifts,

these shifts were even less popular than the 10-hour shifts, so again the union told the company it would not mutually agree to expand the workday, as this would put the welfare of the members in extreme jeopardy. Occupational health research reveals that prolonged working hours drastically increase the likelihood of repetitive strain injuries, along with causing social and personal difficulties for employees and their families.

It seems, however, that HyLife isn't worried about that – in fact, it seems that HyLife doesn't care about the wishes of their employees or the potential danger to their health and safety. Despite the fact that Local 832 met with the entire membership at the Yellowhead Centre and notified HyLife that almost none of the members working at the plant want to

work 12-hour shifts, the company filed a grievance against the union accusing it of being unreasonable in not agreeing to the extended shifts.

Article 11.02 of the contract states, "swing shifts or 12 hour shifts shall apply only by mutual agreement, which agreement shall not be unreasonably withheld, both parties recognizing the necessity of maintaining efficiency in the operation of the plant and ensuring the welfare of the employees."

The grievance goes to arbitration May 22 and the union plans to do everything in its power to prevent HyLife from forcing the members to work a shift that would put their health and general welfare at risk. The union will keep the members updated after the arbitration.

## Union worried federal changes to settlement services in Manitoba could put Westman area in jeopardy

Provincial Nominee Program helped bolster Westman economy.

**T**he Settlement Strategy services supports the province's objectives for immigration and integration by strengthening its partnerships with employers, educators and communities. Local 832 President Jeff Traeger is concerned that the recently announced changes by the federal conservative government to take back control of settlement services could erode the social and economic gains made over the last decade in Brandon and Neepawa.

"Because of this program, the diversity of our union has changed dramatically over the last few years," stated President Traeger. "Companies like Maple Leaf and HyLifeFoods have invested millions of dollars and created thousands of jobs in Manitoba. Our provincial government played a vital role to ensure this."

UFCW Canada National President Wayne Hanley said, "Manitoba has set the standard in Canada of how a province should embrace its immigrant workforce. The proof is shown in how many immigrants stay and make Manitoba their new home. The federal government should not dismantle a program that has been so successful in strengthening our communities and the future of all Canadians."

Local 832 and UFCW Canada have been leaders in fighting for the rights of immigrant and migrant workers all across Canada.

President Traeger said, "This local is committed to lobbying government about the changes to ensure the needs of our members is being met."



THE  
RETIREES'  
CLUB!

# Mark dates on your calendar

Note all prices quoted are per person.

## GOOD FOOD, GOOD COMPANY

The annual spring meeting/luncheon is set for May 15 and you should have received your invite by now. Once again, it will be held at the ANAF Legion, 3584 Portage Avenue, at 12 noon. Enjoy a hot lunch of Chicken Cordon Bleu, potatoes and veggies, a beverage and dessert while listening to a great guest speaker. You will also have a chance to win one of the door prizes or cash draws. You get all this for the low cost of \$6 each for dues paying members and spouse. Non-members pay \$9 each.

If you plan to attend make sure to call Carol at 786-5055/1-888-832-9832 no later than May 5 to let her know. You must register, as we will need to know the number of attendees for the lunch. Come out for the good food and visit with your fellow retirees.

## FORE! GOLF TOURNAMENT JUNE 12

Local 832 Retirees' Club golf tournament will take place on June 12, at Shooters Family Golf Center, 2731 Main Street, with a shotgun start of 9 a.m. The tournament is restricted to 36 people, 50 years of age or older.

The cost is \$20 each for dues paying member and spouse or \$32 each for non-members. This will include 18 holes of golf, lunch (smoky or burger, fries and beverage). You will be eligible for the course, door prizes and cash draws. For those wanting a cart, rentals are available.

To register send your cheque to the union office, 1412 Portage Avenue, Winnipeg, MB R3G 0V5, to the attention of Carol. Please make your cheque payable to UFCW Retirees Club. Also, be sure to mention if you are a single, double or team when registering. If you require more information call John at 253-8839.

## CHA-CHING! CASINO TRIP PLANNED

The Thief River Falls Seven Clans Casino trip is scheduled for September 5 to 7. The cost is \$110 each for dues paying members and spouse and \$120

each for non-members, for double occupancy. If you want single occupancy, add \$40 to the cost. Included in the cost is a \$50 casino rebate, two free breakfasts and two \$10 coupons for supper.



We will stop at Duty Free going down and coming home. We will also be going to Grand Forks to shop on the way home.

As in previous trips, there will be a bus leaving at 8:30 a.m. from the Safeway at McPhillips and Jefferson and picking up more people at the Safeway at 2155 Pembina Highway at around 9 a.m. You may leave your car at either store as parking is available.

If you are interested, call Lila (837-3554), Armand (832-1211) or Joan (1-204-422-6670) to register. Then send your payment in by no later than August 11 to Carol's attention at 1412 Portage Avenue, Winnipeg, MB R3G 0V5. Make your cheque payable to UFCW Retirees Club. Your seat is guaranteed once your payment is received. This is on a first-come, first-serve basis. Seats on the bus are limited so call today.



Last year's group in front of the bus before leaving for Thief River Falls

## Correction Notice

In last month's magazine article regarding handicap parking it said you are permitted to park up to four hours more if you pay for two hours. This is incorrect. It should have read that if you park with a handicap permit and pay for two hours, you are allowed to PARK UP TO FOUR HOURS at no additional cost. In other other words, pay for two hours, park for four hours!

# Member on 'last chance' agreement reinstated

Dunn-Rite issued a suspension pending investigation to an employee, who was on a 'last chance' agreement, for allegedly violating the terms of his last chance agreement.

The union grieved the discipline and did its own investigation on what led to the suspension. It interviewed several members and concluded that, on the balance of probabilities, the grievor had indeed violated the terms of his last chance agreement. Generally, if an employee violates the terms of a last chance agreement there is little the union can do and termination of employment will be upheld.

The union asked when the member was terminated and where the associated documents were. The company told the union rep that there did not seem to be any. A further investigation revealed the company violated the collective agreement governing the imposition of discipline.

The contract is quite clear that an employee being disciplined or discharged must be given a copy of the disciplinary letter and a copy faxed to the union office within 72 hours of the notice being issued. The agreement is also clear that when an employee is being disciplined or discharged, a shop steward or another employee must be present.

In this situation, that didn't happen. In fact, the company released the grievor without having a termination meeting and without giving him the opportunity to have a shop steward or an employee of his choice present. The case law in instances like this is

strong. Where a contract imposes an obligation on an employer to have a union rep or another employee substituting for the union rep, present at a disciplinary meeting and that obligation is not fulfilled or even offered, the discipline becomes null and void.

The union expedited the grievance to arbitration, and subsequently, the company agreed to reinstate the grievor on the stipulation that the last chance agreement is re-imposed. The union agreed, and the grievance was resolved. Some may be wondering why the union would fight for a member who has violated

## GRIEVANCE NEWS



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

a last chance agreement. The union negotiates members' rights in its collective agreements that apply to all members equally and must take a breach of an agreement seriously, especially the right to be represented by the union when discipline is being imposed. If we do not protect this employee's rights, who is next?

## Granny's recinds suspension

An employee at Granny's Poultry received a one-day suspension for unauthorized absenteeism. In this case, the employee phoned work to indicate that she would be late as she had car trouble. Later it became clear to her that the car was not going to be fixed in time. She again phoned work and advised the company that she would not be able to come in for her shift. It should be noted that the grievor lived 70 kilometres from work.

Several days later, Granny's called the grievor into the office and suspended her for one day. The company stated the reason is she had received a written warning in the past for unauthorized absenteeism, which was true, and that she had not made the second phone call advising the company that she would not be able to make it in.

The grievor maintained that she had made the call, so the union filed a grievance on her behalf. The union obtained written statements from two witnesses who were present when the grievor phoned the company the second time. These statements were presented to Granny's at the stage two grievance meeting; however, the company chose not to rescind the suspension. Therefore, the union forwarded the grievance to arbitration. Prior to arbitration, the company rescinded the suspension, reimbursed the grievor for the day's pay and apologized to her for any hardship it may have caused.

# Building Skills for the Future **EDUCATION & TRAINING**

In partnership with Options for Success to assist members.



Eddie Calisto-Tavares (l to r) and Gilbert Tavares meeting with the Dawn Foods members

**O**n March 31, Dawn Foods laid off over 140 union members. Obviously, this is a difficult time for them as they contemplate what they need to do next.

To help them with this transition, Eddie Calisto-Tavares and Gilbert Tavares from Options for Success are providing career transition services to these members. They have been busy helping members file for Employment Insurance (EI), talking to them about career options, helping them write resumes, and assisting them with interview skills, job leads and retraining opportunities.

The training centre is pleased to be working with Eddie and Gilbert again. We have been in partnership with them since 1999. Over the years, their assistance and expertise have helped guide many members through difficult times and decisions. They helped our Western Glove Works and Maple Leaf Warman Road members who were laid off a few years ago. I am confident that the members

from Dawn Foods are in good hands with them.

In fact, last month 30 members from Dawn Foods began a Job Creation Program at the Winnipeg training centre. This full-time program focuses on helping improve their essential skills so they can go back to school or retrain for a new career.

The training centre, in partnership with Options for Success, is running this program, and the Province of Manitoba and Workplace Education Manitoba are providing support and funding for the program. Everyone working together is what makes these programs possible.

Any Dawn Foods member who has been laid off and wants some assistance during their transition should contact Options for Success. You can call and speak to Eddie or Gilbert at 989-0141 or 694-7595. You can also e-mail them at [admin@options4success.com](mailto:admin@options4success.com).



**Heather Grant-Jury**  
UFCW Education  
Director

## Training Centre notes and nods...

- No classes are being held on Saturday, May 19.
- All training centres will be closed Monday, May 21, for Victoria Day.
- Check out the following page for scholarships available. Note, deadlines for applying are fast approaching.
- The training centre Builds Skills for the Future.





# Scholarships



## Local 832 Scholarships

Over 60 scholarships are awarded each year to members of UFCW Local 832. They are funded through the MFCW Education and Training Trust Fund, which is comprised of employer contributions negotiated in collective bargaining. There are 60 general scholarships of \$500 each, plus three \$1,500 awards—one to a member working at Maple Leaf, Safeway and Westfair.

To be eligible for these scholarships applicants must:

- Be a member in good standing for one year (from August 1 annually).
- Work for an employer contributing to the Education and Training Trust Fund.
- Be attending or planning to attend a recognized post-secondary institution on a part-time or full-time basis.
- Not have previously won a Local 832 scholarship.

Applications are available at all Local 832 union offices and training centres, or online by going to [ufcw832.com](http://ufcw832.com) and clicking on the Training Centre tab and then Scholarships and Bursaries.

Deadline for applying is June 30. All applicants are notified of the results of their application in July.

## National Council Scholarships

UFCW Canada annually offers five \$1,000 Beggs-Dowling-Mathieu scholarships. These scholarships are available to active UFCW members and their family members. Applicants must be attending a recognized post-secondary institution on a full-time basis.

The deadline for receipt of applications is September 30. Find the complete rules and application on UFCW Canada's website at [www.ufcw.ca](http://www.ufcw.ca), under scholarships.

## Human Rights Commitment Scholarship

UFCW Local 832 and its training centre were awarded the 2011 Human Rights Commitment Award of Manitoba. The local was recognized by the Manitoba Human Rights Commission for the work it does to ensure that human rights are a RIGHT and not a privilege. In recognition of this, a one-time \$500 scholarship will be awarded to a member who is a landed immigrant or their child.

The application deadline is June 30 and is available at the union offices and training centres. You can also submit your application at [ufcw832.com](http://ufcw832.com) and clicking on the Training Centre tab and then Scholarships and Bursaries. Results will be announced in July.

## Newest shop stewards helping members in Brandon, rural and northern Manitoba

**B**elow are recent additions to the list of people who have volunteered to work as shop steward to assist UFCW members in Brandon, rural and northern Manitoba.

ACL VIRDEN  
Horn, Judy  
Packham, Lorraine  
BUNGE FOODS  
Schwalm, Karen  
DAUPHIN CO-OP  
Warelis, Gerald  
EXTRA FOODS  
McGrath, John – 9081

FAROEX  
Vowles, Sandra  
GRANNY'S POULTRY-BLUMENORT  
Woroniuk, Sheldon  
LEAF RAPIDS HEALTH CENTRE  
Reykdal, Curtis  
LORETTE MARKETPLACE  
Sewards, Mary-Lou  
PEPSI-BRANDON  
White, Sean  
MAPLE LEAF BRANDON  
Petryk, Mykhaylo  
Urquia, Ronald  
Patel, Vijaykumar  
Zhang, Ji Zheng

PORTAGE FRIENDSHIP CENTRE  
Parker, Mary  
SAFEGWAY  
Bray, Ryan – 604  
Sim, Jacqueline – 622  
Jordan, Pamela – 628  
THOMPSON GENERAL HOSPITAL  
Jacobs, Lindsay  
VALLEYVIEW CO-OP  
Demare, Rebecca  
Milligan, Sheila  
HYLIFE FOODS  
Canete, Erika  
Mathison, Susan  
Tarun, Espie Boy

# ARTHRITIS is no fun

WCB coverage hard to get.

For those of us who have arthritis, observing that arthritis is a problem is like saying that if you slice your finger open you will bleed. We already know that. Arthritic people routinely have to deal with sore muscles and joints that make activities and movement difficult. It is no fun. In addition to pain and dysfunction, arthritis presents additional problems if you have a WCB claim.

Osteoarthritis is the most common form of arthritis and often called 'wear and tear arthritis'. That is because this condition develops when the cartilage between the bones of joints (knees, shoulders, etc.) wear away from friction caused when we work, play sports, or just plain move around. This wear reduces the cushion effect that cartilage provides, and the bones start to rub against one another causing pain. Arthritis does not discriminate—people who have never worked get arthritis, people who play sports get arthritis. There are many reasons why people get arthritis and most of the time it is not possible to know how a person did get the condition. Because of this, WCB established a policy that describes arthritis as a condition of everyday life. This means that most of the time it cannot be known how somebody got arthritis and, therefore, WCB will not provide benefits to workers who develop arthritis unless they can prove that it happened because of work activities.

Sometimes doctors tell their patients one thing but won't say the same thing in writing. Not long ago, a UFCW member had this experience. He worked delivering cases of full bottles of beer and had to lift these cases over his head all day long. After 32 years of working like this, both of his shoulders developed severe arthritis. He had to have shoulder replacement surgery on both sides. His surgeon told him that his work was likely the cause, but when we wrote to the doctor, the doctor said he really could not know for sure what caused his arthritis. As a result, our member was unable to get WCB coverage for his shoulder replacement surgeries.

WCB will sometimes cover aggravations of an arthritic condition on a short-term basis. They will also cover

## WORKERS COMPENSATION

arthritis that develops after a person tears knee cartilage at work or suffers from a dislocated shoulder at work because medical research shows that these injuries do cause arthritis. WCB will also cover rare forms of arthritis that are not common in the general population.

Herb Kruizenga, a UFCW 34-year member who worked as a baker at Safeway, recently found this out. He developed a painful arthritic condition in his thumb that required surgery. When he filed for WCB benefits, they denied his claim. Herb then asked for the union's help. After discussing with Herb the problems with WCB claims for arthritis, Herb informed us that his surgeon told him that his arthritis was an unusual form of the condition and not found very often in the general population.

Some people are born with a likelihood of getting arthritis, while others are fortunate enough to be born with a genetic structure that makes arthritis less likely.

We then did some research to check out this argument, and we found that Herb's kind of arthritis was indeed uncommon. When we wrote to his surgeon asking his opinion about whether or not his arthritis was due to his work as a baker, the surgeon advised us that he only sees this kind of arthritis about once every five years and that it is almost always caused by rapid, forceful movements of the thumb. Herb's work as a baker required that kind of activity and it was probably true that his work caused his arthritis.

With this written opinion from the surgeon, the union was successful in appealing WCB's decision to deny coverage for Herb's surgery, and he was able to get WCB wage loss and medical aid benefits. Herb is one of the few workers to get WCB coverage for his arthritic condition, but for the huge majority of workers who do get arthritis, WCB coverage is not very likely because it is impossible to know how they actually got the condition.



**Rob Hilliard**  
WCB Advocate

# I'm not getting any hours

Collective agreement contains language to help you.

**T**he past few months, Westfair has been cutting hours in all stores across Manitoba. It has been allocating hours based on sales for some time now and trying to operate its business with as little labour as possible—in return for a higher profit margin. The union has received many calls from part-time members receiving zero hours wondering what they should do or what they can do about the situation.

The collective bargaining agreement outlines a process that you can use if you have received zero hours for a four-week period.

You can bump the most junior employee in the same classification and department at another store in the group. If you are unable to do this, and you are earning more than \$10 per hour, you may then

bump the most junior employee in the classification and department in the other group.

If the above is not possible, you can bump the most junior employee in another classification at the same store.

Or you can then displace the most junior employee working as a service clerk (B-1 classification), general merchandise clerk (B-2) or courtesy clerk (B-3) in another department, except employees working as meat production or bakery production specialists (B-4) may only bump to a service clerk classification in the same store.

Lastly, part-time employees in B-4 may bump the most junior B-1 employee at another store within his group and then, if still unsuccessful,

in the other group. For the purposes listed, group refers to Extra Foods and Superstores. In other words, if you are employed at Superstore, you are only eligible to bump Superstore employees, unless otherwise mentioned. Members receiving zero hours for four consecutive weeks should speak to their manager or supervisor to request bumping rights. The complete language on the procedure to use when receiving zero hours, is in Section 19.21 of your agreement.

Note, the Service Canada legislation indicates that employers do not have to issue an ROE every time a part-time, on-call, or casual worker experiences an interruption of earnings of seven days or more. However, employers must issue one when:

- an employee requests an ROE and an interruption of earning has occurred;
- an employee is no longer on the employer's active employment list;
- Service Canada requests an ROE; or
- an employee has not done any work or earned any insurable earnings for 30 days.

If you are receiving zero hours, speak to your store administrator and call the Westfair Foods Colleague Information Centre as it deals with the issuance of the Records of Employment. The centre is open Monday to Friday from 7 a.m. to 4 p.m. The phone number is posted on the bulletin board in the lunchroom. If you have any questions regarding the above information, call your union representative.

## Tasks lists—whose duty is it?

**M**any managers and supervisors at Westfair Foods use tasks lists as a way to communicate to employees. These lists outline specific duties an employee must complete during their shift. Lately, the company has issued discipline to several members because the duties on their tasks list were not completed at the end of their shift.

When the union spoke to the members about not completing the list, one reason was they were helping a co-worker. Remember, at the end of the day it is your responsibility to complete YOUR tasks list.

We are sometimes given more work than one can do during a single shift. When this happens, you **MUST** immediately tell your supervisor or manager that you were unable to complete the tasks assigned and give the reasons why. If you do not do this and you do not complete your task list, you are leaving yourself open to discipline.

Task lists are not to be altered, and tasks are not to be traded with other employees unless first approved by your supervisor or manager. Call your union rep if you have any questions or concerns regarding tasks lists.



## **President Traeger disappointed with government's move on Sunday shopping**

Work-life balance takes a hit with proposed Sunday shopping hours.

**U**FCW Local 832 President Jeff Traeger was shocked when he heard Manitoba Finance Minister Stan Struthers discuss proposed changes to Sunday shopping hours on the radio a few weeks ago.

"I'm disappointed that our government has made this issue part of the spring provincial budget with no consultation with our union," said President Traeger.

Local 832 represents over 7,500 retail workers at Safeway, Loblaws, Sobeys, IGA and Co-op stores across Manitoba. Thankfully, these members all have collective agreements that protect their Sunday shopping hours, ensuring that it is voluntary, and if they do work, they are paid a premium.

"I appreciate the desire for the public to want round-the-clock shopping; those who want it are usually not the ones who have to work it,"



stated President Traeger. The union is concerned that Manitobans not protected by a union collective agreement will be forced to work on Sundays.

Local 832 is looking forward to being at the table with government and business to let them know firsthand the adverse effects a few extra

hours will cause retail workers in Manitoba.

Manitobans have until May 10 to let the government know of their concerns regarding extended Sunday shopping hours. You are encouraged to visit the government's website at [www.gov.mb.ca/labour/standards/index.html](http://www.gov.mb.ca/labour/standards/index.html).

Continued from page 4

Claudette received back pay for the years she was not paid, and will receive compensation until she reaches 65. While some may say she won the lottery, she was quick to point out that is not the case. She said, "I would trade the last eight years in a minute to go back to work."

In all likelihood, Claudette's condition will not improve, and in fact may get worse. It has already started to spread up her arm into her shoulder, chest and back.

One thing that did bring a smile to Claudette's face was when she thanked Rob for his work and dedication. "He's a remarkable guy," she said.

If something can be gained from this experience, it is that WCB doctors will now know how to properly diagnose Complex Regional Pain Syndrome and offer treatment earlier on so what happened to Claudette will not happen to others. The union is planning to work with the WCB and other stakeholders to make sure their doctors are well versed on this issue.

# Members at Federated Co-op say yes to new deal

Full retro pay to June 1, 2011.

**U**FCW Local 832 members working at the Federated Co-operatives warehouse in Winnipeg said yes to a new four-year collective agreement by 77 per cent on April 3. Their previous agreement expired on May 31, 2011, and the new deal will include full retroactive pay to June 1, 2011.

Start rates will increase 20 cents per hour, and existing members who are still on the wage progression will

see improvements of 20 cents per hour to the increment steps. Top-rate members will receive a 2.5 per cent wage hike in each year of the deal, pushing wages to top rates of \$25.68 for shippers, stock control clerks \$25.40 for receivers and \$32.31 for a heavy-duty mechanic. As well, freezer premiums and boot allowances also went up.

UFCW Local 832 Secretary-Treasurer Beatrice Bruske, who negotiated

the new agreement, said it is a good settlement. "The contract has improvements for new hires all the way through to the senior members. Negotiations took a little longer than we expected so ensuring increases were retroactive to June 1, 2011, was important," stated Bruske.

Approximately 110 members work at the Winnipeg warehouse. The new agreement is set to expire on May 31, 2015.



Federated Co-op union negotiating committee at April 3 ratification meeting.

# VersaCold Dawson members to ratify new agreement

Meeting set for May 1.

**O**n April 12, UFCW Local 832 and VersaCold reached a tentative agreement for the renewal of new collective agreement for the union members working at the Dawson Road plant. The new four-year agreement provides improvements to wages and benefits.

Union negotiator Heather Dezan said, "The committee is unanimously recommending this tentative deal, it

is a fair and reasonable agreement for our members."

A ratification meeting is scheduled for May 1. At this meeting, the committee will update the members on the full details of the settlement prior to asking them to vote. As the magazine went to press before May 1, for the outcome of the vote, members can visit the union's website at [www.ufcw832.com](http://www.ufcw832.com).

## A good five years

Gourmet wages going up by 12.5%.

**G**ourmet Baker members say its going to be a good five years. During the life of the newly ratified collective agreement, wages will increase by 12.5 per cent. They also received increases to the evening and night shift premiums.

Under the contract, part-timers can boost the hours they work to 32 hours per week. Also, the amount of hours employees can accumulate for sick leave doubled, and the safety footwear allowance now includes production workers, who will receive \$70 every 12 months.

There are about 155 workers at Gourmet, whose new agreement expires January 22, 2017.

## More Members ~ More Bargaining Power ~ Savings to You!

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 to ensure that there are no misunderstandings on what discount/ service you will be receiving.

### RRSP FOR LOCAL 832 MEMBERS

The UFCW Local 832 RRSP offers members the choice of four investment options with better than average returns. To enroll in the RRSP program contact Laura Mellon from Great West Life 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:

1124 18th Street 727-0295

#### 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.

### POLO PARK HEARING CENTRE

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

### CELEBRATIONS DINNER THEATRE

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn—824 Pembina Highway. Call (204) 982-8282 for reservations.

### 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.bridgeviewre-treat.com](http://www.bridgeviewre-treat.com).

### CATCH-A-TAN

Receive a 20% off tanning packages.  
6-1502 Rosser Avenue, Brandon, Call 727-8266.

### 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.

### 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

### 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 or e-mail [rtayler@sdssecurity.com](mailto:rtayler@sdssecurity.com).

*For more discounts and savings go to [www.unionsavings.ca](http://www.unionsavings.ca) or for a complete list to [www.ufcw832.com/discounts](http://www.ufcw832.com/discounts).*



# 2012 FAMILY PICNICS



## Winnipeg at Kildonan Park

2015 Main Street  
(north field site shelter)

**Sunday, June 10, 11 a.m. - 3 p.m.**

**Special events planned—BBQ, games, prizes, bouncers and lots of family fun!**

*Look for the poster at your workplace with full details or talk to your union rep.*



## Brandon/Westman Area

### Kin Park

1st Street at Aberdeen

(south of Richmond Avenue beside Splash Park)

**Saturday, June 16, 11:30 a.m. - 3:00 p.m.**

**Special events planned—games, races, and lots of family fun! Hotdogs and drinks will be served only until 1:30 p.m.**

*Tickets available at the union office, through your union rep or at the Maple Leaf cafeteria.*



# 2012 MAYWORKS CALENDAR OF EVENTS



## APRIL

**27** FRI

NATIONAL DAY OF MOURNING-  
SAFE WORKERS OF TOMORROW  
ANNUAL LEADERS' WALK  
11:45 am

**28** SAT

NATIONAL DAY OF MOURNING-  
MFL CANDLELIGHT SERVICE  
10:00 am

**29** SUN

TO LIFE! A CELEBRATION OF  
UKRAINIAN AND JEWISH SONGS  
AND DANCES  
2:00 pm

**2012  
FESTIVAL**

CELEBRATING LABOUR & THE ARTS  
[www.mayworks.org](http://www.mayworks.org)

## MAY

**1** TUES

AN AFTERNOON WITH NOAM  
2:00 pm  
**MAY DAY MARCH**  
Meet at 5:30, march at 6:00 pm

**2** WED

SIX POETS IN SEARCH OF  
A NEW LITERARY MOVEMENT  
7:00 pm

**4** FRI

MAYDAY BANQUET  
Cocktails at 6:00 pm,  
Dinner at 7:00 pm

**12** SAT

FESTIVAL OF MANDOLINS  
8:00 pm

**13** SUN

SPRING CONCERT  
2:00 pm

**17** THURS

WOODY GUTHRIE'S 100TH  
BIRTHDAY PARTY  
8:00 pm

**20** SUN

WINNIPEG WORKER CO-OP  
VIDEO SERIES PREMIERE  
8:00-11:00 pm

**25** FRI

VICTORIA PARK  
FUNDRAISER CABARET  
5:30 pm doors, 6:00 pm dinner  
**PINK RIBBONS INC.**  
9:00 pm

**26** SAT

**PINK RIBBONS INC.**  
9:00 pm  
**MAYWORKS PICNIC  
FOR INNER CITY YOUTH**  
12:00-4:00 pm

**27** SUN

"MIKE'S BLOODY SATURDAY"  
WALKING TOUR  
1:00, 2:00, 3:00 & 4:00 pm  
**PINK RIBBONS INC.**  
9:00 pm



**30** WED

ALL OR NOTHING  
A PLAY BY BRUCE SARBIT  
8:00 pm

**31** THURS

ALL OR NOTHING  
A PLAY BY BRUCE SARBIT  
8:00 pm

## JUNE

**1** FRI

ALETA DEY: A REHEARSAL  
A PLAY BY DALE LAKEVOLD  
8:00 pm

**2** SAT

ALL OR NOTHING  
A PLAY BY BRUCE SARBIT  
1:00 pm  
ALETA DEY: A REHEARSAL  
A PLAY BY DALE LAKEVOLD  
3:00 pm & 8:00 pm

visit  
**mayworks.org**  
for event details and more



WORKING CLASS  
**HEROES**

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