



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

FEBRUARY 2011



**Beggs-Dowling-Mathieu
Scholarship Winner
Leigh Raven**

**MERGER MEETING
DATES INSIDE**

A proud history, a bright future

Did you know that UFCW Local 832 represents more young workers than any other major union in Manitoba? At workplaces like Safeway, Maple Leaf, Westfair and many other units, almost 60% of our members are under the age of thirty—meaning they were born after 1981. Two-thirds of our members—nearly 10,000 people—probably hadn't even heard of UFCW before they entered the workforce in the late 1990s or early 2000s; and they have no idea of the proud history of our local union that pre-dates them by more than 40 years.

In 2008/2009 when we realized that many of our members knew very little about the history of the labour movement, never mind Local 832, we decided to put together what is now a popular course called 'Labour History'. The course was piloted in Brandon in November of 2009 and ran twice in Winnipeg in 2010 to rave reviews.

What the course is missing, however, is a detailed history of our own local and the role it has played for nearly three-quarters of a century in furthering the rights and improving the lives of working Manitobans. With the help of the members of the local's retirees' club and the input of many former employees, we hope to roll out a new and improved version of the 'Labour History' course in 2011—with a complete history of Local 832.

How many young Manitoba UFCW members would be surprised to know that their union has been fighting for the rights of working class Manitobans just like them for almost 75 years? That's right — May 2, 1938 is Local 832's official birthday and we will be turning 73 this spring. Back in those days we were the "Retail Clerks", and we were formed when Safeway turned its attention to Canada's fourth largest city at the time and purchased "Piggly Wiggly", a chain of grocery stores in Winnipeg.



For the first 25 years, Local 832 was small and ran by members who still worked at the stores. Presidents and officers were elected from rank and file members, and they came and went almost yearly. By the 1960s, the local had grown large enough to need a full-time president and secretary-treasurer. Bernard Christophe became the first full-time president in 1964, and he served in that capacity for an incredible 38 years before retiring in 2002. There have been five full-time secretary treasurers over that same period, and there has only been one other full-time president, Robert Ziegler.

Over the last seven decades, the local has benefited with the increased membership coming from mergers with seven other local unions, most recently completing a merger with UFCW Local 227W in November of 2010, and currently voting on another with UFCW Local 200D at the Diageo Plant in Gimli. Past mergers include the butchers (Local 111) in 1991, the beer and soft drink workers (330W) and Local 798 in Carberry.

The growth of UFCW didn't just happen here in Manitoba, but across Canada and

in the United States as well. The UFCW International Union was created in 1979, the same year that Local 832 opened an office in Thompson and only one year after a major strike at Safeway in Manitoba. It was the local's third major strike, having picket lines at the Dominion Stores in 1973 and at Codville in 1960.

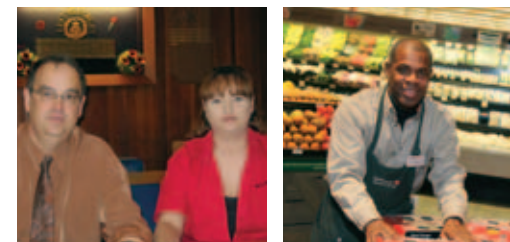
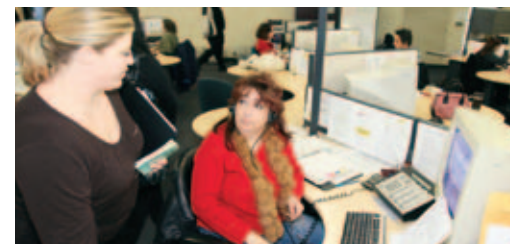
It's hard to believe that Local 832's office on Portage Avenue was built 24 years ago in 1987 — the same year that the local had its fourth major strike... this time at Westfair. Our training centre on Portage Avenue has been in operation for 15 years—it opened at its current location in September of 1998. A new union office/training centre combination facility is currently being built in Brandon as we write the next chapter in the history of UFCW in Manitoba.

Our history is long and storied with as many ups as downs. We have won sweet victories and suffered bitter defeats that have combined to shape the strong and effective organization we are today.

In the future we will break new ground and continue to lead the way as we have done so often in the past. We know that the struggle for social justice, equity and fair pay for a fair days work never ends.

In solidarity,

Jeff Traeger
Secretary-Treasurer
UFCW Local 832



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OFFICES

Winnipeg
1412 Portage Avenue
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, Phil Kraychuk, 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

President

Robert D. Ziegler

Secretary-Treasurer

Jeff Traeger

E-mail: ufcw@ufcw832.com

Website: www.ufcw832.com



Beggs-Dowling-Mathieu Scholarship Winner

Leigh Raven of Ikwe Widdjiitiwin wins award.

Every year, UFCW Canada awards Beggs-Dowling-Mathieu (BDM) scholarships to members or their dependents from various locals throughout the country.

This year, Leigh Raven, a member at Ikwe Widdjiitiwin, was one of the winners. She received a cheque for \$1,000 to put towards her studies. Leigh is four courses away from completing her Bachelor of Social Work (BSW) from the Inner City Social Work Campus in downtown Winnipeg. The program, which is through the University of Manitoba, is designed to support students who have traditionally faced systemic barriers common to inner-city life experience such as poverty, racism, school failure and marginalization, all factors preventing accessibility to post-secondary education.

Presently, Leigh is a full-time follow up worker at Ikwe, a crisis shelter for abused women and their children who are victims of domestic violence. It's a challenging job that keeps her very busy, mainly because there are so many variables at play that it is hard to develop a routine. "When a

woman comes into Ikwe, she is at a crisis stage from abuse. To see her transition to outside of the Centre, in her new home, is very rewarding. We have a residence at our location where they can stay for up to a year. As a 'follow-up worker' we make sure that they feel strong and safe, and make sure they are getting the help and resources they need. Many times the women who come in for help, when they leave are usually starting over. It is a challenging time for them and we make sure there is enough support there for them, so they can succeed," stated Leigh.

With her studies continuing in the spring, Leigh is looking further down the road to what will happen once she graduates. "I'd really like to work towards my Master's degree, it has always been a dream of mine," stated Leigh. "I've never won or been given a scholarship or a bursary during my journey for school, and I'm very appreciative. It's going to really help me out."

The BDM scholarships are in honour of



Leigh Raven with UFCW Local 832 President, Robert Ziegler (Right) and Secretary-Treasurer Jeff Traeger.

three great union leaders, William Beggs, Fred Dowling and Romeo Mathieu to assist UFCW Canada members and their children with the costs of post-secondary studies.

Temporary changes to MFCW Dental Plan coming

More members using the plan than ever before.

The MFCW Dental Plan that administers the benefits for over 10,000 UFCW Local 832 members is facing some temporary changes while it positions itself to recover from more utilization and fewer contributions over the years.

Last year was the first time in over a decade the plan requested additional money from the employers. A majority of UFCW Local 832 collective agreements have language already negotiated in them allowing for small increases, usually one cent per hour, per employee.

While the plan has not increased its premiums in 12 years, the cost to pay for

dental work has increased over three per cent each year. While the plan enjoyed a healthy surplus, of almost four million dollars in 2007, the downturn in financial markets in 2008 and more people utilizing the plan has caused the shortfall.

"Because the plan has been very healthy for a number of years, we focused our negotiations on making sure the members saw larger wage increases rather than increase the premiums the employer pays into the dental plan," said UFCW Local 832 President Robert Ziegler.

The changes were agreed upon by the board of trustees, which is made up of

both union and company representatives. The changes were voted on at the end of January but details were not given prior to the deadline of the magazine. The union will be notifying the members through its website.

"It's unfortunate that we had to look at short-term cuts to the dental plan, but we'll address the concerns and make sure that the plan is healthy again as quickly as possible," stated Ziegler.

For information on the approved changes—which the union will post as soon as details are available—go to the union's website at www.ufcw832.com.

Safeway member strives for customer satisfaction

If you have shopped at the Safeway in Madison Square by Polo Park, odds are you have met Tony Delahaye. The married, father of two is a smiling face in the produce department. In a time where society is becoming wrapped up in expressing themselves in 144 characters of a text message, Twitter or Facebook status updates, Tony bucks the trend in a refreshing way by providing something that's being lost in today's world, kindness and human interaction. His genuine nature is evident when you see the customer's reaction. Those who have never met Tony, are sometimes taken aback by his friendly demeanor wondering probably if they've stepped back in time when grocery stores were smaller and more quaint. In a day and age of the large box stores the one thing that quickly gets lost is the customer interaction—just ask yourself how many times have you walked up and down aisles looking for help?

Tony was born in Jamaica and came to Canada at the age of 10. His father was hired at Inco and moved the family to Thompson. "It was coming from extreme heat, to extreme cold," said Tony. While still living in Jamaica, Tony developed a love for soccer, which he brought with him when he moved to Canada. After high school, he moved to Winnipeg and he was awarded a scholarship to play soccer for four years at a U.S. college. He earned a business management degree and came back to Canada. Putting his

degree to use, he found work at Zellers working upstairs in their offices handling their financial books. "After a while, I got bored, I really like being around people so what I did was ask for a transfer and started to work on the floor. I believe my strength is being around people. So I quit Zellers and applied at Safeway," said Tony.

The friendships that Tony has built with many of the customers are evident during the holidays when they come in with cards and gifts for him, a minor celebrity for the former soccer player, but Tony isn't one to take all the praise for himself, "Customers tell me they come to this store because of our staff, how friendly and knowledgeable we are. It is not always about price. I know if you're good to a person, most likely that person will reciprocate that and be good to you and come back and shop here again."



It's that dreaded tax time

No worries — Local 832 Income tax service will be up and running this month.

Most of us dread income tax time. We are wondering — "Will I have to pay?"; "Can I claim my medical expenses?"; "Can I afford to get my taxes done now?" The union is here to help and ease some of those worries. The Local 832 income tax service will be up and running starting on February 9, except the Brandon office, which opens on February 14.

This member benefit continues to be one of the most popular

services used by the membership, mainly because of its low cost. For only \$17 members get their basic return (7 informational slips or less) professionally completed and e-filed. Non-members pay \$30 for the same service. However, at some of the rural offices, non-members will have to pay \$35 and in Thompson the cost for non-members is \$45. For a more complicated return with more than seven slips, the fee increases slightly.

To see the list of locations and for full details, go to the back cover of this magazine.

Tax expert, George Combiadakis, is once again overseeing this service and wants to remind you that it is a good idea to organize your T4 slips and tax receipts prior to your appointment. Make sure you don't forget any of your tax credits that you are entitled to. For example:

- First time home buyer
- Children fitness
- Bus transit
- Trades person tool expenses
- Pension income splitting
- Medical expenses.

For a complete list of tax credits available go to the government of Canada's website at www.cra.gc.ca.

Locals 200D and 832 look to merge

General membership meetings set for February and March—vote required.

The executives of both locals have unanimously voted in favour of merging and are asking the members for their support.

The union has scheduled a series of general membership meetings for February and March throughout the province. One of the items on the agenda is the proposed merger with UFCW Local 200D. Local 832 members will discuss the merger and will then vote on it.

Check the correlating table for the meeting nearest you.

UFCW Local 200D is home to the members working at the Diageo plant in Gimli. The over 55 members are responsible for the production and distribution of Crown Royal.

This will be the second merger for the local in the last year as UFCW Local 227W recently merged with 832.



FEBRUARY 7		
Dauphin	Dauphin Inn	6:30 p.m.
FEBRUARY 8		
Swan River	Super 8	6:30 p.m.
FEBRUARY 9		
The Pas	Wescana Inn	6:30 p.m.
FEBRUARY 10		
Neepawa	Training Centre	12:30 and 4:30 p.m.
Flin Flon	Prospector Inn	6:30 p.m.
FEBRUARY 15		
Thompson	UFCW Office	6:30 p.m.
FEBRUARY 23		
Gillam	Aurora Gardens	6:30 p.m.
FEBRUARY 28		
Leaf Rapids	Council Chambers	12 noon
Lynn Lake	The Bronx	6:30 p.m.
MARCH 1		
Winnipeg	Training Centre	10:30 a.m. and 7 p.m.
Brandon	UFCW Office	11 a.m. and 7 p.m.
MARCH 3		
Whitemouth	Whitemouth Rec Centre	3 and 5 p.m.
MARCH 4		
St. Malo	Chicken Chef	2 and 4 p.m.
MARCH 7		
Russell	Russell Inn	4:45 and 7:15 p.m.
MARCH 8		
Gimli	Lakeview	2:30 and 4:30 p.m.
Viriden	Jay's Inn	10:30 a.m., 4:30 and 6:15 p.m.
MARCH 9		
Stonewall	Chicken Chef	5 p.m.
Selkirk	Smitty's	7 p.m.
MARCH 10		
Steinbach	Days Inn	10 a.m. and 7 p.m.
Portage La Prairie	AWA Office	12 noon and 5 p.m.
Fisher Branch	Fisher Branch Comm Centre	6:15 p.m.
MARCH 30		
Carman	Tid Bit Restaurant	12 noon
Winkler	Days Inn	6:30 p.m.

We got an A

Survey results show members are happy with courses being offered.

Did you talk to us when we were at your workplace? Were you one of the members called by Viewpoints Research last spring on behalf of the Training Centre? If you were, thank you for your input.

We try to keep our programs and services as relevant and up-to-date as possible for members, but sometimes that is not easy. The training centre in Winnipeg opened over ten years ago and since then training needs have changed significantly. For example, when we opened we focused the majority of our programming on basic computer courses. At that time, most people did not own their own computer or know basic computer skills. Today, of course, almost everyone has a computer in their home and knows the basics.

As members' needs change, we want our programming to change so we can meet those needs as well as continue to offer courses that are of interest to you. One of the best ways for us to find out what members want is to listen to what you have to say. To help us do this, we began an outreach program a few years ago. Training centre staff visited many different workplaces. We provided information on courses currently being offered and we asked members what courses they would like to see added. This provided us with good information to help create future training schedules.

Last spring we decided to go one-step further. We worked with Viewpoints Research to conduct a survey of members to see if they were happy with the courses we were offering and what other courses they would like to see added to the schedule.

We are happy to report that for the most part, the majority of you indicated the programs and services we provide are meeting your needs. Shop steward and health and safety workshops continue to be useful and well attended. English as an additional language and the grade 12 programs are extremely popular with members along with

our career transition service and scholarship program.

Having said that, we have made a few changes to the winter/spring schedule based on the survey results. For example, there are very few computer courses scheduled as the majority of members surveyed indicated very little or no interest in computer courses. A good percentage of members said that they would like to see a money management course offered. We have added a new course in April called Money Skills, which will offer practical tips and options on everyday financial issues like household budgeting, dealing with credit and financial institutions and achieving our financial goals in a simple and easy to understand format. Members also told us that CPR and Emergency First Aid courses are something they want to see scheduled more often so we will be adding more as the need arises.

The feedback you have provided is very important to us and we thank you for your input. Now we will be counting on you to tell us what you think about the changes we have made.

Notes and Nods...

- All training centres will be closed Monday, February 21, for Louis Riel Day.
- 2011 shop steward conference takes place March 17 to 19. All stewards should now be registered, if you are not, contact your union rep.
- Check out our newly revamped website at www.ufcw832.com and click on the training centre tab.
- *The training centre builds skills for the future.* Remember to call in with your course ideas.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education Director

Please let us know if there is a course you want to take that we are not currently offering. We are here to meet your needs and we need your input to do it as effectively as possible. Call us with your comments or ideas. You can call our program co-ordinator, Wanda McGorum, or me at 775-8329 or toll-free 1-877-775-8329.

Thank you for your continued support and good luck to everyone who has decided to further their education, learn a new skill or get in shape at the training centre this year.

2011 course schedule

Missed signing up for an exercise class—it is not too late.

If you missed the deadline for some of the courses that started at the end of January, it is still not too late. You can still sign up for EAL classes or Pilates. Call the training centre at 775-8329 or from outside of Winnipeg 1-877-775-8329.

For a listing of courses starting up this month and in April, go to the next page.

2011 February/March course schedules

Class Name	Registration Fee	Class Start Date	Class days/ time	End Date
WINNIPEG				
Emergency First Aid	\$35* / \$40**	12-Feb	Sat 9 a.m. - 4 p.m.	12-Feb
CPR	\$21* / \$26**	19-Mar	Sat 9 a.m. - 4 p.m.	19-Mar
BRANDON				
Cdn. Cooking Class	\$25* / \$50**	17-Mar	Thu 6 - 9 p.m.	19-May
CPR	\$21* / \$26**	26-Mar	Sat 9 a.m. - 4 p.m.	26-Mar
NEEPAWA				
CPR	\$21* / \$26**	12-Mar	Sat 9 a.m. - 4 p.m.	12-Mar
* Union member in Education & Training Trust Fund				
** Union member not in Education & Training Trust Fund				

Welcome to the latest shop stewards

COCA-COLA BOTTLING

Jason Shakotko - Brandon
Riley Wallace - Brandon

MLCF-BRANDON

Wei Jian (Tom) Chen - Sanitation
Garth Cooper - Shipping
Christopher Gadsby - Hog Kill
Pedro Hernandez - Hog Kill
Wei (David) Li - Hog Kill
Norbey Lopez - Hog Cut
Hua (John) Qin - Hog Kill
Xian Hua (Victor) Sun - Hog Kill
Wilfred Tovar - Hog Cut
Melvin Vasquez - Shipping
Xiang-Rui Zhang - Sanitation

MLCF-LAGIMODIERE

Terry Chaves

SPRINGHILL FARMS

Edgar Go
Hazel Larayos
Liberty Macatimpag
Nicole Peloquin
Tim Thurston
Ernie Welburn

GRANNY'S (HATCHERY) POULTRY

Ken Gelineau

ARCTIC CO-OP LTD

Carlos Caleiras

CANADIAN LINEN

Burnadee Kindzierski

INSPYRE SOLUTIONS INC.

Joan Mayne

BUNGE FOODS

Kelly Cook
Bruce Falkevitch

G4S SECURE SOLUTIONS

Timothy Burgess

ACL INTERLAKE

Shannon Badlo

BREWERS DISTRIBUTORS

Matthew Krysowaty

UNICITY TAXI

Rhonda Riggs - Supervisors

HEARTLAND LIVESTOCK

Wayne Friesen

TOWN OF VIRDEN

Dalwyn Nolan

GARDA CANADA SECURITY

Eric De Schepper

CARA OPERATIONS LTD

Guy Craig

FORT LA BOSSE SCHOOL DIVISION DRIVERS

Vernon Watt

GRACE HOSPITAL

Brenda Brelinski

EPIC OPPORTUNITIES INC

Megan Davis - Goulet
Darcie Link - Goulet

FREEZERCO INC

Steven Rainka

CARBERRY DISTRIBUTION CENTRE

Anthony Veysey

WESTFAIR

Judy McKay - Extra Foods 9084
Desmond Monias - Superstore 1505
Bonny Carscadden - Superstore 1515

If you are interested in being a shop steward, contact union representative.

Member reinstated with back wages

Union settles grievance against Reh-Fit.

A regular employee at the Reh-Fit Centre advised the employer that she was resigning her regular position; however, she also advised the Centre that she would like to continue as a casual employee. The union agreement at Reh-Fit allows for casual employees. Furthermore, casual employees have their own seniority list, which ensures that the company assigns casual shifts by way of a casual employee's seniority.

The employer said nothing formally regarding the member's request to go casual but shortly after resigning her regular position, the Centre placed her on the schedule and assigned her two casual shifts. Her employer also told her that she had to attend an upcoming staff meeting.

Unfortunately, due to a scheduling problem with her new job, the grievor was not able to attend the staff meeting. The grievor advised the union that shortly after missing the staff meeting, her employer advised her that because of her missing the meeting her employment as a casual employee was terminated. The Centre then removed her from the work schedule.

The union grieved that matter on the basis that the Reh-Fit Centre had unjustly terminated the grievor's employment as a casual employee. The company countered by stating it never terminated her employment as she had resigned her regular position and furthermore the Centre had never agreed to let her become a casual employee. It was the union's position that the Reh-Fit's actions in scheduling the grievor as a casual employee and requesting that she attend a staff meeting, both having been scheduled after the grievor had resigned her regular position, constituted acceptance of her request to become a casual employee. The union further argued that as the facts indicated, since the employer had

agreed to let her become a casual employee, it was no longer open to terminate the grievor without just cause.

As the parties could not settle the matter through the grievance process, the matter was scheduled for arbitration.

Shortly before the arbitration, the parties, with the help of their respective counsels, were able to arrive at a settlement of the grievance. The Centre agreed on a without prejudice basis and without any admission of liability to reinstate the grievor to her casual position and

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

backdating her seniority date to the point when she had requested to become a casual employee. The employer also agreed to pay the grievor a sum of money in lieu of the shifts she would have been entitled to work had her employment not been terminated.

Vacation language not retro

IKWE rescinds its position, agrees with union.

UFCW Local 832 filed a grievance against IKWE-WIDDJITWIN Inc. for improperly calculating vacation entitlement for members covered by the collective agreement.

IKWE is a crisis shelter for abused women and their children who are victims of domestic violence. Local 832 represents approximately 25 employees who work as counsellors, cooks, and office staff.

During the last round of negotiations, the parties changed the vacation language in the collective agreement. The new wording proportionally reduces an employee's vacation if she takes an unpaid leave of absence of over seventeen consecutive weeks during the year.

However, IKWE unilaterally implemented this language retroactively and decided to reduce all employees' vaca-

tion entitlement for any leaves of absence taken longer than seventeen consecutive weeks as of their start date.

The union took the position that the new language was clear. This change was effective as of date of ratification of the new contract and it should not be applied retroactively. As such, the union filed a policy grievance.

The matter proceeded through the grievance procedure and, after much discussion; the employer rescinded its initial position and agreed with the union's viewpoint.

In addition, because of the union filing the grievance, IKWE further agreed to compensate the one employee affected for the two weeks vacation she had lost as a result of the employer's original stance.

Horseplay and WCB

Union successful in recouping member's benefits. Don't lose your entitled benefits.

We spend a big part of the day at work, and I know almost everybody likes to get along with his or her co-workers. It is even normal to have fun with others while at work. Most of the time it is innocent fun, but it is important to remember not to violate any employer policies that could get you into disciplinary trouble.

As well, do you know what happens if you or a co-worker are hurt while horse playing at work? If you are injured while fooling around at work, does workers compensation (WCB) cover you? Jason Prairie and other members at the Superstore on St. Anne's Road found out the answers to these questions.

In September 2009 while at work, a member threw a piece of cardboard and hit Jason in the eye. It cut Jason's eyelid and he could not see clearly. He went to a hospital and they sewed his eyelid with stitches but his vision was still blurred. He saw his doctor on the following Monday (his injury happened on Saturday) and he was referred to an eye specialist.

Jason reported his injury to WCB but when a case manager contacted him, WCB told him that his employer, Westfair Foods, was objecting to his claim. For Westfair and its WCB claim fighter, Windley-Eli, this is not unusual, as reported in the November 2010 issue of UNION. They object to many of the WCB claims filed by members who are hurt at work.

Their objection this time, however, was different than most of the others. Windley-Eli had instructed management at the store to get statements from as many employees as possible that indicated that Jason was involved in horseplay. They

submitted these statements to WCB and then argued with the case manager that Jason "had taken himself out of the employment relationship" because he was engaged in horseplay and not doing the work of his employer. Therefore, WCB should not cover him for his injuries and his time missed from work. WCB agreed with this argument and denied Jason's claim.

That is when Jason contacted his union for help. After getting a copy of his WCB file, I was concerned about the witness statements and it seemed that Jason might be in difficulty because WCB law does say in effect that if a worker is injured while engaged in horseplay, WCB will not provide any coverage for the effects of the injury. When I phoned Jason, he strongly denied participating in horseplay and he said that he tried to get away from the other worker who was throwing the cardboard around. When I asked him about the witness statements he told me that all the statements, except one, were from supervisors who were not in the area at the time and none of them had actually seen anything themselves. The only statement that was firsthand was from the worker who had thrown the cardboard.

That definitely changed things but we still had to counter the evidence with some of our own in order to establish that Jason had not participated in the horseplay. Jason

WCB law does say in effect that if a worker is injured while engaged in horseplay, WCB will not provide any coverage for the effects of the injury.

said that there were two other members in the vicinity but he did not know what they might have seen.

I contacted these two members and asked what they saw. As it turned out, they were able to verify

that when Jason and the other worker were standing together, nothing was going on. Later when the cardboard was being thrown,

WORKERS COMPENSATION



Rob Hilliard
WCB Advocate

Jason had moved to another area, inside a cooler, which had a hanging curtain in front of it. In fact, the cardboard was thrown through the curtain and that is when it hit Jason in the eye.

If Jason was standing inside the cooler and not throwing pieces of cardboard and the cardboard was thrown through the hanging curtain from outside the cooler, how could Jason have been participating in the horseplay? That became our argument to the WCB Review Office and the witness statements from the other two co-workers, Ray Dela Cruz and Ryan Fedeniuk, proved very persuasive. The review officer agreed with our argument and reversed the decision to deny WCB coverage for Jason's eye injury.

Thanks to Ray and Ryan, Jason, who is still suffering from blurred vision more than a year after the accident, is now getting the medical aid benefits that he needs as well as retroactive wage loss benefits for the time he missed from work due to his eye injury.

After a long fight and because of the union's involvement, Jason was able to recoup all of the WCB benefits he was entitled to; but only because he *was not* engaged in horseplay as his employer had accused him of doing. If he had been, he would have been out of luck.

Check your pay stub

Part-time employees should have received their vacation pay last month.

Once a year at the end of January part-time employees receive their vacation pay based on the previous year's total wages earned. Westfair Foods bases your vacation entitlement on your years of continuous service with the company to December 31 of each as outlined below:

Years of Continuous Service	Percentage Received
Less than 3	4
3 and more	6
8 and more	8
13 and more	10
18 and more	12
23 and more	14

The union encourages you to check your pay stub to make sure you received your proper amount of vacation pay. If you feel that the company has paid incorrectly, speak to a shop steward or contact your union representative.

Remember, even though you (part-timers) receive vacation pay once a year, you are still allowed to request time off for vacation during the year. However, it is unpaid and based on the full-time members' scheduled vacation. Full-time members receive vacation time with pay based on years of services, which is granted by seniority provided the company receives your request prior to April 1.

For complete wording on vacations, members can go to section 11 of their union agreement. If you have any questions about your vacation pay or other pay roll concerns please raise it with your immediate supervisor and contact your union representative.

CONTACT NUMBERS

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

Superstore merges HMR and Deli into one

Similar to the merger of Home Seasonal and Home Household departments last year.

In early January, Westfair Foods advised the union it would be merging two departments into one effective January 31, 2011. The company has combined the Home Meal Replacement (HMR) department with the Deli at Superstores in Manitoba only. This does not affect the Extra Foods stores in the province.

Westfair complied with the collective agreement on the merger as they gave the union more than the required two week notice. There is still ongoing discussion as to when the extra department supervisor will be transferred to another department or return to the bargaining unit, as only one department supervisor will be required.

Seniority from the two former departments, HMR and Deli, will be combined or "dovetailed" into one department called Deli/HMR. There will be only one schedule for the new Deli/HMR department and scheduling will be based on seniority and availability as per the collective agreement.

The creation of the Deli/HMR department may also affect guarantee of hours for some members with the merging of seniority into one department and may also add to the number of

guarantees in the department. In some cases a member who did not qualify for a guarantee, now might because of the merger.

An example of this would be if HMR used to have 10 part-time members, there were three guarantees: one person received a guarantee of 28 hours, one person received a guarantee of 24 hours, and one person received a guarantee of 20 hours. Deli used to have 14 with four guarantees: one person was guaranteed 28 hours, one person was guaranteed 24 hours, and two people were guaranteed 20 hours. Now with the departments combined into one, the Deli/HMR department, there are 24 members and eight guarantees as follows: three people with a guarantee of 28 hours, three people with 24 hours guarantee, and two with a guarantee of 20 hours. This is just an example and will work differently in each store depending on the number of part time members in the department.

If you are unsure of your seniority and scheduling, you should speak with your immediate supervisor. Contact your union representative if you feel you have more seniority or are scheduled incorrectly.

Moving on up

Inspyre Solutions moves locations and grows.

For the last couple of years, the call centre industry has taken it on the chin with companies going overseas to places like India for their call centre needs. Less than 10 years ago it was a thriving industry in Winnipeg. Now it seems like survival of the fittest and, in these economic times, the industry is contracting out and companies are consolidating their operations.

For instance, last year an American company purchased SR&J Customer Care Call Centre on Academy Road. Then it hired Inspyre Solutions Inc., located on Broadway, to manage its operation.

With Inspyre boasting over 120 UFCW Local 832 members, the partnership meant moving out of its old offices on Broadway last December and into the SR&J offices.



Along with the change over, the union welcomed an additional 90 new union members because of this consolidation.

The predominately outbound call centre looks to build off this partnership as there

have been signs that companies that once thought the grass was greener by going off-shore have started to trickle back. Hopefully, that trend will continue, and the industry will have the chance to grow once again.

Members seek hike in wages

Union in talks with Thompson Burntwood Legion.

The union and the company commenced bargaining last month, with the first set of talks taking place on January 6—at which time the parties exchanged proposals. UFCW Local 832 represents all serving personnel and bartenders, including the lead hand daytime bartender at the Burntwood Legion in Thompson.

Members working at the Legion made it clear to the union that the main issues in this round of negotiations include wage increases and an improved comprehensive benefit package with vision care and extended sick leave coverage.

Blair Hudson, the northern union representative, said, “The union negotiating committee is hopeful that by the time the members receive this magazine a tentative deal has been reached.” He continued, “If not, we will bring the company’s last offer to the membership for a potential strike vote.”

In the picture are Blair Hudson and Mary Lou Helgesen, shop steward and negotiating committee member. Mary Lou is no stranger to the negotiations process as this is the second time she has represented her co-workers at the bargaining table.

Mary Lou said, “The membership would also like to see some wording in the collective bargaining agreement for northern



allowance.” Northern allowance is an amount of money paid to residents who work in northern Manitoba. This money is meant to try to make up for extra expenses experienced by those living in the north.

The collective bargaining agreement at the Burntwood Legion expired on January 31.

Ready to go the distance

Malteurop members reach the 60-day mark this month. Union prepares for ADR.

The 22 UFCW Local 832 plant members from Malteurop have been walking a picket line since December 9. The striking workers’ spirits remain high and the strong backing from the labour movement and the community is unwavering.

Last month, as a sign of camaraderie, the picketers hosted a ‘solidarity party’ on January 14. UFCW Local 832 President Ziegler and some of the staff attended and everyone there had a great time. President Ziegler praised the group on their courage and the members got a chance to thank their families and supporters. Check out the pictures showing the crowd and some of the visitors on the picket line.

Picket captain Jeremy Miller said, “It has been long haul but we have managed to remain focused and the team spirit is getting us through this. Local 832 has shown us that we are not alone in this fight and we are starting to see the light at the end of the tunnel.” After a 60-day strike, which the members will reach on February 6, either party can apply to the Manitoba Labour Board (MLB) to have the issue settled by an arbitrator. Once the union submits its application for Alternative Dispute Resolution (ADR), the board has 21 days to determine if the applicant has bargained in good faith and if the parties have been in conciliation for

at least 30 days of the 60-day dispute.

“We have no doubt that neither of these items will be of concern to the board,” said President Ziegler. “We are confident this process will bring an improved offer for the plant members.”

Following the Manitoba Labour Board’s determination, the members will return to work and an arbitrator will hear the case. This means these workers could be back at work as soon as February 27. The arbitrator’s decision will be binding for both parties and a one-year collective agreement will be awarded.

Local 832 also represents the administration group at Malteurop, who were also at the negotiating table; however, since the strike no meeting dates for this contract have been set. Union negotiator Heather Dezan hopes to return to the table and reach a deal for this group once the strike is over.

Dezan said, “It is difficult seeing these members cross the picket line everyday but the plant members understand their position. They are under a different contract and have to abide by that.” She continued, “The groups are supporting each other as best as they can.”

You can watch for updates on this story and other union matters on the local’s website at www.ufcw832.com.



On January 14, Malteurop picketers and retirees met to share stories and have a solidarity party. President Robert Ziegler, Secretary-Treasurer Jeff Traeger and national representative Nancy Quiring spoke to the members about the courage they’ve shown to fight against the company’s concessions.



President Robert Ziegler with Jeremy Miller on the picket line.



MFL President Kevin Rebeck and Winnipeg Labour Council President Dave Sauer stop a truck on the picket line.



Secretary-Treasurer Jeff Traeger handled the bbq duties during the January 14 party.

Attending post-secondary education?

Apply for up to \$8,000 in scholarship money.

UFCW International annually offers scholarships of up to \$8,000 to UFCW Canada members and their unmarried children or dependents under the age of 20. Scholarship winners will receive annual payments of \$2,000 for each year of enrolment in an accredited college or university as a non-probationary student for up to four years.

Applicants for this scholarship, or their parent or guardian, must have been a UFCW member in good standing since January 1, 2010.

The UFCW International website (www.ufcw.org) has a full outline of the rules governing this scholarship. You can also obtain more information on this scholarship by sending an e-mail to info@ufcwtraining.mb.ca or ufcw@ufcw.ca or by calling Catherine at the UFCW training centre at 775-8329 or toll-free 1-877-775-8329.



**RETIRES'
CORNER!**

Retirees' Club scholarships

Two \$500 scholarships awarded to grandchildren of club members.

Last year the UFCW Local 832 Retirees' Club established two \$500 scholarships—the Cyrus Lister Memorial Scholarship, in acknowledgement of Brother Lister, who passed away from breast cancer in 2008, and the Denis Allard Tribute Scholarship, in honour of retired long-serving union representative and activist.

The two recipients for 2010 were Brittany Eastveld and Michelle Nicholson.

The club will be offering these two awards again this year. To be eligible you must be a child or grandchild of a Local 832 retired member and registered to attend a post-secondary institute. Make sure to include the name of your parent/grandparent, their place of employment and retirement date when submitting your application. All applications must be received by no later than November 15.

Watch for full details in an upcoming magazine.

Winnserv proposal meeting

Your ideas matter. On February 13 let your voice be heard.

There are about 115 UFCW Local 832 members working at Winnserv as residential care or community support workers whose collective agreement is set to expire next month.

In preparation for bargaining, the union needs to know what you would like to see changed or added to your current contract. Your ideas matter and with your input the union will put together the list of proposals that it will present to the company.

Bring your list of suggestions to either one of the proposal meetings and let your voice be heard.

February 13
Training Centre
880 Portage Avenue
(main floor meeting room)
12 noon or 6 p.m.

Remember this is your collective agreement so please make every effort to attend one of the meeting times listed.



International Year of Youth Poster Contest

In honour of the “International Year of Youth,” identified by the United Nations General Assembly to be the year commencing International Youth Day 2010, the Canadian Labour Congress (CLC) launches a Poster Contest in the hopes of highlighting the struggles young workers face today.

Grand Prize: \$500.00

Visit www.canadianlabour.ca for more information!

Contest Closes: Monday, February 21, 2011

Participants must reside in Canada and be under the age of thirty (30).



canadianlabour.ca



Canadian Labour Congress
Congrès du travail du Canada

UFCW LOCAL 832 INCOME TAX SERVICE

Starts up February 9 (except Brandon). Call for your appointment.

\$17

UFCW Local 832 member rate for a basic return with seven information slips or less. More slips will increase the fee slightly.

\$30

 plus tax

Non-member rate for a basic return with seven information slips or less. Outside of Winnipeg non-member rate is \$35. More slips will increase the fee slightly.

INCOME TAX LOCATIONS

WINNIPEG

878 Portage Avenue
(ground level Training
Centre building)
Phone 786-5037

BRANDON

(START DATE FEBRUARY 14)

UFCW OFFICE

Unit 1 - 759 1st Street
Phone 727-7131 / 1-800-552-1193

DAUPHIN*

Members can mail in pertinent information to Winnipeg Office

FLIN FLON / THE PAS**

CAROL'S TAX SERVICE
Phone 687-3337

NEEPAWA***

UFCW TRAINING CENTRE
244 Hamilton Street
Phone 1-800-552-1193
(Brandon Office)

RUSSELL

MERRIL'S TAX
PHONE 773-2290

STEINBACH

H&R BLOCK
PHONE 326-3783

THOMPSON****

LIBERTY TAX SERVICE
PHONE 778-8416

ST. MALO

(at RRWS)
Sunday, March 13
9 a.m. - 3 p.m.

PORTAGE LA PRAIRIE

(at Canad Inn)
Sunday, March 27
9 a.m. - 4 p.m.

GIMLI

(at Viking Inn)
Sunday, April 3
9 a.m. - 4 p.m.

**TO BOOK
YOUR
APPOINTMENT.
FOR THESE
THREE LOCATIONS
CALL 786-5037.**

- * **Dauphin** - Members can mail pertinent information to Winnipeg Office at 878 Portage Avenue, R3G 0P1.
- ** **The Pas** - Members can go to Carol's Tax Service in Flin Flon or mail pertinent information to Winnipeg office.
- *** **Neepawa** - Service available only on February 27, March 6 and March 20. Members can go the Brandon office or mail in pertinent information to the Winnipeg office.
- **** **Thompson** - Thompson rate for non-member is \$45.

