

UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

APRIL 2010

LOCKED-OUT

CNIB workers walk the picket line

INTERNATIONAL DAY OF MOURNING APRIL 28

Education is key to preventing workplace fatalities.

Every year we hear of workplace injuries and fatalities in Canada. As 2009 came to a close, we heard of the unnecessary deaths of four migrant workers in Toronto who fell 13 stories on Christmas Eve. It was later reported that they were all wearing safety harnesses but the lanyards were not affixed properly. As the Ministry of Labour in Ontario continues to investigate, you have to wonder if these workers were properly trained? Were they afraid to speak up because they were new to the country? All these questions will go unanswered because they will never be able to tell their side of the story.

In Manitoba, the statistics for 2009 remained similar to that of the previous year. Over 30,000 workplace injuries were reported in 2009 (final statistics were not yet available). More than one-third of those injured are employees under the age of 30. It is a sad fact that the SAFE Workers of Tomorrow have tried relentlessly to correct. The group has worked hard since 1997 educating young workers on the right to refuse unsafe work. Through the tireless energy of Ellen Olfert and her staff, they have talked to thousands of young people not only to educate them on working safe but also to help spot the dangers they may encounter at their workplace.



In 1997, SAFE Workers of Tomorrow spoke to 347 students. That number has increased tremendously — they are now speaking to over 17,000 students in the province every year. In the first decade, from 1997 to 2007, they talked to nearly 100,000 Manitoba students in classroom discussions. This doesn't include the thousands more who hear about the program through career fairs, symposiums and displays that the group participates in.

It is a cultural change that is becoming more and more apparent. At this year's

health and safety conference, we heard about the tragic death of Michael Skandenberg. His mother Cindy spoke to the delegates about how her son didn't return home from work on December 8, 1999. Michael was electrocuted at his workplace. He was an honour student with the Basic Electrical Course from Keewatin Community College in The Pas and landed a job with Clearwater Electric. Lack of safety training and lack of on-the-job experience led to his death. Since the passing of her son, she has been on a crusade to talk to students, activists, anyone who will listen about the dangers in their workplace. It's a sad story to hear of any parent losing their child, needlessly, but Cindy's courage and determination has been instrumental in lobbying government for better protection of workers.

The program has not only been embraced by government but also the private sector, who have donated to the program. They realize that by educating the workforce on the importance of working safe, it will lead to less injuries and hopefully no fatalities.

I am hoping in years to come with the changes in legislation and education of workers that everyone will know it's better to refuse unsafe work than to put yourself at risk. With the help of leaders like Cindy Skandenberg, Ellen Olfert and her staff, and the countless volunteers who assist the Safe Workers of Tomorrow, senseless injuries and deaths at workplaces will become a thing of the past.

Robert D. Ziegler
President
UFCW Local 832



Ellen Olfert and her staff out front of the Safe Workers of Tomorrow office in Winnipeg.



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Winnipeg, MB R3G 0V5
786-5055 / 1-888-UFCW-832

BRANDON

Unit 1, 759 1st Street
Brandon, MB R7A 2X5
727-7131 / 1-800-552-1193

THOMPSON

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

TRAINING CENTRES

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

530 Richmond Avenue E.
Brandon, MB

244 Hamilton Street
Neepawa, MB

Union Representatives: Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, Blair Hudson, Mary Johnson, Jerry Kies, Darcel Lecocq, Wendy Lundy, Harry Mesman

Resource Personnel: Guy Sylvestre

Legal Counsel: Debra Malmquist, Garry Bergeron

Education and Training: Heather Grant-Jury

Workers Compensation/Safety and Health : Rob Hilliard

Organizing: Sonia Taylor

Negotiators: Susan Hart-Kulbaba, Beatrice Bruske, Michelle Masserey, Heather Dezan

Communications: Blake Crothers, Dalia Chapa



Ann Harry, locked-out CNIB member



Westman union rep, Wendy Lundy



Jeff Traeger, Secretary-Treasurer



Director of servicing Marie Buchan

POLICY CONFERENCE AN EYE OPENER

Members learn about difficulties of migrant workers, keys to filing a successful grievance.

The annual policy conference focused on a few key aspects this year. President Robert Ziegler gave a “state of the union” address on how the local was successful in negotiating new contracts for Safeway, Maple Leaf and just wrapped up negotiations with Springhill Farms, which started last year. He touched on a few other accomplishments the local achieved last year including a new training centre opened in Neepawa, the landmark legislation for foreign workers at Maple Leaf in Brandon and Springhill Farms and that the union’s strike fund has surpassed the 1 million dollar mark.

With the successes, President Ziegler also talked about some of the challenges that face the membership. The Canadian Commercial Workers Industry Pension Plan, (CCWIPP) will see changes this year as the plan looks to rebound from low interest rates and lower than expected returns, something that all pension plans have faced across Canada.

President Ziegler also took time to talk about organizing the unorganized in the core industries we represent. With Walmart announcing further expansion of its super-centres in Winnipeg and using information from the recent UFCW Canada Growth Summit he attended, President Ziegler explained that there are many companies vying for grocery dollars in a competitive industry. “It is no

longer just Westfair (Loblaws) and Safeway, Shoppers Drug Mart and Walmart have been gaining market shares over the last couple of years,” said Ziegler. “We need to protect union wages and benefits and the only way we can do that is through organizing.”

Secretary-Treasurer Jeff Traeger went over the local’s budget, which the executive board had recently approved. The local’s finances took a bit of a hit last year because of the amount of large negotiations, but they remain on solid footing. “We had some unexpected expenses in 2009, but our finances are still on the right track,” stated Traeger. “Because we have maintained a tighter budget over the last five years, our savings and strike fund have been growing.”

Director of servicing Marie Buchan and the local’s two in-house lawyers, Debra Malmquist and Garry Bergeron, guided the delegates at the conference through a simulated grievance process. They learned the importance of taking proper notes and learned that every detail counts. “It is crucial to get all of the witnesses’ statements at the time an incident occurs. If a grievance goes to arbitration, it is sometimes months after the episode and it is best to get all of the statements when the facts are still fresh in everyone’s mind,” stated Buchan.

Westman union representative Wendy Lundy shared an emotional story of migrant workers in Portage La Prairie. Last year the union was unsuccessful in fighting a decertification at Mayfair Farms. The union strongly believes members were intimidated into voting out the union citing representatives from the Mexican consulate in Toronto visiting the members prior to the vote. “In the morning, prior to the vote, we met the delegates who had just arrived from Mexico. They praised the union and were thankful we were here. A few hours later, we learned that after a meeting with representatives from the consulate, they were all quiet and would not speak to us,” said Lundy. “A couple of people who did speak to us afterward said they were told to vote out the union or they wouldn’t be allowed back here. We lost the vote a few hours later.”

Delegates at the conference then watched the movie, “El Contrato”, a documentary that follows Teodoro Bello Martinez, a father of four who lives in central Mexico, as he makes his annual migration away from his family to southern Ontario for eight months of hard work.

Then, after the movie, the delegates attended a “solidarity rally” held in support of striking brothers and sisters at the Canadian National Institute for the Blind (CNIB).

HEALTH & SAFETY CONFERENCE ALL ABOUT EDUCATION

Activists play important role at work.

Back to basics was the theme at this year's health and safety conference. The local now alternates every year between a shop steward and health and safety conference so the delegates can focus on longer workshops, which the members who attend have praised.

"After reading the delegates' surveys from the previous year's conference, we decided to change the format and started with the last shop stewards conference," said Heather Grant-Jury, UFCW Local 832 Training Centre director. "The delegates now get to focus more on their workshops and we're only hearing great things from the instructors and the members."

Nearly 200 Local 832 members took part in the 2 ½-day conference. The opening night featured the local's health & safety advocate, Rob Hilliard, who explained to the delegates that the union is here to assist them and that they play an important role at their workplace. "We have some strong legislation out there to protect the workers, but we have to make sure you are properly trained. Employers have to perform health and safety meetings with its employees and you need to know what to look for and what to ask for, said Hilliard. "Far too many times, we hear of management putting their own people on these committees and they're held in a back room over coffee. This is a huge disservice to the members and we are going to make sure that ends."

Members heard the heart-wrenching story of Michael Skandenberg, who was killed at work. His mother, Cindy, talked about how her son died when he was asked to work on school lighting ballasts that turned out to be live. Since 1999, Cindy has fought hard to make sure that Michael's death was not in vain. She regularly speaks to students and groups about her son and about how it affected her family.

On March 19, the delegates attended their chosen workshops. This year's workshops offered were: *Level 1 ABCs, Effective Committees, Strategic Approach to Dealing with Management, Workers Compensation Basics, Pandemic 101 and Cultural Comfort*. During lunch, all 200 delegates walked the CNIB picket line. It was evident that management did not know what to do with the mass picket, as they called the police when we stopped to take a group photo.

An appreciation dinner wrapped up the conference on Saturday night. Local 832 President Ziegler greeted the guests and thanked the activists and thanked their partners for their support. "I know it's hard on families when a spouse has to attend meetings and deal with issues at their workplace. I want to thank you for recognizing the vital role they play in our local, this night is for you as well," said Ziegler.



Manitoba Premier Greg Selinger greeted the group at the appreciation dinner. The premier had high praise for the local and its members.



President Ziegler and Secretary-Treasurer Traeger recognize Jan Forest, a member at Maple Leaf in Brandon for her dedication to the local.



Cindy Skandenberg shares her story of how her son needlessly died at work in 1999. Health and safety advocate Rob Hilliard opens the conference.



Ann Harry, a locked-out member from CNIB, also addressed the crowd about her gratitude to the delegates for their support. Manitoba Premier Greg Selinger welcomed the group and thanked the local for its support in the leadership race. He spoke about how the government will continue to be there for working people.

RECOGNIZING INTERNATIONAL WOMEN'S DAY



Judy Wasylycia-Leis the member of Parliament for Winnipeg North



Minister of Labour and MLA Jennifer Howard



UFCW Local 832 executive assistant to the president, Beatrice Bruske

On March 8, UFCW Local 832 members and staff met with other labour groups at the Union Centre in the heart of Winnipeg to talk about the strides women have made over the years. Executive assistant to the president, Beatrice Bruske, who Chairs the Manitoba Federation of Labour women's committee, welcomed those who attended the pancake breakfast. Judy Wasylycia-Leis, member of Parliament for Winnipeg North spoke at the morning get together along with Manitoba MLA Jennifer Howard, who is the Minister of Labour.

Both Judy and Jennifer spoke to the group about the importance of equity at both the federal and provincial level of government. They also spoke about some of the struggles women have faced over the years.

The NDP is recognized throughout the country as being one of the most gender-balanced governments promoting strong women and assisting them to run in elections.

UFCW CANADA AND LOCAL HELP LONG-TIME MEMBER

Long-time local 832 member Ron Bercier is experiencing a once-in-a-lifetime opportunity.



As this magazine is being produced, Ron is currently in Africa on a "Swazitrip" with his Riverwood Church group building a church. The photo was taken from the blog that was created to document the trip.

Ron took two weeks off from his job at Aramark where he has been working for the past 22 years. He needs to raise over \$3000 to cover the costs of his trip. When the local and national office heard about Ron's dedication they each made a donation to help out his fundraising. Those who want to help Ron out can make a donation on his behalf through the Riverwood Community Church or you can contact Ron at 663-6524. All donations will receive a tax receipt.

LAST CHANCE TO REGISTER FOR WOMEN'S CONFERENCE

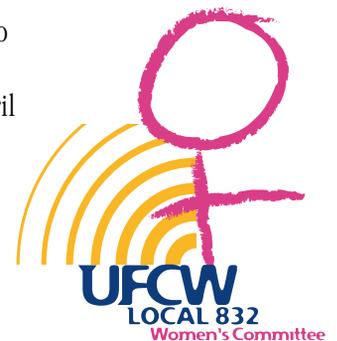
Register now if you want to attend the UFCW Local 832 women's conference on April 25 and 26 at the UFCW Training Centre in Winnipeg. It will be an evening and a day of learning and camaraderie.

Workshops available are:

- *Speak Up for Yourself and Others with Confidence*
- *Making Time for You*
- *Making our Mark*
- *Sister to Sister*

Guest speakers scheduled to talk at the conference include Minister of Labour and Immigration Jennifer Howard and Erin Selby, MLA for Southdale and Nancy Quiring from UFCW Canada.

Those interested in attending must contact their rep immediately as time and space is limited.



RETIRES' CORNER

CLEAN OFF THOSE CLUBS!

UFCW Local 832 Retirees' Club golf tournament scheduled for June 9.

SPRING MEETING LUNCHEON

The spring meeting luncheon is set for May 11 at the ANAF Legion at 3584 Portage Avenue for 12 noon. The union will be mailing the invitation letters to members living in the Winnipeg/Selkirk/Steinbach area and surrounding communities this month.

A hot lunch will be provided, and you will have the opportunity to win some door prizes and 50/50 draws. The cost is \$5 for dues paying member (spouse) or \$8 for non-member.

GOLF TOURNAMENT

Get practicing your swing! The UFCW Local 832 Retirees' Club has scheduled its annual golf tournament for June 9 (rain date June 15). The tournament will once again be held at Shooters Family Golf Centre – 2731 Main Street with a shotgun start of 9 a.m.

The cost is \$20 per person for dues paying members or \$30 per person for non-member. The cost includes 18 holes of golf and lunch (smoky or burger, fries and a drink). All the fun is free and so is your chance to win the on course prizes, door prizes, and 50/50 draws. Clean off those clubs and come out to enjoy the fun – no experience required, just a smile!

There is only room for 36 golfers so make sure you register early. Call Russ at 661-4168 to preregister or to get more information on the tournament. The union must receive your full payment by May 21. Make your cheque payable to UFCW Local 832 Retirees' Club and mail it to the attention of Carmen at UFCW Local 832, 1412 Portage Avenue, Winnipeg, MB R3G 0V5.

CASINO TRIP

Mark September 8 to 10 in your calendar! It was a blast last year and the retirees' club has scheduled another casino trip to the Seven

Clans Casino in Thief River Falls, Minnesota. For the low cost of \$109 each for members and spouse or \$119 each for non-members, you will receive a double-occupancy room with microwave and fridge, a \$50 rebate, two free breakfasts and two \$10 meal coupons. In addition, a fun-filled bus ride down and back with lots and lots of prizes and draws to be won.

Want to come and try your luck at the casino, call Joan at (204) 422-6670 or Lila at 837-3554 or Armand at 832-1211 to get your name on the list. Send your full payment by July 23 to Carmen at the union office to 1412 Portage Avenue, Winnipeg, MB R3G 0V5. Remember you will need your passport or personal identity card to cross the border.

Feel free to invite a friend or family member to any of the retirees' club functions. Everyone is welcome!

NORTHERN STEWARDS ATTEND 2-DAY WORKSHOP

Communications skills course taught in Thompson.

Last month, on March 3 and 4, the UFCW Training Centre offered a 2-day communications skills workshop for the shop stewards from Thompson and Flin Flon. Ten northern stewards explored the nature of conflict faced by stewards at work and learned about different conflict resolution styles. The stewards also had the opportunity to share their experiences on the various types of conflict they have dealt with in their workplace.

Kathie Kraychuk, a UFCW activist and employee at Westfair Foods, taught the workshop. The shop stewards felt the course was very informative and they all felt the information would help them when dealing with members and management in the future.

Blair Hudson, the northern union representative, was very pleased with the attendance and participation in

the group. "All the stewards seemed to really have a lot of fun at the course. They now have more confidence in their ability to deal with and resolve conflicts at work," said Hudson.



Some of the attendants at the workshop (l to r) Debbie Brandt (BRHA), Kathy Anderson (Extra Foods Flin Flon), Wendy Roncin (Extra Foods Flin Flon), and Michelle Richcoon (Extra Foods Thompson)

WHAT THE BOSS NEEDS TO KNOW

Your medical record is private.

A person's medical information, the data that doctors record in your medical file, is considered private and cannot be shared with others unless you agree to have it shared.

This is a very important principle for Canadians. In fact, it is so important that governments across Canada have passed laws to make sure that people can protect their confidential medical records and other prying eyes are not able to get it.

In Manitoba, there are two laws that provide this protection - *The Personal Health Information Act* and *The Freedom of Information and Protection of Privacy Act*. The main features of these two pieces of legislation, as far as health information is concerned, are:

1. Personal medical information is private and cannot be shared with others (with a very few exceptions)
2. If medical information needs to be shared, the patient must sign a "consent form" that specifically says what is to be shared.

The laws that address private medical information also establish another principle; that when it is necessary to share information, as little information as possible should be shared. In other words, only the information that is necessary should be shared — nothing else.

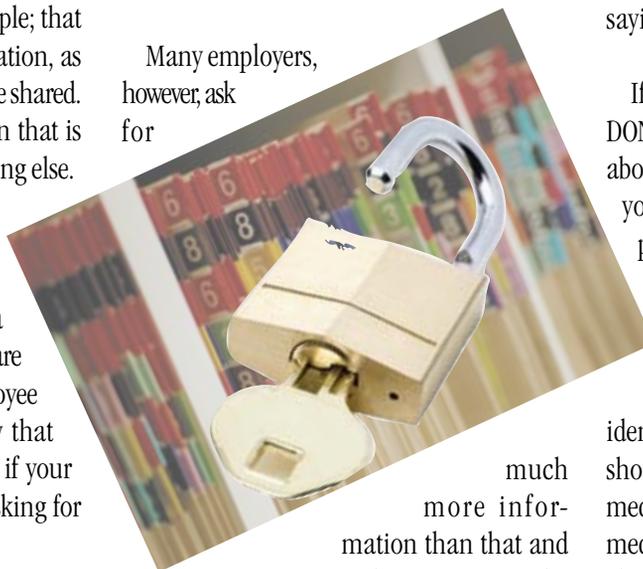
This principle is vital to workers. It is a common practice for employers to ask for medical information when a worker has to miss work because they are sick or injured. The longer an employee is away from work the more likely that this will happen. This is reasonable if your employer respects the principle of asking for as little information as possible.

To get your medical information your employer has to request you to sign a form

saying they can get it. As noted earlier, it is illegal to share this information without you agreeing to release it. This "consent form" should only ask for information that is necessary for your employer to plan for the correct number of workers for a shift or to know what kind of work you are capable of if the employer is to accommodate you in a modified duties placement while you are injured. That means that they need to know how long you will be away from work and they need to know what "medical restrictions" your doctor has established. These medical restrictions would put limits on what you are allowed to do while at work, such as no repetitive use of your hand if you have carpal tunnel syndrome.

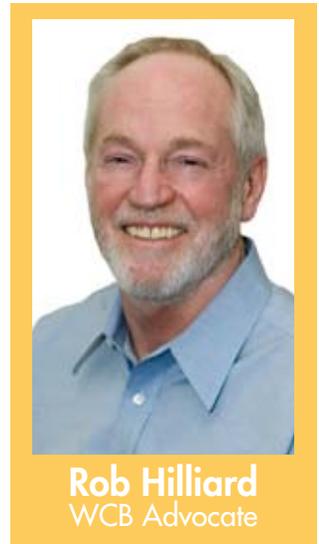
Your employer does not need to know what treatments your doctor has authorized or they do not need to know what diagnostic tests have been done (like x-rays and CT scans) or they do not need to know if you have been referred to a specialist. In short, your employer just needs to know how long you are likely going to be away from work, if that is possible to know, and what your capabilities are for performing work.

Many employers, however, ask for



much more information than that and many workers just sign the form without thinking much about it or reading it. Recently the union discovered

WORKERS COMPENSATION



Rob Hilliard
WCB Advocate

one employer form that requested the doctor provide "any and all documents regarding my condition". Another employer's form directs the doctor to release all "the confidential information and opinions requested of you".

These and other forms like them step way over the line of acceptable practice. If you sign a form like this, then your employer can ask your doctor for a lot of different information that is not necessary for the employer to schedule and assign work and your doctor has to provide it because you signed a form saying it is OK to release it.

If you are asked to sign a form like this — DON'T. Instead, tell your union representative about it and the union will have a chat with your employer about what is acceptable practice. Even if you are not sure about a form, seek advice first before signing it.

A consent form to release confidential medical information should identify exactly what can be shared and it should not allow for the release of general medical information in a person's file. Your medical information is private and nobody else is entitled to it unless you give him or her permission to have it. Do not easily give up your own rights.

THE TRAINING CENTRE BUILDS EDUCATION & TRAINING SKILLS FOR THE FUTURE

Let us know your course ideas.

As I write this the sky is blue, the sun is shining and the days are noticeably warmer and longer, a sure sign that spring is here – what a nice feeling.

The months leading up to spring have been busy. The winter/spring training schedule began in January, the health and safety conference ran last month, classes started at our new training centre in Neepawa and grade 12 classes began at the training centre in Brandon for the first time.

The next few months will be equally as busy. Training courses will continue until the end of June and members will be taking health & safety and shop steward workshops, English as an additional Language classes, computer, first-aid, Pilates and grade 12 classes.

We are planning now for the grade 12 graduation ceremonies in Winnipeg and Brandon in June. In Neepawa, we are working towards offering summer computer classes. We are doing our best to make sure all members are aware of the scholarship opportunities available and believe it or not, we are in the middle of creating our fall training schedule and we need your help.

I am asking all members for their input. What do you want to see offered this fall? Is there a specific computer course you want to take, do you have an idea for a workshop, and have you been patiently waiting for something that has not been offered yet? Please let us know.

This is your training centre and we want to offer courses that are of interest to you. Call Wanda McGorum, our program co-ordinator or me with your ideas. We can be reached at 775-8329 or toll-free 1-877-775-8329.



Heather Grant-Jury
UFCW Education Director

UFCW LOCAL 832 SCHOLARSHIPS

Did you know that every year the union awards more than \$30,000 in scholarships to members of Local 832? Each general scholarship is worth \$500. Scholarships are funded through the UFCW Education and Training Trust Fund, which is comprised of employer contributions negotiated in collective bargaining.

Applications are available at the union office or online at www.ufcw832.com, training centre tab.

Note if you applied online during March 1 to 11, it is necessary for you reapply as there was an error in the program and your application did not go through.

For more information on all of the scholarships and bursaries available, call the Winnipeg training centre at 775-8329 or toll-free at 1-877-775-8329. You can also visit the union's website at www.ufcw832.com.

NEW WESTMAN TRAINING CO-ORDINATOR

UFCW education director Heather Grant-Jury, along with President Robert Ziegler, Secretary-Treasurer Jeff Traeger, and the rest of the local's staff, welcome Lin Lin to her new position of Westman training co-ordinator. Lin will replace Zara People in an interim position while Zara takes a leave of absence to do some travelling. Welcome Lin and happy travels Zara!



TRAINING CENTRE NOTES AND NODS...

- Neepawa members do you want to practice your computer skills or search the Internet? Starting April 10 you can go to the new training centre at 244 Hamilton Street on Saturdays between 12:30–3:30 p.m. A qualified instructor will be there to help.
- Thanks to everyone for making the 2010 health & safety conference a success.
- Please call us with your course ideas.

MORE MONEY!

Over 200 Maple Leaf Brandon plant members are reclassified.

In the last round of bargaining, the union and the company agreed to review some job classifications to see if those positions should be reclassified into a new pay grade.

As a result of these reviews, the classifications listed in the table below were upgraded. This means that over 200 union members

jumped into a higher paying job grade. If you work in one of these positions and you are not receiving your correct rate of pay, speak to your supervisor to correct the situation. You can also call your union representative at the Brandon office — 727-7131 / toll-free 1-800-552-1193 or speak to one of your shop stewards at your work-place.

DEPARTMENT	CLASSIFICATION	NEW PAY GRADE	OLD PAY GRADE
Hog Receiving	Hog Receiver	SK2	SK1
Dressing Floor	Trim Demerits	SK2	SK1
Shipping	Shipper	SS2	SS1
	Bin Room Operator	SK1	SS1
Sanitation	Jitney Operator/Scaler	SS2	SS1
	Scissor Lift Operator		
	High Pressure Wash and Sanitize		
Cafeteria	Scissor Lift Operator/Overhead	SK1	GL1
	Cook/Baker		
	Short Order Cook		
	Front End Server/Cashier	SS1	GL1

COMMITTEE BEGINS GRINDING OUT RECLASSIFICATIONS

All jobs to be reviewed at Springhill Farms by July 31.

During the bargaining of the last collective agreement, which members working at Springhill Farms ratified on February 9, the union and the company agreed to review every job at the plant by July 31. The goal is to reclassify current jobs into more appropriate wage brackets or to add new classifications if need be.

The union formed a sub-committee consisting of Faron Douglas, Karen Paul, Kevin Hulsmans and Westman union representative Wendy Lundy to oversee this project. Last month, on March 15, the committee began touring plant identifying every job and every bracket.

Once all of the reclassifications are complete, any rate increases because of this process are retroactive to February 1, 2010. If the parties are not able to reach an agreement on a rate of pay for a job, either the company or the

union can refer the matter to arbitration for a binding decision.

The union will keep members updated as the committee makes progress.



CNIB LOCKS-OUT MEMBERS

Refuse to give in on sick leave and long-term disability benefits.



CNIB member Laura Layton speaks at the solidarity rally, the media also attended the event.

UFCW Local 832 members working at the Winnipeg Canadian National Institute for the Blind (CNIB) at 1080 Portage voted down the company's final offer on March 11 and commenced strike action on March 15.

"The membership is outraged that after spending nearly a year at the bargaining table and being understanding on monetary issues, that the company would force a reduction in their health and welfare benefits when it has never been a problem," said UFCW Local 832 President Robert Ziegler.

Negotiations started in April 2009 and since July assisted by a government appointed conciliation officer. All the items had been agreed to, including a wage freeze in the first year, but the members refused to budge on CNIB's stance to change its paid sick leave.

"Our members have been very understanding of the financial constraints that CNIB is currently under. They are long-standing employees who have been with the company for many years. They have agreed to take a wage freeze for the first year and a small pay increase in the second year of the contract. The only outstanding item is the company's

stance to reduce its sick time pay, which the company admitted during negotiations hasn't been abused," said Ziegler.

Nineteen members working at the CNIB perform various duties assisting people living in the province who have visual impairment.

"The company has taken a hard line on a non-issue and unfortunately they are demonstrating to the people in the province, who need these services, that they would rather force our members on a picket line instead of helping them," said Ziegler.

Currently, members who have five years of service or more are entitled to 15 weeks of 100 per cent paid sick leave should they need it. CNIB wants to reduce it to 10 days at 100 per cent. After that, sick time would be paid at 67 per cent. If a member does not use their sick leave, the employee cannot carry it over or cash it out. The company also proposed a reduction to the long-term disability from 67 per cent to 60 per cent of their eligible earnings.

After walking the picket line for two hours

on their first day, the company sent notice to the union office that the members have now been locked-out. "This employer continues to demonstrate their disdain for the union. They want to try and break this group and we're not going to allow it," stated Ziegler.

On March 18, UFCW Local 832 held a solidarity rally with the Manitoba Federation of Labour, (MFL) Canadian Union of Public Employees (CUPE), Canadian Union of Postal Workers (CUPW), International Brotherhood of Electrical Workers (IBEW), Canadian Labour Congress (CLC), Winnipeg Labour Council and the Manitoba Teachers Society who all walked the picket line in support of the CNIB members.

To wrap the week up UFCW Local 832 President Ziegler brought the entire health and safety conference to walk the picket



Over 200 UFCW members and clients, who use the CNIB, came out to support the members.

line. Over 200 Local 832 members walked in the afternoon. "The support of this union is tremendous," said Ann Harry, a locked-out CNIB member and part of the negotiating committee.

At press time, the parties reached a tentative agreement, but no details were available. The members at CNIB will have a chance to review and vote on the new deal.

Definite need for legislative change in the security industry.

University of Manitoba labour studies student, Margaret Temple, has been working with union representative, Harry Mesman, for the past several months in the security sector.

As reported in the February issue of UNION the local has set its sights on bringing awareness to the public and continue lobbying government for change in the security industry. Therefore, Margaret's main goal during her work experience with the union is to research and analyze the inconsistencies between the job descriptions, standing orders and the actual work security guards perform with the aim of justifying legislation changes regarding minimum standards and wage for security guards. She worked closely with the "security lobby group", consisting of Debbie Jones (Garda), Daniel Savchuk (G4S), Robert Knowles (Avion), Tess Michaud (Impact) and Walter Melynk (Securitas). Also on the committee are union rep, Harry Mesman and Bea Bruske, executive assistant to the president.

Below are a few points from Margaret and the committee's findings:

Is minimum wage sufficient to live on?

There is a consensus from the data that minimum wage, or \$9 an hour, is not sufficient to live on. Nine dollars an hour is approximately \$18,720 per year. The poverty line in Manitoba is \$24,474.

Guards indicated that the minimum wage is a slap in the face for the work that they are responsible to perform, including putting their life in jeopardy on a daily basis. Even unionized guards indicated that their positions start between \$9 and \$9.50 per hour. In fact, the lowest start rate in unionized agreements is Avion's \$9.27 an hour. For most, working 40 hours a week at minimum wage means



Security sector union representative Harry Mesman and Beatrice Bruske, executive assistant to the president.

having to work a second job in order to support a family.

Job Description

Security, briefly, means to observe, record, document, report, patrol, crowd control, protection, door checks and access control. Having said this, there are no employer job descriptions and there are no job descriptions contained in the collective agreements for the security sector.

The job description that security guards work from is that of a third party, the employer's clients. The accepted rule with the industry is that a client must provide standing orders, which describe a job site's duties. This arrangement precludes the union from bargaining job descriptions for security guards.

Dangers of the Job

One of the most obvious dangers that security officers come across is that they work alone, especially on the night shift. It is difficult to apply the working alone laws to this industry. Along with this comes the challenge of not knowing whether the people they confront are carrying a weapon or not. Guards are put in vulnerable situations when acting as first responder.

Training

Because of the union lobbying for change, the Manitoba government requires security

guards to take a 40-hour training course that outlines basic industry responsibilities. It is generally the responsibility of an employer to train their employees for the workplace.

The problem as seen by several guards is that high-risk situations require extensive training in order to ensure safety and clear communication. Very few clients pay for the extra training such as first aid/CPR.

Why a special minimum wage for the security industry?

The main issue of the industry is that when people put their safety in jeopardy there is a dollar value associated with that. The minimum wage legislation for this industry needs to be overhauled. Security officers are expected to do a lot more, and by themselves, for minimum wage or slightly above. The current minimum wage enables an employer to hire the client who "lowball" those employers who are willing to pay more.

The work that guards do is unpredictable and they put their lives on the line every day. The police used to respond to panic alarms, now guards are responsible to check out a building that has a panic alarm go off. The ratio of security guards to police has increased. Security is the eyes and ears of the police department. But, unfortunately, a security officer does not get the respect that a police officer does.

Manitoba law requires security guards to be licenced. Guards give office workers and the public a sense of security and safety, but their pay does not reflect the important role they play in the workforce.

The union will continue its mission to achieve minimum wage legislation for security workers in Manitoba and better regulations. Guards deserve more money and respect!

CURRENT CONTRACT RUNNING ON FUMES

Union holds proposal meeting for Safeway gas bar workers.

The current union contract for the Safeway gas bar employees is set to expire on June 5. Preparations for negotiations of a new collective agreement have already begun with the union holding proposal meetings last month.

At the proposal meetings, gas bar employees shared their thoughts and opinions on what they would like to see changed in their new agreement. The three main issues brought forward are wages, benefits and vacation entitlements. Members who work at the gas bars in Steinbach, Selkirk and Brandon will be receiving a call from the union so they too can provide their feedback and proposal ideas.

Also, present at the March 9 meetings was negotiator Bea Bruske, who will be leading nego-



tiations for the local and union reps assigned to assist Safeway members in Winnipeg, Marie Buchan and Darcel Lecocq.

If you were unable to attend one of the meetings last month and have some proposals you would like to put forward, contact your union

representative or UFCW negotiator Bea Bruske at 786-5055, 1-888-832-9832 or via e-mail at bea.bruske@ufcw832.com.

Safeway members working at the gas should watch their mail and union bulletin board for updates.

DID YOU GET YOUR WAGE INCREASE?

Scheduled pay hikes went into effect last month.

On March 14, most Safeway members working in the stores, not including gas bar employees as they are under a different contract, received a scheduled wage increase.

Top-rated and overscaled employees received a 40-cent an hour increase. For those members who are currently on the progression scale, they received a 30-cent an hour wage hike, but will continue up the scale to their next rate increase. For example, if you are a sales/service clerk and were making \$10.35 per hour, you should now be at \$10.65 per hour until you reach your next scheduled increase at 3001 hours to \$10.80 an hour.

Wage scales are under Appendix B of the union agreement, starting on page 128. Members should double check their pay stub to ensure they are receiving the proper rate of pay. If you believe, the company has improperly paid you or there is an error on your paycheque, talk to the store management or a shop steward. You can also contact your union representative.

OFFICES

Winnipeg: 786-5055 / 1-888-832-9832
 Brandon: 727-7131 / 1-800-552-1193
 Thompson: 778-7108 / 1-800-290-2608

NOTE

The union discovered an error in the wage scale for Bakery Production, Meat Production Specialist – hired after April 2002 (formerly classified as Bakery Operator, Bakery Production, Ice Decorator and Meat and Bakery Trainees), Appendix B-9, page 131 of the collective agreement. The line for 1501 – 2000 hours was inadvertently missed. It should read:

Current	Mar 15/2009	Mar 14/2010	Mar 13/2011	Mar 18/2012	Mar 17/2013
10.60	10.60	10.85	11.10	11.35	11.60

BDL MEMBER'S ONE-DAY SUSPENSION REVOKED

Settlement reached after union files grievance.

A night shift employee working at Brewers Distributor Ltd. (BDL) was issued a one-day suspension for insubordination for failing to provide a doctor's note to cover an absence from work.

The employee in question, because of various legitimate issues, had in the past missed considerable time from work. The company issued him a warning concerning his absences and directed him to provide a doctor's note for each subsequent absence. Some time down the road, the employee missed a couple more shifts due to illness and heeding the company's warning had gone to see his doctor to get a note.

This time, after several hours of sitting in the waiting room to see the doctor the employee, still feeling ill and very tired, got frustrated and decided to go home to recuperate. Although he was still not feeling well, the employee went to work the next day, and the company advised him that they wanted a doctor's note for the absences.

As a result, the employee went back to the doctor's office and, this time, the physician did see him. The doctor upon examining the employee discovered that he had H1N1 and ordered the employee off work for a further two days; but the doctor was not prepared to give him a note after the fact for the first two days absences as he did not see or examine the employee at that time. When the employee returned to work, he provided the employer with the doctor's note that only covered his last two days off and not the previous two. The employer then issued the employee with a one-day suspension for insubordination for not providing a doctor's note covering the first two days.

The union grieved the suspension believing that in the circumstances a suspension was too harsh. After discussions with the union, BDL agreed to remove the suspension from the employee's record and replace it with a written warning for failing to follow the company's directives.

UNION'S INVOLVEMENT RESOLVES ISSUE

Federated Co-op member paid for sick days.

A n employee at Federated Co-op raised a concern with his union representative that he was not getting sick pay for two of the three days he was off sick. In a co-ordinated investigation by the union and shop stewards, it was discovered that there was confusion over the sick call-in process.

In this instant, the employee was sick on Wednesday, Thursday and Friday. He had called and spoken to his supervisor on Wednesday to say he was sick and did not know when he would be back and that he would, if necessary, see a doctor. The member did not call his employer on Thursday and Friday to say that he was still sick. On Friday, a different supervisor than the one he spoke to when he called in sick, called him to ask why he was not at work. The employee told the supervisor he was still ill and that he had called in on Wednesday.

The supervisor told him he is supposed to call in everyday to let the company know that he will not be in to work. The employee advised the supervisor he was not aware of

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

that policy, especially since he had never missed more than one day before and at his previous workplace, you were only required to call in the first day you were off sick. He also said that although he was feeling a bit better he was seeing a doctor.

He did see the doctor and the doctor confirmed his illness for the time in question. In a meeting with the union, the employer revealed that it did not doubt the member was ill, however, they do require employees to call in each day of illness unless they have medical confirmation on file stating the lengthen of time the employee will be off work.

Following discussions between the company, the union and the member affected, the Co-op agreed to pay the employee for all three days he was ill. The member acknowledged that if he misses one day or more, in the future, he would call in each day of absence, unless he has the appropriate documentation detailing the time he will be away from work.

FOR MEMBERS ONLY SAVINGS

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 values.

It's also important to make sure both you and the benefit provider understand the terms of the transaction before you purchase/use it.

RRSP FOR LOCAL 832 MEMBERS

The UFCW Local 832 RRSP offers members the choice of four investment options with better than average returns. To enroll in the RRSP program contact **Laura Mellon at:**

204-926-8335

GENERAL PAINT

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

BRANDON: 1124 18th Street 727-0295

WINNIPEG:

- 1045 St. James Street 982-6300
- 1094 Nairn Avenue 982-6330
- 1-140 Meadowood Drive 982-6320

NATURAL WELLNESS CHIROPRACTIC CENTRE

UFCW Local 832 members will receive **30% off** their chiropractic care and wellness planning offered by Dr. Robert Stitt D.C. He is skilled at helping you with injuries from work-related incidents, car accidents, headaches, neck and back pain and herniated discs.

Call (204) 783-1880 to book your free assessment.

Located at 912 Portage Avenue, Winnipeg.

FORT RICHMOND TRANSMISSIONS

UFCW Local 832 members will receive **15 % off** any work before taxes. This includes transmission work, drive-line, brakes and suspension. For more information members can view their website at www.frtransmissions.com or call them at (204)-261-7095.

Fort Richmond Transmissions is located at 3096 Pembina Highway in Winnipeg.

MEMBERSHIP DISCOUNTS

IRON FIST

At Iron Fist receive **20% off** a one year membership. Plus **25% off** women's self-defence course. Phone 231-3633

Locations:

- 1851 Portage Avenue
- 675 Archibald Street

UFCW MASTERCARD

UFCW Local 832 participates in the Union Savings program, so our members are eligible for a special MasterCard that offers numerous benefits compared to regular cards, special rates on accident and life insurance, savings on travel, low rate mortgages, and much more. For full details on the many ways UFCW Local 832 members can save money through Union Savings go to www.unionsavings.ca.

PHOENIX REAL ESTATE

Call Jennifer Okaluk at 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.

Your neighbourhood professional with over 15 years experience. Some conditions apply.

GERRY GORDON MAZDA

UFCW Local 832 members receive:

- Preferred pricing on new and used vehicles.
- First 4 oil and filter changes FREE
- Complimentary gas card with every purchase
- **15% off** all parts, extended warranties, body work and accessories.

Contact Antonio at 475-3982 for more information.

EYE OUTFITTERS

UFCW Local 832 members receive **20% off** complete pairs of prescription glasses and **10% off** contact lenses. 1100 Richmond Avenue, Brandon. 204-725-0943.

AUTOPAC WRITE-OFFS

If Autopac says your car or truck is a write-off, call Brad Pallen at 284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your vehicle's actual cash value and give you free consultation as to what your options are. If arbitration is required receive \$50 off the cost.

FOR THE FULL LIST OF UFCW LOCAL 832
MEMBERSHIP DISCOUNTS VISIT:
www.ufcw832.com/discounts

Fundraising Social

Friday, May 14

8 p.m. to 1 a.m.

**Masonic Memorial Temple
420 Corydon Avenue
(confusion corner)**

The UFCW Local 832 youth committee is hosting a social to raise money for the Canadian Breast Cancer Foundation (Debsters Chemosabies Batting for Breast Cancer) and The Leukemia & Lymphoma Society. Come and join the fun while helping support these worthy causes.

Tickets

\$10

Available at the union office,
just call and ask for Kim
or Marie at 786-5055.

