



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JANUARY 2015



— 最高的谈判条件取回 —
达成协议了!
— 工会成员们享受更多的福利 —
团结 — 我们做自己的事情

— 最高的谈判条件取回 —
ACUERDO ALCANZADO!
— 工会成员们享受更多的福利 —
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New Deal at Maple Leaf

Brandon Members See Big Improvements

High on the Hog in Manitoba

On December 8, the members working at the Maple Leaf plant in Brandon ratified a new five-year contract. Then just two days later, negotiations were underway for the HyLife Foods plant in Neepawa. The long-term commitment made by Maple Leaf and the increased production at HyLife is proof that the hog industry in Manitoba is beginning to stabilize.

It didn't look that way in June when the Harper government drastically cut access to the Temporary Foreign Worker Program, and the company had to reduce production because of a shortage of hogs. The new agreement will be a key factor in attracting more domestic workers to Brandon, and the company is considering bringing in hogs from other provinces to deal with the shortfall.

The start rates in the contract have been significantly bumped up, and the scheduled wage increases are the highest ever bargained since the plant opened in 1999. The company also has plans for over 31-million dollars in capital improvements over the next year or so, demonstrating its commitment to the Westman area. The plan is to get production back up to the 2012/2013 levels, which will make the plant profitable and provide job security for our members.

Unlike Maple Leaf, HyLife has already undergone a major upgrade and expansion, and its supply of hogs is much more stable. While HyLife is still short of running two full shifts, the company plans to get there in the New Year- giving the future of the hog industry in Manitoba a bright outlook.

Years ago, Maple Leaf's slogan was "Pork for the World" and its business was primarily export oriented. Today Maple Leaf takes a more balanced approach and competes in domestic markets as well as selling



Manitoba pork worldwide. HyLife, on the other hand, sells almost exclusively in overseas markets and has now become the largest North American exporter of fresh chilled pork, moving its sought after product from Neepawa to Vancouver in 36 hours where it is then shipped across the Pacific Ocean. It is an expensive process but one that brings a great return.

Bargaining with HyLife will be at a fever pitch in January, as the contract expires January 31, 2015. This year will also see Local 832 negotiating with Maple Leaf once again as the Lagimodiere plant is up for renewal. That plant has also recently been expanded and is now the centre of Maple Leaf's bacon operations as well as ham.

Clearly the industry is coming back strong after facing the challenges of 2014, and the 4,500 UFCW members working at these three plants can be assured of long-term job security. They can be proud of the large part they play in making Manitoba an important hub for pork production in Canada and around the world.

In solidarity,

A handwritten signature in black ink, appearing to read "Jeff Traeger". The signature is fluid and cursive, written over a horizontal line.

Jeff Traeger

President, UFCW Local 832

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On the cover: President Traeger with Maple Leaf Brandon Members.

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NEW DEAL FOR MEMBERS AT MAPLE LEAF BRANDON

After seven months of negotiations, and an expiry date closing in on December 31, Maple Leaf Brandon members listened to the details of their tentative agreement at meetings on Sunday, December 7, at the Keystone Centre.

Then on Monday, December 8, at the plant, the members voted on whether or not to accept the new deal. After the votes were counted, the members at Maple Leaf said yes to the new five-year deal.

The new agreement sees wage increases from \$1.95 to \$2.65 per hour over the life of the agreement, along with other monetary improvements to premiums, pension and vacations. The new contract also contains improved language in many areas.

Chief shop steward Dean Rodwell was pleased with the results. "This contract is the biggest monetary contract that we have ever negotiated for the members. We have addressed a lot of significant proposals that members brought forward at the proposal meetings."

One of the big improvements members were happy to see is language on a new cafeteria. Currently members lose time crossing the plant to go to the break room, plus with their gowning up and down times factoring in, it left very little time for members to take their proper breaks.

The workers will also see 235 jobs being re-classified, which will mean nearly \$1 per hour more to each of those members who have their positions upgraded. Under the new deal, the company will top up the mem-

bers' pensions after they have moved from the previous plan into the new Maple Leaf plan. The increase to the pension plan will affect over 1075 members.

Another important piece of the contract is overtime requests now ensure that senior members receive the available overtime when they want it.

"This is a strong contract for the members and it also shows that Maple Leaf is working on stabilizing its workforce," stated Local 832 President, and lead negotiator for this contract, Jeff Traeger. "With changes to the use of temporary foreign workers and hog shortages for the company, this contract is the first step in getting the plant back to full operation."





New Project to Provide First Language Health & Safety Training for Food Processing Workers

Temporary foreign workers and other newcomers to Manitoba are some of the province's most vulnerable workers when it comes to health and safety. Many of these workers are employed in meat processing plants in Manitoba.

In a new project, funded by the Workers Compensation Board's Research Workplace Innovation Program, the **Occupational Health Centre and the UFCW Local 832 Training Centre will form a partnership** to deliver a *Train the Trainer Program* for workers in the Westman region's food processing industry.

Fifteen newcomer workers from five cultural groups will be trained in health and safety. These 15 trainers

will go on to provide much needed health and safety training in multiple languages for temporary foreign workers and their coworkers in the Westman area. The project will run out of the UFCW Training Centre in Brandon. For more information about the project, contact:

Karen Hamilton

Occupational Health Centre

204-926-7905 or e-mail khamilton@mflohc.mb.ca

or

Phil Kraychuk

Director of health and safety for Local 832

204-786-5055 or e-mail phil.kraychuk@ufcw832.com

Were you Overpaid?

Don't rush to spend it!

Even in today's automated world, payroll errors can occur. The union receives a lot of calls from members saying they were shorted on their paycheque. But, an error can sometimes work the other way.

Have you ever noticed that your paycheque is more than what you expected? If you answered yes, make sure you don't rush off

and spend your newfound fortune. While the company might not catch it right away, when it does, your employer has every right to come back to you and ask for it back. If you have already spent it, there is a law that gives your employer the right to garnish your wages by up to 30 per cent per week until it has collected the amount it overpaid you. There are a few stipulations, but Section 19 of the Employment Standards Code states:

"Except as in this Act otherwise provided, 70% of any wages bound under section 4 is exempt from seizure or attachment under a garnishing order issued out of any

court; but in no case shall the amount of the exemption allowed under this section be less than (a) in the case of a person without dependents \$250, or such greater amount as may be prescribed by regulation, per month or pro rata for a shorter period; and (b) in the case of a person with one or more dependents \$350, or such greater amount as may be prescribed by regulation, per month or pro rata for a shorter period."

However, remember that at the end of the day, it is your responsibility to make sure that you are paid correctly.



11th Biennial Women's Network Convention & Education Conference — UFCW Women: Building Our Union

by union representative Sharon Grehan

I was recently invited to attend the 11th Biennial Women's Network Convention & Education Conference in San Diego, California, from December 4 to 7, 2014. Women from UFCW Locals across the United States and Canada gathered to network, share stories and focus on some topics affecting women.

The theme of the convention was *Empowering Women Through Leadership and Training*, and the event was packed with inspirational guest speakers and workshops.

On December 6, UFCW Canada's Western Director Nancy Quiring led a moment of silence to remember the women who lost their lives in the 'Montreal Massacre', simply because they were women.

I attended a workshop on collective bargaining, where I learned about some of the challenges that are faced during negotiations in other provinces and throughout the United States. Hearing some of the challenges that Locals in states like Washington have to face when negotiating gave me a greater appreciation of what we have here in Manitoba. I realize how fortunate we are to have a labour-friendly provin-

cial government and appreciate the legislations we have in place to protect working Manitobans.

I found that many of the same workplace issues are prevalent in both the US and Canada, but some issues are worlds apart. Many delegates were shocked that we have maternity and paternity leave that spans 52 weeks. In many states, when a woman has her baby she uses her sick leave for the days she is off, often returning to work in a matter of weeks after giving birth. In workplaces that do not have sick days, any time off a new mother takes is unpaid.

One of the main topics of the convention was mentoring. I was invited to sit on a panel with other women who have been mentored in their Locals and was asked to tell my own personal experiences of being a participant in the UFCW Women's Network Mentorship Program.

I have been very fortunate to have been mentored by many women in the Local and I hope they continue to share their knowledge with me. We heard similar stories from participants in both countries and a common thread was apparent—in order to keep this

union strong, we, as mentorees, have to get involved and learn from those women who have walked before us, and we have to gain as much information and guidance from them as we can.

Women who are excelling in their fields **must step up** and begin to mentor others, and **must share their knowledge and experiences** and educate the next generation of activists and future union leaders. That is how we keep the union movement strong and continually growing. The same message goes out to all the men too!

I would ask that you look around and find someone who has that "spark", find someone who shows an interest and take him or her under your wing. Show them the ropes, pass on your knowledge and get them involved. Not only will they learn and grow from you, but also you in turn will learn and grow from them.

I am sure you can all think of at least one person who mentored you, took time out to show you something new, to guide you on a problem you may have been facing. Think back and remember how good it made you feel. **Now it's time to pay it forward.**

HYLIFE FOODS BARGAINING

2015



MEET YOUR NEGOTIATING COMMITTEE



Jeff Traeger
UFCW Local 832
President



Wendy Lundy
UFCW Local 832
Union Representative



Kevin Hulsmans
Kill Floor a.m.



Stephen Gale
Maintenance



Liberty Macatimpag
Packaging p.m.



Timothy Whitford
Asst. Chief Steward
Cut Floor a.m.



Donna Schoonbaert
Cut Floor a.m.



Colin Nicholson
Freezerco



James Payot
Shipping



**Robert Bryan
Villafranca**
Kill p.m.



Phil Salmon
QA a.m.



Teodoro Bacalzo
Chief Steward
QA a.m.



HYLIFETM
FOODS

During this set of negotiations, updates will be made available at:

www.hylife2015.ca

Keep informed on the status of these negotiations.
Video updates by the president and negotiating committee.



Congratulations to Carino Bosica!

Carino, union member from Sobeys West store 4867, was the winner of the 50/50 draw held in support of United Way.

Thanks to everyone who helped make this fundraiser a great success.



Wanda McGorum
Interim UFCW
Education Director

The Training Centre Builds Skills for the Future

Happy New Year! The staff at the Training Centre hopes everyone enjoyed a safe, healthy and happy holiday season.

January marks the start of a new calendar year and a new training schedule. It also starts the count-down to our first ever 2015 Activist Conference. This year will be **first time that the shop stewards and health and safety committee mem-**

bers will attend the conference all together.

Local 832 will hold its Activist Conference April 7 to 9, at the Fairmont Winnipeg. Union activists are asked to watch their e-mail or mail box over the next month for conference details and information on how to register for the conference.

The 2015 winter/spring training schedule is on the following pages. The Training Centre's goal is to provide training opportunities that are of

interest to the members. If you have a course idea, and you don't see it on the schedule, give the centre a call at 204-775-8329 or 1-877-775-8329 and let them know.

“Learning never exhausts the mind.”

Leonardo da Vinci

Grade 12 Mature Student Diploma Program

The Mature Student Diploma Program is intended to assist members wishing to obtain individual credits or a complete high school diploma. A supportive, adult-centred environment recognizes the needs and challenges of working adults returning to school.

Registration for term two of the Grade 12 Mature Student Diploma Program has started. To find out more information on the grade 12 programs or to register, call Ans Norman in Winnipeg at 204-480-8116, 204-775-8329 or 1-877-775-8329. For classes in Brandon and Neepawa call 204-725-8735.

Labour Studies

The Winnipeg training centre is excited to host the University of Manitoba's labour studies course, “Working for a Living”, which begins this year on January 6. Local 832 extends a warm welcome to all students in this program.

2015 Winter/Spring Training Schedule

Shop Steward Workshops

WINNIPEG

- January 21 & 22 Crossing Generation Lines
- February 4 & 5 Dignity at Work
- February 18 & 19 Note Taking
- March 4 & 5 New Steward
- April 29 & 30 Cultural Comfort
- May 6 & 7 Grievance Handling
- May 27 & 28 Public Speaking
- June 3 & 4 Communication Skills

BRANDON

- February 25 & 26 New Steward
- March 4 & 5 Communication Skills
- April 29 & 30 Grievance Handling
- May 20 & 21 Cultural Comfort
- June 10 & 11 Dignity at Work
- June 17 & 18 Crossing Generation Lines

NORTH

TBA

Health & Safety Workshops

WINNIPEG

- February 9 & 10Intro to WCB
- April 20..... WHMIS
- May 11 & 12.....Effective Committees (NEW)
- June 15 & 16Moving Beyond the Basics

BRANDON

- June 1 & 2Moving Beyond the Basics

NORTH

TBA

If you are a shop steward or a health and safety committee member and you are interested in any of the above workshops, let your union representative know. Note, if a workshop fills up, members who did not attend fall workshops will receive priority.

English as an Additional Language (EAL) Classes

EAL classes are held in Brandon and Winnipeg. Classes will start on Saturday, January 10 in Brandon and on Saturday, January 17 in Winnipeg, and are offered at many different levels so there is sure to be one that meets your needs. **These classes are free.**

IN WINNIPEG: classes run Saturdays from 9 a.m. to 12 noon and 12:45 to 2:15 p.m. To register for classes in Winnipeg, call 204-775-8329.

IN BRANDON: classes run Mondays to Saturdays. There are daytime, afternoon and evening classes. To register for classes in Brandon, call 204-726-8337 or toll-free 1-800-552-1193.

Courses for Members

Course Name	Registration Fee	Day and Time	Start Date	End Date
WINNIPEG				
Computer Basics Level 1	\$15*/\$30**	Wednesdays 6 - 9 p.m.	February 11	April 22
CPR	\$21*/\$26**	Saturday 9 a.m. - 4 p.m.	February 21	February 21
Emergency First Aid	\$35*/\$40**	Saturday 9 a.m. - 4 p.m.	March 14	March 14
Computer Basics Level 2	\$15*/\$30**	Wednesdays 6 - 9 p.m.	April 29	June 10
CPR	\$21*/\$26**	Saturday 9 a.m. - 4 p.m.	May 2	May 2
Emergency First Aid	\$35*/\$40**	Saturday 9 a.m. - 4 p.m.	May 30	May 30
BRANDON				
Standard First Aid (SFA)	\$35*/\$40**	Saturday 9 a.m. - 4 p.m.	February 28	February 28
Emergency First Aid	\$35*/\$40**	Sunday 9 a.m. - 4 p.m.	March 1	March 1
Computer Level 1	\$15*/\$30**	Saturdays 10 a.m. to 1 p.m.	March 14	April 25
Computer Level 1	\$15*/\$30**	Saturdays 10 a.m. - 1 p.m.	May 23	June 27
Standard First Aid (SFA)	\$35*/\$40**	Saturday 9 a.m. - 4 p.m.	June 6	June 6
Emergency First Aid	\$35*/\$40**	Sunday 9 a.m. - 4 p.m.	June 7	June 7
* For members in the Education & Training Trust Fund				
** For members not in the Education & Training Trust Fund				

To Register

- Go online to ufcw832.com and click on the Training Centre tab then follow the instructions or;
- For Winnipeg courses, call 204-775-8329 or toll-free 1-877-775-8329.
- For Brandon courses, call 204-726-8337.

When registering, have your course information handy.

Note your registration is not complete until payment is received. Course registration fees must be received before the class starts in order to hold your space. If payment is not received by the payment deadline, your space will be made available to someone else.

Management's Rights and Past Practices

Most collective agreements contain a management's rights provision, which typically sets out the rights of management to run its operations as it sees fit. It is important to remember that management generally retains the right to make its own rules and control/direct the workforce. For example, scheduling—unless there is very clear language in the agreement to the contrary, management has the right to schedule shifts. This right includes the right to unilaterally change a work schedule that has been in place for many years. Other examples include the reassignment of work duties, the elimination of jobs, filling vacancies, and adding or eliminating work duties. **Of course, this must all be done within reason and for valid business purposes.**

A common misconception among members is that the union can force management to run its operation in a certain way just because it has always been done that way. The union often hears from its members, "My employer has always done it that way, so it is past practice and cannot be changed." **This is actually not true.**

Past practice is a term that arises in the following situations: the union or the employer attempt to enforce a practice regarding a matter that is not included in the collective agreement (eg. a shift schedule), in the interpretation of language in the agreement and to support an assertion that the language in the agreement has been **modified by mutual accord.**

Past Practice When the Collective Agreement is Silent: In situations where a collective agreement is silent with respect to a certain matter, the presence of a well-established practice may constitute an implied term, depending on the nature of the matter. If the matter involves the operation of the business and/or the control and direction of the workforce, a past practice will generally not become an implied right. However, if the matter involves a benefit of personal value to the employees, this may very well become an implied right. Management will almost always be given wide discretion to control its operation as it sees fit, unless this right is specifically limited or restricted by the agreement.

Past Practice Used to Interpret a Collective Agreement Provision: This is the most common use of a past practice. It is used when a provision in the collective agreement is unclear or ambiguous. In these situations the past actions (practices) of the union and the employer



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

are used to interpret unclear language. Arbitrators generally give great weight to a past practice when interpreting unclear language, as long as the **past practice has been consistently applied.**

Past Practice as an Estoppel: In situations where the collective agreement language is clear, but has been interpreted different from what the language states, the union or employer may use a past practice to support an estoppel. An estoppel is the principle that precludes either the union or the employer from relying on the clear language in the agreement when there has been a long-standing past practice of not relying on the written language. An estoppel may end by notice to the other party, usually prior to negotiations, giving the party a chance to negotiate new language in the next collective agreement. For example, an agreement states that overtime must be paid out and cannot be banked. The employer has allowed employees to bank their overtime for the past 15 years, but has now decided to end that practice and rely on the agreement language. In this situation, the union will generally be able to successfully argue that the employer is precluded from making this change until negotiations.

Evidence Needed to Establish a Past Practice: In order to establish a past practice, **the union or the employer must prove that the practice is clearly understood and acted upon by both parties.** The practice must also have been in place for a lengthy period of time and applied consistently.

In conclusion, a past practice may have been established in your workplace, but that doesn't necessarily bind the employer. There are a lot of factors that need to be taken into account before determining whether a **past practice constitutes an implied term.** For further information, explanation or guidance on this issue, talk to your union representative.

H & S Committees and Training

HEALTH AND SAFETY

As many of you are aware, the government imposed new legislation changes to *The Workplace Safety and Health Act* (W210). One change in particular is the training requirements for committee members and the employer's responsibility to cover the cost of this training. The new legislation states the following:

"Educational leave

44(1) Subject to this section, every employer at a workplace where there is a committee or a representative, must allow each member of the committee, the representative, or their respective designates, to take educational leave each year, without loss of pay or benefits, for the purpose of attending workplace safety and health training seminars, programs or courses of instruction

(a) offered by the branch;
(b) approved by the committee; or
(c) provided for in the current collective bargaining agreement respecting the workers at the workplace.

Time allowed for educational leave

44(1.1) The amount of time allowed for educational leave under subsection (1) is the greater of

(a) 16 hours; and
(b) the number of hours the worker normally works during two shifts.

Pay while attending educational leave programming

44(2.1) The employer must pay a committee member, representative or designate who attends a workplace safety and health training program referred to in subsection (1) at the worker's regular or

premium pay, as applicable, for the greater of

(a) the actual number of hours spent attending the training; and
(b) the number of hours the worker normally works during a normal shift.

Time off for committee work
40(11) A member of a committee is entitled to take the following time off from his or her regular duties:

(a) one hour or such longer period of time as the committee determines is necessary to prepare for each committee meeting;

(b) the time required to attend each meeting of the committee;

(c) the time required to attend workplace safety and health training in accordance with section 44, as approved by the committee and the employer;

(d) such time as the committee determines is necessary to carry out his or her duties as a committee member under this Act and the regulations.

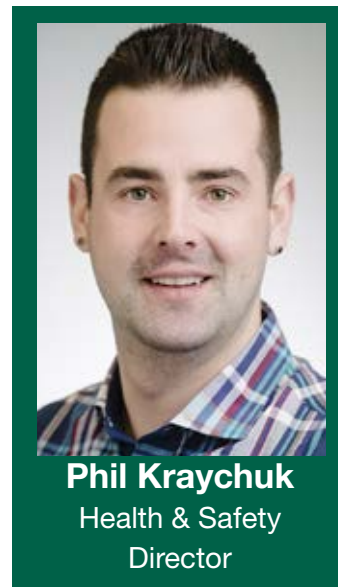
Entitlement to pay for work as committee member

40(12) A member of a committee is deemed to be at work during the times described in subsection (11) and is entitled to be paid for those times by his or her employer at the member's regular or premium pay, as applicable.

Training of committee members

40(13) The employer or prime contractor must ensure that committee members are trained to competently fulfil their duties as committee members."

This means that if your employer grants you time off for the purpose of health and safety training, your



employer is responsible for covering all of your lost wages. Even if the training is in excess of the two days, your employer is still required to cover the cost of any additional training days. We must not forget this training is benefiting your committee and more importantly, your workplace.

Training for your workplace health and safety committee is considered to be time worked and, therefore, should always be paid by your employer.

It is important for the joint health and safety committees to establish a comprehensive training plan for committee members so it is clear how many educational days a committee member is entitled to each year.

If you have any questions regarding safety and health at your workplace or would like information on developing a training plan, feel free to contact the Local's director of health and safety Phil Kraychuk at 204-786-5055.

NOTE

**Health and safety committees
MUST send
committee minutes to
h-s-minutes@ufcw832.com or
fax to 204-786-3175**

Small Dues Increase for 2015

Ten years since our last general dues increases.

The Local will be having a general dues increase in 2015 of 50 cents per week. It's the first time the Local has had a general dues increase in ten years. President Traeger and Secretary-Treasurer Bruske discussed the fiscal challenges with the advisory board on November 20. The group determined that it was best to have a dues increase this year to meet our goals and obligations for 2015.

The executive board has done a great job of keeping costs in line and finding ways to hold off a general dues increase, over the past few years. With a per capita increase slated for this year, the leadership of the local want to ensure that the union can continue to offer the members all of the benefits and services they are used to. All members will see a total dues increase of 50 cents per week. As a reminder, all union dues are tax deductible.

Arbitration 4.9%

Arbitration includes all costs associated with referring grievances and other legal matters to arbitration or the Manitoba Labour Board.

Automobiles 3.1%

A car allowance is provided to Local 832 staff who must travel throughout Manitoba to service the members.

Communications 6.5%

The two staff in our communications department produce the UNION magazine as well as maintain an extensive website.

Conferences & Education 2%

Our staff and members are trained in various aspects of labour rela-

tions annually. This category includes the shop steward/health & safety conference, and pays lost wages for those members whose employers are not part of the Education Training and Trust Fund (ETTF).

Financial Services 4%

UFCW Local 832 has three staff members dedicated to running the finances and keeping the dues as low as possible. We also provide the widely popular income tax service at a great rate to our members and their families across the province.

Negotiations 6.7%

Getting the best possible contracts for our members is one of the most important things we do at Local 832. We have four staff in this department.

Strikes and Lockouts 2%

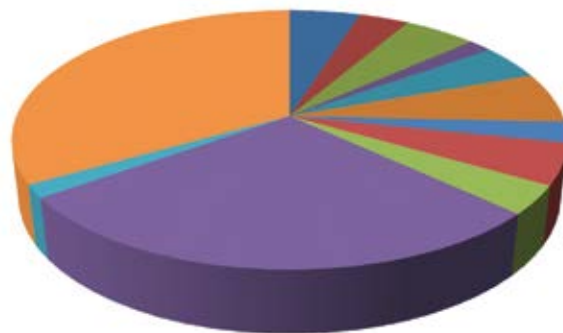
Saving money in our strike fund ensures that our members can afford to stand up to their employer and fight for their rights.

Offices and Buildings 5%

We have offices in Winnipeg, Brandon and Thompson. This portion of our budget reflects rent expenses, utilities, property taxes, insurance and maintenance.

Office Supplies 1.6%

To operate smoothly, we need office supplies such as paper, pens, postage, couriers, computers and software for all three offices.



Per Capita and Other Membership Fees 31.5%

To have a strong standing in the labour movement across North America, we pay membership costs to the UFCW Canada, UFCW International Union, Manitoba Federation of Labour and other regional labour groups and councils.

Rental Equipment .7%

Part of the cost of running the largest private sector union in Manitoba includes the rental, maintenance and repair of photocopiers, office equipment and postage metres for our Manitoba offices.

Servicing & Organizing 32%

Servicing current members and organizing new ones makes up the single largest portion of our annual budget. It includes the cost of 13 full-time union representatives and a director of organizing. Also under this category is the support staff in all of our offices, health and safety director, the IT department and our Local president.



The UFCW Local 832 Retirees' Club executive committee for 2015/2016

Front row (l to r) Joan Dudas, President Norma Kinnear, Lila Hornby
 Back row (l to r) Chuck McCormick, Hugh McMeel, Gerry Otto, Denis Allard, Nick Dudar, Armand Tesoro, Bob Whittle and John Stokell

Don't Miss Out

The bus is almost full for the trip to **South Beach Casino** for Monday, **February 16**, so this could be your last chance to register and come join the fun.

It is a good break from the winter blahs and it will give you a chance to socialize with some friends. Who knows, you might even hit a jackpot and Mondays are usually 10 times your points at the casino.

If you want to come along, call either Lila (204-837-3543) or Joan (204-422-6670) to register. You can also e-mail your registration to Joan at sadudaj@mymts.net.

The cost is \$25 per person and it includes South Beach's famous buffet. Remember, your registration is not complete until your cheque, made out to the UFCW Retirees' Club, is received at the union office.



You can mail your cheque by no later than January 23, 2015, to the attention of Melissa at 1412 Portage Avenue, Winnipeg, MB, R3G 0V5.

The bus will depart from the Safeway store on McPhillips at Jefferson at 9:15 a.m. sharp. You can start loading the bus at 9 a.m. The bus will leave the casino at 3:30 p.m. and it should arrive back at the store at around 4:30 p.m. Note that parking is available on the north side of the parking lot, away from the store.

Recipe of the Month

PINEAPPLE CARROT MUFFINS

1½ cups flour
 1 cup sugar
 1 tsp. baking powder
 1 tsp. baking soda
 1 tsp. cinnamon
 1 tsp. vanilla
 ½ tsp. salt
 ⅔ cup oil
 2 eggs
 1 cup grated carrots
 ½ cup crushed pineapple and juice

Preheat your oven to 350°. Mix all of your ingredients together until well blended. Bake for approximately 25 minutes. Makes about 24 muffins.

FOOTNOTES

Deepest sympathies to Norma Horban, whose husband Paul passed away on December 5, 2014. Paul retired from Safeway with 42 years of union membership. He was an outgoing person who played baseball in the senior league and travelled extensively with Norma, family and friends. He will be missed.

Echoing Union Values

Long-time shop steward finds new home.

Corinna Loxton had been working at the Main Street Extra Foods store for 25 years when news broke that the store would be shutting down. When Loblaw announced in 2013 it would be closing the Main Street store, a store that had some of the longest-standing union members, many members had a sense of loss.

"I was heart broken," said the long-standing steward Loxton. "Our store was more than a store, it was family. Our customers were like family. The members working at the store, we all protected each other and had each others backs."

Corinna got involved with the union because of such mentors as Lila Hornby and Kathy Brjnas.

When Corinna had to take time off for surgery and there were paperwork errors that the company dragged its feet on correcting, it was a quick phone call from then shop steward Lila Hornby that straightened out the mess.

"That was when I saw that a shop steward could have power and help the members in the store. When Lila spoke, management took notice," said Loxton.

With the urging of co-worker and shop steward Kathy Brjnas, Corinna decided to become a shop steward. She attended training at the UFCW training centre and soon realized that every day as a steward was a new adventure.

"You don't know all the answers, but what a good shop steward does is find out the answers and gets



back to the members."

When Corinna started at her new store, Extra Foods on Goulet, it was almost like starting all over again. The familiarity was gone. A lot of how things were done at the new store were different.

"I was bombarded with questions and comments, and I started second guessing myself," stated Corinna. "I was firing off e-mails to union representatives Sandy Forcier and now Roberta Hoogervorst. At the Main Street store I always had Kathy to fall back on."

Corinna came to a store that wasn't as "union strong" as the Main Street store. Her new store had a backlog of grievances. But, she is finding that the store has a lot of good people and now she is echoing the union values that were instilled on her. It has come

a full-circle for Corinna, now in a new store, as she's telling members the very same line that was told to her, "You can make a difference and become a shop steward."

When asked what a union does for the membership, Corinna summed it up best, "It is up to us, as shop stewards, to keep talking to the members in the stores about what the union does. If we don't talk about our rights and what is in our collective agreements, we won't know about them until they are gone."

"Corinna is a very effective shop steward. She is a fair advocate for all members in her workplace," boasted union rep Roberta Hoogervorst. "With her positive attitude, motivation and enthusiasm, Corinna is able to resolve conflict and is a good problem solver."

OLD MAN WINTER

is Here— Security Guards Need to Be Ready



With winter once again upon us, the union would like to take the time to highlight some applicable provisions contained in the security sector contracts that deal with this time of the year. The cold and icy conditions pose unique hazards for guards whose patrol duties take them outdoors.

As of October 1, employees at Garda, Avion, Impact, G4S, and Securitas whose duties involve patrolling outdoors **should have access to parkas on site**. If your worksite does not have a parka available for guards to wear while conducting their patrols, let the union know, call your union representative.

WINNIPEG

Curt Martel — 204-786-5055

THOMPSON

JP Petit — 204-778-7108

Additionally, security guards who are required to use their personal vehicles for shelter while per-

forming their assigned duties should be receiving **additional compensation for the cost of fuel**. The amounts vary depending on where the guard works and the collective agreement. Any guard using their vehicle for shelter while on duty, and not sure how much compensation they should be receiving, should contact their union representative.

The union encourages security guards to take the time to familiarize themselves with their collective agreement to make sure they are receiving their correct pay and benefits. For example, guards can check to see if they are receiving their correct pay for vehicle use by going to Article 24, except for G4S members who should go to Article 21.

And remember, any guard who slips or falls on the ice and gets hurt, as with any work-related injury, needs to report the incident to both their employer and the WCB as soon as possible.



NO FRILLS Grocery Banner Ready to Open in Winnipeg

New contract paved way for store openings.

UFCW Local 832, the union that represents retail Loblaw employees in the province of Manitoba, is pleased to see the company re-opening Extra Food stores under the 'No Frills' banner.

The Extra Foods at 600 Notre Dame and 1445 Main Street will be the first two stores slated to open in the first half of 2015. Both of these stores have been empty for almost two years.

With a new collective agreement that was ratified by the entire membership about a year ago, both parties worked together on introducing No Frills to Manitobans.

UFCW Local 832 President Jeff Traeger is glad to see the company following through with its plans to re-open the stores.

"We had lengthy discussions at the bargaining table for this to occur," said President Traeger. "Because we have a provincial agreement, one that not only affects the members who worked at these locations

but across Manitoba, it had to be addressed during bargaining. We made sure that if Loblaw was going to bring the No Frills banner to Manitoba that the workers in those stores had enhanced language in their collective agreement that other agreements don't currently have."

No Frills stores carry most of Loblaw's no-name and President's Choice products; but one of the big differences between Extra Foods and No Frills is that No Frills stores are operated by franchisees.

President Traeger continued, "When we talked to the members prior to bargaining, we were not going to let Loblaw open No Frills stores at the expense of our existing stores. In the last collective agreement we fought for protections to not undermine the members rights."

The re-opening of the stores will help address a shortage of grocery stores in the downtown core area of Winnipeg and the North End.

Sobeys Distribution Centre Workers Join Local 832

On November 27, the Manitoba Labour Board held a secret ballot vote for the 118 warehouse workers at the Sobeys distribution centre on Inkster Boulevard. After all the ballots were counted, the workers **voted overwhelmingly to join Local 832.**

“On behalf of the executive board and the nearly 16,000 Local 832 members in Manitoba, I would like to welcome the Sobeys workers to Manitoba’s largest private sector union,” stated Local 832 President, Jeff Traeger.

There were several reasons for workers joining the union. One of them was the recent sale of Canada Safeway to Sobeys and the uncertainty it created for the workers.

Local 832 represents other warehouse workers in the province and is a leader in collective bargaining for this sector.

The union will be holding proposal meetings with the members very soon and will be contacting the company to establish an access agreement as well as set some bargaining dates. President Traeger will be heading up negotiations.

The Local’s newest members are encouraged to visit the union website—www.ufcw832.com—for the union’s latest news and activities. Members will be able to see the date, time and location for their upcoming proposals meeting and keep updated on how their negotiations are progressing once they start.

Submission for Reimbursement Deadline January 31

Reminder to Plan 2 Red River Co-op and Safeway Members.

The union wants to remind all Plan 2 UFCW Local 832 members working at Red River

Co-op and Safeway stores that any medical expenses, including prescription drugs, must be submitted to the health and welfare plan **for reimbursement by January 31 of each year.**

Plan 1 members have until March 31 to submit their claims for medical expenses and until June 30 for prescription drugs.

Note that claim forms are available on the Local’s website, www.ufcw832.com—under ‘Benefit Info’ or through the health and welfare plan directly.

The Plan contact information and mailing information is:

MANITOBA SAFEWAY/ UFCW LOCAL 832 HEALTH & WELFARE

3rd Floor, 880 Portage Ave.
Winnipeg, Manitoba
R3G 0P1

204-982-4177 (in Winnipeg) OR
1-877-982-4177 (outside Winnipeg)

Members with questions or concerns can also talk to their union rep.

WINNIPEG

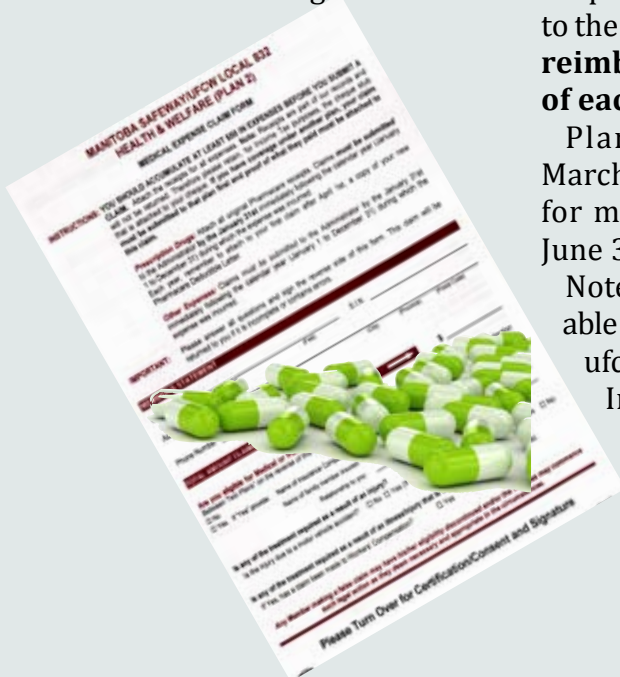
204-786-5055/1-888-832-9832

BRANDON

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

THOMPSON

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





Thompson Activists Celebrate

On November 22, UFCW Local 832 Secretary-Treasurer Beatrice Bruske travelled to Thompson to attend a social evening honouring and thanking shop stewards and health and safety committee members from Thompson. UFCW understands the important role of a shop steward and a health and safety committee member. Without

them there would be no “U” in union.

The Local hosted the evening at the Meridian Hotel in Thompson and there were about 70 union activists in attendance. Past union representative Blair Hudson, who retired in October, was also honoured at the celebration.

Local 832 Beggs-Dowling Mathieu Scholarship Winner

Congratulations to Chantale Pham, who was awarded one of 18 Beggs-Dowling-Matheiu Scholarships. Chantale is a UFCW Local 832 member who has worked at Superstore 1512 for two and a half years. She is in her third year of Physics at the University of Winnipeg.

Each year, UFCW Canada awards Beggs-Dowling-Mathieu scholarships of \$1,000 each to active members attending post-secondary studies. This scholarship was created to honour past leaders—William Beggs, Fred Dowling, and Roméo Mathieu.



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 beforehand. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.

RRSP for Local 832 Members

The UFCW Local 832 RSP 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.

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 also 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.

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.

PowerUp Computers

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

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 free consultation as to what your options are. If arbitration is required, you pay only \$300 —a savings of \$100.

For a complete list of UFCW Local 832 membership discounts go to:
www.ufcw832.com/discounts

COMING NEXT MONTH

UFCW LOCAL 832 INCOME TAX SERVICE

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

Seven Locations

\$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.**

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

**Full details in next issue of UNION or go to the union's website
at www.ufcw832.com**

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