



# UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

MARCH/ APRIL 2016



# WHAT'S AT STAKE?

Manitoba Prepares For Provincial Election



# There IS Just TOO MUCH to RISK

MESSAGE FROM THE  
PRESIDENT



**W**ith a provincial election just around the corner, the Manitoba Federation of Labour (MFL) has launched its “Fairness for Everyone” campaign to inform Manitobans about issues in this election that matter the most to working families.

The new website, [www.fairnessforeveryone.ca](http://www.fairnessforeveryone.ca) talks about the things that are at stake during this election. It helps cut through the political rhetoric that we far too often hear during election campaigns and highlights where each party stands on issues that affect working Manitobans.

One of those issues is the drive to make minimum wage a living wage. In my view, someone who works full-time at minimum wage should not be below the poverty line and forced to access food banks or other such supports. We’re lucky that the Manitoba government has raised the minimum wage every year since 1999 but it still isn’t enough. Establishing a living wage for all Manitobans that is indexed every year with the cost of inflation is a solution that would end the plight of the working poor.

Another issue that affects many Manitobans is finding affordable childcare. In Manitoba, our childcare costs are some of the most reasonable in the country, but we need more spaces! More affordable daycare spaces with properly trained early childcare educators looking after our kids will help strengthen our workforce and stimulate the economy.

The Manitoba government has accomplished many good and positive things in the last decade and a half. Economists have stated time and time again about how our diversified economy and government investments into infrastructure have helped keep Manitoba moving forward. We are among the lowest unemployment rates in the country and among the high-



est growing economies so what we are doing here is working.

Our government has always been willing to make the tough decisions needed to keep us on the right track, even when those decisions were not popular. Isn’t that what good leadership does?

Over the last 16 years we have worked with the Manitoba NDP to create progressive health and safety legislation that protects workers, unionized or not. We have worked to ensure that this province’s labour legislation is fair not only to workers but also to the companies that employ them.

It’s this fair and balanced approach that has enabled companies and unions to work together, and as a result, Manitoba has seen record low work stoppages over the last 16 years because fairness works. Let’s not turn back the clock on everything we have accomplished and worked so hard to build.

In solidarity,

A handwritten signature in black ink, appearing to read "Jeff Traeger".

Jeff Traeger  
President UFCW Local 832

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## No Frills Union Activist Has Strong Viewpoints

**S**hop Steward Kathryn Lunt has an appreciation for change but her core union viewpoints have remained with her throughout her work experience.

Kathryn has been a UFCW Local 832 union member since she moved to Winnipeg in 2007, when she made the big move to Canada from the United Kingdom. With experience in the grocery industry in the UK, she sought out work in what she knew best, groceries and customer service.

Her first job in Winnipeg was at the Safeway Madison store. After a short stint there, Kathryn found a perfect fit at Park West Extra Foods store, which recently went through a conversion to the new Loblaw “No Frills” banner. Ray’s No Frills—the redesigned store—opened in December 2015, about two weeks before Christmas, and is enticing new customers to the lower-priced store.

Kathryn has worked in unionized workplaces in the UK and, of course, here in Canada. Her time in the UK has given her a better appreciation of how superior labour legislation is here in Manitoba.

“I quickly noticed the benefits of being in a

member of a ‘closed shop’ workplace in Winnipeg,” said Kathryn. “It is easier going to the bargaining table when solidarity is so strong and everyone is enjoying the same benefits and privileges that we all fought for together.”

Kathryn is also appreciating working at the new No Frills store.

“The store has been busy that’s for sure. It feels more relaxed and Ray (store franchisor) is very approachable and good to work for,” commented Kathryn. “I’ve noticed new people in the store coming in to check out the deals.”

Union rep Roberta Hoogervorst stated, “It is rewarding to see people like Kathryn who are excited about helping co-workers understand their collective agreement and what it means to be part of a union.”

Loblaw seems to be on the right track with the new No Frills banner. While the name certainly undersells expectations, once inside the vibrant stores, all four locations in Winnipeg have been proven winners. Winnipeg has been posting strong sales figures since Loblaw converted these stores to No Frills.

# NO General Dues Increase for 2016

**A**s a result of prudent financial management, there will be **no general dues increase in 2016**. The executive board continues to work hard to ensure that the dues structures setting out the weekly union dues are as fair as possible. In doing so, the Local considers the varying amount of workplaces that it represents. They each have their own wage and benefit structure and varying hours of work the members are scheduled per week, which determines an appropriate dues rate. Each workplace is ranked and slotted into the dues structure. However, some workplaces are paying less than the dues category that they have been ranked into. Therefore, members working in those workplaces will see a maximum 50-cent per week dues increase.

What do your dues pay for? Your union dues pay for a multitude of services that the union provides to you. Specifically, the categories listed below account for the majority of spending by the Local:

## **Arbitration 5%**

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

## **Automobiles 3%**

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

## **Communications 6%**

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

## **Conferences & Education 2%**

Annually, union staff and members are trained in numerous aspects of labour relations. This category includes the shop steward/health and 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. It also provides the widely popular income tax service at a great rate to the members and their families across the province.

## **Negotiations 6%**

Getting the best possible contracts for the members is one of the most important things for Local 832. This category includes four full-time staff.

## **Strikes and Lockouts 2%**

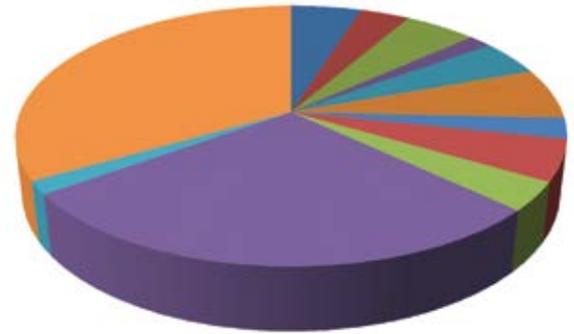
Saving money in our strike fund ensures that Local 832 union members can afford to stand up to their employer and fight for their rights.

## **Offices and Buildings 5%**

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

## **Office/I.T. 3%**

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



## **Per Capita and Other Membership Fees 31%**

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

## **Rental Equipment 1%**

Part of the costs of running the largest private sector union in Manitoba includes the rental, maintenance and repair of photocopiers, office equipment and postage metres for the Local's three offices.

## **Servicing & Organizing 32%**

Servicing current members and organizing new ones makes up the single largest portion of the Local's annual budget. It includes the cost of 15 full-time union representatives and a director of organizing. Also under this category is the health and safety director, support staff personnel for all three offices and the Local's union president.

# TERRITORY CHANGE

## WINNIPEG, WESTMAN



**Sharon Grehan**  
Sobeys & Co-op

**Sobeys West Inc**

4822 - Madison Square  
4822 - Gas Bar  
499 - Reline Crew  
4823 - Sargent/Maryland  
4824 - Mountain/McGregor  
4826 - Pembina/McGillivray  
4842 - Braemar  
14842 - Gas Bar  
4844 - Osborne/Kylemore  
4849 - Tuxedo  
4854 - Charleswood  
4855 - Crossroads  
4857 - Wayoata/Kildare  
4859 - Lindenwoods  
14859 - Gas Bar  
243 - Sobeys Burrows  
490 - Sobeys Extra

**Red River Co-op**

598 - Main/Luxton  
719 - Southdale  
724 - Grant Park  
730 - St Vital Centre

**Gimli**

061 - Diageo  
395 - Faroex



**Jason Hawkins**  
Safeway & Loblaw

**Sobeys West Inc**

4821 - Henderson/Douglas  
4825 - Henderson/Kimberly  
4847 - Pembina/Chancellor  
14847 - Gas Bar  
4848 - Burrows/Keewatin  
4851 - Portage/Cavalier  
14851 - Gas Bar  
4853 - Jefferson  
14853 - Gas Bar  
4856 - St Anne's  
14856 - Gas Bar  
4867 - River

**Selkirk**

4828 - Safeway  
14828 - Gas Bar

**Loblaw**

**Superstores**  
1505 - McPhillips  
1512 - Gateway  
1514 - St Anne's Road

**Selkirk**

9082 - Extra Foods



**Roberta Hoogervorst**  
Loblaw

**Loblaw**

9708 - Store Support Crew  
**Superstores**  
1506 - Regent/Lagimodiere  
1508 - Portage/School Road  
1509 - Bison Drive  
1511 - St. James Street  
1516 - Grant/Kenaston

**Extra Foods**

9002 - St Anne's Road  
9003 - Regent/Brewster  
9065 - Goulet

**No Frills**

3340 - Notre Dame  
3442 - Main/Inkster  
3990 - Goulet  
3996 - Roblin/Dale

**Steinbach**

1503 - SuperStore



**Ron Allard**  
Poultry & Peat Moss

Canadian Linen  
Dunn-Rite

Granny's Hatchery  
Oakrun Farm Bakery  
Sobeys Retail Support Centre  
VersaCold Dawson  
VersaCold Transport  
Westburn Electric - Notre Dame  
Westburn Electric - St. Boniface  
Western Glove

**Steinbach**

Granny's Poultry

**Whitemouth**

SunGro - Elma

# GES FEBRUARY 15

## AND NORTHERN AREA



**Mike Howden**  
Industrial & Warehouse

Bearskin Airlines  
Brewers Distributors  
Coca-Cola  
Federated Co-op  
General Mills  
Malteurop Plant  
Naleway  
Old Dutch  
Pepsi  
SSP Food Services  
SYSCO - Warehouse  
SYSCO - Inventory Clerks  
Winnipeg School Division



**Joe Carreiro**  
Service & Group Homes

Arctic Co-op  
Avis Budget  
B&L Homes for Children  
EPIC Opportunities-Portage  
EPIC Opportunities-Cavalier  
EPIC Opportunities-Goulet  
FASD Life's Journey  
HP Canada  
Integrated Messaging  
JC Foods  
Krown Produce  
MNU  
RW Packaging  
Shoppers Drug Mart - Regent  
Visions of Independence (8 locations)  
Winnserv (17 locations)

**Pine Falls**  
Wings of Power

**Portage**  
Friendship Centre  
Visions of Independence (7 locations)

**Stonewall**  
ACL Interlake

**St. Malo**  
Chalet Malouin  
EPIC de St. Malo (Workshop)  
EPIC de St. Malo (Residence)



**Curt Martel**  
Security & Others

G4S Security  
Garda Security  
Gate Gourmet  
Holiday Inn Downtown  
Impact Security  
Instabox  
Securitas  
Security Resources Group  
SynTex



**Sandy Forcier**  
Director of Servicing

CNIB  
Compass Group  
Exact Graphic  
FASD - Office Workers  
Fairmont Hotel  
HiTek Print Management  
KKP, a division of Kwik Kopy Printing  
MFL Occupational Health  
Northern Meats  
United Way  
Vantage Foods

# TERRITORY CHANGES

## WINNIPEG, WESTMAN AND



**Kim Ferris**  
Red Meat & Service

Aramark CFB 17 Wing  
Aramark Refreshment (Vending)  
IKWE  
Maple Leaf Consumer Foods  
Unicity Taxi

**Lorette**  
Lorette Marketplace

**Selkirk**  
Selkirk Marketplace

**Fisher Branch**  
Ukrainian Farmers Co-op



**Aline Audette**  
Healthcare #1

Grace Hospital  
DSM (Grace Hospital Site)  
WRHA Pharmacy(Grace Hospital Site)

### St. Boniface Hospital

Aboriginal Services  
Audiovisual Services  
Cardiac Sciences  
Clinical Engineering  
Head Meds/Geriatric  
Day Hospital (Geriatric)  
Emergency  
Family Medical Centre  
Finance/HR Cost Centre  
Renal Health  
MSICU  
Laundry St. B.  
Palliative Wards  
Mental Health  
Nephrology/Neurophys  
Nursing Ed/NFA  
Food Service/Diet Office  
Patient Reg./Payroll/Print  
Property Management  
Rehab Services  
Surgery  
Telephone/Inquiry/Switch  
Woman and Child Program



**Carmela Abraham**  
Healthcare #2

Compass Morrison  
Pharma Plus Drugs  
Reh-Fit Centre  
Vista Park Lodge  
WRHA Laundry

### St. Boniface Hospital

ACF  
Diagnostic Imaging  
Distribution Services  
Health Information  
Housekeeping  
MDR  
Nursing Services  
Operating Room  
Pharmacy  
Protection Services (Security)  
Staff Scheduling Office



**J.P. Petit**  
Northman

Arcturus  
Burntwood Community Health  
Burntwood Legion  
Garda Security  
Homeless Shelter  
Impact Security  
Sobeys West Inc. Store 4832  
Thompson Hospital

**Dauphin**  
Dauphin Co-op  
Loblaw - ExtraFoods 9080

**Flin Flon**  
Arctic Drugs  
North of 53 Co-op

**Gillam**  
Gillam Co-op  
Gillam Hospital

**Leaf Rapids**  
Leaf Rapids Co-op  
Leaf Rapids Health Centre

**Lynn Lake**  
Lynn Lake Hospital

**Swan River**  
Loblaw - Extra Foods 9081

**The Pas**  
IGA Otineka Mall  
Loblaw - Extra Foods 9079

# 8 FEBRUARY 15

## NORTHERN AREA

### Local 832 Offices Addresses and Phone Numbers



**Morag Stewart**  
Westman #1

**Brandon**  
MLCF Brandon - Kill Side  
Securitas

**Carberry**  
McCain Foods  
CDC Warehouse

**Rivers**  
Rolling Dale

**Russell**  
Bunge Canada

**Souris**  
Souris Valley Foods

**Virden**  
ACL  
Fort La Bosse School Div  
Fort La Bosse EAs  
Town of Virden  
Valleyview Co-op



**Brenda Brown**  
Westman #2

**Brandon**  
MLCF Brandon - Cut Side  
McKenzie Seeds - Plant & Office  
Loblaw - Superstore 1515

**Carman**  
Carman Co-op

**Winkler**  
Loblaw - Superstore 1510



**Wendy Lundy**  
Westman #3

**Brandon**  
Coca-Cola  
Heartland Livestock  
Pepsi  
BCO  
Sobeys West Inc - Store 4829  
Gas Bar - 14829

**Killarney**  
Mound Milk

**Neepawa**  
Freezerco  
Group Westco  
HyLife Foods  
Sobeys West Inc - Store 4830

**Shilo**  
NPF Shilo Canex

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**FAX**  
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**FAX**  
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**FAX**  
204-778-7628

## GRIEVANCE NEWS

# Shining a Light on Mental Illness in the Workplace

**M**ental illness is often an uncomfortable topic in our society and in our workplaces. However, the time has come to open the conversation on the topic. Statistics have shown that one in five Canadians will suffer from some form of mental illness in their lifetime. As such, **persons suffering from mental illness need to be encouraged to speak up and ask for help without fear of losing their job or discrimination.**

In Manitoba, the *Human Rights Code* requires employers to accommodate employees with disabilities up to the point of undue hardship. This duty to accommodate includes accommodation of mental illnesses. Accommodation is a shared responsibility between the person seeking an accommodation, the employer and the union. All persons involved should work together to look for accommodation solutions. However, the primary obligation to provide a reasonable accommodation rests with the employer. In cases of mental illness, the employer has an obligation to attempt initiation of the process as soon as it becomes aware that someone may be suffering from a mental illness and may require an accommodation.

What makes up a reasonable accommodation will be determined on a case by case basis. Some examples of accommodation for persons suffering from a mental illness may include leaves of absence, flexible work hours, facilitation of access to EAP programs, job restructuring, transfers or job retraining. Generally, an employer must be willing to modify any aspect of the job or the workplace that is necessary to enable the person with an illness to do their job.

The *Human Rights Code* also provides protection from discrimination and harassment. **Persons suffering from a mental illness should not have to experience employment barriers, isolation or marginalization.** Examples of situations that are



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

potentially discriminatory and in violation of the *Human Rights Code* include making fun of persons suffering from a mental illness because of their illness, jokes about mental illness, denying an employee an employment opportunity because it is assumed that they don't have the ability because of a mental illness, reactive decision making, or differential treatment.

Accommodation policies can also be discriminatory against persons suffering from a mental illness, as they often require the employee to initiate the process and don't take into account that there is usually a period of time when persons suffering from a mental illness are not aware that they even have an illness. Accommodation policies should include direction of what needs to be done in situations where mental illness is expected.

**Everyone is entitled to a workplace that is free from discrimination and harassment.** If you or someone you know is being discriminated against or harassed due to a mental illness, contact your union representative immediately. If need be, the union will file a grievance or a human rights complaint. Similarly, if you or someone you know is suffering from a mental illness that requires a workplace accommodation your employer should be contacted immediately.

By all of us working together, we can continue to take steps forward shining a positive light on mental illness. Focusing on solutions around mental health issues in the workplace will benefit employers and employees alike.

# Manitoba Steps Up to Address PTSD

**P**ost-Traumatic Stress Disorder (PTSD) is a mental health disorder that is triggered by a terrifying or traumatic event. PTSD does not always occur to everyone experiencing the same event. Like many mental health disorders it is not widely known why some people get PTSD while others don't.

Much to the delight of UFCW and the NDP government, on January 1, new WCB legislation came into effect on PTSD suffered at work.

In a release on CBC on December 22, 2015, Premier Greg Selinger was quoted as saying, "When a worker who has experienced a traumatic event on the job and is diagnosed with PTSD, the Workers Compensation Board will presume his or her condition was caused by the job, making it much easier to access supports, treatment and compensation."

What does presumption on work-related PTSD mean? Essentially, if a worker experiences a traumatic event in the workplace and is diagnosed with PTSD as a result of that event then WCB will automatically accept the claim. This is a huge step in the right direction for WCB and the Manitoba government.

**PTSD claims must be approached with care and caution.** Often, having someone relive their traumatic event that caused their PTSD can be catastrophic, if not treated properly. It can trigger all kinds of symptoms related to the PTSD, some of which can lead to fatal

consequences.

When a medical professional diagnoses a worker with PTSD, caused by a workplace incident, it is not necessary for anyone at WCB to continue to question the worker and have them relive their terrible experience. If further questions are required, **only a trained professional should be doing this.** If the diagnosis is there, presumption sets in and the worker should have immediate access to resources to help them deal with this very difficult disorder.

The union understands the



**Phil Kraychuk**

Director of Health & Safety

the event during an investigation should be a last resort. It almost feels as if some of these invasive investigations by WCB on claims are to find reasons not to accept the claim rather than to accept it.

*"If a medical professional has already diagnosed a worker with work-related PTSD, it is not necessary for anyone from WCB to continue to question the work and have them relive their terrible experience." — Phil Kraychuk, Director of Health and Safety*

importance of WCB doing a proper investigation, but when it comes to PTSD at the workplace what more of an investigation is needed? The diagnosis was a result of a workplace incident. **We now have presumption. Let's get this worker help immediately!** The **worker should come first**, not a long post diagnosis investigation followed by what may or may not result in an accepted claim. All the while, the PTSD symptoms could be increasing. If an investigation is warranted, so be it, but getting the worker treatment should be priority one. Having the worker relive

Let's never forget the Meredith Principles that our system was built on. The Meredith Principles are a historic compromise in which employers fund the compensation system and share the liability for injured workers. In return, injured workers receive benefits while they recover, and cannot sue their employers.

Often going through traumatic events, leads to difficulty adjusting to regular daily living activities and coping with the event itself. This does not necessarily mean you have PTSD. However, if the symptoms continue to worsen or last

continued on next page

for months, or in some cases even years, then you may have PTSD. Symptoms may include some of the following:

- Memories: Reliving the event, flashbacks, reactions to something that remind you of the event.
- Emotions: Negative feelings about yourself and others. No interest in activities. No positive feelings.
- Reactions: Increased anger, easily irritated, aggression, drinking excessively or drug use, disrupted sleeping patterns.
- Isolation: Avoiding anything that reminds you of the event, avoid seeking help, isolation from family or friends.
- Suicidal thoughts.

If you believe you may be suffering from PTSD, it is **very important to seek professional help immediately**. Early intervention can be crucial in controlling symptoms. There are many different kinds of traumatic events that could happen in virtually any workplace. Also, there are definitely risk factors that can make it more likely to develop PTSD, such as trauma earlier in life, lack of support from family and friends, other mental health disorders, or simply having a job that puts you at more of a risk to experience a traumatic event.

It is also important to remember that no two people are the same. Everyone has different reactions to different situations. Just because one person didn't experience the same symptoms to the same event does not negate any other worker from suffering PTSD. With the very wide range of symptoms, risk factors and causes, PTSD can potentially happen to anyone.

## 2016 UFCW Canada Young-Workers Internship Program Prairie Region—July 10 to 15 in Winnipeg

**T**he Young-Workers Internship Program (YIP) is an excellent opportunity for young members from across the province to get together and talk about issues relevant to young people and the labour movement.

This year's YIP for the Prairies will take place in Winnipeg from July 10 to 15 at the Fairmont. It will commence on July 10 in the evening and finish up at around noon on July 15.

YIP provides young members an excellent opportunity to learn new skills and abilities through a series of interactive activities and workshops. This year, the focus and some course discussions will be on understanding key concepts about the economy, politics and globalization. Discussions will also touch on what it means to be a union member and looking at new methods and strategies on how you can impact your community.

If you are a young-worker and interested in taking part in this very powerful, well-liked youth program, **contact your union representative to register to attend**. Space is limited and availability fills up fast, so act soon. **Members must be registered**

**by no later than May 6.** For full details visit [www.fb.com/ufcw-yip](http://www.fb.com/ufcw-yip).

Note, it is a prerequisite that participants complete one webCampus course online before attending the YIP session.

WebCampus opens the door to learning at your own pace, anytime of day, from anyplace that has a computer and an internet connection. All webCampus courses are available free-of-charge for UFCW Canada members and their family members.

WebCampus is very user friendly. Even if you don't own a computer, you can still take the courses anytime, from any place that does have one, like at the library, or at a friend's home.

You can register online at [www.ufcw.ca/webcampus](http://www.ufcw.ca/webcampus), or by calling toll-free 1-866-865-0202. More information on webCampus is also available by e-mailing [webCampusadmin@ufcw.ca](mailto:webCampusadmin@ufcw.ca).

YIP is Canada's number one labour youth program. Past participants could not say enough good things about their experiences and the friendships they have built.

Remember, limited space is available! Deadline for registration is May 6.



# International Women's Day

**I**nternational Women's Day is a global day celebrated annually on March 8. This day arose from the struggles that women faced at the turn of the century, when population growth and a change in working conditions saw many women in the workforce, facing long hours, minimum pay and no right to vote.

On March 8, let's take a moment to think about the social, economic, cultural and political achievements of women. This year's theme is "Pledge for Gender Parity", which continues to be a concern on a world-wide scale.

There are events planned throughout the country to commemorate this day. Here **in Winnipeg, the CLC/MFL/WLC are co-hosting an International Women's Day breakfast on March 8 at the Hotel Fort Garry from 7:30 — 9 a.m.**

Tickets are available by calling the MFL at 204-947-1400.



## Political Action Course Held in Thompson

**U**nion rep JP Petit and retired northern rep Blair Hudson facilitated a political action course in Thompson, which was attended by some of the Local's members who live in northern Manitoba. There were 16 students in attendance from four different unions.

"I thought the course was really well received and we had excellent participation from those in attendance," stated union rep JP Petit. "We were fortunate enough to have three students in attendance who were not only union members but also on the local NDP Executive."

Wayne Levac, the president of the Thompson Labour Committee, greeted the group and spoke about the need to be active in our own



union. In addition, he stressed it is just as important to be active in the community.

There was a lot of experience on election campaigns within the group. They all shared their ideas

and two of the students got to lead a seminar on what makes a campaign successful.

By pooling campaign experiences, we can increase awareness and bring positive results.



**Vista Park Members Vote "YES" to a 4-Year Deal**



**Federated Co-op Members Ratify a New Contract**

## News Around the Table

### VersaCold Transport

The negotiating committees for VersaCold Transport met on January 13 and 14.

Union negotiator Erin Selby, along with committee member Peter Robinson, felt the first round of talks was successful. The parties reached agreements on all of the non-monetary items.

The more challenging part of the negotiation process will continue this month as the committees will be addressing the monetary items. The union negotiating committee knows what is important to the members at VersaCold and will settle for nothing less than a fair and reasonable deal that the committee can take back to the members.

### Vista Park Lodge

The members at Vista Park Lodge voted yes to a new four-year deal. Their new collective agreement contains wage increases in each year of the contract—1.25 per cent in year one, which is retroactive to April 2015, 1.25 per cent in 2016, and 1.5 per cent in both 2017 and 2018. The new deal also encompasses increases to premiums and a new long service bonus.

### IGA The Pas

Due to unforeseen circumstances the negotiating meetings set for January had to be rescheduled. The new dates to continue bargaining towards a new agreement for union members working at The Pas IGA are April 4 and 6. The union will continue to keep its members up-to-date on the outcome of negotiations after the process resumes.

### Heartland Livestock

The current collective agreement for Local 832 members working at Heartland Livestock expires on March 31. The union has already begun to prepare for negotiations.

In January, the union met with the members and got their ideas for negotiations. The members had a chance to bring forward what improvements and changes they would like to see negotiated into their new agreement.

UFCW Local 832 union negotiator Sonia Taylor will head up these negotiations.

### Chalet Malouin

Negotiations between the parties for Chalet Malouin have been moving along. The bargaining committees did agree on a number of important proposals as well as cleaned up some contract language.

Talks are continuing and the parties are in the midst of bargaining job classifications and monetary issues.

Union negotiator Erin Selby will keep members at Chalet Malouin updated as progress is made.

### Federated Co-op

On January 31, at three separate ratification meetings, union members working at Federated Co-op voted in favour of a new four-year contract.

The new collective agreement contains wage increases of 2.5 per cent in the first two years and two per cent in the third and fourth of the agreement. It will expire on May 31, 2019.

UFCW Local 832 represents approximately 130 union members.

# Upcoming Events

## SPRING LUNCHEON MAY 10

The annual spring luncheon is set for **Tuesday, May 10**. It will once again be held at the ANAF Legion—3584 Portage Avenue—beginning at 12 noon. The cost is \$7 each for dues-paying members and spouse or \$10 for non-members.

You should be receiving your invitation with the details in the mail soon.

## GOLF TOURNAMENT JUNE 28

It's not too early to start practicing your swing. The UFCW Local 832 Retirees' Club annual golf tournament is scheduled for **Tuesday, June 28**. Same as in previous years, it will take place at Shooters Family Golf Centre—2731 Main Street—with a 9 a.m. shotgun start.

Tournament includes 18 holes of golf and lunch (burger or smokie, fries and soft drink), as well as the

on-course contests and prizes. Note this does not include your cart, but they are available for rent.

For complete details and to register call John Stokell at 204-253-8839.

The tournament fills up fast and is restricted to 36 golfers, 50 years of age and older.

## WARROAD/THIEF RIVER CASINO TRIP SEPTEMBER 12 TO 14

Are you ready for a road trip? The Retirees' Club has planned a three-day trip to the Seven Clans Casinos in Warroad and Thief River Falls for **September 12 to 14**.

The cost for dues-paying members and spouse is \$119 per person or \$129 for non-members. This is based on double occupancy, however, if anyone wants a single room the cost is \$149.

At Warroad, you will receive \$50

# RETIREE NEWS

in free play on Monday and Tuesday and four \$10 meal coupons during your stay.

In the morning on September 14, off to Thief River Falls. There you will receive \$30 in free play and a \$5 meal coupon. You will have approximately five hours of fun before loading the bus at around 3 p.m. We will stop in Thief River for an hour of shopping. Then homeward bound at about 4 p.m. On the way home, we will stop at the Duty Free in Pembina. The estimated time of arrival in Winnipeg is 7:30 p.m.

You can mail in your cheque, made out to the UFCW Retirees' Club, to the union office at 1412 Portage Avenue, R3G 0V5, attention Denise. **Please indicate on the cheque that it is for the September 12 to 14 trip.**

There will be two pick up locations for this trip. **First pick up**—The bus will arrive at the Safeway store on McPhillips at Jefferson at 8 a.m. and will depart at 8:15 a.m. **Second pick up:** The bus will arrive at the Safeway located at 2155 Pembina Highway at 8:45 a.m. and depart at 9 a.m. Note parking is available on the north side of the parking lots, away from the stores at both locations.

# Scholarships Awarded



**T**he UFCW Local 832 Retirees' Club awards two \$750 scholarships to help students accomplish their educational goals. Congratulations to this year's winners of the Cyrus Lister and Denis Allard Scholarships. **Holly Anne St Pierre** is the granddaughter of club

member Barb Corb. She is enrolled at Red River Community College in first-year childhood education. **Grace Spearman** is the granddaughter of club member Linda Cran. She is a first-year student attending the University of Manitoba studying computer science.

## FOOTNOTES

### *Birthday Wishes To*

Jean Thompson, 85  
Bruno Zimmer, 80  
Bernard Christophe, 80  
Nestor Baraniuk, 75  
Shila Sharma, 70  
Margaret Stock, 70  
Danny Danylyshen, 65

# Wages Going



**A**s part of your negotiated benefits, scheduled wage increases are covered 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 13**.

Effective March 13, all active **members employed at Red River Co-op and Sobeys/Safeway**, who are on the payroll at **top rate or**

**over-scale** as of March 23, 2014, will receive a **40-cent** per hour wage hike. 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 a **25-cent** per hour wage increase.

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 13 to make sure they received their wage increase.

If you believe you are being paid incorrectly, talk to a shop steward at your store. Members can also call their union representative at their respective office. The rep would be more than happy to assist you with questions regarding your pay or any of the benefits and rights contained in the agreement.

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## Sobeys Extra Opens in Winnipeg

**O**n January 29, Sobeys Capital Incorporated opened its eleventh **Sobeys Extra** store in Winnipeg at 2850 Pembina Highway. This is the site of the previous Safeway store, which was located in the Fort Richmond Plaza and closed in 2014.

The 58,000-square-foot Sobeys Extra store employs around 150 UFCW Local 832 union members. This supermarket will offer services not available at other Sobeys retail stores in Manitoba. Sobeys Extra offers an in-store chef, well-being counsellors, cheese experts, and much more.

“UFCW welcomes them to the Local,” stated Local 832 President Jeff Traeger. “As I’m sure the consumers in the area do as well. I know they are happy to have a grocery store back in the neighbourhood.”



# Loblaw Pays Out Almost \$5,000 to Union Members

Loblaw hired two employees to start work at the end of September. For some unknown reason, the company kept forgetting to schedule these employees any hours. The employees affected called weekly asking if they had any shifts scheduled and the supervisor would say, “No maybe next week”. Once the union was aware of the situation, union representative Jason Hawkins began to investigate the matter. He requested the work



schedules from the company and immediately noticed that, based on these two employees’ availability, they should have been receiving at least 20 hours per week.

The union immediately filed a grievance and through the grievance procedure a settlement was reached. Loblaw agreed, **on a without prejudice basis**, to pay the two employees affected for all hours missed back to the day they were hired. In total, the company had to pay almost \$5,000.

## Past Behaviours Resurface

Sometime ago, the union filed a respect and dignity grievance against a Winnipeg Superstore. At that time, management was calling members at home even though they had already called in sick. It got to the point that members were feeling bullied and threatened by the company intimidating them to come to work even though they were ill.

Well, it seems this shameful practice may be rearing its ugly head again!

Recently, a union member working at Loblaw phoned in sick 30 minutes before the start of her shift. Unfortunately, as she was getting ready to go to work, she started feeling ill. She called the store immediately to let them know she wouldn't be able to come to work as she was not feeling well.

Shortly afterwards, the store manager phoned the employee and berated her for calling in with short notice and that he was waiting for her at the store and she better show up. The member informed the store manager that she was too ill to come to work. The store manager again threatened her that she had better come to work right away and that he was waiting.

The member reiterated that she was not feeling well and that granted she had only given 30 minutes notice, regrettably she did not get ill until she was about to leave for work.

Of course, it is recommended that we should probably give more than 30 minutes notice when calling in sick. But, in this situation, it was out of the worker's control.

That being said, **no one deserves to be threatened and bullied**

to attend work when they have already phoned in sick. **No employee deserves the lack of respect and dignity** that has been displayed.

Loblaw be warned, the union does not condone these actions and, if need be, further grievances will be filed.

The Local encourages any member who has been contacted at home after calling in sick, to contact their union representative.

### CONTACT NUMBERS

#### WINNIPEG

204-786-5055  
1-800-832-9832

#### BRANDON

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

#### THOMPSON

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



### **Rick's Driver Training**

Rick's Driver Training offers Class 5 driving lessons with an excellent certified instructor.

They offer quality driving lessons at reasonable prices.

Late model small car equipped with dual brake, home, school or work pick up and drop off, parallel parking made easy, brush ups, retest, car rental for road test, gift certificates, etc.

UFCW Local 832 members will receive a 10% discount. Call or text Rick @ 204-995-5046, you won't be disappointed!

### **Work Authority**

UFCW Local 832 members can now save 15% on safety boots and clothing at Work Authority.

Locations:

- 305 McPhillips Street, ph 204-772-3433 or
- Kenaston Place Unit F2-1639 Kenaston, Blvd, ph 204-489-0064.

### **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.

### **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.

### **The Fairmont/The Velvet Glove**

UFCW members receive special room rates at The Fairmont Winnipeg. For a "Fairmont" room single/double occupancy, members pay only \$185.

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.

### **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

### Dakota Chiropractic

Dakota Chiropractic offers UFCW Local 832 members a 20% discount on Chiropractic care and adjustments.

They can help you with headaches, neck pain, back pain, arm/leg pain, and much more.

To book your appointment contact Dakota Chiropractic at 1056 St. Mary's Road, phone 204-257-7685.

### Anna's Denture Clinic

At Anna's Denture Clinic UFCW/MFCW members (and their families) receive a special 15% discount for any complete or partial dentures it fabricates. They provide free consultations.

Anna's Denture Clinic also provides same day repair services, denture relines and free adjustments for patients who have purchased dentures at their clinic.

Located at 1681 Main Street, ph 204-339-2422.

### 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

### 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.

### SDS Alarm Systems

Receive 10% off installation of a home security system when you purchase a home alarm system at SDS Alarm systems. Call Ron

Taylor at 204-589-7507 or e-mail rtaylor@sdssecurity.com.

### Celebrations Dinner Theatre

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn—824 Pembina Highway. Call 204-982-8282 for reservations.

### Phoenix Real Estate

Call Jennifer Okaluk at 204-771-0981 and receive:

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

### Pembina Dodge

Purchase a new Chrysler or Dodge vehicle for only \$300 above dealer net cost. Also receive up to 15% off parts and shop time (this does not include the dealer's regular service and maintenance offers). Call Kevin McEvoy at 204-284-6650 or drop by the dealership at 300 Pembina Highway for complete details.

For a complete list of membership services and discounts visit [www.ufcw832.com](http://www.ufcw832.com)

## Two New VPs on Executive Board



Front Row: Local 832 President Jeff Traeger and Secretary-Treasurer Beatrice Bruske  
Second Row: Marisa Pasquarelli, John Sulyma, Dianne Gibson-Pierce, Liberty Macatimpag, Sally Huculak, Kathy Brnjas, and Alice Jeffrey;  
Third Row: Ashley Morello, Frank Manaique, Carino Bosica, Eric Flett, Tom Biebrich, Dean Rodwell, Jeremy Miller, Corey Kowalski, Nellie Minville, and Debbie Jones, (missing from picture is Kay Wetherill)

**W**elcome to the two newest UFCW Local 832 executive board vice-presidents, Eric Flett (Diagnostic Imaging) and Nellie Minville (Staff Scheduling), who work at St. Boniface Hospital. As announced in the last issue of UNION UFCW Local 1869, that represented employees at St. Boniface Hospital, merged with Local 832. Union

President Jeff Traeger is proud that the Local's executive board has representatives from all sectors.

"In order for us to be effective and successful, we need to hear from all of our members and understand their needs," stated President Traeger. "By having a diverse executive board we can accomplish this."

# UFCW LOCAL 832 INCOME TAX SERVICE

## Time is running out!

Take advantage of these low, low prices. Get your taxes done and e-filed at any of the locations below by the **April 30 deadline**.

# \$20

UFCW Local 832 member rate for a basic return with **five** information slips or less. **Six to 14 slips \$26**, more than 14 slips will increase the fee slightly. Prices include taxes.

# \$45

Non-member rate for a basic return with **five** information slips or less. **Six to 14 slips \$51**, more than 14 slips will increase the fee slightly. Prices include taxes.

**Dauphin**—Members can mail pertinent information to Winnipeg Office.

**The Pas**—Members can go to Carol's Tax Service in Flin Flon or mail pertinent information to Winnipeg office.

**Neepawa**—Service available on February 21 and 28 and March 13 at the Legion—425 Brown Avenue Members can go the Brandon office or mail in pertinent information to the Winnipeg office.

**Thompson**—Members can go to either of the locations listed or mail pertinent information to Winnipeg office.

*If mailing information to the Winnipeg office, you must include payment.*

## INCOME TAX LOCATIONS

### WINNIPEG

878 Portage Avenue  
Winnipeg, MB R3G 0P1  
Phone 204-786-5037

### BRANDON

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

### DAUPHIN

Members can mail in pertinent information to Winnipeg Office

### FLIN FLON / THE PAS

CAROL'S TAX SERVICE  
Phone 204-687-3337

### RUSSELL

MERRIL'S TAX  
Phone 204-773-2290

### THOMPSON

LIBERTY TAX SERVICE  
Phone 204-778-8416  
OR  
SYA'S TAX SERVICE  
Phone 204-677-9730

### NEEPAWA

(at Neepawa Legion)  
Sunday, February 21  
Sunday, February 28  
and  
Sunday, March 13  
9 a.m. - 3 p.m.

### ST. MALO

(at RRWS)  
Sunday, March 6  
9 a.m. - 3 p.m.

### PORTAGE LA PRAIRIE

(at Canad Inn)  
Sunday, March 20  
9 a.m. - 4 p.m.

### GIMLI

(at Viking Inn)  
Sunday, April 3  
9 a.m. - 4 p.m.

**TO BOOK  
YOUR APPOINTMENT  
FOR THESE  
FOUR LOCATIONS  
CALL 204-786-5037.**

### Publications Mail Agreement # 40070082

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