



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

MAY / JUNE 2015



It's About to Get Political In Here

Last month, Local 832 held its first ever activist conference where members from all over the province converged in Winnipeg to improve their skills and listened to presentations from many important keynote speakers. Over 300 delegates heard from UFCW National President Paul Meinema, Manitoba Premier Greg Selinger, CUPE National President Paul Moist and UFCW Field Director Ron Mattock. Though their presentations were different, one key theme was how life would look in Manitoba should we lose our current worker-friendly government.

UFCW has been active in all levels of politics for the last 77 years. The reason for that is simple. We can't leave politics alone, because politics won't leave our members alone. Decisions made at every level of government affect working people—including UFCW Local 832 members—so to represent the interests of our members and all working people effectively, we need to work as hard at the legislature as we do at the bargaining table.

Many of our members use their precious vacation time to work on election campaigns all over Canada. They do this because they understand the importance of politics in the lives of working people and because they know what it is like to work under a government that focuses on the needs of



employers rather than the needs of the people who work for those employers. Over the last 15 years, working people in Manitoba have had the luxury of an NDP government that has concentrated on working people and brought in balanced and progressive legislation to meet their needs.

I am fully aware that not all of you reading this will agree with me, but at the end of the day it is difficult to argue that there is no other party in Manitoba that puts workers first the way the NDP does. Annual increases to minimum wage, greatly expanded health and safety protections and improvements to the WCB system are just a few examples of how they have put workers first...and all while building strong, diversified growth in this province during unprecedented economic times.

Within the next year we will go to the polls for both a federal and

a provincial election and we need to remember the importance of strong pro-worker legislation for our members and all workers in Manitoba and in Canada. With the stroke of a pen, a Pallister government could erase the gains and protections for workers that have been made in Manitoba since 1999. All you need to do is look at the voting record of his party over that time to see that they have voted regularly and consistently against pro-worker legislation.

When you go to the polls this year and next, ask yourself if you want to see services cut, worker protections rolled back and further privatization of our province's crown corporations. Remember the party that stands up for the average worker—and remember that each of our voices are important. Collectively we must protect the hard fought gains we have made over the last decade and a half.

In solidarity,

A handwritten signature in black ink, appearing to read "Jeff Traeger". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Jeff Traeger
President UFCW Local 832

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On the cover: Pictures from the UFCW Local 832 activists conference.

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Manitoba Premier Greg Selinger

Rallying the Members

UFCW Local 832 activists prepare for busy year.

On April 7, UFCW Local 832 President Jeff Traeger welcomed delegates to the two-day activists conference held in Winnipeg.

“Together, we can play a vital role in the upcoming federal and provincial elections and that takes political action. We have to rally our friends, families and neighbours to make sure we elect governments that believe in fairness and the rights of working people,” said President Traeger.

With a federal election set for this October, and the Manitoba election scheduled six months later, working to elect family-friendly and worker-friendly governments was a primary topic for most of the workshops and presenters, including National President Paul Meinema who joined the activists at the gathering.

“We can change the politics of this country for the better. We can change Canada for the better and you are an integral part of this,” said Brother Meinema. “In the months ahead, Canada needs each and every one of you to use your power and energy to defend our democracy here in Manitoba and across our great country. The corporate, ultra-Conservative, Right-to-Work-for-Less forces must be stopped.”

Carl Ariston, field campaign co-ordinator, and Ron Mattock, national field director from UFCW International, reinforced that message. Brothers Ariston and Mattock outlined the damage done by Right-to-Work-for-Less forces in the USA, and described what UFCW political activists have done in the U.S. to push back the attack on unions and the labour movement.

Some of the other presenters at the conference included Paul Moist, the national president of the Canadian Union of Public Employees (CUPE), as well as UFCW Canada national representatives Lily Olson and Michael Toal who led a Together Fairness Works workshop about the positive impacts of the labour movement on the broader community. The final presenter at the conference was Premier Greg Selinger, the leader of the Manitoba NDP and government. Premier Selinger thanked Local 832 and its activists for their longtime support for the NDP—helping elect an NDP provincial government to four consecutive terms over the past 15 years.

The next Manitoba provincial election is tentatively scheduled for April 16, 2016.



Two UFCW Local 832 activists with Secretary-Treasurer Beatrice Bruske hold \$100 each thanks to Garrioch Insurance Brokers who offer UFCW Local 832 members special home insurance discounts.

Staff Rep Ray Berthelette Retires/Morag Stewart Hired



After years of dedication to Local 832 members in the Westman area, union rep Ray Berthelette has retired. Besides servicing the members in the Westman area, Ray worked tirelessly on NDP campaigns to help elect and support a pro-labour government.

Last month, Ray received the Champions of Aboriginal Employment award for his activism within the

aboriginal community—both in and out the circle of labour. Ray has made a career advocating for the betterment of working people in Manitoba.

“On behalf of the staff and members of this Local, we wish Ray the best of luck in his new phase of life,” said union President Jeff Traeger. “I would also like to welcome to the team Ray’s replacement, longtime union activist Morag Stewart.”

Morag has been a UFCW member since 1978 working at the Superstore in Brandon. A dedicated shop steward, she spent many years assisting co-workers. Not only did Morag enforce the agreement, she was part of three negotiating committees responsible for bargaining many of the hard fought gains at Loblaw. Morag was also an active vice-president on the Local’s executive board for 17 years.

UFCW Local 832 Launches New Website

The Local launched a new website during the 2015 Activist Conference, which was held last month in Winnipeg. The new site is tailored to work with mobile devices and to showcase the Local’s commitment to a stronger digital platform.

“We have extended social media and video updates as a way to communicate with our members quicker and to offer them more information about the Local,” said Local 832 President Jeff Traeger.

To give new members an introduction to the union, the Local will also be rolling out a new digital membership kit to compliment its printed version.

“Communicating with members is constantly evolving,” stated President Traeger. “We have found more members want their information digitally, so we are adding more content as soon as we have their e-mail address.”

Members are encouraged to keep in touch. Make sure to register for e-mail updates by going to www.ufcw832.com/email.



Local 832 Members at HyLife Foods Ratify New Agreement

Strong gains made in latest collective agreement.



UFCW Local 832 members working at HyLife Foods in Neepawa, Manitoba ratified a new five-year collective agreement. This new agreement comes shortly after the workers at the Maple Leaf plant in Brandon ratified their agreement on December 8, 2014.

Over the life of the new contract, members will receive increases to their wages of \$1.90 to \$2.65 per hour. The union negotiating committee also achieved improvements to all premiums as well as a new Saturday work premium of \$1.50 per hour. In addition to these monetary increases, the company will invest over \$340,000 into job re-classifications, which may result in further wage hikes for the employees. One of the biggest gains for the members was protecting their pension plan. Members will transition into a new pension plan

that will increase their retirement benefit. The union was also successful in ensuring that members will not lose any of their pension benefits during the transition.

"This is a strong contract for all members at the plant," stated Local 832 President Jeff Traeger. "Not only do our members benefit from the wage increases, they have better contract language on job postings, vacation entitlement and overtime requests."

The union represents over 1,000 workers at the Neepawa plant and they are a very diversified workforce.

President Traeger said, "It is very important that the members feel comfortable and understand exactly what they are voting on. Communications is key when acting on behalf of the members."

As the Local did for the members at Maple Leaf, and as it has done

in some of the other more diversified units, during negotiations most of the documents are translated into different languages. At HyLife Foods the two most commonly used languages are English and Filipino.



Dreams Becoming a Reality

Maple Leaf Member Appreciative of His Union.

In 2004, Alex Ciumac had to make a life-changing decision. Stay in his current country, the Republic of Moldavia, and possibly be arrested for challenging the current government or leave quickly and come to Canada as a political refugee. It wasn't an easy decision that he made lightly, as for the last 10 years, Alex has not seen his wife or children in person.

Back in Moldavia, Alex was a small business owner importing and exporting spices. He had over a dozen employees and was considered successful. Politically active, he formed a government party with other fellow small business owners. Their platform challenged the current government—a mistake he would eventually regret.

He came to Canada in September 2004, knowing only how to say "hello" and "thank you" in English. He chose Winnipeg because of its large Ukrainian population. Arriving on a Saturday, he found, and made sure he went to, a Ukrainian church the next day. With the help of the minister, Alex filled out the proper paperwork needed to work in Canada and found a place in the City to live.

Once the federal government approved his application, he quickly found work cleaning rooms part-time at a 55+ apartment complex. Then in June 2005, he started working full-time at the Maple Leaf Plant on Lagimodeire.

"I came to Canada with \$3,000 and nothing else. My bachelor of arts degree is in history about the Soviet Union," said Alex. "For a while I was working both jobs, over 12 hours a day. Then Maple Leaf offered me more overtime and better pay, which

is thanks to the union, so I let the other job go."

Alex always understood his situation and knew better possibilities were around the corner. "Step by step you can build your life. For many days, I washed and cleaned toilets. I knew I could work hard and look for something better and I am reaching my dreams."

With the help of an understanding mortgage broker, who saw his financial record, he bought a townhouse so he could prepare for his family's arrival—something that is still in the works.

It is easy to say that Alex is a dreamer, but the difference with Alex is that his dreams are what many of us take for granted. He came to Canada to be safe from oppression he faced in his country. With little finances, and the help of a community who understood not only his language, but his situation, he was able to settle in Canada. He focused on achievable goals, never losing sight of where he wanted to be in life and is determined to work hard to get there.

While Alex waits for the approval for his family to come to Canada and make his townhouse a home, he is as Canadian as anyone lucky enough to have been born here.

Alex's story isn't new. Our country was built by generations of various ethnic cultures. This is what makes our country so diverse and accepting.





NORTHERN EXPOSURE

On March 9, UFCW Local 832 northern representative JP Petit and secretary-treasurer Beatrice Bruske took to the highway to visit a few of the units in Northern Manitoba. The over eight-hour drive to Thompson from Winnipeg is one that JP has been doing for the last eight months, since long-standing union representative Blair Hudson retired. Secretary-treasurer Bruske has travelled to northern Manitoba before, but this time she wanted to get a feel of what it was like for our members living there.

Upon arriving in Thompson, they visited with Colleen MacIntryre, a medical records clerk at the Thompson Hospital. Colleen has been a member of Local 832 since 2008.

Colleen first moved to Thompson with plans to move back to Newfoundland after a few years. But, she met her husband and now calls Thompson home. Colleen became interested in karate after watching her husband in class. Now Colleen assists with a karate class of nearly 30 students, as well as participates and competes with the adult classes.

“Our sensei is great for giving the kids here a lot of confidence, you can see their self esteem really develop,” said Colleen.

The following day, March 10, they travelled to Leaf Rapids to prepare for the Co-op ratification vote, which was scheduled for later that evening. After a short stop in Leaf Rapids, off they went to Lynn Lake to go see members there, before having to return to Leaf Rapids.

At the Lynn Lake Hospital, secretary-treasurer Bruske and union rep JP talked to Pia Morales, a respected shop steward. Pia gave them a tour of the hospital and assisted living centre.

Pia arrived in Lynn Lake from the Philippines in 1996. Her plan was to stay for 10 years and take care of the house of the Mother Superior. However, Pia decided she wanted to stay in Canada and applied for her permanent residency. She has lived in Lynn Lake ever since.

On December 9, 1999, she started working in the kitchen at the hospital and then shortly thereafter moved to the position she still holds today, a health care aide. Pia stated she finds joy in her work—taking care of long-term patients. One of the patients she cares for has been there for 20 years. Pia also works part-time as the activity co-ordinator.

In 2001, Pia became a Canadian citizen.

Lynn Lake, a former nickel and gold mining town with a population well over 1,000 in 1996, now has less than 700 people living there.

They then returned back to Leaf Rapids, and met with Local 832 shop steward Curtis “Duck” Reykdal. Duck has been working at the hospital for ten years now—five without a union and five being a member of Local 832.

Duck retired from the Military after 22 years of service and loves what Leaf Rapids has to offer. He bought a house in 2002 and it was the wilderness that sold him on the area.

“Before the union I was paid \$12 an hour, no benefits, nothing,” stated Duck. “Once I joined the UFCW I now have a dream job. I make more and have all the benefits, it’s great.”

Duck’s job as security/reception could be considered boring, as some nights he fills his time watching TV waiting for an emergency. However, other times it is hectic and it is nonstop.

“I monitor the phones and if someone has an emergency and present themselves at the door, I bring them in and call a nurse. Nurses are brought in from other communities and stay here two to three weeks at a time,” said Duck.

It was almost time to finish getting ready for the ratification vote of the new collective agreement covering the members working at the Leaf Rapids Co-op, the only grocery store in town. At the store, the members mentioned they were looking forward to hearing about their new contract at the meeting scheduled for later that day.

The Co-op is part of the Town Centre that houses all the retail and recreation stores/sites for the area. The Town Centre once heralded for its development has fallen on tough times since high paying mining jobs left town.

At the meeting, nearly every member showed up to vote. Many knew that there wouldn’t be large wage increases, as business has been tough. The employer was open with the bargaining committee and shared its financial records to demonstrate lean times will continue. The members knew holding on to what they have and some modest improvements was a win for their negotiating team. Some of the senior members talked to the students who work there and explained to them some of the contract language.

The vote was held and the one-year collective agreement passed by 100 per cent. The membership took

the short-term deal in hopes that business will turn around and perhaps larger wage increases might be available.

Similar to Lynn Lake, Leaf Rapids, once a booming mining town, is a shell of its former self with less than 500 residents.

Time will tell if the down turn in some of the northern communities will continue, or if an industry can be developed and sustained that will revive these communities back to their hay day.



Women of UFCW Get Involved!

The UFCW Local 832 executive committee is dedicated to reaching out to UFCW Local 832 women and get them engaged in the

labour movement. If you're interested in joining the Women's Committee, go to the website, www.ufcw832.com/women and fill out the form.

One of the committee members will contact you on upcoming meetings and events.

GRIEVANCE NEWS

Maple Leaf Agrees with Union's Position and Settles Two Grievances

The first grievance filed in February of last year regarded a three-day suspension that was issued to one of our members for calling in sick the day prior to an approved vacation.

Maple Leaf Brandon has a policy that states employees who leave early or return late from an approved vacation will automatically receive a three-day suspension, unless medical documentation is provided to support the absence.

In this case, the grievor involved suffers from chronic migraine headaches and was suffering a migraine the day prior to her approved vacation. The member called in sick as per the company's policy, but did not see a doctor, as she could not get out of bed due to her headache. The grievor is a 15-year employee with a discipline free record.

The grievance proceeded through the grievance procedure, during which time the grievor provided medical documentation supporting the fact that she suffers from chronic migraine headaches. The company held firm on its position that because the grievor had not provided medical documentation to support her absence, a three-day suspension was warranted. UFCW referred this grievance to arbitration, with the hearing scheduled for May 26 and 27.

In April, the company contacted the union and agreed to remove the discipline with full back pay, including any applicable attendance bonus. Maple Leaf determined that based on the facts, it was reasonable to conclude that the grievor was suffering from a migraine headache the day prior to her approved vacation.

As a result of the company issuing a member in the sanitation department a one-day suspension, the union filed a grievance in April 2014. Specifically, Maple Leaf issued the suspension when metal shavings were found in production after the grievor's sanitation process. The metal shavings



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

were left by maintenance while they were performing work over the weekend.

The day in question was the Sunday overnight shift. On Sunday nights (weekend), the sanitation process is different than during the week because there is no production and there are significantly less employees working. Sanitation processes not performed during the week are performed on this shift. It is usual practice to perform maintenance work in certain areas of the plant during the weekend, but maintenance must notify the sanitation department what work is being done over the weekend. This process allows the sanitation department to pay particular attention to certain areas that may have been overlooked. On this day, there was no notification from maintenance or the department supervisor.

The grievor is a seven-year employee with a discipline free record.

Maple Leaf maintained its position that the grievor had been negligent in performing his duties, resulting in a loss of production. The union referred this matter to proceed to arbitration and hearing date was set for April 20.

A couple weeks prior to arbitration, the company contacted the union and agreed to remove the discipline with full back pay, including any applicable attendance bonus, as it had determined that the responsibility for the damage to product fell mainly on the gaps in its procedures. The company has now improved communications between maintenance and sanitation when work is done over production areas, so that specific areas of focus can be more easily identified.

Discriminatory Action and Your Right to Refuse!

What is discriminatory action (DA)? If your employer suspends you for exercising your right to refuse unsafe work—is that DA? If your employer refuses to pay you even after a Workplace Health and Safety officer directs your employer to return you to work with pay—is that DA?

Yes, these are just two examples of DA. You would think no employer would take this kind of action against an employee who exercised their legislated rights, but think again. This is exactly what happened to a Local 832 member a few months ago.

In the case above, the union and the committee co-Chair acted very quickly and documented exactly what had happened. Workplace Health and Safety was involved and the employer was told to bring the worker **back to work with pay**. However, even after the officer had intervened, the employer refused to pay the employee. It was not until the officer intervened yet again that the member got paid.

The union filed a grievance on this and during a grievance meeting the company told the union rep that the company “only paid the worker out of the goodness of their heart” and “the officer said they did everything correct and didn’t have to pay the employee”. That was completely untrue!

When the employer completely cuts out the step of involving the

committee co-Chair/member in the investigation that is NOT doing everything correct. In fact, that is skipping a fundamental step of resolving a work refusal. The grievance is currently ongoing.

Under the *Manitoba Workplace Safety and Health Act*, workers are protected when exercising their right to refuse unsafe work without fear of retaliation from their employer. This is a very important right and one that should never be violated. This legislation must be upheld at the highest level in order to impose safe work cultures with employers that don’t seem to care about worker health and safety.

There are proper steps to follow for a work refusal—see sidebar on page 12 for the steps you must follow should you need to exercise your right to refuse unsafe work. These steps are directly from the SAFE Manitoba’s web site.

No one should EVER be doing a job they feel is a risk to their health and safety. If your gut tells you don’t do it, then DON’T DO IT! Exercise your right to refuse, talk about it, understand the job, and express your concern. But remember to follow the steps set out on page 12. It may just be as simple as educating more about the task at hand, explaining the fix that was put in place or some additional training. A right to refuse should never be viewed as a negative; it is something that the entire workplace can benefit from. It is stopping



Phil Kraychuk

Director of Health & Safety

something before it happens, **it is building a positive safety culture, and it is prevention!**

Any member with questions or concerns regarding health and safety, can contact UFCW Local 832 director of health and safety Phil Kraychuk at 204-785-5055 or toll-free 1-888-832-9832.

Health & Safety Committee Members

Remember to keep sending your meeting minutes!

**e-mail to
h-s-minutes@
ufcw832.com**

OR

**fax to
204-786-3175**

RIGHT TO REFUSE

STEP 1

Report immediately to your supervisor, or to any other person in charge at the workplace, giving your reasons for refusing to work. At this point, the refusing worker and supervisor must attempt to resolve the concern.

If the employer resolves the matter to your satisfaction, go back to work. If you still believe the work is dangerous....

STEP 2

If the supervisor and worker cannot resolve the refusal, the worker co-chairperson of the safety and health committee, or a committee member who represents workers (or a worker representative, if there is no committee), must be asked to help for the purpose of inspecting the workplace.

If the dangerous condition is not remedied after the inspection ...

STEP 3

Any of the persons present during the inspection in STEP 2 may notify a safety and health officer of the refusal to work and the reasons for it. The safety and health officer will investigate the matter and decide whether the job situation or task the worker has refused constitutes a danger to the safety or health of the worker or any other worker or person at the workplace.

The officer will provide a written decision to the refusing worker, each co-chairperson, or the representative, and the employer. Anyone directly affected by an officer's decision may appeal it to the Director of the Workplace Safety and Health Division. The Director will make a decision about the appeal, and provide written reasons. The decision of the director may be appealed to the Manitoba Labour Board.

Negotiation Updates

It has been a busy time for the negotiations department. Besides the updates below, **members can always go to the Local's website at ufcw832.com for the latest negotiations updates or current happenings in the union.**

UNION PREPARING TO MANEUVER NEW AGREEMENT AT SCHOOL DIVISION #1

The current collective agreement for Winnipeg School Division (WSD) #1 representing the bus drivers and maintenance staff expires August 26. Secretary-Treasurer Beatrice Bruske will be heading up these negotiations and has met with the members to hear their suggestions/ideas of what they would like to see negotiated into their new contract.

NEW DEAL BREWED AT MALTEUROP

The bargaining committees for Malteurop reached a tentative agreement on the renewal of the collective agreement for members working at the Winnipeg plant. Mateurop is one of Canada's largest barley and malting barley producers.

The union is recommending acceptance of this new deal to the members at a ratification vote scheduled for April 30. At the meeting, the union committee will review all of the details of the new agreement prior to the vote.

As the meeting had not yet been held when this issue went to press, members can visit the Local's website, www.ufcw832.com, to receive the latest news and updates.

STRIKE MASHED – AGREEMENT REACHED AT MCCAIN FOODS

During bargaining on April 9 and 10, the union committee—Martin Trudel, John Anderson, Eileen Ball, Julia Coleman, and Blaine Steen—reached a tentative deal with the company.

Union negotiator Trudel credited, "The strong strike mandate that the members gave was the reason we were able to go back to the table and get a fair and reasonable deal."

A ratification meeting is scheduled for April 30. At press time no details were available. Members can go to the union's website for up-to-date details.

PROPOSAL MEETINGS SCHEDULED FOR VERSACOLD DAWSON MEMBERS

The existing agreement for the members working at VersaCold Dawson expires at the end of this month. In preparation, the union has set a proposal meeting for June 9. This gives the members a chance to voice their ideas to the union on what they would like to see in their new contract.

TALKS TO BEGIN IN JUNE AT CDC

Negotiations for the renewal of the collective agreement for the members at Carberry Distribution Centre (CDC) will begin on June 3. At the first meeting, the union negotiating committee—head negotiator Martin Trudel, Kelly Rankmore and Josh Anderson—will exchange proposals with the company.

The list of union proposals contains improvements to contract language, benefits and wages.

RETIREE NEWS



Golf Tournament Set for June 9

Start cleaning your golf clubs and practice your putting around the living room. The annual **UFCW Retirees' Club golf tournament is scheduled for Tuesday, June 9**. Once again, the tournament will be held at Shooters Family Golf Centre at 2731 Main Street, with a 9 a.m. shotgun start.

It is important to register early, as the tournament is restricted to 36 golfers, 50 years of age and older, and spots fill up fast. Dues-paying members and spouse pay only \$22 each. The cost for non-members is \$35. This covers 18

holes of golf and lunch (hamburger or smokie, fries and soft drink). Carts are available to rent at \$7.50 per person.

To register as a single, double or team, call Denise at 204-786-5055 or 1-888-832-9832. Your registration is not complete until your full payment is received, which must be in by no later than May 31. Make your cheque payable to UFCW Retirees Club and mail it to the attention of Denise at UFCW Local 832, 1412 Portage Avenue, Winnipeg, MB, R3G 0V5.

If you require more information call John at 204-253-8839.

Recipe of the Month

VEGAN CHICKPEA STEW

- 1 can chickpeas, drained and rinsed
- 2 cups diced canned tomatoes (you can use fresh)
- 2/3 cup diced potatoes
- 1 cup chopped onion
- 1 tbsp curry powder
- 1 tbsp chopped garlic
- 1/2 tsp turmeric (optional)
- Add vegetables of your choice (carrots, turnips, peas, beans, etc.)

Combine all ingredients in a slower cooker. Cook on low for 6 to 8 hours (or on high for 5 hours). Check occasionally and add water if needed.

This is a very hearty dish and so easy to make.

Helping to Reach Educational Goals!

The UFCW Local 832 Retirees' Club awards two \$500 scholarship to eligible students to help them accomplish their educational goals. Congratulations to this year's winners of the Cyrus Lister and Denis Allard scholarships—Katie Moist and Matthew Jacob. Pictured are the recipients with retirees' club executive board members Gerry Otto (left) and Denis Allard.

Katie Moist is the granddaughter of retirees' club member John



Hildebrand, who retired as a Canada Safeway union member. Katie is enrolled in first year engineering at the University of Manitoba.

Matthew Jacob, this year's second recipient, is also attending the

University of Manitoba enrolled at the Asper School of Business. Matthew is Patricia Kernot's grandson. Patricia worked at Canada Safeway for many years.

Best wishes to them both for success in their chosen careers.

Fall casino trip to Seven Clans Warroad and Thief River Falls planned for September 14 to 16. Watch for details in July magazine.



Dufresne Home Centre Savings

Receive 5% better than the current price listed on furniture, mattresses and accessories. Receive 3% better than the current price listed on appliances and electronics. UFCW member card discounts cannot be used with any other offers or promotions.

- Winnipeg 880 Nairn Avenue, phone 204-667-1578 or 1750 Ellice Avenue, phone 204-989-9900
- Selkirk 374 Eveline Street, phone 204-785-8191
- Portage 2401 Saskatchewan Avenue W, phone 204-857-7803
- Brandon 1885-18th Street N., phone 204-728-8530
- Swan River 1321 Main Street, phone 204-734-4772

Active Muffler & Brake Centre

At Active Muffler & Brake Centre receive 25% off stocked parts and 20% off the regular hourly shop rate. Located at 601 Rosser Avenue in Brandon. Phone 204-727-1213 or 204-727-1305.

Present your union card prior to being invoiced.

SureFire Auto

At SureFire Auto union members receive a 10% discount, to a maximum of \$100 on all of your auto repairs and maintenance, excluding oil changes. SureFire is located at 555 Archibald Street, Winnipeg, MB, Phone 204-233-2504.

Membership proof required.

Visions Electronics

At Visions purchase TVs, VCRs, camcorders, as well as home, car and portable audio equipment from 5 to 10 % over cost. To obtain the special UFCW price, ask for the store manager at the following locations:

Winnipeg

- 1680 Pembina Highway
- 1130 St. James Street
- 1510 Regent Avenue

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

Local 832 Scholarships

Deadline to Apply May 31

Eligible members can apply for a UFCW Local 832 scholarships from February 1 to May 31. Each year, the Local awards 26 scholarships, totalling \$33,000. The MFCW Education and Training Trust, which is comprised of employer contributions negotiated in bargaining, funds these 27 scholarships. The list of scholarships available is:

- **ONE** \$2,500 Michelle Masserey Memorial Scholarship
- **THREE** \$2,000 Workplace Specific Scholarships (applicant must be employed at either Loblaw, Maple Leaf, Sobeys West Inc. or Red River Co-op)
- **18** \$1,000 general scholarships (includes dependent children)
- **ONE** \$1,000 Westman Adult Grade 12 Grad Scholarship
- **FOUR** \$500 Adult Grade 12 Grad Scholarships

For complete details and eligibility, or to apply, to go the Local's website at www.ufcw832.com and click on the Training Centre tab. Members can also apply in person at the any of the UFCW Local 832 training centres (Winnipeg and Brandon) or offices (Winnipeg, Brandon and Thompson).

The Training Centre will notify all applicants of the results of their application in June.

Additional Member Benefits at No Cost!

Through a partnership with American Income Life Insurance Company, additional benefits are being provided to all members of UFCW 832.

BENEFITS INCLUDE (for those who reply online)

- A No-Cost \$2,000 Group Accidental Death & Dismemberment Benefit
- Eye Care Discount Card
- Child Safe Kit • In Home Needs Analysis

Learn more at www.aillife.com/benefits/pgawz

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204.989.0386
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insurance company

An AIL representative will contact members who return the reply card to arrange a convenient time to deliver their benefits and review other supplemental insurance benefits that may be available.



As reported in the January issue of UNION, Loblaw had slated two former Extra Food stores (Main Street at Luxton Avenue and Notre Dame Avenue) in Winnipeg as the firsts two stores to open under the No Frills banner. Both of these stores are now up and running.

With the new collective agreement that the Loblaw members ratified in 2013, the foundation had been laid by both parties to introduce No Frills to Manitoba.

Local 832 President Jeff Traeger said, "The union's main concern in introducing No Frills to Manitoba is protecting the members, who have worked at these stores."

Therefore, there were lengthy discussions at the bargaining table for this to occur. Also, because there is a provincial agreement, one that not only affects Local 832 members who work at these locations, but employees across Manitoba, it was important that this issue be addressed during negotiations.

"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 they don't currently have in other areas across Canada," said President Traeger. "I am happy to say we accomplished that."

After 30 Years Still Highly-Popular

It was another successful year for the UFCW Local 832 Income Tax Service. For over 27 years co-ordinator and tax expert George Combiadakis (pictured with union member Debbie Vickers, from Sobeys West Store 4847, and her husband Jim) has been assisting members and their families with their tax needs. This started as a one-person service available to Local 832 members in Winnipeg over 30 years ago. It has grown into an office with a staff of four and five satellite offices throughout Manitoba.

"We have so many repeat members coming back each year, even after they retired," said George. "The thing I keep hearing from the members is how happy they are the union offers this benefit."





GET IN SHAPE IN 2015

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

Passes are effective July 15, 2015, and are available in either a 6-month or a 1-year plan.

You can choose between:

**6-month facility pass \$165
12-month facility pass \$308**

**6-month combo pass \$222
12-month combo pass \$431**

A Facility Pass allows you to use weight rooms, track, pool and sauna.

A Combo Pass allows you to use the weight rooms, track, pool, sauna, and selected fitness classes at no additional charge.

Passes are valid at any City of Winnipeg Pool, Fort Rouge Leisure Centre, Freight House Gym or Peguis Trail Health and Fitness Centre.

**To Order Your Pass:
download form at
www.ufcw832.com/recpass
or stop by the union office.**

**Send form and cheque made out to
UFCW Local 832 by July 3, 2015.**

**Passes will be available for pick up
at any City of Winnipeg recreation
facility on July 15, 2015.**

**Limit two passes per member.
No refunds or exchanges.
Please try before you buy.**

**All forms can be mailed or
dropped off with payment to:
UFCW Local 832
1412 Portage Avenue
R3G 0V5**