



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

OCTOBER 2012

STRONGER TOGETHER UNITED WAY CAMPAIGN



United We Stand!

Labour and community come together to kick-off United Way Campaign.

Thank you activists

This month I want to take time out from my regular column to say a special thank you to the most important people in our union – our activists. Without active people in each and every workplace, our union would not be as effective as it is, so it's time to recognize their efforts.

As part of this recognition, the local held an appreciation dinner on September 22 for the Winnipeg and surrounding area shop stewards and health and safety activists. On November 3 we'll be holding an appreciation dinner in Brandon and one in Thompson on November 17.

To all of the UFCW Local 832 shop stewards in Manitoba, thank you for all you do every day. I know firsthand how frustrating and how rewarding being a shop steward can be. I am the



first president of this local that began his career as a shop steward.

To all of our health and safety committee members, thank you.

If our collective efforts on this front save one life or prevent one workplace injury we have accomplished so much.

To the bargaining committee members, thank you.

I know how tough it can be to manage the expectations of members while fighting for a fair settlement - and for doing that difficult job I thank you.

To the executive and advisory board members, thank you. Your commitment in helping to set the policies and practices of our local are greatly appreciated.

Lastly, to the family, friends and loved ones of our activists, thank you for giving up time with them so they can do what they do for all of us.

In solidarity,

Jeff Traeger,
President UFCW Local 832



Activists Derek Kidd, Geoff Bergon and Gabriel Bako and their guests attend the appreciation dinner.



Ann Harry from CNIB won the nights 50/50 draw.



UFCW representative Ron Allard with Jeff and executive board member Marisa Pasquarelli.



DEPARTMENTS

FEATURES

OFFICES

Youth
Page 7

Retirees'
Page 8

Grievance News
Page 9

WCB
Page 10

Westfair
Page 11

Hospitality, Service & Retail
Page 12

Production
Page 13

Membership Discounts
Page 15

From the killing floor to the infirmary
Page 4

Museum for Human Rights Recognizes UFCW
Page 5

Labour participates in Take Back the Night
Page 6

SSP members looking towards a new contract
Page 6

Dunn-Rite members ratify new deal
Page 8

Pulling for a good cause
Page 14

Migrant farm workers need public health care
Page 16

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

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

Canadian Mail Publications Sales Agreement #40070082

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



From the kill floor to the infirmary

Former union member plants new roots. Remembering his old roots he continues to help the local.



Andrew Mercado assisting union representative Brenda Brown with a grievor's statement.

Back in 2006, Andrew Mercado was one of the 40 workers who came to Manitoba from El Salvador to work at the Maple Leaf plant in Brandon.

Growing up in Santa Ana, which is the second largest city in El Salvador, Andrew was busy working in a department store. "Much like the Sears we have here in Manitoba," said Andrew. He was 21 years old then and dreamed of becoming a doctor. However, he knew he didn't have the grades to get into medical school, so he thought about becoming a nurse. He even went so far as to study medicine but quickly realized that there were more nurses than there were jobs available for them.

When Andrew arrived in Brandon, he had the typical shock of being not only in a new city, but a new country. Fortunately, with no understanding of the English language, he did have his brother, Vladimir, to lean on. His brother arrived a year before in 2005 and already had a place to live. The familiar face made the transition a bit easier than for some of the workers who come over not knowing anyone.

His passion for helping others will be one of his biggest strengths when he finishes school and becomes a registered nurse.

Upon arrival, Andrew took whatever classes he could, utilizing the local's training centre to take English as an additional language (EAL) classes and even classes at Brandon University.

Andrew arrived under the government Provincial Nominee Program, and started working in the clean kill department at Maple Leaf. He worked there for three years but he still wanted to keep learning.

"I decided to quit in December of 2009," said Andrew. "I focused on my English skills so I could enrol at Brandon University in the nursing program."

His dedication to learning is impressive. He has spent his time working on upgrading his skills so he can obtain a high enough grade

point average to be accepted into the second year of the nursing program.

Although Andrew is no longer working at Maple Leaf, he still remembers what it was like coming to Manitoba without a strong grasp of English. Andrew also still remembers his old roots and wants to help new Canadians

plant their new roots. One way he is doing this is by assisting UFCW Local 832 union representative Brenda Brown with translations and to communicate with new union members.

“Andrew knows firsthand what it’s like to come into the union office for the first time,” said union representative Brenda Brown. “He knows what it is like to have a bunch of questions and not know who to ask. He has helped out the members and the union representatives translate statements. He has helped members make sure that their family members are covered under the benefit plans.”

The union recognized Andrew’s passion for wanting to assist people at the onset. His passion for helping others will be one of his biggest strengths when he finishes school and becomes a registered nurse. He hasn’t forgotten what it was like when he first arrived in Canada and has the desire to better himself and others.

And not only does he want to finish his education in Brandon, he wants to call it home and apply for permanent residency in Canada.

“The majority of the workers who came to Canada with me are still here in Brandon. The city has grown bigger and bigger. There’s more traffic but you can go to the mall and see so many different people. It’s great,” said Andrew.



Canadian Museum for Human Rights recognizes UFCW

At an event on September 25, Friends from the Canadian Museum for Human Rights honoured a group of donors for playing a leading role in the success of their most recent campaign. UFCW Canada, including Local 832, was one of the honourees.

The Canadian Museum for Human Rights is a reality and Local 832 is proud to be a part of its founding.

Beatrice Bruske, Secretary-Treasurer for Local 832 was at the event to represent UFCW Canada.

Due to scheduling conflicts, President Jeff Traeger was unable to attend but stated, “I’m pleased that UFCW is part of this historic event. Human Rights is important to me and for our members.”



Labour and community join to help take back the night

On September 20, labour organizations and community groups participated in the annual Take Back the Night. Several hundred people marched along the streets in Winnipeg's North End, including Winnipeg Labour Council President Dave Sauer and UFCW member Charlotte Prokopow (pictured to the right). This event is held across Canada to bring awareness to missing and murdered women and to take a stand against violence.



SSP Canada members looking towards new contract

With the opening of the new Winnipeg International Airport last year, a slew of new food operations also opened their doors. At the previous airport terminal, HMS Host, which was also unionized by Local 832, ran the food services. When it lost the contract to SSP Canada, many of the former members were hired to work at T.G.I. Fridays, Tim Hortons, Starbucks, Salisbury House, Gondola Pizza and other food court providers. The local also represent workers at the airport services on the ramp.

The union held meetings on September 18 and 22 to hear what the members want in their new agreement. Many of the workers want to see improvements made to scheduling of shifts, hours of work, seniority provisions along with monetary increases. Members are encouraged to check the union website for updates on negotiations at www.ufcw832.com.



UFCW Local 832 negotiator Susan Hart-Kulbaba with SSP Canada member Lynette Thomas during one of the proposal meetings.

Territory shuffle

Executive assistant to the president Marie Buchan will be helping in negotiations.

As the local prepares to begin negotiations with one of its major retail outlets, President Jeff Traeger has made a territory shuffle. Effective November 1, union representative J.P. Petit has been assigned to take over Marie Buchan's units. This frees up Marie to assist President Traeger in preparing for negotiations.

The union's main priority is to make this transition as efficiently as possible for the members and for the next month Marie and J.P. will be working

closely together to try to make this happen.

The units affected are: **Brewers Distributor, Exact Graphics, Federated Co-op, General Mills, Hi-Tek, Kwik Kopy, MNU, Naleway, Old Dutch, Diageo, Faroex, MFL Occupational Health and United Way.**

J.P.'s contact information is:
204-786-5055 (office)
1-888-832-9832 (toll-free)
jp.petit@ufcw832.com (e-mail)
204-786-3175 (fax)



Union Rep J.P. Petit

YIP energizing for members



A couple of months ago, UFCW LOCAL 832 sent four members to Harrison Hot Springs, British Columbia, to attend the Youth Internship Program (YIP). Below are thoughts and comments about their experience from two of the members who attended.



Geoff Bergen works for Westfair Foods at Extra Foods on Ste. Anne's Road. He has worked there since October 2005 and is an active shop steward.

"The Youth Internship Program I attended this past summer in Harrison Hot Springs, British Columbia, was a fantastic experience. Though the town was beautiful, we were there to work. In the five days of class, put on by the fantastic facilitators, we had many great discussions with other young UFCW members from western Canada. I have always been a proud member of the UFCW, but my time at the internship changed me. I became energized about UFCW in a way I hadn't felt before.

We started the week discussing topics huge in scope, such as globalization and capitalism. By the end of the week we were able to relate these massive issues to our positions as members of the UFCW.

I have always enjoyed my role as a shop steward, but after YIP, I saw my duties in a different light. I feel lucky that the members at my store trust me to be their shop steward, and YIP gave me the steely resolve not to let them down. I will be applying some of my new found energy to my role as steward.

I highly recommend that any youth member wanting to become more involved in the union or interested in attending YIP in 2013 to talk to their union rep."



Deanna Lajoie started working at the Lorette Marketplace in July 2007. She sits on the health and safety committee and is looking forward to becoming more involved in the union.

"I had a great experience at the 2012 YIP program. Not only was it in a cool location, where we got to experience different cultures, but everyone got along great. We all became friends very quickly.

Mike and Enver were absolutely fantastic teachers; they kept us interested and captivated with all of the topics discussed. As well, they were both great at answering any questions we had.

I can only speak for myself when I say this but I went to YIP with no knowledge of anything that was going on around me and left with some good knowledge and the curiosity and drive to educate myself further in the union and its causes. All in all my experience was awesome and I would do it again."

Calling all youth!

UFCW Local 832 is trying to giving a boost to its Youth Committee. If you are under 30 and interested in becoming more involved in your union call your representative to find out more. Youth continues to influence today's workplaces. Young members need to have a strong voice in their union to protect their present and future interests.

Dunn-Rite members ratify new deal

Members take short-term deal while company renovates.

On September 17, UFCW members working at Dunn-Rite Foods ratified a new one-year deal. The company is in the middle of a renovation and was supposed to be further along by now. Because of the delays in the renovations of the plant, the bargaining committee is not sure of the full impact of the changes, but felt it was best to wait and see what changes would be taking place before agreeing to a long-term deal.

The changes are slated for completion by summer 2013. The bargaining committee will have a better opportunity to address concerns in bargaining once the expansion is complete.



UFCW Local 832 negotiator Michelle Masserey told the members at the ratification meeting that, "It was best to take a few improvements this time around and have a full bargaining session once the renovating is done. This way members are not locked into a longer

agreement."

The members will see their wages improve by 2.5 percent retroactive to July 1. **The company is to pay the retroactive by a separate cheque and by no later than October 1.** Any member who has not yet received their retro pay or is unsure if they are being paid correctly should contact their union rep, Jerry Kies, at 204-786-5055 or 1-888-832.9832.

UFCW LOCAL 832 RETIREES' CLUB

Have you replied? October 5 deadline.

This is a reminder that you must RSVP by October 5 if you are planning on coming to the fall retirees' luncheon meeting. It is scheduled for October 16, at the ANAF Legion Hall, 3584 Portage Avenue, at 12 noon.

You will enjoy a hot lunch of chicken cordon bleu, potatoes, vegetable, dessert and a beverage while listening to topics that are of interest to seniors. Also on the agenda for this meeting are the club's elections for the 2013 executive committee.

The cost to you is only \$6 each for dues-paying members and spouses or \$9 for non-members. And, don't forget there will also be door prizes and cash draws.

If you plan to attend, call Carol by

October 5 at 204-786-5055 or 1-888-832-9832 to let her know.

In other news, the Thief River casino trip was a great success again this year. The vacationers had a great time playing the machines at Seven Clans and shopping on the way home.

Everyone is already talking about next year.

Remember, the executive is always interested in hearing your ideas on activities that you think the club should try. You can bring your ideas to the luncheon.

South Beach Casino Trip

The UFW Local 832 Retirees' Club is planning a one-day trip to South Beach for February or March of this coming year. Seats will be allocated on a first-come, first-serve basis.

If you are interested in trying your luck at the South Beach Casino, let us know so that we can finalize the details.

Watch for more information in an upcoming issue of UNION.

Loewen employees have right to explore union membership

In 2011, Local 832 began an organizing drive for the employees at Loewen Windows. Because of this, Loewen posted a number of bulletins regarding unionization. The union was of the opinion that the bulletins posted by Loewen were a violation of *The Labour Relations Act*. Therefore, it filed an Application Seeking Remedy for Alleged Unfair Labour Practice with the Manitoba Labour Board (MLB). Hearing dates were scheduled for August 14, 16 and 17. Prior to the start of the hearing on August 14, the parties agreed to resolve the matter on the basis that the employer posts the following in the workplace:

EMPLOYEE BULLETIN

This bulletin has been agreed to by Loewen and the United Food and Commercial Workers Union, Local No. 832 as part of a resolution of a Labour Board application filed by the union relating to bulletins posted and mailed by Loewen throughout the plant in early 2012.

Loewen has always communicated openly with employees and has been made aware and apologizes for some of the wording included in certain bulletins about the union's organizing drive as they were inappropriate to the extent to which it created a negative inference about unions in general. It was not the intent of Loewen to create a negative view of unions or to encourage employees to refrain from supporting the union.

We have always recognized and respected our employees' right to explore union membership and confirm that we will continue to do so. During any organizing drive, employees are free to choose whether or not to support a union without any improper interference from Loewen Windows.

UFCW will continue its organizing drive, as some employees have expressed the view that they are still interested in joining the union.

If you have any questions about the organizing drive please contact the director of organizing Sonia Taylor at 204-786-5055 or toll-free at 1-800-832-9832.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Federated Co-op must follow new procedure for filling jobs

The union contract at Federated Co-op states job vacancies are filled on the basis of qualifications, ability and seniority. If there are no applicants that are qualified to perform the job, the employer has the right to hire an external applicant.

Recently, on a couple of occasions, the employer hired external applicants to fill positions in the warehouse. The workers and the union disagreed with the employer's decision and filed policy grievances. UFCW stated that the Co-op was in violation of the agreement as it failed to award the job vacancies to internal applicants who were qualified to perform the job.

The parties reached a resolve in mediation, which states that in the future the employer agrees to abide by the following procedure:

- All job vacancies will be posted internally for one week prior to posting externally;
- Formal written resumes will be submitted with all internal job applications;
- All resumes will be reviewed and qualified applicants will be interviewed;
- Feedback will be provided to all internal applicants who apply prior to hiring external candidates; and
- Upon request, the union will be provided with the qualifications of the successful applicant, whether internal or external.

WCB-Experience Rating System

The Manitoba labour movement, including UFCW, has been vocally criticizing the WCB experience rating system and its negative impact on injured workers. There are now signs that the Government of Manitoba has been listening and they have indicated that a review may soon be initiated.

A reasonable person might ask, “What the heck is the WCB experience rating system?” Since I know that UFCW Local 832 members are reasonable people, I’ll try to answer that question.

WCB is an insurance system, established by all provincial governments in Canada, to pay and provide benefits to workers who are injured at work. Before WCBs were established injured workers would have to sue their employers whenever they got hurt. This was a very expensive and time-consuming process for employers and for workers. Many times the results of these lawsuits were unsatisfactory for both parties. WCBs were established to replace these expensive legal actions.

The money that is paid to injured workers comes from employers who pay premiums into the WCB system. It operates like an insurance system with premiums paid by employers and benefits collected by injured workers.

Up until 1991, all employers in the same kind of business paid the same premium rate. Westfair paid the same rate as Safeway and Coke paid the same rate as Pepsi and Maple Leaf paid the same rate as Granny’s Poultry. But after 1991, a new system was put in place. Employers who had more claims and longer, more expensive claims would pay more and employers who had fewer claims would pay less.

Sounds fair, doesn’t it? Many union activists and unions thought so as well because it seemed that employers who took workplace safety and health seriously and who genuinely tried to prevent accidents would be rewarded

with lower premiums and those that didn’t would have to pay more.

Unfortunately as time went on, some employers began to take a harder look at their WCB claims and figured that maybe there was a quicker way that they could save even more money. If they discouraged their injured employees from reporting their workplace injury to WCB they could save a lot more money and if they harassed their injured employees into returning to work before their doctors wanted them to, they could save more money yet again.

Not every employer has stooped to these disgraceful tactics, but sadly there are too many who have. There are several of these kinds of employers who employ UFCW members in Manitoba. Some of them train their management in these tactics and they harass and intimidate their own employees whenever any of them get injured at work.

There are others who contract out this function to outside businesses who specialize in fighting injured workers. Westfair members certainly know about this practice. Their employer has hired a firm called Windley-Eli to do that. This business isn’t even located in Manitoba. Their offices are in London, Ontario, and they fight against Westfair workers who have workplace accidents in Manitoba. They don’t know what Manitoba workplaces are like but that doesn’t stop them from immediately complaining to WCB as soon as a Westfair employee contacts WCB about a workplace accident. “Objecting letter to follow” is a standard phrase for this outfit.

Windley-Eli even pretends to help injured Westfair employees return to work. They do this even though they never talk to the injured worker and even though they don’t have the medical reports from the injured worker’s doctor. That is help that injured workers do not need. The sole purpose of



Windley-Eli is to save money for Westfair and these savings plus the profits that Windley-Eli makes all come out of the pockets of injured workers at Westfair.

This is the reason that the provincial government needs to undertake this review. Experience rating is a good idea gone bad. Instead of incenting employers to prevent workplace accidents, too often this premium rate-setting system is resulting in employers fighting against their own injured workers. Instead of promoting cooperation between employers and workers so that they can work together to prevent workplace accidents, it is promoting labour relations conflict that actually makes accident prevention more difficult.

Your Union has been vocally requesting that a review of this process be undertaken. We are not against providing rewards to employers who actually do commit to working with workers and implementing effective prevention programs in the workplace. We are adamantly opposed, however, to giving rewards to employers who try to discourage their own employees from reporting their workplace injuries to WCB.

It is bad enough to get hurt at work. Injured workers should not have to suffer further when their own employer tries to prevent them from getting WCB benefits as well.

Things not flowing so smoothly

Update on Westfair's 'Flow Program'.

In last month's UNION, the local reported that Westfair had recently advised the union that it was implementing significant changes to its operations. More specifically, introducing a 'Flow Program', which revamped how the shelves are stocked and merged a number of different departments.

UFCW has been meeting with the company on this and is monitoring the newly initiated changes to ensure it is not negatively impacting any of the members.

In order for Local 832 to make sure this program is running smoothly and not having any negative effects on the membership, **the union needs to be kept informed** by the people being affected. Unfortunately, as with most cases there is an adjustment period. Here are a few of the hiccups that some of the members have encountered:

- Some members did not receive the three days of training.
- At one store, management advised members of the new replenishment department that all vacations have been cancelled until further notice.
- Availabilities are not being honoured and some members were told that they must be available to work on Sundays.
- Full-timers are being scheduled to work more than one Sunday a month.
- At store 1516, the natural value department is not being included in the newly merged department and the manager of natural value is bringing out stock and working it.
- The beauty department was split up and half the department moved into the replenishment while the cosmetics side of beauty moved to the Joe department.



Union Rep Sandy Forcier (far right) discussing 'Flow Program' with some members from store 1516.

- CAO staff has been advised to stock shelves in the morning from 5:30 to 10.
- At store 1506 receivers were told that they are to be pulling all empty pallets off the sales floor regardless of what is on the dock or if trucks are waiting to be unloaded.

All of these are **clearly violations of the collective agreement** or the discussion held with the company regarding the implementation of the new program. The union will continue to meet with the company to iron out these or any other issues that come up. If a satisfactory resolution cannot be reached the

union will file grievances to get results. This program will definitely be a main topic of discussion at the negotiating table.

Any member with any questions or concerns regarding the "Flow Program" should contact his or her union representative.

Building strength together

Local prepares for upcoming negotiations.

As the Westfair collective agreement representing over 3,000 Superstore and Extra Foods members across Manitoba is set to expire September 27, 2013, the union has already begun preparations for a new agreement.

On September 5, UFCW Local 832 President Jeff Traeger and other union representatives travelled to Saskatchewan to meet with representatives from UFCW locals, 401 from Alberta and 1400 from Saskatchewan.

Like the previous set of negotiations, all three locals will be working together to ensure that UFCW members in the three provinces get the best deal possible. "There is no

doubt that Loblaw (Westfair) will ask for concessions in our upcoming negotiations," said Local 832 President Jeff Traeger. "By working with the other locals UFCW is going to make sure we keep moving forward for our members."

Meeting dates will start in the New Year for selecting a bargaining committee and the local will be setting early dates to meet with the shop stewards. Members will have an opportunity to make contract proposals at meetings across the province and also online. You can watch for further updates in future issues of UNION or on the website at www.ufcw832.com.

HOSPITALITY, SERVICE & RETAIL

Don't take my hours

Courtesy clerks at Safeway have specific duties.

Lately the union has received numerous calls from members who have had their hours reduced, specifically checking shifts. The union believes that part of the reason for the reduction in hours is that Safeway is using courtesy clerks to cash out customers.

The union agreement with Safeway is very specific in stipulating what work courtesy clerks are allowed to do and **cashing is not one of those duties.**

If a courtesy clerk performs work other than what their specified duties are, they take hours of work away from other classifications. A courtesy clerk is an entry-level position and receives a lower rate of pay than a Tier 2 position. So in essence Safeway is using courtesy clerks to perform the work of a cashier but paying them less!

Duties performed by courtesy clerks:

PRIMARY

- bagging
- carrying groceries for customers
- loading the garbage baler
- operating garbage baler (if age 18 or over)
- collecting and putting out garbage
- sweeping and mopping in the store or parking lot

SECONDARY

- price checks, product returns
- getting change
- parcel pickup
- replenishing the supply of bags at checkstands
- clean up product spills and breakages
- clean or wash the lunchroom, other rooms, windows and mouldings or sales area

A courtesy shift cannot be changed to a checking shift without calling in those part-timer checkers who are not scheduled. Only after the call-ins have been exhausted, can a courtesy clerk check. If this happens the company must pay the courtesy clerk the next highest rate of pay in his or her classification, as per the collective agreement.

If you are aware of courtesy clerks being asked to do work that is not within their specified job duties, you should contact your union rep at 204-786-5055. It is important that you provide detailed information on exactly when, who and what was involved.



Union rep Mike Howden discussing courtesy clerks' duties with shop steward Brian Heidinger during a servicing visit to Store 359 at Madison Square.

Negotiations at Arctic Co-op off to a poor start

UFCW Local 832 and Arctic Co-op exchanged proposals on August 23. Unfortunately, the employer is requesting several concessions. Some of these take-aways are further restrictions on shop stewards and union representative visits, unlimited numbers of assistant department managers and human resources officers and administrators, remove the area managers from the bargaining unit, and remove "Monday to Friday" from the basic work week language for hourly employees.

In addition, the Co-op wants the members to pay more or start paying for some of their other benefits (e.g. LTD, dental and extended health care).

The union negotiating committee has no intentions of bargaining backwards. **These benefits were negotiated previously for the members and it is the union's goal to improve wages and working conditions, not make them worse.** Talks between the parties will continue next month on November 22 and 23.

The union will keep members at Arctic Co-op informed as progress is made. Members should watch their mail for updates and they can also go the union's website at www.ufcw832.com.

The current collective agreement expired on June 30, 2012. UFCW represents approximately 50 employees at the Co-op.

McKenzie Seeds negotiations need some sunshine

Back in May of this year, UFCW Local 832 members were shocked when their company was sold to the American firm, Plantation Products. The result was layoffs in the front office.

Negotiations were held on July 30, 31 and August 1 and the parties made some progress on both monetary and non-monetary items. At the request of the company the new president, Michael Piewtrasiewicz met with UFCW Local 832 president Jeff Traeger to assure him that they are committed to the Canadian operation.

While both sides are looking at getting together soon to resume negotiations, talks broke off after three days so the parties could gather more information.



The union was upset to see so many permanent layoffs from the organization after the sale to Plantation as they had been quality long-standing jobs in Brandon.

As negotiations continue, members will be updated.

The prep work has begun

Unit meeting scheduled for Sysco.

In light of upcoming negotiations, the union has scheduled a meeting for Sysco Warehouse and Inventory Control members to discuss the Canadian Commercial Workers Industry Pension Plan (CCWIPP). This will be a general overview of the CCWIPP pension as related to negotiations. The meeting is set for:

**Tuesday, October 9
3 or 5 p.m.**

**Canad Inns, 1824 Pembina Hwy.
Room-Ambassador A**

It is important for UFCW to know exactly where members stand on certain issues prior to negotiations and your pension is one of those issues! The union encourages you to **attend one of the meeting times.**

If you have specific questions regarding your own personal pension with CCWIPP you should contact them directly at (204) 982-6082.

Group Westco members wait for vote

In early September, UFCW Local 832 and Group Westco reached a tentative deal for the members working at the Neepawa plant. The union and the company reached the deal via e-mail and telephone because Groups Westco's head office is located in New Brunswick. The parties did meet face-to-face twice during this round of negotiations, but the bargaining committees finalized the settlement through correspondence and via telephone.

Normal practice is that once a deal is reached, the parties sign

off on certain documents and the union holds a ratification vote. In this case, the union scheduled the meeting for September 20, based on a commitment from the company that it would sign off on the documents. Unfortunately, the union did not receive the documents in time and, therefore, cancelled the vote. It would have been irresponsible of the union to hold the vote without the signed papers and apologized to the members for the situation.

At press time, the union was in the process of rescheduling the vote.

Tentative agreement reached at Syn-Tex

New contract expires in 2015.

The negotiating committees from Local 832 and Syn-Tex reached a tentative agreement last month; however, as the magazine goes to press the parties are still in process of finalizing documentation. The union will be scheduling a ratification vote for the members at Syn-Tex as soon as the final details are signed off.

UFCW Local 832 represents five employees at the plant in Winnipeg. Syn-Tex manufactures bags for shipping needs, such as flexible bulk containers, dunnage air bags and shipping container liners.

The new agreement expires on August 16, 2015.



Pulling for a good cause

United Way sets target at over \$20 million

The United Way held its 9th annual plane pull and campaign kick-off on September 21. Hundreds of people took part in the timed plane pull competition and the 2012 campaign goal of \$20,423,000 was announced. So far 38 per cent of that goal has been raised.

UFCW Local 832 has been a proud supporter of the United Way. This year UFCW Local 832 President Jeff Traeger chaired of the labour support committee, as he did for the 2011 campaign.



Grace Hospital long service employees to receive 2 per cent wage increase

If you work at the Grace Hospital (including for the Pharmacy Program and DSM), and have 20 or more years of continuous service, you should be receiving a 2 per cent wage increase beginning October 1, 2012. This was a new item negotiated in the last round of bargaining. Check your paystubs to ensure you are receiving it.

If you do not have 20 years yet, you will receive the Long Service Step when you achieve that milestone. You must also be at the top of your salary scale for a minimum of 12 consecutive months in order to receive the Long Service Step.

Membership discounts — it pays to belong!

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

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.

CELEBRATIONS DINNER THEATRE

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

WANNA SEE A BOMBERS GAME?

LIKE US ON FACEBOOK AND WIN TICKETS TO THE NOVEMBER 3 GAME AGAINST THE MONTREAL ALOUETTES

facebook

www.facebook.com/ufcw832

All people who "like" the UFCW Local 832 page will be entered to win this random draw. chance of winning depends on how many people like the UFCW Local 832 page.

Welcome to the UFCW Insurance Program

At last, home insurance designed specifically for you, offering the peace of mind and pricing you deserve.

Cornerstone Insurance Brokers is extremely pleased to announce our partnership with UFCW. Discover the benefits of preferred member rates and unique features.

◆ Tel: 1-855-676-6839 ◆ www.csib.org/ufcw



Dear Premier Selinger,

I am aware that much of the produce grown in Manitoba each summer is produced by the hundreds of migrant labourers who come here through the Seasonal Agricultural Workers Program (SAWP). These workers do not enjoy the benefits that other Manitoba workers enjoy. Specifically, I am concerned that Manitoba is one of the few provinces that does not grant provincial health coverage to these workers.

I am writing to ask your government to make public health insurance immediately available to all migrant farm workers upon arrival in Manitoba. SAWP workers contribute to the health of our province—our economy, land and people—through their hard work. We owe it to them to ensure their health is protected while working in Manitoba.

Sincerely,

Signature _____

Name: _____

Address: _____

Postal Code: _____

Postage
required

Premier Selinger
204 Legislative Building
450 Broadway Ave
Winnipeg, MB
R3C 0V8



Fill out a post card and let's send a message for those who need our help.

Stop by the union office at:

**1412 Portage Avenue in Winnipeg,
530 Richmond Street East in Brandon or
90 Thompson Drive in Thompson**

and fill out a post card in support of health care for migrant workers!

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5