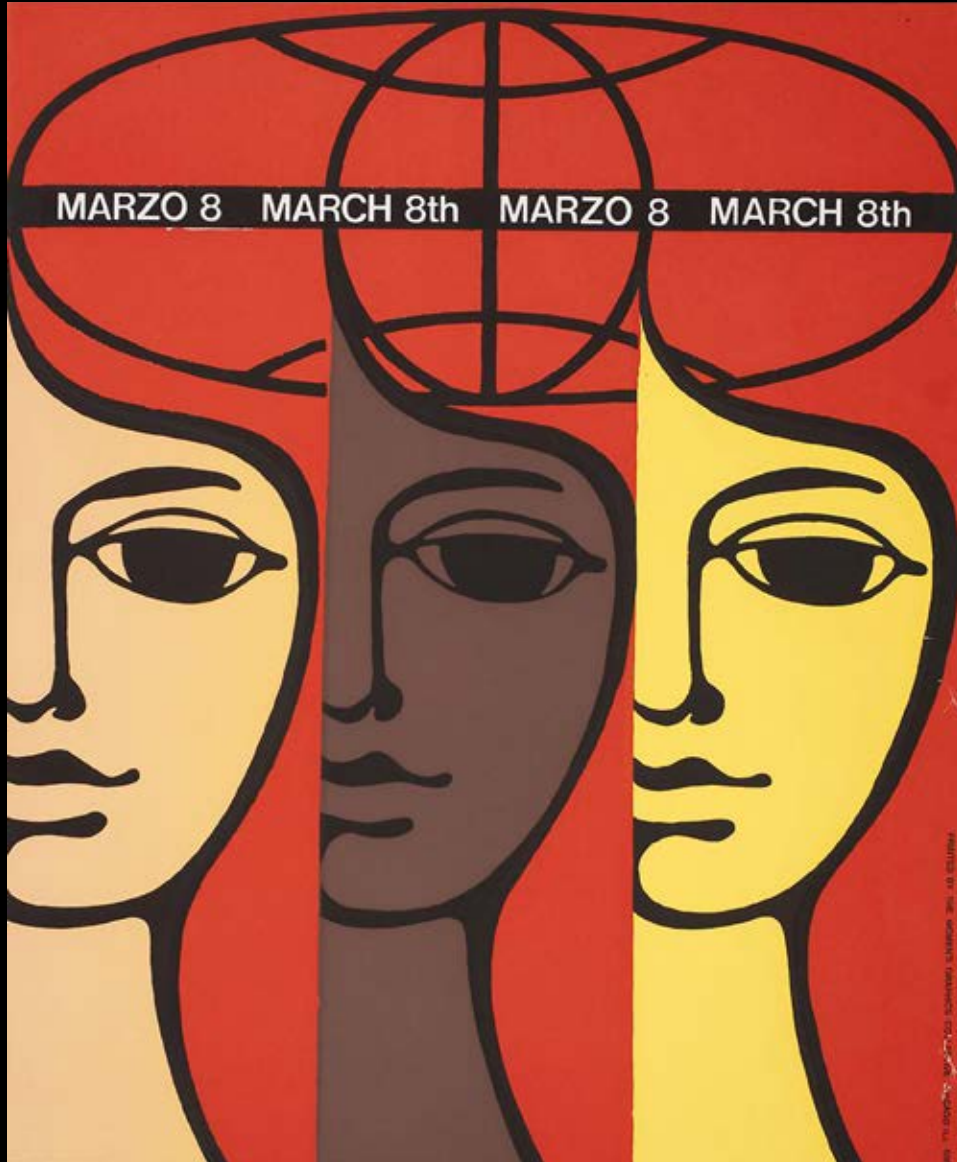




UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

FEBRUARY/MARCH 2015



**DIA INTERNACIONAL DE LA MUJER
INTERNATIONAL WOMEN'S DAY**

March 8 International Women's Day

Since 1911, when a number of European countries first honoured women on March 8, this day has been used to commemorate International Women's Day. Then in 1977, the United Nations called on member countries to official recognize March 8 as International Women's Day, and Canada followed suit.

Last year, Ban Ki-moon, the Secretary General of the United Nations, noted that, ***"Countries with more gender equality have better economic growth. Companies with more women leaders perform better. Peace agreements that include women are more durable. And parliaments with more women enact more legislation on key social issues such as health, education, anti-discrimination and child support."*** He, therefore, concluded that, ***"The evidence is clear: equality for women means progress for all."***

In Canada, we can be proud of many accomplishments in the area of gender equality, but even here, in our own country, we still have work to do.

In 1984, less than 10 per cent of our federal members of parliament

were women. During the last federal election in 2011, that number only increased to 25 per cent. We have yet to elect a female prime minister. Remember that Kim Campbell, who succeeded Brian Mulroney, won an internal conservative leadership race, becoming (not elected) prime minister for less than five months before the Conservatives lost government in 1993.

Provincially, women make up 29 per cent of our elected members of the legislative assembly and we have yet to elect a female premier.

I am proud to say that our Local union has achieved gender equality on our executive board with 55 per cent of the elected board being comprised of women. Our union staff reps and specialists provide a gender ratio of 43 per cent women. Our Local has a province-wide membership that is comprised of 49 per cent women.

As a union, we recognize that some women face additional challenges to being actively involved in their workplace and in their union. There are often family responsibilities, lack of partner support or a myriad of other issues that stand in the way of involvement. As a union, we work to provide oppor-



tunities and support for women to be appointed or elected as a shop steward, as a health and safety representative, or as a negotiating committee member. We strive to encourage and support women to enable their participation because we know that women taking an active part, speaking their minds and raising issues of importance in their workplace, in their communities and in their union helps us all. As much as I am proud that we seem to have good representation, I know we have more work to do. If you have been thinking about getting involved, take the next step, contact your rep or e-mail me directly about how you can get started.

In solidarity,

Beatrice Bruske
Secretary-Treasurer

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On the cover: Reprint from a Cuban poster by the Women's Graphic Collective, 3100 N Southport, Chicago Ill 60657.

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Sights Set on New Deal for HyLife Foods in Neepawa

Bargaining picks up steam in January.

After a short break for the holidays, the bargaining committees at HyLife Foods were back at the table for most of January. Both sides are working hard to reach a new deal before spring, but in order to achieve that goal a lot of ground still needs to be covered.

In the past, bargaining with HyLife and the previous owner, Springhill Farms, meant simply adopting much of the same improvements made at the Maple Leaf facility in Brandon. While the two contracts do have some similar language, HyLife has been developing its operations to focus on an entirely different market than Maple Leaf, so this time a “me-too” agreement may not be in the mix.

HyLife Foods has invested millions of dollars over the last five years into its plant, product mix and delivery, as well as securing its long-term hog procurement. Its business model has also changed. The company is facing many new

challenges that have made bargaining more difficult, as creative solutions to these challenges must be found.

“The company is growing rapidly and building a solid foundation. HyLife wants to grow its business further and we want our members to benefit from that growth,” stated UFCW Local 832 President Jeff Traeger. “But at the same time, we have to protect the interests of our members and make sure that the company’s growth isn’t at the expense of the members rights in the workplace.”

Members are encouraged to visit the union’s website for bargaining updates. President Traeger, the lead negotiator, has been giving video updates after each round of talks as well as members of the bargaining committee.

UFCW Local 832 represents over 1,000 workers at the HyLife Foods processing plant in Neepawa. Their current collective agreement expired on January 31, 2015.



HyLife members Robert Bryan Villafranca and Kevin Hulsmans.



HyLife members Timothy Whitford and Donna Schoonbaert.

New International President for UFCW

On December 16, Marc Perrone, a labour leader who has committed four decades to fighting for hard-working families, was elected International President of the 1.3 million member United Food and Commercial Workers International Union (UFCW).

As a proud leader and member of the UFCW, Perrone has long fought to organize more members, bargain the best contracts possible, and hold irresponsible corporations accountable. His values as a labour leader have been defined by the belief that every worker has the right to a decent living, a reliable schedule, quality affordable health care, and respect on the job.

"The choice we face today is whether we will stand together and build an economy that lifts up all families, or watch as even more workers fall further behind and struggle to make ends meet," Perrone said. "Cynics may believe that these divisions and inequities are irreversible. I do not. We, as a union, do not. I strongly believe that by uniting together we can give workers across North America the opportunities they deserve."

Perrone will spend the coming weeks and months meeting with UFCW members throughout the United States and Canada. As part of this listening tour, Perrone will



have one on one conversations, visit worksites, and utilize digital and social media platforms to engage with union members and hear their thoughts and ideas on how the UFCW can grow even stronger.

"The ideas to build a stronger union do not lie within any one individual," Perrone said. "They lie within all of us. They lie in the collective wisdom and strength of 1.3 million UFCW members who work hard every day to support their families. I want to hear their ideas. I want to hear their vision. I want to hear what we can all do to become an even greater and stronger union for the decades ahead."

Perrone succeeded International President Joe Hansen, who retired this past year.

Hansen started as a meatcutter in Milwaukee, Wisconsin in 1962 and used his experience as a rank and file union activist to help lift up UFCW members and all workers. Hansen was elected International President in 2004 and helped steer the UFCW through a Great Recession, the flood of corporate money into politics, the single greatest legislative attack on labour in history, and the rise of income inequality.

"Even in the face of unprecedented challenges, Joe Hansen never lost sight of our members," Perrone said.

"His commitment and dedication to the hard-working men and women we represent will never be forgotten."

During his tenure, Hansen increased union density in meatpacking and processing, formed important global labour alliances, and helped lead the labour movement's positions on comprehensive immigration reform.

President Jeff Traeger and Secretary-Treasurer Beatrice Bruske are looking forward to working with International President Perrone and UFCW Canada in continuing to build a stronger UFCW for the members in Manitoba.



Before You Say Yes

Understand what happens if you transfer to a No Frills store.

As reported in the January issue of UNION, at least two No Frills stores will be opening later this year. They were formerly Extra Foods stores—600 Notre Dame and 1445 Main Street.

It recently came to the union's attention that Loblaw management has been asking some Extra Foods members if they would like to work at one of these "NO FRILLS" stores.

Be aware that the above stores were closed and are not conversions. As per language under the collective agreement, there is a difference between a store being closed and a conversion.

In the event that you have been asked and are considering transferring to one of the above stores, note that **you will be viewed as**

a new hire with no benefits or seniority carried with you.

It is a good idea that before you decide as to whether or not you want to transfer to a No Frills store, you should contact your union representative so that you can discuss and address any issues that may arise from the transfer.

Also, if you have been promised a new position at either of these two locations, make sure you **get the details of your new position in writing.**

Should you have any questions or concerns on this or any other matter, talk to your union representative.

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Union Says: VIOLENCE AGAINST SECURITY GUARDS UNACCEPTABLE

Violence in the workplace is an unfortunate reality for many members of UFCW Local 832, particularly those members employed as security guards. Recently, multiple instances of violent incidents have been brought forward to the union's attention involving security guards and members of the public. We have also heard of instances involving security guards in the news. This is unacceptable, and an all too common occurrence.

Guards should always remember that their primary duty is to observe and report. Getting involved physically in an altercation is never in the guard's best interest. From a legal perspective, physically confronting a member of the public could result in criminal charges being laid against the guard if excessive force is used. There is also the potential for a guard to be disciplined or removed from his or her site as a result of an incident. Practically speaking, engaging in a physical altercation could also result in the guard being injured or worse.

If anything does occur, as with all "accidents" in the workplace, incidents of violence should be reported to the employer, as well as to WCB, as soon as possible. Assaults and other violent incidents should also be reported to the police.

Under the Manitoba Workplace Safety and Health Act, it is the responsibility of the employer to minimize the risk of violence for its employees. With that being said, no one knows your job better than you do and we all need to play a part in workplace safety and health. Therefore, concerns should be brought to the employer's attention so that they can be addressed. Guards should feel encouraged to bring their concerns and ideas forward to their employer, their union, and to their respective workplace safety and health committees.

The union recognizes that security guards perform a difficult and demanding job. They often work late into the night and early in morning. That is why UFCW has lobbied, and continues to lobby for, legislation that will positively benefit security guards.

WAGES RISING at Red River Co-op and Safeway Stores

As part of your negotiated benefits, scheduled wage increases are contained in your collective agreement. **The next planned increases for UFCW Local 832 members working at Red River Co-op and Sobeys West Inc. Safeway stores are for March 15.**

Effective March 15, all active members employed at Red River Co-op and Sobeys/Safeway, who are on the payroll at the top rate or over-scale as of March 23, 2014, will receive a 40-cent per hour wage increase. Active members who are on the payroll at the start rate or in the progression wage scale, hired prior to March 23, 2014, will receive 25 cents per hour more.

Any employee hired on or after March 23, 2014, will receive wage increases after each 500 hours, until they achieve top rate for their classification.



The union urges members to check their pay stubs after March 15 to make sure they received their wage increase.

If you are not sure of your correct pay or if you believe you are being paid incorrectly, talk to a shop steward at your store. Members can also call their union representative should they have any questions regarding their pay or any of the

benefits and rights contained in their collective agreement.

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

BRANDON

204-727-7131/1-800-552-1193

THOMPSON

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



AGROPUR

Dairy Cooperative

Purchases Lucerne Milk Plant

The purchase of the Lucerne milk plant is now finalized and the transition date from Lucerne to Agropur for the Winnipeg milk plant is March 1.

From the union members' standpoint, this is strictly an ownership change. The current collective agree-

ment remains intact and the members will continue to enjoy the benefits and privileges they are used to.

Any members at the milk plant are encouraged to call their union representative Sonia Taylor at 204-786-5055 or e-mail sonia.taylor@ufcw832.com should they have any questions or concerns.

Bargaining

Successful Contracts

It has been a busy few months for the local's negotiations department. Aside from the new contract at the Maple Leaf Brandon, negotiated by President Jeff Traeger, some of the other units that have ratified new collective agreements are:

Rolling Dale Enterprises

The members unanimously said yes to a new three-year agreement, which will see yearly wage increases for the workers based on government funding.

Pepsi Brandon

By a vote of 100 per cent, the members at the Pepsi Brandon plant ratified a new three-year collective agreement. The new deal contains several minor contract language improvements, as well as wage rate increases of between 25 cents to 45 cents more in each year of the agreement.

Gate Gourmet

Throughout this round of negotiations, the committees overhauled a lot of the language to clarify some of the wording contained in the agreement. On December 3, 2014, the workers ratified the new three-year deal by 92 per cent. During the life of the agreement, wages for the members will increase by six per cent, plus yearly increases to the dental plan contributions.

Reh-Fit Centre

Local 832 members working at Reh-Fit ratified a new three-year contract that schedules yearly wage hikes of two, two and 2.25 per cent respectively for each year of the agreement. The contract also contains improved language to the term position filling process, vacation selection and sick leave request. A labour/management liaison committee was implemented and there will be a review of a new wage scale regarding CEP certification.

Winnserv Inc

The members at Winnserv voted in favour of a new three-year deal by 86 per cent. Winnserv provides residential support and services to people with intellectual disabilities and their families. Employees will receive yearly wage increases based on government funding.

ACL Interlake

ACL Interlake members also unanimously voted to accept a new three-year collective agreement. There were several small contract language improvements and scheduled yearly wage raises for the workers based on government funding.

OTHER NEGOTIATION UPDATES

SUN GRO

The Manitoba Labour Board appointed a provincial conciliation officer to assist with negotiations at Sun Gro. The parties will be meeting with the conciliator on March 26. Union negotiator Martin Trudel feels the committees are close to reaching a potential agreement and will update the members after the March 26 meeting.

General Mills

Negotiations towards a new collective agreement at General Mills have been challenging. The union is working very hard to protect the current language and benefits that the members have, as well as negotiate improvements. The parties had to cut bargaining short during the week of January 12, with the next round of talks scheduled for February 4 to 7. The union will inform the members as progress is made.

Members can go the union's website at www.ufcw832.com for the latest news on negotiations and all other goings-on within the Local.



New Dauphin Co-op Store Opening This Spring

Construction of the new Dauphin Co-op store is underway. The 36,000 square foot building is approximately 10,000 square feet bigger than the current store, and is being built in the same location—the parking lot.

The company plans to have the new store opened by June of this year. Once the new store is completed,

the old building will be torn down and turned into a parking lot.

Northern union rep JP Petit said, “It is nice to see growth in this city. With the new bigger store, there is potential for more union members being hired.”

UFCW Local 832 presently represents about 130 employees who work at the Dauphin Co-op.

There Really is a Santa

On December 17, 2014, while northern union rep JP Petit was servicing one of his units—The Thompson Homeless Shelter—a man dressed in a famous red suit had a bag of gifts and was handing out new pairs of socks, toques and juice boxes and bananas to the people at the Shelter.

When asked what he was doing, the man simply said, “It is payday! I just wanted to buy all of these items to hand out this Christmas season.”

The man wanted to remain anonymous, so you see Santa Claus does exist. This generous gesture was a great surprise for the Shelter and it lifted everyone’s spirits.



GRIEVANCE NEWS

UNION WINS ARBITRATION, McCain Foods MEMBER RE-INSTATED



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

In April of 2014, an employee at McCain Foods in Carberry violated the company's lock-out/tag-out policy. Briefly, this policy requires that an employee prior to maintaining, repairing or working on a piece of machinery use a lock provided by the company to lock down the machine in question, ensuring that it cannot be turned on by accident.

After the company completed its investigation, management decided to terminate the employee for the violation. The employee in question admitted that she had violated the policy but had done so in a moment of inattention and was sorry for having done so. The company stated that the lock-out/tag-out policy was a zero tolerance policy and, therefore, the termination of the employee's employment would stand.

As a result, the union filed a grievance and forwarded the matter to arbitration. The grievance went to arbitration in December of 2014 with the parties presenting their respective cases over a four-day period.

The union took the position that the employee in question, who was a 10-year employee with no discipline on her file, had been undergoing personal difficulties in her life at the time. It was also the union's position that by all accounts, including the company's, she was a very good worker and, at the very least, deserved another chance. The union acknowledged the importance of safety, as well as the importance of deterrence, but notwithstanding

the zero tolerance aspect of the lock-out/tag-out policy, when all mitigating factors were considered termination of the grievor's employment was simply too harsh.

The arbitrator rendered his decision in late December. In his decision the arbitrator stated, amongst other things, that although the grievor's actions were in violation of the lock-out/tag-out policy it appeared to be a momentary lapse in judgement by a tired and stressed employee at a very frustrating time. Furthermore, the grievor had taken responsibility for her actions and was remorseful. Also important was the fact that the grievor's immediate supervisor described her as a good worker and at no time during the arbitration hearing did she or any other employee raise any concerns about working with the grievor in the future. As there was nothing to suggest the grievor was a significant threat to repeat her actions in the future, the arbitrator found that she was a good candidate for reinstatement.

However, the arbitrator was also of the opinion that when safety infractions are involved, deterrence is a significant consideration. In this case, he found that the employer's policy could be upheld and the necessary deterrence provided through a lengthy suspension as opposed to termination of employment.

As such, the arbitrator ordered that the grievor be returned to work immediately with the time off categorized as a suspension.

Setting Up a Successful Committee

One of the most important details of a successful health and safety committee is the rules of procedure, sometimes called the terms of reference. More often than not, committee dysfunction comes from a lack of understanding the basic functions of how a committee operates.

When health and safety committees are newly established or have been through some drastic membership turnover, it is important to make sure there is always a foundation for the committee to revert back to when there is uncertainty.

The *Manitoba's Workplace Safety and Health Act and regulations* state a committee must establish rules. This applies to every committee regardless of size or location.

The foundation of your committee would be your rules of procedure. This outlines basic procedure for committee members that should include but is not limited to the following:

- How often a committee will meet, including where the meeting will take place
- Committee structure and term of office
- A procedure to be followed should a meeting have to be rescheduled (including amount of notice required)
- Co-chair responsibilities
- Duties of committee members as outlined in section 40(10) of *The Act*
- Rules respecting the conduct of committee meetings

- Yearly training requirements for committee members
- Procedure of guests attending committee meetings
- Meeting quorum
- Procedure for Minutes
- How to deal with concerns of workers
- Special or additional meetings
- Other matters as the committee considers necessary

Once your committee has established rules of procedure, they should be reviewed at regular intervals, as changes and updates may be necessary. Regular reviews of this also act as a refresher for committee members on their position and responsibilities as a committee member, as well, as reaffirm the foundation of your committee. Without a foundation, your committee is not likely to operate at its full potential. When questions or concerns come up regarding the function of the committee or lack thereof, any member of the committee can revert back to the rules for clear answers on how the committee should operate.

With the changes to *The Act*, these rules of procedure are now more important than ever when it comes to health and safety training for committee members.

If you need help establishing committee rules of procedure, **your union is here to help**. You can call Phil Kraychuk, UFCW Local 832 director of health and safety at 204-786-5055 or 1-888-832-9832 and he will be more than happy to answer any of your questions.



Maintaining a Healthy Lifestyle

Retirement! This is the time in our lives when we are enjoying more good times with family and friends. With the extra socializing and more idle time on our hands, we all find our bodies changing. Below are a few simple and sensible tips to help you obtain a healthy lifestyle:

CHANGE YOUR DEFINITION OF FULL

After every meal, you should feel as if you could get up, go outside and take a brisk walk. This is the point that we should push ourselves away from the table, not when we are so full that we feel like a stuffed potato or you need to go lay down on the couch.

MAKE A PLAN

Think about where you will be for dinner. Who will you be with? What types of foods will be available? What food do you think you can't live without? What food can you live without? What kinds of foods trigger you to overeat? Once you have thought about all of these things, make a plan of action. For example, instead of three cups of coffee with breakfast have one,

change your dessert from pie and ice cream to fresh fruit with plain or nonfat Greek yogurt, etc.

QUIT JUDGING YOURSELF BY THE FOODS YOU EAT

You are not necessarily "good" if you eat a salad or "bad" if you eat fudge. They are both just food. All foods are allowed-it is the amount you eat that you have to watch.

FORGET "ALL OR NOTHING"

If you feel like you have already blown it because you ate a donut in the morning, don't use it as an excuse to raid the cookie jar or go and get fast food. Instead, think of ways to be physically active 30 minutes a day.

GET A MOVE ON

Exercise is a great way to burn calories, plus it is an awesome way to relieve stress. Exercise is the 'fountain of youth' and one of the best investments you can make for your health.

The most important thing to keep in mind for a healthy lifestyle is balance and moderation.

Excerpts: VIDA Fitness / Linda Nye, RD MPH

RETIREE NEWS

Recipe of the Month

COWBOY BEEF STEW

2 lbs. baby potatoes
 2-398 ml. cans of baked beans in tomato sauce
 1 1/2 lbs stewing beef
 3 1/2 cups diced carrots
 1 cup water
 1/4 cup barbecue sauce
 1/8 tsp pepper
 1 1/2 cups frozen peas (thawed)

Combine first 7 ingredients in 5 to 7 quart slow cooker. Cook, covered, on low for 9 to 10 hours or on high for 4 to 5 hours. Add peas and stir. Makes about 12 cups. 1 cup = 254 calories.

Income Tax Service

UFCW retiree members are can save on the income tax service. If you are a paid-up retiree member you can use the service for the \$20 member rate. Spouses can use the service for the non-member rate as outlined on the back of this issue of UNION.

- Mark **May 12, 2015** on your calendar for the spring Luncheon.
- Correction: In last issue's story Don't Miss Out, Lila's phone number was listed wrong. **It is 204-837-3554** not 204-837-3543. Our apologies.



Eyewear

Winnipeg

- Get 28% off any complete pair of regular-priced eye glasses and 5% off contact lenses. Eye-Deal Eyewear
399 Pembina Hwy, Winnipeg
204-975-2666.

Brandon

- 20% off regular price on all prescription eyewear. Scotia Optical 204-727-3661 708-10th Street.
- At Eye Outfitters, receive 20% off complete pairs of prescription glasses and 10% off contact lenses. Located at 1100 Richmond Avenue, phone 204-725-0943.

RRSP for Local 832 Members

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

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.

Greenwoods Dental Centres

Bring your family down for their next regular check-up and cleaning and receive one free take-home whitening kit with whitening trays (\$200 value) for a member of your family.

- Offer applies to new patients only
- Two-person minimum booking per family
- One free whitening kit and trays per family per lifetime
693 McPhillips Street location only. Phone 204-774-7774.

Polo Park Hearing Centre

Receive a 10% discount (to a maximum of \$150) on the purchase of any hearing aid. Phone 204-788-1083.
Located in Polo Park Mall.

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.

Autopac Write-offs

If Autopac says your vehicle is a write-off, call Brad Pallen at 204-284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your car's actual cash value and give you a free consultation as to what your options are. If arbitration is required, you pay only \$300 in arbitration costs—a savings of \$100.

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.

The Fairmont/The Velvet Glove

UFCW members receive special room rates at The Fairmont Winnipeg. You pay only for room single/double occupancy:

- \$175 Sunday - Thursday
- \$145 Friday/Saturday

To obtain these special rates, call 204-957-1350 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.

Fort Richmond Transmissions

UFCW Local 832 members will receive 15% off any work before taxes. This includes transmission work, drive-line, brakes and suspension. For more information members can view their website at www.frtransmissions.com or call them at 204-261-7095. Fort Richmond Transmissions is located at 3096 Pembina Highway.

Kang's Taekwondo Academy

Two-month Taekwondo memberships and uniform for only \$99. Phone 204-947-0261. Locations:

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

Iron Fist

At Iron Fist, receive 20% off a one-year membership. Also receive 25% off women's self-defence course. Phone 204-231-3633. Locations:

- 1851 Portage Avenue
- 675 Archibald Street

General Paint

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

Brandon:

1124 18th Street 204-727-0295

Winnipeg:

- 1045 St. James Street 204-982-6300
- 1094 Nairn Avenue 204-982-6330
- 1-140 Meadowood Drive 204-982-6320

Anytime Fitness

The Club for busy people! At Anytime Fitness UFCW members and their families receive a 15% discount on a 6 or 12 month membership. Stop by one of the location to check it out and sign up for your membership:

2361 Ness Avenue

980 Lorimer Boulevard

300 - 2415 Main Street

3000 Victoria Avenue - Brandon

PowerUp Computers

At PowerUp save 10% off complete computer systems and 5% off hardware and software. 1119 Corydon Avenue. Phone 204-453-0638 or e-mail sales@powerup.ca.

For a complete list of UFCW Local 832 membership discounts check the union website at www.ufcw832.com/discounts

Attention GARDA MEMBERS

The union and the company would like to remind Garda employees who have completed one or more years of service that they are entitled to apply to receive RRSP contributions.

The RRSP contributions are 44-cents per hour for all hours worked, at **no cost to you**.

This benefit is **100 per cent paid by the employer**.

In order to take advantage of this benefit, it is important that **you fill out the appropriate documents**. Members can contact the Garda World office for further information at 204-949-0074. Or contact your union representative.

STARTS FEBRUARY 9

(EXCEPT FOR BRANDON, WHICH OPENS ONCE MAPLE LEAF ISSUES T4S)

UFCW LOCAL 832 INCOME TAX SERVICE

Tax experts helping members and their families
with their income tax needs for over 30 years!

\$20*

includes taxes

UFCW Local 832 member rate
for a basic return with seven
information slips or less.

*Eight to 14 slips \$26, more
than 14 slips will increase the
fee slightly.

\$40*

includes taxes

Non-member rate for a basic
return with seven information
slips or less.

*Eight to 14 slips \$45.50, more
than 14 slips will increase the
fee slightly.

*Out-of-town non-member rate
for up to seven slips is \$45.50.
Fees go up with more slips.

Office Locations

WINNIPEG

878 Portage Avenue
Winnipeg, MB R3G 0P1
(ground level Training
Centre building)
Phone 204-786-5037

BRANDON

UFCW Office
530 Richmond Avenue E.
Phone 204-727-7131
or 1-800-552-1193

FLIN FLON

Carol's Tax Service
Phone 204-687-3337

RUSSELL

Merril's Tax
Phone 204-773-2290

THOMPSON

Sya's Tax Service
Phone 204-677-9730

Tax expert George
Combiadakis
will travel to the
following locations

NEEPAWA

UFCW Training Centre
9 a.m. - 3 p.m.
February 22, March
1, 15 and April 5

ST. MALO

RRWS
9 a.m. - 3 p.m.
March 8

PORTAGE LA PRAIRIE

Canad Inn
9 a.m. - 4 p.m.
March 22

GIMLI

Viking Inn
9 a.m. - 4 p.m.
March 29

To book
your appointment
for these
four locations
CALL the Winnipeg
office at
204-786-5037.

Full details go to the union's website at
www.ufcw832.com

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832
1412 Portage Ave.
Winnipeg, MB R3G 0V5