



THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

APRIL 2011



Leaders Speak at Steward Conference

HANLEY, SELINGER AND ZIEGLER MEET WITH STEWARDS

Why we should pay attention to Wisconsin

Provinces in Canada could be following the same path.

The state of Wisconsin made headlines in February as its Green Bay Packers won the Super Bowl on February 8. A few weeks later, the cheese state made headlines again as Republican Governor Scott Walker was setting the stage for a battle on the working class. While much of what has transpired in Wisconsin has not garnered a lot of media attention in Canada, we should take note and understand what is transpiring. These events have a very strong possibility of unfolding here in Canada.

Wisconsin has been a strong Democratic state for 20 plus years. On February 11, Walker proposed a budget repair bill that would save the state an estimated \$30 million in the current fiscal year and \$300 million over the next two years. The bill would require additional contributions by state and local government workers to their health care plans and pensions, amounting to roughly an eight per cent decrease in the average worker's take home pay. The bill also would eliminate, for government workers, most collective bargaining rights except for wages. Unions would be unable to seek pay increases, for government workers, above the rate of inflation, unless approved by a voter referendum. Under the bill, unions would have to win yearly votes to continue representing government workers, and could no longer have dues deducted from government workers' pay cheques. Law enforcement personnel and firefighters would be exempt from the bargaining changes.

What happened next was a ground swell of support. Labour leaders from across North America rallied Wisconsin's capital building to protest. Firefighters, police, members of the Green Bay Packers Super Bowl team all joined in the rally for the public sector workers who understood the meaning of "An injury to one is an injury to all."

News broke out during our shop steward



conference that Dane County Judge Maryann Sumi issued a temporary restraining order blocking the implementation of Wisconsin Governor Scott Walker's controversial "budget repair" bill on the grounds that the conference committee's passage of the bill likely violated state Open Meetings laws.

By now, you are probably asking yourself, "How does this affect me working in Manitoba?" It's a fair question. We have been fortunate to have strong labour laws in this province under the NDP. But we only have to

look to our neighbours in Saskatchewan, who voted out their NDP government in favour of Brad Wall's Saskatchewan Party. Under Premier Wall, labour rights have taken a back seat to pro-business beliefs. We heard from Norm Nault, president of UFCW Local 1400, at this year's shop steward conference on how the labour board has dragged out the certification of the Walmart in Weyburn Saskatchewan- a process that has gone on since 2004.

UFCW National President Wayne Hanley also spoke to the stewards about how the Wild Rose Party in Alberta could be the 'Tea Party of Canada'. With the party's ultra-conservative right wing agenda, if elected into power it would turn the province into a 'right to work' state gutting collective agreements and workers' rights.

Our province is the envy of many across North America with our fair labour laws. We are fortunate to have improved health and safety legislation and alternative dispute resolution, which we recently used for the striking workers at Malteurop to get them back to work after an 83-day strike. Without this legislation, these workers would still be walking a picket line.

While some people say that change is good, I believe, in this case, change will be hurtful to working people. The rights and freedoms we currently enjoy could be stripped away with one bad choice at the ballot box.

In solidarity,

Robert D. Ziegler
President
UFCW Local 832



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727-7131 / 1-800-552-1193

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90 Thompson Drive
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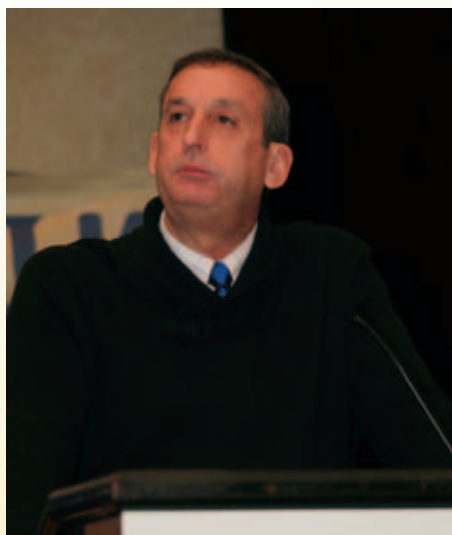
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Manitoba Premier Greg Selinger



UFCW Local 832 President Robert Ziegler



UFCW Canada National President Wayne Hanley

Politically Speaking...

Manitoba Premier and UFCW National President meet with members at shop steward conference.

Stewards from across the province met in Winnipeg on March 17 for the annual policy conference and shop steward conference. Presentations by Rob Hilliard and Phil Kraychuk about workers compensation benefits stressed the importance of properly documenting incidents and not waiting to report injuries. Director of organizing Sonia Taylor, Jomay Amora-Mercado of Migrante Manitoba and Diwa Marcelino of Damayan Manitoba talked about how they are working together for the rights of temporary foreign workers. UFCW Local 832 negotiator Heather Dezan and members of Malteurop spoke at the policy conference about their recent strike at the plant.

The focus of the steward conference was the importance of getting educated and active in the upcoming fall provincial election. “I know not everyone in the room is a NDP supporter,” said UFCW Local 832 President. “But, I hope that when you hear some of the stories from the people today, you’ll get involved this fall.” On hand was Manitoba Premier Greg Selinger who highlighted the achievements of the NDP and took questions from the floor. The premier also stayed to talk to the stewards individually after his presentation.

Norm Nault, the president of UFCW Local 1400 spoke about how Saskatchewan labour laws have deteriorated after four years of Premier Brad Wall’s Saskatchewan Party. UFCW Canada National President Wayne Hanley talked about Wisconsin and how ‘Right to Work’ legislation is growing in the United States. Minister of Labour Jennifer Howard outlined what the NDP have done since 1999 and drove home the message on the importance of participating in the upcoming election.

A presentation by Bridgeworks on the generational gap between baby boomers, generation X’ers and millennials highlighted the difference of communicating to the members of various ages. The conference wrapped up Saturday, March 19, with an activist appreciation dinner for over 530 shop stewards and health and safety advocates.



UFCW Local 832 Secretary-Treasurer Jeff Traeger presents the stewards with the local’s budget.



Director of organizing Sonia Taylor with Jomay Amora-Mercado and Diwa Marcelino.



President Ziegler and Secretary-Treasurer Traeger with this year’s shop stewards who received their level one diplomas.



UFCW Local 1400 President Norm Nault tells of the pitfalls of what can happen to workers’ rights when they vote out an NDP government.



Seth Mattison of Bridgeworks was one of three presenters discussing the differences of the various generations.



Anne Harry and Laura Layton stewards at CNIB talk to Minister of Labour Jennifer Howard.



Minister of Labour and Immigration Jennifer Howard.



Superstore steward at 1505 Sean Allen with Manitoba Premier Greg Selinger who stayed after his presentation for photos.



CNIB Members head to Nepal

CNIB members, Laura Layton (pictured above) and Christy Horan will be heading to Nepal from April 5 to 29 to help sightless individuals in the developing nation. A fundraiser was held during the steward conference and \$4,300 was raised for their trip. Members are encouraged to check out the local’s Facebook page www.facebook.com/ufcw832 during their trip as they will be blogging about it often.

Sticking up for each other

Fort la Bosse School Division employees strong union activists

Virden Manitoba is as conservative blue as the prairies are flat. Both provincial and federal members of parliament are staunch Conservatives. It is a rural community 45 minutes outside of Brandon that over the last decade has grown to be UFCW strong, but that was not always the case.

“To tell you the truth, I was anti-union before this happened. We were business owners. But I realize that unions do help workers of the decisions being made that affect their livelihood,” said Deb Higginbotham, an administrative assistant with the school division.

The entire school division did not become unionized overnight. The custodians joined the Local in 1986. The administration assistants joined in 2004 after the employer moved them from salary to hourly employees. Disgruntled, they all signed cards to join the union in one night. The bus drivers followed in 2009, and a year later the educational assistants organized.

From talking to the stewards of these groups, the underlying issue has been about respect. Had they been respected and treated fairly, they might not have been so quick to join the union. Now that the stewards have gone through negotiations and received some shop steward training, they are now proud union members.

Brian Hayward, one of the bus drivers is happy to have the pro-



Fort la Bosse members, Vern Watt, Trinity Smith, Brian Hayward, Deb Higginbotham, Tom Clubb and Donna Barre. The custodians, administrative assistants, bus drivers and educational assistants have all joined UFCW.

tection of a collective agreement and a union representative to rely on. “If we have a problem now, we call our union rep. for help. It’s better with a collective agreement than without one,” said Brian. With the school division now organized, but with four separate contracts, the union is holding membership meetings this month to discuss and vote on merging all of the groups into one collective agreement. These meetings will take place in Virden at Jays Inn on April 17 at 1, 3 and 5 p.m. Fort la Bosse School Division members should make sure they attend one of the three meetings.

Last month for income tax service

Call for an appointment. Deadline for filing is April 30.

This is the last month for the UFCW income tax preparation service. This service is the most used discount benefit offered by the union, and for a good reason. The cost is a fraction of what you would pay anywhere else.

Local 832 members pay just \$17 for basic returns with seven information slips or less. A simple return filed for non-members in Winnipeg is \$30, although non-members who go to one of the branch offices will pay \$35, except in Thompson where the cost is \$45.

Members who live near Winnipeg should call 786-5037 to book an appointment, while members outside of the Winnipeg area should call one of the income tax service locations listed.

BRANDON, UFCW office — 727-7131 / 1-800-552-1193

FLIN FLON/THE PAS, Carol’s Tax Service — 687-3337

NEEPAWA, UFCW Training Centre — 1-800-552-1193

RUSSELL, Merrill’s Tax — 772-2290

STEINBACH, H & R Block — 326-3783

THOMPSON, Liberty Tax Service — 778-8416

At press time, with more than one month remaining in the tax season, the UFCW tax service had prepared over 4,000 returns for members and their families. The number of returns completed for members continues to rise year after year.

Don’t miss the deadline, call to make your appointment today.

Over \$2,500 raised for the Occupational Health Centre

Activist Mary Johnson’s retirement get together was not an all “about me” farewell party.

Longtime union activist Mary Johnson retired from UFCW Local 832 in December 2010. Last month people from all walks of life got together to say thank you and to wish her well.

Gary Doer, Canadian Ambassador to the United States and former Premier of Manitoba sent Mary a video message thanking her for her long-standing involvement with the NDP and her dedication. The Minister responsible for Local Government, Ron Lemieux, spoke about working with Mary on his campaign as MLA for La Verendrye. He credited her with his wins and said he could not have done it without her. Other speakers included Hugh McMeel, former UFCW international rep, who talked about Mary’s beginning in the labour movement when she started work-

ing at Burns Meats. She served as a shop steward, plant chair and as vice-president of the executive boards for Locals 111 and 832. It was during her employment at Burns that she became involved in women’s rights, and it only grew from there. UFCW Local 832 President Ziegler gave a moving speech on Mary’s loyalty to labour and on how she would always put the members first.

Mary put the members first again by requesting that all the proceeds from her party be donated to the Manitoba Occupational Health Centre. Including donations and silent auction sales, the function raised over \$2,500, which was donated to the centre in Mary’s honour.

Mary expressed gratitude to her friends, co-workers and supporters. She said, “The



backing from my kids has always been there. They understood how important my job was to me.” Besides spending more time with her kids and grandchildren, Mary is also looking forward to road trips with Doug on her Harley.



Ron Lemieux, MLA for La Verendrye



UFCW Local 832 President Robert Ziegler



Mary’s daughter, Marni



Former UFCW international rep, Hugh McMeel



Best of Luck, Mary, and keep on riding!

Strong language supports grievance

Sysco Foods bargaining unit work issue resolved.

In September 2010, the management of Sysco Foods advised the union that it was, on a go forward basis, assigning work that union members had performed in the past to non-unionized employees.

The work in question was who would finalize unfinished orders. In the past, if a customer's order was incomplete, whether because of product shortage or simply missed when packing, union members compiled the order and brought it to the shipping office area for customer pick-up and delivery. Now, the company has implemented a new system called 'Will Call' where non-unionized personnel provide the orders to the customers. The union adamantly objected and felt

it had strong "work of the bargaining unit" language in the collective agreement to support a grievance. The union and the company were unable to resolve the matter through the grievance procedure, so the union forwarded the grievance to arbitration. After two days of arbitration hearings, the company approached the union with an offer to settle the grievance, which the union accepted.

The settlement insured, among other things, that if more than one employee were

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

required to work in the 'Will Call' area, those subsequent employees would be union members and that union workers would perform the "RF" scanning for returns.

A position gained at Swan River Extra Foods

Union wins full-time members to management ratio grievance.

Early in 2010, northern union representative Blair Hudson became aware that management at the Swan River Extra Foods was not complying with the collective agreement.

Specifically, the ratio of full-time employees to management staff at the store was not in accordance with the bargained arrangement. The agreement states Extra Foods stores may employ one excluded management position for each full-time, in-scope position up to a maximum of six. In addition, graduate and undergraduate pharmacists are excluded.

Union rep Hudson investigated the matter and discovered that the employer, at various times, had six managers employed while only five permanent employees were working at the store. This is clearly a violation of the contract. Therefore, he filed a grievance on the issue.

The parties were not able to resolve the matter through the grievance procedure even though, in the union's opinion, the

company's actions were a definite infringement of the agreed settlement. Unfortunately, because of various schedule conflicts, the matter eventually went to arbitration with a hearing date set for early March, 2011.

From when the union filed the grievance to the date of the scheduled hearing, the company on occasion, because of various management employees leaving the employ of the company, technically complied with the mandated ratio of full-time employees to managers. However, as soon as the company replaced the departed manager they again would be in violation of the collective agreement.

A week before the scheduled hearing, the employer changed its mind and agreed, on a without prejudice basis, to establish one additional permanent position at the store. It would also allow the employees one week from the signing of the settlement to fill out a full-time request form prior to awarding the vacancy.



Connecting the gap

Learning the differences between the generations.

Traditionalists (those who were born between 1900-1945) learned at an early age that by putting aside their individual needs and wants and working together toward common goals, they could accomplish amazing things. They are loyal, respect authority and believe leaders need to lead and everyone else needs to follow.

Baby Boomers grew up in a relatively well-off, opportunity-rich world. Their traditionalist parents did everything they could to provide them with opportunities they never had. Boomers learned to question authority, protest the status quo and push for change. Boomers are optimistic and believe they can affect change.

Xers grew up seeing major institutions called into question—from politics to the military to organized religion and big corporations. Combine that with a divorce rate which tripled during their birth years, and you have a generation that distrusts the permanence of institutional and personal relationships. They are skeptical, resourceful, independent, and they count on their peers and themselves to get things done.

Millennials are techno-savvy, smart, practical and realistic about the challenges of modern life. They take positive action when things go wrong. It is as if the Traditionalists have given them a dose of loyalty, Boomers the desire and skills to be optimistic and make things happen and Xers just enough skepticism to be cautious. As a result, Millennials have combined these traits into their own identity as realistic problem solvers.

Oh, what a difference a generation can make! It doesn't matter which one of the categories you fall into, chances are that you work with someone from a different generation than yours.

At this year's shop steward conference, held

last month, we heard about the differences between the generations and the effects it has at the workplace. For the first time in history, all four generations are working side by side. Sometimes those differences can get in the way when communicating, hiring or even keeping employees.

The presentation focused on the generational divide between older and younger generations. How bridging the gaps can bring new ideas and energy into our workplaces and into the roles of our shop stewards. We heard first hand from our shop stewards how our workplaces are seen differently by members from each generation.

Having four generations working together changes the dynamics of the workplace and

Are you?

Traditionalist: born between 1900 - 1945
Baby Boomer (Boomers): born between 1946 - 1964
Generation X (Xers): born between 1965 - 1981 or
Millennial: born between 1982 - 2000

makes it a very different place than it was fifteen or twenty years ago. For example, it used to be that the older workers had all the answers, and the younger ones simply followed orders. Now, of course, that is not true.

With each generation vying for a place, roles are being re-written and rules are all over the map. A combination of skeptical, self-starting Xers, loyal Traditionalists, optimistic Boomers and realistic problem solving Millennials certainly brings about some interesting conversations in our modern workplaces.

The presentation taught us to connect with each generation, recognize our differences, and engage them in our union to be better shop stewards. It was done with humour, mutual respect and great insight into the generational issues that challenge us all.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education
Director

Some interesting findings from a recent survey done by the presenters:

- Twenty-four per cent of Traditionalist, 30% of Baby Boomers and over 60% of Xers said their generation is not viewed positively by the other generations.
- When asked who are you most loyal to at work, Xers put co-workers first, their boss or projects second and the company last.
- The majority of Boomers said it would be easier for them to recite the ingredients in a Big Mac than their company's mission statement.

The presentation also confirmed for us that training is, as is everything else, not a "one-size fits all" and it is important to get ideas from everyone. You may have different ideas than us or your family or your co-workers. We want to hear those ideas. We do our best to schedule courses that we believe will be of interest to our members. However, as we have learned, depending on which generation you are, you may have different ideas than us. Please let us know what they are by calling us at 775-8329 or from outside of Winnipeg toll-free at 1-877-775-8329.

NOTE

The training centres will be closed for Good Friday and Easter Monday, April 22 and April 25.

If you don't tell us, we won't know

Your union is here to help you.

Your union is here to help you but it needs to be notified. Lately the local has received calls from its members requesting help with their appeal to the Workers Compensation Board of Manitoba, when the union knew nothing about a claim or an appeal.

For example, two of the calls involved an application to the Appeal Commission—which is the last step in the appeal procedure. In each of these cases, the member scheduled their own appeal before the Appeal Commission and neither of them advised the union prior to this. Meaning the union knew nothing about the case. By the time the member contacted the union for help, it was just a few weeks before the appeal hearing.

It is almost impossible for the union to be involved at this late stage. As the union does not have a copy of the member's WCB file, it has not had a chance to review the evidence and prepare a case for the Appeal Panel. Establishing a case takes time and preparation. It is difficult to represent a member adequately at an appeal hearing if the union has not had the opportunity to review the evidence and plan an argument.

This has become a more frequent problem recently, especially with some of our members who are new to Canada. Many of these members are not familiar with WCB practices and they do not know about Canadian privacy laws. Many think that WCB notifies the union of WCB claims and appeals, but that is not the case.

Canada has strict privacy laws that protect you and your medical information. WCB must obey privacy laws, including the disclosure of confidential health information. This means the laws do not allow WCB to talk to or give out medical data from your WCB file to anybody, including your union,

except you—the injured worker.

When a worker gets hurt and files a WCB claim, the board notifies the employer that the worker has filed a claim. However, WCB does not give the employer any information about the specific medical condition, nor any tests performed or what treatments the doctor has recommended. The law says that this is confidential information and the employer is not entitled to it. That does not stop many employers from asking for the information anyway but WCB will not give it to them.

The only time that WCB will allow the employer to get the medical information from an injured worker's WCB file is if there is an appeal by the worker or the employer. If that happens then the employer is entitled to a copy of the WCB file, so they can effectively engage in the appeal process. But, if there are any doctors' reports in the WCB file that are not about the workplace injury, the board does not give those reports to the employer, even if they are appealing against a WCB decision. For instance, if a worker injured a knee in a workplace accident and his doctor sent WCB a report about the knee, but also included information about the worker's cancer treatments, WCB would remove the notes about the cancer treatments from the file before it sent the information to the employer. That information is none of the employer's business, and it has nothing to do with the workplace injury.

Therefore, the only way the union will know if you have filed a WCB claim is if you tell us. The union will not know if there are any problems with your claim, problems with the return to work plan, or if you filed an appeal. If you don't tell us, we won't know, and may be unable to help.

WCB is a complex system that is confusing, especially to people who do not have

WORKERS COMPENSATION



Rob Hilliard
WCB Advocate

experience with WCB. The union wants to help members who are having problems with their WCB claims but in order for us to be effective, we need to know about the problem before a member schedules their own appeal.

If you want the union to help you with WCB or you have a question regarding your collective agreement or any other workplace problem or concern, you have to contact the union.

Union Offices

WINNIPEG
786-5055
1-888-832-9832
BRANDON
727-7131
1-888-552-1193
THOMPSON
778-7108
1-800-290-2608

**Working together, works.
Working alone, almost never works.**

WESTFAIR



Stands for change
Westfair continues to modify check stands at various stores.

In July 2010 the union reported that The Workplace Safety and Health Division had presented Westfair with an improvement order on the check stands at store 1512 (Gateway). Local 832 monitored the situation to ensure the order was followed and that the members were satisfied with the changes.

With recent renovations to other stores, including Superstore 1506 (Regent) and Extra Foods 9007 (Park West) and 9065

(Goulet), the union notified the company of a few ergonomic concerns with specific new check stands. Westfair committed to modifying some of the newly installed check stands and would use the improvement order from store 1512 as a guideline.

The new check stands are longer at the front and back. They also have two belts at the back of the stand to help avoid lineups and a shelf to help with packing and bagging groceries.

The union has received only minor complaints about the improved check stands and will be following up with members in the stores over the next while. It will continue to monitor the situation and make sure that the revised changes to the stands are working out properly for the members.

The union reminds you to bring forwarded any workplace health and safety concern to the in-store health and safety committee and to your full-time service representative.

Actions speak louder than words

Grievances result in change of company approach. New health and safety e-mail account initiated.

As reported in the December 2010 UNION magazine, Westfair introduced new chemicals and cleaning supply solutions into Superstores and Extra Foods stores in Manitoba. However, when they did, the company violated The Workplace Safety and Health Act by not bringing to the attention of the joint health and safety committees, at the stores, the company's intention of changing suppliers and product.

This denied the worker-side of the health and safety committee its right to any input to the products being used or its function in creating a training plan for implementation on the use of the products or WHMIS training for members working in the stores. As reported, the union filed two grievances — one for improper health and safety training and one for denial of health and safety duties.

Since filing the grievances and having discussions with the company on the matter, Westfair has created a health and safety e-mail account. This account will have Westfair's health and safety information on it and will be accessible to all health and safety

committee co-chairs. This is a big step forward in relaying information to the in-store committees and gives both sides the ability to discuss company health and safety initiatives. It further provides the worker-side of the committee its right to address any new processes, policies, tools, equipment, and materials the company may want to introduce, before the changes are implemented. This is a fundamental right of the committee under Manitoba legislation.

The union is encouraging all worker health and safety co-chairs to take full advantage of the e-mail account once it is up and running. At press time a live date of the e-mail account was not known to the union. The union will be appointing committee co-chairs in each store so that there is someone consistently receiving the information to access the password protected e-mail account. Any health and safety committee members who have questions regarding the health and safety e-mail account or any information on it should contact their full-time servicing representative.

Wages climb over 7.5%

Gillam Co-op members say yes to a new three-year deal.

Members at Gillam Co-op ratified their second union agreement at a meeting on February 17. At that meeting, Dennis Nelson, an employee representative on the negotiating committee, and northern union representative Blair Hudson, presented the new collective bargaining agreement to the members, who then voted yes to a new three-year deal.

Representative Hudson told the membership, "We made a number of improvements to the agreement in bereavement leave, when the work schedule is posted, premiums, uniform allowance, and sick leave credits. Plus we got a good wage increase."

During the life of the agreement, wages will climb by 2.5 per cent in each year. So in actuality, a pay rate increase of more than 7.5 per cent and the majority of



UFCW representative Blair Hudson with negotiating committee member Dennis Nelson.

employees will be earning around \$16.90 an hour by January 2013. Wages for the produce operator, file maintenance clerk, freight handler, and head cashier will rise to \$18.52 by 2013.

"The members were happy that the negotiating committees were able to wrap up bargaining shortly after the expiry of the first collective agreement," commented com-

mittee member Dennis Nelson. "They were also pleased with the fact that we were able to make so many improvements."

By the time you receive this magazine, members of the Co-op should have a copy of their new contract. You are encouraged to read the agreement, and if you have any questions on it or if you have any other concerns about your workplace, call Blair Hudson

toll-free at 1-800-290-2608.

Valleyview Co-op Proposals Meeting



Union rep Ray Berthelette and member Michelle Martens

**Tuesday, April 5
7 p.m.
or
Wednesday, April 6
10 a.m.
at Jays Inn**

Co-op members should review their existing contract and bring any notes on what they would like to see added or changed in the new agreement to one of the two meetings listed above.

Unanimous vote at Chalet Malouin on new agreement

Over eight per cent across-the-board wage increases scheduled.

In March, members at Chalet Malouin voted unanimously in favour of a new three-year collective agreement. Chalet Malouin is a private non-profit assisted living/supportive housing seniors' complex in St. Malo. UFCW Local 832 represents approximately 16 employees who work in house-keeping, laundry and in the kitchen.

Effective April 1, members' wages will grow 2.5 per cent, with further increases of three percent on April 1 of years 2012 and 2013. Furthermore, at the beginning of this month, the weekend premium will go up by five cents and another five cents an hour more on April 1, 2012, bringing the weekend premium rate to 75 cents per hour.

The new contract contains modest improvements to the health cost recovery account and members are now entitled to a reimbursement of \$700 annually for medical expenses. It also includes enhanced language to various articles such as compassionate care, income protection, training, and weekends off. Under the collective agreement, the employer must now match the members' RSP contributions to a yearly maximum of \$100.

"The union negotiating committee got the members what they wanted: a good increase in wages as well as other small monetary gains," said UFCW Local 832 President Ziegler. The new agreement expires on March 31, 2014.

Westburne Electric members ratify agreement

Rates of pay powering up by six per cent over three years.



Some of the Westburne electric members review the tentative agreement prior to the vote.

On March 16 UFCW Local 832 members at Westburne Electric ratified a new collective agreement by 93 per cent. The union committee had unanimously recommended acceptance.

There are approximately 20 workers at the Winnipeg warehouses who will see their wages go up by six per cent over a

three-year period. Besides the hourly rate of pay increases, the seniority premium is now between 15 cents to 55 cents an hour more, depending on the employee's number of years of service.

"The majority of our members at Westburne have been there for over 10 years. The fact that we were able to negotiate increases to

the seniority premium for employees who have long service with the company is significant," said union negotiator Heather Dezan. "What this means is that the rates of pay will actually increase by more than six per cent."

Other monetary improvements to the contract include a boost in the boot and meal allowances.

Westburne is an electrical distributor and supplier for various markets across Canada. The new collective agreement expires on April 21, 2014.

Healthy Living

**Pepsi offers \$150 wellness
reimbursement to members.**

Pepsi is encouraging its workers to healthy living by offering a wellness assessment and \$150 towards a health-related expense. The \$150 can be used towards such things as a gym membership, running shoes, exercise equipment, sunscreen or counseling programs.

To take advantage of this program, members must be eligible for health benefits and complete a wellness assessment questionnaire. There are two ways to complete this form. For complete details go to www.manulife.ca/group-benefits or see Suzanne or Lindsay in human resources.

Once you have participated in the questionnaire, to receive your \$150 simply fill out a wellness reimbursement form and attach your receipt. If you have any questions on this, speak to your shop steward or call your union representative.

Mixing up a new batch

Lucerne Foods upgrades Erin Street bread plant.

Recent technological improvements at the Lucerne bread plant are mixing well with the employees. UFCW Local 832 union members can now produce popular breads and buns in-house.

One of the most recent additions to the shelves at the Safeway stores is the Winnipeg Rye line. Winnipeg Rye has been a very popular product for years, but not until the recent upgrade was it feasible for the members at the bread plant to make it.

"The purchase of the new mixers is resulting in more labour hours of our members and eliminates contracting out this work," said local union presi-

dent Robert Ziegler. "This is a very good investment for job security."

Jorge Feldman, plant superintendent, indicated this is only the start of the different breads and other bakery products the workers can now provide. Furthermore, in the past with the old system, they were restricted to huge batches of dough. Now they can do smaller amounts to accommodate customer orders.

So the next time you are shopping at Safeway in the bread aisle, look for products that are made at the Lucerne bread plant by UFCW Local 832 members. Camaraderie—members supporting members—strengthens your union.



New health and safety resource representative Guy Sylvestre with WCB advocate and health and safety director Rob Hilliard.

Health and Safety Resource Representative

More responsibility with new position.

Resource centre representative Guy Sylvestre is expanding his duties to include health and safety issues. Guy is now responsible for ensuring all in-store health and safety committees are at full complement. He is also in charge of making certain that the committees are abiding by The Health and Safety Act and the collective agreements.

For example, he must verify that regular meetings are being held and that proper minutes are being recorded and is also

responsible for receiving, reviewing and logging all the committees' meeting minutes.

Guy will answer all members' inquiries related to health and safety, and work with the union representatives to resolve any issues and concerns. Another important duty that Guy will assume is co-ordinating all training for the health and safety committee members. He will also be contacting committee members and updating files for all workplaces.

RETIRES' CORNER!

As things begin to thaw with April showers, it is time to start thinking of spring and warmer weather. Along with the May flowers comes the UFCW Local 832 Retirees' Club spring luncheon meeting.

The club's executive has once again scheduled the spring luncheon at the ANAF hall at 3485 Portage Avenue for May 10. This is a perfect opportunity to visit with fellow retirees, get up-to-date on the club's activities and enjoy a good hot meal, dessert and coffee. You get all this for the inexpensive price of \$5 each for a member and their spouse or \$8 each for non-members. You should receive your notice this month, watch for it in your mailbox.

Other events coming up include the golf tournament, which will be held in June at Shooters Family Golf Centre at 2731

Club Activities

Spring luncheon/meeting set for May 10.

Main Street—date to be announced at a later time. The annual casino trip to Thief River Falls is scheduled for September 21, 22 and 23. This is always a fun-filled bus trip but remember you need to bring your passport. Look for full details in upcoming issues of UNION magazine.

There is a discounted price for members of the retirees' club to these two events as well any other scheduled retirees' club activity. So, if you have not renewed your membership for 2011, don't forget to mail in your application today. Membership forms will be available at the luncheon or call the union office at 786-5055 and ask to speak to Danielle.

Besides the reduced price to all the activities, your membership also entitles you to receive the 11 issues of UNION. Plus it entitles you to receive the discounts on the numerous goods and services listed at www.ufcw832.com/discounts.

MEMBERSHIP DISCOUNTS

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. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/ service you will be receiving.

Visions Electronics

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

Winnipeg

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

Brandon

- 1120 Highland Avenue

UFCW MasterCard

Show your pride—carry the card! Build the MasterCard that is right for you—with rates starting as low as 12.9%. To apply or for information call 1-800-263-2263 or visit www.unionsavings.ca.

PowerUp Computers

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

Celebrations Dinner Theatre

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn - 1824 Pembina Highway. Call 982-8282

Autopac Write-offs

If Autopac says your vehicle is write-off, call Brad Pallen at 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, pay only \$250 in arbitration costs - a savings of \$50.

Eye Outfitters

Local 832 members receive 20% off complete pairs of prescription glasses and 10% off contact lenses. 1100 Richmond Avenue, Brandon, call 725-0943.

Hy-Wire Zip Adventures

Come and take the plunge, with a 150-foot drop, zipping across the trees in the scenic Pembina Valley. This is a 2-hour adventure on five different cables ranging from 500 to 1,000 feet. There are also hiking trails and five un-serviced campsites available.

Hy-Wire is offering UFCW members 10% off the regular price for zipping along on this extreme adventure. To book your expedition or to find out more about zip lining or the hiking trails and campsites, go to Hy-Wire's website at www.hywirezipline.ca or e-mail hywireziplineadventures@hotmail.com.

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.

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. Located at 912 Portage Avenue.

Polo Park Hearing Centre

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

Union Savings

Union Savings Benefit Programs offers members tremendous savings, discounts and special bonus features for a wide-range of goods and services. Go to www.unionsavings.ca for a complete list.

FOR ALL MEMBERSHIP DISCOUNTS VISIT: www.ufcw832.com/discounts



NATIONAL DAY OF MOURNING
JOUR NATIONAL DE DEUIL

Every year, over 1000 Canadians
die as a result of their work.

Is today
the day
you die
at work?

killing workers
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