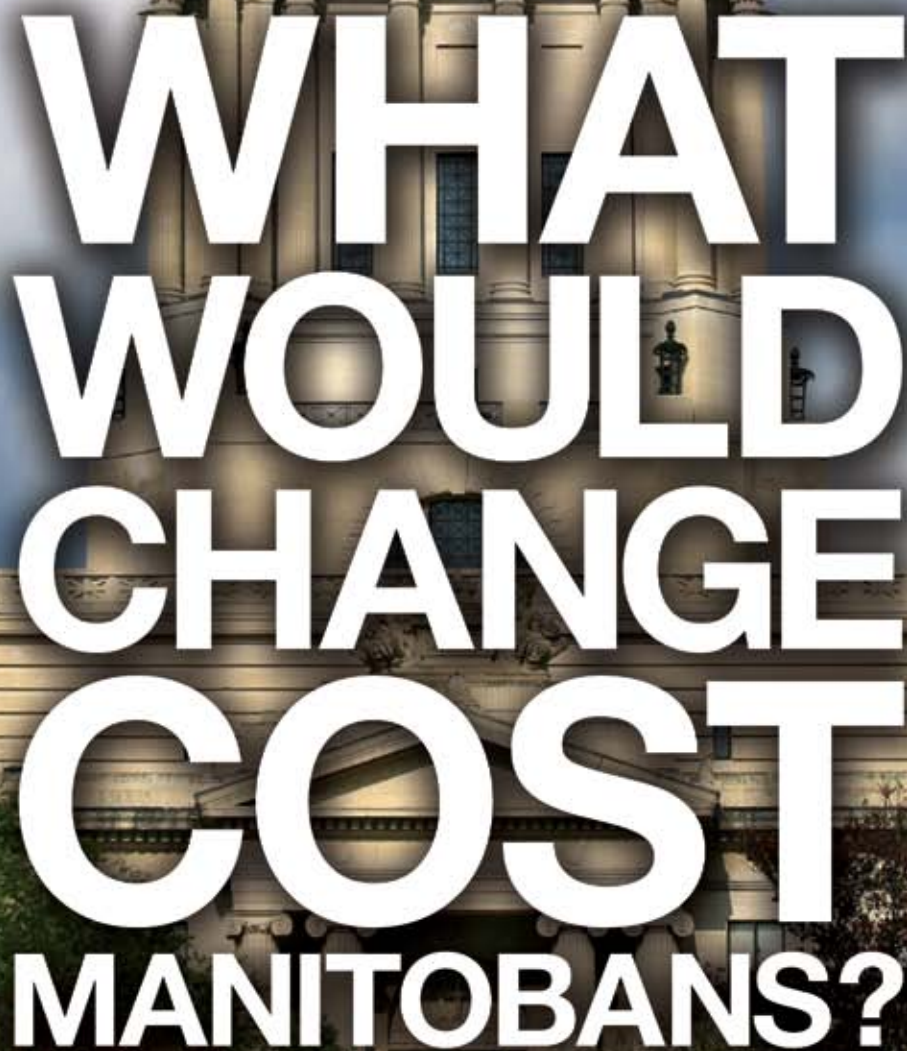




# UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

SEPTEMBER/OCTOBER 2011

A photograph of the dome of the Manitoba Legislative Building, featuring a large brown dome with a golden statue on top, surrounded by classical columns and statues. The building is set against a blue sky with white clouds.

# WHAT WOULD CHANGE COST MANITOBBANS?

# UFCW members can make a difference in this election

The province of Manitoba is headed to its 40th general election this October 4, and it's gearing up to be one of our most important elections in a long time. This will be the first election Premier Greg Selinger will face as leader of the NDP. The former community activist and long-standing finance minister for the province was elected as our premier in 2009 when Gary Doer resigned to become Canada's ambassador to the United States.

Manitobans have enjoyed over a decade of growth through investments our province has made. We were one of only a couple provinces to weather the economic meltdown in 2008. Yes, we did see some job loss in various sectors, but nothing like those in Ontario and other Western provinces.

This election will be the first election many of our members will vote in. Some, only know what an NDP provincial government is like, and do not realize what can happen when a conservative government is in power. I have always said at confer-



vatization, like what happened with our Manitoba Telephone Service under the conservatives. Now our telephone rates are some of the highest in the country.

Our members have been fortunate that our government will listen to our concerns when it comes to labour rights for working people and health and safety legislation. When we hold a conference - health safety, women's or shop steward - we always invite the Premier or a member of the legislative assembly to come and talk to our members. But, what is interesting is that they stay and spend more time sitting down over lunches and breaks listening to our members have to say. That is what we have to remember at the end of the day. While we may not always agree with everything the government does, we have a government that wants to sit down and listen to our concerns. They want to find ways to make our everyday lives better.

That is why I am asking all UFCW Local 832 members to become active in this election. It doesn't matter where in the province you live, there is an NDP candidate that could use your support, even if just for couple hours during this campaign. Let them know you are a UFCW member and that you want to keep Manitoba moving in the right direction.

In solidarity,

Robert D. Ziegler  
President  
UFCW Local 832

ences and meetings with members when we talk about provincial politics, "the worst day of an NDP government will always be better than the best day of a conservative one." I say this because I have walked a lot of picket lines and have fought alongside other union members across this province to protect much for what we take for granted now. It is easy to say, "Let's give the other guys a chance" without understanding the result of that decision.

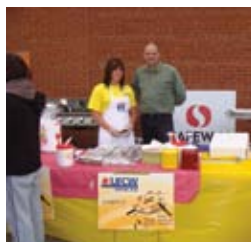
Because of an NDP government, working Manitobans have more protection in their workplace. We have more safety inspectors than ever before to make sure that when you go to work, you are able to go home without incident. We have seen our minimum wage increase every year for the last decade ensuring that those who work in places that do not offer wage increases will be able to keep up with the cost of inflation.

Our current government has protected crown corporations like Manitoba Hydro and Manitoba Public Insurance from pri-



Premier Greg Selinger speaking at our shop steward conference this year. The premier stayed to answer questions from the members.





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## OFFICES

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

### Brandon

Unit 1, 759 1st Street  
Brandon, MB R7A 2X5  
727-7131 / 1-800-552-1193

### Thompson

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

### Training Centres

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

530 Richmond Avenue E.  
Brandon, MB

244 Hamilton Street  
Neepawa, MB

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**Union Representatives:** Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, Mike Howden, Blair Hudson, Phil Kraychuk, Jerry Kies, Wendy Lundy, Harry Mesman  
**Negotiators:** Susan Hart-Kulbaba, Beatrice Bruske, Michelle Masserey, Heather Dezan  
**Health and Safety Resource Representative:** Guy Sylvestre  
**Organizing:** Sonia Taylor  
**Legal Counsel:** Debra Malmquist, Garry Bergeron  
**Education and Training:** Heather Grant-Jury  
**Workers Compensation/Safety and Health:** Rob Hilliard  
**Communications:** Blake Crothers, Dalia Chapa

# Working Families Manitoba

a community campaign of the Manitoba Federation of Labour

## Making it home safely from work - Where do the political parties stand?

Every year, more than 1,000 Canadians die as a result of their work. Last year in Manitoba, 29 workers died as a result of a serious incident or occupational disease.

Another 15,000 Manitobans suffered a workplace injury serious enough to miss work.

Behind these statistics are countless working families that have been scarred by workplace injuries and fatalities. There is a young woman who won't get to fulfill her dream of becoming an architect. There are children who will grow up without their father. There are seniors facing retirement without their husband.

These tragedies don't have to happen. We can take action to make our workplaces safe and healthy. With the right policies and investments, we can ensure workers make it home from work healthy and in one piece, every day.

On October 4, 2011, Manitobans will go to the polls to choose their provincial government. When they vote, Manitoba's working families deserve to know where the political parties stand on the policies that keep their loved ones safe and healthy at work.

Making it Home Safely from Work is an issue report that shows where Manitoba's political parties stand on workplace health and safety.

In preparing this report, we have found major differences among Manitoba's political parties on this critical issue. There are real choices to be made for working families.



We hope this report helps working families make their choices. We also hope it encourages all political parties to take workplace health and safety as seriously as it deserves to be taken. It is, after all, a matter of life and death.

### Where is Manitoba today on workplace health and safety?

Far too many Manitobans continue to be injured or killed on the job.

In 2010, 15 Manitobans died in a serious incident at work, and another 14 died of occupational disease.

There is, however, some good news. The workplace injury rate has been falling for a decade. The time loss injury rate is a measure of how often workers sustain injuries serious enough to require time off work. After a decade where that injury rate remained stubbornly high (in the range of 5-6 injuries per 100 workers), the rate has been on a downward trend since 2000, falling by more than 40% to 3.3 injuries per 100 workers in 2010.

This positive trend coincides with a period of significant change in provincial policy on workplace health and safety. A comprehensive overhaul of the Workplace Safety and Health Act was passed in 2002. The regulations under that Act were reviewed and modernized in 2006. Significant new resources were invested in enforcement and prevention over this period.

### What needs to be done to make Manitoba workplaces health and safe?

While Manitoba is headed in the right direction, there is much more to be done to ensure the safety of Manitobans at work. Further progress requires the following steps:

#### Even more resources for enforcement

Increased resources for the Workplace Safety and Health Division have allowed for more health and safety officers to be hired and for more workplace inspections to be performed. These increases have produced major improvements in health and safety. However, even with these increases, only 1 in 4 Manitoba workplaces is inspected



by a health and safety officer each year. More officers and more inspections are needed to continue the progress.

### **Levying the increased fines and penalties**

Fines and penalties for employers that fail to keep workers safe have been increased. This creates an important incentive for employers to take their health and safety responsibilities seriously. That incentive will be strengthened if employers see the new fine levels being applied to more employers who have failed to live up to their responsibilities.

### **Criminal Prosecutions – “Kill a Worker, Go to Jail”**

With the passage of Bill C-45 (the “Westray Bill”) in 2003, employers can be charged under the Criminal Code of Canada if they are responsible for a workplace fatality. This is another important incentive for employers to take their workplace health and safety responsibilities seriously. While there have been some criminal prosecutions for workplace tragedies in other provinces, no criminal charges have been laid in Manitoba. More resources should be devoted to criminal investigations and prosecutions. Investments in training and investigative capacity will increase the likelihood of successful criminal prosecutions where employers are responsible for workplace tragedies.

### **Expand Victims’ Services**

Over the past 20 years much attention has been devoted to services for the victims of crime. Similar attention needs to be devoted to the victims of workplace injuries and fatalities. Families and injured workers deserve timely access to information about their investigations and deserve help accessing support services to help them cope with their losses. Manitoba has recently announced a new position responsible for these services. While this is a positive development, the rights of families and injured workers need to be protected in law, just as they have been protected for victims of crime.

### **Crack down on employers that suppress injury reporting and claims (WCB “Claims Suppression”)**

The Workers Compensation system sets up numerous incentives for employers to suppress injury reports and claims. This deprives injured workers of compensation and undermines the ability to identify and address hazardous workplaces. More resources need to be devoted to enforcing the legal prohibition on claims suppression,

to educating employers and workers of their rights and responsibilities under the WCB Act, and to reducing WCB incentives to engage in claims suppression.

## **Report Card for Political Parties**



#### ***Teachers Comments:***

Greg and his party have made considerable effort in every area of workplace health and safety policy. These efforts have proven successful with an impressive 40% reduction in the workplace injury rate. It would be nice to see Greg work more on WCB claims suppression, but overall, if his efforts continue we expect continued progress in making Manitoba workplaces healthier and safer.



#### ***Teachers Comments:***

When called on, Jon sometimes provides the correct answer, but he usually needs prompting and encouragement to make an effort on workplace health and safety issues. He deserves some credit for his work on psychological harassment, but unfortunately, he still seems confused about the role of penalties in enforcing workplace health and safety rules.



#### ***Teachers Comments:***

Hugh and his party are failing to meet expectations on almost every policy that would keep Manitoba workers safe and healthy. Hugh and his team rarely raise workplace health and safety issues, and when they do it is often to oppose actions that make workplaces safe. Their support for the NDP's WCB bill is the only thing that saved them from a failing grade.



# Working Families Manitoba

a community campaign of the Manitoba Federation of Labour

## Work/Life Balance - Why Fair Labour Laws Matter to Working Families

There are just so many pressures on working families today: raising children, caring for aging parents, holding down a job, managing the family budget, carving out some personal time. Balancing work and home life is a never-ending challenge.

Working families deserve a provincial government that supports them with labour laws and policies that help balance work and family life. Finding that balance is much easier with:

- reasonable rights to family leave, parental leave, and sick leave when the pressure on families is greatest;
- the right to be treated fairly when asked to work overtime;
- adequate public holidays and vacation time;
- the right to at least one day off each week;
- a fair minimum wage; and
- workplace safety rules that ensure loved ones make it home healthy and in one piece;

These examples show how labour laws don't just help us at work; they can help us find a better balance between work and home life.

The Working Families Manitoba campaign wants all political parties to support labour laws and policies that help families find a better work/life balance. That's why we have produced this Work/Life Balance Issue Report to highlight the issues that help keep family life in balance.

**We hope all Manitobans will keep these issues in mind when they vote this fall.**

### We can't take Fair Labour Laws for granted

Although the Employment Standards Code sounds boring, it lays out the rules that protect us from having work take over our home lives. It gives you rights when a family member falls ill or when you need to attend an appointment at your child's school. It establishes minimum standards for time off from work. It gives you the right to be paid extra for working overtime or on public holidays.

In Manitoba, business lobbyists and even some politicians are pushing to weaken the Employment Standards Code and other labour laws:



- The Manitoba Chambers of Commerce want a giant loophole that would let employers set “flexible” working conditions that don't even meet the minimum standards for time off, overtime, family leave, etc.
- The Canadian Federation of Independent Business (CFIB) and the Winnipeg Chamber of Commerce are lobbying for a discriminatory, two-tier minimum wage that would pay a lower rate to servers. The CFIB also wants that lower rate to apply to younger workers, as well as a general freeze on the minimum wage.
- The CFIB wants to make it more difficult for workers to exercise their right to join a union if they want to.

These changes that business lobbyists want would be a step backwards for working families, making it even harder to balance work and home life.

We need a provincial government that will stand up to the powerful interests who want to turn the clock backwards on labour law in Manitoba.

### Fair Labour Laws that support Working Families

We encourage Manitobans to ask the political parties if they will commit to protect the labour law improvements that have been made to help Manitoba families over the past decade:



**The Working Families Manitoba campaign also calls on all parties to support further improvements to Manitoba labour laws:**

- In 2006, the provincial government added 3 new Family Leave days (time off to deal with family responsibilities) and 3 new Bereavement Leave days (time off to deal with a death in the family) under the Employment Standards Code.
  - In 2000, the federal and provincial governments expanded maternity and parental leave to allow for 50 weeks of paid EI benefits.
  - In 2004, the federal and provincial governments expanded compassionate care leave to allow for up to 8 weeks paid EI benefits.
  - In 2006, the province protected the safety of young workers by banning employers from leaving minors working alone at night, and by prohibiting minors from working in high-risk industries such as asbestos removal.
  - In 2008, the province brought agricultural workers under the Employment Standards Code so that they now have a right to the minimum wage, maternity leave, vacation pay, WCB coverage, at least one day off per week and work breaks. Child labour restrictions now also apply to agricultural workers.
  - Over the past decade, strengthened workplace safety rules and increased enforcement have reduced Manitoba's workplace injury rate by 40% over the past decade.
  - Over the past decade, Manitoba has seen regular increases to the minimum wage that bring it closer to a living wage.
- Requiring the current unpaid Family and Bereavement Leave days to be paid;
  - Increasing the minimum vacation entitlement from 2 to 3 weeks/year after 1 year of employment, and from 3 to 4 weeks/year after 5 years of employment;
  - Hiring more Enforcement Officers to make sure minimum employment standards are respected;
  - Ensuring the right to have a union when a majority of workers in a workplace have signed a union card (reducing the threshold from 65% to 50%); and
  - Reducing the length and divisiveness of strikes by banning the use of replacement workers.

**Policies that help keep Work and Life in Balance**

It's not just fair labour laws that help balance work and home life. Other provincial policies are also key for working families:

- access to affordable child care;
- support for those who care for sick, aging or disabled family members;
- quality home care and long term care spaces for aging Manitobans;
- vibrant community centres and recreational opportunities.

**Before you vote on October 4th,  
ask the parties where they stand  
on these issues that affect working  
families.**



# Being part of

## Building solidarity and

UFCW Local 832 staff and members took advantage of the famed Manitoba summer for some fun in the sun; and raised money for a worthy cause.

### Celebrations

#### WINNIPEG FAMILY PICNIC

This was the first year UFCW Local 832 held its family picnic at Assiniboine Park. The weather cooperated, and it turned out to be a fantastic day. The local planned various activities for picnic goers of all ages to take part in and enjoy. There were games, prizes, bouncers, face painting and more. Local 832 chefs, President Robert Ziegler and Secretary-Treasurer Jeff Traeger, barbecued tasty burgers and hot dogs for everyone and even got involved in some of the games.

“Bringing members and their families together for a day of fun, builds solidarity,” said President Ziegler. “Solidarity, members, builds unions.”

A terrific time was had by all, whom thoroughly appreciated the new location. It was spacious, yet nicely contained, so it was more relaxing for parents to watch their kids run the races or use the bouncers.

#### WESTMAN FAMILY PICNIC

The Brandon union office held its family picnic on June 25 at Kin Park and outdoor waterslides. Mother Nature shined down on the 300-plus members and their families that came out to enjoy the day.



*One of the last kids standing in the water balloon toss at the Winnipeg Family Picnic.*



*Some of the Brandon volunteers getting ready to start setting up for the Family Picnic.*



*Chefs President Robert Ziegler and Secretary-Treasurer Jeff Traeger cook up tasty burgers and dogs.*



*Drew Caldwell, MLA for Brandon East and Brittney Hlggens, from Maple Leaf, help out during the Aboriginal Day festivities.*



# the community

## raising money for a cause.

With Maple Leaf and HyLife Foods sponsoring new residents from other countries, the Westman region probably showcases the union's ethnic diversity the best. This picnic was an excellent way for members to get together.

It gave them a chance to find out about their neighbours and make new friends, plus experience some good ole Canadian picnic favourites like sack races and balloon tosses. It's not a picnic without a barbecue, so we can't forget to mention how everybody relished the food.

### NATIONAL ABORIGINAL DAY

June 21 was National Aboriginal Day and people from all walks of life celebrated this special day by taking part in events which were held across Canada.

UFCW Local 832 assisted with the festivities in Brandon. Westman union representative, Ray Berthelette, helped organize the celebrations and even cooked up some baked beans and pork loin. The one-day event took place at Fleming School on Victoria Avenue. There were activities for young and old to participate in or you could just sit and watch the dance performances. It was an exciting day and the crowd enjoyed sharing in this diverse culture of the nation's Aboriginal peoples.

The union particularly thanks the Aboriginal community, Maple Leaf Foods and Safeway who also made this day possible.

## Playing for a cause

The sixth annual UFCW Local 832 Leukemia Golf Tournament took place on August 17 at The Links at Quarry Oaks. At this year's fundraiser, Local 832 brought in nearly \$25,000. To date, the members of UFCW Canada have raised over \$24 million for The Leukemia & Lymphoma Society to help research and fight leukemia and other forms of blood cancers.

On behalf of Local 832 and its executive board, President Ziegler would like to thank and acknowledge the following union locals and companies who helped make this event a complete success.

### 2011 HOLE SPONSORS

Brewers Distributors Limited  
Manitoba General Employees Union (MGEU)  
Manitoba Liquor Control Commission (MLCC)  
Maple Leaf Foods

Pembina Dodge, Chrysler & Jeep  
Prudent Benefit Services (PBAS)

RWDSU Canada

Canada Safeway

Granny's Poultry for the Turkey Shoot Hole

Taylor McAffrey

TUAC Local 500

UFCW Canada

UFCW Local 175

UFCW Local 247

UFCW Local 401

UFCW Local 1000a

UFCW Local 1518

Westfair Foods Limited

### 2011 FRIENDS FOR A CURE

Elliot Leven Law Corporation

Hitek Print Management

Meyers Weinberg

Pepsi

Pure Promotions (Golf Ball Sponsor)

SYSCO (Lunch Sponsor)

Unionware

UFCW Local 1400

Union Savings

Plans are already in the works for next year and more fun in the sun. Watch for details of the local's activities in upcoming issues of UNION.



*This year's winning team (l to r) Al Jasper, Loblaw's regional vice-president, Local 832 President Robert Ziegler, Dave Graf, Loblaw's vice-president western Canada and the local's Secretary-Treasurer Jeff Traeger.*



## UFCW and Queen's in unison on study

Are you between 15 and 19 years old?  
Do you have a part-time or full-time job?  
Do you live in Canada or the United States?  
Would you like to win a cash prize?

If you answered “yes” to all of these questions, Queen’s University would like to invite you to participate in a study that examines a number of issues about the health and safety of teenaged workers.

Researchers, at Queen’s School of Business in Kingston, Ontario, are conducting a study on adolescent workplace experiences. The union encourages its members between the ages of 15 and 19 to participate in this study as it wants to learn more about the problems that adolescents like you may encounter while on the job and use this information to improve the employment conditions of young workers.



For participating in this survey, you can enter a draw for a chance to win one of the \$25 prizes. The entire survey should take you only about 25 minutes to complete and you can do it online. For more information about this study, or to complete the questionnaire, go to the university’s website link [queensbusiness.qualtrics.com/SE/?SID=SV\\_0B5EFIUZmeP1KTO&SVID=Prod](http://queensbusiness.qualtrics.com/SE/?SID=SV_0B5EFIUZmeP1KTO&SVID=Prod).

UFCW believes that you will find this questionnaire both interesting and insightful. Although your participation is voluntary, it would be appreciated if you would answer all of the questions as honestly as possible. Some of the material you may find sensitive in nature; but you do not have to answer any questions that make you feel uncomfortable. You will still be entered into the draw for \$25 cash.

Feel free to send out this survey website link to any of your friends who are between the ages of 15 to 19 years old, live in Canada or the United States—use Facebook, MySpace or even give it to them in person.

If you have any questions or concerns regarding this survey, contact Queen’s researchers directly at [adionisi@business.queensu.ca](mailto:adionisi@business.queensu.ca) or [jbarling@business.queensu.ca](mailto:jbarling@business.queensu.ca).

## WOMEN OF LOCAL 832

### Women’s World Congress

Inclusions, Exclusions and Seclusions: Living in a Globalized World. Local 832 represented in Ottawa.



*UFCW Canada women from across the country who participated at the conference in Ottawa.*

Nearly 2000 participants from 92 countries attended the 2011 Women’s World Congress in Ottawa this past July. Representing Local 832 at the week-long conference were servicing director, Marie Buchan, and negotiator, Heather Dezan.

The conference, appropriately titled “Inclusions, Exclusions and Seclusions: Living in a Globalized World”, looked at the effects of globalization on women. Some discussions included, how have economies and societies around the world weakened and demoted the scope of women

worldwide; while certain consequences of globalization have yielded positive results for women. Globalization has meant enhanced communications and organizing internationally, which still needs to be deepened as women’s organizations and networks struggle to sustain themselves and maintain



*Women's World Congress continued...*

resilience in the face of forces that oppose women's equality.

The Women's World Congress was the place to explore and discuss these matters. Through networking, learning, and sharing a variety of ideas and experiences, especially by women most seriously affected—women with disabilities, aboriginal women, women in business and government—participants were able to connect with one another on common principles.

It was an excellent event, which included a march to Parliament Hill to raise aware-

ness for missing and murdered women in Canada.

Pictured to the right is Local 832 delegates Heather Dezan (left) and Marie Buchan in front of a Nellie McClung statue. Nellie was a Canadian feminist, politician, and social activist. She was a part of the social and moral reform movements prevalent in Western Canada in the early 1900s known as the "Famous Five" (also called "The Valiant Five").

UFCW Canada is a leader in women's rights. UFCW Local 832 directed by President Robert Ziegler will continue to lead the way in Manitoba.



## RETIRES' CORNER!

# The UFCW Local 832 retirees' club honours Marcien Desrochers

**Over 57 years of union membership.**

If you had to look through the local's computer records, you would think you would be hard pressed to find a member with more than 50 years of union membership. But, then you would come across the name, Marcien Desrochers.

Marcien started working at Canada Safeway in 1949. He actually started working at the Piggly Wiggly store on Tache a week before it merged to become part of Safeway.

In 1949, Perry Como's *Some Enchanted Evening* topped the charts, RCA announced the development of colour TV, Canada defeated Denmark 47 to 0 at the World's Hockey Championships, and Newfoundland joined Canada.

At age 65, in 1992, Marcien retired for the first time from Safeway with 43 years of services. A few months later the store phoned asking him to come back. He returned to his meat cutter position until he retired again in 2002.

The 53 years he spent at Safeway combined with the prior four years he worked

at other UFCW organized workplaces equals **57 years of union membership.** That is more than five decades!

During his time with Safeway, Marcien saw a lot of changes within the company. He used to cut sides of beef. Now the meat comes into the stores in plastic cases and in some instances pre-wrapped. There used to be a lot more customer requests and interaction; which got less and less throughout the years. The size of the stores also kept getting bigger and bigger, stores were more modest then.

"The work was harder work then," said Marcien. "When I started I never thought I would last 53 years, but I loved my work and working with a knife. Besides it helped pay the bills. I had a wife and four children to support—two boys, two girls."

What was his secret to longevity on the job? "I worked and got along

with my co-workers. If you are nice to your co-workers and get along with them, you are going to enjoy going to work every day."

Since he retired in 2002, Marcien has remained active with the retirees' club. The club organizes various activities such as meeting luncheons, golf tournaments and casino trips.

Marcien is excited about the return of the Jets and going to the games with his son and grandsons. The time he spends with his family is very important to him.



Retirees' executive board members, Denis Allard (left) and John Stokell present Marcien Desrochers (centre) with commemorative plaque.

# Back at it !

The training centre *"Builds Skills for the Future"*.

I hope you had time to relax and enjoy some of the great summer activities that Manitoba has to offer. With the arrival of fall, comes a very important event—the provincial election on October 4.

I reported in the June issue about how important it is for us to have a "friendly" government in power. One that sees the value of what we are doing here at the training centre benefits you and us.

The current government provides us with funding for some of our most used programs and services, such as English as an additional language classes, one-on-one literacy tutoring, and our high school program. Without the support of government, the centre would not be able to offer as many of these courses.

I encourage everyone to think about this when you vote on October 4.

On a different subject, I hope to see everyone at our new training centre in Brandon this fall. As I write this, it is the beginning of July and I am keeping my fingers crossed that work on the new building continues to



*Training centre in Brandon under construction.*

progress on budget and on time. All training courses in Brandon will take place at the new building starting in September, if all goes according to schedule. Watch for more information on our grand opening coming later this fall.

## EDUCATION & TRAINING



**Heather Grant-Jury**  
UFCW Education  
Director

## Want to improve your English?

Registration for all classes starts September 8.

The training centre offers English as an additional language (EAL) classes in Winnipeg, Brandon and Neepawa. There are different levels available to meet your needs and classes

begin on Saturday, September 17. All EAL classes are at **no cost** and run as listed.

### WINNIPEG

*Classes are Saturdays from 9 a.m. to 12 noon and Mondays from 6 to 9 p.m.*

*Call 775-8329 to register.*

### BRANDON

*Classes available Monday to Saturday days, afternoons and evenings.*

*Call 727-7131 or 1-800-552-1193.*

### NEEPAWA

*Classes available Monday to Saturday days, afternoons and evenings.*

*Call 476-3037*

You may also register online for EAL classes or any other courses offered, by going to the UFCW Training Centre page at [www.ufcw832.com](http://www.ufcw832.com).

If you don't see a course that interests you, give the Winnipeg office a call at 775-8329 or toll-free at 1-877-775-8349 and let them know your idea. The staff is always interested in receiving new training ideas from the members. The centres are for your use.

## Mature student diploma program

**Recognizes the needs and challenges of working adults.**

Are you thinking of going back to school and getting your high school diploma? Do you need your grade 12 to meet job requirements or receive further training? If you answered yes, then the UFCW Mature Student Diploma Program may be what you have been looking for.

This course is conducted in a supportive, adult-centered environment that

recognizes the needs and challenges of working adults returning to school. 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 will run this fall in Winnipeg, Brandon and Neepawa.

For more information on taking individual classes 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. Classes fill up fast so pick up the phone and call today.



# Union activists' fall training schedule

Shop steward and health and safety courses offered.

The following union activist workshops are available to all shop stewards and health and safety committee members. If you are interested in attending any of the following seminars, speak to your union representative.

## SHOP STEWARD WORKSHOPS

### WINNIPEG

September 12 & 13	Political Action
October 19	Taking Control of Stress
October 26 & 27	Organizing 
November 2 & 3	New Steward
November 9 & 10	Labour History
November 30 & December 1	Grievance Handling

### BRANDON

September 12 & 13	Political Action
September 14 & 15	New Steward
October 5 & 6	Grievance Handling
November 2 & 3	Communication Skills
November 23 & 24	Money Skills
December 7 & 8	Labour History
December 14 & 15	Cultural Comfort

### THOMPSON

November 2 & 3	Aboriginal Awareness
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## HEALTH & SAFETY WORKSHOPS

### WINNIPEG

September 26 & 27	Ergonomics
October 3 & 4	Violence/Stress Prevention
October 24 & 25	Intro to WCB
November 14 & 15	Strategies for Dealing with Management
November 28 & 29	Level 1
December 5	WHMIS

### BRANDON

October 17 & 18	Level 1
November 14 & 15	Violence/Stress Prevention

### DAUPHIN

October 25	WHMIS
October 26 & 27	Violence/Stress Prevention

"The beautiful thing about learning is that no one can take it away from you."

*B.B. King*

## National scholarships

UFCW Canada is committed to providing opportunities to improve the future of members and their families. There are still two national scholarships available for this year.

### BEGGS-DOWLING-MATHIEU SCHOLARSHIP

Annually, UFCW awards 18 Beggs-Dowling-Mathieu scholarships of \$1,000 each to active members and their family. This scholarship is named as a lasting tribute to three past UFCW leaders, William Beggs, Fred Dowling, and Roméo Mathieu.

If you, your spouse, or child, are attending full-time studies at a Canadian university, college or other recognized post-secondary institution, you are eligible to apply.

The deadline to apply for the Beggs-Dowling-Mathieu scholarship is **September 30**. Just take a few minutes to complete the online application.

### MIGRANT WORKERS SCHOLARSHIP

UFCW Canada has also expanded the borders of opportunity through an empowering scholarship program for the families of

temporary workers. Five Migrant Workers scholarships of \$1,000 each are awarded to children, grandchildren, sisters, brothers, nieces, or nephews of migrant workers in Canada. Children nominated for this scholarship can be of any nationality and do not have to reside in Canada.

The deadline to apply for the Migrant Workers Scholarship is **December 31** and can also be completed online.

For more information on either of these two scholarships or to apply go to [www.ufcw.ca/migrantscholarships](http://www.ufcw.ca/migrantscholarships).

# Grievance resolved in member's favour

**Securitas accommodates guard's limitations.**

A security guard with Securitas had been working at the same site for about 10 years when earlier this, in February, the client informed the employee that his contract would conclude in March.

The guard, hoping to get ahead of the game, contacted the scheduler to see what alternatives might be available after March 17. The scheduler advised the guards that he would not do anything until he was required to by the union agreement; i.e., until four days before the site contract ended. The officer was hopeful for a placement at the Manitoba Hydro site in Rosser, MB as he had previous experience there. The guard also advised the scheduler that, due to his medical problems he was precluded from sites that required extensive patrolling. Therefore, he would need accommodation. The guard was able to do patrols, just not sites that required maximum patrolling.

Securitas indicated that should an appropriate site not be available by the end of the contract, the guard could take a layoff of up to two months. On March 22, the officer was surprised to receive a letter advising him that a site was available. He had exactly one day to accept the job or would be considered terminated. This, unfortunately, is in accordance with Article 11.07 of the collective bargaining agreement.

The officer contacted the scheduler immediately and found out that the site required some six hours of patrolling and, obviously, was not a reasonable fit for the officer. The guard once again advised the scheduler of his limitations.

The company told the officer that he would have to take the job and if he didn't that would be refusing work and he'd be terminated. For fear of seriously jeopardizing his health, the guard did not take the assignment. Securitas terminated him the next day. Obviously, once informed, the union grieved the matter and forwarded it

to arbitration.

An interesting side note is that shortly after the company terminated the grievor, he received a letter from Securitas congratulating him on his 10 years of service with the company; that he should be proud of his accomplishment; and was reminded, amongst other things, that Securitas believes "that People Make the Difference".

The parties proceeded to mediation where an agreement was reached reinstating the grievor. However, the grievor was to remain on layoff until a Functional Abilities Analysis

## GRIEVANCE NEWS



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

(FAA) could be done, at the employer's costs. This FAA took place shortly after the mediation with the result being that the employer could properly accommodate the security guard's disability. As such, the grievor is back at work.

## Know your agreement

**Coke Winnipeg members compensated approximately \$35,000 for missed vacation pay.**

During the 2009 negotiations, with Coke Winnipeg, the parties made changes to the vacation language. This resulted in improved vacation entitlements for members. Unfortunately, the company did not properly implement these changes in 2009 and 2010; and the members didn't recognize the company had failed to implement the changes properly.

In fact, the union only became aware of the issue in late 2010 when an employee about to retire approached the union inquiring about his vacation pay out. Immediately, the union filed a grievance alleging that Coke was improperly calculating the employee's vacation pay and entitlement.

After discussions, the parties were able to resolve the issue as the company agreed with the union's interpretation of the collective agreement language and also agreed to reimburse fully all employees affected.

Shortly thereafter, Coke advised the union it had complied with the contract and had paid the individuals affected. However, when the union asked for the list of the employees who had been compensated with the amounts paid out, Coke refused and essentially said the union should just trust them.

It wasn't a matter of trusting the company, but rather ensuring Coke compensated all members correctly. Therefore, the union expedited the grievance to arbitration to get the information required. Soon after that, Coke decided to comply with the union's request and submitted the information. A review of the documentation satisfied the union that Coke had properly compensated all employees affected and, therefore, it withdrew the grievance.

Because of the grievance, approximately \$35,000 went to union members, with some of them receiving over \$4,000.



# Are you being affected?

WESTFAIR

**Meat department changes at Westfair a little rare.**

**B**ack in July, Westfair Foods announced that all pork and grinds would be coming in from Cargill in Alberta. In other words, all pork products and grinds are arriving at the stores prepackaged and require no further cutting or wrapping. The company also informed the union that it would be a 12-week pilot project beginning on August 9 and ending the first week in November. During this time, the company will evaluate the effectiveness of the new process.

## **Is the company violating the collective agreement?**

At face value, it appears the company is making a significant change to a department

or possibly even a centralization of production and did give the union proper notice. Both a substantial change to a department and centralization require the company to provide the union two weeks' notice. Centralization is defined as the transfer of production and/or processing from one or more stores into another store, or to a location outside the scope of the agreement operated by the company.

This pilot is within the company's rights as long as it follows the Employment Security section 14 of the agreement. Section 14.05 says that no employee shall perform work in a classification and/or department other

than their own, except in cases of emergencies. The contract defines emergency as an unexpected absence of an employee due to illness or injury, or in situations beyond the control of the company.

The local believes that this project is not an emergency, nor something that is beyond the control of the company.

## **What does this mean to members working in the meat department?**

The union has already received complaints about loss of hours and members working outside of their scope or classification. The union feels this is not fair to anyone working in the meat department and believes it is a violation of the collective agreement. The local has already taken the first steps into rectifying this situation, although it needs your help.

Therefore, call your union rep if you are losing any hours of work due to this new process; are being asked to perform jobs outside of your job classification; or you see anyone doing work outside of their own scope. Note: Who asked you? What was the job? How long did it take? What was the date and time? etc. With this information, the union will be able to address the issue with the company and protect your job security.

## **Office Numbers**

Winnipeg: 786-5055 / 1-888-832-9832

Brandon: 727-7131 / 1-800-552-1193

Thompson: 778-7108 / 1-800-290-2608

## **Schedules posted incorrectly**

**Work schedules must be up by Wednesday at 6 p.m.**

**W**e live in an exceptionally busy world. It is hard enough trying to coordinate work, school, and family activities without the company posting the schedules incorrectly.

Lately, various stores and departments at Superstores and Extra Foods are for some reason experiencing difficulty posting schedules on time. In some cases, management forgets to display the full-time employee schedules for a two-week period.

The contract is clear in that the company must post a weekly part-time and a biweekly full-time schedule by Wednesday at 6 p.m. for the following week or two-week period. It also states that if the company does not post the schedule on time, than the previous schedule is to be used.

If the company makes changes to the schedule once posted, it is management's responsibility to inform the employee of said changes as outlined in the agreement (24 hours' notice for part-time and 48 hours' notice for full-time). It is not the employees' responsibility to check the

schedule on a daily basis.

The union negotiated this language so that you have enough time to come and check the schedule and make any necessary arrangements. As it is your responsibility to make sure you attend work as scheduled, it is only right that you receive the appropriate notification to make the required preparations.

If the company is not posting your work schedules in a timely fashion or for the proper length of time, contact your union representative immediately.

## **Extra Foods closing in Flin Flon** **Westfair shuts the doors on October 15.**

**I**t came as a shock, when Westfair announced it will be closing the Extra Foods store in Flin Flon effective October 15. They said the store has been losing money for the last two and a half years.

Kathy Anderson, shop steward, expressed, "This is almost a brand new store. The store was built in 2004 and we thought we were doing well. We were all completely surprised."

Northern union rep, Blair Hudson said, "We will be assisting the members with EI, transfers to other stores or finding them employment at other worksites in Flin Flon."

The union has already started working with Westfair on the transfers, but, because the nearest Westfair store is 140 kilometres away, in The Pas, it will not be easy for members to take the transfers.

## Fairmont wages going up by 6.5%

Members vote yes to a three-year deal.

**L**ocal 832 members working at The Fairmont Winnipeg said yes by 97 % to a new three-year agreement. On August 3, the union negotiating committee—lead negotiator Bea Bruske, Lynn Bandlow, Efren Pagaduan, Jeff Lesany, Grace Fracz and Lizarose Angala—unanimously recommended acceptance of this deal.

Wage increases, for most classifications, total 6.5% over the 3 years. A new article recognizes members with long service credit and grants employees with 25 years of service an extra bonus week of vacation. This bonus week is granted on each subsequent fifth anniversary date of employment, with

the exception of the 30th year (35, 40, 45, etc.). Under the new contract, the parties simplified the paid sick time accumulation and improved the language in other areas of the agreement.

Lead negotiator Bea Bruske said, “We are pleased with the contents of this agreement

and the fact that we were able to secure a good wage increase for members at The Fairmont.” The credit, however, goes to the members who gave the union committee an excellent strike vote of 96% back in May. Bea continued, “Without the support of the membership and the unity shown, we could not have achieved this.”

The new agreement will expire on January 31, 2014.

UFCW Local 832 represents more than 160 members who work in different departments at the hotel and at the Velvet Glove restaurant.



*Fairmont members dropping in their vote into ballot box.*

## Plus more new members

**UFCW Local 382 successful in organizing employees at  
Pharma Plus Drugmarts.**

**P**harma Plus Drugmarts Ltd. trading as Geri-Aid Systems is the newest company to become a union shop. After a successful organizing drive, the Manitoba Labour Board certified UFCW Local 832 as the sole bargaining agent for the approximate 25 employees working at Pharma Plus as pharmacy technicians and office staff.

Ron Allard is the servicing rep assigned to this newly certified unit and negotiator Heather Dezan is in the process of bargaining its first collective agreement. The union held a productive and well attended proposal meeting on August 18. As this issue went to press, negotiator Dezan

was waiting for available dates from the company to commence negotiations.

For the latest news and goings-on, the local encourages members to visit the union’s website at [www.ufcw832.com](http://www.ufcw832.com). Or watch your mailbox of negotiation updates that keep you informed as progress is made.



*Heather Dezan*



*Ron Allard*

## ‘Uniform request month’ at Safeway

**No request... no uniform.**

**S**eptember is “uniform request month” All requests should be in writing to the attention of your department manager with a copy to the union.

- All full-time and part-time employees who have worked or been paid more than 800 hours are entitled to request and receive two uniform shirts.
- Part-timers who have worked less than 800 hours are entitled to request one uniform shirt.
- Any employee hired after March 15, 2011, should have received one shirt at time of hire and is not eligible to request another uniform shirt until September 12, 2012.

*Remember, no request... no uniform.*

# Wages elevating at Bunge

Harrowby plant members accepted new agreement.

Union members working at Bunge Canada's Harrowby, Manitoba plant accepted a new three-year contract which will see their wages elevate between six to 8.75 per cent over the life of the agreement.

All employees in the bargaining unit received full retroactive pay to April 1, 2011, for all hours worked and/or paid. The next wage increase is scheduled for April 1, 2012 with further pay hikes on April 13, 2013.

Bunge North America is headquartered in St. Louis, Missouri and operates grain elevators, oilseed processing plants, edible oil refineries, packaging facilities and corn



*Bunge members reviewing the contract prior to vote.*

dry mills, in the United States, Canada, and Mexico. The plant in Harrowby is currently a buyer and processor of canola and flaxseed.

UFCW Local 832 represents approximately 50 workers at the plant, whose new collective agreement will expire on March 31, 2014.

## It's the principle at Premier Horticulture

**Members receive tax adjustment for 2,800 kilometres of out of pocket travel expenses.**

Earlier this year, the union received a call from a Premier Horticulture member inquiring as to whether or not the 35-cent per kilometre travel expense should be included on their regular pay.

Under the collective agreement, if the company directs an employee to work at or travel to another site, the company shall pay the employee his or her hourly rate for travel time and will provide transportation or reimburse the employee 35 cents per kilometre for travel expenses.

The problem was not that the company wasn't paying the expense; just that it was taxing the members on the money.

After investigating the situation, the union and the company agreed that the travel expense in essence is to replace 'out of pocket money' that a member had spent to attend to work or a required meeting. This money is not taxable!

The company agreed to go back through the payroll records to the beginning of the year and re-calculate the pay for all employees who had received travel expenses. It was discovered Premier had taxed six employees for travel expenses totalling 2,800 kilometres. These employees have all received a tax adjustment on their paycheque. The union would like to thank Premier for its cooperation and for going through the payroll records to rectify this error.

The adjustments were not huge refunds; but it was more of a principle issue. Employees should not be losing any money out of their pockets.

Local 832 represents about 50 members who work at the Richer or Caribou site. Premier Tech Horticulture is among the North American leaders of peat moss-based growing production and distribution.

## Diageo/UFCW Local 832 scholarship winners



*Arielle Johnson, daughter of Van Johnson with (l to r) director of servicing, Marie Buchan, and shop stewards, Corey Kowalski and Doug Thordarson.*



*Taylor Babniuk, daughter of James Babniuk with (l to r) union negotiator, Heather Dezan and shop stewards, Bruce Johannson and Brad Ross.*



# Violence prevention regulation improved

The amended regulation will include UFCW members, who work in healthcare settings, security and retail.

In 2007, the provincial government passed into law a 'Violence Prevention' regulation. It required employers to assess their workplace and identify any exposures of risks to violence that any of their employees may face. It also required employers to develop a plan to eliminate the identified risks. If this plan is not possible, then reduce the risks as much as possible. It also required employers to cooperate with the joint workplace safety and health committee while developing these plans.

At that time, this regulation was one of the best in Canada but experience since then has shown government still needed to improve its regulations to protect all workers adequately. For example, some workers were required to work with patients in healthcare settings where the employer did not tell them that the patient had a history of violence. There was also no requirement for an employer to develop an effective system that would ensure workers received assistance in case they were being assaulted or they needed help. Because of this, some workers were still at risk and some were still being victimized by violence at their workplaces.

For example, some UFCW members working in the security industry have to work alone. The plan called for them to call a phone number outside of Manitoba every two hours to check in and verify that they were safe. Sometimes this number only had an answering machine with nobody actually answering the phone.

If someone had assaulted one of these members at work, he or she had no way of getting help.

Earlier this year, at a healthcare facility in Hamiota, two nurses were working the midnight shift with no other workers. During the night, a patient with a history of previous violence assaulted one nurse and tried to attack the second one. The nurses had to lock themselves in a closet for protection while this patient continued to threaten them. Several hours later, relief finally arrived, but one nurse had serious injuries and both had been terrorized for hours.

Fortunately, the provincial government reacted quickly. Jennifer Howard, the Minister of Labour, requested that the Advisory Council on Workplace Safety and Health make recommendations for improving the 'Violence Prevention' regulation. She indicated to the Council that this matter was serious and needed immediate attention. The Council met in June and submitted recommendations to the minister. The minister accepted the recommendations

and legislated for the changes to the regulation. These changes came into effective on August 31.

The amended regulation covers UFCW members who work in healthcare settings, including nursing and resi-

dential homes. These changes will also cover members, who work in pharmacies, including those in retail, as well as security guards and retail workers who work between 11 p.m. and 6 a.m. There

## WORKERS COMPENSATION



**Rob Hilliard**  
WCB Advocate

are other occupations covered and are identified in the regulation. The new requirements, however, will not affect all workplaces. Research and WCB statistics indicate that some occupations have more risk of violence than other places. .

The new law will require the employer to inform workers if they will be working with or near anybody with a previous history of violence. It will also require that an effective plan for summoning assistance be in place in case a worker needs help. Legislation now requires that employers inform every employee about what to do if there is any threat of violence and it requires employers to produce an annual report of all incidents of violence during the previous year. The employer must also submit an annual report of all violent occurrences in the previous year to the joint workplace safety and health committee.

We commend the provincial government for acting so quickly and decisively in fixing this problem.

These changes will significantly improve protection for workers who are exposed to risks of violence at their place of work. The local encourages members to check with their safety and health committee or their union representative to make sure that these improvements are in place.

**These changes significantly improve protection for workers who are exposed to risks of violence at their workplace.**

## MEMBERSHIP DISCOUNTS

### More members = more bargaining power

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

#### 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](http://www.hywirezipline.ca) or e-mail [hywireziplineadventures@hotmail.com](mailto:hywireziplineadventures@hotmail.com).

#### Phoenix Real Estate

Call Jennifer Okaluk at 771-0981 and receive:

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

#### Gerry Gordon's Mazda

UFCW Local 832 Members receive:

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

Contact Antonio at 475-3982 for more information.

#### Dufresne Home Centre Savings

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

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

#### General Paints

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

##### BRANDON:

1124 18th Street 727-0295

##### WINNIPEG:

1045 St. James Street 982-6300

1094 Nairn Avenue 982-6330

1-140 Meadowood Drive 982-6320

#### Kurio Studio & Gallery

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

#### Union Members' Mortgage Planning Team

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

#### Fort Richmond Transmissions

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

FOR ALL MEMBERSHIP DISCOUNTS VISIT: [www.ufcw832.com/discounts](http://www.ufcw832.com/discounts)

A portrait of Jack Layton, a middle-aged man with a mustache and blue eyes, looking slightly upwards and to the left. He is wearing a dark suit, a light purple shirt, and a dark patterned tie. The background is a close-up of the Canadian flag, showing the red and white stripes and the maple leaf.

My friends,  
Love is better than anger.  
Hope is better than fear.  
Optimism is better than despair.  
So let us be loving, hopeful and  
optimistic. And we'll change the  
world.

**JACK LAYTON**  
1950 - 2011

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