



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

SEPTEMBER 2012



PAYING IT FORWARD

Local turns award money into scholarship to help member

An opportunity of a lifetime

In June I had the good fortune to take part in the Governor General's Canadian Leadership Conference. The conference consisted of 235 Canadians from across the country, representing a variety of backgrounds, getting together to learn about Canada and leadership. The theme was Leadership and Sustainable Communities. The purpose was to put together study groups of 15 to 17 individuals from all different parts of Canada and different backgrounds and expose us to a variety of social, business, labour and environmental issues.

The conference started in Halifax and the Governor General's instruction to the groups was that we were to report back to him in Ottawa, paying specific attention to what we learned about Canada, leadership and ourselves. In addition, the group had to unanimously agree to the content of the presentation. This was no small task for a group so varied, representing everyone from union reps, lawyers, doctors, business people, government employees and employees of nongovernmental agencies.

My team of 17 was sent to study British Columbia. We travelled 3,500 km around the province and were



exposed to a variety of challenges. The highlights for me included the following.

The Lord's Rain is a mission in the downtown Vancouver's east side that provides shower facilities for homeless people. We met with the staff and clients to discuss some of the challenges of this type of program. Also in Vancouver, we toured the safe injection site—*InSite*. We discussed whether or not this is a positive way to address drug abuse issues. We had the opportunity to tour an *eco-dairy*

in the heart of Abbotsford that utilizes "waste" to heat the barns, and is so evolved technologically that the cows are able to milk themselves. The *100-year-old Sikh temple* was an honour to visit, and meeting with members of the community was so interesting.

In Prince George we had the opportunity to tour the *bio-energy plant* at the University of Northern BC, which is utilizing waste product from the logging industry to heat part of the campus. We also toured the *Canfor* pulp and paper mill to see how lumber is converted to this type of product.

I think one of my favourite experiences came when we visited the *Nisga* First Nation in northern BC. The *Nisga* were the first BC First Nation to sign a treaty with our federal government in over 100 years. They are a thriving nation that is expanding its industries and providing for its community. They are such proud people, and what impressed me most was that as proud as they are of their First Nation, they are equally as proud to be Canadians. In the government chamber, the Canadian flag is prominent along with our anthem in the *Nisga* language.

In Prince Rupert we met with NDP MP Nathan Cullen to discuss environment issues such as the proposed pipeline project. We met with the *Fisheries Alliance* to discuss problems in the fishing industry.

We ended our tour in Victoria where we met with the speaker of the BC legislature and BC's Minister of the Environment to discuss climate change.

In the eight days that we spent in BC, we had little more than five hours sleep per night, and each day was packed with visits, discussions, touring and travelling. It was an over-

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OFFICES

Winnipeg

1412 Portage Avenue
Winnipeg, MB R3G 0V5
204-786-5055 / 1-888-UFCW-832

Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
204-727-7131 / 1-800-552-1193

Thompson

90 Thompson Drive
Thompson, MB R8N 1Y9
204-778-7108 / 1-800-290-2608

Training Centres

880 Portage Avenue
Winnipeg, MB R3G 0P1
204-775-8329 / 1-877-775-8329

530 Richmond Avenue E.

Brandon, MB R7A 7J5

204-726-8337

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

President

Jeff Traeger

Secretary-Treasurer

Beatrice Bruske

E-mail: ufcw@ufcw832.com

Website: www.ufcw832.com

An opportunity of a lifetime (cont'd)

whelming amount of information we received on such a variety of issues. One of my team members said he felt like he was reading nine newspapers cover to cover each day, including all of the ads.

Our team spent a significant amount of time on our presentation discussing what we believed we absolutely needed to highlight for the Governor General. I think the main points we took away from this experience was that there has to be respectful interaction of all parties to achieve anything. Our five key words were **empowerment, authenticity, resilience, trust and courage**. We found that in all of the successes that we saw, these five key qualities were necessary to achieve the goal people had set for themselves. Whether it was taking a chance on an eco-winery in Kelowna or beating alcohol addiction at the John Howard Society, or fighting for the rights of First Nations people in northern BC, these five qualities were present.

I really appreciated the group that I was assigned to travel with. Although we did not always agree with one another's point of view, everyone was respectful and was fully engaged in the project. I believe that we all learned and inspired one another and we have made lifelong friends.

The experiences and what I learned on this tour are things that I will use in my position at the union. The local will also apply some of this newly gained information in our workplaces across the province to improve our 'corner of Canada'.

In solidarity,



Beatrice Bruske,
Secretary-Treasurer Local 832

NDF Convention held in Winnipeg



Local 832 President Jeff Traeger welcomes everyone to Winnipeg.

UFCW Canada activists representing over 20 different local unions gathered in Winnipeg at The Fairmont hotel from July 8 to 10 to build strength, solidarity and security at the 26th Annual National Defence Fund (NDF) Convention.

UFCW Local 832 President Jeff Traeger brought greetings to the delegates as the host local this year and invited Fairmont shop steward Jeff Lesany to say a few words.

Created in 1986, the NDF is dedicated to providing UFCW Canada members with further financial security during strikes and lockouts. Every year, UFCW local unions from across North America send delegates to the NDF Convention where they commit to three days of developing international networks, sharing industry insights, and identifying areas for co-operation.

UFCW Canada National President Wayne Hanley opened this year's convention by reinforcing the importance of expanding the locals' activist culture through greater solidarity in the community and by fully supporting politicians and political parties who fully support working families.

"As activists for Canada's most progressive union, we have the responsibility to fight for higher workplace standards and security in our core industries," said Brother Hanley in his welcoming address to the 200-plus conventioners. "And, at more than a quarter million members strong, we also have the ability to take a leading role in creating a Canada where every government, at every level of the political system, puts the interests of working families first when developing the laws and policies that impact our lives."



UFCW Canada National President Wayne Hanley (left) and Fairmont shop steward Jeff Lesany addressing the delegates at the NDF Convention in Winnipeg.

What is a disability? Brematson wants to help.

What is a disability? An individual who has suffered a debilitating injury, birth defect or illness is generally defined as disabled. A broader definition maintains that a disability is any physical or mental condition that limits a person's movements, senses, or activities. Government, insurance companies, health organizations, the medical profession and even the individual themselves all define disability in a different way. It is no wonder that there is confusion about what programs and benefits exist, who might be eligible and how to make a claim.

The federal government has two major programs for Canadians with disabilities, the Disability Tax Credit (DTC) and the Canada Pension Plan–Disability Benefits. These are two separate disability programs from two different government departments. Each program has a different purpose and uses different criteria to determine eligibility. Many people who could apply for either of these programs do not because of misconceptions, confusion and because they are intimidated by the process of dealing with government.

It is important to know that the intent of the legislation for the tax credit is by no means restricted to people who are bedridden or forced to use a wheelchair. Not all disabilities are visible. Diabetes, depression, ADHD, heart disease, fibromyalgia, Crohn's disease and arthritis are only a few examples of ailments that when properly presented to the Canada Revenue Agency (CRA) can be considered.

The DTC is linked to several programs administered by the CRA including; the Child Disability Benefit, the Caregiver Amount, the Registered Disability Savings Plan and the Working Income Tax Benefit disability supplement.

It is not uncommon for people to think that in order to qualify for the Disability Tax Credit (DTC) they must be unable to

work and cannot apply for the credit if they are over the age of 65. In fact that is criteria for CPP-Disability. There are no age or work restrictions when claiming the tax credit. Because of this type of misunderstanding physicians can be ineffective in supporting their patient's claim.

The CPP-Disability Benefit is administered by Service Canada. Once approved it generates a monthly income. The benefit is retroactive but is limited to numerous conditions and regulations and although it cannot be transferred to another person there are survivor benefits for the spouse and children of the deceased disabled person. The Canada Pension Plan is like any other pension or insurance plan in that one has to have paid into the plan in order to receive benefits.

It is possible to be eligible for both programs; however eligibility for one program does not guarantee eligibility for the other. If denied for one program they may still be able to apply and be eligible for the other.

Unfortunately, almost 60% of first applicants for the CPP-Disability are denied. Most do not understand why their application was denied and do nothing to appeal the decision.

If a person is denied because of how their disability was defined, whichever program they applied for, they may have reason to appeal the decision. How your disability is defined, interpreted and presented is a significant element of the submission. A review or appeal of a denied claim must contain new information to have a chance at changing the result. There are rules and protocols that must be followed but, it can be done.

In addition to programs designed to help the individual with a disability, governments also recognize the importance of the caregiver. The federal Caregiver Amount has existed for some time however the new Family Caregiver tax credit

takes effect this year. In 2008, the Manitoba Government introduced the Primary Caregiver tax credit which also includes recognition for non-family members as caregivers.

At **Brematson & Associates** we recognize that applying for disability programs can often be a long, stressful, challenging and complex process at a time when the person with the disability is at their most vulnerable. A person who has to cope with a disability either through disease, accident or illness can be severely impacted by the complex hurdles of the government bureaucracy in having to continually prove their disability. ***We exist to change that experience by offering our compassion, support and expertise for those who require assistance to obtain a positive outcome.*** Brematson is dedicated to ensuring that the disabled individual and their family receive the maximum benefit from the Disability Tax Credit, the CPP-Disability and the caregiver programs. For further information and a free initial assessment or consultation call 204-975-3276 or visit the website at www.brematson.ca.



Susana Brematson from Brematson & Associates wants to help.

Human Rights Award Highlights Scholarship Ceremony

Over \$835,000 awarded in scholarships to date.



On August 23, Local 832 held its annual scholarship ceremony at the training centre in Winnipeg and simultaneously at the Brandon union centre as well. Over \$30,000 was awarded in scholarships to UFCW Local 832 members who are furthering their education in a post secondary setting. Some of the recipients were recent Dawn Foods employees who had just finished their upgrading class and were furthering their learning (see related story on page 10).

Last year, you may recall, the local and training centre received \$500 and the 2011 Human Rights Commitment Award of Manitoba. UFCW Local 832 President Jeff Traeger was very proud, yet humbled, at the fact that the Manitoba Human Rights Commission recognized the hard work that the local the training centre do on behalf of its members to ensure that their human rights are a RIGHT and not a privilege.

Paying it forward, President Traeger along with the rest of the local's executive felt it would be best to create a one-time scholarship to present to a member of the union. Winnipeg Westfair member Karam Al-Bayat was the recipient of this special award (see picture on cover).

Karam has been an avid volunteer at Mount Carmel Clinic, which is a nonprofit community clinic in downtown Winnipeg that promotes healthy living for everyone, regardless of his or her income level, employment, or education. The clinic also provides social support and healthy child development. Furthermore, Karam has volunteered at several health care institutions (such as St. Boniface Hospital and Victoria General Hospital) and some nonprofit senior personal care homes (such as Golden Links Lodge). He has also volunteered with the

medical team for the Manitoba Marathon in 2010 and 2011. While attending high school, Karam was part of his school's environmental and human rights student club. He has dedicated over 500 hours of his time to community service and volunteer work. Karam is attending the University of Manitoba. Best of luck in his studies and future endeavours.

Since 1998, the MFCW education and training trust fund has given out over \$835,000 in scholarships to Local 832 members. If you are attending post secondary education check the scholarship page on the website as there are other scholarships you may be eligible for. Go to www.ufcw832.com/ufcw-training-centre/scholarships.



Westfair makes major changes to its operations—how will you be affected?

Westfair recently advised the union that it is implementing significant changes to its operations across Canada. The changes include a complete revamping of how the shelves are stocked in all of its Superstore stores. The “Flow” program will merge a number of different departments including grocery, natural value, beauty and health into one “replenishment department”. The primary rationale for this significant change in scheduling employees is to increase efficiency for the stocking of goods. The intent is to have the pallets distributed by department, by aisle and to have a “spotter” deliver the pallets to the appropriate places on the sales floor where they will be worked on by a “stocking team” group of employees.

Management believes that this process will simplify and streamline the stocking process as employees will not have to leave the aisle they are working on and that by working as a team the product will be stocked faster.

HOW DOES THIS AFFECT YOU?

Employees in the beauty and health department, who currently receive the general merchandise wage rate under the agreement, will see a wage increase as their pay rate will move to the higher wage scale of service clerk. Initially the company wanted to simply determine all GM employees’ class hours and move them to the wage rate in the agreement that would give them an increase. However, the union argued that all GM classification hours must be used to determine a proper new wage rate. The company has agreed to this position. This means that most GM clerks with



at least 2,500 hours will see more of an increase than the company originally planned. For example a GM Clerk between 6,501–7,000 hours would move into the service clerk wage scale with the 6,501– 7,000 hours rate, which is \$1.87 more per hour.

Another aspect of this change is that the amalgamating of several departments will mean less department supervisors. The plan is to start with five supervisors in the replenishment department and eventually reduce this number to four.

The company also advised that all employees in the new replenishment department will receive three days training at the learning centre and then receive on the job training.

WHEN WILL THIS TAKE PLACE?

We have been advised that the time line is as follows for the five participating stores: Regent (1506) September 1, Bison Drive (1509) and Kenaston

(1516) September 15, Brandon (1515) and Gateway (1512) November 17.

There is no word on if or when this program will be rolled out to the other remaining Superstores. However, if this project is successful, we anticipate those stores will also be affected.

A big concern for the union is how the hours of our members will be affected. There is no doubt that when departments are amalgamated, the main goal is to reduce costs, including hours of work for employees. The merging of the departments also means changes to the guarantees of hours and to the employees who are eligible for the guarantees of hours. This may mean that some who had an hour guarantee in the past may not have the seniority in the larger merged department to have a guarantee and some who may not have had a guarantee in the past may now have the seniority in the larger department for an hour guarantee.

Your union reps will ensure that they are available to answer any questions arising from this and to file any grievances that result from these significant changes. We anticipate that these changes will be a main topic of discussion in our upcoming round of negotiations.

HEY YOU!
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You could win draw prizes!

General Mills restructures shifts

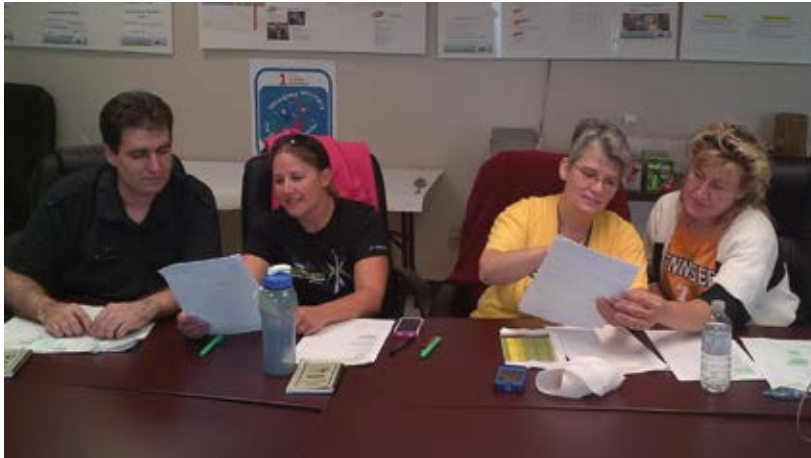
Wording in agreement protects members' seniority.

General Mills announced in July that due to the poor market performance of the stuffers product, they would be reducing production in Winnipeg by transitioning from the current continental 12-hour shift structure to an 8-hour shift structure. Under the 12-hour shift structure employees work an aver-

age of 39 hours per week Monday to Wednesday or Thursday to Saturday and one Sunday per month. With the new proposed 8-hour shift structure members would be required to work Monday to Friday. At the same time, the company also announced that it would be laying off approximately 30 members on August 19, 2012. These changes are very significant and have a large impact on members and their families.

Because of this announcement, the union met with company officials and the shop stewards to try to get a better picture of the situation and, more importantly, how these changes would impact the members. The union also wanted to know how the company planned to execute the layoffs and how it would assign the new and remaining positions.

After lengthy discussions with the union about the interpretation of the applicable language in the collective agreement, specifically the seniority clause, General Mills agreed it would post all new and remaining positions on all shifts in accordance with the collective agreement. Therefore, at the end of July the company posted



Shop stewards (left to right): Michael Moyny, Tracy Stempnick, Carol Foster and Rose-Marie Fleury at August 3 meeting awarding jobs.

59 full-time and 7 part-time production positions on the new 8-hour shift structure (Monday to Friday) in addition to the maintenance roles (which included some eight and some 12-hour shifts). All active employees were encouraged to sign all job postings that they were able and willing to perform.

The local felt that it was important for both union and company officials to participate in awarding the jobs. This way, both parties, including shop stewards, would witness the process and address any concerns. Based on the nature of the situation, an inappropriate job award could result in multiple grievances, as all people junior to the grievor would possibly be affected.

Therefore, on August 3, the union and the company met to finalize the job-awarding process and brought in employees by seniority to make their job selection.

Subsequently, the jobs were awarded in accordance with article 23.04 of the agreement, which states vacancies will be filled by seniority, provided the employee has the ability to perform the job. At the end of the

day, there was one job, however, that required a higher skill level, which was not taken by an employee with the ability to perform the job. General Mills reposted that job to give senior employees who desired an opportunity to train for this position time to apply. This position has now been filled.

Unfortunately, as part of this restructuring, the company laid-off 30 employees on August 19.

UFCW wants to remind its members that all laid off employees and those who had their status reduced to part-time from full-time should have received two weeks' notice prior to the event. The union believes that the company handled this situation in compliance with the agreement. Nevertheless, **if you are a General Mills member who was affected by this process and you feel your situation was not handled in accordance with the contract, contact your union representative Marie Buchan as soon as possible so that she can investigate the matter and file a grievance if necessary.** You can reach Marie at 204-786-5055 or 1-888-832-9832 (toll-free) or e-mail marie.buchan@ufcw832.com.

Local 832 is also addressing other members' concerns such as vacation scheduling, banked time and other items not immediately related to the job posting process, which may now operate differently under the 8-hour shift system. The union will keep members informed and updated as situations arise.

Strike vote brings results

First Canada members ratify new deal. Drivers and mechanics ready for school year.



Pictured is the union negotiating committee for First Canada, (left to right) Louise Stevenson, Janice Kui, lead negotiator Michelle Masserey, and Frank Siedler.

UFCW Local 832 members working as bus drivers and mechanics at First Canada are ready to be in the driver's seat for the upcoming school year. First Canada holds the contract for Winnipeg School Division bus services.

As previously reported, it looked as though this group may be heading for a strike. But in a last-minute meeting between the union and the company, a tentative agreement was reached.

Negotiations between the parties began back in April in an effort to reach a new collective agreement prior to the expiry of the existing one, August 26. The parties were able to make some progress, however, the company avoiding some of the members' main issues.

One of the main issues for the bus drivers was that the company no longer wanted to pay a premium for special education runs. With the loss of this payment, almost half of the current drivers would actually be earning less than before—even with the company's proposed increase to the hourly rate.

Wages for First Canada drivers are already far below other drivers

working directly for other Winnipeg School Divisions, and below other First Student drivers in Manitoba.

On June 25, the members from First Canada voted 94 per cent in favour of strike action. This result sent a very clear message to the company that the members were united and serious about having the company address their concerns.

The strong strike mandate produced results. There were further meetings

between the parties in July and August and the company finally steered in a direction that resulted in a deal, which the union negotiating committee felt it could recommend to the members. At a ratification meeting on August 19, the members supported that recommendation and voted yes to a new three-year deal.

UFCW Local 832 represents about 85 employees who work at First Canada-North Shop.

UFCW Local 832/Diageo Scholarship Winner!

This year's recipient of the \$500 UFCW Local 832/Diageo Scholarship is Jamison LeBleu. Jamison's father, Kim, is a union member working at the Diageo plant in Gimli.

Jamison will be attending the University of Manitoba beginning this month.

The union would like to wish him the best of luck in his studies. Congratulations, Jamison.



Pictured are scholarship winner Jamison Lebleu, his father, union member Kim, and Local 832 executive assistant to the president Marie Buchan.

Building skills for the future

22 members from Dawn Foods graduate.

EDUCATION & TRAINING

After completing five months of skills retraining, on August 17, the training centre held a special graduation ceremony for union members of the now-closed Dawn Foods. Twenty-two graduates gave PowerPoint presentations on their strengths and action plans on how they will use their new skills.

Dawn Foods provides baked goods and bakery items to grocery stores across Canada and worldwide. Earlier this year, the company closed its Manitoba location, choosing to keep its Calgary location open.

Deanne Crothers, MLA for St. James, brought greetings on behalf of Labour Minister Jennifer Howard. Crothers was thrilled to be part of the ceremony, telling the students that her first job when she moved to Winnipeg seven years ago was teaching EAL skills at the training centre.

Eddie Callitio-Tavares, along with her husband Gilbert of Options For Success, managed the retraining program. The group worked on team-building skills, English writing and



speaking and computer skills. Some of the members had never turned on a computer before. Tavares said, "I am very proud that this group worked together as a team and encouraged each other."



Many of the students spoke about how the plant closure was a blessing in disguise, as it gave them the motivation they needed to get the retraining.



Heather Grant-Jury
UFCW Education
Director

They spoke about how their confidence levels are much higher and that they are not afraid to try new things that may have scared them off in the past.

A number of the recent graduates have already secured new jobs and the training centre will assist the rest of the members until they have all found work.

Mature student diploma programs

Have you been thinking of going back to school to get your high school diploma? Here is your chance.

The UFCW Training Centre, in partnership with Winnipeg Technical College in Winnipeg and Assiniboine Community College in Brandon, offers members an adult high school credit program that is recognized by the province of Manitoba, universities, community colleges and employers. Courses start this fall in Winnipeg, Brandon and Neepawa.

If you want to work towards your high school diploma or need your

grade 12 to meet job requirements or get further training, the UFCW mature student diploma program recognizes the needs and challenges of working adults returning to school.

For more information on taking individual courses or working towards your entire diploma, call Ans Norman at the Winnipeg training centre at 480-8116, 775-8329 or toll-free at 1-877-775-8329.

Did you know high school graduates earn \$143 more per week than high school dropouts? (National Dropout Prevention Centre)



English as an Additional Language (EAL)

Classes start September 22.

EAL classes will begin on Saturday, September 22, at the training centres in Winnipeg, Brandon and Neepawa.

The centres offer many different levels of classes, from beginner to advanced, so there is bound to be one that meets your needs. **There is absolutely no cost for these classes and registration begins on Thursday, September 6.**

Winnipeg: Classes run Saturdays and Tuesdays. Saturday classes run from 9 a.m. to 12 noon and 12:45 to 3:45 p.m. Tuesday classes run from 6 to 9 p.m.

To register for classes in Winnipeg, call 204-775-8329 or toll-free 1-877-775-8349.

Brandon: Classes run Mondays to Saturdays. We offer daytime, afternoon and evening classes.

To register for classes in Brandon, call 204-727-7131 or toll-free 1-800-552-1193.

Neepawa: Classes run Mondays to Saturdays. We offer daytime, afternoon and evening classes.

To register for classes in Neepawa, please call 204-476-3037.

You may also register for these classes online. Simply log on to ufcw832.com, click on the Training Centre tab and follow the instructions. If you have questions regarding EAL classes or any suggestions, call the Winnipeg office at 204-775-8329 or toll-free at 1-877-775-8349.

More classes at Brandon centre

CANADIAN COOKING

Saturdays, September 29 to November 24

\$25*/\$30**

STANDARD FIRST AID

Saturday, October 13

\$35*/\$40**

EMERGENCY FIRST AID

Saturday, October 13

\$21*/\$26**

BEGINNER COMPUTER CLASS

Saturdays, October 13 to

November 24

\$15*/\$30**

Register online or call the Brandon office 204-727-7131 or toll-free 1-800-552-1193.

* Union members in Education & Training Trust Fund

** Union members not in Education & Training Trust Fund

Union activists 2012 courses

The training centre is offering the following shop steward and health and safety workshops, starting this month.

SHOP STEWARD WORKSHOPS

Winnipeg

September 19 and 20	Effective Presentations
October 10 and 11	Cultural Comfort
October 24 and 25	Note Taking
November 20	Stop Bullying
November 28 and 29	History of Labour
December 5 and 6	Communication Skills

Brandon

September 12 and 13	New Steward
October 10 and 11	Grievance Handling
November 21 and 22	History of Labour

Thompson/North

Workshops to be announced	
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HEALTH & SAFETY WORKSHOPS

Winnipeg

November 5	WHMIS
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Brandon

October 22	WHMIS
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Thompson/North

No workshops running this term	
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Any union activists interested in attending any of these courses should let their union representative know.

Training Centre Notes and Nods...

- A special thank you to Kevin Rebeck, president of the MFL, for facilitating our one-week train-the-trainer workshop. It was a huge success.
- Congratulations to all scholarship recipients.
- Please support the United Way campaign in your workplace.

A good form of communication

HEALTH & SAFETY

Safety and health is a term that has to be synonymous with integrity and must never be used as a tool against another party. A member should never use it to punish their own company for any reason, a company should not use it to reprimand or use it in a negative fashion against an employee, and one company should not profit from another's good work. **Health and Safety is a form of communication that offers great reward to those who believe in it.**

Your employer should communicate with you at every opportunity as it is in the company's best interest to do so. If they don't communicate health and safety with you, your union will. At any time, if you have a question or concern, raise it to a member of your workplace safety and health committee, your union rep or **call me, your health and safety resource rep, at 204-786-5055 (toll-free 1-888-832-9832).** It is your right to ask questions without fear of retaliation and to have concerns investigated and addressed.

Recently, the Coca-Cola safety and health committee received a legitimate complaint that had been brought forward by their drivers. An unsafe condition was identified at one of the delivery locations. Coke's management did the right thing by approaching the client and recommending changes. Coke even offered to pay for some of the improvements. The restaurant was offended by the perceived interference in its business and unfairly kicked Coke off its premises and went to a competitor that now delivers its product.

The rub here is that the new delivery company does not have to follow the same unsafe procedures as the Coke drivers were expected to follow. This may also mean that the unsafe work has been passed on to the offending company's employees. UFCW Local 832 has contacted the provincial Workplace Safety and Health Division (WSHD) to ask them to investigate the issue in that establishment.

UFCW will not allow this matter to go unresolved as the effects of losing a contract or jobs could result in employees being less likely to report unsafe working conditions if they feel there will be some negative repercussions. The union is not happy that Coke lost this contract over a health and safety issue and we will do whatever we can to ensure that this practice ceases.

Health and safety is so important that it has its own government act and regulations under the law, this 'how-to' manual (W210/217) makes your safety and health the primary goal. This guide is intended to help committees

and employers understand their responsibilities for establishing and maintaining safe and healthy workplaces. UFCW is always lobbying for changes and improvement to the Act for the betterment of its members.

One of UFCW's goals is for you to retire with good health and hopefully not sustain an injury that would diminish your quality of life. Good communication and follow-through is the key. You are important, you matter, and you deserve it. Be safe!



Guy Sylvestre
Health and Safety
Resource Rep

FAST FACTS: Committee Responsibilities

Workplace safety and health committees and representatives play an important role by providing input and advice to employers on safety and health matters, however, they are not responsible for managing safety and health in the workplace.

If you are a health and safety committee member who has not yet received the two days of safety and health training in 2012, you are invited to register through your committee for one or two of the one-day workshops offered by the WSHD. The law states you are allowed two days off work per year, fully paid, to attend these courses.

Safety & Health Committee Training

For a full list of courses available with dates and locations, go to the Safe Work Manitoba website at www.safemanitoba.com, listed under programs. You can register online. Select your course from the SAFE Work event calendar, which are listed under the calendar tab. Fill in the required information and submit.

If you require any assistance, feel free to contact me at 204-786-5055 or toll-free 1-888-832-9832. Also don't forget to report your training on the minutes and forward a copy to the union.

Note that course times are 8:30 a.m. to 4 p.m.

Pepsi member compensated

Employer must accommodate to point of undue hardship.

In April, it was brought to the union's attention that Pepsi Bottling in Winnipeg had refused a member workplace accommodation.

Initially, the doctor had cleared the member to return to work without restriction and the member had returned to his regular duties. However, within a week of his return, he began to feel pain that was related to his previous injury. As a result of this, his doctor recommended that the member gradually return to full duties over a four-week period. The company indicated that it would not be able to accommodate the member as the likelihood of re-injury was too high.

The union filed a grievance, and it proceeded through the grievance procedure with an arbitration hearing date set for July 16. Prior to this date,

the company contacted the union and agreed to provide compensation for time lost as a result of its failure to accommodate.

In Manitoba, employers must accommodate the needs of people with disabilities. In the workplace, employees with disabilities are entitled to the same opportunities and benefits as people without disabilities. In some circumstances, employees with disabilities may require special arrangements or "accommodations" to enable them to fulfill their job duties.

The duty to accommodate extends up to the point of "undue hardship" because of costs or due to a very lim-

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

ited set of other factors. In every case, the employer must show that it has made reasonable efforts to accommodate the special needs of persons with disabilities.

If you require an accommodation and your employer is not accommodating you appropriately, give the union a call.

An unquestionable victory

Local 832 certified as bargaining agent for SSP Canada Food Services.

Earlier this year, UFCW Local 832 filed an Application for Certification with the Manitoba Labour Board (MLB) for a group of employees employed at the new James Richardson International Airport in Winnipeg. There are approximately 160 employees in the group, and they work for SSP Canada Food Service—primarily in the food services industry at the airport.

The MLB set a vote date for June 7. Prior to the vote the employer objected to the inclusion of several employees in the bargaining unit whom SSP claimed worked as hourly managers. It was the union's position that even though the employees in question may be called managers, they did not perform managerial duties to the extent that they should be excluded from the union's proposed bargaining unit. Therefore, the union stood firm that they should be included in the vote.

The vote proceeded on June 7 but because of the differing positions on these employees, the Board sealed

the ballots of all the employees who voted that day until such time as a hearing could be held to determine whether these hourly managers should be included in the bargaining unit. The parties set September 26 and 27 as the date for the Board hearing.

In the interim, the union wrote to the lawyer for SSP demanding that the employer provide the union with the details surrounding these hourly managers' so-called managerial duties.

After having reviewed the matter, the lawyer for the company wrote the MLB and the union indicating that the employer was withdrawing its objection to the hourly managers being included in the union's bargaining unit.

Therefore, the Board ordered that all the ballots be opened and counted. Once the ballots were tallied it was an unquestionable victory for the local, as the group from SSP voted 93.5 per cent in favour of union representation.

Granny's Hatchery members ratify four-year deal

No lock-out this time around.

Members at Granny's Poultry hatchery were thrilled to vote on their first collective agreement this summer.

While it is the third collective agreement for this unit, it is the first one that the members have actually voted for and ratified. The first one was imposed under first contract legislation by the Manitoba Labour Board when both sides could not come to an agreement. The second collective agreement was imposed under alternative dispute resolution after the company locked out the members for 87 days.

But now they have a new agreement, which they ratified before the October 4 expiry date of their current contract. The new four-year deal will see members wages improve by 8.5 per cent over the life of the agreement, along with a driver's



per diem increase in each year of the contract. Those working in the hatchery will now have the ability to select their shift by seniority for either eight or ten hour shifts.

The new agreement was ratified by 93 per cent and will expire on October 4, 2016.

UFCW Local 832 represents approximately 11 members at the hatchery plant.



HyLife Foods in Neepawa continues to grow

As HyLife Foods continues to grow at a record pace, the need for proper housing is becoming an important issue. The company will have another 250 employees working at the plant before the end of the year increasing the amount of union members at the plant to nearly 900.

"While I'm very happy to see HyLife grow and bring new members to the local, my first concern is to ensure that those workers have adequate, safe and secure housing in the Neepawa area," stated UFCW Local 832 President Jeff Traeger. The local has been notified of unscrupulous landlords who are increasing rents and turning single family homes into multi-unit "room rentals" without following proper fire codes.

The union is raising these concerns with management, and should members have concerns regarding housing concerns they can contact the union office or Residential Tenancies Branch in Brandon at 1-800-656-8481.



Union president Traeger (right) having a discussion with Liberty Macatimpag and Roland Street at the HyLife plant.

Enhancements to healthcare employees' benefits plan

Open enrolment period October 1 to November 30.

HEB Manitoba mailed a PlanTalk Special Edition newsletter to members in April, detailing a number of significant changes to the life insurance plan. HEB Manitoba provides pensions and other benefits to eligible healthcare employees and their families throughout the province by way of the Healthcare Employees' Pension Plan and the Healthcare Employees' Benefits Plan.

From October 1 to November 30, 2012, HEB Manitoba will hold an open enrolment period providing all active, eligible members with a one-time opportunity to make new life insurance benefit elections based on upcoming benefit enhancements. Elections made during the open enrolment period will become effective April 1, 2013. Coverage under the current plan will end on March 31, 2013, for all active, eligible employees.

An open enrolment package will be mailed to each active, eligible member's home approximately one week before October 1. Please contact your employer if you do not receive your enrolment package.

It is very important that you submit an enrolment form before November 30. If you miss the open enrolment window:

- You will have only one employer-paid unit of basic life insurance coverage.
- Future requests to increase coverage will be subject to Evidence of Insurability requirements unless you experience a recognized significant life event.

For more information, updates and an online video presentation about the upcoming life insurance plan enhancements and one-time open enrolment, please visit HEB Manitoba's website at www.hebmanitoba.ca. Members can also contact their union representative with any questions or for assistance.

WINNIPEG OFFICE

Ron Allard, Union Rep

204-786-5055 / 1-888-832-9832

THOMPSON OFFICE

Blair Hudson, Union Rep

204-778-7108 / 1-800-290-2608

Local welcomes new members

Two organizing drives successful!

The Manitoba Labour Board (MLB) automatically certified UFCW Local 832 as the bargaining agent for 14 members working at **Wings of Power Family & Community Center**. Wings of Power is a resource center that supports marginalized and/or vulnerable persons and their families in the community. Since 1997 the center has assisted thousands of families in areas of literacy, parenting, nutrition, counseling, technology, recreation, food, clothing and shelter. The curriculums it offers

has evolved to fill the service gaps for individuals in need who are between government programs.

Also joining the local are employees from SSP Food Services Canada who work at various food kiosks at the James Armstrong Richardson Airport. The 162 new members voted 93 per cent in favour of being represented by UFCW Local 832. Some of these members previously belonged to the union when HMS Host had the contract at the old Winnipeg Airport.

Local President Jeff Traeger stated, "Sonia Taylor and the SPURS should be

congratulated for their hard work on these successful campaigns."

The union assigned servicing representatives, J.P. Petit to Wings of Power and Martin Trudel to SSP. They are looking forward to meeting the newest members of the local.

J.P. Petit

(204) 786-5055/1-888-832-9832
jp.petit@ufcw832.com

Martin Trudel

(204) 786-5055/1-888-832-9832
martin.trudel@ufcw832.com

Working together for guards' well-being

Get to know your union activists.

by union rep Martin Trudel

Since taking over as the union representative of the security industry, I have had the pleasure of meeting a significant number of officers at various sites through servicing visits. I plan on continuing to do so in the coming months in order to meet as many of you as possible.

I value interpersonal contact with officers from all of the companies UFCW is currently representing. It allows me to see first-hand all the challenges you, our members, are encountering during the course of your respective duties. It also gives me a better perspective of what improvements we need to make, whether through collective bargaining or legislative changes.

In the conversations I have had, the number one question that is being asked is regarding the identity of the shop stewards and health & safety members of each company. As such, I believe it would be very beneficial for all our unionized officers to have this information accessible via our magazine. Below is a list of all the individuals who are currently dedicating their time and effort in helping every one of you.

Avion Security

John Lyons

Shop Steward and H & S Committee

Kathy Romaine

Shop Steward and H & S Committee

Tim Walker

Shop Steward and H & S Committee

Impact Security

Lillian Anderson

Shop Steward

Wayne Locheed

H & S Committee

Garda Security

Debbie Jones

Chief Shop Steward and H & S Committee

Tim Fleming

Shop Steward and H & S Committee

Jack Wood

Shop Steward and H & S Committee

Chris Langtry

Shop Steward

Wayne Peters

Shop Steward

Crystal Popoff

H & S Committee

Securitas

Doug Graves

Shop Steward and H & S Committee

Daniel Savchuk

Shop Steward and H & S Committee

Robert Knowles

Shop Steward

G4S

Tim Burgess

Shop Steward and H & S Committee

Matthew Hicks

Shop Steward



Pictured l to r are Garda members Andrew Bowler and Rene Kumbakisaka with union rep Martin Trudel.

The security industry represents a very unique challenge in the sense that employees, our members, are scattered over a large number of sites versus other industries where members are centralized in one location.

As such, I strongly encourage any of you who may be interested in getting more involved with the union and in working towards improving all aspects of the industry, to contact me so we can determine a role where you could contribute.

We are making significant strides in changing the industry for the well-being of all our officers and would only benefit from your respective experience and knowledge.

My contact information is:

OFFICE

204-786-5055

1-888-832-9832

E-MAIL

martin.trudel@ufcw832.com

FAX

204-786-3175

You deserve every penny

Negotiated premiums contained in your collective agreement.

Your union negotiates benefits to improve your workplace and ensures that you are receiving what you are entitled to. There are several types of premiums contained in your collective agreement that you deserve and it is up to you to make sure you are receiving them.

Below is a list of the premiums in an effort to help you understand them and when you qualify for them.

1. **NIGHT SHOPPING PREMIUM:** This premium is paid to employees who work hours in the evening. For every $\frac{1}{4}$ hour worked after 6:30 p.m. you receive an extra 65 cents per hour added to your regular rate of pay. Example: If you are scheduled a 3 to 11:30 p.m. shift, and you work the full shift, you should fill in five hours at 65 ¢ under the premium column on the time sheet. However, if you only worked until 11:10 you would fill in 4.5 hours under the premium column.

You must have 22 hours or more per week to claim this premium.

2. **NIGHT SHIFT PREMIUM:** If the majority of your shift falls after 10 p.m. or your shift starts prior to 5 a.m., you are entitled to a night shift premium of \$1 per hour more for all hours worked on the shift.

You do not need any minimum hours in the week to claim this premium.

3. **SUNDAY PREMIUM:** All hours worked on Sunday will be at regular rates plus a \$1 per hour premium. For example, if your regular hourly rate of pay is \$10.65 and you work a Sunday shift, you will be paid

\$11.65 for all hours worked that day.

4. **LEAD HAND PREMIUM.** A premium of 75 cents per hour will be paid to an employee appointed by the company to act as Lead Hand on a night stocking crew.

5. **PERSON IN CHARGE (PIC):** If the store manager(s), first and second assistant(s) have left the store for the day and you have been appointed as the PIC, you will receive a pre-

mium of .65 cents an hour for all hours worked after the managers have left the store. For instance if the managers and assistants leave the store at 1 p.m. and you are the designated PIC and you work until 4 p.m., you will receive an extra 65 cents per hour for three hours.

In order to be paid properly, all premiums must be written in the "premium" column on your time sheet.

No request – no uniform

September is 'uniform request month'.

September is 'uniform request month' All requests should be in writing to the attention of your department manager with a copy to the union.

• **ALL EMPLOYEES** with a minimum of one year of service are entitled to request and receive one uni-



form shirt as long as they remain actively employed.

- Any employee **hired after September 2012** should have received one shirt at time of hire and is not eligible to request another uniform shirt until **September 2013**.

Remember, no request – no uniform.

Another Timmies opening at Store 791

Tim Hortons is opening its second kiosk at a Safeway store this month. Safeway store 791 at River and Osborne will be home to the latest Tim Hortons kiosk to open at a Safeway store in Manitoba. It is bittersweet as it means that the Starbucks kiosk at that store will be closing. In preparation of the changeover, Safeway will be undertaking some renovations at this store.

The first Tim Hortons kiosk in Manitoba opened at store 729 in December 14, 2010. That kiosk now employs 16 people, two full-timers and 14 part-timers. The opening of the second kiosk will mean more union jobs.

UFCW LOCAL 832 RETIREES' CLUB

Food for thought

Fall luncheon meeting scheduled for October 16.

With the summer months behind us, we start thinking about the winter months ahead. In this issue of UNION we want to give some food for thought and a few other things to ponder.

- ♦ According to the June 2012 Canadian Consumers Report, Subway's egg whites and cheese on a toasty flat bread is the only fast food egg sandwich that rates very good. So next time you are craving a breakfast sandwich give this one a try, as it has zero trans fat.



- ♦ Two university studies (Harvard and Michigan) found that adults age 50 and over who do volunteer work and stay connected with family and friends are least likely to show declines on memory test. Don't let 'Old Man Winter' keep you down or from getting out and about. Also make sure to follow a healthy diet for a better life style.

- ♦ We all need vitamin C! Vitamin C is the most common vitamin for good health and is being a highly effective antioxidant. Vitamin C plays a crucial role in the proper functioning of different parts of your body—brain, spleen, thyroid, kidney and many of our vital organs. The body is not able

to make vitamin C on its own, and it does not store vitamin C. It is therefore important to include plenty of vitamin C-containing foods in your daily diet. Lemon juice is actually a rich source of vitamin C but the peel is an even a better source.



Many professionals and restaurants use the entire lemon and nothing is wasted. Here's a tip to remember after you juice a lemon. Place it in the freezer, and once it is frozen, grate the whole lemon and sprinkle the bits over your favourite foods to add a little more taste.

Luncheon Meeting

The fall luncheon meeting is scheduled for October 16. Once again, be prepared to enjoy a fantastic meal served by the staff at ANAF Legion at 3584 Portage Avenue.

We will also have elections for the 2013 executive committee. If you

know someone who is interested in running for the committee, call Carol at the union office (204-786-5055 or 1-888-832-9832) by the first week in October.

The cost for the luncheon is \$6 each for dues-paying members and spouses or \$9 for non-members.

Watch for your invitation to the luncheon in the mail, which will also include your renewal membership form for the upcoming year.

REMINDER

For those of you going on the casino trip to Thief River Falls (September 5 to 7), remember you will need your passport or an enhanced driver's licence. You will not be able to get across the border without proper identification.

South Beach Casino

There has been a lot of interest from the members asking if there is going to be another day trip to the South Beach Casino.

The executives of the retirees' club have decided to offer a one-day trip to South Beach similar to the one last year. It will probably be sometime in February or March.

Watch for the full detail in an upcoming issue of UNION.

Local 832 raises \$26,000 for leukemia and lymphoma

The annual charity golf tournament by UFCW Local 832 this year raised \$26,000 for The Leukemia & Lymphoma Society to help with research. While the rain held off for most of the day, over 100 golfers made it through the 18 holes in time for dinner and draw prizes.

The local would like to **thank all of the hole sponsors, companies that made donations for the fundraiser and The Links at Quarry Oaks for hosting our event.**



Safeway members Greg Pidhirniak, Rich Stifter, Richard Bray and Tony Delahaye



Hole-in-one sponsors Pembina Dodge Chrysler Group



Winner of putting contest, Sun Gro member Tom Biebrich receiving his prize from executive assistant to the president Marie Buchan.

Compensation for participation.

UFCW supports Queen's University study.

Queen's School of Business has asked UFCW for help in getting volunteers to complete surveys for a two-part study.

Specifically, Queen's is conducting research that examines how being exposed to the mistreatment of male employees, by their peers, affects those who observe this mistreatment psychologically, physically and job outcomes. This research has been granted clearance by Queen's University General Research Ethics Board.

The university needs to send out two online or paper-and-pencil surveys (whichever is more feasible) to at least 500 male and female employees. Each survey takes approximately 20 minutes to complete, and will

be sent out four months apart. They would like to send out the first survey this month and second survey out in January 2013. For your participation, you have a chance to win a prize draw (e.g. an Apple iPad) or cash incentives (e.g. gift card).

For full details or to register as a participant contact:

Angela Dionisi at

adionisi@business.queensu.ca, (613) 888-4594; or

Dr. Julian Barling at

jbarling@business.queensu.ca, (613) 533-2477



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