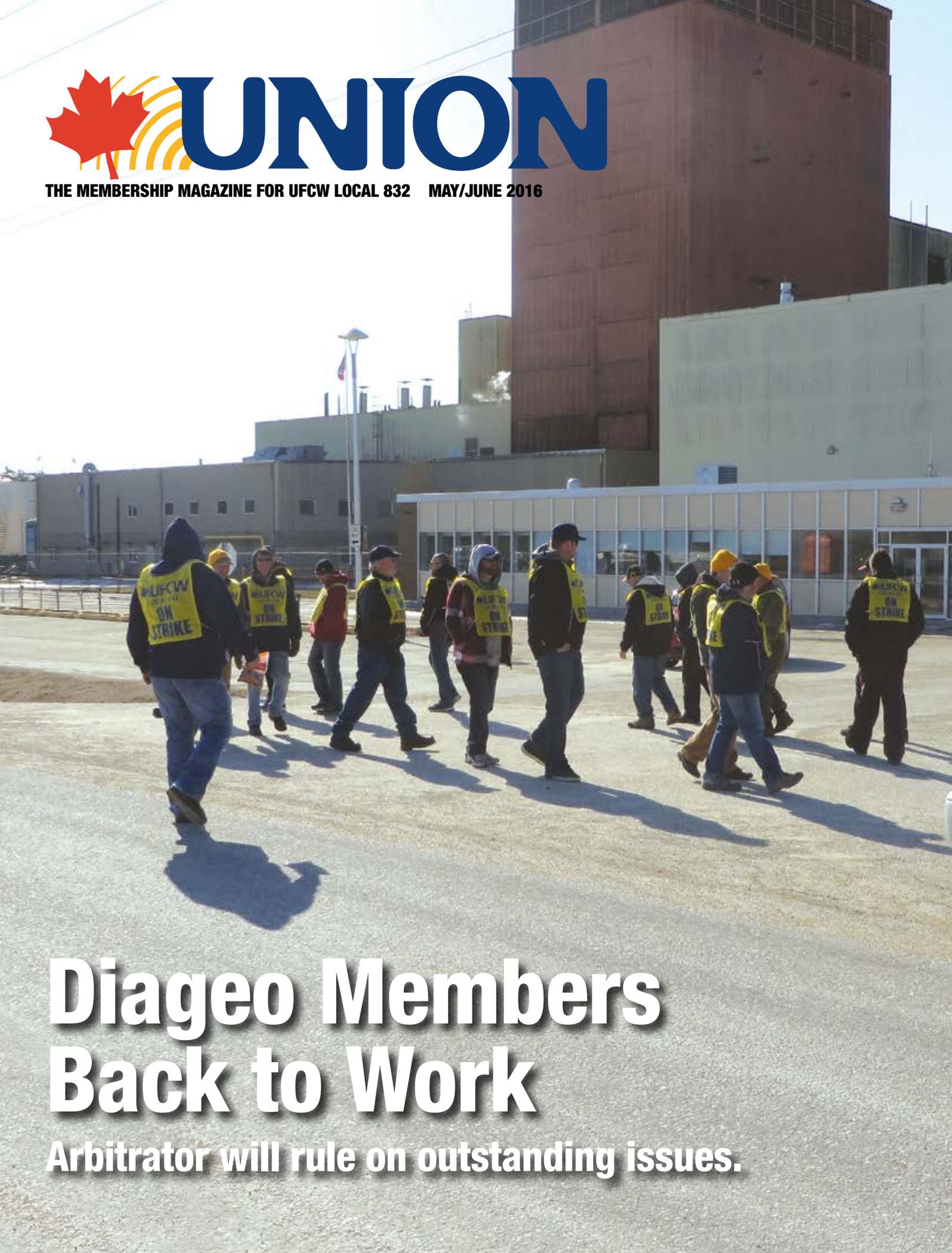




UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832 MAY/JUNE 2016



Diageo Members Back to Work

Arbitrator will rule on outstanding issues.

Manitobans Voted For Change....

As we know, Manitobans voted for change on April 19, and change is what we will now get. I've heard 'change is as good as a rest' but sometimes what happens while you are resting can put you two or three steps backwards. I have a few concerns that I want to share about what we can look forward to from the new Progressive Conservative government under Brian Pallister.

I fully expect that this new government will move swiftly to introduce changes to labour legislation, which will negatively affect our members and all workers in general. Pallister announced during the election campaign his intention to amend the law so that all employees wanting to be represented by a union would have to not only sign a union card, but also have a secret ballot vote to back up their initial decision to sign a union card. That is like voting twice on the same issue.

Other concerns include the possibility of losing the Alternative Dispute Resolution legislation, meaning our strikes and lockouts can in the future last not just two months, but years. Our health and safety legislation will get eroded and

annual minimum wage increases will likely cease. The security officer minimum wage rates and training requirements that we fought so hard for our members to gain may be lost.

On top of that, we will likely see decreased funding for our non-profit members working in social service agencies that rely on government funding, like the Associations for Community Living and women's shelters.

In addition, we can expect concession demands and tougher bargaining for all of our health care members working at the Grace Hospital, in the Northern Regional Health Authority (Thompson, Leaf Rapids, Lynn Lake and Gillam), as well as our new members working at St. Boniface Hospital. The next round of health care bargaining will be to see how much we can save, not what we can gain. The other potential issue for health care members, is further amalgamation votes between unions in the health care sector, causing a disruption and taking focus away from the daily servicing challenges.

This is a time when union members as a group need to come together and work as a team. We have a lot

of work to do and we need to do it together one step at a time.

Over the next weeks and months we need to be ready to speak publicly when issues arise and attend hearings at the Legislature and be ready to speak on changes when we are given the opportunity to do so. We will need to protest unfair legislation in a variety of ways and we will need to get much better at lobbying and working with other unions and like-minded organizations in tandem on issues. It's going to be a long haul and I am confident that we can work hard together to continue to have an effective voice for our union membership.

In solidarity,



Beatrice Bruske
Secretary-Treasurer



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On the cover: Diageo Workers Continue Strike

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Get to Know PHIA

Understanding The Personal Health Information Act (PHIA) might save you your job.

The *Personal Health Information Act* (PHIA) is a privacy law that establishes rules for trustees of personal health information. It requires individuals and organizations that keep personal health records to protect the privacy of that information.

Trustees under the *Act* include health professionals—doctors, nurses, pharmacists, physiotherapists and others. As well as health care facilities such as hospitals, personal care home, clinics, health centres and more.

All employees working in these places, when first hired, received training on the *Act* and its regulations. The employees then signed an agreement saying they had taken this training and understood the policy.

Lately, there have been more and more situations where members are being disciplined for breaching the *Act*. At the disciplinary meetings, the employers are using the signed document against the employee. There have also been cases in Manitoba where employees have been terminated and criminally charged.

Examples of violations are if you happen to be at work and your spouse's aunt comes in for some tests and you to call your spouse to let him or her know the results of the tests. It is also not OK for you to call your sister and tell her that you just saw her bother-in-law in radiation. If someone asks you to get them any kind of personal health information on someone



else or to check your own records, there are certain steps under PHIA that need to be followed.

With the definite increase in meetings concerning PHIA breaches, the union believes that the employers should provide ongoing training and updates on PHIA. UFCW has been lobbying for this and will continue to do so.

The **members need to ask questions** if they are not sure about something before doing the task.

They should ask themselves, “Is this something I need to be looking at in order to do the functions of my job.” **If the answer is no, then don't do it.**

For more information about your rights to access your personal health records or other privacy rights under PHIA, contact Manitoba Health. Call 204-788-6612 or visit: www.gov.mb.ca/health/phia/index.html. Members can also talk to their union representative.

New Hire!

Geoff Bergen's first association with Local 832 was when he starting working at Extra Foods in 2005. A dedicated shop steward, he spent many years helping his co-workers. While working at Extra Foods, Geoff was also health and safety Co-chair.

After doing some relief work for the Local during the summer of 2015, on April 4, 2016, he was hired as a full-time union representative with UFCW.

Geoff is excited to begin his



new career and looks forward to representing and assisting the membership.

Celebrate International Working Class Day

MAY DAY MARCH

Protect the Natural and Human Environments



SUNDAY • MAY 1

ASSEMBLE AT CITY HALL

MEET AT 12:30 PM • MARCH AT 1 PM

Program: 12:40 Greetings

12:50 Presentation of Bruce MacKay Solidarity Award

Calendar of Events

SUNDAY, MAY 1 • 12:30 P.M.
MAY DAY MARCH

The annual May Day march is organized by Winnipeg Labour Council in recognition of International Working Class Day.

TUESDAY, MAY 3 • 7:30 P.M.

A LITTLE POLISH POETRY SYMPOSIUM
Poetry readings at McNally Robinson, Grant Park, including work from Nobel Prize winners, in English (singer Liliana Romanowski), and in Polish (writer Margaret Kellerman McCullouch), as well as new and selected poetry from Ron Romanowski.

MAY 5-7, 13 & 14 • 7:30 P.M.

"MY NAME IS RACHEL CORRIE"

Theatre production presented by Derek Black & Andraea Sartison.

MAY 8 • 11 A.M.
JANE'S WALK

Heroes and Heritage: Victoria Park and The 1919 Winnipeg General Strike.

MAY 12-14 • 7:30 P.M.

SALT OF THE EARTH

A play by Theatre Anywhere Productions-

SATURDAY, MAY 14 • 2 P.M.

THE LEGACY OF THE WINNIPEG

GENERAL STRIKE

Pay our respects and honour the memory of Steve Szczerbanowicz, a victim of Bloody Saturday.

SATURDAY, MAY 14 • 8 P.M.

FESTIVAL OF MANDOLINS

The orchestra will perform a variety of selections including Ukrainian, contemporary, and some of a more popular nature.

SUNDAY, MAY 15 • 2-4 P.M.
1919 STRIKE TOUR

The 1919 General Strike Tour will go through highlights of what happened in 1919, with a focus on the social and economic conditions that led to the Strike. The tour reflects how the echoes of the strike can be heard in Winnipeg today.

SUNDAY, MAY 29 • 2 P.M.

**ASSOCIATION OF UNITED UKRAINIAN
CANADIANS SPRING CONCERT**

The annual Spring Concert will be part of the Ukrainian Labour Temple's participation in Doors Open. Featuring performance by the Winnipeg Festival Choir, Winnipeg Mandolin Orchestra, AUUC dance groups Yunist Ensemble and the School of Folk Dance.

**FOR FULL DETAILS ON THE CALENDAR OF EVENTS—COST, TICKETS, LOCATION, CONTACT INFO, ETC
GO TO WWW.MAYWORKS.ORG**

GRIEVANCE NEWS

Family Status

Employer Cannot Discriminate, Has Duty to Accommodate.

In Manitoba, the *Manitoba Human Rights Code* prohibits, amongst other things, discrimination on the basis of “Family Status”. In recent years the jurisprudence has established that, generally speaking, “Family Status” means that an employee is in a parent-child relationship or that the employee is in a caregiver relationship with an elderly parent. The *Code* ensures that these employees have a right to equal treatment in their place of employment. Therefore, employers cannot discriminate against an employee because the employee is caring for a child or parent during the various stages of the employment relationship including during such times as the hiring process, job postings, scheduling and termination of employment.

Examples of discrimination are: employees being required to work evening or overnight shifts and changes to hours of work initiated by the employer, which will affect the employee’s ability to care for their child or elderly parent as they cannot alter their caregiving options; failure of an employer to consider a request for part-time work or flexible work schedules based on familial obligations; or an employee’s request for temporary changes to shift times and responsibilities during pregnancy.

The cases indicate that employers are obligated to accommodate an employee’s family needs up to the point of undue hardship in the same manner that they would if the employee was suffering from a disability. That being said what exactly constitutes an undue hardship for one employer may be quite different from another. In establishing whether there is an undue hardship on an employer resulting from an attempt to accommodate an employee such things as the financial costs of accommodation, business efficacy, health and safety concerns, interchangeability of employees and facilities and disruption to collective agreements would be reviewed.

However, not all family caregiving commitments are enough to make it a “family status” situation.



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

The case law makes it clear that there is a difference between **what an employee would prefer** as a caregiving accommodation and **what is required** for the employee to meet his or her legitimate care giving obligations. It has been established that an employee must take all reasonable efforts to find outside resources to meet their care giving obligations prior to requesting an accommodation at the workplace based on “family status”. For example, an employee who was the sole caregiver for a child is reassigned to another shift could not automatically ask for accommodation as a result the change and interference to the caregiver obligations unless the employee could show that there were no other reasonable caregiving alternatives available. **Preferable does not necessarily equal necessary.**

In summary, an employer has a duty to accommodate legitimate and required family responsibilities up to the point of undue hardship; however, they do not have to accommodate what can be described as preferences. Each accommodation request based on family status should be reviewed on a case-by-case basis.

If you believe that your employer should attempt to accommodate your caregiving needs and you have been denied, contact your union representative to discuss the your situation further.

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

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

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

More often than not the union receives complaints from members saying that their employer is asking or forcing them to work outside of their medical restrictions. A good example of this is lifting restrictions: you are not suppose to lift more than five pounds yet your employer has you working a job that requires you to lift 10 pounds.

This becomes even more problematic with aggressive employers that have seriously flawed return to work programs (RTW) and even more so with workers compensation (WCB) claims. The cost of a WCB claim for employers is far greater than the cost of a claim for short-term or long-term disability, thus one reason for these

flawed RTW programs. This should never exist in any workplace; however, the systems currently in place for compensation promote these types of flawed RTW programs.

Restrictions are given to an injured worker for a reason. RTW programs are not a way of cutting costs they are a way of rehabilitating an injured worker and a way for employers to not lose skilled labourers. **RTW programs allow the human body time to heal properly and allow workers to get back to work as fast and safely as possible.**

Sometimes restrictions are permanent and that is understandable, injuries do not always heal back to the pre-injury state. Building a RTW program focusing on what an injured worker can't do rather than what they CAN do is the first

problem when developing a safe and functional RTW program.

Let me stress that regardless of whether the injury is compensable or non-compensable, your employer still has the same duty to accommodate. Treating compensable and non-compensable injuries differently is another fatal problem in RTW programs.

WHAT DO IF YOUR EMPLOYER IS MAKING YOU WORK OUTSIDE OF YOUR RESTRICTIONS

Generally, a worker's first reaction, who is put in this situation, would be to not do the work. **This is not wrong!** Think about it this

HAVE YOU BEEN FORCED TO WORK OUTSIDE OF YOUR RESTRICTIONS?

way, restrictions are there so you do not further damage your body and you can SAFELY do the task at hand. Working outside of your restrictions would mean that you are not doing your work safely.

We all know employers must *"ensure, so far as is reasonably practicable, the safety, health and welfare at work of all its workers"* (direct quote from *The Act*). **Having workers do work outside of their restrictions is not ensuring their safety!** Remember, when a worker experiences a situation in their workplace that he or she deems unsafe to their health or safety or that of another worker, you always have the **RIGHT TO REFUSE DANGEROUS WORK**. However, be warned there is a proper procedure in place for refusing dangerous work. (See steps on page 9)



Phil Kraychuk

Director of Health & Safety

If you exercise your right to refuse, **do not leave your workplace.** Leaving your workplace will almost always result in a denial of further benefits. At this point, it becomes a 'he said, she said' battle. At your first opportunity, call whoever is taking care of your claim if it is with WCB or a benefit

plan, call your union and make it very clear your employer is trying to make you work outside of your restrictions. Also make sure you let your medical provider know that your employer is not respecting your restrictions.

Your Right to Refuse does not mean you are refusing all work it means you are refusing work that you feel is a danger to your health and safety. You cannot be fired, disciplined, threatened, intimidated, discriminated against, etc., for exercising this right. This is now a health and safety concern and not you refusing to participate in a RTW plan or program. **Working outside of your restrictions is a risk to your safety and health.** When your safety or health is at risk in the workplace never forget you have the Right to Refuse.

Picket Line Ends At Diageo



Workers at the world-famous Crown Royal plant went back to work on April 25 after being on the picket line since March 5. After the strike began, the parties did meet with a government-appointed conciliator, however, the striking members rejected that deal on April 5. UFCW Local 832 represents over 50 members at the Diageo plant who were walking the picket line for better wages, pension and benefits.

Walked for a Purpose

Following conciliation, the company did offer improved wage increases, spread over a three-year period, however, even with that increase, the wages at the plant would still be below industry level, especially for certain trades. The employees' current long-term disability benefit is behind the times. The company is willing to increase the coverage but only if the cost comes out of the workers' own pockets, which would be a huge concession for the picketers. Vacation time language is outdated and the entitlement hasn't been improved in almost three decades.

Diageo has modernized its operations and the workers believe it is time that the company modernizes the collective agreement to address their working conditions.

Local 832 President Traeger said, "Our members started the picket line for the purpose of addressing long-standing issues with their collective agreement."

On April 23, the Diageo members mutually agreed to end the strike by 56 per cent and have the outstanding issues decided by an arbitrator. Outstanding issues still to be addressed are wages, pension, vacation, benefits and sick time.

This speeds up the alternative dispute resolution process that would kick in on day 61 of the strike. Workers went back to work on April 25 and an arbitrator must be selected within 10 days of the members returning to work and will hear submissions from both sides within thirty days after being selected.

If the strike continued and alternative dispute resolution was used, both sides would have an imposed one-year deal. Instead the parties agreed to a three year deal and that an arbitrator cannot impose anything less than what the company was offering or more than what the union was countering at the table. Details of the agreement will be provided once the arbitrator has ruled on a decision.





YIP PHASE 2 HITS WINNIPEG!

UFCW Canada youth activists have launched the new UFCW Votes campaign, to encourage union members to get out and vote in the Manitoba provincial election on April 19.

The new campaign is a part of Phase 2 of UFCW Canada's Young-Worker Internship Program (YIP), which brought together ten youth activists from across Canada in an effort to promote membership engagement and to also inform UFCW members of the important issues leading up to the Manitoba provincial election.

Participants had the opportunity to learn new skills and work hand-in-hand with the union at a closer capacity, as well as to bring awareness to some of UFCW Canada Local Union community outreach work.

UFCW Votes aimed to strengthen membership voting participation through face-to-face interactions, workshops, and by connecting through a range of social media platforms.

"This is a great initiative that encourages UFCW Canada members in Manitoba to inform themselves about the issues," says UFCW YIP co-ordinator Pablo Godoy. "It also encourages youth to learn leadership skills and gives them the ability to elevate themselves to the next step of union activism."

While Phase 1 of UFCW Canada's Young-Workers Internship Program is focused primarily on in-class training, Phase 2 is more hands-on and will give participants the experience of political campaign-building, as well as remind them of the importance of being involved in politics and their communities.

STEPS FOR RIGHT TO REFUSE DANGEROUS WORK

Step 1—Report the Dangerous Condition

Report immediately to your employer, supervisor, or designate at the workplace, giving your reasons for refusing to work. If the matter is solved to your satisfaction, go back to work. If the employer does not correct the dangerous condition, go to Step 2.

Step 2—Involve the Safety and Health

Committee, Representative or Another Worker

If the employer does not correct the dangerous condition immediately, the person who received the report of refusal to work (or designate) must inspect the dangerous condition in the presence of the refusing worker and one of the following persons:

- If there is a workplace safety and health committee, the worker co-chair, or if not available, a committee member who represents workers;
- The workplace safety and health rep; or
- If there is no safety and health committee member or rep available, another worker selected by the worker who is refusing to work.

If this inspection results in the matter being solved to your satisfaction, go back to work. If the dangerous condition is still not remedied, go to Step 3.

Step 3 – Contact the Workplace Safety and Health Branch

If, the dangerous condition still exists, any of the persons present during the inspection may notify the Workplace Safety and Health Branch at 204-957-7233 or toll-free 1-855-957-7233. The notification of the right to refuse is given high priority to resolve (a safety and health officer is available 24/7 to respond to emergencies). A safety and health officer will investigate the matter promptly and decide whether the job situation or task the worker has refused is dangerous to the safety or health of the worker or any other person at the workplace.

If the officer decides that the job situation or task the worker has refused is dangerous to the safety or health of the worker or any other person at the workplace, they will provide the refusing worker, each committee co-chairperson, or the rep, and the employer with a written report of their findings. They will also issue improvement orders or stop work orders to the employer as necessary to correct the dangerous condition.

If the officer decides that the work being refused is not dangerous, they will inform the employer and the refusing worker of that decision in writing, and inform the worker that he or she is no longer entitled to refuse the work.

ANNUAL GOLF TOURNAMENT—JUNE 28

The UFCW LOCAL 832 RETIREES' CLUB annual golf tournament is scheduled for Tuesday, June 28.

As in previous years, 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. Members and non-members are welcome. There will be a putting contest held before 9 a.m. prior to the start of tournament, as well as on-course contests. All trophies and door prizes will be handed out after the lunch.

The cost for dues-paying members and spouse is \$22

each, for non-members the cost is \$36. This includes your 18 holes of golf and lunch (hamburger or smokie, fries and soft drink or coffee). Carts are available for rent for \$7.50 per person.

To register as a single, double or team of four, call Melissa at 204-786-5055 or 1-888-832-9832. Remember, **your registration is not complete until your full payment is received, which must be received by no later than June 15.**

Make your cheque payable to UFCW Retirees Club and mail it to UFCW Local 832, attention Melissa, 1412 Portage Avenue, Winnipeg, MB, R3G 0V5.

If you require more information on the golf tournament, call John at 204-253-8839.

RETIREE NEWS

Recipe of the Month

Easy Chicken Casserole

4 Boneless chicken breasts
32 Ritz Crackers
1-10 oz. can Cream of Chicken Soup
1/4 cup chopped onion
1 cup sour cream
1/4 cup chopped mushrooms

Preheat oven to 350°. Boil chicken until cooked, about 20 to 30 minutes. Chop into bite-size pieces and place in a 9x13 baking dish. Combine soup, sour cream, onions and mushrooms. Pour mixture over chicken and top with crushed crackers. Cover and bake for 30 minutes. You can also freeze for baking at another time. Enjoy.

Casino Trips Very Successful

One trip accomplished! The April 4 trip to Warroad was a great hit. A full busload went down and everyone had a great time. Some even came home big winners! These casino excursions are becoming very popular and the bus fills up fast.

There are only a few seats left for the **September 12 to 14 casino trip to Warroad/Thief River Fall** in Minnesota. If you don't want to miss out on the fun, call today and register.

The cost for dues-paying members and spouse is \$119 per person or \$129 for non-members. For single occupancy the cost is \$149.

At **Warroad**, you will receive \$50 in free play on Monday and Tuesday and \$40 in meal coupons. Also on Tuesdays, seniors receive \$5.

On September 14, we load the bus and head to **Thief River Falls** where you will receive \$30 in free play and a \$5 meal coupon.

The bus will leave Thief River Falls at approximately 4 p.m. and we should arrive back in Winnipeg at about 7:30 p.m.

Wow, you receive a total of \$180 in rebates (play money or meal coupons) so **it's essentially a FREE TRIP**. For complete information on this upcoming get-away, call

Lila at 204-837-3554 or Joan at 1-204-422-6670.

Remember, to cross the border you will need your passport.

FOOTNOTES

Birthday Wishes To

Maryllia Bristol, 87
Germaine Wall, 80
Marjorie Boulet, 75
Bernie Atamanchuk, 75
Margaret Hlady, 70
Maurice Leurquin, 70
John Stokell, 70
Linda Normand, 65
Greg Baluk, 65

In Memoriam of

Former Board Member Al Trapp
(Feb. 28, 1930 – Apr. 8, 2016)



40+ YEARS

We have the technology!

UFCW Local 832 has changed its operations many times since its inception in 1938. An upcoming change that Local President Jeff Traeger announces with mixed emotion is that the Thompson office will close its doors on July 29.

“The decision to close this office was not one we made lightly,” stated President Traeger. “One reason is when UFCW opened its first office in Thompson in the early 1970s, we didn’t have the technology that we have today ... no computers, no fax machines, no cell phones, no Facebook, no town hall, etc.”

President Traeger pointed out, “Today, Local 832 represents over 1,100 members in Northern Manitoba, and we believe that with the leaps and bounds we have made in the past couple of years using social media and other technology to represent and communicate with our members throughout Manitoba, our Northern members will continue to receive the same superb service they are accustomed to.”

Technology change is definitely one of the main reasons for the decision to close the doors at the Thompson office. Another reason was, the union surveyed the actual number of members visiting the office and was surprised at the small number of members actually coming through the doors.

Before the lights go off, here are a few highpoints since the union was brought to members of the North:

- Dick Skirton was the first northern union rep. Other reps were Chuck McCormick, Brooke Sundin, Al Patterson, Joe Ahrens, Duke Taylor, Cyrus Lister, Blair Hudson, and JP Petit currently. Admin assistant Penny Ceppetelli helped members at the Thompson office for 30 years.
- 90 Thompson Drive has been the hub of the union members for the last 20 years. The previous location was on Cree Road.

- The Thompson office was the headquarters for the 1996 Thompson Hospital lockout.
- In 1996, with the opening of an Extra Foods, the northern territory expanded to include Swan River.
- Negotiations brought the Regional Health Authority committee from Flin Flon, Leaf Rapids, Lynn Lake, and Gillam.
- In 1998 Lynn Lake General Hospital and Gillam Hospital amalgamated with Local 832.
- In 1999, the territory expanded again to include all Dauphin units.
- Numbers increased with successful organizing drives at the Royal Canadian Legion, Arcturus, and Thompson Homeless Shelter.

“Our Northerners are a big part of Local 832. I would like to thank them for making my years as their union rep enjoyable,” said former union rep Blair Hudson. “I would sometimes drive long hours to meet with members and after being in the car for an extended period of time, to be greeted with a warm handshake and a northern hello made the trip worthwhile.”

Union Rep JP Petit noted, “It will be an adjustment for both the members and union, however, it is important for the members to know that the union's presence will be felt as strong as ever by the membership and by management.”

UFCW Local 832 is committed to continue bargaining the best collective agreements for all of its units in Northern Manitoba. The union will continue to keep its members informed and will keep all communications open for each and every member that it represents throughout the province.

Once the doors close, **J.P. Petit will continue to assist the members who live in Northern Manitoba. He can be reached via email jp.petit@ufcw832.com or call 1-800-290-2608 or 1-888-832-9832.**



Around the Table

Getting Ready for Bargaining

The first step in getting ready for negotiations is to find out exactly what additions or changes the members want to see in their collective agreement. For this purpose, it is common practice for UFCW Local 832 to hold proposal meetings prior to the start of bargaining with their employer. By gathering ideas from the members, the union negotiating committee, will present a list of proposals to the company.

Some of the units at the beginning stages of negotiations that recently held proposals meetings are: **Epic de St. Malo/SMILE of St. Malo Residential Program**, **McKenzie Seeds** (current agreement expired April 7), **Sobeys West** and **Red River Co-op Gas Bars** (Union negotiator Erin Selby is assigned to these negotiations) and **SSP Canada and Airport Services**, this agreement expires on May 3.

Negotiations Ongoing

At this stage of the negotiations process, the bargaining committees meet to exchange the lists of proposals. The parties begin to discuss the items on each list with the goal of reaching a tentative agreement. UFCW Local 832 is currently bargaining with the companies listed below:

CANADIAN LINEN

The bargaining committees met in late January, but have not held any further meetings. At press time, the union was still waiting for the company to provide further dates to continue negotiations.

B & L HOMES FOR CHILDREN

B & L Homes is one of the newest units where Local 832 represents workers. This will be the first contract for union members working at B & L Homes. B & L Homes for Children is a private service provider offering care programs and counseling for children and youths.

SOBEYS BURROWS

Negotiations at Sobeys Burrows are off to a slow start. After two

days of bargaining in March and two days in April, the negotiating committees for Sobeys Burrows made little progress.

The union will keep its members informed of further meeting dates, as well as the status of their negotiations.

THE PAS IGA

Talks for the renewal of the collective agreement for members working at The Pas IGA resumed at the end of April. The union bargaining committee—negotiator Marie Buchan, Cindy Greasley and Mike McShane—feel a tentative agreement will be reached during those set of talks.

As UNION went to press the outcome of this set of talks was not available.

Deals Reached

Once a tentative deal is reached between the union and the company negotiating committees, the union will schedule a ratification vote. At the ratification meeting,

the members will review the full details of the tentative collective agreement prior to a vote.

Below are a few units where the union negotiating committees recently reached deals.

IMI

On February 26, UFCW Local 832 union members working at Integrated Messaging voted 100 per cent in favour of accepting their new deal. The collective agreement is effective from February 26, 2016 to December 31, 2018.

GRACE HOSPITAL, DSM AND PHARMACY PROGRAM

Members from Grace Hospital and DSM voted over 92 per cent in favour of their new four-year agreements. The Pharmacy members voted 95 per cent in favour.

During the life of the agreements wages will increase by seven per cent. The first wage increase of 1.5 per cent is retroactive to April 1, 2014. The employers committed to standardization funds for social workers, dietitians, and pharmacy

assistants. These funds will be allocated by September 30 of this year. Also important is the commitment to recruitment and retention funds available in 2016 and 2017 for sonographers, cardiology technologists, occupational therapist, physiotherapists, and respiratory therapists.

GRANNY'S POULTRY

At a ratification meeting on April 6, members from Granny's Poultry said yes to a new five-year deal by 87 per cent. The new agreement will expire on March 31, 2021.

The new collective agreement contains updated language to job postings. Scheduled wage increases for the five years are 2, 2, 2.25, 2.25 and 2.5 per cent, except for maintenance employees whose wages will go up by 9, 2.25, 2.25, 2.25, and 2.25 per cent. Other monetary improvements include increases to meal allowances, evening, night and weekend premiums, as well as to tool allowance and safety boot allowance.

HEARTLAND LIVESTOCK

The negotiating parties reached a tentative agreement at Heartland Livestock Services in Brandon. The union committee unanimously recommended acceptance of this settlement to the membership at a ratification meeting on April 20.

The members support their recommendation and ratified the new three-year deal. The new contract contains a three per cent wage increase in each year of the agreement. Improvements to health and safety language and an increase to work clothing/footwear allowance is also part of the deal.

GARDA SECURITY

Guards working at Garda Security ratified a new agreement by a vote of 86 per cent. The new deal includes seniority premiums after 5, 10 and 15 years of service. Members now have an enhanced benefits package that covers drug, vision, dental and out-of-country coverage. The contract also has a new bumping protocol for utilizing seniority.

2016 Solidarity Kids' Camp of Manitoba

August 21 to August 26 at Camp Nutimikin the Whiteshell

The Canadian Labour Congress (CLC) sponsors the Solidarity Kids' Camp of Manitoba. This year it will be held from **August 21 to August 26 at Camp Nutimik in the Whiteshell at the Seven Sisters Entrance.**

Some of the events during the week will be typical summer camp activities—swimming, crafts, sports, games, campfires and lots more.

Solidarity Kids' Camp is open to young people from 11 to 15 years of age who are the son or daughter of a union member. The camp includes all appropriate and necessary staff to ensure campers have a safe, educational and fun time. Besides the activities mentioned above, the weeklong camp focuses on subjects relevant to young people. It addresses challenges, which include social justice

and equality issues. It combines learning with cooperative activities and loads of fun.

Parents can drop off their kids on Sunday, August 21, between 3 and 4 p.m. and pick them up on Friday, August 26, between 12:30 and 1:30 p.m.

The cost is \$350 per camper and the full registration is payable upon confirmation of camp attendance. If you are interested in registering your child, forms are available at the union office or for more information contact Cindy Murdoch, CLC representative, at 204-947-9494 or via email cmurdoch@clc-ctc.ca.

There is a limit of about 50 campers and it is on first-come, first-serve basis, so call today as spots fill up fast.

Registration deadline is May 20.

North American Occupational Safety & Health (NAOSH) May 1-7

The goal of North American Occupational Safety & Health (NAOSH) Week is to focus the attention of employers, employees, the general public and all partners in occupational safety and health on the importance of preventing injury and illness in the workplace, at home and in the community.

During the first week in May, NAOSH partners develop and implement activities throughout Manitoba and the rest of North America to promote NAOSH Week.

Whether you are just looking for ideas or searching for events you may want to attend, go to www.naosh.ca. Click on



Events and then click on Manitoba. You will notice there are events scheduled in Winnipeg, Morden/Winkler, Steinbach, The Pas, Flin Flon and Brandon. All events are listed in date order and include an address, description, recommended audience and contact person.

Make sure to direct any questions you may have about the event you are interested in to the specific contact person listed with that particular event.

NAOSH was first launched in June 1997, marked by an agreement between Canada, the United States and Mexico.

Have a safe and enjoyable NAOSH Week!

Thousands Strong, Getting Stronger!

UFCW Local 832 is the largest private-sector union in Manitoba. It is thousands strong and continues to get stronger with over 18,000 members throughout the province.

The latest successful organizing drive at Celebrations, a dinner theatre with a difference, brought about 40 new members, who work in the box office and as ad-cast staff into the union. The ad-cast staff are the servers who get into character and play along with the actual cast of actors that are hired to put on the show.

Local union President Jeff Traeger, along with the executive board and staff, extends a warm welcome to the members working at Celebrations. Union



negotiator Phil Kraychuk will be negotiating the first collective agreement and Ron Allard will be the servicing rep assigned to assist these workers at their workplace.

A swimmer wearing a black swim cap and goggles is swimming in a pool, with water splashing around them. The swimmer is in the center of the frame, and the background is a bright blue pool.

GET FIT IN 2016

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS

Passes are effective July 15, 2016, and are available in either a 6-month or a 1-year plan.

You can choose between:
6-month facility pass \$171
12-month facility pass \$317

6-month combo pass \$228
12-month combo pass \$443

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 4, 2016.

**Passes will be available for pick up
at any City of Winnipeg recreation
facility on July 15, 2016.**

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:

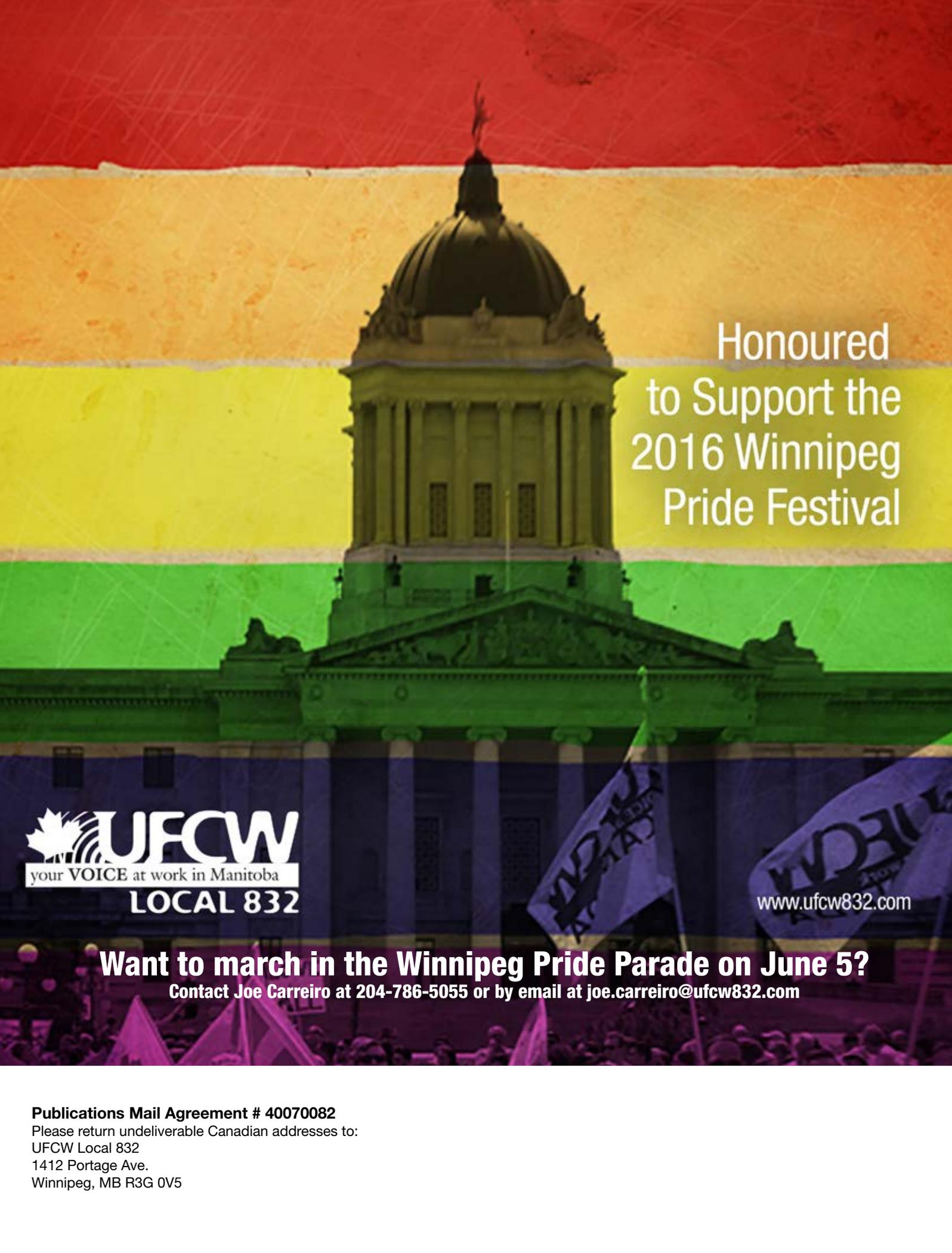
UFCW Local 832
1412 Portage Avenue, R3G 0V5

For a complete list of member discounts and services go to the union's website at www.ufcw832.com

A close-up photograph of a person's hand holding a black smartphone. The hand is positioned in the lower right quadrant of the page, with the phone held horizontally. The background is a blurred, light-colored surface.

TEXT
UFCW832
TO 8444

and keep informed on events at the local



Honoured
to Support the
2016 Winnipeg
Pride Festival

 **UFCW**
your VOICE at work in Manitoba
LOCAL 832

www.ufcw832.com

Want to march in the Winnipeg Pride Parade on June 5?

Contact Joe Carreiro at 204-786-5055 or by email at joe.carreiro@ufcw832.com

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Please return undeliverable Canadian addresses to:

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1412 Portage Ave.

Winnipeg, MB R3G 0V5