



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

NOVEMBER 2014



WALK TO
 SUPPORT
 REMEMBER
 SURVIVE
END CANCER

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ARE YOU GETTING WHAT YOU'RE ENTITLED TO?

Most UFCW Local 832 members (i.e. Sobeys West (Safeway), Red River Co-op, Loblaw, Maple Leaf, HyLife) are covered by jointly trusted health and welfare benefit plans. This includes members who belong to the MFCW Dental Plan.

Often union reps and negotiators get questions about these plans and there appears to be few misconceptions about how these plans work. Firstly, many members believe that these plans are “union plans”. While the union has negotiated the establishment of these plans with the various employers during contract negotiations, they are joint plans between the employer and the union. The plans are governed by boards of trustees, which are made up of equal numbers of employer and union representatives. The trustees meet twice per year to review the financial health of the plan, investments, as well as plan issues and to determine if benefit improvements can be made. The day-to-day administration of the various plans falls to PBAS (Prudent Benefits Administration Group).

PBAS is tasked with providing the benefits that have been determined by the trustees to be covered under the eligibility terms that have been established for that plan. This includes on a daily basis processing claims that are sent in by members, or dentists in the case of the dental plan, answering member questions and providing information to members contacting the plan.

The employer’s role is to pay the financial premiums negotiated at the bargaining table, to provide the plan with information such as member information to establish eligibility for benefits, including the amount of hours members have worked, and to provide their employees with plan information. The union’s role is to ensure our members understand their benefits and assist in resolving concerns members have with their benefits. The union also continues to negotiate benefit improvements by ensuring benefit premium increases are negotiated where possible.

It is up to each member however, to ensure that they are fully aware of the benefits that they are entitled to and how to access those benefits. In order to make this easier, we have listed all of the relevant plans on

MESSAGE FROM THE SECRETARY-TREASURER



the union’s website at www.ufcw832.com, under the tab labeled “Benefit Info”. This link provides you with all of the information you need including all benefit related forms you may require. I would urge you to review what benefits you may be eligible for, and to make sure that you submit your benefit related receipts to the appropriate plans for reimbursement.

You can access additional benefit information by contacting the benefit administrator directly at 204-982-6070 or by stopping in at the PBAS office-3rd Floor, 880 Portage Avenue (UFCW Training Centre building). It is also very important that when you change addresses, that you contact the benefit plan and update your address with the plan directly as well as with the union office. If the plan doesn’t have your current information, it can’t inform you of plan changes.

Remember that your benefits are an achievement based on contract negotiations. Ensure that you inform yourself so that you can receive what you are entitled to.

In solidarity,

A handwritten signature in black ink that reads "Beatrice Bruske". The signature is written in a cursive, flowing style.

Beatrice Bruske

Secretary-Treasurer, UFCW Local 832

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On the cover: Light The Night Walk held September 27. Local raises money for The Leukemia & Lymphoma Society of Canada.

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LIGHTING THE NIGHT

Second annual Light The Night Walk raises big money.

For the second year in a row UFCW was a proud presenting sponsor of Light The Night Walk in Winnipeg, which took place on September 27. Light The Night Walk is an event held in different cities across the country to raise funds for The Leukemia & Lymphoma Society of Canada (LLSC). The five-kilometre walk began and ended at The Forks and it was another glowing success.

UFCW has been an advocate of raising money for cancer research and has been involved with LLSC since 1985. With thanks to the numerous supporters and those who raised money by participating, UFCW Local 832 raised over \$63,000 for the Leukemia and Lymphoma Society of Canada. The event raised over \$135,000 with over 500 people participating in the Walk.



Chelsea, a cancer survivor and one of the inspirational speakers at the Light The Night Walk.

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Winnipeg Labour Council

THE END OF AN ERA

After 22 years, northern representative Blair Hudson retires.

The day in April that UFCW Local 832 representative and labour activist Blair Hudson announced his retirement was a sad day for the Local. Blair's final day in the office was October 8.

Blair is the son of lifelong labour activist Wilf Hudson. Blair cut his teeth in labour halls and grew up with a strong understanding of the labour movement and politics. Local union president at the time, Bernard Christophe, hired Blair in 1992. Blair had only one condition: he would never have to leave the north to work in Brandon or Winnipeg. All three presidents, over the last 22 years, knew that Blair was too vital to the members in the north to consider moving him.

"With Blair, you had a complete package: union representative, negotiator, and organizer. You never had to worry about the north because you knew Blair had it covered," said President Traeger.



The territory that Blair covered was vast. His route carried him from Dauphin to Gillam, to Leaf Rapids, to Lynn Lake, to Flin Flon, to The Pas and Thompson. He loved to drive to each community and talk with the members. Every servicing visit was an adventure for Blair. A few years ago, Executive Assistant to the President Marie Buchan wrote a story on her adventures travelling the North with Blair. Flat tires, snowed-out conditions, and cracked windshields were the norm when servicing the members in the north.

"You get a real appreciation of what Blair does when you spend a week with him on the road. I don't know how he did it for as long as he did," said Buchan.

President Traeger assigned J.P. Petit as the new northern union representative, and J.P. has been working out of the Thompson office for about a month now. *The Local wishes Blair a well-deserved retirement!*



Local Honours 2013 Retirees

Every year, UFCW Local 832 honours retirees with 15 or more years of membership with the union at a special dinner.

This year, the Local held the celebratory dinner at the Canad Inn Polo Park on Tuesday evening, September 30.

Simone Berezowski, who worked at Safeway for 41 years, was the longest-serving member to retire last year. Some of the other longstanding members with at least 30 years of membership who were invited to the dinner include: **Barbara Beaupre**—Old Dutch, **Albino Cefalo**—Maple Leaf, **Steven Martyniuk**—Lucerne Milk, **Donald Pidruchny**—Diageo,



David Rolland retired Safeway member with 37 years of service and Local 832 President Jeff Traeger.

David Rolland—Safeway, **Alfred Rondeau**—Maple Leaf, and **Ken Sutherland**—Safeway.

Local President Jeff Traeger and

Secretary-Treasurer Beatrice Bruske were in attendance to congratulate all of the retirees and present them with a gift from the union.

Social for Westman Activists



UFCW Local 832 knows the importance of the assistance it receives from the activists—shop stewards and health and safety committee members. As a thank you, Local President Jeff Traeger and Secretary-Treasurer Beatrice Bruske got together with the Westman activists on October 4, in Brandon.

“The Local has grown in the last several years in the West and I’m

proud to say we have a very strong health and safety and shop steward network,” said President Traeger, “We want to thank you for your support and the help you give to the growing-number of members in the Westman area.”

The union holds different celebrations throughout the year to acknowledge the activists from northern Manitoba and the Winnipeg region.

SENIORITY PREVAILS at Maple Leaf

Four members compensated between \$1,100 and \$2,200 each.

At the Maple Leaf plant in Brandon, the employer provided pre-shift morning overtime opportunities for Cut Floor employees. These overtime opportunities were weekly, ongoing and usually involved an employee regularly working an hour or two prior to the commencement of their shift.

It came to the Local's attention that some senior Cut Floor employees were not being provided with the opportunity to work this pre-shift overtime. When the union approached the company for an explanation, Maple Leaf stated that it was simply granting the overtime based on what it believed was an accepted past practice.

This alleged past practice essentially was that when the overtime was first offered, the company provided it to the most senior/qualified employee who wished to perform it. Once the employee had accepted the overtime, it was expected that the weekly overtime assignment was permanently theirs until such time as they no longer wished to perform the daily/weekly overtime. At that time, the company would then again post the overtime. UFCW took the position that there was no past practice, and even if a past practice existed it was certainly not one that the union had agreed to.

Because of this, the union filed four separate grievances on behalf of senior/qualified employees who were directly affected by the practice. These employees, who had seniority over the employees performing the overtime, had either transferred into the department with more seniority, returned to the Cut Floor after a leave of absence or had simply changed their



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

mind and now wished to take advantage of the overtime opportunity.

Prior to the arbitration, Local 832 and Maple Leaf arrived at a without prejudice or precedent resolve to this issue.

The four union members in question would be paid compensation amounts ranging from approximately \$1,100 to \$2,200. Furthermore, the parties agreed to the following procedure to be followed when assigning pre-shift overtime opportunities in the Cut a.m. shift:

- Employees will have the opportunity to opt-in to receive pre-shift overtime opportunities based on seniority as per section 6 of the collective agreement.
- Should a more senior employee wish to be considered for the pre-shift overtime opportunity, he/she must notify their supervisor of their wish.
- Maple Leaf will assess whether or not the interested member is senior to the other employees currently working the pre-shift overtime. If so, then the interested senior employee would commence the overtime the following week and the less senior employee would be moved out of the overtime work.

Since bargaining for a new collective agreement at Maple Leaf Brandon is ongoing, the negotiating committees have undertaken to deal with overtime language at the table. Therefore, the company and the union agreed that this settlement would only apply for the remainder of the present collective agreement, but will terminate once the members ratify the new agreement.



UFCW Teams Up With Province

Worker Adjustment Committee formed to help MAPLES IGA AND SAFEGWAY members with their store closures and job losses.

Earlier this year, Sobeys announced that it would be closing five stores in Manitoba by the end of year—four Safeway stores and the Maples IGA.

Sobeys had scheduled the Maples IGA store closure for October 31, 2014; however, it notified the Minister of Labour it would move the date up to October 2. The union contacted the company and negotiated retention bonuses for Maples IGA employees who remained on staff until October 2.

Full-time employees received \$1,200, part-timers with 10 or more years of service received \$500, and part-time employees with one to nine years of service received \$200. If you are a Maples IGA member who did not receive their retention bonus, contact union representative Joe Carreiro at 204-786-5055 or e-mail him at joe.carreiro@ufcw832.com.

Safeway store 707 on Ness Avenue is closing November 15, and the other three stores will close on December 6 (store 622—Steinbach, 628—Brandon, and 712—Garden City Mall).

UFCW, with the assistance of the Province of Manitoba, has established a Worker Adjustment Committee to help these members affected deal with the challenges they are facing.

The Worker Adjustment Committee has also hired staff from Options for Success to provide career transition services to all Maples IGA members who have been laid off. Options will help these members explore different employment opportunities, offer new learning skills programs, as well as one-to-one coaching to help make their choices easier.

If you are a **Maples IGA or Safeway member affected by a store closure, you are invited to attend one of the Interview Skills Workshops**, which will be facilitated by Options for Success, being held at the UFCW Training Centre —880 Portage Avenue.

SESSION 1

**Tuesday, November 25
12 to 4 p.m.**

SESSION 2

**Thursday, November 27
9 a.m. to 1 p.m.**

The workshop will prepare you for and help you feel more confident going to an interview. It will introduce you to general questions asked at interviews and the best answers to those questions. It will help you highlight your skills, training and experience.

To register for the Interview Skills Workshop, call Options for Success at 204-989-0141 or e-mail admin@options4success.com and state your name and the session you are registering for.

With everyone working together, the goal is to help make the members' job transitions as simple as possible, and to help them deal with the changes that are happening.

Any member with a question or a concern, should contact their union representative.

WINNIPEG

204-786-5055

toll-free 1-888-832-9832

BRANDON

204-727-7131

toll-free 1-800-552-1193

Safeway/Sobeys Member Receives \$37,000

It was a long, hard road, but persistence pays off.

Marilyn Kimball has worked at Safeway/Sobeys for over 39 years. Over the years, she has worked in many different stores and departments—cashier, file, and deli to name a few. She presently works at the Sobeys store 4844.

Marilyn's hard journey started back in the '90s when the River and Osborne Safeway store, which she was working at, was robbed at gunpoint.

A man wearing a balaclava and armed with a gun demanded money from the cashier working right next to Marilyn. Marilyn was terrified that she was next. The robber, however, took off with security personnel chasing him so that he wouldn't get away before the police arrived. The assailant threatened to shoot but his gun misfired and the robber was caught.

Understandably, Marilyn was off work for about four months as she was shaken up by the ordeal.

Then in 2010, when Marilyn was working at the Sargent and Maryland store as a cashier, a man wearing a balaclava was standing in her line. He was asked to remove his balaclava but he refused and started talking in an aggressive tone. Marilyn became distressed and had to leave work.

Marilyn went to her doctor, as she was not able to return to work. At that time her doctor diagnosed her with PTSD (post-traumatic stress disorder). The doctor associated her PTSD back to the robbery in

1990s. Since it was considered a work-related injury, Marilyn applied for workers compensation. WCB denied her claim.

Rob Hilliard, who at the time was handling the WCB appeals for the union, filed an appeal on behalf of Marilyn. The first appeal was not successful and was denied.

In the meantime, Marilyn applied for her group benefits, which were denied on the basis that this was a work-related issue. She appealed the decision and was not successful. Marilyn submitted a second and final appeal, and was again denied group insurance benefits.

The union applied to WCB for a second appeal, and yet again was not successful.

During all of these appeals and medical appointments, the root of Marilyn's health was uncovered; and she in fact did not have a work-related injury. This made Marilyn eligible for her group benefits. Therefore, **the union filed a special appeal to her group insurance, which was successful.** Marilyn received almost \$37,000 in benefits that she was entitled to.

The appeals for WCB and group Insurance took over two years to complete. Marilyn and Rob Hilliard's efforts made the difference in getting the decisions overturned and the benefits restored retroactively.

It's a Changing World

The union knows that what you do on your own time is your business, but wants to warn you to use a little common sense.

Lately, there have been situations where loss prevention departments have monitored social media sites and companies' have used this to terminate employees

for inappropriate behaviour. So be careful of what you are posting or saying, as things you post on social media could be used against you.

As well, there was a case recently where a Sobeys/Safeway member was terminated for breach of conduct because she was wearing her work uniform and while

shopping in a competitor's store was accused of theft. You really should only be wearing your work uniform while on the job and not outside of work while doing personal errands.

If you have any questions or concerns about this or any other work-related matter, talk to your union representative.

Finally, Recognition for Work Being Done

Another step for security guards.

As reported in last month's UNION, on October 1, the minimum wage in the province of Manitoba increased by 25 cents to \$10.70 per hour.

Aside from this, a new minimum wage rate for security guards also came into effect—providing for an additional 25-cent increase. This means that the minimum rate that a security guard could be paid in Manitoba is \$10.95. **Over the next four years the security guard minimum wage will continue to increase, until it is \$2.25 above the provincial minimum wage by October 1, 2017.**

"For years, the union has been lobbying the provincial government for better legislation to protect security guards," said union President Jeff Traeger. "Security guards are often unsung heroes so it is nice to finally see they are starting to be recognized for the

work they do. They are usually the first responders in dangerous situations, however, their pay does not reflect this."

In light of these recent changes on the part of the provincial government, the union has received a number of calls from members raising concerns about how the minimum wage gap language contained in several of the security-sector agreements will be interpreted.

UFCW has taken the position that references to minimum wage contained in the security agreements refer to the minimum wage applicable to that sector, not the general minimum wage. In other words, **the minimum wage gap language contained in those agreements should be applied to the new security guard minimum wage.**

Currently, there are ongoing disputes between the union and

several of the employers who use security guards regarding the interpretation of this language.

The Local will keep its security guards updated on this and any other issues that pertain to the security sector.

In the meantime, if any guard has a question or concern about their rate of pay, they should contact their union representative:

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NRHA Long-Service Members Rewarded!

In today's fast-paced world, it is remarkable when you hear an employee say they have been at their job for 20 years.

Some UFCW agreements, like the Northern Regional Health Authority (NRHA), contain language that rewards long-service employees.

Because of this negotiated benefit, **longstanding union members working at the NRHA received a two per cent wage increase effective October 1.** To be eligible for the long-service wage increase, the member must have 20 or more years of continuous service and has been at the maximum step of

their salary scale for a minimum of 12 consecutive months. For complete wording members can go to article B-5 of their collective agreement.

The union is encouraging **NRHA members with 20 years or more to check their pay stubs to make sure they are being paid correctly.** If they believe they are being paid incorrectly or have any questions regarding their collective agreement, they should contact their union rep JP Petit at the Thompson office.

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

e-mail: jp.petit@ufcw832.com

Loblaw Members: DO I GET PAID FOR SICK LEAVE?

The union receives a lot of calls from members working at Loblaw wondering if they get paid for sick time. To put it simply ... there are two ways union members working at Loblaw can become eligible for paid sick leave:

LOBLAW/UFCW HEALTH AND WELFARE PLAN

This is a jointly trusteed health and welfare plan, which is governed by a Board of Trustees—comprised of two representatives from the company and two representatives from the union.

All part-time employees who have worked a minimum of six months (regardless of the amount of hours they have worked) are eligible for Tier 1 coverage under this plan.

Full-time employees and part-time employees who have worked 32 hours or more for 13 consecutive weeks are eligible for Tier 2 coverage under this plan. **Currently, only part-time employees are paid sick days from this Plan under Tier 1 and Tier 2.**

The sick pay is paid at a flat rate, and right now **members are only paid for full days of absence due to illness or non-work-related injury.**

During negotiations, the parties agreed to recommend to the trustees of the plan to make an amendment to allow part-time employees to qualify to receive partial sick day pay also. This matter is presently before the Board of Trustees for the Loblaw/UFCW Health and

If you are sick:

Full-Time Members

· See your supervisor for Accumulated Sick Pay.

Part-Time Members

1. 32 Hours or more per week, see your supervisor for Accumulated Sick Pay.

2. If your Accumulated Sick Pay is exhausted or you are NOT eligible, go to Health and Welfare Benefit Plan.

*Everyone else with six months of service to to Health and Welfare Benefit Plan.

Welfare Plan. As soon as the Board makes its decision, the union will inform the members at Loblaw.

See appendix A-9 on page 101 of the collective agreement.

ACCUMULATED SICK PAY

Full-time employees accumulate four hours of sick pay for each month of employment. Part-time employees, who have worked an average of 32 hours or more per week during any 13 consecutive week periods, and have qualified to be covered under this appendix, accumulate sick pay at the rate of four hours for each four-week reporting period that they work more than 128 hours.

Currently, eligible employees can claim sick pay for full and partial shifts.

If you are full-time or part-time, **this is the sick pay reimbursement that employees apply to first when they are absent from**

work due to illness or non-work-related injury. Members can ask their store manager or administration for the appropriate form.

If you are a part-time employee eligible under Appendix A of the collective agreement, but have no accumulated sick leave credits earned or left in your sick bank, you are eligible for sick pay under the Loblaw/UFCW Health and Welfare Plan.

The trusteed plan will only pay sick leave credits to those eligible for that plan, if they have used all their accumulated sick pay earned under the agreement.

Should you have any further questions on this issue or any other work-related matter, contact your full-time union representative, or the health and welfare benefit plan office.

The phone numbers for the **UFCW/Loblaw Health and Welfare Plan are 204-982-6087 in Winnipeg or toll-free 1-877-982-6087.**

Can Loblaw Reprimand Me Without a Shop Steward Present?

The answer is **NO!** Recently it has come to the union's attention that some managers/supervisors at Loblaw are holding disciplinary meetings with members without a shop steward present; or in the absence of a shop steward, without an employee of the employee's OWN CHOICE present at the start of the meeting.

As per the collective agreement, it is the member's **RIGHT** to have a shop steward, or your designate of choice, present from the beginning of the interview. If a shop steward is not available, management cannot choose which employee to bring into the meeting.

As well, the shop steward or co-worker that the member chooses **must be present from the beginning of the interview**, not brought in to sign their name on the discipline at the end of the interview.

This is in the best interests of both parties. Coercion, bullying and intimidation could happen if a member is alone during the meeting; and if a shop steward or member of your choice is not present as required, the discipline the company gave you is not valid and may not be used.

Should you have any further questions on these issues or any other work-related matter, contact your full-time union representative.

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What is FREE TIME?

In essence, it is doing any of your job duties for no pay!

WHAT DOES FREE TIME LOOK LIKE?

- coming in early/leaving late
- interrupted breaks/missed breaks
- working from home
- any part of your job duties you perform for no pay
- leaving early to make up time from another day

WHAT ARE THE EFFECTS OF FREE TIME?

- cancelled shifts
- fewer hours to go around
- reduced benefits or no benefits
- disciplinary action for not recording all time worked

IT IS A PROVEN FACT THAT SCHEDULED BREAKS PREVENT

- overuse injuries
- restores body fluids and energy
- prevents mental burnout

Let's be healthy—take your breaks, record your start and finish times accurately.

If you have any questions or concerns, or if you see an employee working free time, contact your full-time union representative or talk to a shop steward at your workplace.

Free time **HURTS** everyone, record all hours worked!



Grace Hospital Union Negotiating Committee

In Other Local News ...

FORT LA BOSSE SCHOOL DIVISION- Education & Speech Assistants

The negotiating committees at Fort La Bosse School Division Education and Speech Assistants reached a tentative deal last month. The new deal provides improvements to existing wages and benefits.

Marie Buchan, who led these negotiations for the union, has scheduled a ratification meeting for November 2, where details of the agreement will be reviewed prior to the vote.

GENERAL MILLS

After a one-year extension, talks for the renewal of the union agreement for the members working at General Mills resumed during the week of October 14. The bargaining committee, comprised of union negotiator Marie Buchan, Paul Dutra, Rosemarie Fleury, and Mike Moiny, were able to deal with all of the non-monetary issues during these meetings.

The parties did schedule additional meeting dates for this month and, if necessary, for January; and will start tackling the monetary issues. The union will keep its members informed as progress is made.

PEPSI BRANDON

Deal reached! The union is pleased to inform its members working at the Pepsi Bottling Group in Brandon that the negotiating committees reached a tentative collective agreement.

UFCW has scheduled a ratification vote for November 16. The union bargaining committee—negotiator Martin Trudel and Len Kenler—is recommending acceptance of this new deal to the members. At

the meeting the details of the new contract will be reviewed with the membership prior to voting.

G4S SECURITY & PARKING AUTHORITY

In September, the union negotiating committee (negotiator Martin Trudel, Tim Burgess, Henning Peterson, and Earl MaGee) met with the company to exchange proposals.

During the first round of bargaining, the parties were able to discuss and agree to all of the non-monetary issues, as well as a few of the monetary proposals. Negotiations are currently taking place regarding the outstanding monetary proposals, and once completed, the union will inform its members at G4S Security of the final steps of the bargaining process.

FAIRMONT WINNIPEG

A great number of members from the Fairmont attended the ratification meeting held on October 20.

As per standard practice, the negotiating committee reviewed the new deal with the members prior to a vote taking place. The members voted 94 per cent in favour of the new deal.

GRACE HOSPITAL

The bargaining committees for employees working at the Grace Hospital—WRHA, DSM and Pharmacy—met last month. As all three agreements are relatively similar, the parties are negotiating at a common bargaining table. More meetings are scheduled for December and the union will keep members updated as talks progress. Members can also go to the union's website at www.ufcw832.com for the most recent Local news.

Another Great Showing

RETIREES' NEWS

The UFCW Local 832 Retirees' Club held its fall meeting/luncheon on October 14 at the ANAF Legion on Portage Avenue in Winnipeg. Once again, the number of retirees attending the luncheon was stupendous. Everyone enjoyed a delicious meal—veal cutlets, potatoes, vegetables, Caesar salad, dessert and a beverage—for the low price of \$6 for dues-paying members or \$9 for non-paying members.

On the agenda was a presentation from MLA of Assiniboia Jim Rondeau, who spoke about two topics that are important to seniors, affordable housing and pension benefits. The Club also held elections for the 2015/2016 Executive Board. Your 2015/2016 Retirees' Club executive board is:

PRESIDENT

Norma Kinnear

1ST VICE-PRESIDENT

Chuck McCormick

2ND VICE-PRESIDENT

Nick Dudar



TREASURER

Gerry Otto

RECORDER

Lila Hornby

SERGEANT-AT-ARMS

Bob Whittle and Joan Dudas

MEMBERS-AT-LARGE

Denis Allard

Hugh McMeel

Armand Tesoro

John Stokell

TRAVEL & SOCIAL COMMITTEE

Joan Dudas

Lila Hornby

Armand Tesoro

John Stokell

As standard, the Club had its usual draws of 10 door prizes and 10 cash draws. Congratulations to all the winners!

Upcoming Event

The date for what seems to be becoming an annual event, the trip to South Beach Casino, is February 16, 2015. Look for the December magazine for all the details.

Recipe of the Month

Cranberry Meatloaf

- 1 lb. lean ground beef
- ½ cup breadcrumbs or unsalted cracker crumbs
- 2 eggs
- 1 ½ tsp. lemon juice
- 2 tsp. dry mustard
- ⅓ cup jellied cranberry sauce

Heat oven to 350°. Combine all ingredients and place in lightly greased loaf pan. Bake for approximately 1 hour. Makes 5 servings.

FOOTNOTES

Your Retirees' Club membership application for 2015 was included with your luncheon invitation. Don't forget to get it in by the end of December, so that you can continue receiving UNION and the reduced rates on all of the Club's activities.

The annual spring luncheon is scheduled for May, 2015. Watch for details closer to the date.

More Members= More Bargaining Power

All members, from the day they join the union, are entitled to utilize a wide range of money-saving discounts and special services. Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers. Just show your membership card to receive these special discounts! It's important to make sure both you and the benefit provider understand the terms of the transaction beforehand. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.

RRSP for Local 832 Members

The UFCW Local 832 RSP offers members the choice of four investment options with better-than-average returns. To enrol in the RRSP program, contact Laura Mellon at 204-926-8335.

Kurio Studio & Gallery

Enjoy a \$50 product credit with the booking of any portrait photography session including personal, family, couples, maternity and high school senior portrait sessions. Members also receive a 10% discount on all wedding photography services and they have completely customized packages to meet your needs and to suit all budgets. Kurio Studio also provides personal and heirloom custom book design services. Our professionally designed, bookstore-quality custom books make for unique gifts and a fabulous way to preserve your life's most important moments. Members also receive a 10% discount on all custom book design services. For more information, visit www.kuriostudio.blogspot.com or phone Alix at 204-791-5734.

Polo Park Hearing Centre

Receive a 10% discount (to a maximum of \$150) on the purchase of any hearing aid. Phone 204-788-1083. Located in Polo Park Mall.

PowerUp Computers

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

Autopac Write-offs

If Autopac says your vehicle is a write-off, call Brad Pallen at 204-284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your car's actual cash value and give you free consultation as to what your options are. If arbitration is required, you pay only \$300—a savings of \$100.

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



**ATTENTION ALL
UFCW
LOCAL 832
MEMBERS!**

**ANSWER
THE
PHONE!**

*IF you do not get a phone call from us on November 10 and want to participate in the General Membership Telephone Townhall you can dial 1-877-229-8493 and press 112418

On November 10 at 7 p.m.

UFCW Local 832 will be holding a General Membership meeting via Telephone Town Hall.

We will be calling you starting at 6:45pm to update you on recent events at the Local.

Those who stay on for the **entire** meeting will be entered into a draw for a pair of **2014/15 Winnipeg Jets tickets.**

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Please return undeliverable Canadian addresses to:
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Winnipeg, MB R3G 0V5