



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JUNE 2010



WOMEN'S CONFERENCE A SUCCESS

WE NEED YOUR INPUT

The local will be holding phone surveys to hear of ways to improve the local and its training centre.

Don't be surprised if you get a call soon from a polling firm wanting to take a few minutes of your time. A joint effort with the local and the training centre was developed to have a firm conduct a telephone survey of the membership to find out what the members want in their union and training centre. Over the summer, members will have a chance to participate in the survey and suggest ways they feel the local and training centre can improve. It has been a few years since we last conducted a survey of the membership and it is important that we evaluate and hear important feedback from our members.

Because of the feedback we have received from the membership in the past, our programs at the training centre have grown in leaps and bounds. We now have three dedicated training centres—Winnipeg, Brandon and the newest centre opened this year in Neepawa. Our English as an additional language (EAL) courses are always busy and we have worked hard to ensure that Local 832 members receive the highest level of training possible.

Of course, we all know, our membership doesn't end here in Winnipeg. We heard from our members living in Dauphin, The Pas, Flin Flon, Thompson, and other northern communities. Their ideas didn't go unanswered and we expanded our training programs to include our northern Manitoba members. In fact, most recently we held a two-day workshop in Thompson for our stewards living in Thompson and Flin Flon.

Some of the previous comments from earlier surveys, related to the income tax service that the union provides to the membership. It is a very important benefit to the members and



the cost, in particular, is a huge advantage. We listened and today the income tax service continues to be one of the most popular services that we offer. In the last 23 years, the number of income tax returns completed for the membership has grown approximately eight fold.

We listened again when the members expressed an interest in holding a women's conference. This year, in April, the local hosted a 2-day women's conference at the training centre

This month will be a busy time for the training centre, as we will be celebrating another successful year of high school graduates on June 19 in Brandon and June 24 in Winnipeg. Since Ans Norman joined our training centre staff a few short years ago, he has been working tirelessly in building the program. His work is paying off and it shows in the number of new people registering and graduating every year with their grade 12 diplomas.

On June 25, the local will hold its executive board meeting in Brandon and while there, we will have a barbecue in commemoration of our EAL members who have been working hard on learning a new language. I am looking forward to talking to each of them about their experiences and about how they are adjusting to their new home.

In order to continue to move forward, it is important that we take time to let the members have their say on what the local is doing. That way, if something isn't working for our membership or if they would like to see other programs offered, we can address those concerns. I have always been a firm believer that membership contribution is crucial to building our union.

So when you get that phone call asking you for a little bit of your time to complete a survey about the union, take the opportunity to make sure your voice is heard. It is **YOUR** union and with **YOUR** help, we can make it even better for the membership. All surveys are confidential.

In solidarity,

A handwritten signature in blue ink that reads "Robert D. Ziegler". The signature is written in a cursive, flowing style.

Robert D. Ziegler
President
UFCW Local 832



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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

President

Robert D. Ziegler

Secretary-Treasurer

Jeff Traeger

E-mail: ufcw@ufcw832.com

Website: www.ufcw832.com

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



MLA Erin Selby



Minister of Labour Jennifer Howard



Judy Wasylycia-Leis



Nancy Quiring, UFCW Canada

WOMEN'S CONFERENCE ALLOWS DELEGATES TO SHARE IDEAS

Local encourages group to reach for new goals.

On April 25 and 26, the union held a women's conference at the training centre in Winnipeg. The delegates heard from prominent women in various levels of government and from our own national office.

On hand for the opening session Sunday evening, Erin Selby, MLA from Southdale spoke to the group about how she moved from television reporter to politician after finally getting the nerve to ask about it when she had Health Minister Theresa Oswald on her show. "I remember saying to her (Theresa) during a television break that I might be interested in running for office," recounted Selby. "I was so nervous and Theresa just looked at me and said, 'You'd be fabulous, I'm going to talk to the premier about you!'" She has cherished that move ever since. Selby encouraged the 60 plus delegates to try something new and not to be afraid of the challenges.

Former member of Parliament for Winnipeg North and now Winnipeg mayoral candidate, Judy Wasylycia-Leis, talked about her experiences in government and balancing family and work life. She hinted to the audience that she might be making an announcement soon on what she may be doing in her future. The audience roared with approval, knowing the

worst kept secret in Winnipeg was her upcoming announcement that she would be running for the top job this October.

Nancy Quiring, from the UFCW national office, went through a power point presentation on the various initiatives UFCW has been working on over the last couple of years.

On the following day of the conference, Minister of Labour for Manitoba, Jennifer Howard, spoke

about recent pension legislation changes in Manitoba and the increases to minimum wage. Minister Howard also talked about how the NDP has increased workplace inspections from 1,600 per year when the Conservatives were in power to over 10,000 inspections a year. Workshops covered during the conference discussed ways on making time for you, speaking up and making your mark, which encouraged women to strive for a goal that they have had but have been afraid to go after it.

FUNDRAISING SOCIAL RAISES \$2,800

A fundraising effort by UFCW Local 832 raised \$2,800 for the Breast Cancer Society of Manitoba and The Leukemia & Lymphoma Society of Canada.

The social was held on May 14 at the Masonic Memorial Temple and enjoyed by all. The local would like to thank Kim Ferris and Marie Buchan for all their hard work on organizing the social. Double thanks to Marie for selling the most tickets.



Pictured above director of servicing Marie Buchan with 50/50 draw winner Diane Rey, a member from Superstore 1505.

UNION STAFF PARTICIPATE IN INTERNATIONAL DAY OF MOURNING

On April 28, UFCW Local 832 President Robert Ziegler, Secretary-Treasurer Jeff Traeger, workers compensation advocate Rob Hilliard and union representative Darcel Lecocq participated in the International Day of Mourning leaders walk from the Union Centre to the Legislative building in support of workers who have lost their lives or been injured on the job.

Around the globe, International Day of Mourning is the day we fight for the living and mourn the dead. Events are held throughout the world in remembrance of those killed in incidents at work or by diseases caused by work.



WHO ARE YOU GOING TO CALL?

Westfair sets up a one-stop, one-shop information centre for employees.

Effective last month Westfair Foods opened a Colleague Information Centre (CIC) here in Manitoba. The CIC is a one-stop, one-shop call

information centre that offers support to the members in areas such as:

- Benefits
- Employee Share Ownership Plan (ESOP)
- Service Awards
- Employee Assistance Program (EAP)
- WorkPerks
- Short-Term & Long-Term Disability
- Employment Verification letters
- Colleague Discount Program (CDP)

“The concept is good,” said union President Robert Ziegler. “We are always supportive of ways to make life easier for our members.” He continued, “Employees are encouraged to use this service if they have questions related to the above issues. Be assured if at any time you have work related concerns, require assistance or you need further clarification, call your union representative or speak to a shop steward.”

CIC is open Monday to Friday from 8 a.m. to 5 p.m. EST, call 1-877-303-3013.

NEXT... NUMBER 7,801

UFCW Tax Service done for another year.

The UFCW Local 832 tax service prepared approximately 7,800 income tax returns this year. Members and their family kept tax expert, George Combiadakis, and his associates very busy during the months of February, March and April.

When George began working for the local 22 years ago, it was a one-person office in Winnipeg. In the first year he manually calculated a little over 1,000 returns and the numbers have steadily increased ever since. Today, there are eight different locations throughout Manitoba providing the service. George also travels to St. Malo, Portage La Prairie and Gimli to assist the members around those communities.

It is obvious as to why this is one of the most popular services offered to the members. Where else can you go to get a professional to do your taxes for \$17? This is the price charged to members to have their basic income tax return completed and filed electronically. Non-members paid just over \$30 for a basic return.

“The cost isn’t the only advantage,” said Local 832 President Robert Ziegler. “The union doesn’t only subsidize the cost for the membership but we make sure we find the most highly qualified people to prepare the income tax returns.” The service will return again next year for its 23rd year.



Helping Manitobans with leukemia and lymphoma

On August 18, UFCW Local 832 along with the Health Sciences Centre Foundation (HSCF) will be holding a charity golf tournament at The Links at Quarry Oaks to help those with leukemia and lymphoma.

This is the fifth golf tournament for the local, and the third time that we are working with the HSCF. The partnership is to assist Manitobans who are seeking treatment at the Health Sciences Centre for leukemia and lymphoma.

Half of the money raised at this year's event will stay in Manitoba and be donated to the GD-6 Ward at the Health Sciences Centre to help patients who are undergoing treatment.

The other 50 per cent will be sent to UFCW Canada's national contribution, where all money raised goes directly into finding a cure. In 2009, UFCW Canada, with the help of Local 832 and all the other locals, raised over \$1.65 million for research.

To register download the registration form at:

www.ufcw832.com/golf
or visit the UFCW Local 832 office at
1412 Portage Avenue in Winnipeg.
Call 786-5055 if you have any questions.

Registration is \$150 per person.

You receive:

- 18 holes of golf with cart rental
 - Barbecue lunch
 - Team 5x7 photo
 - Tournament gift
 - Dinner
- Lots of prizes to be won

**Must be registered by
July 23.**



NEWS FROM THE NORTH

SERVICING DIRECTOR VISITS NORTHERN MANITOBA

Last month, the local's servicing director Marie Buchan spent three days in northern Manitoba. Marie visited the UFCW Local 832 units in Thompson, Flin Flon, The Pas and Swan River.

Northern union representative Blair Hudson said, "I am proud of our members in the north and I am pleased that Marie had an opportunity to visit with so many of them. I believe that our active membership, along with our hard-working stewards and health and safety committee members has led to better collective agreements, and in turn, better workplaces."

Marie, unfortunately, was not able to visit with members in Gillam, Leaf Rapids, Lynn Lake and Dauphin; however, she has committed to returning to northern Manitoba next year to visit as many of these work sites as possible.

"Although I have lived in Manitoba my whole life, this was my first opportunity to visit the north," commented Marie. "I enjoyed going to see the various workplaces and meeting with the members. I was quite surprised at the distance Blair has to travel to



assist the members". Blair's home base is at the Thompson union office, but spends many days and hours travelling throughout northern Manitoba.

Pictured above are Marie and Blair meeting with one of our newest shop stewards, Cindy Greasley, who works at the IGA in The Pas. Although Cindy is a new steward, she is a long-time activist within our union. Cindy most recently was on the negotiating committee during our last round of bargaining with The Pas IGA.

RETIRES' CORNER

TEE OFF AND THEN TRY YOUR LUCK!

UFCW Local 832 Retirees' Club golf tournament scheduled for June 9, casino trip September 8 to 10.

GOLF TOURNAMENT

The UFCW Local 832 Retirees' Club golf tournament is teeing off on June 9 (June 15 rain date). The tournament will once again be held at Shooters Family Golf Centre – 2731 Main Street with a shotgun start of 9 a.m. There is still room so if you want to join the fun call Russ at 661-4168.

The cost is \$20 per person for dues paying members or \$30 per person for non-member, which includes 18 holes of golf and lunch (smoky or burger, fries and a drink). There are also on course prizes

as well as door prizes and 50/50 draws.

CASINO TRIP

Mark September 8 to 10 in your calendar! It was a blast last year and the retirees' club has scheduled another casino trip to the Seven Clans Casino in Thief River Falls, Minnesota.

For the low cost of \$109 each for members and spouse or \$119 each for non-members, you will receive a double-occupancy room with microwave and fridge, a \$50 rebate, two free breakfasts and two \$10 meal coupons. In addition, a fun-filled bus ride down and

back with lots and lots of prizes and draws to be won.

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

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

TEMPERATURES RISING

Heat stress is no laughing matter.

In January, there are not too many Manitobans concerned about heat stress. “Bring it on” would be a common response to any discussion about heat stress at that time of the year. Not so much in July and August though. Prairie summers can be very hot and working during this time of year can expose workers to health and safety risks that they are not used to.

We can joke about heat stress in the winter months but it is really no laughing matter. In 2001, a 44-year-old bakery worker in Barrie Ontario died at work of heat stress. According to the UFCW National Office, about 220 workers die every year in Canada and the US from heat stress. Excess heat is a serious workplace health and safety concern that each joint committee should be addressing. Workplaces such as bakeries, food processing plants, laundry and dry cleaning establishments and outdoor environments present a higher risk to UFCW members.

SO WHAT IS HEAT STRESS AND WHAT SHOULD YOU DO ABOUT IT

The human body is healthy when the body's internal temperature is around 37° C. This healthy internal temperature becomes stressed when people are exposed to higher air temperatures, when they are exposed to objects that are hot and when they are involved in physically strenuous activity. When people are exposed to two or more of these threats they are at risk of increasing their internal body temperature and suffering from heat stress.

Like other workplace health and safety hazards, the best way to reduce the risk of heat stress is to control the hazard at its source. For example, air conditioning, effective air circulation and exhaust systems and good quality insulation on equipment like stoves,

furnaces and other devices that give off heat are the most effective methods for reducing or eliminating the risk of heat stress.

As we all know, these controls are often not what they should be in many of our workplaces and UFCW members sometimes have to deal with the world as it exists, not as it should be. When confronted with this reality members have to know how to protect themselves and their co-workers.



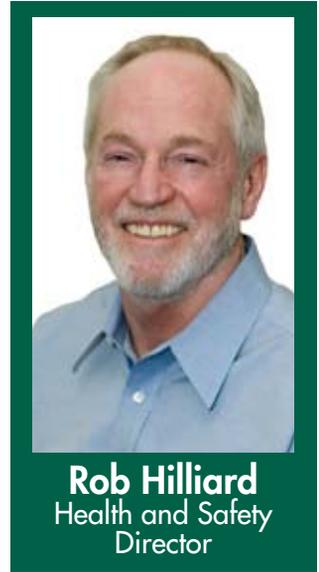
I often am asked what is an unsafe temperature to work in and when should work stop. Like for so many other important questions, there is no easy answer. The reason is there are many variables that contribute to heat stress and individual workers and workplaces are very different from each other. Passing laws based solely on exact numbers on a thermometer is not practical. Factors other than temperature are also significant in contribution to heat stress.

- Age (older workers are at higher risk),
- Gender (women are at higher risk),
- Acclimatization (the body's ability to get used to the heat after a period of time),
- Recent consumption of alcohol (increases dehydration and decreases the body's ability to control internal temperatures),
- Clothing (some protective equipment retains body heat),
- Air movement and humidity, and
- Very significantly, how heavy and how fast the work requirement is, are also important factors in contributing to heat stress.

Adequate break times and the availability of cool drinking water are required when there is a threat of heat stress.

The Humidex scale is often a guideline that workplaces use to determine certain actions. It

HEALTH & SAFETY



is a measure that combines the effect of heat and humidity in much the same way that wind chill temperatures measure the combined effect of cold and wind. The Workplace Safety and Health Division has a scale that makes general recommendations for preventive actions when the Humidex scale reaches certain levels. For example, when the Humidex reads between 30 and 37, cool water should be available for workers near their workstations. When it reaches 38-39, workers need a 15-minute break every hour. When it reaches 40-41, there should be a half hour break every hour along with the availability of cool water for drinking. If the Humidex measure is up to 45, then a 45-minute break should be provided. Humidex readings over 45 are dangerous for human activity and work should stop. It is important to keep in mind, however, that there are many variables, most importantly how heavy the work is, that can change these recommendations so a workplace that requires a lot of exertion will have to take preventive measures at lower Humidex readings.

Each employer and each safety and health committee should look at the particular circumstances in their workplace and assess the risks that workers are exposed to in that particular workplace. Heat stress is a serious condition that can have serious consequences. It should not be taken lightly.

MONEY SKILLS

New course provides tips and options on financial issues.

Money is a subject everyone can relate to and it was the subject of a four-day train-the-trainer workshop for a new course called Money Skills.

Recently, I joined 15 facilitators from across Canada in Surrey, B.C. to pilot this course. Money Skills provides practical tips and options on everyday financial issues like household budgeting, dealing with credit and financial institutions and achieving financial goals. This course is definitely one of the most interesting and exciting we have piloted in a long time.

UFCW Canada National Women's Advisory Committee instituted the course in partner-

ship with Family Services of Greater Vancouver for women members. Here in Winnipeg, we will introduce this course to our women shop stewards later this year.

Although initially created for women members only, it became evident that this course would be beneficial for all our members. Therefore, in the new year Money Skills will be offered as part of our shop steward program.

All of us can be better with our money, providing we know how. This course will provide you with the know how. Watch for more details in upcoming issues of UNION magazine.

CONGRATS GRADUATES!

High school diploma class celebrates their success.

One of the most popular courses offered at the training centre is our grade 12 mature student diploma program. This year approximately 30 students will receive their high school diploma. The graduation ceremony takes place on Thursday, June 24, at the UFCW Training Centre – 880 Portage Avenue.

It is always an extraordinary time for all the students who have worked so hard to get their diploma and we celebrate their success on this special day. It is not easy to go back to school as an adult, but they did and all of their hard work has paid off.

Congratulations to all graduates on accomplishing their goal! Watch for a full report on the graduation in the next issue of the magazine.

If you would like more information on getting your high school diploma, call Ans Norman, the program director, at 480-8116 or 775-8329. Some of the classes offered through

this program include: English comprehensive 40S, consumer math 40S, biology 40S, social studies world issues 40S, pre-calculus 40S and automated office 40S.

Registration is already underway, so call today as classes fill up fast.

TRAINING CENTRE NOTES AND NODS...

- Your input is important! Call us at 775-8329 or toll-free 1-877-775-8329 with your suggestions or course ideas.
- Congratulations to the 22 members at Granny's Poultry who completed their English as an additional language class on May 13.
- The training centre *Builds Skills for the Future*.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education
Director

DEADLINE APPROACHING

Scholarship applications must be received by JUNE 30.

Every year, UFCW Local 832 awards around 60 scholarships of \$500 each to members attending or planning to attend a recognized post-secondary institution on a part-time or full-time basis. These scholarships are funded through the Education and Training Trust Fund, which is comprised of employer contributions negotiated in collective bargaining. In addition to 60 general scholarships, there are also four \$1,000 scholarships awarded to one member from Maple Leaf, Safeway, Westfair and the security sector.

To be eligible you must be a member in good standing for one year, work for an employer contributing to the education and training trust fund and have not previously won a Local 832 scholarship.

For full details call the training centre at 775-8329 or go to www.ufcw832.com.

MEMBER BENEFITS IMPROVED MARCH 1

Maple Leaf Brandon workers receive more money for eyewear and eye exams.

During the last negotiations for a new collective agreement, which the members ratified on January 4, discussions regarding the UFCW/Maple Leaf Foods Inc.

Benefit plan also took place. Specifically, improvements to vision care, continuation of benefits for a leave of absence and long term disability. There has been some confu-

sion by a few members working at the Maple Leaf Brandon plant as to when exactly the increases to their benefits took effect.

VANTAGE MEMBERS COMPENSATED

Improper scheduling issue resolved.

At Vantage Foods, the normal workweek for full-time employees is 40 hours per week, five shifts of eight hours and/ or four shifts of 10 hours.

The company, on a trial basis, was trying a different workweek, but unfortunately was improperly scheduling employees. Full-time employees were being scheduled to work six days a week on occasion and were not receiving 40 hours or were not being paid overtime for the sixth day. The union filed an improper scheduling grievance. After several discussions between the parties, the company agreed with the union and reached a settlement.



Union rep Sandy Forcier discussing settlement with shop steward Joanne Peters.

The company also agreed that in future any scheduling changes as outlined by the collective agreement will be discussed with the union and agreed upon prior to implementation.

Effective March 1, 2010, the benefit plan will reimburse employees and dependents up to a maximum of \$250 (up from \$200) in any 24-month period for lenses and frames or contact lenses. As well, the amount reimbursed for eye examinations increased by \$15 to a maximum of \$75 for a 24-month period, provided the eye examination is not eligible for reimbursement by the Manitoba Health Services Commission.

The benefit plan will be amended to provide continuation of benefit coverage during a period of authorized leave of absence. Along with long term disability coverage at 66 2/3 per cent to a maximum of \$1500 per month.

It is also important to note that the plan will only pay the increased amounts for expenses incurred on or after March 1. Any claims submitted for services acquired prior to March 1 will be paid at the old rates.

Members were under the assumption that the changes went into effect on January 4, 2010 when the contract was ratified — this was not the case. If you have any questions regarding your benefits or any other article in your union agreement, call your union representative, Brenda Brown, at 727-7131 or toll-free 1-800-552-1193. Members can also speak to one of their shop stewards.

UNION AGREEMENT

At press time, the collective agreement booklets for members at the Maple Leaf Brandon plant were also in the process of being printed. The collective agreement is available in four different languages, English, Spanish, Mandarin and Ukrainian and will be mailed by the end of June.

PIC CANADA CLOSES ITS DOORS

Members at PIC became part of the union in February 2008, after the Manitoba Labour Board issued a certificate giving UFCW Local 832 bargaining rights. Unfortunately, last month the company closed its doors because of a declining market. PIC supplied genetically enhanced semen to pork producers.

The union offered job transition training to the employees, which they are receiving through the training centre. As well, the union wants to remind the members affected that they will receive five weeks pay in lieu of insufficient notice. If you do not receive the five weeks pay, contact union representative Jerry Kies at 786-5055 or 1-888-832-9832.



UFCW Local 832 representative Ron Allard with Grace Hospital pharmacy technician Joanna Niedzwiecki.

THE WRHA PHARMACY PROGRAM REQUESTS SEPARATE BARGAINING TABLE

Members at Grace Hospital affected.

In July 2007, the Winnipeg Regional Health Authority (WRHA) became the employer for the pharmacy department employees of all Winnipeg hospitals (except the St. Boniface General Hospital). The idea for this was to improve patient services by reducing duplication and making it easier to share resources — a centrally managed pharmacy program.

This change included all our members working as pharmacy technicians and pharmacists at the Grace Hospital. UFCW Local 832 represents approximately 36 employees, working as pharmacists or pharmacy technicians.

The parties (WRHA and the unions affected) signed transition agreements whereby WRHA agreed to abide by and follow the collective agreements already in place at all the sites. The agreements expired on March 31 but remain in place until negotiations for renewal are complete.

Despite several contacts and requests through January, February and March 2010, the WRHA never indicated that they wanted a separate bargaining table for the pharmacy employees. After the first day of negotiations on April 19, the union finally heard back from the WRHA Pharmacy Program. They wanted to delay the start of negotiations until the other facilities had begun. As no dates had yet been set with the other sites, the union told the employer this was unacceptable and invited them to send a representative to the next scheduled day of bargaining, which was May 31. WRHA declined.

UFCW Local 832 is now faced with having to set up a 'parallel' set of negotiations just for the pharmacy department, which seems like a waste of the WRHA's time and money. We believe bargaining could be more productive and efficient if all three employers — the Grace Hospital (a division of the WRHA), WRHA Pharmacy Program and Diagnostic Services of Manitoba (DSM) — could meet

at the same table. The collective agreements are identical.

DSM and WRHA both indicated they want a separate collective agreement, which is fine since they are separate employers. The union's concern was the fact that WRHA could have communicated their request for a separate table earlier. "Our members deserve the best negotiated agreement possible but also as soon as possible without these unnecessary delays," stated Local 832 President Robert Ziegler.

WRHA pharmacy program verbally indicated that they would be available to meet the week of June 14 and 21, however, at press time no dates have been confirmed in writing. If the WRHA continues to drag its feet, the local will apply for conciliation. All collective agreements in the public professional/technical sector expired March 31 and the local is in contact with the other unions (MAHCP and MGEU).

Hearing dates scheduled for this month.

Shortly after UFCW Local 832 became the certified bargaining agent for the security guards working at G4S, negotiations began. That was almost a year ago.

As both sides were still far apart on the major items, including monetary issues, the union applied to conciliation services and then to the

Manitoba Labour Board (MLB) for a first contract. In Manitoba, either party has the right to apply to the Minister of Labour for help with negotiations. If after 90 days of conciliation there is still no tentative agreement, the MLB has the authority to impose one. "This is not unusual, we went through a similar process when Securitas joined the union," said Local

832 President Robert Ziegler. "Some things are worth the wait and the guards at G4S know this."

Scheduled hearing dates for a first contract are June 1 and 2. G4S members should watch their mailbox for updates and ratification notice.

SECURITY INDUSTRY LACKS SECURITY

Members in the security sector have good reason to feel wary about the stability of their jobs. Two players in the security business, Avion Services and OBO Security, were recently sold. These are the most recent upheavals in a business that is known for its volatility and they add another layer of stress to employees already experiencing the pressures of a low wage/high expectation industry. The uncertainty of the impact of their company being sold is just a larger version of the constant uncertainty about whether or not they will retain the site

they are working at or whether the client may have some reason to remove them from that site. A seeming inability to forward union dues and pay their premiums for the dental plan have caused employees of one of our unionized companies to wonder if their employer is financially stable. One of Garda's premium clients, Manitoba Public Insurance, recently determined it would cut security needs by 50 per cent. Among other things, security means freedom from anxiety. We can see from the examples that, by this definition, the security industry lacks security.

The union can play a stabilizing role in this shaky environment. When a unionized company is sold in Manitoba, provincial labour law ensures that the buyer inherits the collective bargaining agreement (CBA). So, the unionized employees of Avion did not lose the rights and benefits provided in their agreement because of the sale to SRG. When a senior employee of a unionized security company loses their site, through no fault of their own, language in their CBA provides the ability to retain hours through transferring or bumping into another site. When large clients cut or eliminate their security needs, the CBA helps employees obtain hours at other sites. In short, no matter how many changes the security industry goes through, UFCW Local 832 is the one constant that provides some measure of security for the guards and mobile officers.

MOBILE OFFICERS HOODWINKED?

Garda approaches members without union's involvement.

In late 2009, Garda Security approached mobile security officers and asked them if they wanted to be promoted to field supervisor. This title would result in an increase in pay but it would also mean that the union agreement would no longer cover them.

Because of the pay, most of them agreed to this move. It was not until mid February that the union discovered that these "promotions" had occurred. Union rep Harry Mesman became aware of it when the company terminated one of the newly promoted individuals and she could not file a grievance as she was no longer a union member. Seeing that the employer had arbitrarily made these changes

without any notification to the union, Harry filed a grievance. The union's main objection was that the company had approached the members to make an important decision about their employee status and had deliberately done this without the awareness and involvement of the union.

It is the union's role to represent its members and make sure their rights are recognized. In this case, the union wanted to make sure that the employees had made an informed decision when they chose to accept a position outside of the bargaining unit. The employer agreed that any employee changing their mind could opt to return to the bargaining unit.

CORRECTION ...

The February 2010 security article on minimum standards for security guards, omitted a word in the paragraph that read "...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 training or CPR." We are sorry for any confusion this may have caused.

BARGAINING BEGINS AT THE PUMPS

SAFeway

Safeway gas bar negotiations set for June 4.

Preparations for bargaining of a new collective agreement for the approximate 100 Safeway gas bar workers commenced in March with the union holding proposal meetings. Some of the issues that members want addressed in this round of negotiations include wages, increases in the dental coverage, more health and welfare benefits and uniform issues.

The last collective agreement was a five-year agreement, and a significant concern is the issue of wages, especially in light of the recent announcement by the provincial government of an additional increase to the minimum wage rate. The union strongly believes that all gas bar employees merit a substantial wage increase.

Negotiations with the company begin on June 4. The current union agreement covering the gas bar employees in Winnipeg

and Brandon expires on June 5. For updates on negotiations, members can go to the union website at www.ufcw832.com.



Union negotiator Bea Bruske and union rep Darcel Lecocq.

HAVE YOU MET PAUL?

New produce scanning system.

PAUL is not a person but rather a new protocol Safeway implemented for the cashiers to use when checking out customers. PAUL stands for Produce Accuracy Using Lookup.

In the past, cashiers used various methods for quick reference with all of the price look-up (PLU) codes for produce. Some had a little booklet, others had little 'cheat sheets'. Now cashiers are required to read the PLU labels from the produce and key it in. The company advised the union that one of the reasons for going to PAUL is because of the frequent changes to the PLU codes.

A main concern the union had was how this new system would affect our members when they are being "mystery shopped". The company assured the local that it does



not evaluate cashiers on whether or not they refer to a reference guide or the product for the PLU. But, they are evaluated on whether or not the PLU on the receipt matches the product purchased.

The union feels that this will help to safeguard our members against any errors that may occur because of various methods of PLU documentation being used by different cashiers. By using the PAUL system, our members

will ensure they charge the customer the proper amount for the produce purchased.

As with other new initiatives, there will be an adjustment period as well as some growing pains. The union, however, does feel that in the long run, PAUL will be a more accurate method of confirming PLU codes and will in turn better assist our members in their day-to-day duties as cashiers. Any member with questions or concerns can contact their union representative.

Winnipeg

786-5055 / 1-888-832-9832

Brandon

727-7131 / 1-800-552-1193

Thompson

778-7108 / 1-800-290-2608

GOOD EMPLOYEE, BAD JUDGMENT

Union gets termination reversed at Maple Leaf Brandon.

Management at Maple Leaf Brandon terminated an employee from his employment for a combination of events that included horseplay, a safety violation and taking his phone out on the floor.

The grievor was working and noticed a friend of his cleaning up around him. The grievor took a piece of fat from the conveyor belt he was working on and placed it on his friend's shoulder. His friend, in response, pretended to take out a radio, and further pretended to call the supervisors to report the incident. The grievor at this point took his work glove off, placed it on the conveyor belt and removed his cell phone from his pocket with the ungloved hand. He then pretended to talk back on his cell with his friend. After this brief occurrence, the grievor and his friend noticed that the glove on the conveyor was no longer there so they stopped the conveyor and went to retrieve it out of one of the combines.

A supervisor who was on a railing looking down at the floor saw what took place and reported the incident to management. After a brief investigation, the company decided to terminate the grievor's employment for the above-noted reasons.

The union believed that even though the grievor's actions were a serious breach of the company's policy, this employee was a good worker and he deserved another chance.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

At arbitration the union was able to get the termination rescinded by the arbitrator by showing, amongst other things, that the safety violation and telephone issues were for the most part "red herrings" as these would have usually only merited, at worst, a written warning.

The arbitrator also agreed that, even though the grievor was guilty of placing a piece of meat on a fellow employee's shoulder, it was not as serious as if he had actually thrown a piece of meat at another employee. The arbitrator believed that the grievor, based on his work record and the fact that he was genuinely sorry for his actions, was a good candidate for reinstatement. Therefore, the arbitrator reinstated the grievor with a last chance agreement and replaced his notice of termination with a three-month suspension.

ANOTHER DAY, ANOTHER JOB SAVED

Employee's termination reduced to a three-day suspension at Granny's Poultry.

A union member working at Granny's Poultry was terminated for horseplay as well as violating the company's hearing protection policy.

The union grieved the termination on behalf of the employee claiming that even though horseplay was contrary to the company's policies and procedures, this policy was not always enforced. Furthermore, the union felt that a violation of the hearing

protection policy was at best worthy of a written warning.

Therefore, it was the local's position that even though discipline was merited, when one considers all the circumstances surrounding the matter, termination of one's employment was too harsh a reaction to what actually occurred.

With no resolve at Stage 2, the union

applied to the Manitoba Relations Board for expedited arbitration and a hearing date was set.

Prior to the hearing taking place, the parties settled the matter. Granny's rescinded the termination and replaced it with a three-day suspension and the employee returned to work. The grievor also received a written warning for failure to follow the company's hearing protection policy.

A swimmer wearing a black swim cap and goggles is captured in a dynamic pose, swimming freestyle in a pool. The water is bright blue and splashing around the swimmer's head and arms.

KEEP IN SHAPE IN 2010

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS.

Passes are effective July 15, 2010, and are available in either a 6-month or a 1-year plan.

You can choose between:

6-month facility pass \$138
12-month facility pass \$236

6-month combo pass \$185
12-month combo pass \$360

A Facility Pass allows you to use weight rooms, track, pool and sauna.

A Combo Pass allows you to use the weight rooms, track, pool, sauna, and selected fitness classes at no additional charge.

Passes are valid at any City of Winnipeg Pool, Fort Rouge Leisure Centre, Freight House Gym or Peguis Trail Health and Fitness Centre.

To order your pass:

download form at
www.ufcw832.com/recpass
or call 786-5055.

Send form and cheque made out to
UFCW Local 832 by June 30.

Passes will be activated on **July 15, 2010.**

**Limit two passes per member.
No refunds or exchanges.
Please try before you buy.**

**All forms can be mailed or
dropped off with payment to:
UFCW Local 832
1412 Portage Avenue
R3G 0V5**



UFCW LOCAL 832 FAMILY FUN DAYS

BRANDON

Saturday, June 26
11:30 a.m. – 3 p.m.
(weather permitting)

Adults pay \$2 for two hot dogs,
a drink and a bag of chips.

Children pay \$1 for a hot dog,
a drink and a bag of chips.

Children under 3 yrs. eat for free.

All tickets for food have to be
pre-purchased from the union office
or Maple Leaf cafeteria.

Location:
Dinsdale Park on
1st Street, Brandon.



WINNIPEG

Sunday, June 27
10 a.m. – 4 p.m.
(weather permitting)

Tickets:

Adults (13 yrs & over) \$10

Children (4 to 12 yrs) \$8

3 yrs & under Free

Call 786-5055 or toll-free

1-888-832-9832 to

reserve your tickets

No Refunds

Barbecue 11 a.m. – 1 p.m.

10 Water Slides, Bocce Ball,
Mini-Golf, Horseshoe Pits,
Bumper Boats, Play Structure



Fun Mountain

WATER SLIDE PARK

Located at 804 Murdock
Road just off Hwy #1 East

Deadline for reserving tickets
is June 18.