



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

OCTOBER 2013



MASSIVE SUPPORT

Manitoba Unions Support Striking Vista Park Lodge Members

MESSAGE FROM THE SECRETARY-TREASURER

Last year, the Manitoba Federation of Labour launched a new website to go along with its new logo. One of the features that I found valuable is the 'buy union' section. It helps illustrate a point our union leadership has been saying over the last number of years—for our members to maintain the benefits and wages we have earned in negotiations we must support each other.

Here's why

Let's say a Safeway or Superstore employee goes to Walmart for back to school items. While they might save a few dollars on the items, which are items that are also available at their store, they are impacting their livelihood.

As I am sitting beside President Traeger negotiating a new collective agreement for the 3,000 UFCW Local 832 members working for Loblaw in Superstores and Extra Foods, the company is continually saying that it has to "remain competitive with Walmart". One of the main ways it can do that is by keeping wages low. Walmart pays its employees below what is in our union contracts, so Loblaw wants to remain "competitive" by essentially eroding the wages and benefits of its employees.

If you multiply, the small amount you may have saved by weekly shopping and spread it out over family, close friends and neighbours, your network is assisting to erode your way of life. In principle, you are taking money out of your own pocket.

Yes, it is a crude way to look at the situation but, honestly, there is no way to sugar coat it.

Add on, that these retailers have driven companies, who used to have manufacturing plants in North America, to move its operations to other countries so that it can supply the same product at a reduced price by paying reduced rates. That is how companies like Walmart and Target operate.

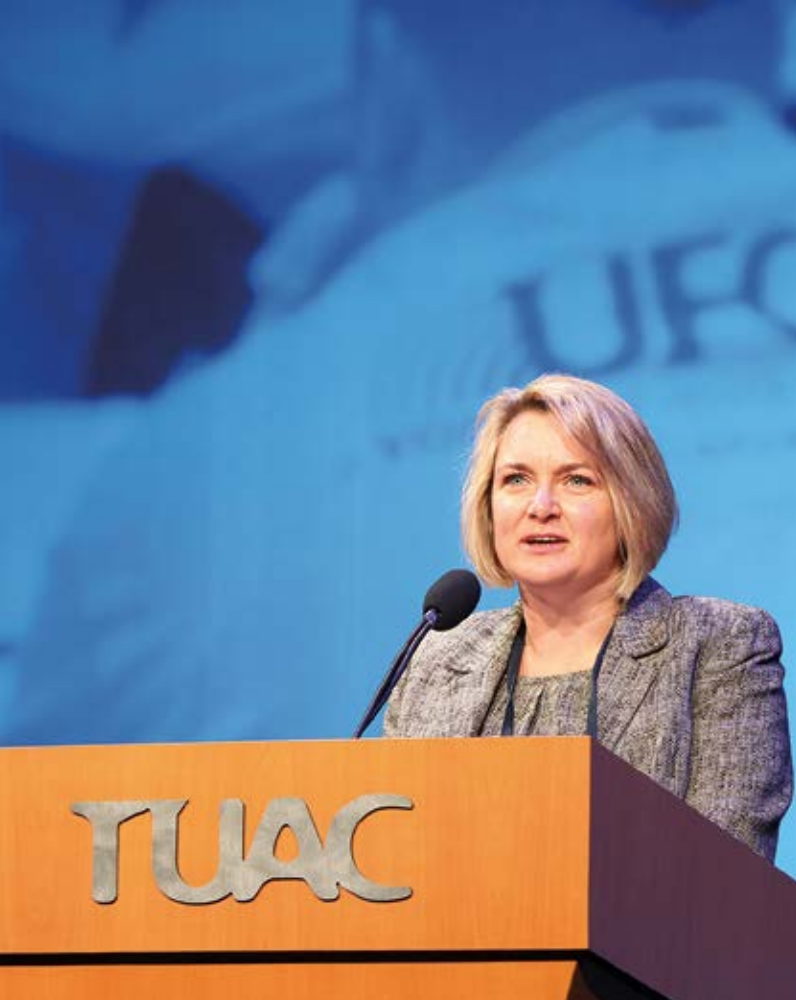
How do we fix this?

Please understand that I know it is impossible to ONLY shop union, but if you have a choice, shopping union helps us all. Being aware of where you shop and its consequences is the first step. More and more, people are becoming aware of the power they hold in their pocket book.

In solidarity,

Beatrice Bruske

Secretary-Treasurer UFCW Local 832



Buying Union

**Why supporting brothers and
sisters can help us all.**

INSIDE THIS ISSUE OF UNION:



Executive Board Elections Vote This Month

Page 4

Announcing Staff Changes

Page 4

Retiree News

Page 6

Grievance News

Page 7

WCB

Page 8

Hospitality/Service/Retail

Selkirk Marketplace gets first contract
Shoppers Drug Marts full-time vs. part-time

Page 10

Production

Lucerne Milk Contract Enriched

Page 11

Mass Support for Vista Park Lodge

Page 12

Staples Members Ratify New Deal

Page 13

Strike Averted at Westfair

Page 14

Savings Ahead - Member Discounts

Page 15

On the cover: Labour activists walk in support of striking Vista Park Lodge members on September 19. Story on page 12.

PRESIDENT

Jeff Traeger

SECRETARY-TREASURER

Beatrice Bruske

EXECUTIVE ASSISTANT TO THE PRESIDENT

Marie Buchan

UNION REPRESENTATIVES

Ron Allard	Mike Howden
Ray Berthelette	Blair Hudson
Brenda Brown	Phil Kraychuk
Kim Ferris	Wendy Lundy
Sandy Forcier	J.P. Petit
Roberta Hoogervorst	Martin Trudel

LEGAL COUNSEL

Garry Bergeron, Director

Debra Malmquist

ORGANIZING

Sonia Taylor, Director

EDUCATION AND TRAINING

Heather Grant-Jury, Director

WORKERS COMPENSATION

Rob Hilliard

NEGOTIATORS

Susan Hart-Kulbaba, Director

Michelle Masserey

Marie Buchan

COMMUNICATIONS

Blake Crothers, Director

Dalia Chapa

HEALTH AND SAFETY RESOURCE PERSONNEL

Guy Sylvestre

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1-800-552-1193

Thompson

90 Thompson Drive
Thompson, MB R8N 1Y9
204-778-7108
1-800-290-2608

TRAINING CENTRES

Winnipeg

880 Portage Avenue
Winnipeg, MB R3G 0P1
204-775-8329
1-877-775-8329

Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
204-726-8337

Neepawa

290 Davidson Street
Neepawa, MB

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UFCW Local 832 Executive Board Elections

Votes take place this month.

All nominations for the UFCW Local 832 executive board are in, and the members seem pleased and satisfied with the operations and the direction of the Local.

President Jeff Traeger and Secretary-Treasurer Beatrice Bruske will continue in their positions by acclamation, as well as the position of recorder. Of the 16 vice-presidents, only four positions are being challenged.

Elections for vice-president positions #8, #12, #14, and #16 will take place this month. See the election meeting dates on page 5 for the city/town nearest you. Below are the names of the candidates for the vice-president

positions that are being challenged.

For Local 832 members working in the northern communities of Thompson, The Pas, Flin Flon, Gillam, Leaf Rapids, Lynn Lake, Swan River, Dauphin/Ste. Rose and the community of Moose Lake in south-eastern Manitoba and Pine Falls, elections will be held by mail referendum.

On October 2, the election chairperson will mail each active member eligible to vote and working in the



listed communities a ballot with instructions. The deadline for returning the mailed-in ballots is 12 noon on October 31.

Announcing Two Staff Changes

To maintain the highest level of servicing possible for the members of Local 832, President Jeff Traeger has made two staff changes.

Sandy Forcier has been appointed as the director of servicing. He will continue with his duties as the union rep for Superstores and Extra Foods.

Marie Buchan, the previous director of servicing, has taken on more responsibilities as executive assistant to the president; and she has also moved into the negotiations department and will be bargaining collective agreements for Local 832 members. In fact, Marie has already begun her new duties as a negotiator.



Sandy Forcier



Marie Buchan

CANDIDATES FOR VICE-PRESIDENTS

You can only vote for one candidate in each vacancy.

Vice-President #8

Kay Wetherill
Darrin Clinton

Vice-President #12

Diego Rodriguez
Tom Biebrich

Vice-President #14

Corey Kowalski
John Anderson

Vice-President #16

Frank Managre
John Lyons

***Must Bring I.D. ELECTION MEETINGS FOR UFCW LOCAL 832 EXECUTIVE BOARD *Must Bring I.D.**

CITY / TOWN	DATE	TIME	LOCATION
Moose Lake	Ballots will be mailed to members on Wednesday, October 2.	Deadline for receipt of mail-in ballots is Thursday, October 31 at noon.	Judges will pick up mail-in ballots at the post office.
Pine Falls			
Dauphin and Ste. Rose			
Swan River			
The Pas			
Flin Flon			
Thompson			
Gillam			
Leaf Rapids			
Lynn Lake			
Russell	Thursday, October 10	4:45 to 8 p.m.	Russell Inn, HWY 16 at 83
Brandon	Tuesday, October 15	11 a.m. to 1 p.m. and 6 to 8 p.m.	UFCW Local 832 Office, 530 Richmond Avenue East
Whitemouth	Tuesday, October 15	3 to 5:30 p.m.	Whitemouth Recreation Centre, Lot 1—1st Street
Portage la Prairie	Wednesday, October 16	Noon to 12:45 p.m. and 5 to 6 p.m.	Super 8, HWY 1-A West
Fisher Branch	Wednesday, October 16	6:15 to 7 p.m.	Fisher Branch Community Centre, Tache Street
Neepawa	Thursday, October 17	1:30 to 6 p.m.	Training Centre 290 Davidson Street
Carberry	Thursday, October 17	7:30 to 9:30 a.m. and 4:30 to 9 p.m.	Carberry Legion, 25 Main Street
Selkirk	Thursday, October 17	10 to 11 a.m. and 7 to 8 p.m.	Smitty's Restaurant, 168 Main Street
Stonewall	Thursday, October 17	9 to 10 a.m. and 5 to 6 p.m.	Rockwood Motor Inn, 390 Main Street
St. Malo	Friday, October 18	2 to 5 p.m.	Chicken Chef, 122 St. Malo Street
Winkler	Sunday, October 27	1 to 2:30 p.m.	Days Inn, HWY 14
Carman	Sunday, October 27	3:30 to 4:30 p.m.	Breakaway Family Restaurant, 10- 4th Avenue South West
Gimli *New Date	Thursday, October 29	2 to 7 p.m.	Lakeview Conference Centre, 10 Centre Street
Virden	Wednesday, October 30	10:30 to 11:45 a.m. and 4:15 to 7 p.m.	Virden Legion, 540 8th Avenue South
Steinbach	Wednesday, October 30	Noon to 1:30 p.m. and 6 to 8 p.m.	Days Inn, 75PTH 12N
Winnipeg	Wednesday, October 30	10 to Noon and 7 to 8 p.m.	UFCW Training Centre, 880 Portage Avenue
Tabulation and Final Ballot Count	Saturday, November 2	11 a.m.	UFCW Local 832 1412 Portage Avenue

RETIREE NEWS



Luncheon set for October 15

Get in your 2014 membership application.

Remember, the annual fall luncheon is on October 15, 12 noon, at the ANAF Legion located at 3584 Portage Avenue. You should have received your invitation in the mail by now, and if you are planning on attending, it is important that you call Carol at 204-786-5055 or 1-888-832-9832 and let her know as we need a count for the lunch. As usual, there will be a hot lunch, cash draws, door prizes and a guest speaker. Don't miss out, call in your RSVP today.

If you have not yet completed your 2014 membership application, remember to do so. This entitles you to receive the UNION magazine and a discount for all club events.



Casino trip a great success!

The trip to Shooting Star Casino in Minnesota was a great success and a lot of fun. There were several big winners and some not so lucky. 'ELVIS' was even on the bus and the group had a good time on the road too. It was filled with games and draws and good conversation.

Thanks to everyone who went and made this trip a success. The club plans to make this trip again next year and will announce the dates once they are confirmed.

RECIPE OF THE MONTH

Zucchini Marmalade

2 lbs zucchini squash
2 lemons juiced
1 tsp grated lemon peel
1 13 oz. can crushed pineapple (drained)
1 1 ¾ oz. package powdered fruit pectin
5 cups sugar
2 tbp finely chopped crystallized ginger

Peel squash and cut into thin slices. Measure 6 cups of the sliced zucchini and put into a large kettle, add lemon juice, lemon peel and crushed pineapple. Bring to a boil, lower heat, cover and simmer until squash is tender but still holds its shape, for approximately 15 minutes.

Add fruit pectin and return to a boil, stir in sugar and ginger. Continue to boil for 1-2 minutes, stirring frequently. Remove from heat and skim off all foam. Ladle into hot sterilized pint jars and seal with hot paraffin wax. ENJOY!

HAPPY 70TH BIRTHDAY, ARMAND!

Celebrating a milestone birthday this month is retirees' club executive board member Armand Tesoro. Armand is also the club's unsung photographer. We have all had the pleasure of enjoying some of his pictures in issues of UNION.



Armand Tesoro, circa 2010

I'm Needed at Home

Family Status/Family Leave

With the baby boomers aging and more couples having babies, several members have brought up their concerns regarding family leave and having to look after a loved one.

Of late, there has been case law development in Canada with regards to employer's obligations to accommodate employees based on what is commonly referred to as their "family status". In Manitoba, the *Human Rights Code* prohibits, amongst other things, discrimination on the basis of "family status". Recently, the legal system 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, and 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. 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, things such 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 be considered a family status situation. The case law makes it clear that there is a difference between what an employee would prefer and when an employee is required to be the caregiver. It has been established that an employee must take all reasonable efforts to find outside resources to meet their caregiving obligations prior to requesting an accommodation at the workplace based on "family status", and that preference does not necessarily equal necessity.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

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.

It's a good idea to call your union representative to discuss family status/family responsibility leave prior to requesting an accommodation from your employer.



Westfair cashier wins WCB appeal

Commission agrees with union and retroactively reinstates benefits.

In the summer of 2011, Raheela Shah, a UFCW member working as a cashier at Westfair, injured herself while checking a customer out. Raheela lifted some heavier items (cat litter bags and large bags of pet food) to scan at her cashier's workstation and turned while holding the bags to place them on the belt to her left. About one hour later, she began to experience back pain. The longer she worked, the worse the pain became. She tried unsuccessfully to get the attention of her supervisor.

Finally when it was time for her break, her supervisor came by. Raheela explained what happened and said her back was very painful and she didn't think she could continue working. Her supervisor suggested she take her break and then see how she felt. After her break Raheela's pain had not improved so she was given permission to go home.

When she got home, there was nobody there to take her to the hospital so she took a taxi. Raheela's first language is not English and when she got to the hospital the emergency room doctor misunderstood her. He thought that she was having pain due to a kidney problem and sent her for a CT Scan. After seeing the results of the CT Scan, which ruled out a kidney problem, the doctor sent her home and advised Raheela to see her family doctor.

Once back home, Raheela sat down and her pain became much worse and she needed help to stand up. She saw her family doctor the next day and was diagnosed with a probable muscular strain. A few weeks later she had an

MRI that showed she had some arthritis in her spine and a damaged disc in her spine.

WCB accepted Raheela's claim at first but then decided that her arthritis was the reason for her pain and that when she sat down at home she aggravated her arthritic condition. WCB did not believe that she injured herself at work, so they denied her claim.

Raheela then did the right thing and contacted her union for help. The union assigned Debra Malmquist, legal counsel, to assist Raheela with her file. After reviewing Raheela's WCB file, Debra wrote to one of the

back specialists who had examined Raheela. The specialist wrote back stating that, in his opinion, Raheela had aggravated her pre-existing arthritis when she was twisting and turning while holding onto the bags of pet food and cat litter.

WORKERS COMPENSATION



Rob Hilliard
WCB Advocate



Debra submitted an appeal on behalf of Raheela to the WCB Review Office and she gained a partial win. The Review Office decided that Raheela did have a workplace accident but that it was a relatively minor muscle strain injury. WCB paid Raheela for only a few weeks of her missed time off work. The Review Office felt that Raheela's ongoing pain and disability was due to her arthritis as well as the so-called injury she had at home when she sat down.

This was not acceptable to the union and subsequently Debra wrote to the second back specialist who had seen Raheela. This specialist wrote back with a stronger medical opinion. It clearly stated that in his opinion Raheela had injured her back at work, she had aggravated her pre-existing arthritic condition and that she was still feeling the effects of this aggravation.

The Review Office did not change its decision and as a result, the union

requested a hearing before the Appeal Commission. Debra and Local 832 WCB advocate Rob Hilliard represented Raheela at the hearing. They argued that the act of sitting down at home was a very minor incident and that would not have caused the disability that Raheela was experiencing. The union further argued that if the incident at home did increase her symptoms, it was because she had already suffered the workplace injury. It was the workplace accident that was the actual cause of the problem, not the minor incident of sitting down and not being able to get back up.

Rob and Debra also pointed out that Raheela may have had a pre-existing condition but the workplace accident made this condition worse. They reported that according to the specialist, Raheela is still feeling the effects of this aggravated condition. The union stressed that since it was the workplace accident that made

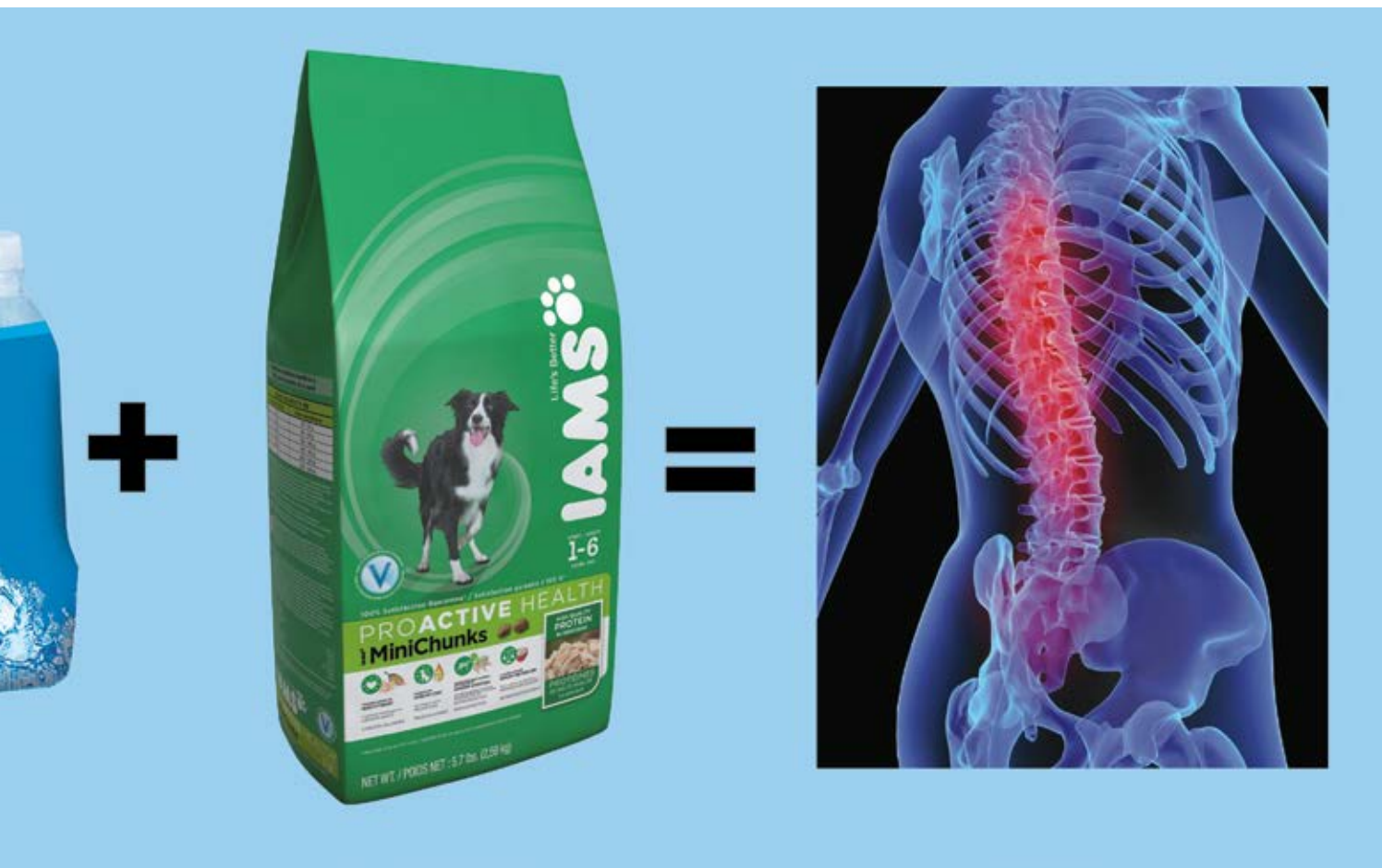
Raheela's condition worse, it would make Raheela's ongoing disability the responsibility of the WCB.

The Appeal Commission agreed with the union's arguments and decided that Raheela's WCB benefits should not have been terminated and retroactively reinstated them.

Raheela is still suffering with a very painful back, which is still preventing her from returning to work; but at least now she has received wage-loss benefits and is eligible for additional medical treatment to help her get better.

Because Raheela persevered, despite opposition from Windley-Eli—the legal firm that Westfair uses to fight WCB claims—and because of the help of her union, she succeeded in getting her claim accepted.

This is another great example of perseverance paying off and making sure you receive the benefits that you are entitled to.



First contract for members at Selkirk Marketplace

Federated Co-operatives Limited purchased Gaynor Foods in Selkirk several years ago, which then became a Marketplace. In October 2012, the employees working at the Selkirk Marketplace voted in favour of joining Local 832; then on August 8, the recently welcomed members ratified their first collective agreement.

A first contract usually does not contain everything the union would like negotiated for its members, but it is a solid base for which to build in the next round of bargaining. It took a little longer than the union anticipated, but in the end the new collective agreement contains several major improvements for the members at the Selkirk Marketplace.

They now, of course, have the support and protection of the union as well as a proper wage scale based on hours worked and/or paid with guaranteed wage increases of 2.5 per cent in each year of the three-year agreement, with the first wage raise retroactive to April 1. Other major gains that the members will now enjoy include:

- Sick pay for all employees, which now also includes part-timers



- Sunday premium of 50 cents per hour
- Job posting procedure
- Recognized seniority when scheduling hours of work
- Grievance and arbitration procedure
- Solid language on no harassment or discrimination

Since the implementation of the contract, a few issues have come up. The employer has already violated the terms of the agreement as it did not provide retroactive pay or new wages within the prescribed time agreed to in the contract. The employer had until September 8 to issue the full retroactive pay to the members; however, it did not honour this date and the union has filed a grievance.

"The members at the store are a strong group and are happy with the positive changes and the gains they have received since they obtained union representation."

-Kim Ferris, union servicing representative

Let's clear this up!

Recently, management at **SHOPPERS DRUG MART** has informed some employees that if they move to a certain department, they will receive full-time hours. This is not necessarily the case! The union wants to clear this up so that the members are not being misled.

At Shoppers, the definition of a full-time employee is an employee who is normally scheduled to work between 35 to 40 hours per week,

spread out five days.

A part-time employee may work full-time hours—for example when covering vacation, leaves, etc, but this does not mean that the part-time employee now has full-time status.

If a part-time employee works 35 to 40 hours regularly, over a period of 14 consecutive weeks, then as outlined in the collective agreement, the company is deemed to have created a full-time position. If a new full-time position has been created, the **employer must**

post the position in a job posting. This gives all interested employees the opportunity to apply. In the event there are no applicants for the new full-time position then the employee who worked the position over the 14 consecutive weeks is given first opportunity to fill the full-time position.

Members working at Shoppers are encouraged to contact their union rep Kim Ferris at 204-786-5055 or kim.ferris@ufcw832.com if they have any questions regarding this matter or any other issue regarding their collective agreement.



Lucerne Milk Contract Enriched with Wage Increases

At a ratification meeting on August 25, the Lucerne milk plant members voted yes to a new 37-month term collective agreement. These negotiations posed some challenges as UFCW Local 832 President Jeff Traeger asked his executive assistant, Marie Buchan, to take over bargaining midway through bargaining. With the help of union members Don Fraser and Brad Siemens, and because she was familiar with the operation, the members and manage-

ment, Marie was able to get up-to-speed and finalize a deal. The union negotiating committee unanimously recommended acceptance of the new deal to the membership.

During the life of the agreement members wages will go up between 90-cents and \$2.25 per hour, depending on classification and/or number of hours worked. As well, members (except 3rd class maintenance engineers and dual ticket maintenance classifications) received retroactive

pay of 45-cents per hour for all hours worked and/or paid from June 16 to August 31.

Union members on the payroll as of date of ratification also received a \$250 signing bonus.

"We were able to improve the agreement in many other areas to better protect the members at the plant," said President Traeger. "The new contract contains amendments to vacations, bereavement leave, increase to safety footwear, and enhanced wording for pension and benefits."

Shop Steward Brad Siemens stressed the new vacation language that ensures a member who paid more than \$200 towards vacation plans would be reimbursed if the member's vacation is cancelled due to plant issues. "It might not seem like much, but we are really happy to have that wording in the contract."





Mass Support

Manitoba unions support Vista Park Lodge strikers.

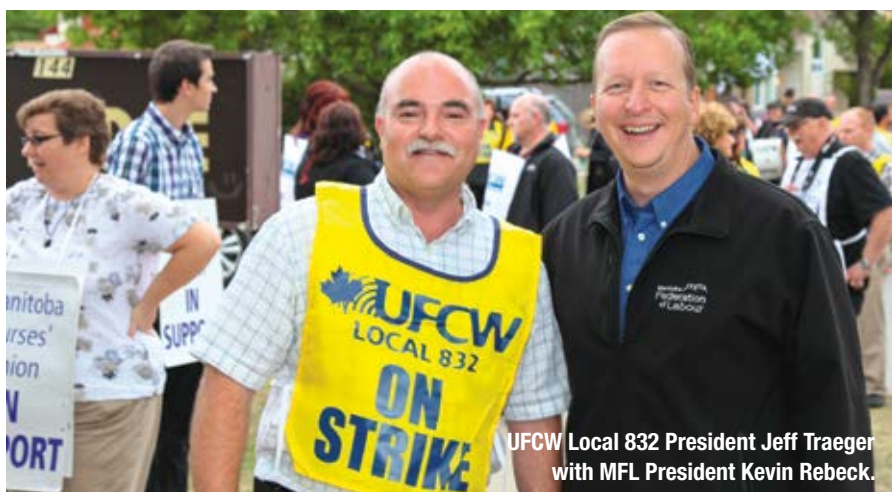
Residents have been joining the striking workers on the picket line.

On September 14, UFCW members working at Vista Park Lodge went out on legal strike. The company failed to table a fair offer and remove concessions that would allow the company to contract out some of their jobs.

Since the collective agreement expired on March 31, 2012, both sides have met on numerous occasions and even met with a government-appointed conciliation officer. Unfortunately, a deal could not be reached and the members felt that they have had enough.

Due to the provinces, 'Essential Services Act' many of the members are forced to work during the dispute. Non-essential services are allowed to withhold their services and picket. Those members such as nurse-aids, kitchen staff and housekeepers, who are required to work during the dispute, have been picketing on days off and before and after their shift.

With the assistance of the Manitoba Federation of Labour, unions from Manitoba joined in a mass picket on September 19 to support the workers in hopes of bringing attention to the strike and forcing the company back to the table to negotiate a fair deal for the members.



UFCW Local 832 President Jeff Traeger with MFL President Kevin Rebeck.



Nearly 400 labour activists joined Vista Park Lodge members for the Mass Picket.



A First in North America

Staples members ratify new two-year deal.

Union member Ian Kendall, lead negotiator Michelle Masserey, committee member Sean Allen and union representative Mike Howden.

It was a long battle, but UFCW Local 832 members working for Staples at Leila Avenue in Winnipeg ratified the first union agreement in North America for Staples by 100 per cent.

Even though there were only 13 days of bargaining, union negotiator Michelle Masserey found scheduling meeting dates with the company a challenge. In part, that is why it took nearly eight months to get a deal.

"Members knew when they signed cards that we would be in a battle with the company," said Sean Allen, a member who participated on the negotiating committee. "This has never been done before, but we knew we needed to get a contract to start as a base and to work from there. This contract allows that."

A two per cent across-the-board wage increase is scheduled in their first year with members receiving another two per cent wage hike in the second year of the agreement. Gone

are the days when management can use favouritism to give wage increases. Members now have excellent grievance and arbitration language to settle disputes in a timely fashion. Seniority is defined and recognized, and it continues during leaves of absence or layoffs. As well, any member being disciplined now has the right to have a shop steward present during the disciplinary meeting.

The collective agreement also outlines and clarifies many of the employer's policies and practices—a legally binding document that Staples must follow. Members receive paid bereavement leave, personal and family days, premiums and an improved vacation structure. The employees no longer have to worry that the the company will reduce or take away benefits. And if there is a dispute or question in the workplace, or if management forgets that it must treat staff with

dignity and respect, the union will be there to help all members.

A two-year agreement gives some time for the parties to get to know each other and the collective agreement, but it is short enough that the members don't have to wait too long to fix any unanticipated problems.

The Deal...

- Two-year agreement
- Two per cent increase in each year of the deal
- Grievance and arbitration language
- Seniority now recognized
- Benefits, family days, premiums, and paid bereavement leave now written in contract



Strong Strike Vote Nets Deal for Westfair

Ratification of new agreement will be on October 20.

Last month, UFCW Local 832 informed its members working for Superstore and Extra Foods locations across Manitoba what 23 days of bargaining produced. Unhappy with the process to date, the members turned down the company's offer and gave the union bargaining committee a 98.3 per cent strike mandate to take back to the table for the final five days of bargaining, which were set to resume on Saturday, September 21.

With this strong mandate, the negotiating committee spent five days of round-the-clock bargaining, with the September 27 strike deadline looming. In the afternoon of September 26, both sides came to a recommended settlement.

"Loblaw negotiations continue to get harder as the company is focused on cutting what we have fought for over the years. Once again, we have kept our hard fought gains in a market with increased competition from companies focused on driving down wages, while increasing the company's profits," stated President Traeger.

The details of the tentative deal will be released at an upcoming ratification meeting on October 20. UFCW Locals 832, 401 in Alberta and 1400 in Saskatchewan have been 'unity bargaining' and Local 832 will wait for those locals to reach deals that they can recommend as well.





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.

The Fairmont/The Velvet Glove

UFCW members receive special room rates at The Fairmont Winnipeg. For a 'Fairmont' room single/double occupancy pay only:

- \$175 Sunday - Thursday
- \$145 Friday/Saturday

To obtain these special rates call 204-957-1350 or 1-888-974-7666 and identify yourself as a UFCW member. At The Velvet Glove receive 10% off on all food and beverage. Some conditions apply.

Natural Wellness Chiropractic Centre

Receive 30% off chiropractic care and wellness plans offered by Dr. Robert Stitt, D.C. He is skilled at helping you with work-related injuries, headaches, neck and back pain and herniated discs.

Call 204-783-1880 to book your assessment. 912 Portage Avenue.

Wilder, Wilder & Langtry

Members can save big on legal services from Joe Wilder. If you are looking for a lawyer to help you with wills, real estate, family law or immigration contact Joe at 204-947-1456. Make sure you let him know you are a UFCW Local 832 member to receive the special rate.

Kang's Taekwondo Academy

Two-month Taekwondo memberships & uniform for one \$99.

Phone 204-947-0261. Locations:

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

Marlin Travel Polo Park

Marlin Travel Polo Park believes you need a vacation! Get 5% off selected packages (air and hotel) with these suppliers: Trafalgar and Globus. Contact Rosa Bertone at rosa.bertone@marlintravel.ca or call 204-944-7874. Earn Air Miles.

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

webCampus

THE FREEDOM TO LEARN

NOVEMBER COURSES - October 28 - November 22, 2013

PERSONAL COMPUTING

- ABCs of Computing
- Digital Photography 101
- Microsoft Powerpoint 2007
- Microsoft Windows Vista 2007
- Microsoft Word 2003
- Microsoft Word 2007 - Advanced
- Microsoft Excel 2007 - Advanced

LABOUR STUDIES

- Canada's Environmental Record
- Communicating with Confidence
- Labour History - Part 2
- Making A Difference - Canadian Activism
- Money Skills
- Politics Matter, Women Matter
- Preparing for Arbitration
- Proud to be Union - **NEW**
- Retirement & Pension Planning

FOOD & RETAIL

- Health Food Clerk - Part 2
- Health & Safety in the Food & Retail Sector - Part 2
- Human Resource Advocate - Part 2
- Intro to ISO 9000 - 2000

- Intro to the Food & Retail Sector
- Pharmacy Assistant - Part 3 - Ontario
- Retail Communication Skills - Part 1

HEALTH & SAFETY

- Confined Spaces Plan & Program
- Dust & Fiber Hazards
- Dyes & Fabric Treatments
- Electromagnetic Fields and Dirty Electricity
- Hazards of Mould
- Health & Safety Level 1 - Part 1
- Health & Safety Level 1 - Part 2
- Health & Safety Level 2 - Committees - Part 1
- Health and Safety Level 2 - Law - Part 1
- Indoor Air Quality and Ventilation
- Lighting Hazards
- Man Made Material Fibres
- Metalworking Fluids
- Multiple Chemical Sensitivity
- Stress Awareness - Part 1
- Stress Awareness - Part 2
- The Office Work Environment
- Work Design

DECEMBER COURSES - November 25 - December 20, 2013

PERSONAL COMPUTING

- ABCs of Computing
- Design your Webpage & Blog
- Microsoft Excel 2010
- Microsoft Powerpoint 2003
- Microsoft Word 2007 - Basic
- Windows Movie Maker
- Microsoft Powerpoint 2010 - **NEW**

LABOUR STUDIES

- Sharing Our Lives: Caring for Elderly Parents
- Steward Essentials
- Surviving the New Economy
- Understanding Arbitration
- Understanding Collective Bargaining
- Understanding Wills
- Union Culture & Solidarity
- Union Renewal

FOOD & RETAIL

- Food Safety: The Next Step
- Intro to HACCP
- Retail Communication Skills - Part 2

- Retail Sales Skills
- Safe Food Handling
- Shelf Management - Part 1
- Shelf Management - Part 2

HEALTH & SAFETY

- AIDS Awareness
- Applying Ergonomics to Prevent Musculoskeletal Injuries
- Biological Hazards
- Emergency Preparedness & Pandemic Response Planning
- Health & Safety Level 1 - Part 1
- Health & Safety Level 1 - Part 2
- Health & Safety Level 2 - Committees - Part 2
- Health and Safety Level 2 - Law - Part 2
- Injured at Work - Know Your Options
- Personal Protective Equipment
- Pesticides
- Reducing Injuries - Part 1
- Reducing Injuries - Part 2
- Reducing Injuries - Part 3
- Solvent Exposures
- Vehicle Driving Hazards

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