



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

FEBRUARY 2010



NEW DEAL

Maple Leaf members in Brandon ratify new five-year deal.

NEGOTIATING PROTECTION FOR FOREIGN WORKERS

A new responsibility for representing a new workforce.

Each year Local 832 negotiates more than 30 collective agreements securing wages, benefit improvements, including safer working conditions and protection for our members' pensions. The successes we have at the bargaining table are many and varied, but inevitably, the media and many of our members focus on the question, "How much money did you get?" It is an honest and understandable question as a good contract is often gauged by the wage increases it contains and the first difference our members usually see in a new contract is on the bottom line of their paycheque.

On January 4, when the local ratified the new collective agreement at the Maple Leaf plant in Brandon, things were different. While we were able to negotiate wage increases of nine to 13 per cent for our members, achieve job classification upgrades, that affected more than 200 members, and put an additional \$450,000 in our members' pockets, this was not what made the headlines. When the media called President Ziegler to discuss the new contract they did not want to talk about the benefit improvements or the raise to the shift premiums or the ability for our members to carry over vacations from one year to the next. They wanted to talk about the groundbreaking language we negotiated to protect the rights of the more than 1500 UFCW members at Maple Leaf in Brandon who are foreign workers. And they weren't the only ones calling.

Activists that fight for the rights of foreign workers in the halls of government, in the boardrooms of corporations and on the protest lines also called. Like the media, they wanted the details of this landmark contract language so that the protections negotiated for these most vulnerable workers might become the standard in other contracts in other provinces and might someday work its way into the laws of the land.

They heard that Maple Leaf agreed to process work permit renewal applications and paperwork



for permanent residency applications for all foreign workers in a timely fashion. They heard that Maple Leaf would translate the collective agreement and other critical documents into the languages of foreign workers and would provide translators in the plant whenever a worker required one. In addition, they heard that no foreign worker whose termination is grieved by the union would be sent back to their home country until an arbitrator has ruled on their case.

Some critics have argued that the Provincial Nominee Program allows employers to control Canada's immigration policy, and that unions should be lobbying against the practise instead of negotiating protection for these workers. Nothing could be further from the truth. The nominee program is controlled by government and employers wishing to apply to bring foreign workers to Manitoba must prove to the province that there is a need that cannot be filled by domestic recruitment and demonstrate that they will obey all Manitoba employment laws. The fact is that these workers have been coming to Canada for many years and they are working at jobs that Canadians will not apply for in large enough numbers. The fact is that more foreign workers are coming every month

and they are vulnerable to abuse and need the representation of a union to give them the same rights and protections enjoyed by all organized Canadian workers.

All too often stories emerge of foreign workers who are killed on the job because of poor health and safety practises or who are forced to work long hours with little pay in terrible third world working conditions because they have no protection from a union and little protection from the law. Unscrupulous employers hold the promise of Canadian citizenship in front of these workers as a carrot on a stick, pulling it away when a worker complains, is injured, or tries to exercise basic workplace rights that many Canadians too often take for granted. Having been used up, they are sent home with their dreams of finding a better life in a new country crushed, only to be replaced by another foreign worker who takes their spot on the vicious circle.

As long as UFCW represents foreign workers and as long as there is progressive employers, like Maple Leaf who agree to entrench protections for foreign workers in their collective agreements, this will not happen here. As you read this article, similar provisions are being negotiated to protect the rights of more than 200 Local 832 members who work at Springhill Farms in Neepawa and the local is preparing to negotiate the same protection for foreign workers at Granny's Poultry in Blumenort so that we can say that it will not happen in those communities either. UFCW is working hard towards a day when, as Canadians, we will acknowledge that the abuse of foreign workers happens and, as Canadians, we will not allow it to happen here anymore.

In solidarity,

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

Jeff Traeger,
Secretary-Treasurer, UFCW Local 832



DEPARTMENTS

FEATURES

OFFICES

WOMEN'S SECTION
Page 6

GRIEVANCE NEWS
Page 7

EDUCATION & TRAINING
Page 8

WORKERS COMPENSATION
Page 9

SECURITY
Page 10

SAFEWAY
Page 11

PACKING HOUSE
Page 12

CARE
Page 13

RETIREES' CLUB
Page 15

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LANDMARK CONTRACT FOR MEMBERS AT MAPLE LEAF BRANDON

Five-year deal ratified by 78 per cent.
Page 4 - 5

SIMPLY SPEAKING

The power of consolidation.
Page 14

MORE MEMBERS = MORE BARGAINING POWER

Check out some of the membership discounts.
Page 15

IT'S BACK

UFCW Local 832 Income Tax Service
Starting February 10
Page 16

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, 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



LANDMARK CONTRACT FOR MEMBERS AT MAPLE LEAF IN BRANDON

Five-year deal ratified by 78 per cent. Members see increases across the board and improved contract language.

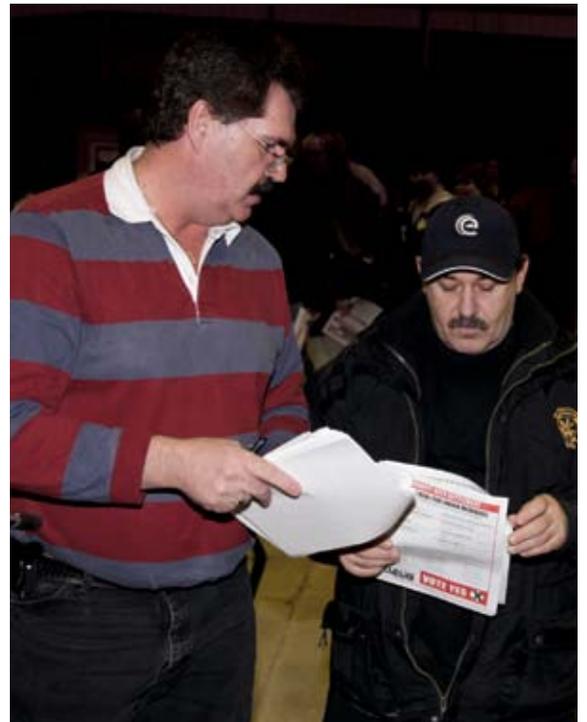
On Monday, January 4, the members at Maple Leaf in Brandon voted in favour of a new collective agreement that saw wage increases of \$1.30 to \$2.10 over the life of the agreement. Nearly 10 per cent of the members were reclassified into higher paying jobs. These members will see an extra 75 cents to over \$3.50 per hour more to their wages upon ratification.

The negotiating committee was successful ensuring that everyone at the plant not only saw wage increases but improvements to shift premiums, vacations and pension.

Now members can carry over two weeks of vacation from the previous year so they can have four weeks of paid vacation. This was important, as the majority of members at the plant have left other countries to come and work in Brandon.

Considered a first for a collective agreement in Canada is language in the new contract making the company responsible for handling all the paperwork for the members who are here under the 'foreign worker provincial nominee program'. Added to this a new expedited arbitration process that allows a member to stay in the province if they have been terminated until the arbitrator hands down his or her decision.

"We have such a unique and diverse workforce in Brandon that having the language in this contract to protect workers coming into Brandon was important," said UFCW Local 832 president Robert Ziegler.



Chief shop steward, Dean Rodwell, discusses the changes in the new agreement with a member.



UFCW Local 832 President Robert Ziegler and Secretary-Treasurer Jeff Traeger answer members questions after one of the contract information sessions held prior to the vote.

With this diversity at the Brandon plant, the union held its proposal meetings in August and the information session a day before the vote in English, Spanish, Ukrainian and Mandarin. At each session, the union had translators and all documents, including the ballot for the ratification vote, had been translated.

“I want to make sure that all of our members have the opportunity to understand their collective agreement. Now we have language in the contract if Maple Leaf hires more than 100 workers speaking another language that they will pay to have the contract and employee handbook translated to that language,” stated Ziegler.

Both sides came to a tentative agreement after 19 days of bargaining in the early hours of November 20, 2009. The union was successful in defeating the company’s demands on a longer contract without the right to strike, no wage increases in the first year, changes to the general holidays, job postings and wage progression. With the negotiating committee agreeing to a five-year deal, it was able to bring

in wage increases in each year of the contract.

With the new agreement in place, the union will be focusing on further expansion to its new training centre in Brandon. “We have a commitment from the province and company to further expand our English as an additional language course and to further expand our training centre to meet the needs for our members in Brandon,” Ziegler said.

The union purchased the East Port Hall on Richmond Street where it has been holding courses over the last year. Plans are currently underway to expand the hall to meet the demand for the area.

The union will mail the new collective agreement out to members in the next few months once it has been translated and printed.



Spanish-speaking members at one of the information sessions. The contract information sessions were held in four languages—English, Mandarin, Spanish and Ukrainian.

WOMEN OF LOCAL 832

UNION ACTIVISTS HELPING PEOPLE

IMI member, Charlotte Prokopow, modest about her achievements.

Charlotte Prokopow is used to managing with adversity. She is a call centre operator at Integrated Messaging, Inc. (IMI), and deals with a variety of personalities over the phone. Charlotte started with IMI eight years ago as an operator and, after a few years, moved into customer service then as a back-up supervisor. When required she would assist as a quality control monitor and assisting supervisor. However, with the decline in the telemarketing industry, Charlotte bumped back to being an operator.



She became a shop steward when she was an operator but left the bargaining unit when she moved into customer service. The work the employees were performing in that department was similar to work the bargaining unit was performing. Once the union caught attention of this, a policy grievance was filed. Part of the settlement was to allow the members in customer service to vote on joining the union or not. Charlotte worked hard at promoting the benefits of joining the union, which paid off when the customer service department voted to become part of the union.

When asked what difference the union has made at IMI, Charlotte spoke about the collective voice that a union makes. “The union gives the employees a voice that can’t be easily ignored or marginalized,” she said. “Having a union also makes it easier to deal with management when implementing new policies and it keeps the best interest of the bargaining unit.”

Charlotte is modest about her achievements. Being active in the local, she questions if she has made any sort of real difference at work, but when talking to former union representatives of hers they all point out her positive influence on the members at work and her encouragement of the members to stand up to management when they know they have a grievance at work. “Charlotte is a great asset to our bargaining committee,” stated UFCW negotiator Beatrice Bruske. “She is very passionate about the process and also understands the complexity of the industry and works hard at getting the best deal for the members.”

Charlotte has been active on both women’s committee, for the local and for the Manitoba Federation of Labour (MFL). “I have seen how easy it can be to combine humanity with activism in small ways. Things like asking people to bring nonperishable food items to MFL

events. I’ve seen how very effective a group of intelligent, determined women can be and what a difference they can make,” said Charlotte.

When she is not at work, Charlotte enjoys her family time with her husband Mike and 12-year-old son Conner. She also volunteers weekly at the Clinic crisis line.

CALLING ALL UFCW LOCAL 832 WOMEN MEMBERS

**Women’s Conference Scheduled
For April 25 & 26.**

This year’s Local 832 Women’s conference will take place the evening of April 25 and day on the 26th at the UFCW Training Centre. There are 60 spots available and the union is looking to fill these spots with women throughout the province of Manitoba.

Guest speakers are scheduled for the conference.

If you are interested in attending call Beatrice Bruske at 786-5055 or 1-888-832-9832. You can also e-mail her at bea.bruske@ufcw832.com.

FEDERATED CO-OP GRIEVANCE RESOLVED

Agreement upheld - senior employee compensated.

An employee at Federated Co-op was awarded a new position and was initially supposed to start within a few days. The company shortly thereafter told the employee that they needed him to stick around a couple of extra weeks at his old job so that he could train his replacement. Article 27.03 of the union contract, states in part, "The exact shifts normally worked by any employee who is to be temporarily absent from work for one week or more, for any reason whatsoever and the exact shifts that have temporarily become available for any reason whatsoever shall first be offered to bargaining unit employees working in the same classification. Seniority from amongst said employees shall be the governing factor in determining who shall work any of the shifts that have become available."

The union felt that as the company held the employee back for two weeks in his old position the new shift was temporarily available

and should have been offered to the most senior employee working in the classification who wished to work it. The matter was referred to arbitration and eventually settled. The company, on a without prejudice basis, paid the most senior employee available at the time for the shift an amount equal to what he made and what he would have made had he had the opportunity to fill the new shift.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

42 EMPLOYEES COMPENSATED

The Fairmont commits to posting schedules on time.

Employees in the banquets department at The Fairmont hotel were becoming frustrated because the

employer was posting their new schedules for the following week late. The agreement states that the banquet department schedule must be posted on Thursday no later than 3 p.m. for the following week. Once management posts the schedule, any changes made not due to emergencies, unexpected workload changes, or instances beyond the employer's control, are subject to a two-hour penalty, which is paid to the employee.

In June 2009, the union put the hotel on notice that a grievance would be filed whenever management posted a schedule late. The local filed several grievances in 2009, but after investigating and meeting with human resources only one grievance remained unresolved (October 29 schedule). In order to resolve that grievance, the employer issued a declaration that the contract was breached and agreed to pay each employee on the schedule (42 in all) two hours pay. The Employer has also committed to posting the schedules on time in the future.

DON'T THROW OUT YOUR PAY STUBS

Update on Granny's policy grievance regarding vacation pay and entitlement.

As reported in an earlier issue of UNION, Local 832 filed a policy grievance on behalf of members working at the Granny's Poultry facility in Blumenort. Specifically, the grievance deals with the interpretation of the vacation pay article in the collective agreement. The union believes that the company is not honouring its obligation to use overtime hours to top up to a maximum of 2080 hours worked for regular employees.

The agreement clearly states under article 16.01, "...In all cases regular employees may use an accumulated hourly total of 2080 hours for purposes of vacation entitle-

ment. If an employee works less than 2080 regular hours, overtime hours will be used to calculate this entitlement to a maximum of 2080 hours." Arbitration is scheduled for February 26. The union has been keeping track of any discrepancies with members' vacation pay and is asking you to keep all of your pay stubs, especially your December 2009 and January 2010 stubs. They will help to verify your vacation entitlement.

If you have any questions regarding this grievance or your vacation pay and entitlement, talk to one of your shop stewards or call your union rep Jerry Kies at 786-5055 or toll-free at 1-888-832-9832.

TRAINING CENTRES IN FULL SWING WITH COURSES

The winter course schedules are in full swing at our training centres in Winnipeg, Brandon and Neepawa.

At our newest centre in Neepawa, members are busy with English as an additional language classes. In Brandon, we are excited to announce that we are working in partnership with Assiniboine Community College to offer members the grade 12 mature student diploma program, which begins this month. The Winnipeg training centre has a new interesting computer course on the schedule called Internet safety and technology tips for parents. It is not just for parents though. It is for all of us who often feel overwhelmed trying to keep up with the “latest and greatest” on the Internet — like Facebook and Twitter.

Do you ever wonder about the safety of personal information on social networking sites? And what do those short text messages mean anyway — such as LOL (laugh out loud) or POS (parent over shoulder). What is the difference between a blog and a Wiki? When you want to buy a computer, what should you look for to choose one that is right for you? As a parent, does it matter where the computer goes in your home?

This one-day course will explore several general topics to help answer these questions and

many more. We will base the content topics of additional sessions on audience interests and feedback.

I am looking forward to attending this session. I know it is going to be filled with lots of information and tips that will be helpful to me and I hope to see you there.

Whatever course you decide to take, good luck on a successful winter of training, **For a complete list of general courses go to www.ufcw832.com and then click on the UFCW Training Centre tab.**

EDUCATION & TRAINING



INTERNATIONAL SCHOLARSHIP

The UFCW international office annually offers scholarships of up to \$8,000 to UFCW members and their unmarried children or dependents under the age of 20. Scholarship winners will receive annual payments of \$2,000 for each year they are enrolled 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 be a UFCW member in good standing for at least one year as of January 14, 2009. The UFCW Scholarship application form must be postmarked no later than March 15, 2010.

The international website (www.ufcw.org) has a full outline of the rules governing this scholarship. You can also obtain more information by calling the UFCW Training Centre in Winnipeg at 775-8329 or toll-free 1-877-775-8329.

GRADE 12 MATURE STUDENT DIPLOMA PROGRAM

The Winnipeg and Brandon training centres are offering the grade 12 mature student diploma program.

In Brandon, Term 1 of the program begins on February 2. In Winnipeg Term 2 begins on February 8.

This is one of the UFCW Training Centre's most popular programs.

For more information on the program and the courses available, call Ans Norman at the training centre at 775-8329 or toll-free 1-877-775-8329.

2010 HEALTH AND SAFETY CONFERENCE

We are busy prepping for the health and safety conference scheduled in Winnipeg for March 18-20. Committee members planning to attend should already be registered. If you are not, call your union rep at 786-5055 or toll-free 1-888-832-9832.

THE TWO MOST IMPORTANT WORKERS COMPENSATION RULES FOR WCB

Report your injury and see a doctor on the same day of the injury.

One of the most discouraging aspects of my job is trying to help members who do not follow, for whatever reason, the two most important rules for getting WCB claims accepted. Every year I get several members who ask for my help after they have not followed these two rules and most of the time I am not able to get them the benefits they need.

Often when members don't follow these two rules, it is not because they are trying to break the rules and it is not because they are lazy or don't care. In fact, members who do not follow these two rules are usually hard working people who do not complain about their aches and pains and do not want to cause any unnecessary trouble. Many others would describe them as "good workers" who just want to do a good job.

These are desirable characteristics for people to have. Most of the time people who have these characteristics are well liked and they live useful and productive lives. Sometimes however these good characteristics can cause problems.

One of the areas where these good characteristics can become harmful is when a worker keeps on working, without telling anybody, after they have had a workplace injury. Minor aches and pains are common for many workers and certainly many UFCW members work at jobs that cause these aches and pains. Now and then these minor aches and pains become bigger aches and pains and sometimes they become so big that it is no longer possible for the worker to work at their normal job for a while.

When that happens, workers want and expect WCB to cover any lost wages that may occur, to pay for prescription drugs, physiotherapy, chiropractic treatments and whatever else is neces-

sary while the injury is healing. Unfortunately, if a worker keeps on working without reporting their soreness and discomfort to a supervisor or filling out a "Green Card" or incident report, WCB may not provide them with the benefits that they are expecting.

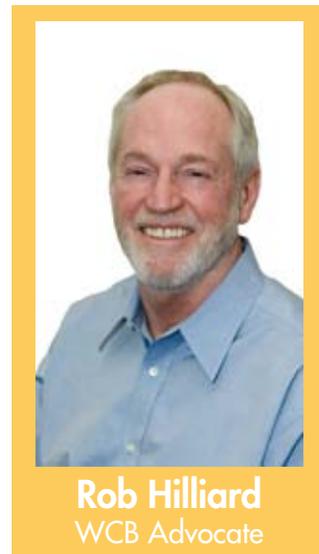
Rule #1 **Report Your Injury the Day it Happens to a Supervisor**

WCB is an insurance system. Insurance systems like to receive premiums and they do not like to pay benefits. You have undoubtedly seen ads on TV that tell you how much an insurance company is happy to give you money when you need it. That is horse feathers to quote a former prime minister. Don't believe it. Insurance companies that pay out too many benefits start to lose money and they don't stay in business unless they also collect more premiums.

This means that insurance companies will require some form of proof that they need to pay benefits before they actually do pay the benefits. For WCB, that proof is provided by a supervisor, or a "Green Card" or incident report, or in some cases by a co-worker. People can suffer injuries anywhere – at work, at home, participating in sports, even bending over to tie up their shoelaces. WCB must have proof that an injury happened at work. Without this proof, a worker will not be able to collect WCB benefits no matter how seriously they are hurt.

Rule #2 **See a Doctor Right Away**

WCB also requires proof that a worker has an injury that is preventing them from doing their normal work. A doctor or chiropractor provides that proof. In order for this proof to be useful, the worker must see the doctor as soon as pos-



sible following the injury. The doctor must be able to say what the injury is and must be able to report that he or she noticed some symptoms from the injury. If they can only report to WCB that there were symptoms several days after you reported your injury, then WCB does not know if these symptoms were due to the injury reported by the worker or to some other injury that could have taken place since then. When that happens, WCB says that the worker has not proven that their workplace injury is the reason why they are no longer able to work.

Wanting to do a good job and not wanting to complain about small inconveniences are admirable qualities but when these qualities cause you to work through your injuries and to delay reporting them, then you are only hurting yourself further. If WCB is not provided with proof that an injury happened at work (just reporting your injury to WCB is not enough), then they will not pay out benefits. If there is no proof that an injury occurred at work, then there is little that anybody can do to help and it does not matter whether that person is the UFCW WCB advocate, the premier of Manitoba or the Queen of England. No proof means that WCB will deny the claim—period.

If you are hurt at work, report your injury and see a doctor on the same day of the injury.



UNION SETS SIGHTS ON MINIMUM STANDARDS FOR SECURITY GUARDS

Establishes lobby group to bring awareness to public and government.

UFCW has had a long history of lobbying for change for the security industry. A few years ago, the union worked hard on lobbying government to bring in a standard 40 hours of training for security guards in the province. After hearing from our members, the union is ramping up a new initiative that will put in place better protection for those working in the industry and increase public safety. The union has created a lobby group from all the security firms it represents. Debbie Jones is the contact person from Garda, Daniel Savchuk from G4S Security, Robert Knowles from Avion, Tess Michaud from Impact and Walter Melynk from Securitas. These members will meet with the union representative in charge of security, Harry Mesman, negotiator Beatrice Bruske and University of Manitoba labour studies student Margaret Temple who has been assisting the union on this project.

One would assume that if you are in a public place and you are hurt, that the security you seek out will have the necessary training to assist you. Unfortunately, that is not always the case; in Manitoba, it is not mandatory for security guards to have First Aid train-

ing or CPR. Another area of concern is to make sure each security guard is properly equipped.

After consulting with our membership, we believe the industry can be put into two categories, low risk and high risk.

Low-risk security guards will have both first aid and CPR training. They will be equipped with proper first aid kits, uniforms, working flashlights, and two-way communication with their central command.

High-risk security guards will have everything that the low risk security guard will have but also additional training to deal with their environment. These guards will have tactical vests, Hepatitis shots and those who are mobile officers there will be a mandatory two officers per car.

Along with the minimum standards is a minimum wage for security guards. The ease of anyone wanting to create a security firm has caused under bidding among firms allowing companies to pick the cheapest firm. Unfortunately by doing this, they have been

able to employ people without adequate training in order to put a presence of protection at their building. Currently, the majority of security guards in the province fall below the poverty line. Security firms are now handling many of the jobs that used to fall upon our local police departments. As crime rates have risen over the years, police have to focus on the major crimes, now security firms handle home and business alarms.

By ensuring that a minimum standard is created equal throughout the province the public will know that, when they call for help at a mall, special event or when they are being walked to their car late at night, that the person who is there to give them security is properly trained to protect them should something happen.

The union is asking that all security guards go online to our website at www.ufcw832.com and click on the security industry survey. We are looking to receive more feedback on what to include for a minimum standard for security guards. Any guard who completes the survey by February 22, will be eligible to win prizes. The union will announce the

IMPROVEMENTS TO HEALTH AND WELFARE PLANS

Increases to dollar amounts members receive.

SAFeway

Below is a reminder of the improvements made in 2009 to Plan 1 and Plan 2 of the Manitoba Safeway/UFCW Local 832 Health & Welfare plans. If you have any questions regarding coverage or which plan you are registered in, speak to your union representative or call the Plan directly at 982-4177 or toll-free at 1-877-982-4177.

Plan 1

(Full-time and part-time members who average 32 hours or more per week for 13 consecutive weeks)

- LTD Benefit for full-time employees increased to $66 \frac{2}{3}$ of the employee's basic wage to a maximum of \$2,000 per month.
- Dependent coverage added to the vision care benefit for all claims incurred on and after June 1, 2009.

Plan 2

(Part-time members working less than 32 hours per week)

- Annual reimbursement amount increased January 1, 2009 for claims submitted on or after June 1, 2009 as follows:
 - ◆ For employees who have coverage on January 1 - from a combined maximum of \$500 to a combined maximum of \$700.
 - ◆ For employees whose coverage commences on July 1 - from a combined maximum of \$250 to a combined maximum of \$350.
- Dependent coverage added to the vision care benefit for all claims incurred on and after June 1, 2009.

WAGES GOING UP NEXT MONTH

Increases scheduled for March 14.

Watch your pay stubs closely next month. The next scheduled wage increases for members working at the Safeway stores will be on March 14.

Members who are overscale or are at the top of their wage scale will receive an additional 40 cents per hour more. Members who are still progressing up the wage scale will receive an additional 30 cents per hour on their current rate of pay. For example, if a service clerk is at 4,700 hours they will go from \$12.15 to \$12.45, until they reach 5,001 hours at which point they would receive \$12.60 per hour.

If you do not receive your wage increase or have any questions about your wages, please contact your full-time union representative.

Winnipeg Office

786-5055

1-888-832-9832

Brandon Office

727-7131

1-800-552-1193

Thompson Office

778-7108

1-800-290-2608

DEADLINES FOR SUBMITTING DECLARATIONS OF AVAILABILITY

Due Date	For Period
January 12	January 24 – February 20
February 9	February 21 – March 20
March 9	March 21 – April 17
April 6	April 18 – May 15
May 4	May 16 – June 12
June 1	June 13 – July 10
June 29	July 11 – August 7
July 27	August 8 – September 4
August 24	September 5 – October 2
September 21	October 3 – October 30
October 19	October 31 – November 27
November 16	November 28 – December 25
December 14	December 26 – January 22, 2011

STRIKE VOTE HELD BY MEMBERS WORKING AT SPRINGHILL FARMS

98% vote in favour of strike action.



On Wednesday, January 13, UFCW Local 832 members, working at Springhill Farms in Neepawa, Manitoba, met to hear the status of their negotiations. With critical items such as wages and pension still on the table and only a handful of days scheduled for negotiating prior to the January 31 expiry; the union held a strike vote in hopes

of sending the company a wake up call.

Unfortunately, due to the magazine being printed before the January 31 expiry, the union will post an update on its website at www.ufcw832.com.

"We had nearly 375 of the 500 members come out and give the negotiating committee

a strike mandate. They voted 98 per cent in favour of strike action. If that doesn't tell the company we are serious then I don't know what will," stated Jeff Traeger, UFCW Local 832 secretary-treasurer.

Both sides met briefly on Thursday, January 14, after the strike vote and again on the 15th. As we go to press, more bargaining dates were scheduled prior to the end of January.

VACATION YEAR APRIL 1 TO MARCH 31

Unused vacation cannot be carried over unless mutually agreed.

In relation to article 14.12 of the Maple Leaf Fresh Foods Brandon agreement, the vacation year is April 1 to March 31. Vacation time cannot be carried over from year to year beyond March 31, unless the employee has notified management of their intention to do so and management has agreed.

The onus is on the member to give proper notice to the company if he or she wishes to carry over any unused vacation prior to the March 31 deadline. If management is not notified, the company will pay out any vacation owing to the employee within 30 days of March 31.

Members with questions regarding their vacation entitlement can speak to a shop steward or call their union representative.



UFCW Local 832 Secretary-Treasurer Jeff Traeger discussing proposals with a member from Springhill Farms.

NEGOTIATIONS GOING ON AT THE GRACE HOSPITAL

Members brought forward excellent proposals through meetings and online survey.

At press time, negotiations towards a new collective agreement at the Grace Hospital, including Diagnostic Services of Manitoba (DSM) and Winnipeg Regional Health Authority (WRHA) pharmacy program, were moving to the next step and the local was waiting for confirmation of dates to begin bargaining.

The union held proposal meetings during the months of October through December 2009 for the various departments and the members brought forward excellent ideas. An online survey was also available for members to send in their proposal. The list of proposals that the union committee will present to the hospital was made up from the ideas passed

on at the meetings and the surveys.

Michelle Masserey will be leading the union negotiating committee and working with the other committee members including Marisa Pasquarelli (DSM lab), Michelle Sadiua (Pharmacy), Sylvia Horvath (Physiotherapy), Alison Harman (Diagnostic Imaging), Bill Watchman and Marilyn Wijdekop, alternate, (Social Work).

Members can go the local's website at www.ufcw832.com for negotiation updates or watch their mailbox for correspondence from the union. Look for more stories on how negotiations are progress in upcoming issues of UNION.

IMPASSE REACHED AT THOMPSON HOMELESS SHELTER

Union applies for conciliation services.

Negotiations between the Thompson Homeless Shelter and the union reached an impasse in the fall. As it is a first collective agreement for the members at the shelter and they do not have the right to strike yet, the union applied for conciliation services.



R to l is negotiating committee member Mary Hall, Allan Fleury, conciliation officer, and union rep Blair Hudson.

Meetings with the conciliation officer have taken place; however, if the union is not able to get a satisfactory collective bargaining agreement, it will apply to have a first collective agreement imposed under Manitoba's First Contract Legislation in March 2010.

The homeless shelter in Thompson is a full-service 24-bed facility. As well as providing the homeless with a place to stay, the

facility also provides clients with laundry facilities, a limited meal program, shower facilities, computer access, telephone access, and a place to relax. The union represents the outreach support workers, who provide one-on-one counselling and referral services for clients of the shelter. The shelter not only services Thompson, but also a number of outlying communities.

HEALTH SPENDING ACCOUNT COMING APRIL 1

Improved benefits for members at Grace Hospital and BRHA.

As previously announced, there is an improvement coming to the Healthcare Employees Benefit Plan (HEBP) on April 1. For 2010, the yearly amount available in the health spending account (HSA) to full-time employees is to a maximum of \$250 and to a max of \$125 for part-timers. In 2011, the amount will increase to \$500 for full-timers and \$250 for part-timers.

The new HSA will allow an employee to "top up" any costs that are not completely covered by their extended health benefit plan or dental plan. For example, under HEBP you are allowed \$450 per calendar year for prescription drugs. So, if your family spends \$600 in one year on prescription drugs, the first \$375 you spend the plan reimburses at 80% and the remaining \$225 is reimbursed at 50%. Therefore, the plan would pay \$412.50 and you could use your HSA to pay the remaining \$187.50.

To qualify for the health spending account, you must be enrolled in the HEBP enhanced group healthcare plan. You can also check out the HEPP/HEBP website for more information on the benefit plan and the HSA at www.hepp.mb.ca.

Members can also speak to their union representative, Ron Allard at 786-5055 / 1-888-832-9832 or Blair Hudson at 778-7108 / 1-800-290-2608.

SIMPLY SPEAKING

Envision your retirement

Why you should join a group RRSP

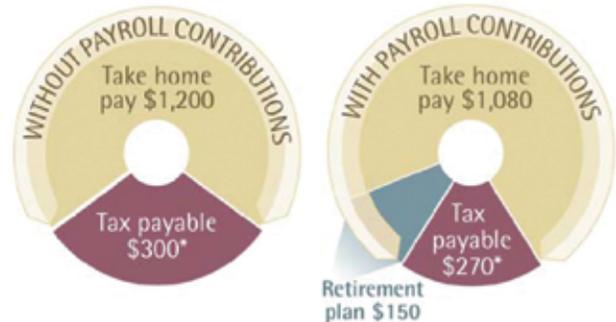
Most people plan more for a vacation than for retirement.

It's important to take the time to set goals, make a plan and commit to it, so you can achieve your retirement dreams. Joining a group RRSP is a great way to start and offers you benefits such as:

- Easy, convenient and disciplined with direct contributions from your paycheque. Plus, these contributions are deposited before income tax is calculated, so you get immediate tax savings.
- Generally lower investment management fees
- No minimum contribution required
- No fees for annual service, set-up, transfers between funds, or redemption
- A wide variety of world-class investment managers
- Customized member statements with personalized rate of return and *Smart messages*
- Flexible guaranteed compound interest accounts

- Confidential and secure *Access Line*, our automated phone service, at 1-800-724-3402 is available 24/7
- Password-protected transactional website, *GRS Access* (www.grsaccess.com)

Pay yourself first



*Assumes 20 per cent tax rate

This example is for illustrative purposes only. Situations may vary according to specific circumstances

Let us help you with your retirement planning. To learn more about joining your group RRSP, please contact Laura Mellon at (204) 926-8335.

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The information provided is accurate to the best of our knowledge as of the date of publication. This information is general in nature, and is intended for educational purposes only. Dec. 22, 2009

**RETIRES'
CORNER!**

RETIRES' CLUB SPRING LUNCHEON NEXT ON AGENDA

Have new ideas for the club — bring them to the luncheon.

Activities are already being planned for this upcoming year. Watch for details in upcoming magazines on:

- May luncheon
- June golf tournament
- September Casino Trip

Executive board members have started calling interested members for the casino trip. If you are interested in joining in

the fun and you have not been contacted, give Lila 837-3554, Armand 832-1211, or Joan (204) 422-6670 a call. This trip is open to all union members and non-union members, so bring your friends and family along for the fun.

Do you have any new ideas or activities that you would like to see the club host, let one of the executive board members know. You can also share your suggestions at the luncheon/meeting scheduled in May.

More Members = More Bargaining Power

All members, from the day they join the union, are entitled to utilize a wide range of money saving discounts and special services. Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers. Just show your membership card to receive these special discounts! It's important to make sure both you and the benefit provider understand the terms of the transaction. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/ service you will be receiving.

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 up to 40% off all General Paint Manufactured product, 20% off on special order wall coverings and up to 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

Pembina Dodge

Purchase a new Chrysler or Dodge vehicle for only \$300 above dealer net cost. Also receive up to 15% off on parts and shop time (this does not include the dealer's regular service and maintenance offers). Call Kevin McEvoy at 284-6650 or drop by the dealership at 300 Pembina Highway to find out more information.

Polo Park Hearing Centre

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

Bridgeview Bed & Breakfast

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a comfortable, country-style setting at \$10 off the regular price.

Call Louise at 204-482-7892 or www.bridgeviewretreat.com.

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.

Cakes Unlimited

As a Local 832 member, receive a 10% discount on all cakes and products sold at Cakes Unlimited—55 Plymouth Street. Open Monday - Friday from 10 a.m. to 5 p.m. and Saturday from 10 a.m. to 4 p.m.

Catch-A-Tan

Receive a 20% off any hydro massage therapy. Packages are transferable to family members. 6-1502 Rosser Avenue, Brandon, Call 727-8266.

Gerry Gordon's Mazda

UFCW Local 832 Members receive:

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

Contact Antonio at 475-3982 for more information.

Dufresne Home Centre Savings

Receive 5% better than the current price (regular or sale) on furniture, mattresses and accessories. Receive 3% better than the current price (regular or sale) on appliances and electronics. UFCW member card discounts cannot be used with any other offers or promotions.

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

Active Muffler & Brake Centre

At Active Muffler & Brake Centre receive 25% off stocked parts and a shop rate of \$44.50 an hour, a savings of 20% off the regular shop rate. 601 Rosser Avenue - Brandon. Phone 727-1213 or 727-1305. Present your union card prior to being invoiced.

CDT Production Group Inc.

At CDT Production Group receive 10 % off Video Production and 15% off Photography. 955-1356 or e-mail cdtgroup@shaw.ca Your entertainment source! Proudly serving Manitoba since 1987.

UFCW MasterCard

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

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

IT'S BACK!

UFCW LOCAL 832 INCOME TAX SERVICE

Starting February 10

\$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.
**Thompson rate for non-member is \$45.
More slips will increase the fee slightly.

INCOME TAX LOCATIONS

WINNIPEG

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

BRANDON

UFCW TRAINING CENTRE
530 Richmond Ave E.
Phone 727-7131

FLIN FLON

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 14
9 a.m. - 3 p.m.

PORTAGE LA PRAIRIE

(at Canad Inn)
Sunday, March 21
9 a.m. - 4 p.m.

GIMLI

(at Viking Inn)
Sunday, March 28
9 a.m. - 4 p.m.

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

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