



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JULY / AUGUST 2015



PRIDE!



Some **Injustice** for All!

On June 18, Bill C-51, *Anti-terrorism Act, 2015*, received royal assent and introduced a new anti-terrorism law in Canada. However, I feel, this new law is deeply flawed and takes away hard won rights under our Charter of Rights and Freedoms. While it is definitely imperative to fight terrorism and keep Canadians safe, it is also imperative to protect our personal rights and freedoms. A significant number of human rights groups, NGOs (non-governmental organizations), civil liberty organizations, unions, academics and many individual Canadians have spoken out against this new law.

The issue is the loss of our rights without our federal government providing evidence on how this will make us safer. There is an argument to be made that it may do the opposite. Shut down public debate on important issues and instead potentially drive serious threats underground. The new law will limit free speech that could be deemed by a government agency to “encourage or promote terrorism”, which could open it up to interpretation as to what that actually means, as the law provides no definition.

A violation can cost up to five years in prison. The police have also gained increased rights to “preventatively arrest” without a warrant in cases where a person “may carry out” a terrorist attack. Canadians’ personal information is now to be shared among up

to 17 government departments and agencies. Revenue Canada, Employment Insurance, Canada Border Services, as well as Health Canada may now freely share your personal information. What does the status of your health or your most recent income tax filing have to do with fighting terrorism?

The Canadian Security Intelligence Service (CSIS) will now also have the right to not just collect information about Canadian citizens, but also to disrupt “suspected” terrorist plots, which includes disrupting bank transactions, travel plans by putting Canadians on a no fly list and to shut down websites and Twitter accounts deemed security threats. It is important to note that Canadians put on a no fly list can appeal the no fly status, but are not entitled to find out what evidence there is against them. While CSIS now has this new mandate to disrupt activities of people or groups it believes pose a threat, the government has been unable to define what actions this new mandate covers. Many believe that legal protests against government policies can now be deemed as a threat under this new law.

What is also concerning is that while enacting this new Bill, our federal government has over the past years cut the budgets of the RCMP and CSIS, which will limit the resources they have for investigating serious threats to Canadians. What is troubling is that Bill C-51 was passed so easily



and quickly. The federal Liberals, while indicating that they would change aspects of the Bill, if they form government in the fall, still supported the passing of this Bill. Only the federal NDP have consistently spoken against the passing of this Bill due to some of the issues I have mentioned.

There is no doubt we need to ensure that terrorist threats are stopped, but we also need to ensure that there are no injustices in new laws enacted, and in this case we have given up too much.

In solidarity,

A handwritten signature in blue ink that reads "Bea Bruske". The signature is fluid and cursive.

Beatrice Bruske
Secretary-Treasurer

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On the cover: Photos from the Winnipeg Pride parade.

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Beaming with PRIDE!

It has been 28 years since the first Winnipeg Pride parade took place. Then, 250 brave people took to the streets, some with paper bags over their heads because of the social stigma that was attached to being labelled “gay”.

Thankfully, society is more conversant today and the majority is more understanding and celebrates PRIDE.

On Sunday, June 14, UFCW Local 832 staff and members walked with thousands and thousands of Manitobans to celebrate the diversity and inclusiveness. The 10-day festival took place from June 5 to 14, and during this time various community activities were held across Winnipeg.

These festivities focus on supporting the evolution of human rights

with a primary emphasis on “Gay & Lesbian” rights and freedoms.

“Our staff and members are proud to walk in all three of the Pride parades in Manitoba this year,” said UFCW Local 832 President Jeff Traeger. “At Local 832 we celebrate the diversity of our communities and support any and all efforts to make our society more equitable.”



Rebeck and Traeger Re-elected at MFL Convention

Local 832 President Jeff Traeger



Education Director Heather Grant-Jury



The 41st Manitoba Federation of Labour (MFL) convention was held on Thursday, May 28, to Sunday, May 31, in Brandon, Manitoba. With over 500 delegates representing the majority of unions in the province, it was a very busy weekend. There were a number of keynote speakers on hand at the convention—Premier Greg Selinger, Erna Braun, the minister responsible for labour, Winnipeg Centre MP Pat Martin along with CUPE national president Paul Moist.

At the convention delegates also vote for the MFL's executive council consisting of president, secretary-treasurer and two executive vice-presidents. Kevin Rebeck was re-elected as president and Local 832 president Jeff Traeger was re-elected to the position of secretary-treasurer. Local 832 union representative Curt Martel was elected as vice-president for young members.

The MFL women's committee presented Local 832 Training Centre Director Heather Grant-Jury with the Judy Cook award. This award recognizes her dedication, commitment and significant contributions to the women's movement, her community and to the labour movement.

Local 832 was active in discussing the numerous resolutions at the convention; something President Traeger encouraged those attending to do.

"Our reps and members understand what these resolutions mean in the workplace, its important for them to get up and help explain the importance of them to the rest of the group so we can keep protecting and advocating for working people in our province," said Traeger.

The next MFL convention will be held in 2018 in Winnipeg.

Union Rep Curt Martel



Local 832 Executive Board Member Alice Jeffrey



AROUND THE TABLE

Local continues successful bargaining.



Malteurop ratification meeting

Malteurop

In the last issue of UNION, the Local reported that a tentative deal had been reached, however, at press time the ratification meeting had not yet taken place.

On April 30, the Malteurop members voted 96 per cent in favour of the new collective agreement. The nearly 30 members will receive a 12.5 per cent wage increase over the life of the contract.

Brandon Community Options (BCO)

The bargaining committees for the Brandon Community Options (BCO) met on May 21 and 22 and were able to deal with most of the proposals. What remains outstanding—monetary issues—the committees plan to discuss this month. Negotiations resume on July 20 and 21. The union committee is led by negotiator Martin Trudel and includes members Cheryl Davies, Barry Elk and Mario Laviolette.

BCO provides residential and daytime support to adults living with special needs. UFCW Local 832 represents approximately 120 employees who work as support staff and coordinators.

Valleyview Co-op

The existing collective agreement for the members working at the Valleyview Co-op expired on June 30. As such, prior to starting negotiations, the union met

with the members to hear what improvements and/or changes the members would like to see in their new contract. From these ideas, the union bargaining committee will make a list of proposals that will be presented to the company at the onset of negotiations.

IKWE

On June 14, IKWE members voted "yes" to accept their new collective agreement, which provides improvements to existing wages, benefits and contract language.

IKWE's mission is to support Aboriginal women and their children to end family violence, by offering shelter during crisis and nurturing hope, change and empowerment.

Vista Park Lodge

Negotiations at Vista Park Lodge (VPL) got underway on May 6, with the parties meeting again on June 4 and 5. The union bargaining committee consists of Local 832 Secretary-Treasurer Beatrice Bruske, Claudette Chudy and Charlene Dejarlais.

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.

MFCW DENTAL PLAN IMPROVES TO A HIGHER FEE GUIDE!

Effective August 1, the MFCW Dental Plan will be paying eligible dental care benefits based on the 2013 Manitoba Dental Association (MDA) fee guide. It is currently using the 2010 MDA fee guide.

The MDA is a legislative self-governing body that acts in the best interest of the public regarding the profession of dentistry. The fee guide is a reference of suggested fees for dental services that is updated annually by the MDA. It is only a suggested fee and not all dentists charge according to the fee guide. It might be a good idea to ask your dental office which fee guide it is using. If your dentist charges



you for a service that costs more than the suggested fee in the 2013 MDA fee guide, the MFCW Dental Plan will only pay up to the suggested amount and you would be responsible for payment of the remaining balance.

If you have any questions or concerns about your dental plan, members can call the Plan directly at 204-982-6024 or toll-free 1-800-952-9932. Members can also talk to their union representative.

Can My Employer Discipline Me for a Posting on Facebook?

Lately, UFCW reps have received several calls from members working at Loblaw, and some of the other units, who have been disciplined and don't understand why. The Local wants to let its members know that even though posting unfavourable comments online about their employer or supervisor is not illegal, your employer can discipline or even fire you if you openly criticize your employer in a negative way. Read related story on page 11.

Remember that as you share your information, people can re-post, re-tweet, like or comment on your posting.

UFCW deals with this issue on a regular basis and wants to warn its members. See related story on page 11.



In short, what you thought you were sharing with a couple of friends has now become available to more and more people.

Information on social media can spread like wildfire. Everybody needs to be careful about what they post on social media websites because the information you put out there is stored for a very long time.



Working Safe During the Summer Months

With summer upon us, the union would like to go over a few points about safety for security officers working outside. Much like in winter, the summer months provide their own unique set of hazards to guards, particularly for those who are working outside. Some of the concerns during the summer months are heat exhaustion, heat stress, dehydration and sunburns. These are all probable effects while performing any sort of strenuous activity at this time of year.

Recently a member contacted union rep Curt Martel to raise a concern about an injury that was received during the course of duty. The member in question had been assigned to conduct patrols outside and ended up with major sunburn. While most of us may not think

this is an injury, it is important to note that all injuries, including those caused by excessive heat or UV ray exposure, be reported to your employer and to the WCB.

Be on the lookout for symptoms such as nausea, dizziness, headache, fatigue, heavy sweating, confusion, and excessive thirst, as these can all be signs that your body is overheating. If you are experiencing these symptoms after being exposed to excessive heat, take action to protect yourself—move to a cooler/shaded area and drink some water. It is important for us to take steps to minimize the dangers posed by these summer hazards—wear a hat, use sunscreen, drink lots of water, etc.

The Garda contract contains language that states, in part, that the company will provide

“lighter coloured, cotton based shirts during the summer season.” Actually, all of the collective agreements in the security sector contain similar language that deals with additional uniform articles based on the circumstances.

If you are being assigned to work outside during the summer months, know your rights and read your collective agreement. If there are certain items that your employer should be providing and is not, talk to your supervisor or a shop steward. You can also contact your union representative.

UNION OFFICES

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

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

UNION: Members Must Get Involved in Ongoing Saga

Loblaw violating Section 25—Reprimands

The union has addressed the matter of Loblaw violating Section 25 of the collective agreement several times in the past, and it is still receiving calls from members saying the company is continuing to reprimand members without proper representation.

It is very clear under the collective agreement that a shop steward, or in the absence of a shop steward another bargaining unit employee (picked by the member being disciplined), **must be present from the start** of a disciplinary interview.

In a lot of cases, the company has called a member to the office to give them a discipline and when the member gets to the office, there is already an employee there (picked by management) to witness the meeting. The member being disciplined feels

that management is rushing them in and proceeding with the discipline.

UFCW Local 832 has filed several grievances on this matter and have been successful. The union will continue to file more grievances, as necessary, to defend its members.

However, this is a matter that we all need to take part in to ensure that the rights and privileges of the employees are protected.

Union members must get involved and if they are called in to a disciplinary interview, they **have the right** to request and say, “I want a shop steward (if there is one on shift) or I want my co-worker (name) to be present before we start.”

Section 25—Reprimands can be found on page 72 of the current contract.

Loblaw Sick Leave Pay Update

In the November 2014 issue of UNION, [Loblaw Members: DO I GET PAID FOR SICK LEAVE?](#) (page 11), the union mentioned that during negotiations, the parties had agreed to recommend to the trustees of the Loblaw/UFCW Health and Welfare Plan to make an amendment to the Plan. Specifically, to **amend the Plan to allow part-time employees to qualify to receive partial sick day pay.**

Currently, the difference in sick pay between to the two Plans is:

Tier Two Plan

Eligible employees can claim sick pay for full and partial shifts.

Tier One Plan

Part-time employees can only claim sick pay for full shifts.

The union is pleased to report that **effective August 1, ALL** eligible **Loblaw employees** will be able to receive partial sick day pay.

If you are a Loblaw member and have a question regarding

your sick leave benefits or questions about this amendment, you can contact the Plan directly at 204-982-6087 or toll-free 1-877-982-6087. Members can also talk to their union representative for assistance.



OLD CASE MAKES MANITOBA HISTORY

As reported in the December 2014 issue of UNION, the Manitoba government is clamping down on claim suppressions. In this issue, read about an outstanding case that has made history.

In December 2012, a customer at a Loblaw store in Winnipeg assaulted a member who was trying to stop him from fleeing the store with a TV. The thief knocked the employee to the ground and she was injured during the altercation. The assistant store manager helped her get up off the ground and they returned to the store.

But once they got back inside the store, the store manager proceeded to lecture the member and belittle her in front of customers and her co-workers. The manager seemed more worried about the stolen TV and that she had violated company policy rather than the employee's well-being.

I'm sure most of you reading this would think this would be a simple case of a person getting injured at work and filing a workers compensation claim, right? Well, think again.

The assistant manager, who had helped the member up off the ground, claimed he had seen nothing. At one point the member was told, "To go home take some pills and drink some rum." In a meeting with the store manager and

assistant store manager, and in the presences of a shop steward, the store manager had the audacity to yell at the member, threatening, "If head office found out about this she would be terminated for violating company policy." The manager also said, "If she files a WCB claim Windly-Ely (hired by Loblaw to manage WCB claims) would prove she violated company policy and her claim would be denied." Apparently in this particular store it is OK to blame the workers for injuries and use tactics like intimidation, threatening and yelling to stop a worker from filing a WCB claim.

The long-term employee simply reacted to a situation at the time and believed she was doing what was the best for her employer. Right



Shop Steward Viki Allard and Local 832 H & S Director Phill Kraychuk reviewing the claim suppression penalty

or wrong, there is no excuse for the way she was treated by the store manager and one of the assistant managers following the assault.

After numerous unsuccessful attempts to file a workers compensation claim, the member made the union aware of the situation. The union immediately intervened and filed a grievance. Long after the grievance was filed, many discussions with WCB and countless battles with Loblaw about the way it manages its WCB claims, justice prevailed. Loblaw received the first



Phil Kraychuk
Director of Health & Safety

claim suppression penalty in the history of Manitoba.

Thankfully, there was a very positive outcome for the member, all union members, WCB and Loblaw. Everyone affected learned from the situation and hopefully this will not happen again.

If you are injured at work, you must first notify your employer or supervisor and then it is a good safeguard to call and file a claim with WCB while the incident and details are still fresh in your mind. It is your right as a worker and no employer can take that away from you or take action against you for exercising your right to file a WCB claim. If you are having issues in your workplace filing a WCB claim, involve your union, talk to a safety and health committee representative or a shop steward.

The WCB intake phone numbers are 204-954-4100 or toll-free 1-855-954-4321. You can also contact your union representative at:

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With the explosion of social media there has also been an increase of employees being disciplined, including being terminated from their jobs, for comments or pictures they have posted on Facebook, Twitter or similar social networks. Many employees are under the false impression that they can post whatever they want, including comments about their workplace, employer or fellow employees, as they have a right to free speech or their comments were intended to be private and did not take place at the worksite they cannot be held against them. They are wrong.

In fact, employers can discipline workers for off duty conduct, including conduct related to social media. Even though information posted on social media may be considered private to the employee, this does not necessarily mean that the information will be considered private by an arbitrator as the purpose of posting material online is usually to share it.



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

What has emerged from recent cases is that employers can take the position that an employee's off-site and off-duty conduct online will constitute employment-related misconduct if:

- the employee's conduct harms the employer's reputation;
- the employee's conduct makes the employee unable to perform his/her duties satisfactorily;
- the employee's conduct leads to refusal, reluctance or inability of the other employees to work with him/her (think blogs/posts criticizing co-workers); or
- the employee's conduct makes it difficult for the employer to properly carry out its function of managing its business and efficiently directing its operation.

It has generally **been accepted by arbitrators that employers do not need to satisfy all of the above factors in order to uphold discipline for off-duty conduct.**

On the contrary, conduct giving rise to any one factor in the above-noted test may warrant discipline or discharge. Ultimately, the test to be applied is, "Would a reasonable and fair-minded member of the public, if apprised of all the facts, consider that the grievor's continued employment would so damage the reputation of the Employer as to render that employment untenable?"

So next time you are on social media, you need to watch what you say about your workplace, boss, fellow co-workers, or any controversial subject for that matter, as it could possibly cost you your job.

RETIREE NEWS



June can be an iffy month as far as weather goes, and this year was no different. However, Mother Nature cooperated and on June 9, at the annual Local 832 Retirees' Club golf tournament, everyone teed off under a sunny, blue sky and enjoyed the day.

The trophy winner for 2015 was Janice Spak. Other special achievements were:

- **Lowest Score:** Bill Stubel and Janice Spak
- **Most Honest:** Nick Dudar and Norma Kinnear
- **Closest to Pin:** John Korpesho (hole 9), Maurice Leurquin (hole 13), Bob Orzeckowski (hole 18)

Besides the golf awards, the retirees' club also gave away two gift certificates and held cash draws. No one left empty-handed as each golfer received a gift.

FOOTNOTES

Deepest sympathies to Chuck McCormick, Joan Dudas and Hugh McMeel who all lost their beloved spouses.

The casino trip scheduled for September 14 to 16 to Seven Clans Warroad and Thief River Falls is all sold out. The response was great and it should be a wonderful time. If you missed calling but are still interested in coming you can put your name on the cancellation list, just give Lila a call at 204-837-3554 and let her know.

Recipe of the Month

SOUR CREAM RAISIN BARS

2 cups raisins
2 cups sugar
1 cup butter
1/2 tsp. salt
1 cup brown sugar
6 tbsp. cornstarch
2 cups old fashion oatmeal
6 egg yolks beaten
2 cups flour
2 cups sour cream
1 tsp. baking soda
1 tsp. vanilla

Boil raisins for 5 minutes, drain and set aside. Mix together butter, brown sugar, flour, baking soda and oatmeal. Press half of mixture into 9 x 13 pan and bake at 350° for 10 minutes.

In medium sauce pan combine sugar, salt, sour cream and egg yolks. Slowly add cornstarch and bring to a boil, stirring constantly. Once it starts to thicken add raisins and vanilla and pour onto baked crust. Sprinkle remaining oatmeal mixture on top and bake at 350° for 30 minutes. Let cool before cutting.

Another Huge Turnout at Spring Luncheon

The spring and fall luncheons are becoming more and more popular and more and more retirees are attending. It is a good social outing and you are guaranteed a delicious meal.

Well over 100 people attended the spring luncheon on May 12 at the ANAF Legion. Besides enjoying a great lunch, they listened to guest speaker Sylvia Visintin, from Age and Opportunity Support Services, talk about senior residences and relocation.

Winners from the May 12 draws were: Linda Tesoro, Margaret Bakker, Linda Clare, Tennie Myketa, Nellie Villania, Beverly Beckman, Judy Wickens, Al Patterson, Walter Nickel, Jim Swaile, Bob Whittle, Leslie Brown, Barb Schick, Peter Kyryluk, Margaret Bakker and Chuck McCormick.

Make sure to mark October 13 in your calendars as that is the date of the fall luncheon.

The Reality of Security

By: Katherine Romaine

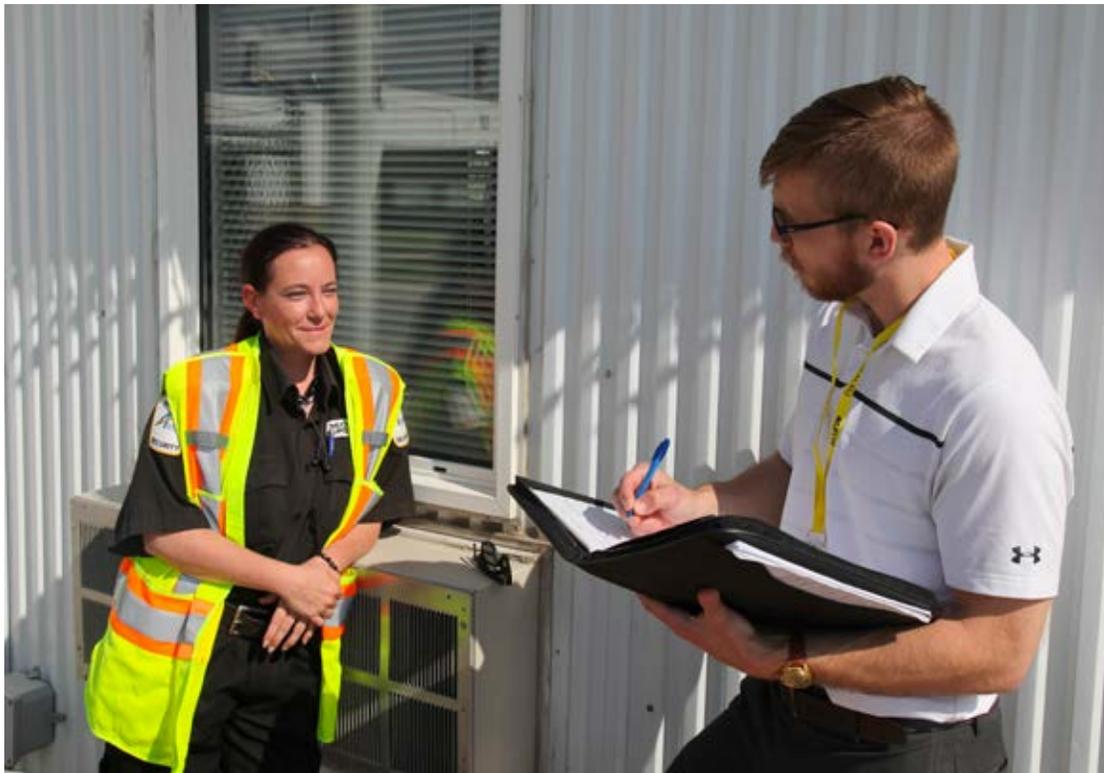
In my opinion, one of the biggest challenges that security guards face is the general misconceptions of what we do. In the movies and on television, security guards are frequently portrayed as the “bad guys”. This is by no means reality! Security guards are usually the first responders to emergency situations and in fact are the frontlines in most situations surrounding their jobs.

Being on the frontlines and acting as first responders, means we need to be prepared to “switch hats” on the fly. Not only do we have our standard patrols to do but we must “switch hats” and act in the capacity of: crisis counsellors, tour guides or informational centres, as well as first aid attendants.

An example of this is if we are on a patrol and we come across an unconscious person, we need to assess the situation and determine what help, if any, is needed. Is this a medical emergency? Is this person physically or mentally hurt? Or has this person just fallen asleep? Once we have acted as a first responder and determined the type of circumstance it is, we must then act accordingly to resolve the issue — call emergency personnel, get the person a cup of water, try to talk to them, etc.

Lately, more and more news articles are coming out about guards being attacked while on duty. I personally have heard the general public’s comments criticizing the guard’s actions. What the public must realize is that every situation is unique, complex and different.

Let’s go back to the example of the unconscious person. Let us assume, in this case, the person did



Kathy talking to union representative Curt Martel.

not need medical attention, but was highly intoxicated or on some other drug. Guards are aware that a situation like this can escalate out of control very quickly. When the situation escalates, the guard must act fast in order to protect the public, to protect themselves, and to defuse the situation as fast as possible. This is only one example of what a guard faces on a daily basis.

Our union has been lobbying the Manitoba government for years to change legislation for the betterment of security guards. We have been successful in getting legislation that ensures guards receive better training and better wages. The union has also been active in trying to change the public’s view of what a security guard does.

Guards are now starting to receive the dignity and respect they deserve. I definitely believe we are going in the right direction, however, there is still a lot more that needs to be done to get to where we need to be.



Eyewear

Winnipeg

- Get 28% off any complete pair of regular-priced eye glasses and 5% off contact lenses. Eye-Deal Eyewear
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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.

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

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 membership and uniform for only \$99. Phone 204-947-0261. Locations:

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

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

CCWIPP Changes Start to Take Effect

If you work for Loblaw, Sobeys West, Safeway or Red River Co-op, starting July 1 you will notice some changes to your pay.

As outlined in the Canadian Commercial Workers Industry Pension Plan (CCWIPP) letter to members affected, starting July 1, members who have between two and 7.99 years of service will be deducted 22 cents per hour and those members with eight years or more will be deducted 40 cents per hour off their pay as additional contributions into their pension plan.

These changes have been put forth by the trustees of the Plan



to help bring the level of funding up to cover the retirement benefits in the future.

Should you have any questions regarding the changes to your pension, contact the CCWIPP office at 1-800-357-1632 or online at www.ccwipp.ca.

Are You Retiring Soon?

You should make sure to let the union know!

Some employers don't bother telling the union when you retire and your records don't get updated.

Local 832 has a strong, active retiree's committee. Anyone retiring will receive special recognition and invites for upcoming events hosted by the Retirees' Club.

Call the union office and let your union rep know when you retire!

webCampus

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