



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

NOVEMBER 2011



LOCKED OUT

Granny's Poultry Hatchery Members
Stand Up To Granny's Poultry

Members step up in election win

NDP earn 37 seats in recent election.

On October 4, Manitobans headed to the polls with one question, “Do we keep a good thing going, or do we change for something unproven?” While each party has its dedicated support base to count on, this election saw a larger than normal percentage of undecided voters as it was getting closer to the election date. Even after countless polls and debates, a clear winner wasn’t predicted. The one thing everyone could agree on was this election was going to be closer than in years past and it would come down to how each campaign ran their election day of getting their supporters out to vote.

While the NDP might not have wealthy financial supporters like the conservatives, it does have an army of supporters who will give up evenings, weekends, and election days to help candidates throughout the province. The local has a policy to look at



all the platforms of all the parties as well as its track record. When this is done, it is clear the NDP is the best party for Manitobans

and why the union recommended them and asked you to vote for them.

After talking about the importance of getting politically active to our members over the past few years, I am very happy to see many of you going out of your comfort zone to assist the NDP candidates. With strict election laws in place, unions and corporations cannot pay for time-off, as they have been able to in the past for members to help on campaigns. Members had to donate voluntarily their time, and they did. We had members helping out in Southdale, Seine River, St. James, Brandon, Kirkfield Park, Kildonan, Point Douglas to name a few. Our members were there to drop leaflets, knock on doors to canvass support, or help on Election Day, making sure those voters cast a ballot.

Before we bask in the orange glow surrounding our province, we have to remember that there is still more to do. Strengthening protection for our security guards, ensuring arbitrations that go before the labour board are not delayed, and that continued improvements to health and safety so every worker in our province makes it home safe from work are at the top of our list.

In solidarity,

A handwritten signature in blue ink that reads "Robert D. Ziegler". The signature is written in a cursive, flowing style.

Robert D. Ziegler
President
UFCW Local 832



Premier Greg Selinger with his family on election night.



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Winnipeg

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

Brandon

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

Thompson

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

Training Centres

880 Portage Avenue
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Health and Safety Resource Personnel: Guy Sylvestre

Legal Counsel: Debra Malmquist, Garry Bergeron

Education and Training: Heather Grant-Jury

Workers Compensation/Safety and Health : Rob Hilliard

Organizing: Sonia Taylor

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

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Youth Internship Program 2011

UFCW Local 832 sends six members to weeklong conference.

Submitted by Gabriel Bako, Safeway #791

I was pleased when UFCW asked me to help facilitate this year's National Youth Internship Program (YIP) held in Gimli at the Lakeview Resort & Conference Centre. National representative Lily Olsen and I instructed the young activists in attendance from locals in Manitoba and Saskatchewan. Through multimedia and open class discussions, the weeklong conference covered union history, grievance procedure, globalization, political structure, and how politics affect young workers. YIP prepares young activists to become stronger advocates in their union and communities.

Besides me, Local 832 sponsored six other participants - Matthew Antosh (Superstore 1506), Gatlin Gass (Granny's Poultry), Ryan Giesbrecht (Safeway Gas Bar #701), Matthew

Krysowaty (Brewers Distributors), Jordan Reardon-Smith (Integrated Messaging) and Naemi Wiens (The Fairmont hotel).

The conference had several speakers who provided insights on the elections. The speakers discussed the importance of looking at labour friendly MLAs and parties. The most notable speaker was Provincial Minister of Justice and Minto MLA, Andrew Swan. Local 832 President Robert Zielger, as well as union reps, Phil Kraychuk and Kim Ferris, attended to answer any questions about the union.

As a participant in 2010 YIP, I can attest that this is a one of a kind program. It is a positive learning experience in an atmosphere geared for young people. At the end of the week, participants leave with the understanding that they are tomorrow's



labour workforce, labour activists, and next generation of politicians.

If you are a young member (under 30 years of age) and want to get more involved in your union, contact Kim Ferris at the local. You can reach her at 786-5055 or 1-888-832-9832. For more information on YIP, visit www.UFCW.ca/youth.

Labour and government pull for a good cause



Representatives from various labour groups, including Local 832, and MLAs joined together to raise money for a good cause in the "Plane Pull", which took place on September 16. UFCW Local 832 is a proud supporter of the United Way and is once again on board to opening doors to a brighter future for Manitobans.

A swimmer wearing a black swim cap and goggles is swimming in a pool. The water is blue and splashing around the swimmer.

GET IN SHAPE IN 2012

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

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

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

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

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

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

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

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

**Send form and cheque made out to
UFCW Local 832 by December 23.**

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

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

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



Welcome to the newest shop stewards

UKRAINIAN FARMERS CO-OP

Donna Knowles

SODEXO

Leaja Nichol

GRANNY'S POULTRY

Charlene Hudson

ARCTIC CO-OP

Rhea Bartsch

INSPYRE SOULTIONS

Ann Schimanowsky

UNICITY TAXI

Miles McDonald — Supervisors

GENERAL MILLS

Michel Moiny

SAFEWAY

Colleen Carriere — Store 719

Rashida Khan — Store 712

Angelo Santilli — Store 714

GILLAM CO-OP

Sarah Strome

MAPLE LEAF CONSUMER FOODS

Fred Morrison - Lagimodiere

Ryan Mosher - Lagimodiere

Glenn Sinclair - Lagimodiere

Brandon Plant

Peter deGekder — Hog Kill

Kenia Gutierrez — Hog Kill

Wilmer Gutierrez — Packaging

Girum Kesete — Hog Kill

Michael Macaulay — Rails

Margaret (Ann) McLellan — Hog Cut

Rodolfo Molina — Hog Cut

Mohanraj Ponraj — Maintenance

Marco Quintero — Hog Kill

Joseph Stephani — Hog Kill

Mitchell Vermeylen — Packaging

Qiang (Tony) Wang — Hog Cut

Ke (Jack) Xie — Hog Cut

LUCERNE

Brad Siemens

VALLEYVIEW CO-OP

Darcy Rollo

TOWN OF VIRDEN

Ingrid Wilkinson

WRHA - PHARMACY

Tania Altomare — Grace Hospital

THE FAIRMONT

Sandra Andrade

SYSCO

Sandy Barylski — Warehouse

Peter Hildebrand — Warehouse

Jason Jansen — Warehouse

PEPSI

Matthew Spiers — Winnipeg

BUNGE FOODS

William Cowan, Jr.

WESTFAIR

Matthew Antosh — Superstore 1506

Mike Ferens — Superstore 1506

RETIRES' CLUB!

Retirees kick it up a notch

Good music, good turnout, good food.

At the annual fall luncheon/meeting, held on October 11 at the ANAF Legion — 3584 Portage Avenue in Winnipeg — the UFCW Local 832 Retirees' Club got treated to more than a great meal. Instead of an informative guest speaker as per the norm, the club invited the South Glen Fiddlers, who entertained the group with old time music. There were a few souls who got up and kicked up their heels.

Winners for all the different draws and door prizes were Louis Pellana, Rodger Morier, Karl Piehl, Joan Dudas, Bill Brechka, Robert Carlson, Nick Dudar, Julian Garski, Stella Magadzia (who was lucky enough to win twice), Linda Tesoro, Linda Clare, Dave Sigurdson, and Bruce Kinnear. Juliu Galambos donated two of his home-built birdhouses as door prizes and they were won by Art Zaluski and Bob Whittle.

The bus going to the Seven Clans casino in Thief River Falls, Minnesota was packed to capacity. It left on September 21 with the fun and winning starting almost immediately. There were games on the bus and the club gave out lots of money and prizes while travelling down the highway. Once the group arrived at the casino, the winning and excitement continued

right through to September 23, when the troops returned back to Winnipeg.

If anyone would like a copy of the group photo from the casino trip, call Armand at 832-1211.

Since the excursion was so enjoyable, the club will look at doing a day trip to South Beach in February or March. If you are interested in going to South Beach, call Joan at (204) 422-6670 and let her know. Once a date is cemented, watch for details in an upcoming issue of UNION.



We're off, let the fun begin! Standing are retirees' executive board members, Lila Hornby (front) and Joan Dudas.

Westfair takes its lumps

Company to play by the rules.

In late 2010, Westfair paid out lump sum payments to various employees. As per the collective agreement, the company was to pay these amounts solely to employees who were above the wage grid set out in the agreement. Specifically, the company was to pay lump sum payments to above-scale employees in lieu of a wage increase. However, Westfair improperly paid out amounts to approximately 180 employees who were not entitled to a lump sum payment. The improper payouts ranged from a few hundred dollars to over a thousand dollars.

When the employer discovered its mistake, it unilaterally decided to claw back these amounts from the employees' next paycheques. This resulted in some of them receiving very little, if anything, on their next paycheque.

The union grieved the issue, but, essentially, the damage had already been done. By the time it came to the rep's attention,

Westfair had gotten its money back. *The Employment Standards Code* is clear in that an employer can request overpayments back from employees; however, the employer must follow the proper procedure. It was the union's opinion that the manner in which the employer retrieved the overpayments was inappropriate and onerous on the employees affected. The union proceeded through the steps of the grievance procedure and forwarded the grievance to arbitration.

Because the union filed a grievance, the Minutes of Settlement state, on a go forward basis, Westfair is to follow the procedure of retrieving payroll errors and overpayments as set out in *The Employment Standards Code*. The approach varies from individual to individual depending on how much the employee makes, but an employer cannot take back an amount greater than 30 per cent of an employee's pay at any one time unless specifically agreed to by the employee.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel

It is the duty of both employees and employers to check for payroll errors, therefore, employees should always review their paycheques for mistakes. If you suspect an overpayment, you should immediately advise the employer, as opposed to running out and spending the windfall. Remember, if the employer makes a mistake, they are entitled to get their money back.

Federated Co-op member granted stat pay

Union's involvement successful in resolve of grievance.

An employee at Federated Co-op took a Family Responsibility leave day during the week that the Good Friday statutory holiday occurred. Upon reviewing his next pay cheque, he realized the company had not paid him for the Good Friday statutory holiday. When he asked management why, management said that as per the collective agreement, the employer was not obligated to pay him because he did not work the full week in which the statutory holiday occurred.

The collective agreement article 19.06 states, "In order for any employee to receive general holiday pay, the employee must have worked their full regular assigned weekly hours for the week in which holidays, a holiday, or portion of a holiday occur, except for bona fide illness. Vacation shall not disqualify an employee."

Article 19.07 goes on to say, "It is understood that an employee on leave of absence granted by the Co-operative, at the request of the employee, shall not qualify for general holidays with pay."

Federated Co-op took the position that Family Responsibility leave was included in 'leave of absence' mentioned in article 19.07

of the agreement, and therefore, did not have to pay the employee for the statutory holiday. The union disagreed and filed a grievance on the employee's behalf.

UFCW Local 832's legal counsel reviewed *The Employment Standards Code* and related case law and concluded that an employee should not be disqualified from general holiday pay if they took a Family Responsibility leave day. The *Act* says an employee is not to be adversely affected for taking the leave. The *Act* also states that if the leave is one that the employee is entitled to, then the employee is eligible for the stat pay.

Furthermore, the terms of the collective agreement that the employer was relying on, to deny the pay, had been negotiated prior to the introduction of the Family Responsibility leave in *The Employment Standards Code*. Therefore, it was the union's position that *The Employment Standards Code* took precedence over the collective agreement in a case such as this.

After proceeding through various stages of the grievance procedure Federated eventually agreed with the union's position, and paid the grievor for the lost holiday pay.

CLC camp enlightening for kids

Participants included children of Local 832 members.

The Canadian Labour Congress (CLC) holds a camp for young people, 10 to 15 years old, each year. The weeklong camp focuses on issues relevant to today's youth and addresses challenges they are facing, including social justice and equality issues. One of the highlights of the week is Cultural Day.

This year's Cultural Day speaker was our own Lin Lin, Westman Training Coordinator. Lin and her husband Mark immigrated to Canada five years ago from Tianjin, China. They spoke to the group about the history of China, what it is like growing up there, the cultural differences between Canada and China and ended their presentation with questions from the group.

"We had a good time talking to them and they had some really good questions about the history of China," said Lin. "We told them about growing up in China and how there were no camps for young people.

Mark showed them a game we played when we were young called kicking shuttlecock. A shuttlecock is a coin wrapped in cloth with some feathers inserted through a hole to slow it down as it descends and players kick it with their inner ankle, either by themselves or to other players. It was an interesting experience for us; I think we learned as much as the kids did."

The CLC held its camp this year at Clear Lake. Of the 57 young people that attended, seven were children of UFCW members.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education
Director

Training Centre Notes and Nods...

- All three training centres are closed for Remembrance Day on Friday, November 11.
- You can still register for English as an additional language classes (EAL).
- Planning for the 2012 schedule is underway. Let us know if you have a course idea.
- Please support the United Way campaign in your workplace. Thanks to all who have contributed so far.
- The *Training Centre Builds Skills for the Future*.

Expanding your opportunities

Grade 12 Mature Student Diploma Programs

Term two for the Grade 12 mature student diploma program begins in February of 2012. Registration has started and classes are filling fast, so call today to register and confirm your spot.

In Winnipeg, call Ans Norman at 775-8329 or toll-free at 1-877-775-8329.

In Brandon and Neepawa, call Sylvia at Assiniboine Community College at 725-8735 or toll-free at 1-800-862-6307.

New Shop Steward Course

The union has added a new shop steward workshop, called Organizing, to its level two shop steward diploma program. The course will run for the first time this month at the Winnipeg training centre on November 16 and 17.

If you are interested in attending, please call your union representative to let him or her know you are interested.

Northern Members

Two health and safety courses ran in Dauphin last month — WHMIS on October 25 and Violence/Stress on October 26 and 27. Aboriginal Awareness is running in Thompson on November 2 and 3.

Brandon Training Centre Opens This Month

Our new training centre in Brandon officially opened on Saturday, October 29. All training classes scheduled in Brandon will take place at the new centre, which is located at 530 Richmond Avenue East.

We look forward to seeing you there.

Upcoming Training Year

The training centre is looking for new courses to add to the 2012 training schedule. Let us know what you would like to see offered. This is your training centre and your input is important to us.

If you have an idea or suggestion, call us at 775-8329 or toll-free at 1-877-775-8329 and share your thoughts.

Aiming for safer workplaces

Health and safety committees to conduct job hazard analysis in coming months.

HEALTH & SAFETY

As part of Local 832's commitment to continue to work closely with the workplace health and safety committees, the union will be asking the committees to conduct some job hazard analysis at its various units. Member involvement is very helpful in reducing injuries at work and improving your quality of life. Before this takes place, however, the union feels it is important for you, as members, to understand and recognize the hazards in the work that you do. The five most common problem areas are: ergonomics, musculoskeletal, psychological-social, biological, and chemical.

Ergonomic Hazards

Ergonomic hazards occur when the type of work, body position and working conditions put strain on your body. They are the hardest to spot as you don't always notice the strain on your body immediately or the harm these hazards pose. Short-term exposure may result in "sore muscles" the next day or in the days following exposure, but long-term exposure can result in serious lasting injuries. Ergonomic hazards include:

- Poor lighting
- Improperly adjusted workstations and chairs
- Awkward or repetitive movement
- Frequent lifting or having to use too much force
- Poor posture

Musculoskeletal Injury (MSI)

The Occupational Health and Safety Regulation defines musculoskeletal injury (MSI) as an injury or disorder of the muscles, tendons, ligaments, joints, nerves, blood vessels or related soft tissue including a sprain, strain and inflammation, that may be caused or aggravated by work.

Physical hazards are the most common form of MSI and are present in most workplaces. They include unsafe conditions that can cause injury, illness or even death. They are the easiest to spot but, sadly, are often overlooked because the hazards are familiar and 'normal'. Examples of physical hazards include:

- Electrical—frayed cords, missing ground pins, improper wiring
- Unguarded machinery and moving machinery parts—guards removed or moving parts that a worker can accidentally touch
- Constant loud noise
- High exposure to sunlight/ultraviolet rays, heat or cold
- Working from heights—ladders, scaffolds, roofs, etc,
- Working with mobile equipment such as fork lifts
- Spills on floors or blocked aisle or cords running across the floor.

Psychological-Social Hazards

Examples of organizations which can have an adverse impact on workers psychologically include: hospitals, nursing homes, factories/warehouses, and security companies. Why?

Normally in these places there is little decision-making latitude, excessive job demands, role ambiguity, poor management ability, inadequate resources, and shiftwork. Rotating shifts and night work can have a negative impact on general well-being and performance because of the constant disruption of an individual's biological clock. Shiftwork can also negatively

affect workers' social roles. Combative patients, terminally-ill patients, and coworkers or managers are also stressors.

Biological Hazards

These hazards come from working with animals, people or infectious plant materials. People most common to come into contact with biological hazards work in areas such as packing houses, manufacturing plants, hotel laundry and room cleaning, laboratories, day cares, hospitals and nursing homes. The type of things you may be exposed to include:

Blood or other body fluids

Fungi

Bacteria and viruses

Plants

Animal and bird droppings

Insect bites

Chemical Hazards

Chemical hazards are present when a worker is exposed to any chemical preparation in the workplace in any form (solid, liquid or gas). Some are safer than others, but some workers who are more sensitive to chemicals, even common solutions can cause illness, skin irritation or breathing problems.

Beware of:

- liquids like cleaning products, paints, acids, solvents especially chemicals in an unlabelled container
- vapours and fumes
- gases like acetylene, propane, carbon monoxide and helium
- flammable materials like gasoline, solvents and explosive chemicals.

By working together we can make a safer tomorrow. If you spot a health and safety issue, speak to one of your committee members or call your union rep. If it is a serious incident, injury or fatality, call the Workplace Safety Health Division at (204) 945-3446 or toll-free 1-866-888-8186. After hours you can call (204) 945-0581.



Who's the rotten egg? Granny's Hatchery members steadfast after lockout.



After six weeks of bargaining and with the company yet even to offer the same wage increase as it gave to its union members at the Granny's plant in Blumenort; on September 28, UFCW Local 832 members working at Granny's Hatchery rejected the company's last offer and voted in favour of a strike mandate. Negotiations continued on September 29 and 30, and the union negotiating committee hoped the parties would reach a tentative agreement during these talks.

The existing agreement expired at midnight on October 3. When the contract deadline came, the union notified the company that it was prepared to continue negotiating and even offered to forego a strike or lockout by having a government appointed arbitrator impose the last few outstanding issues.

Tactlessly, Granny's indicated it was not interested in bargaining any further and that it would be locking out its employees on October 4, effective at 6 a.m. Clearly, the company was not interested in getting a deal; they just wanted a picket line. The company had floodlights installed on its property in

advance and had hired a security company that is videotaping our members on the line. It is obvious that the company planned to lock out its employees all along.

Granny's is using scabs and managers to try to keep the hatchery running. The members remain steadfast even though management is treating them with disrespect on the line on a daily basis. The union has called the police a few times to deal with some of the scabs driving through the line and putting the members at risk.

The earliest the union can apply to the province for "Alternative Dispute Resolution" is December 4. The local is encouraging you to show your support for your locked out brothers and sister by visiting the picket line at 750 Pandora Avenue East. Hear for yourself what the issues in this dispute really are.

UFCW Local 832 members at the Transcona hatchery are responsible for hatching eggs into chicks, which are supplied to Granny's producers.



MFL President Kevin Rebeck and its labour special project coordinator, Jean-Guy Bourgeois, walk the line in support of hatchery members.

Members at Visions Profit

More money and less hours to work for overtime pay.

CARE

Beginning this month members at Visions of Independence will start profiting from new wording in their recently ratified collective agreement regarding overtime pay. Also contained in the new union contract is wage rate increases for the employees in excess of the government funding. Salaries for members working at Visions are now more competitive with other agencies in the field.

Effective November 1, the employer must pay overtime to an employee who works in excess of his or her scheduled shift or if they work more than 80 hours in a bi-weekly pay period. Previously, overtime did not kick in for the members until they worked 320 hours in an eight-week period or in excess of his or her scheduled shift.

Prior to being unionized, Visions had applied for, and been granted, a waiver from Manitoba Employment Standards that allowed the company to calculate overtime differently than what is stated in the laws.

The overtime rate at Visions is time and one-half and it is your responsibility to make sure the company is paying you correctly.

If you have any questions regarding overtime, or any other clause in your collective agreement, contact your union rep. The union representative assigned to assisting members at Visions of Independence is Kim Ferris. You can reach Kim at 786-5055, toll-free-1-888-832-9832, or via e-mail at kim.ferris@ufcw832.com.

Northern negotiations gearing up with BRHA

Proposal meetings scheduled this month.

The collective bargaining agreement with the Burntwood Regional Health Authority (BRHA) expires on March 31, 2012. The BRHA is responsible for the operation and administration of facility and community based health programs and services at a regional level within the Burntwood Region of Manitoba.

Local 832 represents members who are part of the BRHA at the Thompson Hospital, Northern Spirit Manor, Acquired Brain Injury Unit, Burntwood Community Health Resource Centre, Leaf Rapids Health Centre, Lynn Lake Hospital, and Gillam Hospital.

To ensure negotiations begin as early as possible in the New Year, and in accordance with Local 832's negotiations process, the union has scheduled proposal meetings as follows:

THOMPSON

Sunday, November 6 — 7 p.m.
Meridian Hotel

LEAF RAPIDS

Monday, November 7 — 12 noon
Leaf Rapids Health Centre

LYNN LAKE

Monday, November 7 — 6:30 p.m.
The Bronx

GILLAM

Tuesday, November 15 — 7 p.m.
Rec Centre

Proposal meetings give you, the member, a chance to let the union know what you would like to see changed or added in your new agreement. Michelle Masserey, full-time negotiator for the union, will head up the union's negotiating committee. Northern union representative Blair Hudson will also

form part of the bargaining committee and the selection of the remaining committee members from the various communities and worksites will take place at the meetings listed above.

The union encourages you to bring your ideas to your proposal meeting and let your voice be heard. If you have any questions or concerns, contact Blair at 778-7108 (1-800-290-2608).

Tentative deal reached at FASD Life's Journey

Ratification vote set for November 1.

Local 832 is pleased to report that the union and company negotiating committees reached a tentative agreement on October 7. The new deal provides reasonable improvements to wages, benefits, and other terms of employment.

The union has now scheduled ratification meetings for **Tuesday, November 1, at 9 a.m., 12 noon or 5 p.m.** (only required to attend one) at the

Canad Inn - Polo Park, 1405 St. Matthews Avenue.

At the meeting, the union negotiating committee will provide you with a summary of negotiations and all the details of the settlement prior to you casting your vote. The committee is unanimously recommending acceptance of the new collective agreement. The ballots will be counted at the end of the last meeting.

The chill is in the air

Winter wear should now be available at all sites.

As per the collective agreement, your employer must provide officers, who are required (as part of their normal duties) to spend time outside, with the basic outerwear needed to protect them. Basic outerwear will consist of raincoats (available 12 months of the year) and winter parkas—to be at all sites by October 1 each year. Unless required by the client, or due to working conditions on a site, raincoats and parkas will be issued to the site and not to individual officers.

The employer may also issue head wear or other garments as needed. If an employer

does not provide you with head apparel or other garments, then you are responsible for ensuring that you are protected from the weather. If you are going to wear your own items, they need to be a basic solid colour that will match your uniform or all black and should only be worn when needed and not for your entire shift. You are not allowed to wear anything with logos, words or other extras.

The union advises you that your employer could possibly discipline you for wearing inappropriate clothing. The Justice Department can also fine you and the company for not

being uniformed properly. In Manitoba, security officers must at all times be clearly identified as security officers and by company—that means that you must wear the crested or marked uniform/garments provided by the employer while on duty.

If you have questions or feel that your site requires additional outerwear or different uniform garments to protect you from the weather, contact a worker rep from your health and safety committee, a shop steward or your union representative Harry Mesman. Harry can be reached at 786-5055.

Manitoba laws protect you

Health and safety committee in place at your workplace.

Recently, the union has received several phone calls from security officers who have been injured on the job and are not sure what to do. In Manitoba, the law requires an employer with more than 20 staff members to have an effective joint health and safety committee, which is made up of half management and half worker representatives. Part of the duties of the committee is to investigate and discuss all incidents, injuries and near misses that occur at the workplace. This means that you need to make sure you are reporting all incidents, injuries and near misses to your employer and the joint health and safety committee.

It is essential to report ALL incidents — even if you think it is a minor one and do not need medical attention. You should also fill out a WCB “Notice of Injury” form and provide the green copy to your employer and retain the yellow copy for your personal records. This form is for your purposes only. Do not send a copy to the workers compensation board. Sometimes what seems minor at the time can become problematic later and this form is your recourse.

However, if you need medical attention and/or will be off work because of the injury; be sure to tell your doctor it was a workplace accident. This way, the physician will fill out the proper paperwork required for WCB. Make sure you report your workplace accident to WCB as soon as possible. You can call in an incident 24-hours a day, seven days a week by dialing 954-4922 or toll-free 1-800-362-3340 from outside the city.

Legislation also requires your employer to display a list of the names and contact information for all members on the workplace safety and health committee. The list must be posted in a highly visible place and accessible to all employees at work.

If someone tries to convince you not to report your injury to WCB or if the company has not posted the names and contact information of the committee members, call your union representative immediately. You can direct any health and safety related question or concern to a worker representative from the joint health and safety committee, a shop steward, or your union rep Harry Mesman.

Dental plan

What’s my coverage?

If your employer pays into the MFCW dental plan, you are entitled to dental benefits, such as 90 per cent for basic services, 80 per cent for major dental work and 60 per cent for orthodontics. However, it is always a good idea to call the **dental plan (982-6024 or 1-800-952-9932)** before going to the dentist to check your coverage. You don’t want to get caught paying an unnecessary bill.

Remember, if you take a leave of absence or have not received hours for an extended period of time, this does affect your coverage. So, sometimes you may have to wait two to four months for your dental benefits to commence or restart. The objective of the dental plan is to provide you with the best possible dental care. It is up to you to know and understand your eligibility.

Safeway's newest store in Winnipeg 'leads' the way

First LEED-certifiable store opens at River East Plaza on Henderson Highway. Approximately 100 more union members hired.

Canada Safeway has built its initial LEED silver certifiable store in Winnipeg, which opened its doors in September at River East Plaza on Henderson Highway. Leadership in Energy and Environmental Design (LEED) is an internationally recognized green building in design, construction, and operations. LEED recognizes performance in key areas such as;

- water efficiency
- energy efficiency
- materials selection
- indoor environmental quality

John Graham, Safeway's director of public affairs, said, "We believe the energy savings and the ability to do better by the world we live in are certainly important. We will use this store as a template for future stores."

This new 49,000 square foot LEED silver certifiable store uses no chlorofluorocarbons (CFC) refrigerants (actually Safeway has used zero ozone depletion refrigerants since 1995), contains almost 35 per cent less copper piping, has a high efficiency heating and cooling systems, embraces drought tolerant native plants that require little or no irrigation, exterior lighting that minimizes light pollution and has a white roofing membrane, which reduces heat buildup and decreases cooling requirements. As well, features an expanded deli, bakery, organics section, healthy options with hot and cold restaurant-quality items, a variety of products for all shoppers, a Starbucks, plus a private



New Safeway store 334 at River East Plaza. Standing (l to r) servicing union rep, Phil Kraychuck; Safeway labour relations rep, Sean Naldrett, and union rep, Mike Howden.

consultation area in the pharmacy for personal conversations with the pharmacists.

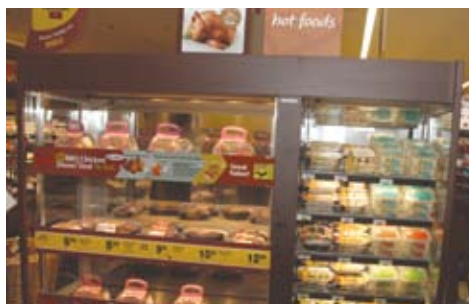
Safeway was a forerunner in providing in-store pharmacies, floral departments as well as introducing its 'Lifestyle' stores, which offer on-the-go customers everything they want in one place—great product selection and knowledgeable staff. Safeway is now a pioneer of its new direction, LEED-certifiable stores.

About 100 new union members were hired for the opening of this new store. UFCW Local 832 represents over 3,100 workers at 33 Safeway stores province-wide. It unionized its first Safeway store in Manitoba in 1944. Since then Safeway introduced an employee retirement program for its staff,

established employee training and promotion, developed health and welfare plans, have scheduled wage increases plus many other benefits that have been gained for the members in various negotiations throughout the years.

"As Safeway keeps pioneering into new areas, we must keep supporting the needs of our membership," said Local 832 President Robert Ziegler. "The union continues to lead the way in bettering our members' lives."

Assisting the union members at Store 334, is union representative, Phil Kraychuk. Presently, Darlene Dolinski, is also there to help out the members. If you are interested in becoming a shop steward, full training is provided, contact your union rep.



Saving you money!

As a member of UFCW Local 832, you are entitled to excellent discounts on numerous goods and services. The key to obtaining these discounts is showing your union membership card.

Below is a list of some of the special offers available to you. It is a good idea to call ahead to ensure that you and the benefit provider understand the terms of the transaction, so there are no misunderstandings on what discount/service you will be receiving.

Union Members' Mortgage Planning Team

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

Visions Electronics

At Visions purchase TVs, VCRs, camcorders, as well as home, car and portable audio equipment from 5 to 10% over cost. To obtain the special UFCW price, ask for the store manager at the following locations:

Winnipeg

- 1680 Pembina Highway
- 1130 St. James Street
- 1510 Regent Avenue

Brandon

- 1120 Highland Avenue

UFCW MasterCard

Show your pride—carry the card! Build the MasterCard that is right for you. Four reward program options allow you to tailor the card to your needs. To apply or for information call 1-800-263-2263 or visit www.union-savings.ca.

PowerUp Computers

At PowerUp Computers save 10% off complete computer systems and 5% off hardware and software purchased separately. 1119 Corydon Avenue. Phone 453-0638 or e-mail sales@powerup.ca.

Autopac Write-offs

If Autopac says your car or truck is a write-off, call Brad Pallen at 284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your vehicle's actual cash value and give you free consultation as to what your options are. If arbitration is required, you pay only \$250 in arbitration costs—a savings of \$50.

Eye Outfitters

Local 832 members receive 20% off complete pairs of prescription glasses and 10% off contact lenses. 1100 Richmond Avenue, Brandon, call 725-0943.

Kang's Taekwondo Academy

Two months Taekwondo memberships & uniform for one \$99. Phone 997-0261. Locations:

- 435 Cumberland Street, Winnipeg
- Notre Dame De Parish, 1282A Dawson Road, Lorette

The Fairmont/The Velvet Glove

UFCW members receive special room rates at The Fairmont Winnipeg. For a moderate room single/double occupancy pay only:

- \$165 Sunday - Thursday
- \$130 Friday/Saturday

To obtain these special rates call 957-1350 or 1-888-974-7666 and identify yourself as a UFCW member. At **The Velvet Glove** receive 10% off on all food and beverage. Some conditions apply.

Eyewear

WINNIPEG

Receive 20% off regular priced prescription eyeglasses, sunglasses or contact lenses at:

- **The Bay downtown (783-2112)**

BRANDON

20% off regular price on all prescription eyewear.

Scotia Optical

(727-3661) 708 - 10th Street.

THOMPSON

25% off regular price on all prescription eyewear.

City Vision Opticians (677-2020) Thompson Plaza.

Wilder, Wilder & Langtry

Members can save big on legal services from Joe Wilder. If you are looking for a lawyer to help you with wills, real estate, family law or immigration contact Joe at (204) 947-1456. Make sure you let him know you are a UFCW Local 832 member to receive the special rate.

Natural Wellness Chiropractic Centre

Receive 30% off chiropractic care and wellness plans offered by Dr. Robert Stitt, D.C.. He is skilled at helping you with work-related injuries, headaches, neck and back pain and herniated discs. Call (204) 783-1880 to book your assessment. Their office is located at 912 Portage Avenue in Winnipeg.

RRSP for Local 832 Members

The UFCW Local 832 RRSP offers members the choice of four investment options with better than average returns. To enroll in the RRSP program contact Laura Mellon at 204-926-8335.

Polo Park Hearing Centre

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

CDT Production Group Inc.

At CDT Production Group, receive 15% off: TV & film production, commercials, studio production, MC services, multi-media, event management, virtual business cards, and audio production. Plus receive 20% off all music packages and 5% off lighting packages.

Call 338-3459 or e-mail cdtgroup@shaw.ca
Your entertainment source!

Kurio Studio & Gallery

Enjoy a \$50 product credit with the booking of any portrait photography session including personal, family, couples, maternity and high school senior portrait sessions. Members also receive a 10% discount on all wedding photography services and they have completely customized packages to meet your needs and to suit all budgets.

Kurio Studio also provides personal and heirloom custom book design services. Our professionally designed, bookstore quality custom books make for unique gifts and a fabulous way to preserve your life's most important moments. Members receive a 10% discount on all custom book design services. For more information visit

www.kuriostudio.blogspot.com or phone Alix at 204-791-5734.

Marlin Travel Polo Park

Marlin Travel Polo Park believes you need a vacation! 5% discount on select packages (Air & Hotel) with these suppliers: Trafalgar, Globus and Westjet Vacations. Contact Rosa Bertone at rosa.bertone@marlintravel.ca or call her (204) 944-7874. Earn Air Miles on your reservation.

Iron Fist

At Iron Fist receive 20% off a one-year membership. Plus 25% off women's self-defence course. Phone 231-3633. Locations:

- 1851 Portage Avenue
- 675 Archibald Street

Celebrations Dinner Theatre

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn - 1824 Pembina Highway. Call 982-8282 for reservations

Bridgeview Bed & Breakfast

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a 5% discount during the snowmobile season. Call Louise at 204-482-7892 or www.bridgeviewretreat.com.

Dawn Foods

As a Local 832 member, receive a 10% discount on all cakes and products sold at Dawn Foods—55 Plymouth Street. Open Monday - Friday from 10 a.m. to 5 p.m. and Saturday from 10 a.m. to 4 p.m.

MEMBERSHIP DISCOUNTS

Hy-Wire Zip Adventures

Come and take the plunge, with a 150-foot drop, zipping across the trees in the scenic Pembina Valley. This is a 2-hour adventure on five different cables ranging from 500 to 1,000 feet. There are also hiking trails and five un-serviced campsites available. Hy-Wire is offering UFCW members 10% off the regular price for zipping along on this extreme adventure. To book your expedition or to find out more about zip lining or the hiking trails and campsites, go to Hy-Wire's website at www.hywirezipline.ca or e-mail hywireziplineadventures@hotmail.com.

Phoenix Real Estate

Call Jennifer Okaluk at 771-0981 and receive:

- \$150 cash back on the completed sale of a home or condo
- Up to 20% off legal fees
- Access to the best mortgage rates.

Gerry Gordon's Mazda

UFCW Local 832 Members receive:

- Preferred pricing on new and used vehicles.
- First 4 oil and filter changes FREE
- Complementary gas card with every purchase
- 15% off all parts, extended warranties, body work and accessories.

Contact Antonio at 475-3982 for more information.

Dufresne Home Centre Savings

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

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

General Paints

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

BRANDON:

1124 18th Street 727-0295

WINNIPEG:

1045 St. James Street 982-6300

1094 Nairn Avenue 982-6330

1-140 Meadowood Drive 982-6320

FOR ALL MEMBERSHIP DISCOUNTS VISIT:

www.ufcw832.com/discounts

2011 UFCW CANADA MIGRANT WORKERS

SCHOLARSHIPS

Education Has No Borders



*Jinnel Lewis
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*Mark Buenaventura
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*Nancy Sanchez Martinez
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*Walter Alexander
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Colombia*

Each scholarship is in the amount of \$500 CDN

For an application and more information visit

www.ufcw.ca

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