



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

DECEMBER 2010



UFCW LOSES TWO GREAT LEADERS

**GIB WHITLOCK AND
HUGUETTE PLAMONDON**

Expanding Our Horizons

As someone that's lived in Manitoba my whole life, I can't even count the number of times that people from elsewhere have asked me "why do you live there?" "It's so cold" they say, or "you're in the middle of nowhere". They argue that Manitoba doesn't have mountains or endless skyscrapers or an ocean - just snow alternating with mosquitoes and mile after mile of prairie grass stretching off to the horizon. I don't argue with them. I just smile and think to myself that what we do have here is the best kept secret in Canada.

I smile because I know that Manitoba – as cold as it can be – is as warm and friendly and welcoming as any other place you can go. I smile because I know that Manitobans make Manitoba such a great place to be, and that it's our people who make our province a wonderful place to live, work and play. That's why I was surprised when I picked up the newspaper the other day and read that the November 12 edition of the New York Times had an article on the front page about the "famously friendly people" of Manitoba and how we are leading the way as the destination of choice for immigrants coming to North America from afar. Apparently, our secret is out.

At a time when governments around the world are finding ways to limit or restrict immigration and when our own federal government favours highly skilled immigrants over others, Manitoba's Provincial Nominee Program (PNP) has opened our doors to the world, and the response has been dramatic. Last year alone Manitoba welcomed 13,500 immigrants and 75% of those came through the PNP. Since its inception more than a decade ago, over 50,000 new Canadians have made Manitoba their home through this program, and they have become a vital and integral part of our province.

While it is rare for government, business and labour to be on the same side of an issue,



the need for this program and the value it brings to this province is one of those unifying issues. It was a Conservative government that introduced this program in 1998 and an NDP government that embraced the concept and ran with it. Business has benefited from the PNP by making it possible to fill many vacant jobs, and your union has worked hard to ensure that when these workers come to Manitoba, they are protected by legislation and afforded the same rights and privileges as any other worker in Manitoba.

Local 832 was quick to recognize both the challenges and the opportunities that come with the changing face of our membership, and we have risen to those challenges and benefited from those opportunities over the last decade. Employees represented by our union whose employers have utilized the PNP to expand their operations in this province have seen strong initiatives taken by Local 832 to better the lives of the new immigrant workforce.

Our immigrant members at Granny's Poultry in Blumenort, Springhill Farms in Neepawa and Maple Leaf in Brandon now read their collective agreements in Spanish,

Chinese, Ukrainian, Korean, and German and take English classes at our Training Centres alongside their spouses and children. Their rights have been entrenched in our collective agreements and the faces and skills of our staff have changed to reflect the needs of our new members.

The communities and companies we have partnered with have grown as a result of these efforts and immigrant workers coming to Manitoba stay in Manitoba and bring their families to start a new life here. Our province has the highest rate of retention of immigrants through the PNP of any province in Canada, and that fact is in no small part a result of our efforts to welcome them here, employ them here, educate them here and keep them here.

Many have accessed our grade twelve diploma program that has recently been expanded into Western Manitoba to improve their lives and those of their family. Nothing is more gratifying than to help someone to better their life – especially when they likely had no such opportunity before immigrating.

The growth we have seen in communities such as Brandon, and Neepawa is exponential and has brought with it a rich cultural diversity that rivals that of any other community in Canada. As that diversity spreads to other communities and as Manitoba continues to grow, so will the services we provide to all our members. We will continue to grow, and help make Manitoba a great place to be... even if it isn't our secret anymore.

In solidarity,

A handwritten signature in black ink, appearing to read "Jeff Traeger".

Jeff Traeger
Secretary-Treasurer
UFCW Local 832



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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

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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

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Labour activist Huguette Plamondon dies

UFCW Canada was very saddened to learn of the passing of Huguette Plamondon, who dedicated over five decades to building the union, improving the lives of working families, and breaking down barriers for women in Canada.

Sister Plamondon died in Montreal on September 29 after succumbing to a heart attack. She was 84.

Starting out as a secretary in the Montreal office of the United Packinghouse Workers of America (UPWA, a predecessor union of UFCW Canada) in 1945, Huguette was the embodiment of Canada's new generation of working women.

Shortly after entering the workforce, Sister Plamondon found herself embroiled in a massive strike that involved Canada's entire meat-packing industry. Motivated by a strong belief in social justice, Huguette became an ardent supporter of the strike.



A photo of Huguette from a 1955 Canadian Packinghouse Worker magazine announcing her as Montreal Labour Council president. Huguette was the first female labour council president in Canada.

She led pickets, and became a source of inspiration and encouragement for her sisters and brothers in the labour movement. She was 21 years old.

Because Sister Plamondon possessed a rare combination of intelligence, passion and eloquence, she rapidly rose through the labour movement's ranks. And she made history every step of the way.

Huguette was elected president of the Montreal Labour Council in 1955, and in doing so, she became the first Canadian woman to lead a major labour organization. A year later, Sister Plamondon became the first woman in Canada to achieve a national union executive position by becoming a vice president of the newly formed Canadian Labour Congress (CLC).

In 1961, Huguette took another place in Canada's history, nominating Tommy Douglas as the first leader of the New Democratic Party at the NDP's founding convention. She served UFCW Canada as an international vice-president and an executive assistant to the national director for an extensive period of time, and for many years was the president of UFCW Canada Local 744P in Quebec.

Mary Johnson, newly retired UFCW Local 832 representative (see Mary's story on page 5), remembers meeting Huguette the first time she attended the meat packing conference in Toronto in the late 80s.

"I flew in by myself and I didn't have a credit card so I couldn't get into my hotel room. I ended up waiting in the lobby until we could get a hold of Bruno Zimmer, the



president of Local 111 at the time, to get the situation sorted out." Mary continues, "Anyway, I'm finally going up to my room. I get into the elevator, and there is this woman with a big flashy hat on and a cigar in her mouth. I get on wearing my UFCW jacket. She turns to me and says, 'You must be Mary. There are no other women at this meat packing conference, it's only been me for years (speaking with a very thick French accent). You have to come with me, I'll take care of you.' She took me to the hospitality room and introduced me to everyone, she was just awesome."

Sister Plamondon's husband was national labour leader Roméo Mathieu, who passed away in 1989.

"Huguette was a trailblazer," says UFCW Canada National president Wayne Hanley. "She spent her whole adult life fighting for fairness and defending the interests of working families. She was a champion for UFCW Canada women and their sisters in the broader labour movement and beyond. Her efforts made a lasting difference and we will always be grateful for her tremendous legacy."

Remembering Local 247 President Gib Whitlock

Long-term UFCW Canada leader Gib Whitlock peacefully passed away on Friday, November 12 with family by his side. The charismatic president of UFCW Canada Local 247 was 68.

Brother Whitlock's involvement in the labour movement began in the early 1970s while proudly serving UFCW Canada – and its forerunner the Retail Clerks – as a shop steward at a Loblaws store in London, Ontario. A staunch trade unionist, Brother Whitlock's devotion and commitment impressed former Canadian Director Clifford Evans who called on Gib in the late 1970s to serve the union as a national representative.

Throughout the 1980s, Gib applied his sharp mind and expertise to helping working families across Canada, especially in the Western provinces, where Brother Whitlock played a key role in building the union's

presence. A natural leader, Brother Whitlock dedicated the last 20 years of his remarkable service to the membership as the president of three local unions: Local 401, Local 777, and Local 247 respectively.

“Gib dedicated over four decades to fighting for workers and helping UFCW Canada to become one of the most dynamic and progressive forces in Western Canada,” says UFCW Canada National President Wayne Hanley. “Gib's strong presence will long be remembered and his outstanding contribution to the union as a rank-and-file activist, international staff representative, local union officer, and national vice-president represents an extraordinary legacy of activism.”

His wife Bonnie and sons Trent and Travis, along with many comrades and friends, lovingly remember Gib.



Longtime union and women's activist Mary Johnson retires

UFCW Local 832 president Robert Ziegler announced last month that Mary Johnson, longtime union representative and negotiator for the local was retiring.

“Mary's dedication to workers' rights and her commitment to the women's committee at the local and at the national level will be missed,” stated Ziegler. “She has one of the biggest hearts and she always puts the members first.”

Mary worked at Burns Meats for 17 years where she was an assistant shop steward and plant Chair. She served as vice-president on the executive board of Locals 111 and 832.

In 1990, Mary graduated from the Residential Labour College program, which the Canadian Labour Congress (CLC) runs. She has instructed workshops for the CLC and UFCW.

Mary joined the staff of UFCW Local 832 in 1992 as a full-time negotiator until 1996. In 1996, Mary moved from negotiations to become a full-time union representative—initially in the Winnipeg office until 2001 when she transferred to the Brandon office. In 2005, Mary returned to Winnipeg to work in negotiations once again and then in 2009 returned to the position of full-time union representative.



Mary Johnson



Phil Kraychuk

Mary served on the women's committee for Local 832 and the national office. She has also served on many volunteer boards including: Burns Employees' Credit Union, Busy Buddies Daycare and Manitoba NDP for multiple terms.

The local has hired Phil Kraychuk from Safe Workers of Tomorrow and a former member at Superstore on McPhillips. Check out the units he will be servicing on page 8; as well as a few of the other territory changes effective this month.

Rolling Dale compensates two members

Hours paid for omitted overtime.

A couple of employees at Rolling Dale Enterprises worked on the August Civic Holiday (August 2). Furthermore, the employer also asked these two employees to come in on their day off to work on the Saturday (August 7) of the same week.

Upon receiving their pay the following week, they discovered that the employer had paid them the overtime rate for the work on the statutory holiday but paid them at straight time for the Saturday work. The employees asked management about this, as they believed they should have been paid overtime for the work on Saturday. The company told them that the hours worked on the holiday did not count towards the weekly overtime entitlement.

Still unsure, the members contacted their union rep. The union agreed with them and filed an expedited grievance on their behalf. The union stated that the hours worked on the statutory holiday count towards the weekly

hours worked. Therefore, when the employer asked these employees to the work on Saturday, it brought them past the 40-hour threshold limit and as such, Rolling Dale should have paid them at overtime rates.

As the matter proceeded through the Manitoba Labour Board's (MLB) expedited process, the board appointed an arbitrator. Once the MLB notified the union of who the arbitrator would be, the local's legal counsel researched past cases that the arbitrator had decided on. Coincidentally, the arbitrator had heard an almost identical case in the past. In that situation, the arbitrator's decision completely supported the union's position in its present case.

At mediation, the union provided Westfair with the arbitrator's previous decision. Upon

review of this information, the employer changed its position and agreed to pay the grievors the overtime owed for the work on August 7.



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Banked overtime hours do count

McKenzie Seeds adjusts its contributions to the dental plan.

Sometime in September, the union became aware that McKenzie Seeds' was improperly calculating its contributions to the Manitoba Food & Commercial Workers Dental Plan. In particular, the company was not counting banked overtime hours as hours worked and/or paid when forwarding its contributions. The collective agreement specifically states that the company agrees to make a direct contribution to the dental plan of 30 cents per hour for all hours worked and/or paid in respect to all employees in the bargaining unit.

The union filed a policy grievance as it took the position that banked overtime hours should be included when McKenzie Seeds is calculating the amount it will send to the dental plan. The grievance proceeded through the grievance procedure and, after some discussions between the union and the company, a resolution was reached.

Because of the union filing the grievance, on a go forward basis, the company agreed to make the appropriate dental contributions to the members' plan and include banked overtime hours.

I'm not on probation

Grievance nets 30 hours for member.

Westfair abruptly terminated a member who was working at the Superstore in Brandon and nearing the end of her probation period. The member knew that she was close to the 240 hours worked so she approached the union for help.

A recount showed the grievor was past her probationary period and, therefore, permitted to the appropriate clauses under the union agreement.

The company refused to return her to her position, so the union filed a grievance. Management finally agreed to take her back. However, by this point, the grievor had already found new employment and decided not to return to Superstore. In lieu of, the company agreed to compensate the grievor 30 hours pay.

Oh what a year!

A new training centre, a new workshop, a new partnership.

As the end of the year draws closer, I started thinking about all the new and interesting things that have happened over the last twelve months. If I had to pick just a few to highlight, I would say that the opening of a new training centre and the partnership with Assiniboine Community College would be at the top of the list.

The opening of the latest training centre in Neepawa was one of the most exciting things we did this year. It has, and will continue to be, very beneficial to our members working at Springhill Farms, Freezerco, Safeway and Group Westco. It means they now have an opportunity to take English as an Additional Language (EAL), computer and first-aid classes or register for our grade 12 program.

Obtaining your grade 12 diploma is the first step in furthering your education. Members in Brandon and Neepawa can now take grade 12 classes in their own communities because of a new partnership we initiated with the Assiniboine Community College earlier this

year. The province of Manitoba, universities and community colleges recognize this program. We have offered it, in partnership with Winnipeg Technical College, to members in Winnipeg for the past ten years, and we are very happy to be able to offer it now to members living outside of the city.

In addition to those two major events, we piloted another new shop steward workshop called Money Skills, which we will offer as a shop steward workshop in 2011. The Women's EAL group planted a thriving vegetable garden at the Brandon training centre. We hosted a successful women's conference in Winnipeg. There were over 50 delegates who networked, attended workshops and heard from numerous speakers, including Jennifer Howard, Minister of Labour and Immigration. One of our latest projects that we just completed was re-vamping our website.

Above are just a few highlights from the past year that kept the training centre and me busy. We were happy to see so many of



you taking advantage of the opportunities available to you and hope we will continue to see you in the New Year.

From all of us at the Training Centre, have a safe and happy holiday season.

Reaching for higher goals

Grade 12 mature student program available at all three locations.

With 2011 just around the corner, one of your resolutions is to reach for higher goals. One way is to obtain your grade 12 high school diploma. This year, the grade 12 mature student diploma program is available at all three training centres – Winnipeg, Brandon and Neepawa.

This program is intended to assist members in obtaining individual credits or a complete high school diploma. It also recognizes the needs and challenges of working adults who want to return to school.

To register or for more information on the program and the courses available call:

WINNIPEG

Ans Norman

775-8329 / toll-free 1-877-775-8329

BRANDON AND NEEPAWA

Sylvia at

Assiniboine Community College

725-8735 / toll-free 1-800-862-6307

Term 2 begins in February of 2011. Registration has started and classes fill up fast so call today to register and confirm your spot.

Training centre notes and nods...

- All training centres will be closed from Saturday, December 25, 2010 until Tuesday, January 4, 2011 for the holiday season.
- Shop Steward conference scheduled for March 17–19, 2011. It is a terrific opportunity for activists to share ideas, attend workshops and have some fun. Full details will be sent out in the new year.
- Watch the January magazine for “courses for members” available for the winter/spring session.
- If you have a course idea? Call the Winnipeg training centre and let them know.

TERRITORY CHANGES

WINNIPEG AND SURROUNDING



Marie Buchan
Servicing Director
Industrial & Others

Brewers Distributors
 FASD Life's Journey
 Federated Co-op
 General Mills
 Naleway
 Old Dutch
 Unicity Taxi
 Winserv

Gimli
 Faroex

Stonewall
 ACL Interlake

Whitemouth
 Sun Gro - Elma
 Sun Gro - Julius



Darcel Lecocq
Safeway

359 - Madison Square & Gas Bar
 499 - Realign Crew
 586 - Sargent Avenue
 588 - Mountain/McGregor
 591 - Pembina/McGillivray
 598 - Main Street
 701 - Braemar & Gas Bar
 707 - Ness Avenue
 708 - Osborne
 709 - Pembina/Killarney
 714 - Pembina Village & Gas Bar
 718 - Tuxedo
 724 - Grant Park
 726 - Charleswood
 727 - Crossroads
 729 - Kildare
 731 - Lindenwoods & Gas Bar
 791 - River

Lucerne Bread

Selkirk
 603 - Safeway & Gas Bar

Steinbach
 622 - Safeway & Gas Bar



Sandy Forcier
Westfair

SuperStore
 1506 - Regent/Lagimodiere
 1508 - Portage/School Road
 1509 - Bison Drive
 1511 - St. James Street
 1516 - Grant/Kenaston

Extra Foods
 9002 - St Anne's Road
 9003 - Regent/Brewster
 9006 - Main Street
 9007 - Roblin/Dale
 9063 - Notre Dame Avenue
 9065 - Goulet

Selkirk
 9082 - Extra Foods

Steinbach
 1503 - SuperStore
 9001 - Extra Foods

Lorette
 Lorette Marketplace



Phil Kraychuk
Safeway & Westfair

Safeway
 590 - Henderson/Kimberly
 710 - Henderson/Douglas
 712 - Garden City
 717 - Burrows
 719 - Southdale
 720 - Portage Avenue & Gas Bar
 725 - Jefferson & Gas Bar
 728 - St Anne's & Gas Bar
 730 - St Vital Centre & Gas Bar

Lucerne Milk

SuperStore
 1505 - McPhillips
 1512 - Gateway
 1514 - St Anne's Road

CHANGES DECEMBER 1

SURROUNDING AREA



Ron Allard
Healthcare & Others

Coca-Cola
Diagnostic Services of Manitoba
The Fairmont
First Canada ULC (Drivers & Mechanics)
Grace Hospital
Grace Hospital Pharmacy
Holiday Inn Downtown
Epic Opportunities - Cavalier
Epic Opportunities - Portage
Epic Opportunities - Goulet
Howard Johnson
Malteurop (Plant)
Pepsi
SYSCO
Vista Park Lodge

St Malo
Chalet Malouin
Epic de St. Malo/Smile of St. Malo (formerly Red River Workshop)
Epic de St. Malo/Smile of St. Malo
La Residence



Kim Ferris
Production & Others

Adwest
Arctic Co-op
Avis Budget Car Rental
Canadian Linen
Exact Graphics
Gourmet Baker
Hewlett-Packard
Hitek Print Management
Ice Cream Unlimited
IGA Maples
IKWE
Inspyre
Integrated Messaging
J C Foods
Krown Produce
Kwik Kopy
MNU
RW Packaging
Shoppers Drug Mart
Sobeys Burrows
Visions of Independence

Portage La Prairie
Portage Friendship Centre
Visions of Independence



Jerry Kies
Red Meat & Others

Dunn-Rite
Granny's Hatchery
Maple Leaf Consumer Foods
Northern Meats
Vantage Foods

Steinbach
Granny's Poultry

Whitemouth
Premier Horticulture
(Richer & Caribou)



Harry Mesman
Security & Others

Amber Meadow
Avion
Cara Flight Kitchen
CNIB
G4S Security
Garda
HMS Host
Impact
Malteurop (Office)
Prairie Produce
Reh-Fit Centre
Securitas
Sodexo
Syn-tex
VersaCold Dawson
VersaCold Jarvis
VersaCold Sutherland
Western Glove
Westburne Electric - Notre Dame
Westburne Electric - St. Boniface
Western Glove

Fisher Branch
Ukrainian Farmers Co-op

New regulations for workplace safety and health

HEALTH & SAFETY

Inspections now law, adequate training required and bullying added to definition of harassment.

The provincial government has just announced new regulations for workplace safety and health that will become effective in February 2011. This follows changes made at the end of last year that increased the amount of fines that can be applied for violations of the health and safety laws in Manitoba. The maximum fine for a first offence is now \$250,000 and the maximum amount for subsequent offences will be \$500,000.

The new changes to the regulations cover many different areas, which the government passed into law following a two-year consultation process with the Workplace Safety and Health Advisory Council. Many of them address workplaces in the mining industry and commercial and residential construction sites. These changes will not affect UFCW workplaces, however, other changes will.

Believe it or not we have actually had a couple of employers who thought that it was not necessary to conduct a workplace inspection before having a joint workplace safety and health committee meeting, and they would not allow an inspection to take place. There is absolutely no logic to this, and it definitely violates the intent of workplace safety and health laws. It is employers like this that cause governments to pass more and more laws and that is what has now happened. One of the new changes will require a workplace inspection before every joint committee meeting.

Another change requires employers to ensure that workplace safety and health committee members are adequately trained to meet their responsibilities as committee members. This requirement is in addition to the requirement to allow for two days of paid education leave every year for each committee member.

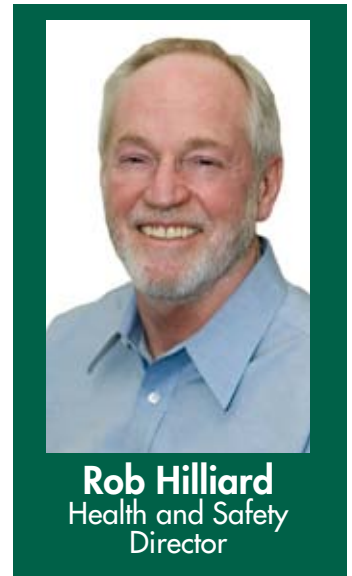
The most significant change, however, is an amendment to the harassment regulation, which UFCW and many other unions have been trying to accomplish for many years. Ann Harry, a UFCW member at CNIB, has represented UFCW on a committee called The Stress Initiative and Ann and the other members of this committee have put in a lot of work towards achieving this legislation. Thanks to this hard work, we now have it.

The definition of harassment will now include bullying and psychological harassment. The new definition will add language that makes it illegal to make inappropriate gestures or say words that negatively affect a worker's physical well-being or would cause a worker to be humiliated or intimidated. It will not matter if the actions or words are repeated at different times throughout the day, or if they are said only once. If the person who is being berated or teased has a lasting harmful effect from that behaviour, it is considered illegal.



STOP BULLYING

An example of unacceptable behaviour would be if a worker needed to go to the washroom before her break, and the supervisor made her stand in front of the entire crew and embarrasses her by saying, "you don't know how to control yourself". This type of comment will no longer be permis-



sible under the new law. But, It is not just supervisors, who can taunt and tease workers. Sometimes one or more workers relentlessly tease another worker who may not be popular. That will also be illegal.

The new law does not prevent a supervisor from giving orders and directing workers in a reasonable way. Managers will still be able to manage, but they will not be able to do it in a way that humiliates or embarrasses workers.

There are good reasons for this new law. Reports show that relentless taunting and teasing that are humiliating and embarrassing, result in absenteeism and health problems. Sometimes it has resulted in assaults taking place in the workplace with the police and courts getting involved. There have even been situations where a worker has 'snapped' after being humiliated enough times and killed a fellow worker or supervisor. These are extreme cases but they have happened. Behaviour that leads to this kind of consequence will soon be illegal, and it should be.

This is a major accomplishment for UFCW and the labour movement. The local union wants to thank Ann Harry and the many other union activists that worked hard to make our workplaces free from this dangerous behaviour.

I'm cleaning with what?

Westfair overlooks Act — union files grievances.

In early August, Westfair Foods decided to change its cleaning chemical supplier and the products used in its stores. In doing so, the company violated *The Workplace Safety and Health Act* by not advising the health and safety committees at the stores and reviewing the products/chemicals that would be used.

Section 40(10) of the *Act* clearly outlines that the health and safety committee is to be involved in and give recommendations on everything related to the health and safety of all persons in the workplace. Westfair failed to provide this opportunity to the worker members of the health and safety committees in the stores throughout the province.

Because of the union's investigation into this matter, it discovered that the company had also not implemented a proper training program for these new products/chemicals. Westfair did implement a 'trickle down training' policy, which involved a representative from the supplier coming to the stores and talking to one person from each department for approximately an hour on the products and how to use them.

The expectation after that was that the members, who had only received the one hour of training, would then train the other members in their departments when working with them. This is a recipe for disaster!

The Workplace Safety and Health Act states that supervisors are responsible for ensuring all workers receive proper information, instruction and training on new products/chemicals at the workplace. When this does not happen and the company does not provide members with the adequate tools to perform their job, it usually results in injuries and/or illnesses.

Some of the new products and chemicals have to be mixed and should be done in well ventilated areas, and proper personal protective equipment (ppe) should be worn



Pictured are some of the union committee members working on this project, Guy Sylvestre (Resource), Sandy Forcier (union representative) and Rob Hilliard (Local's health and safety director).

when handling each chemical. Members can gather this information through the appropriate WHMIS training and on the MSDS sheets.

WHMIS (Workplace Hazardous Materials Information System) is a Canada-wide system designed to provide employers and workers with information about controlled products used in the workplace.

A Material Safety Data Sheet (MSDS) is a document that contains information on the potential hazards (health, fire, reactivity and environmental) and how to work safely with the chemical product. It also contains information on the use, storage, handling and emergency procedures all related to the hazards of the material.

After the local finished its inspection, it filed two grievances—one for improper health and safety training and the other one for denial of health and safety duties. The company and the union held a stage 2 meeting to discuss the grievances. UFCW Local 832 talked about these concerns at the provincial executive joint health and

safety committee meeting, which took place on November 23.

The union recommends that if you have not received suitable training for these products/chemicals, you should not use them. You should also review the MSDS sheets to ensure the proper ppe is available to handle each product.

By press time, the local did not have a response to the grievances nor from the provincial executive joint health and safety committee discussions with the company.

The union will continue to monitor the situation closely and update the membership as things progress. But if at any time you have a question or concern, you can also call your union representative.

WINNIPEG

786-5055 or 1-888-832-9832

BRANDON

727-7131 or 1-800-552-1193

THOMPSON

778-7108 or 1-800-290-2608

Our mistake... In the last issue of UNION on page 13 the wrong date was used. Full-time Safeway members must use up their 2010 vacation entitlement by December 31, 2010 and not March 31, 2011 as stated in the article.

Bargaining begins with Hewlett-Packard

First contract for about 140 new union members working as customer service and technical support.

On August 10, employees working at Hewlett-Packard (HP) as customer service representatives and technical solutions representatives voted to join the union. Subsequently on September 13, the Manitoba Labour Board (MLB) issued a certificate granting UFCW Local 832 as the bargaining agent for the approximately 140 employees working at the Winnipeg service centre.

Hewlett-Packard is a leader in the PC industry, its computers range from desktops or laptops to handheld computers and calculators. HP also produces printers, digital cameras and servers. The new union members who work as customer service specialists or IT professionals provide end support for HP products to businesses all over the world. For example, if a company purchases or leases HP computers, the technical support is part of that package.

“We are charting new territory as this is our first service centre that offers this type of support and customer service,” said union negotiator Michelle Masserey. “We don’t have an exact template to go by per se. Of course we have the essential language that we use for most of our contracts, but this is exciting in that we are expanding into different professional careers.”

Negotiations began on October 19 and the employer is new to the process. The committees have made progress and agreed to some non-monetary items, including the definition of the bargaining unit, meal and rest periods, payment for meeting attendance, no discrimination for union activity, and health and safety. They met again during four days in November with the most recent set of talks on November 18. Steady slow progress is being made and a few more non-monetary items were settled. The union is hoping to start dealing with some of the monetary issues during the upcoming meetings this



month. Besides lead negotiator Michelle Masserey, the union negotiating committee includes union members Neil Schau, Jodie Lucas, Greg Agopsowicz, Chad Baker, and Tim Hoover.

All the items agreed to date form a solid foundation for the collective agreement, but do not come into effect until the entire agreement has been negotiated and the members have had an opportunity to vote on it.

Remedy reached at Shoppers Drug Mart

Members voted yes to new three-year deal.

Negotiations between the union and Sonal Bachu Pharmacy, operating as Shoppers Drug Mart in Kildonan Place, got off to a sluggish start back in April of this year. Then on August 26, in an effort to speed up negotiations and to get the employer to take their demands seriously, the members voted yes to strike action. The union also applied to the Manitoba Labour Board (MLB) for help with bargaining and requested a government appointed conciliation officer.

The parties met with a conciliator on several occasions and finally on November 5, a tentative remedy was reached. On November 17, the members put their stamp of approval and voted 100 per cent in favour of the new three-year deal.

UFCW Local 832 represents approximately 30 members at Shoppers Drug Mart and the

new contract provides improvements to current wages, benefits and contract language.

Employees, who are at the top rate or overscale will receive a 7.25 per cent wage increase during the life of the agreement. Employees, who are still on the wage progression scale, will move to the new rates under appendix B-1 and will continue up the scale until they reach the top wage rate. Under the new collective agreement, all existing members received a signing bonus valued between \$150 and \$300, depending on their average of hours worked from February 1 to November 17 (date of ratification).

Wording was added to provide for a minimum wage gap and to commit the employer to provide notice to all members impacted by a shift change.

The new agreement expires on January 31, 2013.

Negotiations still brewing at Malteurop

Both groups – administration and plant – in conciliation talks.

UFCW Local 832 represents two groups at Malteurop Canada, which is located on Dugald Road. Malteurop is one of the largest barley and malting barley producers in the world. The administration group has been members of Local 832 since 1989. Their collective agreement expired on March 31, 2010. The plant workers, former UFCW Local 227W members, merged with Local 832 effective November 1.



Two of the bargaining committee members, Jeremy Miller (plant) and union negotiator Heather Dezan. The rest of the committee is: plant side, Sean Knockaert, Myron Naturkach and Nancy Quiring and from administration Mel Partyka.

Their contract also expired on March 31.

Ever since negotiations began in March, talks have been moving at a slow pace. The union feels that the employer is not engaging in the bargaining process and not willing to work through issues. Malteurop is also seeking several substantial concessions from both the administration and plant groups, which are unacceptable to the members. One of the most crucial is a pension reduction, which would have a substantial impact on employees' benefits upon retirement.

The plant unit voted 95 per cent in favour of strike action back in July demonstrating their solidarity against the employer's concessions.

The negotiating committees met over four days in September and October, with the assistance of a conciliation officer, however, the company presented little movement on its concessions. As we go to press, the union was waiting to confirm more meeting dates

for the later part of November or early part of December.

The union is still optimistic that deals can be reached for the two agreements — admin group and plant employees. It is also hopeful that the employer will remove the pension proposal from the table.

Members can go to the union's website at www.ufcw832.com for up-to-date news on how negotiations are going. Alternatively, watch your mailbox for correspondence from union negotiator Heather Dezan for updates.

Granny's bargaining slows, more dates scheduled

Since September, the union and the company have met for 11 days to negotiate a new collective agreement for the members at Granny's Poultry. The parties have made significant progress over this period of time; however we have yet to discuss monetary issues. In addition, a number of very important non-monetary issues remain outstanding between the parties.



UFCW Local 832 negotiator Beatrice Bruske (head of table) with the union negotiating committee, Ray Lambert, Marlene Martin, Scott Schmid, Gallin Gass.

At this time, six additional days of negotiations are scheduled for this month. The union anticipates that it will either be very close to reaching a new agreement or it will be deadlocked with the company on the remaining issues.

Should the committees not reach a tentative deal, the union will be scheduling a meeting with the members to review the

company's offer to date, and to review the option of using the Final Offer Selection process to finalize the outstanding issues.

If you have any questions, please feel free to contact UFCW Local 832 negotiator, Beatrice Bruske at 786-5055.

To: All UFCW members,

Thank you for the support you extended to me as your UFCW Local 832 union representative. I encourage you to extend the same or better, support to the union representative who is taking over for me.

I extend a special thank you to the shop stewards, health and safety committee and negotiating committee members who work as a team to achieve the best for all the union members. It takes special patience and caring to take on those responsibilities. Thank you for caring.

I plan on enjoying my retirement, spend time with my kids, grand-kids and I am hoping to stay healthy enough to ride my motorcycle for at least another ten or fifteen years.

I wish you and your families a safe and happy holiday season and the best in years to come.



In Solidarity,

A handwritten signature in cursive script that reads "Mary".

Mary Johnson
Union representative

**RETIRES'
Corner!**

Fall luncheon meeting well attended

Watch for upcoming events in the New Year.

The UFCW Local 832 Retirees' Club fall luncheon meeting, which took place on October 12, was very well attended.

Prior to getting down to business, the crowd enjoyed a delicious lunch served by the ANAF legion staff at 3584 Portage Avenue.

One of the items on the agenda was the election of the 2011 retirees' club executive board, which will be introduced to you in the January issue of UNION.

The winners of the door prizes and 50/50 draws from the meeting are:

50/50

Don Quigley – 1st prize
Lorraine Allard – 2nd prize
Jim Heppner – 3rd prize



Door Prizes

Jim Waile	Al Patterson
Wayne Hacking	Stella Dudochka
Emily Kokolsy	Jim Heppner
Bill Brechka	Linda Tesoro

Congratulations to all the winners! Keep watching the Retirees' Corner for upcoming events in the New Year.



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