



# UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JANUARY 2011



# STRIKE!

**Malteurop plant members fight  
company concessions.**



# Opportunities and growth in 2011

First of all, on behalf of the union executive board and staff at our three offices in Manitoba, I wish everyone a happy New Year. I hope you had the opportunity to spend the holidays with family and friends.

It is going to be an exciting year for the local and I am looking forward to 2011. We are starting with renovations at our training centre in Brandon. Since we purchased the building in 2008, the union's executive board has been planning how it can utilize the building to its full potential. Training in Brandon is vital to our union members; many of whom are new workers from outside of Canada and have used the training centre to improve or learn English.

We recognize the need for our members to have not only access to learning, but have better access to the union representatives. Because of this, the local is turning the Richmond Avenue training centre into a one-stop-shop for the members. Besides the training centre, the building will also include the union offices for the Brandon staff (currently located at 1-759 1st Street).

While the result of this will be great for the members in the Westman area, unfortunately, the renovations will force us to move training to other areas around Brandon while the construction is going on. Please keep checking the website and magazine for course locations during the renovations. Our local is committed to the Westman area, and once our new office and training centre is complete, we are sure that it will be worth the short-term inconveniences.

Another great announcement is there will not be a general membership dues increase in 2011. Some of the members who are on a dues progression will see a slight increase but there will not be an increase to our top-rate dues. I have to congratulate Secretary-Treasurer Jeff Traeger as he has worked diligently on the budget and has made sure the local's finances remain solid.



Regrettably, it is not all good news for the local as the newly merged UFCW 227W members who work at Malteurop in the plant ended 2010 on a picket line. The 22 members have been trying to negotiate a fair collective agreement since early in 2010 and with the multinational employer determined to undermine their pension and benefits and divide their membership, the members joined to protect what they have. As you will read on page 5 the members are the exclusive producers of malt for Moosehead Brewery in Saint John, New Brunswick.

A little more bad news creeping into 2011 is that the National Union of Professional Employees (NUPGE) informed the labour movement that it would be leaving the Canadian Labour Congress because of raiding that has occurred on its members. This is an unfortunate event, not only to have two unions fighting over the same members to represent them, but the effect of what will happen in the labour movement without NUPGE involved. In Manitoba, it means that the Manitoba General Employees Union (MGEU) will not be members of the Manitoba Federation of Labour. I hope a solution can be worked out quickly to include MGEU in the

house of labour. MGEU plays an important role in our movement, and our local will do what we can to help facilitate bringing them back into the MFL.

While the local continues to grow through successful organizing efforts, we have to protect our right to bargain and represent our members. Over the last 10 years, we have had the luxury of a NDP government in Manitoba—something many of us take for granted. Because of strong labour legislation in the province, we have been able to minimize the amount of unnecessary strikes that employers could inflict on the members because of alternative dispute resolution, and newly organized units have a chance of a first contract with protocols put in place to ensure employers do not delay negotiations.

In October 2011, you are either going to vote for a government that will continue to protect your rights as workers in this province or for a government with a history of putting company interests before the workers. Manitoba needs to keep its momentum going forward as a progressive province. Over the next several months, you will hear many reasons why we need another four years of a NDP government. It is important to participate in this upcoming provincial election; we need our members to be informed and to protect what we have earned over the last 10 years.

With lots of opportunities and chances for growth for both the local and our province, 2011 is definitely going to be a revitalizing year.

In solidarity,

Robert D. Ziegler  
President  
UFCW Local 832



## DEPARTMENTS

**Grievance News**  
Page 8

**Health and Safety**  
Page 9

**Education & Training**  
Page 10-13

**Retirees' Corner**  
Page 13

**Packing House**  
Page 14

**Care**  
Page 15

**Security**  
Page 16

**Safeway**  
Page 17

## FEATURES

**Where your dues go**  
Page 4

**Malteurop brews up a foul batch**  
Page 5

**Searching for a better life**  
Page 6-7

**Inauguration of Migrant Canada**  
Page 18

**UFCW income tax service starts next month**  
Page 18

**Saving you money! Membership discounts**  
Page 19

## OFFICES

**Winnipeg**  
1412 Portage Avenue  
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786-5055 / 1-888-UFCW-832

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

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

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

530 Richmond Avenue E.  
Brandon, MB

244 Hamilton Street  
Neepawa, MB

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**Resource Personnel:** Guy Sylvestre  
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## Where your dues go

### Breakdown of the 2011 budget.

Secretary-Treasurer Jeff Traeger and the staff of the local have kept a close eye on the finances again this year, focusing on keeping costs as low as possible. Because of this, there will be no general dues increase in 2011, and no increase at all for the majority of Local 832 members. Below is a breakdown of how your union dues are put to work for you.

#### Arbitration 4.91%

Arbitration includes all costs associated with referring grievances and other legal matters such as appearing at the Manitoba Labour Board. Local 832 has two in-house lawyers and hires additional independent counsel when needed.

#### Automobiles 3.45%

A car allowance is provided to Local 832 staff who must travel extensively to service the members. We have done a great job at keeping our costs down without compromising the safety of our employees on the road.

#### Communications 5.02%

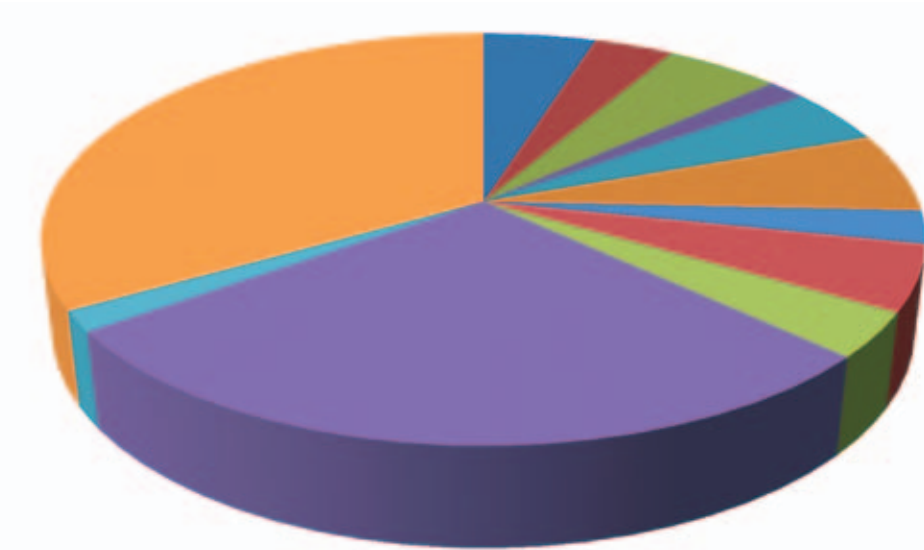
The staff of our communication department produce 11 editions of UNION magazine each year, maintain an extensive website and produce a variety of media material as needed. This department plays a vital role in keeping the membership informed.

#### Conferences & Education 1.67%

Our staff and members receive training in various aspects of labour relations regularly. This category includes annual conferences/events hosted by the local, including the shop steward/health & safety conferences, policy conference, women's conference etc.

#### Financial Services 4.38%

UFCW Local 832 has three staff members dedicated to running the finances and keeping the dues as low as possible. We also pro-



vide a widely popular income tax service at a great rate to our members and their families across the province.

#### Negotiations 6.27%

Getting the best possible contracts for our members is one of the most important things we do at Local 832. We have four full-time negotiators who work with bargaining committee members to constantly improve our over 120 agreements.

#### Strikes and Lockouts 2.61%

The strike fund ensures that our members can afford to stand up to their employer and fight for their rights. While we settle 99% of our contracts without a dispute, it helps having a strong safety net to fall back on.

#### Offices and Buildings 5.12%

We have offices in Winnipeg, Brandon and Thompson. This portion of our budget reflects rent expenses, utilities, property taxes, insurance and maintenance. The training centres are not included in these costs as they are operated by the Education and Training Trust Fund.

#### Office Supplies 3.55%

To operate smoothly, we need office supplies such as paper, pens, postage, couriers and software for all three offices.

#### Per Capita and Other Membership Fees 28.09%

To have a strong standing in the labour movement across North America, we pay membership costs to the UFCW Canada Council, UFCW International Union, Manitoba Federation of Labour and other labour groups and councils.

#### Rental Equipment 1.62%

Part of the cost of running the largest private sector union in Manitoba includes the rental, maintenance and repair of photocopiers, and postage metres for our Manitoba offices.

#### Servicing & Organizing 33.31%

Servicing current members and organizing new ones makes up the single largest portion of our annual budget. It includes the cost of 12 full-time servicing reps and a director of organizing. This demonstrates the local's commitment to providing exemplary services and growing our union.



Day one on the picket line, Jeremy Miller picket captain, UFCW Local 832 negotiator Heather Dezan, union representative Harry Mesman and member Ken Walsh.

## Malteurop brews up a foul batch

### Forces concessions on plant members, refuses to open books.

Last month the union warned Moosehead drinkers across Canada to stock up on their favourite beverage before it was too late. At a meeting on December 7, UFCW Local 832 members working at Malteurop overwhelmingly rejected the company's last offer. The union notified the provincial conciliation officer that a strike would commence at 6 a.m. on December 9 unless a settlement was reached.

"We've tried to negotiate with this multinational company, spending 14 days at the table, five of which were with a conciliator present and still the company refused to remove concessions on the member's pension and benefits," stated UFCW Local 832 President Robert Ziegler.

Therefore, at 6 a.m. on Thursday, December 9, the 22 plant employees at Malteurop's 3001 Dugald Road facility walked off the job. The strike is expected to last into the New Year. The employees newly represented by UFCW Local 832 held a strike vote in July hoping to demonstrate to the company that it was serious in obtaining a fair contract and have the company's unnecessary con-

cessions removed, but the company seemed entrenched in pushing the members out the door.

"It became evident with its last offer that Malteurop was not serious about negotiating," stated Local 832 Secretary-Treasurer Jeff Traeger. "Our negotiating team was very understanding and fair with a goal of maintaining what they have. The company, however, was driven to off-load the responsibility of the pension plan and divide the membership with a grandfathering clause for wages that we feel was completely unnecessary."

The striking plant workers produce malt for beer, most notably the Moosehead brand, which is also brewed by UFCW members in Saint John, New Brunswick. Malteurop is the exclusive producer of malt for Moosehead Brewery along with micro breweries such as Half-Pints in Winnipeg.

The picket line is operating seven days a week, 24 hours until an agreement is reached. The union is asking motorists travelling along Dugald Road to be aware of the picket line. Four entrances to the plant have picketers walking along the side of the road.

The plant members at Malteurop belonged to UFCW Local 227W before it merged with Local 832 in November 2010.

#### Special thanks from the picket line to:

Canadian Union of Public Employees (CUPE)

• International Brotherhood of Electrical Workers (IBEW)

• Manitoba Hydro

• Canadian Auto Workers (CAW)

• Carvista

• Esso

• Salisbury House

• And all of the motorist for their support and consideration.



# Searching for a better life

**Jerry Jiang has made the most of his time in Canada.**

On July 3, 2007, Jerry Jiang arrived in Canada from his home in China. He wanted to have “a better life”, one that would offer him the ability to earn more money, maybe buy a house and be able to enjoy opportunities that he could not afford living in China. Jerry was one of the Chinese workers who came to Canada after paying over \$3,000 to a recruiting agency to work at Maple Leaf. When the issue was brought to Maple Leaf’s attention, the company stopped using that recruiter and issued refunds to the workers who had paid to come to Brandon.

He arrived in Brandon alone not knowing anyone, with limited English, and preparing to try to understand a culture and climate he had only read about. In China the coldest the winters reached minus 10 or 15, but in Brandon it was a shock when the barometer was hovering around minus 30 for weeks at a time.

It was a struggle at first, but Jerry was determined to make this transition work. He quickly made friends at Maple Leaf where he started to work in the packaging department. He attended English classes at the union training centre, knowing the key was learning English so he could communicate and get ahead. “The training centre is great; it really helped me with my English.”

Wanting to get more involved, Jerry became a shop steward. This position also gave him the opportunity to practice his English. He is thankful that the new collective agreement is translated into Chinese, it not only helps



Jerry recalls the first time he went grocery shopping at the Superstore and how it has changed over the last three years. “When I first arrived, there was very little Chinese food available in the stores, but now I go to the store and buy almost anything.” To the city’s credit, it has worked hard to ensure the new workers who come to Maple Leaf for work, feel at home. Brandon has seen population and cultural changes since Maple Leaf opened there over 10 years ago.

It has been a busy year for Jerry. He married a woman he met at Maple Leaf while working in the packaging department, he has since moved to the cut floor. They bought a house, something

he never thought would have been possible living in China, and they are expecting their first child in March. “Here I can afford a house and have a little money left over after I pay my mortgage, in China, people pay for their house their whole life and have nothing left over.”

He credits the union with making his transition a lot easier. He began by searching for a better life and he feels he is well on his way. Jerry remains committed to making a life in Brandon. He has hopes that his family back home will move to Brandon to be closer to his wife and expecting child, but for now, they will remain in China.

**UFCW Local 832 will be profiling members new to Canada every other month about their experiences. We will be translating their stories to their native language.**

# 寻找更好的生活

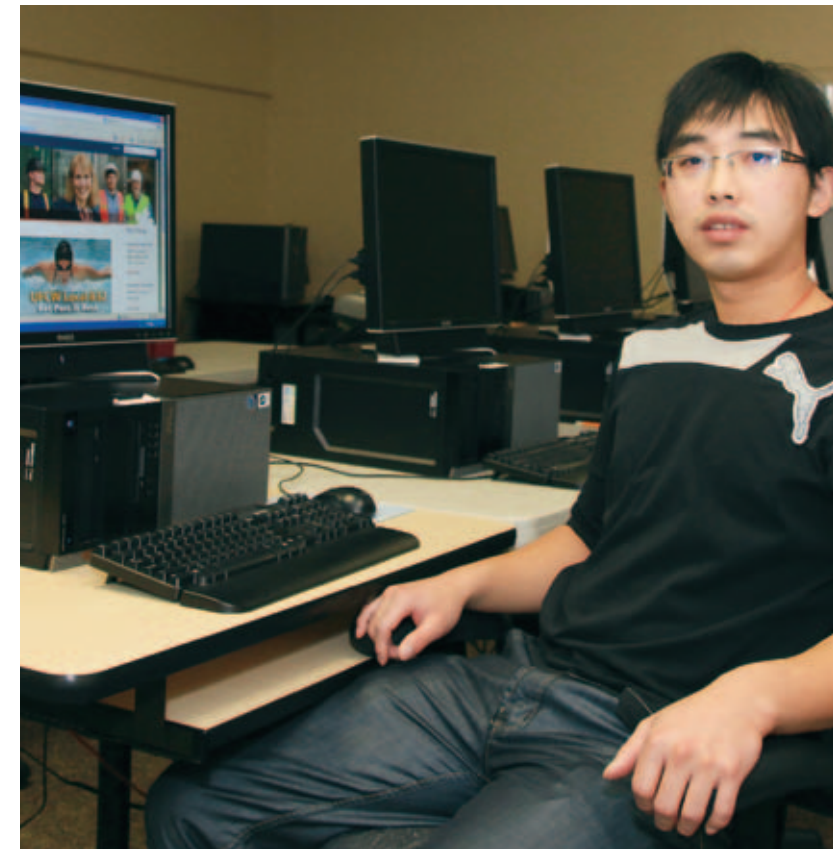
**Jerry 姜在加拿大过上了更好得生活**

2007年7月3日, Jerry 姜磊从中国他的家乡来到了加拿大。他来是为了过“更好的生活”, 一个能提供给他挣更多钱, 还有可能买房并且享受他在中国没有机会享受得生活。Jerry是Maple Leaf雇佣的中介公司招聘到Brandon工作的中国工人中的一名, 他也同样付给中介公司三千加元中介费。当事件得到Maple Leaf 关注后, 公司停止使用那个中介公司并且把“中介费”退还给那些付款的工人。

他独自一人来到布兰顿。Jerry在这不认识任何人。他说着有限的英语。那时他来到了这个他仅从书本上读到相关文化和气候的国家。在中国最冷的冬天只有零下十度或十五度, 然而在布兰顿, Jerry惊异地发现气温连续几周在零下三十度。

起初生活上的差异使他挣扎, 但是他决心使自己适应这个过渡。他迅速在Maple Leaf包装车间结识了新朋友。他在UFCW Local 832培训中心上英语课, 他知道成功的关键在于学习英语只有这样他才能交流并且有进步。“工会培训中心非常好; 它确实帮我提高了英语。”

Jerry想着更多得融入, 他成为了一名工人代表。这个工作给了他机会能够帮助其他从



国来的同事们并且还能锻炼他的英语。他非常感谢新的协议被翻译成中文, 因为这不仅使他能更好的理解协议, 而且他也发现其他中国同事现在也逐渐理解他们作为工会成员所应有的权力。“在我来加拿大之前, 我只知道极少数得单词并且不敢讲话。现在成为了工人代表并且随着英语学习, 我不再害怕说英语了。”Jerry说。

UFCW工会代表, Brenda Brown, 还记得当时Jerry在谈判委员会时的情景, 从那时起他改变了很多。“在谈判时, 他非常安静。当我们午休吃饭时, 他就会回家吃午饭然后再回来。现在他非常积极地维护工会成员的权力, 他现在是是一名非常活跃的工人代表。看

到他的转变我非常高兴,”Brenda说。

自从到加拿大Jerry改变了很多, 布兰顿市政府也随着中国移民的加入而开始作出转变。Jerry还记得他初次在Superstore购物时的经历, 比起三年来现在已经改变了很多。“起初这只有很少中国食品出售, 但是管理人员意识到这些中国食品是多么得受欢迎, 很快就有很多其他的商品被引进。”市政府努力使得每一位在Maple Leaf工作的新移民有家的感觉。自从1999 Maple Leaf在布兰顿建厂后, 布兰顿经历了人口大幅度的增长还有文化呈现的多样性。

2010年对于Jerry来说是忙碌的一年。Jerry结婚了, 他和他的妻子是在Maple Leaf包装车间工作时认识的, 婚后他转到了分割车间。快乐的小两口买了Jerry梦想拥有的房子- 这是他在中国想都不敢想能拥有的- 明年三月他们第一个孩子将出生。“在这, 我能负担起一个房子并且在我还完贷款后还可以存一些钱, 在中国, 人们一生都在还房款并且没有任何剩余的钱。”

他把成功地转变归功于UFCW。他开始寻找更好得生活并且他感觉他可以成功。Jerry想在布兰顿生活下去并且希望将来能把他在中国的家人也接到布兰顿与他们夫妻俩个及孩子一起生活



# Arbitrator sides with the union on overtime issue

**Decision could mean extra money for some members at Maple Leaf Brandon.**

UFCW Local 832 filed a grievance against Maple Leaf Brandon regarding its allocation of overtime.

In this particular case, it dealt with the distribution of the overtime in the maintenance department. The dispute essentially involved whether the employer had the right, when allocating overtime, to split a full overtime shift between two or more employees.

An example of the issue, was when a maintenance employee called in sick for his eight-hour shift the employer then offered the first four hours of the shift to the most senior maintenance employee and the second four hours of the shift to the next most senior maintenance employee as overtime hours.

The clear past practice at the Brandon plant, prior to the grievance, was that the employer would offer the entire overtime shift to the most senior employee. The language governing the allotment of overtime in the collective agreement states in part that overtime shall be by mutual consent and shall be offered to the most senior employee(s) on the shift, in the department, by classification, and thereafter in descending order of seniority, providing the employee has the ability and qualifications to perform the required work.

It was the union's position that this language is clear in that management must offer the entire shift to the most senior employee. The company disagreed and, as a result, the union forwarded the matter to arbitration.

At arbitration, the company argued, amongst other things, that the overtime language did not say that "all" of the overtime had to be offered by seniority and furthermore the language did not support the argument that the overtime had to be awarded in an eight-hour block.

The union argued that the plain meaning of the overtime language made it clear

that the overtime had to be offered to the most senior qualified worker.

The arbitrator agreed with the union's interpretation and stated in his decision that the language was clear that the overtime was to go to the most senior employee and if the overtime was to be split then the overtime language should say so, which it did not.

Because of the arbitrator's decision, the parties are in the process of reviewing the company's records to see which employees

## GRIEVANCE NEWS



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

will be getting additional pay for the overtime opportunities lost.

The union will continue to monitor this matter and ensure the members affected receive compensation.

## Once, twice, grieve

**Grievance results in Shoppers abiding by contract.**

While servicing, a union rep noticed that management at Shoppers Drug Mart, Kildonan Place, had posted a job posting without the required information on it as per the collective agreement. The agreement states, that a job posting has to include the classification, hourly rate of pay and the effective date of the position and department. In this particular case, the job description was incomplete and vague.

The union representative raised the issue with the employer, who was surprised that this information was required on the posting and stated it would do something about the matter in the future. With those assurances, the union rep did not file a grievance, as she believed that the employer on a go forward basis would rectify the issue.

Over the next few months, it became

apparent to the union, after reviewing several new job postings the employer had put up, that Shoppers was still not abiding with the job posting language in the agreement. The rep again attempted to resolve the matter amicably with the employer without success. Therefore, the union filed a grievance and forwarded the matter to expedited arbitration. At mediation, with the threat of an arbitration pending, the employer agreed on a go forward basis to abide by the contract and provide the proper information on the job postings.

As the employer was reluctant to follow the agreement, on such a simple matter, both parties were obliged to pay the arbitrator's cancellation fees. The union believes this is what it took to get the employer's attention and get it to follow the collective agreement.

## Minutes are important

**Inaccurate information or no information could put members on a treadmill.**

Recently the union became aware of several instances where joint workplace safety and health (WPS&H) committee members were not properly recording meeting minutes. In order to assist the committee members, I have outlined some of the concerns raised and why it is important to record minutes accurately.

Occasionally a UFCW member who sits on a joint WPS&H committee will phone me to complain that a workplace hazard has not been dealt with, even though it was discussed at a few of the meetings. When this happens, the first thing the union will do is look at the minutes from the most current committee meetings.

Far too often, when we look back at the minutes, nothing is recorded about the problem that the member has called on. When I point this out, the caller normally tells me that one of the management reps on the committee said, "We are dealing with it." or "We are waiting for a new part or new equipment." Therefore, it does not need to go in the minutes.

This is wrong! If the committee does not record a discussion in the minutes, then officially it did not take place. Minutes are a record of everything talked about at a meeting. If the minutes do not mention a hazard that was discussed, then there is no record of it.

This is particularly important because committee minutes are sent to the Manitoba Department Labour and Immigration—Workplace Safety and Health Division). If a worker happens to phone the Division about an ongoing workplace safety problem, the first thing the Division will do is check the minutes. If there is nothing in the minutes, the safety inspector will tell the worker that the in-house committee deals with the risks to injury first and will instruct the worker to report the problem to a committee member. If the worker then says that the committee has been dealing with it for several months, the inspector will say that there is no record of it and the committee needs to address the problem before the Division gets involved. Unless, of course, the hazard poses an immediate and serious threat to the employee(s).

This puts workers on a treadmill where they feel like they are getting nowhere. However, if the committee had recorded the minutes accurately and stated exactly what was discussed, employees would not get the round around.

Another common problem is that the WPS&H committee minutes do not identify the individual(s) responsible for fixing the issue. Sometimes, the committee identifies a safety problem and beside it writes, "will be dealt with ASAP", but no name of who is responsible for making sure it is. When no one is accountable to get something done and there is no commitment to do it within a certain period, it often is not done.

Once the committee identifies a workplace safety and health risk, it must record it in the minutes and name of the individual(s) responsible for addressing the problem. There should also be a specific time recorded (e.g. February 2011) for the problem to be fixed. If it is not fixed by the time indicated in the minutes, then the person(s) responsible for the matter must take ownership and provide an explanation along with a new date for completing the task. If the problem persists then there is justification for involving the Division.

There should also be an agenda item called 'Old Business' for each meeting and noted in the minutes. Then if a safety problem is identified at one meeting and fixed by the time of the next meeting it too is recorded in the minutes. The committee should move that item to 'Old Business' and the minutes should reflect completed and on what date.

The union became aware of another issue with the record keeping. One of our retail outlets had a fire during the day. It was not a serious fire and was put out quickly. However, it could have been much worse particularly because the first fire extinguisher used was no longer charged and proved to be useless. When the joint WPS&H committee met later in the month, a management member said that the fire incident did not need to be recorded in the minutes as the fire was put out and nobody was hurt.

This too is wrong! The joint workplace committee needs to address incidents like this so that problems such as a useless fire extinguisher can be identified and corrected.

WPS&H minutes are an official record of hazards that exist in a workplace and of the measures that need to be taken to address them.

Remember, identify each safety problem. Identify a person(s) who is responsible for addressing the problem and within a specified period. Once the problem is fixed, record it under 'Old Business' in subsequent meeting minutes. If the problem persists, then call the Division for assistance in fixing the problem.

Workplace hazards should not exist month after month. If the minutes are accurate and thorough, there are procedures established to deal with these kinds of problems. If the minutes are inaccurate or leave out important discussions, then the system breaks down.

## HEALTH & SAFETY



**Rob Hilliard**  
Health and Safety  
Director

# Starting off with a bang

Renovations underway at Brandon training centre.



Brandon training centre being revamped.

I am excited to announce that renovations are starting this month at the training centre in Brandon. Over the next six months, the current building will be transformed into a spacious new training centre and union office. Until this work is completed, all scheduled classes will take place at the union office located at 1 – 759 1st Street or at another location in Brandon. We will let you know well in advance, where your class is taking place.

All our training centres continue to offer a wide-range of services to meet your needs. Have a look at our 2011 winter/spring training schedules. Start the New Year off right by working towards your educational goals

or register for something simply because it interests you. Call if you want more information on any of the classes, about one-on-one literacy tutoring, our grade 12 programs or our career transition service. Our number is 775-8329 or toll-free from outside of Winnipeg 1-877-775-8329.

If you do not see what you are looking for, please let us know. We would love to hear from our members in rural areas, especially. You can also get more information or register for courses online by going to [www.ufcw832.com](http://www.ufcw832.com) and clicking on the training centre tab.

From the training centre staff, we wish you a Happy New Year and happy training!

## International scholarships!

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 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 have been a

UFCW member in good standing for at least one year as of January 1, 2010.

The UFCW International website ([www.ufcw.org](http://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](mailto:info@ufcwtraining.mb.ca) or [ufcw@ufcw.ca](mailto:ufcw@ufcw.ca) or by calling Catherine Smallwood at the Winnipeg UFCW Training Centre at 775-8329 or toll-free 1-877-775-8329.

## EDUCATION & TRAINING



Heather Grant-Jury  
UFCW Education  
Director

## It is never too late

Grade 12 mature student diploma programs available.

Do you wish you had finished high school? Here is your chance. The training centre offers programs for members wishing to obtain individual credits or a complete high school diploma. A supportive, adult-centered environment recognizes the needs and challenges of working adults wanting to return to school.

Registration for term two of the grade 12 mature student diploma program in Winnipeg, Brandon and Neepawa has already started. Don't wait, call today as classes fill up fast.

If you want more information on the courses available, or if you want to register for the program, call Ans Norman in Winnipeg at 775-8329 or 1-877-775-8329. In Brandon and Neepawa, call Sylvia Provovski at 204-725-8735.

# Winter/spring workshops for union activists

UFCW Local 832 and the training centre are pleased to offer the following workshops to union activists. If you are a shop steward or a health and safety committee member and you are interested in any of these workshops, let your union representative know.

## SHOP STEWARDS Winnipeg Workshops

- January 26 and 27 Note Taking
- February 2 and 3 Cultural Comfort
- February 9 and 10 Public Speaking
- April 13 and 14 Communication Skills
- April 27 and 28 Dignity at Work
- May 4 and 5 Aboriginal Awareness
- May 18 and 19 New Steward
- June 1 and 2 Grievance Handling
- June 9 Stop Bullying

## Brandon Workshops

- February 2 and 3 New Steward
- March 30 and 31 Grievance Handling

## North Workshops

Classes to be announced

## HEALTH AND SAFETY Winnipeg Workshops

- February 7 and 8 Intro to WCB
- February 28 WHMIS
- April 4 and 5 Violence/Stress
- May 30 and 31 Strategies for Dealing with Management
- June 6 and 7 Level 1

## Brandon Workshops

No Training scheduled until Fall due to building renovations

## Northern Workshops

Classes to be announced

## Computers, EAL, Pilates, CPR

Registration begins January 6 for the general training courses - see complete list on the next page.

Registration for winter/spring classes begins on Thursday, January 6. Check out the training schedule on the next page to see if any of the courses interest you. Here is your chance to learn a second language or get your emergency first aid certificate.

To register simply:

- Log on to [ufcw832.com](http://ufcw832.com). Click on the UFCW Training Centre tab and follow the instructions or,
- Call 775-8329 or toll-free 1-877-775-8329 (please have your course information handy).

**Note:** Your registration is not complete until the training centre receives payment, which must be received prior to the start of your class. If payment has not been received by the payment deadline, your space will be made available to someone else.

Remember to call us at the above listed numbers if you have an idea for a course.

*The Training Centre Builds Skills for the Future!*

## 2011 SHOP STEWARD CONFERENCE

The 2011 shop steward conference is scheduled for March 17 to 19 at The Fairmont hotel in Winnipeg.

It will feature speakers, information and workshop topics that are interesting and relevant for all shop stewards. Make sure to mark it on your calendar.

All pertinent information will be mailed to the stewards this month. Watch your mailbox for your registration form and the necessary details. If you do not receive your package by the end of the month, contact your union representative.



2011 winter/spring course schedules				
Class Name	Registration Fee	Class Start Date	Class days/ time	End Date
WINNIPEG				
Basic EAL	No Fee	15-Jan	Sat 9 a.m. - noon	2-Apr
Beginner EAL	No Fee	15-Jan	Sat 9 a.m. - noon	2-Apr
Intermediate EAL	No Fee	15-Jan	Sat 9 a.m. - noon	2-Apr
Conversation Circle	No Fee	29-Jan	Sat 12:30 - 3:30 p.m.	2-Apr
Pronunciation/Writing	No Fee	31-Jan	Mon 6 - 9 p.m.	4-Apr
Pilates	\$15* / \$30**	24-Jan	Mon 6 - 7 p.m.	13-Jun
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
Keyboarding 2	\$15* / \$30**	7-Apr	Tue. 6 - 9 p.m.	9-Jun
Basic EAL	No Fee	9-Apr	Sat 9 a.m. - noon	18-Jun
Beginner EAL	No Fee	9-Apr	Sat 9 a.m. - noon	18-Jun
Intermediate EAL	No Fee	9-Apr	Sat 9 a.m. - noon	18-Jun
Conversation Circle	No Fee	9-Apr	Sat 12:30 - 3:30 p.m.	18-Jun
Pronunciation/Writing	No Fee	11-Apr	Mon 6 - 9 p.m.	20-Jun
Money Skills**NEW	\$15* / \$30**	26-Apr	Tue. 6 - 9 p.m.	31-May
CPR	\$21* / \$26**	30-Apr	Sat 9 a.m. - 4 p.m.	30-Apr
Emergency First Aid	\$35* / \$40**	11-Jun	Sat 9 a.m. - 4 p.m.	11-Jun
BRANDON				
Pre-Intermediate EAL	No Fee	15-Jan	Sat 8:30 - 11:30 a.m. and Thu 6 - 9 p.m.	7-Apr
Basic/Beginner EAL	No Fee	15-Jan	Sat 8:30 - 11:30 a.m. and Mon 9 a.m. - noon	4-Apr
Intermediate EAL	No Fee	15-Jan	Sat 12:30 - 3:30 p.m. and Fri 11 a.m. - 2 p.m.	8-Apr
High Beginner EAL	No Fee	15-Jan	Sat 12:30 - 3:30 p.m. and Mon 9 a.m. - noon	4-Apr
Beginner EAL	No Fee	15-Jan	Sat 4:30 - 7:30 p.m.	2-Apr
Basic/ Beginner EAL	No Fee	15-Jan	Sat 4:30 - 7:30 p.m.	2-Apr
Open Lab	No Fee	15-Jan	Sat 11:30 a.m. - 4:30 p.m.	11-Jun
Women's Group	No Fee	17-Jan	to be announced	9-Dec
Emergency First Aid (levels 1 & 2)	\$70* / \$80**	22-Jan	Sat and Sun 9 a.m. - 4 p.m.	23-Jan
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
Computer class	\$15* / \$30**	5-Apr	Tue 5:30-8:30 p.m.	10-May
Beginner EAL	No Fee	9-Apr	Sat 4:30 - 7:30 p.m.	18-Jun
Basic/ Beginner EAL	No Fee	9-Apr	Sat 4:30 - 7:30 p.m.	18-Jun
EFA	\$35* / \$40**	7-May	Sat 9 a.m. - 4 p.m.	7-May
Money Skills**NEW	\$15* / \$30**	10-May	Tue 5:30-8:30 p.m.	14-Jun
NEEPAWA				
Beginner EAL	No Fee	17-Jan	Mon 6 - 9 p.m.	4-Apr
EAL for Spouses-Intermediate	No Fee	18-Jan	Tue 12:30-3:15 pm	5-Apr
EAL in Minnedosa	No Fee	18-Jan	Tue 5:30-8:30 p.m.	5-Apr
Beginner EAL	No Fee	18-Jan	Tue. 6 - 9 p.m.	5-Apr

2011 winter/spring course schedule continued

Class Name	Fee	Start Date	Days/Times	End Date
Intermediate EAL	No Fee	19-Jan	Wed 6-9 p.m.	6-Apr
Beginner EAL	No Fee	19-Jan	Wed 12:30-3:15 p.m.	6-Apr
Intermediate EAL	No Fee	20-Jan	Thu 6 - 9 p.m.	7-Apr
EAL for Spouses-Intermediate	No Fee	20-Jan	Thu 9:30 a.m. - 12:30 p.m.	7-Apr
Computers - Course TBA	\$15* / \$30**	22-Jan	Sat 12:30 - 3:30 p.m.	9-Apr
CPR	\$21* / \$26**	12-Mar	Sat 9 a.m. - 4 p.m.	12-Mar
Beginner EAL	No Fee	11-Apr	Mon 6 - 9 p.m.	13-Jun
EAL for Spouses-Intermediate	No Fee	12-Apr	Tue 12:30-3:15 p.m.	14-Jun
EAL in Minnedosa	No Fee	12-Apr	Tue 5:30-8:30 p.m.	14-Jun
Beginner EAL	No Fee	12-Apr	Tue. 6 - 9 p.m.	14-Jun
Beginner EAL	No Fee	13-Apr	Wed 12:30-3:15 pm	15-Jun
Intermediate EAL	No Fee	13-Apr	Wed 6-9 p.m.	15-Jun
Intermediate EAL	No Fee	14-Apr	Thu 6 - 9 p.m.	16-Jun
EAL for Spouses-Intermediate	No Fee	14-Apr	Thu 9:30 a.m. - 12:30 p.m.	16-Jun
Computers - Course TBA	\$15* / \$30**	16-Apr	Sat 12:30 - 3:30 p.m.	18-Jun
Emergency First Aid	\$35* / \$40**	28-May	Sat 9 a.m. - 4 p.m.	28-May
* Union member in Education & Training Trust Fund				
** Union member not in Education & Training Trust Fund				



## The 2011 retirees' executive board

Meet the UFCW Local 832 Retirees' Club executive board for the upcoming year. Sitting (left to right) Joan Dudas, president Norma Kinnear and Lila Hornby. Standing (left to right) Armand Tesoro, Russ Smyrichinsky, Hugh McMeel, Gerry Otto, Denis Allard, Chuck McCormick, Bob Whittle and John Stokell.



## Annual maintenance wage survey

Could mean more money for some members at Maple Leaf Winnipeg.

As stated in the collective agreement, the union and the company must survey the present rates of pay for millwrights, electricians and second-class power engineers. Each year in November, the union and Maple Leaf Consumer Foods in Winnipeg independently research the present rates of pay for these trades. This is accomplished by Maple Leaf and the union contacting other companies from the Winnipeg area and indexing the current rates of pay at each company for the above named trades. Once this is done, Maple Leaf and the union meet to compare their findings and average out the rates for each classification. The local presents the top five rates of pay and compares them with Maple Leaf's top

five rates of pay. From the ten rates compiled, the parties will eliminate the highest and the lowest rates and simply average the remaining eight wage rates. If the average is five per cent higher than the present rates of pay for the specific trades, Maple Leaf must increase the hourly rate of pay for those positions to match the new average.

### Good News/Bad News

This year the maintenance wage survey resulted in a wage increase for the second-class power engineers in Winnipeg. Therefore effective last month, if you are a second-class engineer working at the Winnipeg plant you should now be making \$32 an hour. If you are not receiving this rate of pay, contact your

union representative Jerry Kies immediately and let him know.

Unfortunately, this year there is no increase to the wage rates for the millwrights and electricians as the average industrial rate was below the five per cent differential.

This is a complete reversal from last year's findings. Last year, the millwrights and electricians received an increase to their hourly rates but the second-class engineers did not.

The maintenance wage review is a balancing act. Employers like Maple Leaf want to retain their trade workers but also know that it is a very competitive industry. The wage survey is a way to ensure that trade workers at Maple Leaf are compensated fairly at the industry rate of pay.

## Approximately \$130,000 more per year in members' pockets

The union and Springhill Farms resolve outstanding job reclassifications.

In the April issue of UNION, we reported that in the last round of bargaining the local and Springhill Farms agreed to review every job and every bracket at the plant by July 31. The union committee, Kevin Hulsmans, Karen Paul, Faron Douglas, servicing representative Wendy Lundy and Secretary-Treasurer Jeff Traeger, toured the plant to identify which current jobs needed to be moved to a different wage bracket or into a new classification.

The parties also agreed that if they were not able to reach an agreement on a rate of pay for a job, either party could refer the matter to arbitration for a binding decision.

The committees came to an agreement on most of the jobs, but referred a few categories to a government appointed mediator. After several hours and much deliberation, the union and the company reached a resolve on all of the outstanding items and avoided an arbitration hearing set for December.

Because of these reclassifications, approximately \$130,000 more per year will end up in the pockets of our members in addition to the negotiated wage increases.

The list of jobs at the plant is now updated. All jobs on the list that were redundant have been removed, new jobs have been added that were not on the list since the last agreement, and 30 jobs have been upgraded into higher paying brackets. If you are one of the employees whose pay bracket increased, you are entitled to receive retroactive pay to February 1, 2010.

Only three jobs were downgraded, but no one will see a reduction in their pay bracket because of this process. Employees in a downgraded job keep their rate of pay until they bid out of that job classification.

The union would like to thank the members of the reclassification committee for their hard work and diligence for bringing the members the best result possible through the reclassification process. If you have any questions about the reclassifications, or you are not sure of your correct rate of pay, contact your union rep Wendy Lundy at the Brandon office at 727-7131 or toll-free at 1-800-552-1193. You can also reach Wendy via e-mail at Wendy.Lundy@ufcw832.com.

## Round three

Negotiations continue for members working at the Grace Hospital.

Negotiations between UFCW Local 832 and the Grace Hospital, DSM and WRHA Pharmacy Program continued on December 10th with the union committees presenting a package to resolve all outstanding issues including wages and benefits. The employers, however, dismissed the package insisting they did not have a financial mandate to cover all of the union's requests.

The employers still have concessions on the table, and are attempting to "fix" wording in areas they have recently lost arbitration cases on. The union has told them the same thing it told them on day one; "We will not be accepting concessions in this round of bargaining."

The union has agreed to use the conciliation process to try to find more common ground. During this process, a government appointed conciliation officer meets with the parties separately and goes back and forth between the union and the employers to try to reach a consensus on the outstanding items. The conciliator is helping all three groups to make an effort in reaching a collective agreement. All discussions are off the record, and the conciliation officer has no authority to compel either party to agree to any proposals.

In the end, this process may or may not work but it is another option to try before taking the employer's offer to a vote. We began the process on December 17, with further dates this month.

In the meantime, as previously reported, the union's full-time negotiator Michelle Masserey has been meeting regularly with representatives from MGEU and MAHCP, who also represent many professional technical workers in Manitoba. Because the unions are not quite on the same time lines, they all have concerns that if one table settles, the employer may offer more money on wages later at another



Some of the union committee members left to right Marisa Pasquarelli, lead negotiator Michelle Masserey, Maggie Wallin, Tanis Newsham, Alison Harman.

table. This is what happened last time; but in the end, the unions all received the additional money.

Local 832 is trying to ensure that its members receive the same or better ben-

efits and increases as other health care workers from other unions do.

These members have been without a collective bargaining agreement since April 1, 2010.

## Agreement upheld, seniority recognized

Virden ACL member paid for call-in shift.

A few months back, management at Virden ACL had to replace a shift that had become available. The collective agreement states the employer must call in employees in order of seniority as per the member's declared availability, and as long as they are capable of performing the work required. The agreement also defines seniority as the length of continuous service in the bargaining unit from the date last hired.

However, on the day in question the company did not follow the contract and called in a junior employee to fill the shift.

Once the union became aware of this, we contacted management and requested that the company pay the most senior member the three-hour call-in pay as outlined under the collective agreement. After discussing the matter, ACL agreed to pay the top employee on a without prejudice basis.

It is important for you to know your negotiated rights and privileges. The union agreement is in place to protect you and your rights. If a violation occurs, contact your union representative immediately or speak to a shop steward.



## It is now your responsibility!

**Changes to the Act mean guards are required to obtain or renew their security licence.**

Effective December 31, 2010 changes to the Private Investigators and Security Guards Act mean that individuals employed as security guards will be required to obtain or renew their licence. Previously the responsibility and ownership of the licence rested with the employer but now each individual guard will have to ensure that their licence is up to date. The \$25 cost of the licence will also be the responsibility of the individual – fortunately, the changes did not include an increase to that cost. It is important to note that current licences will remain active until their expiry date.

Your employer should be providing you with the appropriate forms and generally assisting you with this changeover. If this is not happening you should contact your union representative Harry Mesman at 786-5055 or via e-mail at [harry.mesman@ufcw832.com](mailto:harry.mesman@ufcw832.com).

After you have received your first individual licence, the justice department will be notifying you by way of an automatic mail out one month prior to the renewal date. You will also be notified when there is a need to renew your background checks. This is a good reason why you should be sure that the government has your cur-

rent mailing address and any updates to criminal charges or convictions or any current matters pending before the courts. A better reason still is that the Act will specifically require you to report these things “within 15 days of occurrence” so you will be in violation of the law if you do not.

The changes to the Act also give the justice department the ability to issue tickets on the spot if you violate the Act, for example, by not having your licence on you when an inspection occurs. Fine levels have yet to be set but, of course, they will be higher for repeat and/or serious violations. Another change makes it clear that individuals who fail the security exam three times will be required to retake the 40-hour training course if they want another crack at the exam.

For a full look at the changes, you can go to the Private Investigator and Security Guard Program website at [www.gov.mb.ca/justice](http://www.gov.mb.ca/justice). The complete Act and regulations are available at [www.gov.mb.ca/laws](http://www.gov.mb.ca/laws). If you have specific concerns or questions regarding the changes, you can call the program administrators at 945-2825 or 945-1242. And, if that doesn't get you results, as always, call your union rep!

## UFCW members on strike, what's my role?

**Language in collective agreement deals with this issue.**

A few incidents during the current strike at Malteurop have brought forth the issue of the role of security officers assigned to provide security in the event of a legal strike. The one word that should be first in the minds of both picketers and security officers is “respect”. Both parties need to understand that they are playing legitimate roles that can be carried out without confrontation. The guards are not there to scab – respect would not be warranted if they were – and the strikers are exercising their legal right to picket.

The basic duty of all security officers is to observe and report and not to confront picketers. If you are required to cross the line you must appreciate that anyone who does so may be held up for a reasonable amount of time (5 or 10 minutes) and this is not cause for a verbal or physical clash. Striking workers

are putting their jobs on the line to obtain a fair deal from their employer and the risk they take creates stress and tension for them and their families. Even more reason for security officers to conduct themselves in a peaceful and professional manner.

All UFCW collective agreements with security companies contain language specific to strike situations. Some provide premiums for this type of duty and some enable guards to request a transfer off their site if a strike occurs. You can look for the word “strikes” in the index of your collective

agreement to find the articles specific to this issue or contact your union representative Harry Mesman at 786-5055 or 782-2449.



*Garda security guards at Malteurop strike site.*

## Dauphin Safeway getting a facelift

**Beneficial for union members.**

Safeway is converting its Dauphin store into a “lifestyle” format store. During the past several weeks, renovations have been taking place to make this transformation. The company expects to have its multimillion-dollar transformation completed by mid-December.

John Graham, public affairs manager for Canada Safeway said, “Safeway's lifestyle format directly responds to change in lifestyles of Dauphin's consumers, who are increasingly busy, more health conscious, and have ever-changing needs from their grocery store. Our store responds to these needs with expanded departments and offerings, a focus on organics and healthy food, and much more.”

This comprehensive effort will include softer lighting, wider aisles, and hardwood floors as part of Safeway's lifestyle design that creates a more relaxing shopping atmos-

phere for customers. The company is also doing an exterior upgrade of the store.

Darrin Clinton, shop steward stated, “All the employees are looking forward to these changes. It has been a number of years since the store was renovated.”

“I am confident that the significant investment that Safeway is making into this store will improve sales,” said Blair Hudson, northern union representative. “The improvement of sales will mean an increase in hours for union members working at the store.” There are approximately 60 members employed at the Safeway store in Dauphin.



*Pictured (left to right) are Darrin Clinton (shop steward), Blair Hudson (union representative), and Ken Shaw (store manager) viewing the floor design for the renovated store.*

UFCW Local 832 union president Robert Ziegler said, “Our members in Winnipeg have benefited from working in the Lifestyle stores for a few years. I am glad to see that our members in Dauphin will now get the same opportunity.”

## Always fresh at Tim Hortons...Safeway

It is now easier to get a double double in Transcona while shopping at Safeway. On December 14, the company opened a Tim Hortons kiosk at its 729 store on Kildare Avenue. It's the first Tim Hortons kiosk for Safeway in Manitoba, however, in addition to the one in Manitoba, Safeway simultaneously opened up three more Tim Hortons kiosks in Canada — two in Calgary

(Castleridge store and Kensington store) and one in Edmonton (Callingwood store).

For those of you who enjoy Starbucks, you won't have to fret, as there has been no decision to drop the popular trendy Starbucks from existing stores.

With the new partnership of Tim Hortons, comes the addition of its product line to the rest of Safeway stores. Now consumers can purchase their favourite tin of coffee to take home with them or other Tim Hortons products.

Tim Hortons kiosks feature a full compliment of hot and cold beverages as well as a full compliment of baked goodies including donuts and pastries.

The Tim Hortons' team has fully trained the Safeway employees to ensure coffee is “Always Fresh”! The kiosk will operate with 14 UFCW members.

Safeway's four new Tim Hortons compliment the existing relationship the company enjoys with Starbucks. Canada Safeway operates 163 Starbucks kiosks in 213 Canadian locations, making it one of the largest franchisees in the country for the Seattle based coffee company.





# Ottawa site of inauguration for Migrante Canada

Local 832 supports launching of new organization.

Migrante Canada is an alliance of Filipino migrant and immigrant organizations advocating for workers' rights and social justice. It consists of various organizations throughout Canada.

Damayan Manitoba and Migrante Manitoba are the local member groups of this newly launched organization and UFCW Local 832 has shown its support by donating to this important cause. Local 832 sponsored two members from the Manitoba chapter to attend the first Migrante Canada Congress held in Ottawa in late November 2010. There were about 60 delegates from all across Canada, who represented approximately 16 Filipino migrant organizations from Manitoba, Alberta, British Columbia, Ontario, Quebec and the Atlantic Region.



The Migrante Canada Congress 2010 newly elected National Council and Executive Committee. The third person from right is Jomay Amora-Mercado. Photo by Jonathan Canchela.

Migrante Canada's motto is "Advance the struggle for genuine change: Fight for the rights and welfare of Filipino migrants and their families". With this in mind, the congress approved and ratified the constitution and by-laws for Migrante Canada, passed special resolutions, which will be presented to government and elected its officers. UFCW Local 832 wants to congratulate Jomay

Amora-Mercado, from the Manitoba division, who was elected National Treasurer of Migrante Canada's executive committee. Local 832 Secretary-Treasurer Jeff Traeger said, "We are honoured to be a part of the founding of Migrante Canada. By working together we will accomplish the necessary change to bring unity to the Filipino community in Manitoba and Canada."

## It's back! UFCW income tax service

Starting February 10 at the following locations.

One of the most popular services offered to the membership is back and operational starting February 10. There are several locations available to serve you:

**WINNIPEG**  
878 Portage Avenue  
**BRANDON**  
UFCW Office  
1 - 759 1st Street  
**FLIN FLON**  
Carol's Tax Service  
**NEEPAWA**  
UFCW Training Centre  
244 Hamilton Street

**RUSSELL**  
Merril's Tax  
**STEINBACH**  
H & R Block  
**THOMPSON**  
Liberty Tax Service

As in past years, members who do not have a tax office near them are welcome to mail all of their pertinent information to the Winnipeg office for filing your tax return.

Watch for full details in the February issue of UNION or go to the union's website at [www.ufcw832.com](http://www.ufcw832.com).

## Saving you money!

As a member of UFCW Local 832, you are entitled to excellent discounts on numerous goods and services. The key to obtaining these discounts is showing your union membership card. Below is a list of some of the special offers available to you. It is a good idea to call ahead to ensure that you and the benefit provider understand the terms of the transaction, so there are no misunderstandings on what discount/service you will be receiving.

### First Affinity Financial Corporation

First Affinity is a mortgage consulting service that ensures members obtain the best rates and complete guidance in all aspects of obtaining or renewing a mortgage—at no cost. For more information phone toll-free 1-866-599-9799 or visit [www.unionsavings.ca](http://www.unionsavings.ca).

### Visions Electronics

At Visions purchase TVs, VCRs, camcorders, as well as home, car and portable audio equipment from 5 to 10 % over cost. To obtain the special UFCW price, ask for the store manager at the following locations:

- Winnipeg**
- 1680 Pembina Highway
  - 1130 St. James Street
  - 1510 Regent Avenue
- Brandon**
- 1120 Highland Avenue

### Eye Outfitters

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

### Advanced Massage & Laser Therapy Clinic

2020 Corydon Avenue, Winnipeg. UFCW Local 832 members receive 15% off any duration of massage by Teneille Sonnichsen. Just tell her you're a UFCW Local 832 member when you call 474-2020.

### 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](http://www.unionsavings.ca).

### PowerUp Computers

At PowerUp Computers save 10% off complete computer systems and 5% off hardware and software purchased separately. 1119 Corydon Avenue. Phone 453-0638 or e-mail [sales@powerup.ca](mailto:sales@powerup.ca).

### Autopac Write-offs

If Autopac says your car or truck is a write-off, call Brad Pallen at 284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your vehicle's actual cash value and give you free consultation as to what your options are. If arbitration is required, you pay only \$250 in arbitration costs—a savings of \$50.

### Kang's Taekwondo Academy

Two months Taekwondo memberships & uniform for one \$99. Phone 947-0261. Locations:

- 435 Cumberland Street, Winnipeg
- Notre Dame De Parish, 1282A Dawson Road, Lorette

### The Fairmont/The Velvet Glove

UFCW members receive special room rates at The Fairmont Winnipeg. For a moderate room single/double occupancy pay only:

- \$135 Sunday - Thursday
- \$130 Friday/Saturday

To obtain these special rates call 957-1350 or 1-888-974-7666 and identify yourself as a UFCW member. At **The Velvet Glove** receive 10% off on all food and beverage. Some conditions apply.

### Eyewear

**WINNIPEG**

Receive 20% off regular priced prescription eyeglasses, sunglasses or contact lenses at:

- **The Bay downtown (783-2112)**

**BRANDON**

20% off regular price on all prescription eyewear.

**Scotia Optical**

(727-3661) 708 - 10th Street.

**THOMPSON**

25% off regular price on all prescription eyewear.

**City Vision Opticians (677-2020)** Thompson Plaza.

### Wilder, Wilder & Langtry

Members can save big on legal services from Joe Wilder. If you are looking for a lawyer to help you with wills, real estate, family law or immigration contact Joe at (204) 947-1456. Make sure you let him know you are a UFCW Local 832 member to receive the special rate.

### Natural Wellness Chiropractic Centre

Receive 30% off chiropractic care and wellness plans offered by Dr. Robert Stitt, D.C.. He is skilled at helping you with work-related injuries, headaches, neck and back pain and herniated discs. Call (204) 783-1880 to book your assessment. Their office is located at 912 Portage Avenue in Winnipeg.

FOR ALL MEMBERSHIP DISCOUNTS VISIT: [www.ufcw832.com/discounts](http://www.ufcw832.com/discounts)



## THE FREEDOM TO LEARN ABSOLUTELY FREE

AND YOUR FAMILY

FREE ONLINE LEARNING FOR YOU

### JANUARY COURSES - January 5 - January 31, 2011

#### PERSONAL COMPUTING

- ABC's of Computing
- Digital Cameras 101
- Internet 101
- Microsoft Excel 2003
- Microsoft Excel 2007 - Basic
- Microsoft Outlook 2007
- Microsoft Powerpoint 2003
- Microsoft Vista 2007
- Microsoft Word 2003
- Microsoft Word 2007- Basic

#### LABOUR STUDIES

- Intro to the Union & Stewardship
- Preparing for Arbitration
- Retirement & Pension Planning
- Union Culture & Solidarity
- Unions & the Global Economy

#### FOOD & RETAIL

- Developing Sales Skills
- Health Food Clerk Part 1
- Human Resource Advocate Part 1
- Intro to the Food & Retail Sector
- Pharmacy Assistant Part 1 - Ontario

#### HEALTH & SAFETY

- AIDS Awareness
- Confined Spaces Plan & Program
- Critical Incident & Post Traumatic Stress
- Emergency Preparedness & Pandemic Response Planning
- Health & Safety Level 1 Part 1
- Health & Safety Level 1 Part 2
- Health & Safety Level 2
- Health & Safety Level 2 Committees Part 1 - Ontario
- Health & Safety Level 2 Law Part 1 - Ontario
- Indoor Air Quality & Ventilation
- Metalworking Fluids
- Stress Awareness Part 1
- Stress in the Workplace
- WHMIS for Workers
- Work Design
- Work Organization
- Workplace Violence

### FEBRUARY COURSES - February 2 - February 28, 2011

#### PERSONAL COMPUTING

- ABC's of Computing
- Digital Photography 101
- Internet 101
- Microsoft Excel 2003
- Microsoft Excel 2007- Advanced
- Microsoft Excel 2007- Basic
- Microsoft Powerpoint 2003
- Microsoft Powerpoint 2007
- Microsoft Word 2003
- Microsoft Word 2007 - Advanced
- Microsoft Word 2007- Basic

#### LABOUR STUDIES

- Financial Basics for Non-Financial People
- Intro to Canadian Politics
- Labour History Part 1
- Steward Essentials - NEW
- Union Renewal

#### FOOD & RETAIL

- Ergonomics for Retail Workers
- Health Food Clerk Part 2
- Human Resource Advocate Part 2
- Intro to HACCP
- Pharmacy Assistant Part 1 - Ontario
- Pharmacy Assistant Part 2 - Ontario

#### HEALTH & SAFETY

- Biological Hazards
- Emergency Preparedness & Pandemic Response Planning
- Health & Safety Level 1 Part 1
- Health & Safety Level 1 Part 2
- Health & Safety Level 2
- Health & Safety Level 2 Committees Part 2 - Ontario
- Health & Safety Level 2 Law Part 2 - Ontario
- Job Task Analysis
- Lighting Hazards
- Pesticides
- Reducing Injuries Part 1
- Solvent Exposures
- Stress Awareness Part 2
- The Office Work Environment
- Vehicle Driving Hazards

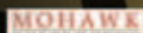
To register, or for more information go to

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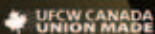
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