



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JULY 2011



First Aid Training Pays Off

Coke member Guy Plett's quick thinking saves co-worker.

Working Families of Manitoba kicks-off campaign

MFL campaign urging voters to educate themselves for fall election.

Recently, the Manitoba Federation of Labour (MFL) in coalition of other unions, including the UFCW, launched its "Working Families of Manitoba (WFM)" campaign to help promote awareness of the upcoming provincial election. The campaign is targeted to help inform Manitobans about where the political parties stand. On May 17, Kevin Rebeck, president of the Manitoba Federation of Labour held a press conference outside of the Manitoba Legislature to present the Working Families of Manitoba report card on workplace health and safety. The report card looked at the legislation that the current NDP government has introduced, how the other parties voted either in favour or against it, and other comments the parties have made regarding health and safety legislation in the province.



The Manitoba Progressive Conservatives were graded a D-. They scored lower mainly because they have put company profits ahead of worker protection. For example, when the NDP government moved to increase maximum fines for serious violations of the Workplace Safety and Health Act in 2010, Hugh McFadyen and his PC caucus fought the increase. McFadyen attacked the higher fines as nothing more than "red tape, regulation and bureaucracy." The PC caucus has

voted against every Manitoba budget that increased the number of workplace health and safety inspectors over the past decade.

While workplace health and safety is essential, there are many other factors to talk about leading up to this election. The continued need for improving our minimum wage, protecting our pensions and ensuring that the proper investment is being made in our province is essential for it to continue to move forward. Many of us take for granted what we have. Most of us either do not know or have not taken the time to learn about the history of the rights and privileges we have today. I think it is vital that all UFCW members and their families take some time to learn about the issues facing us this election and get involved. The best way to be involved is to vote!

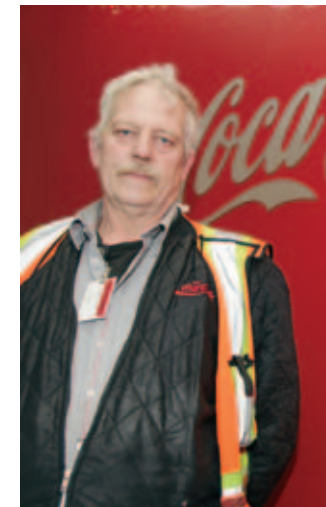
For those who are interested in reading the report card, I encourage you to go to the website at www.workingfamiliesmanitoba.ca Also on the website you'll be asked to "Tell us your story" about why this election is important to you. Those who submit stories will be entered to win a BlackBerry PlayBook for themselves and for three family members or friends.

In solidarity,

Robert D. Ziegler
President
UFCW Local 832



MFL President Kevin Rebeck speaking at the press conference for the Working Families of Manitoba report card launch, along with the family of Brittany Murray.



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OFFICES

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1412 Portage Avenue
Winnipeg, MB R3G 0V5
786-5055 / 1-888-UFCW-832

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

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

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

530 Richmond Avenue E.
Brandon, MB

244 Hamilton Street
Neepawa, MB

Union Representatives: Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, Mike Howden, Blair Hudson, Jerry Kies, Phil Kraychuk, Wendy Lundy, Harry Mesman
Health and Safety 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



Giving credit where credit is due

Local expands Workplace bursary program.

Many UFCW Local 832 members have come to Canada under the Manitoba Provincial Nominee Program (PNP). Companies such as Maple Leaf in Brandon and HyLife Foods (Springhill Farms) in Neepawa recruit many of these members for work. However, some members have entered the program because of their education and work experience. In fact, a few of these members hold degrees in sciences, law, engineering, and other specialized industries from their home and would like to continue working in that field here in Manitoba.

Angel Ong is a host at Superstore in Winnipeg. He came to Manitoba from the Philippines under the PNP in 2006 but had to return shortly after to care for a sick relative. Angel holds a degree in civil engineering and has years of experience being a manager for various firms. He made the decision to come to Canada because he wanted to improve his life for not only himself, but also his wife and two daughters. In the Philippines, retirement is for the few. The majority of the workforce continues to work until they die. If they cannot work, their care is usually burdened onto their children or relatives. This is something he did not want for his children. "That was one of the reasons why I wanted to come to Canada. To work in engineering, and to save for retirement," said Angel.

Angel never expected to walk right into an engineering job upon arriving to Manitoba; he understands that certification recognition can be difficult. The province has also approved Angel for financial assistance to help offset his upgrading. The province also acknowledges that if an employer hires Angel, his orientation period might take a bit longer. Therefore, the government has approved for a prospective employer to receive funds



Superstore member, Angel Ong, with his diplomas and certifications.

to offset the longer orientation period if needed.

One of the hurdles Angel and other immigrants experience with post-secondary education is the cost of assessment exams. In Angel's case, he would have to pay \$400 for an assessment exam and would then be provided with the areas he needs to improve on. The local has heard about members like Angel who have the desire to utilize their education and experience here in Manitoba.

The local wants to assist all its members and recently expanded its Workplace Bursaries Program to assist members on a case-by-case basis with the costs of assessment exams. Members who have paid

for assessments on their accreditation, and are members of the UFCW Local 832 Education and Training Trust Fund, can complete an on-line application at www.ufcw832.com/bursaries. Members must then submit their application along with their receipt for the assessment exam to the union for consideration of a bursary.

For members like Angel, who have degrees and diplomas in other fields and want to inquire about credentials recognition they should go to the province's "Manitoba Start" website www.manitobastart.com. The informative website will assist you on your goal of having your post-secondary education recognized in Manitoba.

Dando Credito a quien credito merece

Local amplía el programa de becas en el área de trabajo

Muchos miembros de UFCW Local 832 han venido a Canadá bajo el Programa Nominados de la provincia de Manitoba (PNP). Compañías como Maple Leaf en Brandon y Hylife Foods (Springhill Farms) en Neepawa reclutaron a muchos de estos miembros para trabajar; Sin embargo, algunos de estos miembros entraron al programa debido a su educación y experiencia laboral, de hecho, algunos de estos miembros poseen títulos desde sus países. Títulos en ciencias, leyes, ingeniería y otras especialidades industriales y les gustaría continuar trabajando en sus respectivas áreas de trabajo aquí en Manitoba.

Ángel Ong era un agente de bienvenida en un Superstore en Winnipeg. El vino a Manitoba desde las Filipinas en 2006 por medio del programa Nominados de la Provincia PNP (siglas en inglés). Pero tuvo que retornar al poco tiempo para cuidar de un familiar enfermo. Ángel tiene un título en ingeniería civil y años de experiencia como manager de varias compañías. El tomó la decisión de venir a Canadá porque él quería mejorar su vida, la de su esposa y la de sus dos hijas. En las Filipinas la jubilación es para uno pocos. La mayoría de trabajadores continúan trabajando hasta que mueren, y si ellos ya no pueden trabajar sus hijos o familiares tiene que tomar el cargo de cuidarles, esto es algo que Ángel no quería para sus hijas. "esa fue una de las razones del porque quería venir a Canadá para trabajar en la ingeniería y para ahorrar para mi jubilación" dice Ángel.

Ángel no esperaba entrar directamente a un trabajo de ingeniería al llegar a Manitoba, él sabe que la certificación puede ser difícil. Para ello la provincia le ha aprobado asistencia económica para ayudarlo a reducir sus gastos; La provincia también sabe que si alguna empresa contrata a Ángel su



período de orientación puede tomar un poco más de tiempo de lo normal, por lo tanto el gobierno ha aprobado para algún posible empleador el recibir fondos para compensar el largo período de orientación en caso sea necesario.

Uno de los obstáculos que Ángel y otros inmigrantes experimentan con la educación superior es el costo de los exámenes de valoración. En el caso de Ángel él tendría que pagar \$400 por un examen de valoración y después de eso se le darían las clases de lo que el necesita mejorar. El sindicato ha escuchado acerca de miembros como Ángel que tienen el deseo de utilizar su educación y experiencia aquí en Manitoba.

El sindicato quiere ayudar a todos sus miembros y recientemente ha expandido su programa de becas en el área de trabajo, para ayudar a miembros, dependiendo de

cada caso, con el costo de sus exámenes de valoración. Miembros que hayan pagado por valoraciones en las acreditaciones de sus títulos y son parte de UFCW los fondos de educación y entrenamiento del Local 832, pueden descargar una aplicación desde la página web del sindicato www.ufcw832.com/bursaries. Miembros deben presentar sus aplicaciones junto con sus recibos del examen de valoración en el sindicato para que puedan ser considerados para una beca.

Para miembros como Ángel que tienen carreras y diplomas en otras áreas y tienen preguntas acerca de validaciones de credenciales deben visitar el sitio de la provincia "Manitoba Start" www.manitobastart.com. La información del sitio web te ayudara en tu sueño de validar tu educación superior en Manitoba.

对于值得赞扬之处要给予赞扬 工会扩充职场奖学金项目

许多UFCW Local 832会员通过曼尼托巴省提名计划(PNP)来到加拿大。像在布兰顿的Maple Leaf和在尼帕瓦的HyLife Foods(Springhill Farms)就通过省提名计划招聘了许多的会员为其工作。然而,有些会员通过省提名计划是因为他们的教育背景和工作经验。事实上,其中有一些会员在其本国拥有理科,法律,工程以及其他专业的学位而且这些会员想要继续在曼省的这些领域工作。

Angel Ong在温尼伯的Superstore当迎宾员。在2006年他通过PNP从菲律宾来到曼省,但是因为要照顾一位生病的亲戚在到达后不久不得不返回菲律宾。Angel拥有土木工程的学位,他在很多公司做过经理,经验丰富。他决定来加拿大不仅因为他自己,而且他还想要提高他妻子和两个女儿的生活水平。在菲律宾,很少有人能退休。大部分的工人一直工作直到死的那一天。如果他们不能工作了,抚养他们的负担就落在了他们的孩子或亲戚身上。这些是他不想发生在他孩子身上的事情。”这是我想来加拿大的原因之一。在工程领域工作,并且为退休存钱,” Angel这样说

Angel从来都没有期望到达曼省后立即找到一份土木工程的工作;他明白资职认证是困难的。省政府也批准给Angel经济援助从而帮助减轻进修的费用。省政府也了解到如果有雇主雇佣Angel,他的培训期有可能要比一般人长一些。因此,省政府已批准给有可能雇佣他的雇主一些补贴来弥补如



有可能的超长培训期

Angel和其他移民所经历的一个障碍是大专学历的审核考试费。对于Angel来说,他必须要交\$400的评估费之后才能被提供他想要进修的领域。工会听说了像Angel这样想用自己的知识和经验在曼省工作的会员的事情。

工会想帮助所有的会员并于近期扩充了职场奖学金项目为的是一对一的帮助会员解决审核考试费用的问题。已经自己付钱做过资职评估的会员,如果这些会员也是UFCW Local 832教育与培训信托基金的成员,那么这些会员可以登陆工会网址www.ufcw832.com/

bursaries 下载申请表申请报销。会员必须连同申请表和评估费的收据一并寄回,工会会予以考虑报销费用。

对于像Angel一样在其他领域有学历和证书的会员并且想要咨询有关资职认证的信息,他们应该到政府“Manitoba Start”的网站www.manitobastart.com上了解相关信息。网站上的相关信息会帮助您在曼省实现您学历认证的目标。

A Coca-Cola member's quick thinking helps co-worker First aid training comes in handy.

On May 3, long-time Coke employee, Guy Plett, was in the lunchroom having his lunch like he has hundreds of times before. On this day, however, something unexpected happened. Ron Coston, a co-worker, was there eating a sandwich. When Ron coughed, part of his sandwich became lodged in his throat. He stood up and came towards Guy.

“He wasn't giving me the choking sign, but you could see something was wrong,” said Guy. “Ron was gagging and I knew what it was.” Quickly, Guy performed the Heimlich Maneuver on Ron and his breathing seemed okay.

“I knew when the sandwich got stuck in my throat, not to panic and to stay calm,”

said Ron. “To be honest, I didn't even know if I could breathe or not, but I went to Guy and pointed to my throat. It all happened so fast. Before I knew it, the piece of sandwich was out. The guys are still joking about it in the lunchroom. I'm thankful Guy was there.”

Guy credits his 44 years of first aid training. He has been a swimming instructor and a lifeguard and has taught lifesaving skills. This wasn't the first time Guy has used his training to help someone, back in the 1970s while being a lifeguard at Birds Hill and Grand Beach he used his training to help those in danger.

While Guy doesn't think much of the incident, just being in the right place at the right



Guy Plett from the Coca-Cola plant in Winnipeg.

time, management and his co-workers are proud of Guy and acknowledged his efforts. An incident like this stresses the importance of having first aid training because you never know when you will need it.

UFCW Canada Youth Internship Program

The UFCW Canada Youth Internship Program (YIP) is a unique training course by young members for young members.

This year YIP is holding its workshops for Saskatchewan and Manitoba members in Gimli as follows:

**Lakeview Resort & Conference Centre
August 21 to 26**

YIP keeps growing in its popularity and year after year there are more youths wanting to attend this course.

If you are interested in finding out more about this program, contact your local union representative for details or check it out at www.ufcw.ca/yip.

General membership meetings next month

As there is no August issue of UNION, listed below are the upcoming general membership meetings.

Flin Flon

Monday, August 16 – 6:30 p.m.
Prospector Inn

The Pas

Tuesday, August 16 – 6:30 p.m.
Wescana Inn

Swan River

Wednesday, August 17 – 6:30 p.m.
Super 8 Hotel

Dauphin

Thursday, August 18 – 6:30 p.m.
Dauphin Inn

Leaf Rapids

Monday, August 29 – 12 and 6:30 p.m.
Council Chambers

Lynn Lake

Monday, August 29 – 6:30 p.m.
The Bronx

Virden

Monday, August 29 – 10:30 a.m., 4:30 and 6:15 p.m.

Jay's Inn

Brandon

Tuesday, August 30 – 11 a.m. and 7 p.m.
UFCW Office

Winnipeg

Tuesday, August 30 – 7 p.m.
Training Centre - 880 Portage Avenue

Carman

Wednesday, August 31 – 12 and 3 p.m.
Tid Bit Restaurant

Whitmouth

Wednesday, August 31 – 3 and 5 p.m.
Whitmouth Recreation Centre

Winkler

Wednesday, August 31 – 6:30 p.m.
Day's Inn

For the latest local news and goings-on visit www.ufcw832.com

Welcome to the newest shop stewards

Westfair

Haber, Lori – Superstore 1511
Fehr, Diana – Superstore 1510

Burntwood Legion

Helgesen, Mary Lousie

MLCF-Brandon

McKay, Catherine – Sanitation
Melgar, William – Hog Kill
Tolosa, Pedro – Hog Cut
Valencia, Luis – Hog Cut
Zheng, Xin – Hog Cut

MLCF - Lagimodiere

Abdelrahman, Yahai
Andrade, Reynaldo

Granny's Poultry

Schinkman, John
Smith, Nina

FASD Life's Journey

Haber, Lori
Arnold, James

Sun-Gro Horticulture

Arndt, Kevin

Hewlett Packard

Agopsowicz, Greg
Garant, Corina
Hoover, Timothy

IGA Maples

Dominique, Clara

Integrated Messaging

Reardon-Smith, Jordan

Winnserv Inc.

Ezuz, Bereket
Turner, Tyson
Woldesslassie, Yonas

Malteurop – Plant

Miller, Jeremy
Shmon, Jordan
Wilson, Donald

Sodexo Canada Ltd.

Nichol, Leaja

First Canada

Kui, Janice
McCormick, Kevin

Old Dutch Foods

Morello, Ashley Marie

Lucerne Foods

Dyck, John – Milk Plant

Safeway

Norman, Wanda – Store 714
Strong, Sandy – Store 719

The Fairmont Winnipeg

Foster, Carla

EPIC Opportunity Inc.

Porhownik-Scott, Danielle – Cavalier

Grace Hospital

Wallin, Margaret

Ukrainian Farmer's Co-op

Knowles, Donna

GRIEVANCE NEWS

Arbitrator's decision rescinded at Court

The fight continues to protect Westfair members' benefits.

After an unfavourable arbitration decision relating to a policy grievance and four related individual grievances that the union had filed against Westfair Foods Ltd. in 2010, the union filed an Application for Judicial Review.

The issue before the arbitrator in each grievance was whether or not Westfair had provided a prescription drug insurance benefit for employees in accordance with the terms that had been bargained for by the union and the company. UFCW took the position the negotiated benefits in the collective agreement require the company to provide a prescription drug benefit that reimbursed employees 100 per cent of the cost of prescription drugs, and that there is no maximum dollar limit for the reimbursement for prescription drugs.

Westfair provided the prescription drug benefit through an insurance policy that contained a \$10,000 lifetime limit on reimbursement of prescription drugs. After an employee reached the lifetime limit, the policy limited future reimbursement on prescription drugs to \$1,000 annually. The four employees who filed individual grievances were notified by the insurer that payment on their prescription drug claims had been denied because they had reached the lifetime maximum in the policy.

At the arbitration, the union took the position that the \$10,000 lifetime limit (and subsequent \$1,000 annual limit) in the policy violated the benefit agreed to in the collective agreement. The union further stated the contract language provides coverage without any reference to a lifetime limit. It felt that by obtaining an insurance policy with a lifetime limit, Westfair had unilaterally changed and significantly reduced the benefit that was negotiated for the members. The company

is not entitled to unilaterally change the terms and conditions of employment that are negotiated into an agreement.

The arbitrator denied the union's grievances in a decision dated August 21, 2009. In his award, the arbitrator said he preferred

the company's argument by the "thinnest of margins" however he did not fully explain how he came to that decision. As a result, the union applied to the Courts to have the arbitrator's award judicially reviewed.

On June 11 of this year, the Court ruled that the arbitrator's decision, based on the facts presented was not justifiable, transparent, or intelligible in that he gave no reasons as to why he preferred the employer's argu-



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

ment to the union's argument. Therefore, the Court chose to quash the arbitrator's decision and to send the matter back to arbitration to be reheard—by a different arbitrator. At press time, the union was looking at possible dates for the matter to be reheard.

Local 832 continues to fight for this benefit and members can watch for further updates in future grievance news.

Union's input brings results

Jitney suspension overturned at Maple Leaf Brandon plant.

In late December, management at the Maple Leaf Brandon plant put six demerits on an employee's record because of an alleged power mobile equipment violation. This resulted in the company suspending the worker from operating a jitney for a three-month period, placing him one-step away from having his jitney licence suspended permanently.

The union investigated the matter and, after talking to a couple of his fellow employees, concluded that nothing had occurred which should have resulted in the member receiving six demerits. Therefore, the union filed a grievance.

The parties attended mediation where the union pointed out that the company's own powered motor vehicle policy made it clear that the company could only withdraw or suspend a licence if it had just cause to do so. Therefore, based on the fellow employees signed statements, the union believed the company did not have just cause to force the six demerits on the grievor and suspend his licence.

Maple Leaf, however, refused to change its position and thus the union forwarded the matter to arbitration. A few days prior to the scheduled arbitration, the company, in consultation with their legal counsel, agreed to remove the demerits.

RETIREES' CLUB!

Feeling Lucky

Casino trip scheduled for September.

The plans are in motion for the fall trip to the Seven Clans casino in Thief River Falls, Minnesota on **September 21, 22, and 23.**

If you want more information on the trip or to register, call Joan (204) 422-6670, Lila 837-3554 or Armand 832-1211. Dues paying members and spouses pay only \$109 each. The cost for non-dues paying members is \$119 each. This price is based on double occupancy and includes: \$50 cash back from the casino, two free breakfasts and two \$10 supper coupons.

Do you want to get in on the fun and take advantage of the discounted price but forgot to renew your 2011 membership—no problem. Call Carol at the union office at 786-5055 or toll-free at 1-888-832-9832 and she will mail you out an application. Fill out the form and return it with your payment as soon as possible.

Remember, you will need a valid passport or permanent resident card to cross the border. If you do not have a passport, there is still time to apply online at www.ppt.gc.ca/cdn/direct.aspx.

Seats fill up fast so call today!

Volunteers Needed

The general election for Manitoba is on October 4. The union feels it is important for all of us to help make sure we elect a government which represents working families. This means getting the parties' policies and ideas out there to the people.

Therefore, the union is looking for volunteers to help campaign in September and assist on E-Day. If interested, call the office at 786-5055 or 1-888-832-9832 and speak to Dalia or Michelle. If they are not in, make sure to leave your name and number on their voicemail.

Mature student diploma program keeps growing

New building in Brandon opening soon.

There have been some exciting things happening over the last six months. I think the biggest one would be our new building in Brandon. Renovations are well underway and we are looking forward to showing it to you when it opens this September.

Other accomplishments, we introduced a new course, strategies for dealing with management, into our health and safety program as well as a new shop steward course, called organizing, which will be on the fall training schedule. In addition, we expanded our grade 12 program and I am pleased to report that we now offer the mature student diploma program in Winnipeg, Brandon and Neepawa.

For me, the grade 12 program is one of the most rewarding programs we offer. It is so satisfying to see the look on someone's

face as they take that diploma in their hand. It represents months and sometimes years of hard work and dedication. We are fortunate to be able to partner with Winnipeg Technical College in Winnipeg and Assiniboine Community College in Brandon to help members make their dream of finally being able to say "I'm a high school graduate" a reality.

On June 25, it was exciting to see the very first group of students from our Brandon program graduate at Assiniboine Community College. In Winnipeg, this year's ceremony occurred on June 23. Congratulations to all graduates—you did it and you should be proud of yourselves! Look in the September issue for pictures and a full report on both ceremonies.

Registration for all grade 12 mature student diploma programs has started and spaces fill

up fast, so call today. If you are interested, call Ans at the Winnipeg training centre at 775-8329 or toll-free 1-877-775-8329. The deadline for signing up for this course is September 9.

Enjoy the summer everyone. We'll see you in September.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education
Director

Reaching her goals

Six years ago Elaine Holestine's life changed dramatically. Today she is a grade 12 graduate.

Elaine Holestine is a union member working at Safeway for more than 28 years. She started when she was only 22 years old and after being there so long never gave her career opportunities another thought. As she put it, "I had tunnel vision."

All that changed about six years ago when Elaine got into a car accident. Her injuries were not life threatening but were permanent and life altering. She could no longer stand eight hours and faced other medical restrictions. Her personal and social life and income dropped drastically. She tried to find other work but one obstacle stood in her way—she didn't have her grade 12.

She knew that succeeding meant getting her grade 12. Employers no longer just ask if you have your grade 12, they require proof. So,

33 years after dropping out of school, Elaine made it a priority to obtain her high school diploma. She called Ans Norman, director of the mature student program at the UFCW Training Centre, to see if the course met all of her requirements—affordable, manageable, and accessible (stairs, elevator).

That call transformed her life. Today she is a grade 12 graduate with higher education goals. She credits Ans and the other teachers for her achievements. "Without their encouragement, patience, and positive attitude I may not have succeeded," said Elaine. "I also know that the environment at the training centre makes it easy to want to go back to school, that is one of the main reasons why I'm choosing to continue my education."

Training Centre Notes and Nods...

- All training centres will be closed from Monday, July 18, until Tuesday, August 2.
- If you have an idea for a course, call us at 775-8329 or from outside of Winnipeg toll-free at 1-877-775-8329.
- Scholarship awards will be presented in Thompson on Tuesday, August 23, and in Winnipeg and Brandon on Thursday, August 25.
- Have a great summer!

The Training Centre Builds Skills for the Future.

Respect and dignity for all!

Local 832 demands respect for all its members and that definitely includes the workplace safety and health committee (WPS&H) members. The work these members do at their workplaces is important and they deserve support and respect in administering their duties.

Recently, the union became aware of a situation where a supervisor, who is poorly and improperly trained, acted in an unprofessional and damaging manner towards a WPS&H member, and in turn disregarded the health and safety of our members. Specifically, a union committee member reported on the minutes that members were bypassing the safety systems of a bailing machine with the supervisor's knowledge. The supervisor, in question, then scheduled her to do **all** of the bailing during her shift.

When she asked her supervisor "why?" He responded that it was because she could not keep her mouth shut about others overriding the safety systems. He even had the nerve to criticize her for not keeping up with her tasks. That is because she was too busy operating the bailing machine during her shift.

Soon after this, an accident occurred in the workplace. When she asked about doing her investigation, which she is supposed to do, the supervisor swore at the member and told her to mind her own business and sent her back to work. The union notified the company that this behaviour is unacceptable and it would be preparing a grievance(s). Because of the seriousness of this issue, the union also suggested she contact the Workplace Safety and Health Division.

In another instance, management refused to add items to the health and safety meeting minutes. This is wrong! Minutes must legally record everything talked about at a meeting and submitted to the provincial Workplace Safety and Health Division (WSH). They are

an official record of safety concerns that exist at a workplace.

The union suggests that you put all issues on the minutes and if the company is of a different opinion, then make a comment on the minutes such as, "The company does not believe that this issue should be on the minutes". The item should continue to be listed as old business with the original date for 90 days, and if not resolved, the aid of the WSH should be requested to settle the issue.

Do not remove any items from the minutes until the matter is resolved or you get direction from the WSH to stop listing it.

Remember, the local is always here to help you. If you are not getting the assistance you need from your employer, contact me, Guy Sylvestre, or your union rep for help.

We have a good group of resources such as President Ziegler, Secretary-Treasurer Traeger, WCB advocate Rob Hilliard, our legal department, the Occupational Health Centre, Workers of Tomorrow and fellow staff who will work together to find answers to your questions and concerns.

These issues can be easily rectified with proper training. As the committees become more effective and the Act is followed, the

Good work!

To all of the joint workplace health and safety committees who have been meeting on a regular basis and have been submitting their minutes in a timely manner. Keep up the outstanding efforts.

HEALTH & SAFETY



Guy Sylvestre
Health and Safety
Resource Rep

joint committee members will be able to come to a consensus and fix concerns as they come up and before they have to be put in the minutes.

The duties of a committee member sometimes put you in a difficult position, even though you are just trying to make a safer workplace. An untrained and unprofessional supervisor can easily undermine all the good work and the great job being done by a joint workplace safety and health committee.

Members should report all abuse to the WSH division at 945-3446, your union and management. It is the law that the company train their supervisors properly. Supervisors must comply and have responsibilities and liabilities that the union will hold them to.

In the Corner Report

GRANNY'S POULTRY

Ongoing air quality issue. The local has given the company 30 days to come up with a plan of action. If no acceptable response is received by the union, it will proceed to the next level and contact WSH division for assistance in rectifying this matter.

Granny's Hatchery members ready to talk

First contract expires this fall. Proposal meeting held last month.

The union started to build the foundation for the workers at Granny's Hatchery back in 2009 when it applied to the Manitoba Labour Board (MLB) to represent these members. The MLB granted that certification on August 14, 2009. The next step was negotiating a collective bargaining agreement.

After many months of the company asking for extensions and cancelling meeting dates and the parties being deadlocked on several issues, the union applied to the MLB for settlement of a first contract. The Board imposed a one-year agreement, which will expire in October. UFCW Local 832 has



Union negotiating committee, shop steward Ken Gelineau (left) and Secretary-Treasurer Jeff Traeger.

already begun preparing for the negotiations of a new collective agreement.

Local 832 Secretary-Treasurer Jeff Traeger said, "The MLB imposed first contract is a good basis to go from, but the members are ready to talk. We held a proposal meet-

ing last month to hear what improvements or changes the members want to see in their next agreement. We now know what they want, and we are ready to go."

The union negotiating committee, is comprised of Secretary-Treasurer Jeff Traeger, who will be the lead negotiator for the union, and shop steward Ken Gelineau. The committee plans to reach an agreement by October 4, which is the expiration date

of the current agreement.

At press time, the committee was waiting to hear from the company on dates to begin bargaining. Members can find negotiation updates on the union's website at www.ufcw832.com.

Bargaining commences for Lagimodiere plant workers

Union held a membership meeting in April, ready with list of proposals.

Back in April, UFCW Local 832 initiated the groundwork for the bargaining of a new collective agreement for its members at the Maple Leaf plant on Lagimodiere in Winnipeg. Approximately 740 members working at the plant had the opportunity at a meeting in April to let the union know what changes they want to see in their contract. The workers presented many good ideas and from those recommendations, the union negotiating committee finalized a list of proposals.

The negotiating committee — lead negotiator and President of the local Robert Ziegler, Secretary-Treasurer Jeff Traeger, shop stewards Frank Kirouac (curing), Rosemarie Batenchuk (ham boning), Patricia Bernas (packaging), Dallas Reeves (shipping and receiving), Diane Sichevski (miscellaneous), Glenn Sinclair (sanitation) and Lenila Victorino (ham

boning)— met the company to exchange proposals on June 28 with further negotiations on June 29.

As this issue of UNION goes to press, the outcome of the meetings was unknown. The local encourages you to visit its website at www.ufcw832.com for the latest news on negotiations or the union's activities. As always, members at Maple Leaf are also welcome to contact their union representative, Jerry Kies, with any questions or concerns. You can reach Jerry at 786-5055, toll-free 1-888-832-9832, or e-mail jerry.kies@ufcw832.com.

"It is not uncommon to begin preparations this far in advance, especially with a unit the size of Maple Leaf," said President Ziegler. "The existing collective agreement is set to expire on December 31, and we are aiming at reaching a settlement prior to its expiration."

BRHA stewards attend workshop

Training courses held for activists in northern Manitoba.

Training workshops for union activists living in northern Manitoba were held during May and June; three health and safety courses—WHMIS, Violence in the Workplace, and Stress Management—as well as one for the shop stewards called Note Taking. Pictured are four Burntwood Regional Health Authority (BRHA) employees who attended the Note Taking course: Pia Morales (Lynn Lake General Hospital), Sally Huculak (Thompson General Hospital), Patricia Bolduc and Patricia Pasichnyk (Northern Spirit Manor).

The union will be offering these same courses to its activists working in Dauphin, Swan River, The Pas and Flin Flon in the fall of this year.



Workers a priority

Local 832 partakes in MCHCU.

UFCW Local 832 does not just visit members at their workplace, but also ensures it looks out for its members' best interest in other ways. One of the ways it tends to its members working in health care is by participating in The Manitoba Council of Health Care Unions (MCHCU). The council meets regularly and is composed of ten unions that represent health care workers in Manitoba. MCHCU's

objective is to attain shared goals on matters relative to the health care field. They discuss



Minister of Health Teresa Oswald at May 31 meeting.

such issues as the status of health care negotiations, recent arbitration awards, pension and benefits. From MCHCU, there are several subcommittees including one for each sector (nursing, support, and allied health), government liaison, communications and health and safety. Local 832 President Ziegler, to keep with

the local's priority of super service for its members, assigned Michelle Masserey to participate on the government liaison committee and Ron Allard sits on the support sector committee.

The unions recently began joint labour management (JLM) meetings with reps from the WRHA and the Labour Relations Secretariat. At the latest JLM held on May 31, the parties discussed WRHA initiatives, the flood agreement (which addressed staff mobility and accommodation concerns in the event of evacuated patients), and changes in I.T. at the WRHA. Teresa Oswald, Minister of Health, took the time to make a brief presentation to the group. It was a perfect opportunity for members of MCHCU to ask her about essential services, labour mobility, and joint efforts between the council, government and the employers. Good news, the government has no further bargaining unit restructuring on its agenda. The unions agree it would not want to return to those days.

UFCW Local 832 represents members working at the Grace Hospital, Diagnostic Services of Manitoba (DSM), the Winnipeg Regional Health Authority (WHRA) pharmacy program, Vista Park Lodge and the Burntwood Regional Health Authority in northern Manitoba.

I didn't get my raise

Members at Visions—check pay stubs.

Members at Visions of Independence are not receiving their scheduled pay raises as outlined in the collective bargaining agreement. The union negotiated start rates and wage increments for each classification and these are part of your agreement. The first pay hike occurs upon the completion of your probationary period and each year after that on your anniversary date until you reach the top rate. For example, a residential support worker hired on January 1, 2011 would start at \$10.46. Once the probationary period is over (60 calendar days), the hourly wage would jump to \$10.71. The next pay increase for this person would be

on their one-year anniversary (January 1, 2012) and every year thereafter until they reach the top of the wage scale.

The local understands that payroll errors can occur, but it is your responsibility to make sure you are receiving your correct rate of pay. Because of its recent findings, the union is encouraging you to check your pay stub to make sure you are receiving your proper rate of pay.

If you feel the company is paying you incorrectly, or if you did not get one of your scheduled wage increments, contact your union rep Kim Ferris at 786-5055 or 1-888-832-9832.

100% strike vote for Avion Members turn down company's last offer.

On June 2, UFCW Local 832 members working for Avion Security turned down the company's last offer and voted 100 per cent in favour of strike action. The nearly 100 security guards met with the union negotiating committee to review the company's offer and go over any outstanding issues.

The union has applied to the Manitoba Labour Board to appoint a conciliation officer to help the parties reach an agreement. At press time, union negotiator Bea Bruske, who is heading up the committee, was waiting to hear from the government conciliation services on meeting dates.



Once meeting dates have been set and as progress in negotiations is made, the local will update the security guards from Avion. Members can also go to the union's website at www.ufcw832.com for the latest news on negotiations and other matters.

New 3-year agreement at Garda Union's work still not done in security sector.

In May, Garda security guards voted 87 per cent in favour of a new three-year deal. There are almost 300 members working for Garda Security Corporation in Winnipeg.

During the life of the agreement, some members will see their wage increase by four per cent. Pension contributions for all guards will rise by two cents per hour for all hours worked or paid. To receive pension contributions you must complete one year of service with the company.

Besides bargaining for a new agreement for the Garda guards and preparing for negotiations at other sector workplaces, the union has been busy lobbying government to make changes to *The Private Investigators and Security Guards Act* as well as health and safety legislation that will protect and better serve security guards.

Local 832's goal is to bring awareness to areas that need to be addressed in the security sector. Workers in this sector often work in a variety of environments and at various workplaces. Many guards face

hazards that far exceed what a worker in a standard workplace would encounter, and yet it can be argued that they are afforded less protection than those workers. For example, guards working in an industrial environment, where every other employee wears protective equipment, are often left unprotected. The union is determined to

address these inequalities and has made some headway during recent meetings with the Workplace Safety and Health Division.

Garda employs the majority of the security guards that Local 832 represents. The union uses this agreement as its prototype when bargaining and meeting with government.

G4S members on guard Bargaining begins this month

As the union settles one contract in the security sector and tries to reach a last-minute one with the help of a conciliator at another workplace, it has already begun preparations to start bargaining for a new agreement at a different security company.

Security guards working at G4S started the groundwork for negotiations back in April. At a meeting held on April 19, they

submitted to the union their ideas on what they would like to see changed in their new agreement.

From those ideas, the union negotiating committee prepared a list of proposals that the committee will present to the company at the first negotiations meeting on July 6. Bargaining will continue July 7 and after which the union will be updating the membership.

Free time It hurts everyone as it trickles down.

The union has addressed the issue of free time in the past and it monitors the situation on a regular basis. Over the last several months, the problem of free time has surfaced again. Free time sounds harmless but in reality, it hurts everyone and has a trickle-down effect.

What is free time?

Free time is missing your breaks, coming in early or leaving late without recording it on the time sheets, doing work from

home, interrupted breaks, etc. In essence, it is doing any of your job duties for no pay.

If you think you are only affecting yourself by doing this, think again. Minutes add up to hours. Hours add up to shifts and shifts add up to employees. For instance, if you and a co-worker are coming in 15 minutes early every day to start your shift that is 30 minutes a day X five shifts, equals 2.5 hours a week. This totals 10 hours a month—starting to see the point? Working free time not only takes money out of your pocket but also takes away hours from someone else.

Because of the seriousness of its effects, there is language in the collective agreement, Article 5.10(5), which outlines the disciplinary steps for anyone who fails to record all time worked. Don't get caught working free time, make sure you document your start and end times accurately. Make sure you take your coffee and lunch breaks—it is your right.

Lately a few of the servicing representatives have noticed the trickle-down effect at some of the stores. There are shifts being cancelled and there are less hours being scheduled. This is a perfect example of the effects caused by working free time.

The union negotiated benefits on your behalf and that includes rest periods and hours of work, with good reasons. It is a proven fact that scheduled breaks prevent overuse injuries, restores body fluids and energy, and prevents mental burnout. Under your agreement, you are entitled to **uninterrupted** breaks. Make sure you are receiving all of your negotiated benefits and are being paid for all of your time worked because you deserve it.

If you have any questions or concerns about free time or if you see an employee working free time, talk to a shop steward at your store or call your union representative.

Meet Mike Howden New union rep servicing Safeway

Local President Robert Ziegler is pleased to announce that Mike Howden has been hired by UFCW Local 832.

Mike first joined Local 832 in 1992 as a member working at Sysco Food Services. He became eager to learn more about the union and decided to become a shop steward. He has attended several shop steward workshops throughout the years. His readiness to learn and help his colleagues paid off and in 2005 his co-workers at Sysco elected him as chief shop steward. Part of his duties in his new role included sitting on the bargaining committee during negotiations in 2008.

UFCW saw Mike's potential early on and booked him off to work as a SPUR (special projects union representative) for the local on organizing drives and as a relief representative.

It was during this time that his ability to deal with members' concerns flourished. On May 30, the local hired Mike as a full-time union representative and assigned him to service the below listed Safeway stores and gas bars.

359, 1359, 586, 588, 591, 598, 603, 1603, 622, 1622, 701, 1701, 707, 708, 709, 714, 1714, 718, 724, 726, 727, 729, 731, 1731, and 791

MIKE'S CONTACT INFORMATION IS:

Office: 786-5055 / toll-free 1-888-832-9832

Cell: 981-3971

E-mail: mike.bowden@ufcw832.com



UNION OFFICES

WINNIPEG
786-5055
1-888-832-9832

BRANDON
727-7131
1-800-552-1193

THOMPSON
778-7108
1-800-290-2608

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About what's
at stake in this election
for you and your family.
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Not only will it help make sure those improvements can't be rolled back, you could win a brand new BlackBerry Playbook - one each for four members of your family!

To enter this contest and for more details go to:
www.workingfamiliesmanitoba.ca

Working Families
Manitoba
a community campaign of the Manitoba Federation of Labour

A stylized graphic consisting of several overlapping human silhouettes in shades of blue and green, positioned to the right of the 'Working Families Manitoba' text.