



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

SEPTEMBER 2014





If Harassment in the Workplace Goes Unreported, Does Anybody Know?

Recently the Local created an awareness campaign to encourage Loblaw members to report harassment by store management. An information card, along with the address of a website, was mailed out to all Loblaw members with their new collective agreement.

Often union representatives run into obstacles when trying to deal with a harassment complaint by store management. Either the member who was harassed didn't want to put their name forward, hoping that the issue would go away, or if a shop steward or another member witnessed the incident the member would deny it happened out of fear.

Many of our members work in fear, and it's something that I am quite worried about because Local 832 is here to assist you at work. You pay union dues, so that we can represent you and provide you with a workplace free of bullying and harassment, as well as negotiate a collective agreement that is there to protect you.

I know it can be scary to put your name forward on a bullying or harassment complaint. When I started my career as a servicing representative I would find it hard to help members who would come forward with a complaint but refuse to leave their name. When members say that they "don't want to rock the boat," they are hoping that the issue will go away. Unfortunately, supervisors and store management will continue with this abuse and if not on you, then probably on another coworker.

I am asking all of our members that if they witness or are a victim of harassment in the workplace to please stand up, call your union representative and file a grievance. At the very least, keep notes of each instance so when you're ready to stand up you will have everything documented. Your union is only as strong as its members and we will continue to ensure your rights are protected, but at the same time, we need you to stand with us.

We have received bullying and harassment complaints from our Loblaw campaign that we can now act on because we raised the issue, we know that this can happen at any of the workplaces we represent, so don't stay silent. You can talk to a union representative confidentially and they will assist you with correcting your concern. Thankfully in the Sobey's West Inc. (Safeway), Co-op and Loblaw contracts we have a respect and dignity clause to help resolve these issues. But, sometimes, it's OK to rock the boat, especially when it comes to a harassment-free workplace.

In solidarity,

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

Beatrice Bruske

Secretary-Treasurer, UFCW Local 832

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PRESIDENT

Jeff Traeger

SECRETARY-TREASURER

Beatrice Bruske

EXECUTIVE ASSISTANT TO THE PRESIDENT

Marie Buchan

UNION REPRESENTATIVES

Sandy Forcier, Director

Ron Allard

Ray Berthelette

Brenda Brown

Jason Hawkins

Roberta Hoogervorst

Mike Howden

Blair Hudson

Phil Kraychuk

Wendy Lundy

J.P. Petit

Sonia Taylor

LEGAL COUNSEL & WORKERS COMPENSATION

Garry Bergeron, Director

Debra Malmquist

ORGANIZING

Kim Ferris, Director

EDUCATION AND TRAINING

Heather Grant-Jury, Director

NEGOTIATORS

Marie Buchan

Michelle Masserey

Martin Trudel

COMMUNICATIONS

Blake Crothers, Director

Dalia Chapa

E-MAIL: ufcw@ufcw832.com **WEBSITE:** www.ufcw832.com

UNION OFFICES

Winnipeg

1412 Portage Avenue
Winnipeg, MB R3G 0V5
204-786-5055
1-888-UFCW-832

Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
204-727-7131
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

LIGHT THE NIGHT WALK

Help raise money for the Leukemia & Lymphoma Society of Canada on **September 27 at The Forks.**

Across Canada, teams of families, friends, co-workers and corporations come together annually to raise funds for the **Leukemia & Lymphoma Society of Canada (LLSC)** by participating in a five-kilometre walk.

This year, which is only the second Light the Night Walk in **Winnipeg, takes place Saturday, September 27, at The Forks.** All proceeds raised help fund lifesaving blood cancer research and bring hope to people battling these diseases.

UFCW Local 832 is once again a title sponsor of the event. Last year the Local raised just over \$55,000 and this year the goal is \$60,000. With your help we can reach this goal. There are two ways you can help—you can either join the Local 832 team and walk or sponsor someone on a team. It is easy, simply:

■ Go to www.lighththenight.ca. Once you are at the website, click “*Find Participant/Team*” at the very top of the page. Next click on “*Team Search*” and then under “*Team Name*” type in UFCW, Local 832 (make sure to put in the comma after UFCW). The team name will come up with Heather Grant-Jury as team captain, click on it.

■ You will notice that you can either “*Donate To This Team*” or “*Join The Team.*” Click on whichever tab you choose and complete the required information.

If you choose to “*Join The Team*” as a walker, once you are set up you can start collecting pledges. Your supporters can either sponsor you online or you can collect cash or cheques. If you are collecting cash/cheques, call Wanda at 204-775-8329 or 1-877-775-8329 to let her know. She will provide you with the appropriate Light The Night Walk envelope to put in your pledges.

The union invites you to gather your family and friends and come out for a night of fun in support of this worthwhile fundraiser. Whether you are a participant or not, you can still come out and cheer on the walkers.

If you have any questions or need help completing the forms online, give Wanda a call at 204-775-8329 or 1-877-775-8329. She will be more than happy to assist you.





YIP Program Continues to Develop Activists

The Youth Internship Program, (YIP) was held on July 20 to 25 in Gimli, Manitoba. UFCW members from Manitoba and Saskatchewan who are under the age of 30, met for the weeklong session. Satira Duval, a member at FASD Life's Journey, was made aware of the program after her former union representative, Kim Ferris told her about it and was glad that she was able to attend.

"We learned everything from understanding the effects of globalization, to union history, what a grievance is. It was a very eye opening experience for me," said Satira. "I realized how oblivious I was with a lot of the rights that aren't being fulfilled. I was also inspired that it was very pro-union, because in the working field people always make the union sound bad because of union dues, but they don't see all the work behind closed doors."

The YIP program runs every summer, if you're under the age of 30 and want to attend next year, talk to your shop steward or call your union rep.





UFCW a Frontrunner In Women's Issues

Local 832 represented at Art of Leadership for Women conference.

Executive assistant to the president Marie Buchan and union representative Roberta Hoogervorst attended the inaugural Art of Leadership of Women conference in Toronto. Over 1,800 women from across Canada attended the conference.

The Art Of is a leading media and events company focused on providing people—women—with the tools, techniques and knowledge needed to succeed in today's changing sphere.

It is safe to say, that this conference, presented by Microsoft, was a great success. Internationally renowned bestselling authors—Erica Ariel Fox, Katty Kay, Martha Stewart, Liane Davey and Hayley Wickenheiser—all spoke and shared their thoughts and ideas on today's most critical leadership issues and the road they have walked.

"Not only was the conference educational but it was inspirational as well. I found the speakers inspiring and empowering," stated Roberta. "As I listened to the tales and stories of determination, I reflected on my career at UFCW Local 832 and how our Local has embraced and encouraged women such as myself to strive to be the best they can be."

Executive assistant to the president Marie Buchan said, "I'm proud to be associated with and work for an organization that has put women's issues at the forefront. Equality has come a long way but the struggle is not over and your union will continue to fight for women's rights, as well as for all its members."



Sold and You Are the Successor

Gate Gourmet union member receives over \$2,500

UFCW Local 832 was the bargaining agent for members working at Cara Flight Kitchen. In 2012, Gate Gourmet purchased Cara Flight Kitchen. As such, Gate Gourmet became the successor and inherited the union collective agreement, and was responsible for all outstanding liabilities from Cara Flight Kitchen.

Prior to the sale of business, union members working at Cara were able to carry over unused vacation pay from year to year. After the sale of business was complete, Gate Gourmet and the union agreed that the company would pay out all employees their outstanding vacation by the end of 2012. This way, employees would start with no outstanding vacation pay in 2013.

The company paid out the vacation pay to all union members except one member who had accumulated over \$2,500. The union filed a grievance on July 31, 2013.

Gate Gourmet took the position the employee was not entitled to that much vacation pay and it provided its calculations to the



At the last minute, the company agreed to pay the grievor \$2,825.47 for all outstanding vacation pay.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

union. The union didn't agree with the company's calculations and the matter was scheduled to proceed to arbitration on July 3, 2014.

Prior to the arbitration date, the union sent over its calculations and requested one last time that the company pay out the total amount of vacation owing, which totalled exactly \$2,825.47. The union advised the company that based on its calculations, which could be proved through the employee's pay stubs, it wasn't prepared to settle for anything less than the amount owing.

Working Together Settles Grievance

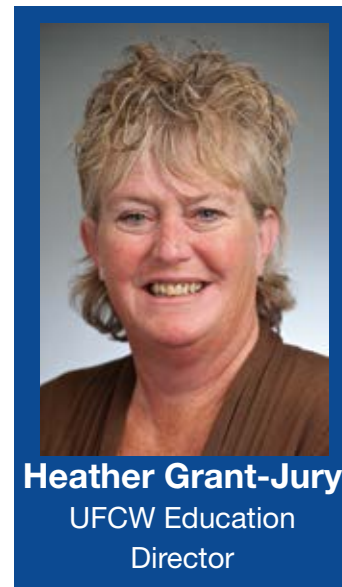
Hewlett Packard to revise form used for employee absences

In March of 2013, Local 832 filed a grievance alleging that certain medical information requested of employees on behalf of Hewlett Packard (Canada) Co. with respect to intermittent absenteeism and absence management was inappropriate. HP maintained

the position that the information sought was properly requested.

The matter was scheduled to proceed to arbitration on June 23 to 27, however, prior to arbitration the parties reached an agreement with respect to the settlement of all issues in connection with

the grievance. As part of the settlement, the parties agreed that certain revisions will be made to the forms utilized in connection with intermittent absenteeism and absence management. Both UFCW and HP are pleased to have resolved this matter.



Heather Grant-Jury
UFCW Education
Director

The Training Centre Builds Skills for the Future

This past June we said, “Happy Retirement” to two longtime staff members—Shirley Lamboo, career transition coach, and Jan McKinnon, financial admin support person. Both Shirley and Jan have been with the Training Centre for over 15 years and we wish them nothing but the best as they begin the next chapter in their lives.

Bonnie Burron joined the Winnipeg Training Centre staff as our new financial admin support person— welcome Bonnie.

This fall we have a few new training initiatives and projects beginning:

- > Cross training of shop stewards and health and safety committee members.

This is for stewards who have completed the diploma one and two programs and committee members who have completed the health & safety diploma program. If you are interested in cross training, contact your union rep.

- > Three new courses have been added to our health & safety program—*Incident Inspection*, *Effective Committees* and *Vulnerable Workers*. Incident Inspection will run in Winnipeg this fall.
- > A new partnership—the training centre has partnered with Workplace Education Manitoba,



Bonnie Burron

SPHERE-Quebec and Options for Success to run the SPHERE Project. The goal is to provide pre-employment training and post-employment support for individuals with intellectual challenges. We hope to engage UFCW workplaces as partners too in this very worthwhile program. Watch this space next month for a full feature on this project.

I hope you all had a relaxing summer. As we head into fall, I encourage you to take advantage of the many programs and services available to you at **your** training centres. If you do not see what you want in the course schedule or if you have an idea for a class, let us know. Our schedule is based on your needs, so we rely on your feedback to make sure we are offering courses that you, our members, are interested in taking.

“Education is the most powerful weapon which you can use to change the world.” Nelson Mandela

Fall/Winter 2014 Training Schedule

Shop Steward Workshops

WINNIPEG

- September 17 & 18.....Crossing Generation Lines
- September 24 & 25.....New Steward
- October 1Taking Control of Stress
- October 15 & 16.....Organizing
- November 5 & 6.....Grievance Handling
- November 19 & 20.....Political Action
- December 3 & 4.....Labour History
- December 10.....Stop Bullying

BRANDON

- September 24.....Taking Control of Stress
- October 1 & 2Note Taking
- October 22 & 23.....Dignity at Work
- November 26 & 27.....New Steward

THOMPSON

- October 22 & 23.....New Steward

Health & Safety Workshops

WINNIPEG

- September 22 & 23.....Violence/Stress
- October 20 & 21.....Level 1
- November 24Incident Inspection (*New*)
- December 1 & 2Moving Beyond the Basics
- December 8 & 9Ergonomics

BRANDON

- October 6WHMIS
- November 3 & 4Ergonomics

THOMPSON

- September 29 & 30.....Level 1

If you are a shop steward or a health and safety committee member and you are interested in any of these workshops, let your union representative know.

Courses for Members

Course Name	Registration Fee	Day and Time	Start Date	End Date
WINNIPEG				
CPR	\$21*/\$26**	Sat. 9 a.m. - 4 p.m.	October 25	October 25
Emergency First Aid	\$35*/\$40**	Sat. 9 a.m. - 4 p.m.	November 29	November 29
BRANDON				
Standard First Aid (SFA)	\$35*/\$40**	Sat. 9 a.m. - 4 p.m.	TBA	TBA
Emergency First Aid (EFA)	\$35*/\$40**	Sun. 9 a.m. to 4 p.m.	TBA	TBA
Computer	\$15*/\$30**	Sat. 10 a.m. - 1 p.m.	TBA	TBA
* For members in the Education & Training Trust Fund ** For members not in the Education & Training Trust Fund				

To Register

Registration begins on September 4. To register:

- Go online to ufcw832.com and click on the Training Centre tab, OR
- For Winnipeg courses, call 204-775-8329 or toll-free 1-877-775-8329.
- For Brandon courses, call 204-726-8337.

English as an Additional Language (EAL) Classes

The UFCW Training Centre offers EAL classes in Winnipeg and Brandon.

Classes will begin on Saturday, September 20, and there are classes available at all levels—including basic literacy and conversation, so we are sure there is one that meets your needs.

Members are encouraged to take advantage of these **free** classes.

Mature Student Diploma Programs

The UFCW Training Centre, in partnership with Winnipeg Technical College in Winnipeg and Assiniboine Community College in Brandon and Neepawa, offers members an adult high school credit program that is recognized by the Province of Manitoba, universities, community colleges and employers.

Courses will start this fall in Winnipeg, Brandon and Neepawa. If you want to work towards your high school diploma or need your grade 12 to meet job requirements or just want further training, the UFCW mature student diploma program is right for you.

For more information on taking an individual course or if you are working towards your entire diploma, call Ans Norman at the Winnipeg Training Centre, he would more than happy to help you achieve your goals. Ans can be reached at: 204 480-8116, 204-775-8329 or toll-free at 1-877-775-8329.

Great Turnout for Golf Tournament

The annual UFCW Local 832 Retirees' Club golf tournament once again took place at Shooters Family Golf Centre on June 10. It was a beautiful day for putting around the course and the great turnout of golfers appreciated Mother Nature's cooperation.

Pictured on the right is longtime union member Barbara Schick and her husband Eric who joined the rest of the golfers and had lots of fun, enjoyed a great lunch and everyone went home with a prize. Barbara worked at both Safeway and Extra Foods.

Tournament winners were Janice Spak and Wayne Lafournie for lowest scores and Irene Degagne and Alex Dadey for most honest golfers. The



tournament trophy went to Wayne Lafournie for lowest overall score. Congratulations to John Korpesho for his hole in one!

Thanks to John, Armand and Joan for all of their hard work in making

this year's tournament a success. Also, a special thank you to Nancy for preparing all the beautiful gift bags.

So keep on swinging and see you all next year in June.

Recipe of the Month

Easy Chicken Salad

- 3 cups cooked/diced chicken
- ¾ cup mayonnaise (not Miracle Whip)
- 1 ¼ cups thinly diced celery
- 1 ½ cups drained crushed pineapple
- ½ tsp. lemon juice
- ½ tsp. salt
- ½ tsp. parsley flakes
- ¼ cup sour cream
- dash of pepper

In large bowl toss the chicken, celery, pineapple and parsley. In a small bowl, using a wire whisk, combine the mayo, lemon juice, sour cream, salt and pepper. Fold into the chicken mixture until combined. Cover and refrigerate for 1 to 2 hours to allow the flavours to marry. Serve on bread, pita, lettuce or tortilla. This is great on a hot day.

Fall Luncheon Set for Next Month

Make sure to mark October 14 on your calendar for the retirees' fall luncheon. The meeting/luncheon will be at ANAF Legion at 3584 Portage Avenue beginning at 12 noon. You should be receiving your invitation confirming the date of the luncheon and other pertinent information, as well as the 2015 membership renewal form, by the end of this month.

Also on the agenda for the October 14 meeting/luncheon is elections for the 2015/2016 UFCW Local 832 Retirees' Club executive board. If you or someone you know is interested in sitting on the board, call Lotte at the union office—204-786-5055 or 1-888-832-9832—and let her know.

Just a reminder, that if you call to say that you are coming to the luncheon and something comes up and you won't be able to attend, call and let Lotte know as soon as possible. This is important as the Club gets charged for 'no shows'.

UFCW Local 832/Diageo Scholarship

This year's recipient is Ive-Mayia Dalman, daughter of union member Gordon Dalman.



Every year the union awards the **UFCW Local 832/Diageo scholarship**, which is available to active members or the children of active members who work at the Diageo plant in Gimli. The scholarship is to assist with costs related to post-secondary education.

This year's recipient of the \$500 scholarship is **Ive-Mayia Dalman**. Her dad, Gordon, is a long-serving employee at Diageo, who has been there since 1974.

Ive-Mayia Dalman is an incoming freshman at University of Manitoba and entering the Desautels Faculty of Music. She is set to start post-secondary education this fall and hopes to move into the music performance branch after she finishes her first two years of direct entry.

When asked about what first drew her to want to become a musician Ive-Mayia said, "I loved being able to escape into the music."

She remembers even as a young child feeling strength in the world of music, whether it was through dancing, singing or playing the oboe. Ive-Mayia had the opportunity to play in the 2012-2013 Manitoba Senior Honour band as an oboist. When she isn't practising music, having private music lessons or rehearsing with the Winnipeg Youth Symphony, Ive-Mayia dances with the Gimli Barvinok Ukrainian Dance School.

The union would like to wish Ive-Mayia the best of luck in her studies at the University of Manitoba and in her future endeavours.

Congratulations, Ive-Mayia.

Union Scholarships Awarded in July



UFCW Local 832, along with the Training Centre, hands out about 26 scholarships annually to members or their dependents. The Local is nearing the 1-million dollar mark of funds it has awarded to help members continue building skills for the future. Above are two of the recipients from the over \$33,000 awarded at the ceremony on July 15. These scholarships are funded by employer contributions negotiated in collective bargaining.

A man with short brown hair, wearing a grey sweater over a light blue collared shirt and a bright green apron, is smiling and looking down at a cardboard box of oranges. The background is a blurred grocery store aisle.

Union Puts Loblaw Store Management on Notice

For the last several years, union representatives and the Local's leadership have been addressing members' complaints of harassment at various Loblaw stores across the province. The union filed grievances, held meetings and sometimes it works and both parties come to an agreement on a course of action. Unfortunately, old habits return by store management and the cycle continues.

After a meeting of union representatives sharing similar stories in various stores, the Local put together an awareness campaign so it can hear from the members. Members are sometimes afraid to come forward and report concerns because they worry that they are causing trouble or figure they will be harassed even more.

This new campaign gives the members the opportunity to share their incidents of harassment or mistreatment in a confidential way. An information card was mailed to all Loblaw members with their new collective agreement, along with a sticker for them to wear saying, "I have the right to a harassment-free

workplace!" The card also introduced members to a new union website, www.dignityatloblaw.ca. The union encourages its members to visit this site and let us know your thoughts and experiences.

Since the mailing, the union has had members write about experiences that they have faced; in fact, it has also had customers in the store ask about the campaign. Customers have also written to the union about how they were treated by store managers. Without documented incidents, there isn't much for the union to work with.

These reports are important for the campaign to be successful. They allow President Jeff Traeger and Secretary-Treasurer Beatrice Bruske to meet with senior Loblaw officials and try to once and for all eliminate the unnecessary use of harassment at Loblaw stores.

Should you have any questions or concerns regarding this campaign or any other issue at your workplace, call the union office to speak to your union representative, or visit www.dignityatloblaw.ca to share your story.

Bargaining Heating Up at Brandon Maple Leaf

After a quiet summer on the negotiations front, the union negotiating team and Maple Leaf officials are set to spend a lot of time together before the current collective agreement expires on December 31, 2014.

With dates set for September, October, November and into December, both sides are hoping that a deal can get done.

With the Harper government making it increasingly difficult for Maple Leaf to recruit foreign workers and the company's struggle for hogs, these will be the most difficult set of negotiations the local has had with the company in quite some time.

Remember the union will post updates on these negotiations online at www.mapleleaf2014.ca.

RECLASSIFICATION STARTED FOR BRANDON PLANT

Secretary-Treasurer Beatrice Bruske spent two days in July in Brandon toured the plant with the reclass committee to assess the jobs and to speak with some of the members on the floor.

The re-class committee will be going over their findings and will be meeting with the company to discuss what classifications can be moved into different skill sets, which will increase those members' pay scale.

In Other Local News

DIFFERENT PAYROLL SYSTEM FOR SOBEYS

A new payroll system that has been talked about for some time is in the process of being rolled out for retail and gas bar members at Safeway and Sobeys stores.

The first scheduled store is the Safeway on Henderson & Douglas (store 334), which will have their first two-week deposit made on September 25 covering the pay

period from September 7 through September 20.

The bulk of the remaining stores will convert on October 5, with any outstanding stores rolling out on October 19 and December 14.

Should you have any questions or concerns with the new payroll system, talk to a shop steward or call your union representative.

TWO NEW FACES

Members might be seeing two new faces at their workplaces.



UFCW Canada has hired Gabriel Bako as the new international representative. Gabriel worked at Safeway store 791 for many years as well as being a very involved union activist.

President Jeff Traeger has appointed Sharon Grehan as relief union representative. Sharon will assist the Local's union reps with various assignments. She has been employed by UFCW since 2000.

SEPTEMBER IS UNIFORM MONTH

The union wants to remind all Sobeys West Inc and Red River Co-op employees who have been with their employer for a minimum of one year that they may request and receive one additional uniform shirt at no cost to them.

Take pride in your appearance and make sure your uniform portrays that. It is important that you remember to put in your request because if you don't do it this month, you will have to wait until next year.

If you have any questions or are not sure if you are entitled to receive a new uniform shirt, call your union representative.



Safeway Store Closure Dates Announced— Now What?

In June, Sobeys announced that it would be closing four Safeway stores in Manitoba. The dates of those closures have now been announced.

As a result of these closures, union members affected will be offered a discretionary voluntary buyout or they could be eligible to bump into another store.

Check out the timelines of events that have occurred to date and what the members can expect in the near future. If you are affected and have not received your letter, talk to your store manager immediately.

UFCW Local 832 encourages the members affected to take the time to make an informed decision on their future. Understand your options and know your bumping rights.

If you are one of the members affected by these store closures and if you any questions regarding your options, don't hesitate to contact your union representative.

WINNIPEG

204-786-5055
1-888-832-9832

BRANDON

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

TIMELINES

AUGUST 18

Store Managers received buyout package/letters for all Winnipeg/Selkirk members affected.

AUGUST 19 TO 23

Managers hand out buyout letter to all employees affected and have each employee sign a signature sheet acknowledging they have received their package.

AUGUST 19 TO SEPTEMBER 12

This is the effective period of the buyout offer—it is your time to weigh your options. Members affected who have questions or concerns regarding the store closures or voluntary buyout should contact their union rep or speak to their store manager.

SEPTEMBER 12

*Closing date of buyout offer for employees affected. The company's human resources department in Winnipeg **must receive your decision by no later than 4 p.m.***

SEPTEMBER 13 TO OCTOBER 4

This is the buyout determination period for eligible employees.

OCTOBER 6 TO OCTOBER 9

The company will send letters to the members advising them if they have been accepted for the buyout and when their last day of work will be. Members not selected for the buyout will also receive a letter advising them of their continued employment at Safeway.

OCTOBER 10 TO 31

Members must inform the company as to how they want their buyout payment.

OCTOBER 31

*Buyout payment option forms **must be received by 4 p.m.** If not received by this date, the company will pay it by direct deposit in a lump sum, less applicable withholdings.*

NOVEMBER 15

Store 707 on Ness Avenue closes.

DECEMBER 6

Steinbach Store 622, Brandon Store 628 and Store 712 in Garden City mall close.

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.

General Paint

Members receive 40% off all General Paint manufactured product, 20% off on special order wall coverings and 20 to 30% off non-General Paint manufactured products and supplies.

Brandon:

1124 18th Street 204-727-0295

Winnipeg:

- 1045 St. James Street 204-982-6300

- 1094 Nairn Avenue 204-982-6330

- 1-140 Meadowood Drive 204-982-6320

Phoenix Real Estate

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

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

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.

Dufresne Home Centre Savings

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

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

For a complete list of UFCW Local 832 membership discounts go to:

www.ufcw832.com/discounts



WORK AUTHORITY



SERVING THE INDUSTRY FOR 75+ YEARS

20% DISCOUNT

ON ALL REGULAR PRICED MERCHANDISE

VISIT US FOR ALL YOUR
SAFETY FOOTWEAR,
WORK CLOTHING
AND PPE NEEDS

THIS OFFER IS VALID UNTIL OCTOBER 31, 2014

FOR UNITED FOOD & COMMERCIAL WORKERS LOCAL 832

FOR STORE LOCATIONS VISIT US AT WWW.WORKAUTHORITY.CA

